



CONSTITUTION

AND

BY-LAWS

Apr 2020

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Guidelines on Ministerial Discipline and Restoration

Glossary of Terms

- (1) "the COC" means the Charities Act, (Cap. 37) of Singapore
- (2) "the ROS" means the Registry of Societies of Singapore
- (3) "the Society" means Assemblies of God of Singapore, The
- (4) "the Executive Officers" means the four (4) executive officers of the Exco
- (5) "the Executive Committee Members" means the non-Executive members of the Exco
- (6) "Exco" is the abbreviation for the combination of both the Executive and non-Executive members of the elected leadership of the Society
- (7) "the Chairman" means the General Superintendent of the Society
- (8) "Nomination Committee" means a committee comprising some of the Exco members and other persons as may be appointed who will be responsible to select suitable Candidates for election to various positions in the Exco
- (9) "General Council Meeting" means an annual convening of General Meeting of all voting members where they will conduct all necessary business related to the Society including but not limited to the election of Exco members, consider and approve reports from various ministers of the Society, and approval of the accounts for the reporting year.
- (10) "Council Office" is the registered Place of Business.
- (11) "Tenets of Faith" means our Doctrinal statement of Faith included in the Constitution but listed as Annex 1
- (12) "Certificate of Affiliation" means a certificate issued to all Individual and Corporate members who are in good standing with the Society
- (13) "Credentials" means all levels of ministerial recognition granted by the Society
- (14) "Senior Pastor" means the pastor-in-charge of a local AG church, which includes any title used by the local AG church which carries the same designation and responsibility such as Lead Pastor.

1. Name

The name of this Society shall be called ASSEMBLIES OF GOD OF SINGAPORE, THE.

2. Place Of Business

Its place of business shall be at 247 Paya Lebar Road #01-01, Singapore 388106 or such other address as may subsequently be decided upon by the Exco and approved by the Registrar of Societies. The Society shall carry out its activities only in places and premises which have the prior written approval from the relevant authorities, where necessary.

3. Nature

- 3.1** As a people called by God, who shall constitute part of the Body of Christ, built and established upon the foundation of the Apostles and Prophets, Jesus Christ Himself being the chief cornerstone and
- 3.2** Because members of the Body, the Church of Jesus Christ are enjoined to assemble themselves together for worship, fellowship, counsel and instruction in the Word of God and the work of the ministry, and for the exercise of those spiritual gifts and offices provided for in New Testament church order;
- 3.3** It is resolved that the Society is a Pentecostal denomination comprised of churches, credential ministers, and associated agencies who voluntarily enter into its membership based on mutual agreements, shared objectives and beliefs as stated in our Tenets of Faith for the purpose of:
 - a)** Encouraging and promoting the spread of the Full Gospel in Singapore and beyond;
 - b)** Providing a basis of fellowship among Christian ministers of like precious faith;
 - c)** Establishing and maintaining Bible Schools and other educational institutions;
 - d)** Promoting medical and other humanitarian institutions and enterprises; and

e) Promoting the distribution of Bibles and other fundamental Christian Literature.

- 3.4** To recognise and promote scriptural methods and order of worship, unity, fellowship, work, and business for God and to disapprove unscriptural methods, doctrines and conduct.
- 3.5** To present a unified front that represents Pentecostal believers so there can be a united voice whenever and wherever needed and act in harmony in all matters of national scope which affect our religious life or violate our Tenets of Faith.
- 3.6** To gather for annual General Council meetings or such Meetings as required to formulate and state broad policies which will guide the Society and other related organisations of the Society.
- 3.7** To guard the Pentecostal testimony and promote establishment of self-propagating and self-supporting local assemblies of Pentecostal believers in Singapore.
- 3.8** To provide and conduct religious services of the Christian faith and public worship services.
- 3.9** To have the right to receive or remove members and to mediate or to arbitrate and to resolve issues involving the members as necessary.
- 3.10** To grant credentials, to those who have met the requirements as set forth in the Constitution and By-Laws of the Society.
- 3.11** To have the right to own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of, such property real or chattel, as may be necessary for the propagation of its work.
- 3.12** To have the right to establish and develop churches, departments and institutions as may be deemed necessary in order to fulfil the objectives of the Society.

