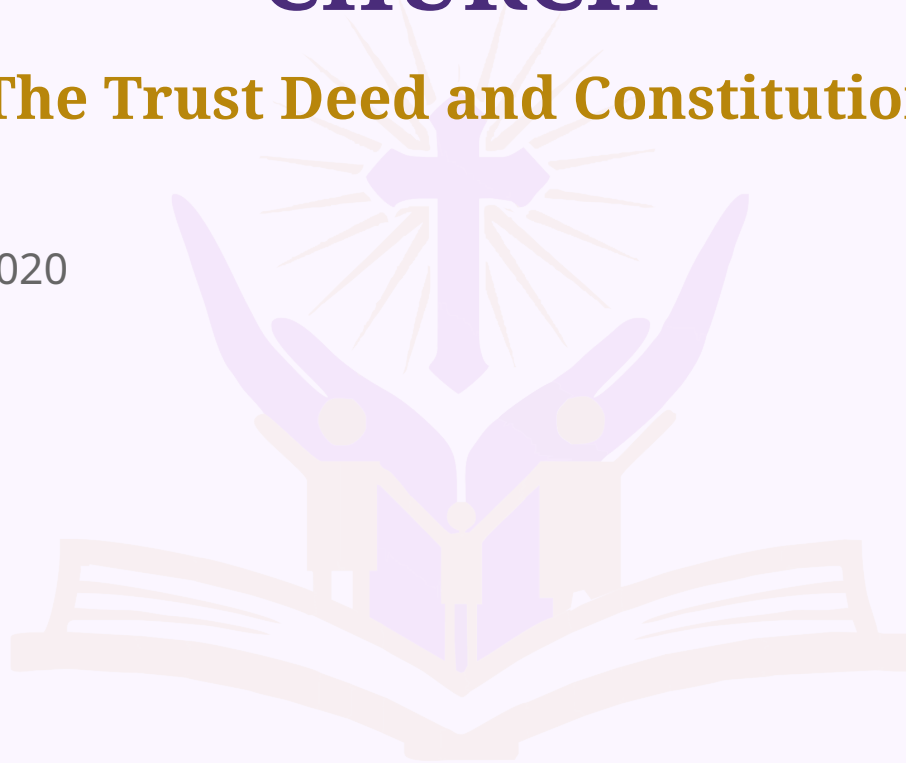


GLORIOUS FAMILY CHURCH

The Trust Deed and Constitution

August 2020



GLORIOUS FAMILY
CHURCH

1. NAME

The name designation of the Church shall be the Glorious Family Church (Hereinafter called "The Church").

The Registered Head Office of The Church shall be at Plot No. 39779/6, Off Kasama Road, After Apex University Opposite Ngucha service station, Hillview Park Lusaka, Zambia.

1.1. Preamble

Glorious Family Church is a Bible believing Church whose vision is advancing the Kingdom of God, through teaching and preaching Christ and Jesus Christ crucified to families.

We are therefore dedicated to the winning of souls and discipleship of converts, establishing them in the word of God, building places of worship and community transformation.

1.2. Historical Background

Glorious Family Church was born out of a prophetic word received by Pastor Jesse Umba. The Church was then founded By Jesse Umba and Pastor Caroline Kondolo Umba in March 2019.

At a meeting held on 3rd March, 2019 the Trust Deed and Constitution was formulated for the Ministry to be named Glorious Family Church and was adopted by 20 members present.

1.3. Vision and Mission

Our Vision: To Preach Jesus Christ and Jesus Christ crucified to the Nations.

Our Mission: To expand the borders of the Kingdom of God through evangelism and outreach, and to make church of God known through families.

Our Motto: To know God and make his Love and Grace Known.

2. OBJECTIVES

The objectives of The Church shall be:-

- (a) To preach the Gospel of our Lord Jesus Christ to all nations.

