



**COUNTRY LIFE
COMMUNITY
CARE Inc.**

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CONSTITUTION

Amended 30th May 2007

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PREAMBLE

Having worked with children and families in Strathalbyn and the surrounding districts (extending from Waitpinga/Victor Harbour and the South coast region to Mount Barker/Central Adelaide Hills, and Murray Bridge/Tailem Bend) over the past 15 years, the need to provide support to parents and other members of the community was clearly identified. From this operational awareness of community needs our team began planning to construct and equip a multipurpose centre at 30 East terrace Strathalbyn consisting of lecture/activity areas, an Occasional Care/Creche facility, and a fully operational community kitchen. The aim is to provide support, care, assistance and training experiences for community members in a quality-learning environment where child-minding services can be provided for pre-school children while programs are being run. The facility would be available for community groups to use through a booking program.

Country life Community Care (CLCC) was established by Emmanuel Christian Schools and Ministries Inc. in 2006 to reach out with God's love and compassion to those in our community, who were in distress or needing support and encouragement. Country Life Community Care is the name of the umbrella organisation that encompasses many specific care ministries of Emmanuel Christian Outreach Inc. . Services to be delivered by CLCC include:

- Professional counselling for individuals, families and those seeking to resolve disputes
- Emergency relief in the form of food and financial assistance.
- Provision of low-cost clothing, through a opportunity shop
- Friendship and assistance to people grappling with a wide variety of issues in such areas as isolation, parenting, grief or illness.
- Training and life-skill development opportunities

Country Life Community Care will seek to work together with other service providers in order to offer a holistic approach to assisting and caring for people in their time of need.

The Heart and Culture of Country Life Community Care

As the name suggests, Country Life Community Care is about "care". This attitude of care will permeate everything that is done. An attitude of care necessitates considering the process and the journey as much as the outcome. The association will always welcome suggestions and ways to partner community service organisations to add value to the life of our community. Because of this:

- We will be vigorous, optimistic and unified.
- We will work together with other service providers to provide great things for individuals and families in our region
- We will be a strong and inspirational source of encouragement for individuals and families in our region.

1. NAME

The name of the Association is Country Life Community Care Incorporated.

2. REGISTERED OFFICE

The registered office of Country Life Community Care shall be at 30 East terrace, Strathalbyn, South Australia 5255, or elsewhere as may from time to time be determined by the Board of Governors.

3. DEFINITIONS

- 3.1. In this Constitution, the following words and expressions have the meanings indicated unless the context requires otherwise:
- 3.2. " Association" means Country Life Community Care Inc
- 3.3. "Auditor" means the appointed auditor.
- 3.4. "Board of Governors" means the Board of Governors of Country Life Community Care Inc.
- 3.5. "Church" means Emmanuel Christian Outreach Inc.
- 3.6. "Constitution" means the Constitution of the Country Life Community Care as amended from time to time.
- 3.7. "Elders" means the Board of Directors of Emmanuel Christian Outreach Inc.
- 3.8. "ECSM" means "Emmanuel Christian Schools & Ministries Inc."
- 3.9. "Financial year" means the year ending 31st December.
- 3.10. "Management Committee" means the Management Committee of Country Life Community Care Inc.
- 3.11. "Meeting" means a general meeting of members of the Association convened in accordance with these Rules;
- 3.12. "Members" means the natural persons shown as members on Country Life Community Care's register of members.
- 3.13. "Notice" includes all written communications to members.
- 3.14. "Office" means the Associations registered office.
- 3.15. "Officer" means any person acting on behalf of Country Life Community Care Inc.
- 3.16. "Outsource" means to subcontract or come to a commercial arrangement with another company or incorporation for the supply of professional, administrative or other labour and material resources
- 3.17. "Oversight" means the Elders of the Church
- 3.18. "Partners" means external parties that have entered into a Memorandum of Understanding with Country Life Community Care Inc.
- 3.19. "Register" means the Association's register of members.
- 3.20. "Registered address" means the last known address of a member as noted in the Register.
- 3.21. "Seal" means the Common Seal of Country Life Community CareInc..
- 3.22. "Secretary" means any person appointed by the Board of Governors to perform the duties of a secretary of the Board of Governors and includes an Honorary Secretary.
- 3.23. "The Act" means Associations Incorporation Act.

4. INTERPRETATION

Interpretation shall be as follows:

- 4.1. Words importing the singular number include the plural and the converse applies.
- 4.2. Words importing the masculine gender include both masculine and feminine genders.
- 4.3. Words importing persons include corporations, companies, Colleges and institutions.
- 4.4. Unless the context otherwise requires, headings are for ease of reference only and do not affect the construction of this Constitution.
- 4.5. Unless otherwise stated, words or expressions contained in this constitution shall be interpreted in accordance with the provisions of the Interpretation of Legislation Act 1983 as in force from time to time.

5. APPLICATION OF THE ACT

Unless the contrary intention appears in this Constitution:

- 5.1. an expression in this Constitution has the same meaning as in that part of the Act which deals with the same matter as this Constitution;
- 5.2. an expression which is given a general meaning by the Act has the same meaning in this Constitution; and
- 5.3. the model rules set out in the Act do not apply

6. Vision

To provide Care, Assistance and Strategic Services to people in the Fleurieu and Murraylands Region, and other parts of South Australia and Australia as opportunity affords

7. MISSION

Country Life Community Care exists as a ministry arm of Emmanuel Christian Outreach Inc. to provide high-quality support, care, assistance and training for individuals and families in the Fleurieu and Murraylands region, thereby contributing to recovery from distress, poverty and misfortune, and enhance the well-being of individuals and families, increasing their capacity to cope with and adapt to change and to achieve a more fulfilling and satisfying lifestyle.

8. THE OBJECTS

- 8.1. The objects of The Association are to provide Care, Assistance and Strategic Services to people in the Fleurieu and Murraylands Region and other parts of South Australia and Australia as opportunity affords.
- 8.2. Country Life Community Care is to complement and strengthen the sustainability of existing regional service providers and contribute to the building of community well-being by:-

- 8.2.1. Offering support and compassion for those who are facing personal or relational distress, trauma, hardship or isolation.
- 8.2.2. Offering care and assistance to those who are experiencing poverty, destitution, suffering or misfortune.
- 8.2.3. Assisting people to develop and maintain healthy relationships
- 8.2.4. Supporting the efficiency, effectiveness and delivery of services by community and volunteer organizations;
- 8.2.5. Developing community capacity, including the next generation of community leaders;
- 8.2.6. Developing effective strategies for responding to children with challenging behaviours and youth at risk
- 8.2.7. Providing other such services for the benefit of the needy in the community
- 8.2.8. To engage or outsource such staff, who support and adhere to the ethos and principles of the Association, as shall be required and found to be necessary from time to time for the proper working of the incorporation.
- 8.2.9. Providing support to parents who are raising and supporting their children.
- 8.2.10. Contributing to the spiritual, cognitive, emotional, social, moral, physical and character development of children and adolescents and to help these children and adolescents become mature members of the community who will have a profound, positive and good influence on families, communities, and the nation.
- 8.2.11. Doing all such other lawful things as are incidental or conducive to the attainment of the above objectives.