4. Relationship

4.1 The Society shall retain fraternal relationships with other Assemblies of God organisations in various countries of the world.

4.2 The Society shall maintain its activities through its organisation.

5. Membership

There are four (4) categories of membership among the credential holders:

5.1 Individual Membership

5.1.1 The Ordinary Membership shall consist of all full-time ministers, and lay leaders who shall subscribe to the Constitution and By-Laws of the Society and hold up-to-date Credentials. Ordinary Members who are twenty-one (21) years and above shall have the right to hold office and to vote in any business meeting.

5.1.2 The Associate membership shall consist of ministers who have the qualifications of an ordained/licensed credential and shall subscribe to the Constitution and By-Laws of the Society and hold up-to-date Credentials. They are not attending an Assemblies of God church nor serving in any Assemblies of God institution, or they may not be residing in Singapore. They do not have the right to hold office and to vote in any business meeting.

5.1.3 Membership applications for all levels of ministerial credentials must be done by completing the prescribed application forms obtainable at the Council Office. The completed forms must be signed by the applicant and submitted to the Council office together with all relevant documents as required in the application forms. Applicants will be informed of the outcome of their applications in writing by the General Secretary.

5.1.4 Termination of individual membership.

The Exco shall have the authority to remove a Member who:

- a)** Ceases to subscribe to the Tenets of Faith;
- b)** Conducts himself in a manner unbecoming of a minister or Christian leader
- c)** Has left the country permanently;
- d)** Fails to comply with the Constitution and By-Laws of the Society
- e)** Is not active in ministry

Provided that no such decision shall be taken by the Exco until an opportunity shall be given to the credential holder concerned to be heard on why he should not be removed.

5.1.5 An Ordinary Member removed under clause 5.1.4 may within one (1) month of the notification of his expulsion, appeal to the General Council Meeting against the decision of the Exco. The decision of the General Council shall be final.

5.1.6 Persons who are below eighteen (18) years of age shall not be accepted as members without the written consent of their parent or guardian.

5.2 Corporate Membership

The membership shall consist of all local churches which are registered with Registry of Societies or Companies and Commissioner of Charities, and subject to the following:

- a)** Churches with at least fifty (50) registered members aged eighteen (18) years and above, and who subscribe to the Tenets of Faith shall be recognized by the Society as Corporate members. Current recognized churches in the Society, as at implementation of this requirement, shall not be impacted.
- b)** Senior Pastors of corporate membership churches must hold up-to-date credentials with the Society.

- c) Corporate member churches shall comply with the Constitution and By-Laws of the Society.
- d) Corporate member churches, shall within two (2) years (by end of 2014) have updated their individual constitution to comply with the constitution of this Society and the governance requirements of COC.
- e) Corporate Member shall give full support to the activities and meetings of the Society and contribute financially, on a monthly basis, to support the ministries and operations of the Society, as prescribed in the By-Laws.

5.3 Associate Corporate Membership

5.3.1 Associate Corporate Membership is available to any church, including churches with less than fifty (50) registered members aged eighteen (18) years and above, or agency that subscribes to the Tenets of Faith of the Society and has an active interest in the Society and its activities, but does not come under the supervision or hold membership with any other denomination.

5.3.2 Application must meet the following requirements:

- a) Church or agency must be registered with the Registry of Societies or Companies and Commissioner of Charities.
- b) For Church, the Senior Pastor must hold up-to-date credentials with the Society.
- c) For agency, at least one (1) of the Management Committee members must hold up-to-date credentials with the Society.