- (b) To promote the teaching of our Lord Jesus Christ and the truth contained in the entire word of God for the well-being of body, soul and spirit.
- (c) To heal the sick, cast out demons and set the captives free.
- (d) To worship our God in spirit and in truth through praise, songs, dance, tithe and offerings as the Lord will lead.
- (e) To establish Churches in Zambia and abroad as the Lord will lead The Church.
- (f) To establish and operate ministries that will assist The Church to further the Gospel of the Kingdom such as Men's Ministry, Women's Ministry, Intercession, Praise Team, Ushering, Youth and Young Adults as well as Sunday School etc.
- (g) To care for the vulnerable, deprived orphans and the needy including those disadvantaged in society by one reason or the other.
- (h) To acquire property and other assets for the furtherance of the gospel.
- (i) To operate income generating arms of The Church whose proceeds will be for the sole purpose of furthering the kingdom of God.
- (j) To empower the community socially, economically and academically through the provision of training facilities and skills development programs targeted at community transformation.
- (k) To address all forms of injustice in society.
- (l) To participate in the governance of the country by providing civic information and building responsible citizens.

3. STATEMENT OF FAITH

The Church believes:-

- (a) In the Scriptures of the Old and New Testaments of the Holy Bible in their original writing as fully inspired of God and accepts them as the authority for faith and life.
- (b) In one Sovereign God, eternal, omnipotent, omniscient and omnipresent, expressed in the Scriptures in the persons of Father, Son and Holy Spirit.
- (c) That Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary and is true God and true man.
- (d) That God created man in His own image; that man sinned and thereby incurred the penalty of death, a sinful nature which results in actual transgression involving guilt.
- (e) That the Lord Jesus Christ died for our sins, a substitutionary sacrifice, according to the Scriptures and that all who believe in Him are justified on the ground of His shed blood.
- (f) In the bodily resurrection of the Lord Jesus Christ. His ascension into Heaven and His present life as our High Priest and Advocate.

- (g) In the personal bodily return of the Lord Jesus Christ.
- (h) That all who receive the Lord Jesus Christ by faith are born again of the Holy Spirit and thereby become children of God and joint heirs with Christ.
- (i) In the resurrection both of the just and the unjust, the eternal blessedness of the redeemed and the eternal banishment of those who have rejected the offer of salvation.
- (j) That one true Church is the whole company of those who have been redeemed by Jesus Christ and regenerated by the Holy Spirit.
- (k) That the Lord Jesus Christ appointed two ordinances:- Baptism and the Lord's Supper to be observed as acts of obedience and as perpetual witness to the cardinal facts of the Christian faith; that baptism is the immersion of the believer in water as a confession of identification with Christ in burial and resurrection and that the Lord's Supper is the partaking of the Bread and Wine as symbolical of the Saviors body and shed blood, in remembrance of His death till He comes.
- (l) That the baptism of the Holy Spirit is the promise of the Father for all the children of God. That it is the inducement of power for service, to be effective witnesses of the Lord Jesus. This experience may be spontaneous or subsequent to salvation.
- (m) That the Holy Spirit bestows gifts to members of the body of Christ as He wills for evangelism, ministry and edification.
- (n) That the healing of sickness and disease is provided for in the atonement. That about two-thirds of the Ministry of Jesus Christ on earth was devoted to healing the sick and casting out devils leaving us an example to emulate.
- (o) In the priesthood of all believers.

4. COMMENCEMENT OF MEMBERSHIP

- (a) Membership shall commence upon confession, repentance, baptism and satisfactory attendance of foundation class.
- (b) Membership shall commence by application form or letter of transfer for those coming from other Evangelical Churches who will be further subjected to membership class and encounter classes
- (c) Those coming from other churches other than Glorious Family Church International will be made to go through Encounter classes.

Eligibility for Membership

A member of another Evangelical Church is eligible if that person:

- (a) Is born again,
- (b) Is baptised by immersion,
- (c) Is committed to serving the Lord,
- (d) Provides a letter of recommendation from their former church,
- (e) Has benefited from the ministry of The Church for at least three (3) consecutive months and has declared his or her faith in the Lord Jesus Christ, or
- (f) Has attended a foundation class and Encounter classes.