9. RELATIONSHIPS

The Association:

- 9.1. Accepts the Constitution and bylaws of the Church and ECSM and shall act in accordance with their requirements.
- 9.2. Shall cooperate with the relevant boards and committees of the Church and ECSM.
- 9.3. As a Community Care agency within the state of South Australian shall satisfy the legislative requirements of the state and of the Commonwealth of Australia in so far as they are not contrary to the confessions and religious principles of the ECSM.
- 9.4. May outsource to ECSM the administration of the associations' affairs.
- 9.5. Shall ensure that any amendments, alterations, additions or repeals to the By-laws of the Association shall be submitted to, and be approved by, the Church before being implemented by the Association;

10. POWERS OF THE ASSOCIATION

- 10.1. The Association shall, subject to the consent of ECSM have the following powers:
- 10.1.1. to advance and lend money to and to borrow and raise moneys from and to secure by mortgage, bill of sale, lien or charge, fixed or floating, legal, equitable or otherwise, the payment of money to any such person, firm, company, corporation, governmental or municipal body on such terms with or without security or interest as the Association deems fit and the Association is expressly empowered to join with any company or natural person in executing any mortgage or other documents for the purpose of securing the payment of money to the Association jointly with any company or natural person or for the purpose of securing the payment of money to any company or natural person;
 - 10.1.2. to give any guarantee or indemnity or guarantee and indemnity with or without security solely or jointly with any other company or natural person and with or without remuneration for payment of money or the performance of any contract, obligations or undertakings by any person, firm, company, corporation or association (including a beneficiary) and to secure the guarantee or indemnity by mortgage, bill of sale, lien or charge, fixed or floating, legal, equitable or otherwise on such terms with or without security or interest as the Association deems fit;
 - 10.1.3. in its absolute discretion as if the Association were acting on its own behalf solely or jointly with any other person, company, corporation or association to open bank accounts of every description on such terms and conditions as the Association thinks fit and to conduct and operate the accounts on overdraft and to agree to the bank at any time or from time to time on behalf on the Association and in addition to any other power contained in this deed to borrow or raise or secure the payment of money in such manner as the Association thinks fit and to secure the same or the repayment or performance of any debt, liability, contract, guarantee or other engagement incurred or to be entered into by the Association in any way with the bank;
 - 10.1.4. to draw, make, accept, endorse, discount, execute and issue promissory notes, bills of exchange, bills of lading and other negotiable or transferable instruments;
 - 10.1.5. to hold, use, purchase, construct, reconstruct, demolish, maintain, repair, renovate, replace, alter, add to, develop, decorate, furnish, equip, improve, manage, sell, transfer, convey, surrender, let, lease, take on lease, exchange, take and grant options or rights, divide, consolidate, alienate, mortgage, charge, pledge, reconvey, release, discharge or otherwise deal with any real or personal property and in particular with shares, debentures or securities of any company and with or without deferred, restricted, qualified or special rights.
- 10.2. The Board of Governors shall have authority and power to make rules and regulations consistent with this constitution and the Act for the administration, management, provision and disposal of all monies, revenues, legacies, donations and documents of every description received by or under the control of the Association or any officer of the incorporation.
- 10.3. In the event of the Association experiencing financial or trading difficulty of any sort whatsoever:
- 10.3.1. The Board of Governors shall immediately refer any such concerns they may have about their present or future trading capacity to the Council of ECSM and the Elders of the Church for advice and direction on such matters when they become aware of either such actual, potential or imminent difficulty.
 - 10.3.2. The Association shall not have power to place the management of their affairs into the hands of an administrator nor to enter into voluntary or any other form of bankruptcy except with the explicit and combined approval and support of ECSM

and the Elders of the Church.

11. INCOME AND PROPERTY

The Association income and property is to be applied solely towards the promotion of the Association objects as set out in this Constitution. No part of the Association income and property may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to the members of the Association. However, this clause does not prevent:

- 11.1. the payment in good faith of remuneration to any employee of the Association or to any member or other person in return for any services actually rendered to the Association;
- 11.2. the payment to a member of the Board of Governors or Management Committee of out-of-pocket expenses incurred in carrying out the duties of a governor or committee member where the payments do not exceed an amount previously approved by that Board of Governors or Management Committee;
- 11.3. the payment to a member of the Board of Governors or Management Committee for any service rendered to the Association in a professional or technical capacity where:
 - 11.3.1. the provision of that service has the prior approval of the Board of Governors or Management Committee; and
 - 11.3.2. the amount payable is approved by a resolution of the Board of Governors or Management Committee and is on reasonable commercial terms;
- 11.4. the payment to a member of the Board of Governors or Management Committee as an employee of the Association where the terms of employment have been approved by a resolution of the Board of Governors or Management Committee;
- 11.5. the payment to members of interest on any money borrowed from such members for the purpose of the Association at a rate determined by the Board of Governors or Management Committee as being fair and reasonable relative to rates currently available to investors in the finance and banking industry in South Australia.
- 11.6. the payment to members of reasonable market rent for premises leased by any member to the Association.

12. WINDING UP

Upon the winding up of the Association, should there remain, after the satisfaction of all its debts, liabilities and obligations, any surplus property whatsoever, the same shall not be paid to or distributed amongst members of the Association but shall be transferred to another organisation with similar purposes to the Association and which is endorsed under Division 30 of the Income Tax Assessment Act 1997 (and amendments that are legislated from time to time) and which, by its constituent rules prohibiting the distribution of its income and property amongst its members to an extent at least as great as is imposed upon the Association as determined by the members and approved of by the Elders at or before the time of dissolution and, in default, by the Chief Judge in Equity of the Supreme Court of South Australia or such other Judge of that Court or any other Court as may have or acquire jurisdiction in the matter.

13. MEMBERSHIP

Categories of Membership

- 13.1. There shall be two categories of membership of the Association, namely associate membership and ordinary membership.
- 13.1.1. An associate member of the Association is a party who is a partner of the Association.
- 13.1.1.1. Associate members must be given notice of any general meeting and may attend and speak at any such meeting but do not have any entitlement to vote.
- 13.1.2. The ordinary members of the Association are the Elders of the Church who shall remain ordinary members while ever they remain Elders of the Church (hereafter referred to as members).
- 13.1.2.1. Ordinary members must be given notice of any general meeting and may attend and speak at any such meeting and have an entitlement to vote.
- 13.2. As soon as practicable after a person becomes a member, the Secretary must enter the member's name and details in the Register.