5.3.3 Associate Corporate Membership shall give full support to the activities and meetings of the Society, and contribute financially, on a monthly basis, to support the ministries and operation of the Society, as spelled out in the By-Laws. They do not have representation and voting rights at any General Council or Special meetings and the rights to hold office.

5.4 Life Membership

Ministers who have been ordained with the Society for more than forty (40) years and who have continuously renewed their credentials with the Society for that period will automatically be classified as “Life Members”. Their membership will be renewed annually without them having to pay their subscription. They will continue to have full rights of membership with the Society as long as they adhere to the Constitution and By-Laws. They shall have the right to vote and to hold office.

6. Termination of Corporate or Associate Corporate Membership

The Exco shall have authority to remove from the Membership list any Church or Agency that:

- a) Is officially dissolved.
- b) Ceases to comply with the Constitution and By-Laws of the Society.
- c) Fails to fulfil the requirements for Corporate or Associate Corporate Membership.
- d) Fails to correct any areas of governance that does not comply with Commissioner of Charities (COC).

Provided that no such decision shall be taken by the Exco until an opportunity shall be given to the Corporate or Associate Corporate Member concerned to be heard on why they should not be removed.

A Corporate Member removed under clause may within one (1) month of the notification of its expulsion, appeal to the General Council Meeting against the decision of the Exco. The decision of the General Council Meeting shall be final.

7. Withdrawal of Membership

7.1 Should any Individual Member consider withdrawing from the Society, they must first submit a letter to the Exco to request a meeting to discuss any issues they may have. After deliberation and prayer, should the individual member still

desire to withdraw from the Society, the Exco shall release them and notify all members of the Society.

- 7.2** Should any Corporate Member or agency desire to withdraw, the Church Board or Agency Management Committee must first submit a letter to the Exco to request a meeting to discuss any issues they may have.
- 7.3** After deliberation and prayer, should the Church or Agency still desire to withdraw from the Society they must submit a certified copy of a resolution requesting to withdraw that has been passed and approved by the Church Board or Agency Management Committee.
- 7.4** Upon receipt of such documents, the Exco shall release them and notify all members of the Society.

8. Voting Membership

- 8.1** The voting constituency of the Society shall consist of the following categories of members present and registered at the annual General Council Meeting. They shall comprise:
 - a)** All ordained or licensed ministers of the Society in possession of up-to-date credentials and
 - b)** Delegates from Corporate Member Churches shall be based upon a minimum of one (1), with a maximum of five (5). There can be one (1) delegate for a member church with two hundred (200) or less registered members. Thereafter the number of delegates will be, calculated on the ratio of one (1) additional delegate for every two hundred (200) registered members, up to a maximum of five (5) delegates. Each appointed Delegate shall have one (1) vote.
- 8.2** Delegates shall be an active church leader and appointed by the member church. Their names shall be submitted to the Council Office, not less than ten (10) days prior to the announced General Council Meeting.

9. Meetings

- 9.1** The supreme authority of the Society is vested in the General Council and Special Meeting of the members.
- 9.2** A General Council Meeting shall be held annually within six (6) months after the closing of the financial year. At least fourteen (14) days' notice must be given for such a meeting. The following points will be considered at the annual General Meeting:
- a) The previous financial year's accounts and annual report of the Exco.
 - b) Where applicable, the election of office bearers and Auditors for the following term.
- 9.3** A Special Meeting of the Society may be called by the Exco either on its own initiative or upon a valid petition setting forth the reasons for the special session and signed by at least one-third (1/3) of the total voting membership of the Society. At least fourteen (14) days' notice must be given for such a meeting.
- 9.4** If the Exco does not within two (2) months after the date of the receipt of the written request proceed to convene a Special Meeting, the members who requested for the Special Meeting shall convene the Special Meeting by giving ten (10) days' notice to the voting members setting forth the business to be transacted and simultaneously posting the agenda on the Society's notice board.
- 9.5** At least one third (1/3) of the total voting membership, who register and present themselves at the Annual General Council Meeting, or any Special Meeting allowed by the Constitution and By-laws of the Society, shall effectively form the quorum. If no such one third (1/3) quorum is attained on that day, the meeting shall be adjourned for an hour. All who present themselves at the adjourned meeting shall effectively form the quorum, but they shall have no power to amend any part of the Constitution of the Society.