Dual Membership

Members of Evangelical churches in other countries who have come to reside in the host country for a limited period (not exceeding 3 years) and not wish to transfer their membership from their home church may apply for dual membership which shall automatically lapse upon their departure from the host country where The Church is represented.

Obligations of a Member

A member shall be obligated to continuously participate in the following activities of the Church:

- (a) The Lord's Supper.
- (b) Public fellowships including Sunday services and cell meetings.
- (c) Public gatherings of worship as may be called upon by the leadership of the Church.
- (d) Public acts and activities of worship, giving of tithes and offerings, alms giving, visitations of fellow members and optional ministries according to each member's gifting, calling and talents.
- (e) Observable demonstration of personal commitment to the values of the scripture in behavior, family work and worship.
- (f) Awareness of the responsibility to personally initiate procedures of receiving the attention and or audience of The Church through the cell or departmental ministry leader.
- (g) Maintain ownership of a personal copy of the Trust Deed and Constitution.

5. THE LORD'S SUPPER

The Lord's Supper shall be observed at least once monthly. All who have Confessed the Lord Jesus Christ and are in right standing with the Lord shall be Welcome.

6. CHURCH DISCIPLINE

- a. In the event of any allegation of unworthy conduct submitted to the Pastor/Elders by one member against another, the Pastor/Elders shall make inquiry into the matter and afford that member an opportunity to be heard as may be arranged by the Pastor/Elders. After they have given the matter prayerful consideration their recommendation shall be presented to a church leadership meeting for consideration (where the person shall be assessed in line with the allegation).
- b. In purely personal matters members shall be expected to act in the spirit of the Lord's injunction in Matthew 18:15-17.
- c. In a case where a Pastor/Church employee faces disciplinary action, the employee code of conduct shall apply.
- d. If in the opinion of The Church the member is guilty of unworthy conduct, his/her membership shall be retained only if a godly repentance is manifested. Suspension in this case shall depend on the gravity of the case committed.
- e. Any such member guilty of unworthy conduct shall be entitled to spiritual counseling and subjected to appropriate disciplinary measures as determined by the leadership.
- f. If a member guilty of unworthy conduct does not manifest godly repentance, he/she shall be suspended or excluded from the membership of The Church as the case may require.

7. CHURCH GOVERNANCE

The Church acknowledges the Lord Jesus Christ as the Supreme Head of The Church. The Church undertakes to manage its affairs according to the New Testament and recognizes the authority of The Holy Scriptures in all matters of faith and conduct.

Structure

The structure of The Church shall consist of three divisions namely Pastorate, Missions and Administration which shall all fall under the supervision of the General Overseer.

The General Overseer shall be the overseer, visionary and spiritual Father of The Church. The Council of Elders shall serve as an Advisory Board to the General Overseer.

There shall be appointed among the members of The Church officers herein described; A member shall only be eligible for office if that member shall have the qualifications prescribed in Titus 2:2-15, 3:5-9 and 1Timothy 3:1-16.

The Founder and General Overseer

- He shall be the final authority in Pastoral, Missionary and Administrative matters concerning The Church.
- He shall appoint and ordain Pastors, Ministers and Departmental Leaders as well as issue credentials to leaders of The Church for specific functions including administration.
- He shall appoint the spokesperson of The Church on all matters relating to or affecting, directly or indirectly the members of The Church or its ministry.
- He shall preside over policy and any other matters of The Church and chair the Council of Elders meetings.
- The Founding Father shall retain the Fatherhood of The Church in case of retirement.

Qualifications of the General Overseer

- As prescribed in 1 Timothy 3:1-16.
- Must have served at senior level for not less than 10 years in Pastoral work.
- Must subscribe to the vision of The Church.
- Must have at least a degree in Theology or Christian Education.
- Must be computer literate and should have people skills.