Cessation of Membership

- 13.3. Membership ceases on death.
- 13.4. Associate membership ceases if a party is no longer a partner of the Association.
- 13.5. Ordinary membership ceases if a person is no longer an Elder of the Church.
- 13.6. Any member may by notice to the Secretary resign as a member with immediate effect or with effect on delivery to the office of the Secretary from a particular date approved by the Board of Governors subsequent to, but not being later than six months from, the date of that notice.
- 13.7. The Board of Governors may by resolution of at least three-quarters of its members expel an associate member of the Association from the Association if the member:
- 13.7.1. wilfully refuses or neglects to comply with the provisions of this Constitution;
- or
- 13.7.2. in the Board of Governors' opinion:
- 13.7.2.1. ceases to have an active interest in the the Association; or
- 13.7.2.2. ceases to be committed to the Association's Objects, or
- 13.7.2.3. is known to promulgate gossip, rumour, or evil report about the Association or behaves in such a way as to bring the Christian witness of the Association into disrepute
- 13.8. Before resolving to expel an associate member, the Board of Governors must give the member:
- 13.8.1. at least one week's notice of the Board of Governors meeting at which the resolution for expulsion is to be put and of the intended resolution for expulsion; and

- 13.8.2. an opportunity of attending the meeting and of giving at it orally or in writing any explanation or defence which the member may desire to offer.

14. GENERAL MEETINGS

- 14.1. The Annual General Meeting
- 14.1.1. the Annual General Meeting shall be held on or before the 30th day of May of each year.
- 14.1.2. the Council shall determine the time and place of such a meeting.
- 14.1.3. the business of such meeting shall be:
- 14.1.3.1. the Annual Report of the Council and the Director;
- 14.1.3.2. the audited Balance Sheet and Income Expenditure Account for the year;
- 14.1.3.3. any other matters required by the Act or decided upon by the Council.
- 14.2. Extraordinary General Meetings
- 14.2.1. Extraordinary General Meetings may be called at any time deemed necessary by the Council or Church;
- 14.2.2. Extraordinary General Meetings, called at the written request of at least 40 percent of Members, shall be held within two (2) calendar months of receipt of the request in the office of the ECSM. The request shall state the object of the meeting, and shall be signed by the requesting Members and may consist of more than one document signed by one (1) or more of the requesting Members. The request shall be delivered to the office of the ECSM;
- 14.2.3. the Council, or the Church Council, in giving notice of the meeting, will specify the business of any Extraordinary General Meeting;
- 14.3. Notice and an agenda of a General Meeting of the ECSM shall be given to all Members at least twenty-one (21) clear days prior to the date of the meeting;
- 14.4. Every Member, whether in attendance, or by proxy, shall be entitled to one vote. The form of the voting shall be decided by the Chairperson, unless decided otherwise by the meeting;
- 14.5. The Chairperson of a General Meeting shall, in the event of an equal vote of Members, have a casting vote; a simple majority shall decide the question;
- 14.6. The quorum required for the transaction of business at any General Meeting shall be fifty percent of the Members on the register;
- 14.7. The Chairperson shall cause to be kept recorded minutes of all resolutions and proceedings of all meetings of the ECSM and shall cause such minutes to be signed by the Chairperson of the meeting, or of the succeeding meeting;
- 14.8. Subject to the above, General Meetings shall be conducted in accordance with the rules for transacting business adopted by the Church;
- 14.9. A member of the Council who is not a nominated representative of a member school may attend general meetings of the association in a non-voting capacity.

15. BOARD OF GOVERNORS

- 15.1. All members of the Board of Governors must declare that they subscribe to, and will live consistently with, the Code of Ethics.
- 15.2. The control, oversight and conduct of all aspects of the Association shall be invested in a Board of Governors. The Board of Governors must take all reasonable steps to satisfy itself that the Association is being properly managed according to this Constitution. The Board of Governors, in addition to any powers and authorities conferred by these rules may exercise all such powers and do all such things as are within the objects of the Association, and are not by the Act or by these rules required to be done by the Association in a General Meeting.
- 15.3. The Board of Governors shall consists of:
- 15.3.1. Up to four persons, who are members of the the Association

- 15.3.2. The Director of ECSM or their nominee
- 15.3.3. The Finance officer of ECSM (non-voting).

15.4. Membership of the board shall be for two years.

15.5. Appointments to the board of Governors will be made and confirmed by the Elders annually at the Annual General Meeting.

15.6. Approximately half the members of the board shall retire annually, and shall be eligible for re-election.

15.7. Where a vacancy exists, the Elders may make an appointment which will remain until the next Annual General Meeting of the Association, at which time the appointment will be eligible for re-appointment.

Public Officer

15.8. The public officer of the Association shall be the public officer of ECSM

15.9. The board shall elect the following officers from its own membership. The members of the board who are members of the church are eligible for nomination to these offices.

- 15.9.1. Chairperson
- 15.9.2. Minute Secretary

Consultants

15.10. The following shall be consultants to the board as mutually agreed between the board and the consultant.

- 15.10.1. The senior minister of the Church
- 15.10.2. Any other person as requested by the board from time to time and approved by the Elders of Church

Seal

15.11. The Board of Governors must provide for the safe custody of the Seal. The Seal must not be used without the authority of the Board of Governors and in the presence of at least one member of the Board of Governors who must sign every document to which the Seal is affixed and every such document must be countersigned by one other member of the Board of Governors or the Secretary or some other person appointed by the Board of Governors.

15.12. Where as a matter of urgency a document is required to be under the Seal, the Chairman or Deputy Chairman may direct the Secretary to affix the Seal to that document and at the first opportunity the Secretary must report to the Board of Governors the action taken.

15.13. The seal shall be kept in the custody of the Public Officer or such other such person as the Board of Governors may from time to time decide.

Accounts

15.14. The Board of Governors must cause the Association to keep accounts of the Association business in accordance with the Act.

15.14.1. The Board of Governors shall appoint an auditor for each financial year and must cause the accounts of the Association to be:

- 15.14.1.1. audited; and
- 15.14.1.2. laid before the annual general meeting of the Association in accordance with the Act.

- 15.14.2. A copy of the accounts must be made available to all persons entitled to be sent notices of general meetings and notice of the annual general meeting, as required by the Act.
- 15.14.3. The accounts when audited and approved by a general meeting are conclusive except as regards any material error discovered in them within 6 months next after their approval. Whenever any material error is discovered within that period, the accounts must immediately be corrected and then they are conclusive.