9.6 Exco Meetings must comprise of at least half (1/2) of the Exco members physically present or participate via real time electronic or telephone communications for the proceedings to be valid.

10. Exco Powers

10.1 The Exco shall be authorised to act as the governing body of the Society in all its internal affairs.

10.2 They shall determine the number of the Exco members needed to govern its affairs within the provision of this Constitution.

10.3 To recognize or remove ministers, churches or agencies from the Society in accordance with the Constitution and By-Laws.

10.4 They shall administer discipline, correction and restoration to all members and agencies as and when required as stipulated in the By-Laws.

10.5 They shall provide spiritual oversight and development for Members and Agencies of the Society.

10.6 They shall strategically network with other fellowships.

10.7 They shall emphasize and implement the biblical mission of the church: the evangelization of the world, the worship of God, the mentoring and empowering of disciples into the image of Christ, to demonstrate His love and compassion for all the world; and promote and coordinate efforts directed toward the fulfilling of the Great Commission.

10.8 The duty of the Exco is to organise and supervise the daily activities of the Society. The Exco may not act contrary to the expressed wishes of the General Council or Special Meeting without prior reference to it and shall always remain subordinate to the General Council or Special Meeting.

10.9 Election Process

- 10.9.1** The officers of the Society shall comprise those members elected or co-opted as Executive Officers. They are the General Superintendent, Assistant General Superintendent, General Secretary, General Treasurer and not less than two (2) but not more than six (6) Executive Committee members.
- 10.9.2** The General Superintendent, Assistant General Superintendent, General Secretary and General Treasurer shall be elected from the ordained ministers of the Society. The remaining Executive Committee members shall be elected from among the ordained and licensed ministers of the Society.
- 10.9.3** Candidates for office must reside in Singapore and hold up-to-date credentials for at least twelve (12) consecutive months before nomination.
- 10.9.4** Unless with the prior approval in writing of the Registrar or an Assistant Registrar of Societies, majority of the Exco Members shall be Singapore Citizens. In addition, the General Superintendent, General Secretary, General Treasurer and their deputies shall be citizens or permanent residents of Singapore. Foreign Diplomats shall not serve as Exco Members.
- 10.9.5** The term of office of the Exco shall be three (3) years. The term of office of the General Superintendent, General Treasurer and one half (1/2) of the Executive Committee members shall be staggered from the term of office of the Assistant General Superintendent, General Secretary and the other remaining Executive Committee members. The General Superintendent, General Treasurer and one-half (1/2) of the Executive Committee Members shall be elected in one (1) year; and in the following year the General Secretary, Assistant General

Superintendent and the remaining Executive Committee Members shall be elected; and there will be no election for the third (3rd) year.

10.9.6 All officers are eligible for re-election except the General Treasurer, who after serving a three (3) year term, must have a one (1) year break before being eligible for election to that same post.

10.9.7 Any Exco member during the tenure of office shall be eligible for election to a vacant Executive Officer position. If the Exco member is elected to the position, then there must be an election to fill the vacated office for the remaining tenure of the office.

10.9.8 Any changes in the Exco shall be notified to the Registrar of Societies and the Commissioner of Charities within two (2) weeks of the change.

10.10 Conflict of Interest

10.10.1 Where a member of the Exco has a personal interest in a matter to be discussed at a meeting of the Exco, annual General Council Meetings, Special Meetings or any committee as appointed by the Exco, the Exco member concerned must:

- a) declare his interest before discussion on the matter begins;
- b) withdraw from the meeting for that item unless expressly invited to remain in order to provide information;
- c) not be counted in the quorum during that part of the meeting; and
- d) abstain from the vote and have no voice on the matter.