Cessation of General Overseer

General Overseer shall cease to hold office through:-

- Death.
- Resignation giving six months notice.
- Becoming mentally or physically incapable of performing the duties of a General Overseer and certified by the medical doctor.
- Retirement.
- Departure from fundamental teachings of the scriptures.
- Any conduct that may bring The Church into disrepute.

- Any conduct that will bring shame to the Kingdom of God.

Transition and Succession of the General Overseer

In the event of the General Overseer's office becoming vacant, the person appointed by the General Overseer shall assume office. In the event that there is no written document stating a successor, the Council of Elders shall prayerfully identify a successor. The Resident Pastor shall oversee the transition which shall take no more than three (3) months.

The Council of Elders

The Council of Elders shall be an advisory body to the General Overseer dealing with matters of church policy, corporate direction and overall church strategies in achieving the vision. Members of the Council of Elders shall consist of ten (10) and not more than twelve (12).

Members of the Council shall be appointed by the General Overseer in consultation with the existing Council members. Eligible candidates to be appointed must be mature Christians who subscribe to the vision, have been members of The Church and have served in different leadership positions.

There shall be a Resident Pastor appointed by the General Overseer from Members of The Council of Elders.

Functions of the Council of Elders

- Ensuring adherence to church doctrine, the vision and mission. Formulation and monitoring of The Church's strategic plan.
- Approving the contracting of The Church's independent Auditors.
- Preparation and fair presentation of the Financial Statements in accordance with International Financial Reporting Standards and in compliance with Society's Act of 1998.
- Review of the General Overseer's remuneration and conditions of service.
- Provide an advisory role to the General Overseer.

Functions of the Resident Pastor

- To provide advisory role to the General Overseer.
- To deputize the General Overseer for the smooth running of The Church activities and attend to official functions.
- To represent the General Overseer at Church functions such as birthdays, anniversaries, wedding ceremonies, etc.

- To oversee the transition of a new General Overseer in the event that the office of the same becomes vacant.
- To initiate and implement the General Overseer's remuneration and other conditions of service.
- To perform any other duties as requested by the General Overseer.

Cessation from the Council of Elders

A member may cease to sit on the Council through:-

- Resignation by giving one (1) month notice to the General Overseer.
- Death.
- Disciplinary action.
- Absence from three (3) consecutive meetings without genuine reasons.
- Mental or physical incapacitation as certified by a medical doctor to perform set functions.
- Departure from fundamental teachings of the scriptures.
- Any conduct that may bring The Church into disrepute.

8. THE PASTORATE DIVISION

Under this division, all matters relating to spiritual and pastoral needs of The Church shall be identified and administered.

The Executive Committee

This shall only be applicable to the main Church. The Executive Committee shall execute the day to day affairs of the whole church. It shall comprise the General Overseer, Resident Pastor, General Manager, Finance Manager, Administration Manager, Operations Manager and Missions Coordinator. It shall meet on a regular basis to undertake business related to pastoral, administration, missions business and community development issues. The General Overseer shall preside at such meetings.

The Resident Pastor

The Resident Pastor shall be appointed by the General Overseer to head the Pastorate Division and be responsible to the General Overseer for the pastoral oversight of The Church. He/she shall be responsible for setting up goals according to the vision of The Church; oversee the work of

Pastors; District Pastors, Ministry Leaders as well as specialized committees set up to perform specific tasks.

District Pastor

The District Pastor shall be appointed by the General Overseer and shall be responsible for shepherding the flock in his/her district. The District Pastor shall in collaboration with the Area Leaders, Section Leaders, and Cell Group Leaders, maintain proper records of membership and their attendance at cell meetings etc. He/she shall work towards the achievement of goals set for the assigned district in fulfilling the vision of The Church.

Youth Pastor

The Youth Pastor shall be appointed by the General Overseer and shall be responsible to the Resident Pastor in nurturing, organizing conferences and camps for youths in colleges and at other institutions of higher learning and at the Local Church.

Lay Pastor

The Lay Pastor shall be appointed by the General Overseer and will assist the Resident Pastor and District Pastors in pastoral duties within the branch they are assigned to.