Use of Information

- 15.15. No member or officer of the Association shall make improper use of any information acquired by virtue of his/her position so as to gain directly or indirectly an advantage for himself/herself or any other person, or so as to cause a detriment to the Association.

Vacation of Office of Board of Governors Member

- 15.16. The office of a member of the Board of Governors is vacated if he:

- 15.16.1. dies; or
- 15.16.2. resigns by notice to the Association; or
- 15.16.3. becomes bankrupt or makes any general arrangement or composition with his creditors; or
- 15.16.4. becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health; or
- 15.16.5. is absent from three consecutive meetings of the Board of Governors during a three month period commencing on the date of the first absence without the prior permission of the Board of Governors; or
- 15.16.6. ceases to subscribe without reservation to the Code of Ethics; or
- 15.16.7. is found guilty of any offence punishable under the criminal or associations law of any country or the law of any country relating to charities or trusts; or
- 15.16.8. is found by a 75% majority of the Board of Governors or Elders to have made statements or conducted himself in such a way as to discredit or bring into disrepute either himself, the Association, or any member of the Association; or
- 15.16.9. otherwise ceases to be, or becomes prohibited from being, a member of the Board of Governors by virtue of the Act; or
- 15.16.10. is removed by the members in accordance with the Act.

16. PROCEEDINGS OF THE BOARD OF GOVERNORS.

- 16.1. Board of Governors may meet together for the dispatch of business, adjourn or otherwise regulate its meetings and proceedings as it thinks fit.
- 16.2. A Board of Governors meeting may be held by the members of the Board of Governors or communicating with each other by any technological means by which they are able simultaneously to hear each other and to participate in discussion.

- 16.3. The members of the Board of Governors need not all be physically present in the same place for a Board of Governors meeting to be held.
- 16.4. A member of the Board of Governors who participates in a meeting held in accordance with this clause is deemed to be present and entitled to vote at the meeting.
- 16.5. A quorum for a meeting of the Board of Governors shall be a simple majority of Board of Governors members.

Chairman of Board of Governors Meetings

- 16.6. The Chairman or, in his absence, the Deputy Chairman must take the chair at all Board of Governors meetings. If at any meeting neither of such officers is present within 20 minutes after the time appointed for holding the meeting, the members of the Board of Governors present must choose one of their number to be chairman of the meeting.

Voting at Board of Governors Meetings

- 16.7. Questions arising at a Board of Governors meetings are decided by a simple majority of the votes of the members of the Board of Governors present and voting. In case of an equality of votes, the Chairman of the meeting does not have a casting vote in addition to his deliberative vote.
- 16.8. A unanimous resolution in writing, signed by a majority of the Board of Governors, shall be valid and effectual as if it had been passed at a meeting of the Board of Governors duly convened and held.

Material Personal Interests

- 16.9. Unless permitted by the Act, a member of the Board of Governors who has a material personal interest in a matter that is to be considered at a Board of Governors meeting:
 - 16.9.1. must not vote on the matter or be present while the matter is being considered at the meeting; and
 - 16.9.2. must not be counted in a quorum in relation to that matter.
 - 16.9.3. does not apply to an interest that the member of the Board of Governors has as a member of the Association in common with the other members of the Association
 - 16.9.4. the quorum for consideration at a Board of Governors meeting of a matter in which one or more members of the Board of Governors have a material personal interest is three members of the Board of Governors who are entitled to vote on any motion that may be moved at the meeting in relation to that matter.
- 16.10. Each member of the Board of Governors must disclose to the Association any material contract in which he has interest, and must provide the Association with the names of the parties to the contract, particulars of the contract, and his interest in the contract.
- 16.11. A member of the Board of Governors failure to make disclosure under this clause may render void or void-able a contract in which he has an interest.

Minutes

- 16.12. Minutes are to be prepared for each meeting of the Board of Governors or any Management Committee or other committee and kept in a master file. Copies of these minutes are to be sent to each member of the Association and Management Committee or committee as appropriate.
- 16.13. The Board of Governors or Management Committee must cause minutes to be made of:

16.13.1. the names of the members of the Board of Governors or Management Committee present at all general meetings, Board of Governors or Management Committee meetings and meetings of Board of Governors or Management Committee committees;

16.13.2. all proceedings of general meetings, Board of Governors or Management Committee meetings and meetings of Board of Governors or Management Committee committees;

16.13.2.1. all appointments of officers;

16.13.2.2. all orders made by the Board of Governors or Management Committee and committees; and

16.13.2.3. all disclosures of interests made pursuant to clause 17.9-17.11.

16.14. Minutes must be signed by the chairman of the meeting or by the chairman of the next meeting of the relevant body and if so signed are as between the members conclusive evidence of the matters stated in such minutes.

Committees

16.15. The Board of Governors, Management Committee and CEO may appoint such committees, groups or teams as they think fit to assist with the management and administration or the development of the Association

16.15.1. A committee, group or team shall be appointed to perform a specific function for a specified period, which shall not extend past the next AGM. Members of committees, groups or teams need not be members of the Association.

16.15.2. The meetings and proceedings of any such committee, group or team are governed by the clauses of this Constitution for regulating the meetings and proceedings of the Board of Governors or Management Committee so far as the same are applicable and are not superseded by any rule made by the Board of Governors or Management Committee.

16.15.3. The Board of Governors or Management Committee may revoke such appointment of committees, groups or teams at any time.

Defects in Appointment

16.16. If it is discovered that there was a defect in the appointment of a person as a member of the Board of Governors or Management Committee, or a person appointed to one of those positions was disqualified; All acts of the Board of Governors or the Management Committee before the discovery was made are as valid as if the person had been duly appointed and was not disqualified.

Remuneration of Board of Governors & Management Committee Members

16.17. The members of the Board of Governors & Management Council may be paid all travelling and other expenses properly incurred by them in attending and returning from Board of Governors meetings or any Management Committee meetings or General Meetings or otherwise in connection with the Association's business, provided that such payment has been approved by the Board of Governors or Management Committee prior to it being incurred.

Confidentiality Obligations

16.18. Every member of the Board of Governors & Management Committee and other agent or officer of the Association must keep confidential all transactions of the Association, except:

16.18.1. to the extent necessary to enable the person to perform his duties to the Association;

- 16.18.2. as required by law;
- 16.18.3. when requested to disclose information by the Board of Governors to the Auditor or a general meeting of the Association;
- 16.18.4. as otherwise permitted by the Board of Governors.

17. OFFICERS

Chairman of the Board of Governors

- 17.1. The Chairperson shall be the director of Emanuel Christian Schools and Ministries Inc or, subject to the approval of the Elders of the church, his/her nominee.