10.10.2 No Exco member who possesses specialist skills or knowledge, and any firm or company of which such an Exco member is a member or employee, may charge and/or be paid fees for work carried out for

the General Council on the instructions of an Exco member unless the procedure prescribed above (10.9.1) is followed in selecting the Exco member, firm or company and in setting the amount of the fees which shall, in any event, be charged reasonably on an arm's length basis.

10.11 Mode of Election:

10.11.1 The Exco or a committee formed by them shall serve as the Nomination Committee which shall nominate suitable candidates to stand for election to various positions in the Exco. The election eligibility criteria shall be made known to the members of the Society. The Nomination Committee shall, on written request, furnish reasons for rejection to candidates who do not meet the election eligibility.

10.11.2 At least one (1) but not more than three (3) nominees per vacant Executive Officer position shall be presented to the General Council for election. The unsuccessful candidate(s) from the first election shall join the other nominees for the election of the second Executive Officer position.

10.11.3 Then, the unsuccessful candidates from the Executive Officer position shall join the other nominees from among the ordained ministers and licensed ministers for the election of the required Executive Committee members into the Exco.

10.11.4 Election shall be decided by a simple majority.

10.11.5 Election shall be by secret ballot.

10.11.6 In the event that, after the second ballot is cast, the nominees are unable to attain the required simple majority votes for an election, then the election shall be determined by the highest votes cast in the third ballot. Where more than one election is required, elections shall be determined by required numbers of nominees with the highest votes casted.

10.12 Any member of the Exco who shall be away from Singapore for a consecutive period of more than three (3) months within

any twelve (12) month period of their tenure of office, shall vacate their office. The Exco is empowered to co-opt any ordained or licensed minister from the Society to fill the position.

10.13 The Exco is empowered to co-opt a replacement for any member of the Exco who, for any reasons whatsoever, is not able to serve out his full tenure of office. The co-opting shall be ratified at the following General Council Meeting.

10.14 The Exco may hire (full or part time) staff with necessary experience and skills to assist in carrying out the functions of the General Secretary or General Treasurer. However, the Exco is still liable for such activities performed.

10.15 Due to valid reasons such as those specified in the constitution 5.1.4, by-laws 8.2 Annex 2, and other vilifying factors of conduct, behavior and actions, the Exco shall have the authority to remove an Exco member who is elected to the General Council before expiration of his tenure of office, and may co-opt a replacement in his stead.

11. Powers of the Executive Officers

11.1 The General Superintendent

11.1.1 To be the Executive Head of the Society and to be accountable to the General Council for all matters concerning the Society.

11.1.2 To cast primary vision for the Society along with the other executive officers.

11.1.3 To superintend all work of the Society.

11.1.4 To preside at all sessions of the Society's General Council or Special Meetings and the Exco meetings.

11.1.5 To represent and be the official spokesperson of the Society

11.1.6 To be an ex-officio member of all committees formed by the Society.

11.1.7 To sign all official and legal documents as required.

11.1.8 Perform any other functions usual and customary as presiding officer or such as may be directed by the General Council Meeting.

11.2 The Assistant General Superintendent

- 11.2.1** To preside at all sessions of the Society's General Council or Special Meetings and the Exco meetings in the absence of the General Superintendent.
- 11.2.2** To assist the General Superintendent in the supervision of matters related to the Society, or as directed by the Exco.
- 11.2.3** To perform any and all duties as may be assigned by the General Superintendent or the Exco.
- 11.2.4** Should the General Superintendent be unable to fulfil his responsibilities for a period of time, the Assistant General Superintendent shall assume all duties and functions of that office until an election can be held for a replacement.