Area Leader

The Area Leader shall be appointed by the Resident Pastor and be responsible to the District Pastor for the spiritual needs of the flock in his/her assigned area. Persons appointed shall remain Leaders for a period of two years after which they may be re-appointed.

Ministry Leader

The Ministry Leader shall be appointed by the General Overseer and will be responsible to the Resident Pastor for heading a ministry grouping in The Church, e.g. ushering, counseling, music etc. The leader shall be appointed for a term of two years. However, the leader shall cease to hold office by resigning or through ceasing to be a member of The Church, or by being removed from the office by the General Overseer. They may be re-appointed after the term of office expires.

Section Supervisor

They shall be appointed by the District Pastors in consultation with the Area Leaders and will be responsible to the Area Leaders for supervising a number of cell groups in a designated area.

They are accountable for achieving set goals of the cell groups under their care in line with the vision of The Church.

Cell Leader

They shall be appointed by the Resident Pastors/District Pastors in consultation with the Area Leaders and shall be responsible to the Section Supervisors for leading a cell group. They are accountable for achieving set goals of the cell group under their care in line with the growth target set for their cell.

9. THE MISSIONS DIVISION

This division shall be chaired by the General Overseer who will provide direction. The Missions Division is responsible for soul winning, church planting, providing oversight, resource mobilization and coordination of churches in Zambia and abroad.

Under Missions Division, a church may qualify if it has the following:-

- A membership of at least five hundred (500).
- A sound financial base to employ full time management staff.
- Compliant with mission obligations.
- Be up to-date with submission of reports.

Bishop

- Shall be appointed by the General Overseer in consultation with the Council of Elders.
- The General Overseer in consultation with the Council of Elders may also appoint a member with exceptional gifts and proven experience to the office of the Bishop.
- Shall serve at a senior level at the main church/region.
- Shall be responsible for goal setting and monitoring the growth of churches under his/her care.

Qualifications of Bishop

- As prescribed in 1 Timothy 3:1-16.
- Must have served in The Church at a senior level for not less than 5 (five) years.
- Must be overseeing 12 (twelve) well established churches.
- Must subscribe to the vision and be compliant with mission obligations of The Church.

Regional/ Provincial Overseers

In addition to running and overseeing the regional capital church, Regional Overseers appointed by the General Overseer, will be responsible for planting new churches within their respective regions. They are also responsible for their growth and sustenance into fully fledged churches to fulfill the vision of The Church. The Regional Overseer shall also design, implement and oversee community transformation programs in line with the vision of The Church. He/she shall work in collaboration with the Missions Coordinator.

Qualifications of Regional/Provincial Overseers

- As prescribed in 1 Timothy 3:1-16.
- Must have served for at least 5 (five) years as a Pastor.
- Must subscribe to the vision and be compliant with mission obligations.

Missions Coordinator

The Missions Coordinator shall be appointed by the General Overseer from among the Pastors. The Coordinator will assist the General Overseer in the duties which shall include resource mobilization, coordination, disaster mitigation and analysis, conflict resolution and any other assigned duties.

Functions of Missions Coordinator

The duties shall include visitation, assessing needs, strengthening, resource mobilization, coordination, disaster mitigation and analysis, conflict resolution and any other assigned duties.

Qualifications of Missions Coordinator

- As prescribed in 1 Timothy 3:1-16.
- Must have served for at least 3 (Three) years as a Pastor.
- Must subscribe to the vision and be compliant with mission obligations.

Missions Committee

The Missions Committee shall comprise The Regional/Provincial Overseer, The Missions Coordinator and 2 (two) Elders. The Committee shall preside over disciplinary cases, church planting initiatives and recommendations of Pastors to the General Overseer for appointment. A chairperson shall be appointed from the membership by the General Overseer.

Local Executive Committee

The Committee shall comprise the Pastor, two (2) Area Leaders and two (2) Ministry Leaders. They shall preside over the affairs of the local church.