Deputy Chairman

- 17.2. The Board of Governors may elect one of its members as Deputy Chairman.
- 17.3. If the Deputy Chairman ceases to be a member of the Board of Governors, that person must immediately vacate the office of Deputy Chairman.
- 17.4. The Board of Governors may fill any casual vacancy occurring in the office of Deputy Chairman. The newly elected person holds office for the remainder of the term of office of the former Deputy Chairman but is eligible for re-election.

Secretary

- 17.5. The Board of Governors must appoint a Secretary for such term, at such remuneration (if any) and upon such conditions as it thinks fit. The Secretary need not be a member of the Board of Governors. The Secretary may be removed by the Board of Governors.

Treasurer

- 17.6. The Board of Governors may appoint a Treasurer for such term, at such remuneration (if any) and upon such conditions as it thinks fit. The Treasurer need not be a member of the Board of Governors. The Treasurer may be removed by the Board of Governors

Public Officer

- 6 The Public officer of the Association shall be the Public Officer of Emmanuel Christian Schools and Ministries Incorporated.

Chief Executive Officer

- 17.7. The Board of Governors shall either outsource or appoint and set the salary of the Chief Executive Officer (CEO) of the Association for such terms and conditions as it determines. It shall periodically review the salaries of its CEO.
- 17.8. The CEO shall be responsible to the Board of Governors for the day to day management of the Association and the development and implementation of its programs and services, subject to policies approved by the Board of Governors.
- 17.9. The CEO, as the key person in the overall direction and style of the Association, should seek God as to the future of the Association and to discuss ideas and concepts with the Chairman of the Board of Governors recognising the Board of Governors' role as the custodians and overseers of the vision.

17.10. The CEO shall be a member of the Church and accountable to the Senior Minister for his spiritual growth and development.

17.11. A CEO shall be responsible for the presentation of monthly written reports, including financial statements, to the Board of Governors, except for the month of January. The CEO shall be the Chairman of the Management Committee with the right to vote at the Management Committee meetings.

17.12. In a multi-site service centre, a representative of the Board of Governors shall sit on the selection panel for a site Executive Officer and the CEO shall recommend the appointment of the selected applicant to the Board of Governors for its endorsement.

17.13. A site Executive Officer shall be responsible to the CEO for the day to day running of site-services.

Finance Officer

17.14. The Board of Governors shall appoint and set the salaries of the Finance Officer of the Association for such terms and conditions as it determines. It shall periodically review the salaries of Finance Officer.

17.15. The Finance Officer shall be responsible to the CEO for the handling of funds, the maintenance of financial records, the monitoring of expenditure against the budget approved by the Board of Governors and for the presentation of financial reports to the CEO. The Finance Officer shall be an ex-officio member of the Management Committee with the right to attend and vote at meetings.

The Association Staff

17.16. A CEO, in accordance with approved employment policies established by the Board of Governors, shall appoint all staff except for the CEO and Finance Officer and shall recommend the appointment of site Executive Officers.

17.17. The CEO shall be responsible for setting staff salaries, which shall be consistent with accepted industry standards, by implementing salary policies approved by the Board of Governors.

17.18. All Association Staff are required to abide by the code of ethics, the principles, objects and standards as specified in this constitution and its attachments and shall be members in good standing of a local church, regularly attending weekly worship services. A deliberate breach of this requirement shall require the dismissal of that person. Any suspected breach shall be referred to the Oversight of the Church for a ruling and the CEO shall take action in accordance with that ruling. This requirement shall be included in all staff contracts.

18. NOTICES

18.1. Notices must be in writing.

18.2. A notice may be served by the Association on a member by any of the following methods:

18.2.1. by serving it personally on the member;

18.2.2. by leaving it at the registered address;

18.2.3. by sending it by post in a prepaid letter, envelope or wrapper addressed to the member at the registered address;

18.2.4. by sending it by facsimile transmission to a facsimile number nominated by the

member for the purpose of serving notices on the member; or

18.2.5. by sending it by electronic mail to an electronic mail address nominated by the member for the purpose of serving notices on the member.

18.3. Each member whose registered address is not in Australia may notify the Association of an address in Australia which is deemed to be that member's registered address for the purpose of serving notice.

18.4. With respect to the serving of notices:

18.4.1. Any notice sent by post, air-mail or air courier is deemed to have been served on the day following that on which the letter, envelope or wrapper containing the notice is posted or delivered to the air courier. In proving service, it is sufficient to prove that the letter, envelope or wrapper containing the notice was properly addressed and put into the post office or other public postal receptacle or delivered to the air courier. A certificate in writing signed by any officer of the Association that the letter, envelope or wrapper containing the notice was so addressed and posted is conclusive.

18.4.2. Any notice sent by facsimile transmission or electronic mail is deemed to have been served on receipt by the Association of a transmission report by the machine from which the facsimile or electronic transmission was sent which indicates that the facsimile or electronic mail was sent in its entirety to the facsimile number or electronic mail address of the addressee.

18.4.3. Any notice sent by post to or left at the registered address is deemed to have been properly served even if the member is then dead or bankrupt and whether or not the Association has notice of the death or bankruptcy.

18.4.4. In the case of Associate Members, any notice placed in a publication circulated to the college community (such as the college newsletter) shall be deemed to have been served on the day the publication was distributed.

18.5. The signature to any notice given by the Association may be written or printed or a facsimile of the signature may be affixed by mechanical or other means.

18.6. Where a period of notice is required to be given, the day on which the notice is served and the day of doing the act or other thing is not included in the number of days or other period.

19. INDEMNITY

19.1. To the extent permitted by law, the Association indemnifies every officer of the Association against any liability incurred by that person:

19.1.1. in his capacity as officer of the Association; and

19.1.2. to a person other than the Association or a related body corporate of the Association

19.1.2.1. unless the liability arises out of conduct on the part of the officer which involves a lack of good faith.

19.2. The Association indemnifies every officer of the Association against any liability for costs and expenses incurred by the person in his capacity as officer of the Association:

19.2.1. in defending any proceedings, whether civil or criminal, in which judgment is given in favour of the person or in which the person is acquitted; or

19.2.2. in connection with an application, in relation to such proceedings, in which the Court grants relief to the person under the Act.

19.3. the Association may pay a premium in respect of a contract insuring a person who is or has been an officer of the Association against a liability incurred by the person as an officer of the Association except in circumstances prohibited by the Act.

20. BY-LAWS

The Association shall have power, at a duly convened meeting for the transaction of business, to make, amend, alter, add to or repeal, By-laws not inconsistent with these or any amended rules for the regulation of its proceedings and the management of its business affairs and for giving effect to the rules, and subject to Article 9.5. Notice of any such change shall be given in writing to all Members at least twenty one (21) days prior to the meeting. The By-laws, including an up-to-date index, shall be maintained and attached to the Constitution.