11.3 The General Secretary

- 11.3.1** To be responsible for all administrative matters concerning the Society.
- 11.3.2** To be an ex-officio member of all committees.
- 11.3.3** To sign all official and legal documents as required.
- 11.3.4** To serve as custodian of the official seal which shall only be used by the authority of the Exco and every instrument which the seal shall be affixed shall be signed by the General Superintendent or in his absence, by the Assistant General Superintendent and shall be countersigned by the General Secretary.
- 11.3.5** To issue credentials and Certificates of Affiliation under the direction of the Exco.
- 11.3.6** To keep official records of all approved individual members and corporate members and agencies of the Society.

11.4 The General Treasurer

- 11.4.1** Shall serve as custodian of all funds of the General Council and keep an accurate record of all receipts and disbursements according to generally accepted accounting principles.
- 11.4.2** Provide financial reports monthly to the Exco.

- 11.4.3** Provide an audited Annual Financial Statement at the General Council Meeting.
- 11.4.4** Provide oversight of the preparation of annual Audits of financial records of the Society by an independent auditor, provided in conformity to generally accepted accounting standards.
- 11.5** The Executive Committee Members shall assist in the general administration of the Society and perform duties assigned by the Exco from time to time.

12. The Trustees

- 12.1** The Exco is empowered to appoint from time to time a board of trustees, comprising three members selected from the ordained and licensed ministers of the Society who shall have no executive power and shall only act under the direction of the Exco.
- 12.2** Subject to Article 12.1 and 12.3, trustees shall have the power to acquire by purchase, gift, devise, bequest or otherwise and hold immovable property of every description and may sell, convey, assign, surrender and yield up, charge, mortgage, demise, reassign, transfer or otherwise dispose of or deal with any immovable property so acquired and vest in them.
- 12.3** They shall not carry out any of the acts or exercise any of the powers referred to in Article 12.2 (including effecting any sale or mortgage of immovable property) without the prior approval of the Exco and the General Council Meeting.
- 12.4** Notice of any proposal to remove a trustee from his trusteeship or to appoint a new trustee to fill a vacancy must be given by posting it on the notice board in the Society's premises at least two (2) weeks before the General Council Meeting at which the proposal is to be discussed. The result of such General Council Meeting shall then be notified to the Registrar of Societies and the Commissioner of Charities.
- 12.5** The address of each immovable property, name of each trustee and any subsequent change must be notified to the Registrar of Societies and the Commissioner of Charities.

13. The Auditors and Financial Year

13.1 A firm of certified public accountants shall be appointed by the Exco to audit the year's accounts and present a report at the General Council Meeting.

13.2 The financial year shall be from 1st January to 31st December.

14. Authorisation For Credentials Committee

The Exco shall be recognized to act as the Credentials Committee and to delegate this authority when deemed proper and necessary.

15. Amendments To Constitution

15.1 Amendments to this Constitution shall be made at any General Council or Special Meeting of the Society, provided the proposed amendments have been submitted in writing (which includes email), to all voting members fourteen (14) days before the meeting in question.

15.2 Amendments to the Constitution which includes Annex 1 "Tenets of Faith, shall require for their adoption a two-third (2/3) majority vote of those present at the meeting.

15.3 Amendments to the By-Laws, which include Annex 2 - "Guidelines on Ministerial Discipline and Restoration" shall be adopted and/or amended without any prior notice, by a simple majority vote of those present at the meeting. Such By-Laws shall not be inconsistent with this Constitution.

15.4 The Society shall not amend its Constitution without prior approval in writing of the Registrar of Societies and the Commissioner of Charities.

16. Prohibitions

16.1 The funds of the Society shall not be used to pay the fines of members who have been convicted in court.

16.2 The Society shall not engage in any trade union activity as defined in any written law relating to trade unions for the time being in force in Singapore.

16.3 The Society shall not indulge in any political activity or allow its funds and/or premises to be used for political purposes.