Church Pastor

The Church Pastor shall be responsible to the Regional Overseer for shepherding the flock in the local church. The Pastor has overall responsibility of carrying out The Glorious Family Church vision at the local church. He/she shall have oversight over pastoral, ministerial and administrative matters. He/she shall appoint the local church leadership. i.e. Church Leaders, Ministry Leaders etc.

Lay Pastor

The Lay Pastor shall be responsible to the Regional/Provincial Overseer or the church Pastor for specific set of responsibilities at local church. These responsibilities shall include pastoral, ministerial or administrative.

Ministry Leader

Ministry leaders shall be responsible to the church Pastor for heading a ministry grouping in The Church, e.g. Ushering, Counseling, and Music etc. They shall be appointed for a term of two years until they resign, or cease to be members of The Church, or are removed from the office by the Regional Overseer/Pastor. They may be re-appointed after their term in office expires.

Cell Leader

They shall be responsible to the Pastor for leading a cell group. They are accountable for achieving set goals of the cell group under their care in line with the growth target set for their cell.

10. THE ADMINISTRATION DIVISION

The Executive Committee shall collaborate their functions with the following committees:-

Finance Committee

The committee shall be appointed by the General Overseer in consultation with Council of Elders for a renewable period of two years and shall be chaired by a member of the committee appointed by the General Overseer/Resident Pastor. It shall comprise members who are financial experts to advise the Resident Pastor on financial policy matters; financial management and provide an internal audit function to The Church.

Personnel Committee

The Committee shall be appointed by the General Overseer for a renewable period of two years and shall be chaired by an expert appointed by the General Overseer who will also be an ex officio member. It shall comprise of members who are human resource experts to advise the Resident Pastor on personnel policy matters; recruitment, human resource management, remuneration and other related matters.

General Manager

Shall be appointed by the Executive Committee taking into consideration the qualification laid down in 1Timothy 3:8-13. Administrative Manager shall handle financial, administrative, welfare and property matters of The Church and such other matters of The Church as the Executive Committee may request them to do.

11. FINANCE AND OTHER RESOURCES

Finances and other resources for the furtherance of the word of God shall be raised through:-

- Tithes and offerings,
- Donations, gifts in kind and pledges,
- The offerings of members and friends tendered on thanks offering days,
- Fund raising methods which are in keeping with the scriptures,
- The business arm of The Church and other income generating ventures and credit facilities from financial institutions and individuals.

12. ANNUAL GENERAL MEETING

The Church year shall commence on 1st January and end on the 31st December. The Annual General Meeting of The Church will be held within three (3) months after 31 December. At such Annual General Meeting, the Executive Committee and Finance Committee or where applicable, the local Executive Committee shall submit reports on the general activities of The Church during the preceding year, audited financial statements and reports where applicable on matters affecting its spiritual and social welfare.

Attendance at the annual general meeting shall be as follows:

- For churches with a membership of below 400, the whole membership shall attend.
- For churches with a membership of above 400, members to attend shall comprise the Senior Pastor, the Council of Elders, Pastors, Ministry Leaders, Cell Leaders, Section Supervisors and delegates invited from areas prescribed provided the total number does not exceed 400.

The General Overseer, Regional Overseers, Resident Pastor or Church Pastor shall chair the Annual General Meeting in their respective areas of control. In the absence of the General Overseer at the main Church, the Resident Pastor shall chair the Annual General Meeting.

(a) A suitably qualified auditor where applicable shall be appointed by the Annual General Meeting to audit the annual financial accounts of The Church.

(b) The Missions Coordinator and the Regional Overseer will work towards ensuring that churches present their audited accounts at the Annual General Meeting.

13. SPECIAL GENERAL MEETING

Special General Meetings of The Church shall be held only after public notice has been given thereof at the Morning Service on two preceding Lord's Days or by circular posted to all members entitled to attend ten days prior to such a meeting, which notice shall state the nature of business to be transacted there at.

14. BY-LAWS

The Council of Elders, the Executive Committee and local Executive shall have the power to frame and present to the Annual General Meeting for enactment such regulations as it may deem necessary for the management of the affairs of The Church.