21. ALTERATION TO CONSTITUTION

Alterations to this constitution may only be made by a unanimous decision of the ordinary members

BY - LAWS

INDEX

By-law

Issue Date

I. Procedure for Writing By-laws

15 December 2006

BY-LAW I

PROCEDURE FOR WRITING BY-LAWS

- (1) The Council may set up and instruct a committee to draft the By-law required.
- (2) The Council shall indicate the scope of the proposed By-law.
- (3) The Committee selected shall draft the By-law and submit it to the Council for approval. The Council shall, at a general meeting of the ECSM, submit the By-law for adoption or alteration.
- (4) The form of this By-law shall serve as a model for any further By-laws. Each By-law shall have shown on it:
 - i) name of the By-law
 - ii) the number of the By-law
 - iii) the issue of the By-law (draft is for circulation and discussion)
 - iv) adoption and approval of the By-law to be shown and signed as below.
- (5) When the ECSM has adopted a By-law, the By-law shall be forwarded to the Church Council, as required by Constitution Article 4 (b).

<p>Resolution to adopt By-law was passed at the General Meeting of Country Life Community Care held on</p> <p>CLCC Chairperson:.....</p> <p>CEO:.....</p>

By-Law 1

Management Committee

1. MANAGEMENT COMMITTEE.

- 1.1. The Association shall have a Management Committee to assist the Board of Governors with the day to day management of the Association. The Management Committee shall consist of up to eight persons appointed by the Board of Governors at the AGM including
 - 1.1.1. The CEO,
 - 1.1.2. The director of ECSM, or his nominee
 - 1.1.3. At least one member of the Church.
 - 1.1.4. Up to three Nominated representatives from the Associate Membership
- 1.2. The appointment of the members of the Management Committee shall be until the next AGM. Management Committee members need not be members of the Association.
- 1.3. All members of the Management Committee must declare that they subscribe to, and will live consistently with, the Code of Ethics.
- 1.4. *Nominated Management Committee Members*
- 1.5. Before each annual general meeting, the partners may nominate persons from among themselves to be appointed by the Board of Governors as a member of the Management Committee to hold office subject to this Constitution from the close of the annual general meeting immediately following the appointment until the close of the second annual general meeting following that meeting, when he must retire from office but is eligible for re-nomination.
- 1.6. The Management Committee is to determine the procedure and policy for the nomination of Management Committee members by partners.
- 1.7. There may be no more than one Management Committee member from any one partner.
- 1.8. *Vacancies on the Management Committee*
- 1.9. If a vacancy shall arise amongst the members of a Management Committee, the Board of Governors shall appoint a person or persons to fill such vacancy and that person or persons shall thereby become a member of the Management Committee until the next AGM.
- 1.10. A Management Committee member may resign from the Management Committee by giving written notice thereof to the Chairman and will be effective as of the date received.
- 1.11. Any casual vacancy among the members of the Management Committee shall be filled in accordance with this constitution. A member of the Management Committee appointed in this way holds office for the remainder of the term of office of the person he is replacing at which time he must retire from office but is eligible for re-nomination.
- 1.12. The Management Committee may act even if there are vacancies on the Management Committee.
- 1.13. *Responsibility*
- 1.14. The Management Committee shall be responsible to the Board of Governors for the maintenance of policy and for the support of the CEO in the day to day running of the college.

The Management Committee has a responsibility to pray, to discuss ideas, to develop proposals, to initiate concepts for the development of the Association that are consistent with this Constitution.

1.15. Future Developments

1.16. The Management Committee should actively consider ideas and concepts that are outside the terms of this Constitution and to be prepared to discuss them with the Board of Governors, through its Chairman.

1.17. Chairman

1.18. The Chairman of the Management Committee shall be the CEO.

1.19. Attendance at Committee Meetings

1.20. The members of a Management Committee are expected to make every effort to attend Management Committee meetings.

1.21. Association Members

1.22. All ordinary members of the Association shall be ex-officio members of the Management Committee with the right to attend and vote at Management Committee meetings.

1.23. Observers

1.24. A Management Committee may permit such observers (e.g. other members of the Association's community) and members of the Church to attend Management Committee meetings as it thinks fit. Such observers shall be permitted to speak at such meetings but shall not be entitled to vote.

2. PROCEEDINGS OF MANAGEMENT COMMITTEE.

2.1. The Management Committee may meet together for the dispatch of business, adjourn or otherwise regulate its meetings and proceedings as it thinks fit.

2.2. A Management Committee meeting may be held by the members of the Management Committee communicating with each other by any technological means by which they are able simultaneously to hear each other and to participate in discussion.

2.3. The members of the Management Committee need not all be physically present in the same place for a meeting to be held.

2.4. A member of the Management Committee who participates in a meeting held in accordance with this clause is deemed to be present and entitled to vote at the meeting.

2.5. A quorum for a meeting of the Management Committee shall be a simple majority of Management Committee members.

Chairman of Meetings

2.6. The Chairman or, in his absence, the Deputy Chairman must take the chair at all meetings. If at any meeting neither of such officers is present within 20 minutes after the time appointed for holding the meeting, the members of the Management Committee present must choose one of their number to be chairman of the meeting.

Voting at Meetings

- 2.7. Questions arising at Management Committee meetings are decided by a simple majority of the votes of the members of the Management Committee present and voting. In case of an equality of votes, the Chairman of the meeting does not have a casting vote in addition to his deliberative vote.
- 2.8. A unanimous resolution in writing, signed by a majority of the Management Committee, shall be valid and effectual as if it had been passed at a meeting of the Management Committee duly convened and held.

Material Personal Interests

- 2.9. Unless permitted by the Act, a member of the who has a material personal interest in a matter that is to be considered at a Management Committee meeting:
 - 2.9.1. must not vote on the matter or be present while the matter is being considered at the meeting; and
 - 2.9.2. must not be counted in a quorum in relation to that matter.
 - 2.9.3. does not apply to an interest that the member of the has as a member of the Association in common with the other members of the Association
 - 2.9.4. the quorum for consideration at a Management Committee meeting of a matter in which one or more members of the have a material personal interest is three members of the Management Committee who are entitled to vote on any motion that may be moved at the meeting in relation to that matter.
- 2.10. Each member of the Management Committee must disclose to the Association any material contract in which he has interest, and must provide the Association with the names of the parties to the contract, particulars of the contract, and his interest in the contract.
- 2.11. A member of the Management Committee's failure to make disclosure under this clause may render void or void-able a contract in which he has an interest.

Minutes

- 2.12. Minutes are to be prepared for each meeting of the Management Committee or any other committee and kept in a master file. Copies of these minutes are to be sent to each member of the Association and Management Committee or committee as appropriate.
- 2.13. The must cause minutes to be made of:
 - 2.13.1. the names of the members of the Management Committee present at all general meetings, and meetings of Management Committee committees;
 - 2.13.2. all proceedings of general meetings, meetings and meetings of Management Committee committees;
 - 2.13.2.1. all appointments of officers;
 - 2.13.2.2. all orders made by the and committees; and
 - 2.13.2.3. all disclosures of interests made pursuant to clause 17.9-17.11.
- 2.14. Minutes must be signed by the chairman of the meeting or by the chairman of the next meeting of the relevant body and if so signed are as between the members conclusive evidence of the matters stated in such minutes.

Committees

- 2.15. The Management Committee may appoint such committees, groups or teams as they think fit to assist with the management and administration or the development of the Association
- 2.15.1. A committee, group or team shall be appointed to perform a specific function for a specified period, which shall not extend past the next AGM. Members of committees, groups or teams need not be members of the Association.
 - 2.15.2. The meetings and proceedings of any such committee, group or team are governed by the clauses of this Constitution for regulating the meetings and proceedings of the so far as the same are applicable and are not superseded by any rule made by the Management Committee.
 - 2.15.3. The Management Committee may revoke such appointment of committees, groups or teams at any time.

Defects in Appointment

- 2.16. If it is discovered that there was a defect in the appointment of a person as a member of the Management Committee, or a person appointed to one of those positions was disqualified; All acts of the or the Management Committee before the discovery was made are as valid as if the person had been duly appointed and was not disqualified.

Remuneration of & Management Committee Members

- 2.17. The members of the Management Council may be paid all travelling and other expenses properly incurred by them in attending and returning from Management Committee meetings or otherwise in connection with the Association's business, provided that such payment has been approved by the Management Committee prior to it being incurred.

Confidentiality Obligations

- 2.18. Every member of the Management Committee and other agent or officer of the Association must keep confidential all transactions of the Association, except:
- 2.18.1. to the extent necessary to enable the person to perform his duties to the Association;
 - 2.18.2. as required by law;
 - 2.18.3. when requested to disclose information by the Board of Governors to the Auditor or a general meeting of the Association;
 - 2.18.4. as otherwise permitted by the Board of Governors.

APPENDICES

INDEX

Appendix

Issue Date

- A. Statement of Faith
- B. Code of Ethics

10 January 2007
10 January 2007

APPENDIX A

EXPANDED STATEMENT OF FAITH

- a. We believe in the Divine inspiration, the infallibility and supreme authority of the Old and New Testaments in their entirety and that the Holy Spirit so moved the writers that what they wrote are authoritative statements of truth. Scripture is the sole authority for all matters of faith
- b. We believe there is one God in whom there are three equal Divine Persons revealed, distinguishable but indivisible as the Father, the Son and the Holy Spirit and who of His own sovereign Will created the heavens, the earth and all that is contained within the Universe.
- c. We believe the Lord Jesus Christ is the eternally existing only begotten Son of the Father conceived by the Holy Spirit and born of the Virgin Mary. As God, He became flesh and dwelt among us; as man, He was God.
- d. We believe all men are in a fallen, sinful and lost condition through the rebellion of Adam and Eve who were created without sin and in this state of depravity are helpless to save themselves and are under the condemnation of God to eternal punishment in Hell.
- e. We believe that salvation from the penalty and consequences of sin is found only through the substitutionary atoning death and resurrection of the Lord Jesus Christ.
- f. We believe it is the Holy Spirit alone who convicts men of sin, leads them to repentance, creates faith within them and regenerates and fills those who believe in Jesus Christ as Lord. It is the indwelling Spirit who bestows the Gifts of the Spirit and manifests the Fruit of the Spirit in the believer.
- g. We believe Christ died for our sins, was buried and on the third day rose from the dead, that He appeared to men who touched Him and knew His bodily presence and that he ascended to His Father.
- h. We believe in the work of the Lord Jesus Christ producing a spirit-filled life, Divine healing on the basis of the atoning death and resurrection and liberty from bondages originating in Satan.
- i. We believe the Lord Jesus Christ will return in person with His saints and that the full consummation of the Kingdom of God awaits His return.
- j. We believe in the Baptism of the Holy Spirit as a separate and additional impartation and empowering of the believer.
- k. We believe those who have been regenerated by the Holy Spirit will receive a resurrection body at the return of Jesus Christ and be forever with the Lord while those who have not believed will be resurrected to stand at the Judgement Seat of God to receive His judgement and eternal condemnation to Hell.
- l. We believe in the actual existence of Satan who is the father of all evil and opposed

to God although ultimately subject to the purposes of God and destined to be confined forever in Hell.

- m. We believe that there is one universal Church, made up of genuine believers, but this one universal church is also composed of many local churches in given localities. These churches are under the sovereign headship of the Lord Jesus Christ, exercising autonomous government under Him, administering all its affairs and ministry, as well as the propagation of the Gospel.
- n. We believe there are two ordinances instituted by the Lord Jesus Christ, Baptism and the Lord's Supper
- o. We believe that government is ordained of God, and the powers that be are ordained as ministers of God for good. To resist the powers and the ordinances is to resist the ordinance of God. We are subject not only for wrath sake but for conscience sake, rendering to all their dues, custom to whom custom, fear to whom fear, honour to whom honour. We declare our loyalty to our Government and its leaders and will assist in every way possible, consistent with our faith in the Scriptures as Christian citizens (Romans 13).
- p. In all matters of doctrine not specified by the Statement of Faith, the Elders of Emmanuel Christian Outreach Inc. have the final authority.
- q. We acknowledge and accept as true expositions of the word of God and as its own confession the three Ecumenical Creeds: the Apostles Creed, the Nicene Creed and the Athanasian Creed
- r. CLCC requires all staff who administer the affairs of the Association to carry out their responsibilities and duties in accordance with this Confession.

APPENDIX B

CODE OF ETHICS

Eight Core Values of Relationship

John 17:20-26 "I do not pray for these alone, but also for those who will believe in Me through their word; that they all may be one, as You, Father, are in Me, and I in You; that they also may be one in Us, that the world may believe that You sent Me. And the glory which You gave Me I have given them, that they may be one just as We are one: I in them, and You in Me; that they may be made perfect in one, and that the world may know that You have sent Me, and have loved them as You have loved Me. Father, I desire that they also whom You gave Me may be with Me where I am, that they may behold My glory which You have given Me; for You loved Me before the foundation of the world. O righteous Father! The world has not known You, but I have known You; and these have known that You sent Me. And I have declared to them Your name, and will declare it, that the love with which You loved Me may be in them, and I in them."