15. CHURCH PROPERTY

All property, including that of Branch Churches which The Church may acquire whether moveable or immovable, shall be held and administered solely for the furtherance of its objectives and the propagation of its principles.

Registration of Immovable Property

All immovable property acquired or hereinafter acquired by The Church shall be the separate property of The Church but registered in the name of the Trustees who shall be designated in the Title deed of such property as "The Trustees of the Glorious Family Church". The said name shall be engraved on the common seal which shall be kept in the control of the Trustees and shall only be affixed to any document by resolution of the Trustees and in the presence of any two of them and those two shall sign their names as attesting witnesses of any such affixing and each and every use of the common seal shall be reported to the Council of Elders.

Transfer or Mortgage of Immovable Property

(a) Any purchase or lease of immovable property on behalf of The Church shall be effected upon the authority of a resolution of The Church passed at a Special General Meeting. Any sale, donation exchange or mortgage or other alienation or encumbrance of the whole or any part of the immovable property of The Church shall be effected upon the authority of a resolution passed at a Special General Meeting of The Church.

(b) The Church shall have the power to buy, sell, let or hire, exchange, transfer receive by way of donation or otherwise, moveable and immovable property and to invest its funds in Government or Municipal stock, mortgage bonds, or on fixed deposit or otherwise, in Banks, Building Societies or like organizations and shall further have power to borrow money on the security of immovable property and to pass mortgage bonds on the same.

Application of Proceeds from sale of Property

The proceeds derived from the sale or other disposal of any property of The Church shall be applied and devoted in such manner as The Church or in the event of The Church having ceased to exist, the Council of Elders may deem best suited to secure the furtherance of the objectives of The Church and the propagation of its principles.

16. REGISTERED CHURCH TRUSTEES

There shall be a Board of Trustees:

- There shall be not more than seven (7) registered trustees on the board.
- The Trustees will be registered with the Ministry of Lands at any particular time.

Composition

The Board of Trustees shall comprise the General Overseer, three (3) Council of Elders and three (3) Regional/Provincial Overseers.

Qualifications

- (a) Committed member of The Church and of good standing.
- (b) Someone who has held senior leadership positions in The Church for not less than Five (05) years.

Appointment

Trustees shall be appointed by the General Overseer in consultation with the Council of Elders.

Functions

- a) The Trustees shall have the power to buy and sell real estate with the ratification of the Annual General and Special General Meetings.
- b) The Trustees shall have the power to borrow money or secure real estate leases on behalf The Church.
- c) The Trustees shall be responsible for ensuring that titles of land, buildings and properties are registered in the name of the church as provided for under the Lands Perpetuity Act chapter 186 of the Laws of Zambia.

Removal

A Trustee shall cease to hold office or be removed from office by the General Overseer if it so warrants in consultation with the Council of Elders through:-

- Resignation.
- Mental or physical incapacitation on recommendation of a Medical Doctor.

- Any conduct that may bring The Church into disrepute.
- Death.
- Bankruptcy.

17. DISSOLUTION OF THE CHURCH

The Church may at any time be dissolved by resolution of a majority of two-thirds of the members present at a Special General Meeting of The Church. In the event of such a resolution being passed, the Council of Elders shall take the necessary steps to wind up the affairs of The Church. Upon dissolution or winding up of The Church, the Glorious Family Church Trustees shall after paying or making provision for payment of all liabilities of The Church distribute all the remaining assets of The Church to any organization of like faith and which is exempt from taxes under the Registrar of Societies. In the event that the dissolution is necessitated by court action, the court may determine how the assets and liabilities shall be disposed of.

18. AMENDMENT OF CONSTITUTION

No proposal to modify or alter this Deed and Constitution shall be considered until after the expiration of the three months from the date on which such notice of such proposal has been given at a Special General Meeting of The Church duly convened for the purpose of considering such a proposal and to amend the Deed Constitution in accordance therewith.