1. Non-negotiable love.

(John 15:9; Romans 12:10; Colossians 3:12-17; 1 Corinthians 13:1-13; 1 Peter 4:8; Matthew 5:21-24)

There is nothing we can do to make God love us more and there is nothing we can do that would make Him love us less! His love is based on who He is within Himself, not on our performance.

He is consistent and faithful in how He loves us. His love is never on the negotiating table when we are in dispute and disrepute with Him. How can we be anything less for each other?

His love enables us to be true to one another when we have difficulties. Keeping His way of loving in the forefront of our minds in times of complexity helps us to be true to God in the way that we hold on to one another.

Value Statement:

Non-negotiable love is being the best expression of Christ to another human being. Putting love first and last in every situation keeps us in the abiding Presence of God.

Non-negotiable love can heal and seal every problem that may occur in any relationship.

2. Relationships of openness and honesty.

(Romans 12:9; Ephesians 4:15; Romans 2:1-11; II Corinthians 4:1-2; Romans 6:12-14; II Corinthians 7:1-2)

A truly humble person does not fear being exposed. The great weakness in the western church is our refusal to accept that brokenness is a part of all life in the Spirit.

His power works best in weak people. Living in loving accountable relationships together enables us to walk in the light with God and give no place to the enemy.

Self disclosure is vital to that process. A group of people who each know a part of our life and together know it all.

Value Statement

Relationships of openness and honesty allow us to drop the mask and the image we unconsciously present to the world. In this way we live in conscious freedom and joy before people as we do before God. Accepted in the Beloved, accepted in the Body, accepted by self

3. Believing the best.

(1 Corinthians 13:7-8; Romans 12:10-12; Philippians 4:8; Titus 1:15; Colossians 3:12-17; Luke 6:31)

How we see people is often a mirror image of how we see ourselves. How we accept others is a significant indicator of our own self acceptance in Christ. We believe the best about others because we believe the truth about ourselves in Jesus.

Giving others the benefit of the doubt will lessen the doubts we have about ourselves. This enables us to express an incredible depth of love and freedom to people. We are bestowing the gift of acceptance and receiving it afresh in each human transaction

Value Statement

It is impossible to grow relationships when living in an atmosphere of disapproval. Believing the best about people is not about ignoring their faults but about recognizing that everyone wants to change and become like Jesus. We are always a work in progress and therefore deserving of mercy, grace and love.

4. Always declare your commitment.

(Philippians 2:1-4; Colossians 3:12-17; Jude 20,21; Colossians 2:1-7; Romans 9:1-5; Romans 1:8-15)

Every situation (good or bad) is an opportunity to express what the Lord has put in our hearts. Relationships are about promises. Word given and word kept. There is no commitment that is not first spoken and meant. In football terms, declaring your commitment gets you out of the stands and into the game. It makes you a participant not an onlooker. The strength of Paul's declared commitment was full of passion. *Romans 9:1-5*. In every circumstance we must declare our positive intention. In times of tension and difficulty, silence can be wounding. Never assume that people know how much you are for them. Always declare it with thoughtfulness and love.

Value Statement

Declaring your commitment to others is the best way of understanding and receiving God's commitment to you. The scriptures are God's declaration of commitment to humanity. His whole heart is in His word to us. When you declare your commitment, your heart follows your involvement.

5. Truth wrapped in love, preceded by grace.

(Ephesians 4:15, 25-27; Hebrews 4:14-16; Colossians 3:12-17; John 1:14-17; Luke 6:36-38; James 2:12-13; Matthew 18:15-20)

God is determined that our relationships be earthed in reality and not fantasy. He is committed to truth and trust, mercy and grace, and loving acceptance. Speaking the truth in love, understanding the weakness of people and enabling them to become confident in God's mercy and grace, are all great tests of our own maturity in the Lord. As we give these things they come back to us, pressed down, shaken together and running over.

Value Statement

Truth is not just about being right, but also about doing right. Truth given without compassion and love may destroy someone's world. This is your opportunity to win someone's heart to a greater love in Christ. When acceptance and truth combine with loving kindness ...people are made whole

6. Character before gifting.

(1Corinthians 12:4-13; 1Timothy 1:12-17; Luke 18:9-14; Titus 1:15, 3:11; Galatians 5:22-23; 1Timothy 4:6-16)

Christ in you is your only defense against the enemy, carnality and your own vanity. Listen to the righteous assessment of godly people around you. Accept what they can see about you rather than what you cannot see about your own morality.

We all have blind spots about ourselves where we struggle to be faithful. This is when we need the love and support of people who are for us and want us to succeed.

The best way to change is to fasten your attention upon God and godly people and allow both to speak into your life. Do not be overly sensitive to criticism, nor inflated by praise. Instead recognize your brokenness, acknowledge your gifts and refuse to take yourself too seriously

Value Statement

Not valuing character will diminish your gift. When your progress in godliness is visible, your trustworthiness will increase and your anointing will expand.

7. Give and it shall be given.

(1Thesalonians 5:18; II Peter 1:2-15; Ephesians 3:14-21; II Corinthians 9:6-15; 1Peter 4:9; Romans 12:13; Luke 6:30-38; Acts 20:32-35)

Giving is not just about finances or ministry. It is also about bestowing life, love and laughter into the lifestyles of others. It is about having a generous nature with all that God has given us.

Whatever God gives must be multiplied in us. God does not intend lack or reduction, so your willingness to sow is a major clue to your ability to receive. His generosity, graciousness and extravagance teaches us to pray with outrageous confidence. He has a capacity to release beyond our ability to conceive or request. There is usually a subtle and elegant test that surrounds our giving to the Lord. He will make a request for increase just as our resources (human and financial) are dwindling and we are feeling the pinch. Faithfulness is critical to the life-style of generosity that God has called us to walk with Him.

Value Statement

If God can pass it through you, He will give it to you.

8. Stewardship not ownership.

(1Peter 4:10-11; Romans 15:1-7; 1Corinthians 10:24-33; Philippians 2:1-18; II Corinthians 12:14-18; Luke 16:10-13; 1Corinthians 4:2)

Stewardship is a life-style. It is not just about ministry. Our life and the way we choose to live it is our reasonable worship and service to the Lord. We must recapture a sense of stewardship for our relationships: family and friends; our time; conversations; our job and our place in the body of Christ.

Many Christians give God a part (tithe) of their lives in church attendance (meetings), but are fully in control of the rest of their time themselves. We own our lives rather than living them in extended stewardship above the Christian norm. Jesus must be Lord over everything and every part of our life must feel His redemptive and loving touch.

He is a faithful steward over our lives and it is fitting that our stewardship towards Him, be just as intentional.

Value Statement

***Stewardship is the intentional pursuit of God to involve Him in everything.
The Holy Spirit ruling your life with your full cooperation.***