16.4 Gambling of any kind, excluding the promotion or conduct of private lottery which has been permitted under the Private Lotteries Act Cap 250, is forbidden on the Society's premises.

The introduction of materials for gambling or drug taking and of bad characters into the premises is prohibited.

16.5 The Society shall not hold any lottery, whether confined to its members or not, in the name of the Society or its office bearers, Exco or members unless with the prior approval of the relevant authorities.

16.6 The Society shall not raise funds from the public for whatever purposes without the prior approval in writing of the Assistant Director Operations, Licensing Division, Singapore Police Force and other relevant authorities.

17. Cessation of Charity Status

In the event the Society ceases to be a registered charity under the Charities Act, all debts and liabilities legally incurred on behalf of the society shall be fully discharged, and the remaining funds, shall be transferred to charitable organisations with similar objects in Singapore which is or are registered under the Charities Act, as the members of the Society may determine at the General Meeting.

18. Dissolution

18.1 The Society shall not be dissolved, except with the consent of not less than three-fifths (3/5) of the total voting membership for the time being resident in Singapore expressed either in person or by proxy at a Special Meeting convened for this purpose, or by postal vote.

18.2 In the event of the Society being dissolved as provided above all debts and liabilities legally incurred on behalf of the Society shall be fully discharged, and the remaining funds shall be transferred to charitable organisations with similar objects in Singapore which are registered under the Charities Act as the members of the Society may determine at the Special Meeting.

18.3 A Certificate of Dissolution shall be given within seven (7) days of dissolution to the Registrar of Societies and the Commissioner of Charities.

Constitution - Annex 1

TENETS OF FAITH

The Bible is our all-sufficient rule for faith and practice. This Statement of Fundamental Truths is intended simply as a basis of fellowship among us (i.e., that we all speak the same thing, Acts 2:42; 1 Corinthians 1:10). The phraseology employed in this Statement is not inspired nor contended for, but the truth set forth is held to be essential to a full-gospel ministry. No claim is made that it covers all biblical truth, only that it covers our need as to these fundamental doctrines.

1. The Scriptures Inspired

The Scriptures, both the Old and New Testaments, are verbally inspired of God and are the revelation of God to man, the infallible, authoritative rule of faith and conduct (1 Thessalonians 2:13; 2 Timothy 3:15-17; 2 Peter 1:21).

2. The One True God

The One True God has revealed Himself as the eternally self-existent "I AM," the Creator of heaven and earth and the Redeemer of mankind. He has further revealed Himself as embodying the principles of relationship and association as Father, Son and Holy Spirit (Deuteronomy 6:4; Isaiah 43:10,11; Matthew 28:19; Luke 3:22).

THE ADORABLE GODHEAD

a. Terms Defined

The terms "Trinity" and "Persons" as related to the Godhead, while not found in the Scriptures, are words in harmony with Scripture, whereby we may convey to others our immediate understanding of the doctrine of Christ respecting the Being of God, as distinguished from "gods many and lords many." We therefore may speak with propriety of the Lord our God who is One Lord, as a Trinity or as one Being of three Persons, and still be absolutely scriptural (Matthew 28:19; John 14:16-17; 2 Corinthians 13:14).

b. Distinction and Relationship in the Godhead

Christ taught a distinction of Persons in the Godhead which He expressed in specific terms of relationship, as Father, Son, and Holy Spirit, but that this distinction and relationship, as to its mode is inscrutable and incomprehensible, because unexplained (Matthew 11:25-27; 28:19; Luke 1:35; John 1:3-4; 1 Corinthians 1:24; 2 Corinthians 13:14).

c. Unity of the One Being of Father, Son and Holy Spirit

Accordingly, therefore, there is that in the Father which constitutes him the Father and not the Son; there is that in the Son which constitutes Him the Son and not the Father; and there is that in the Holy Spirit which constitutes Him the Holy Spirit and not either the Father or the Son. Wherefore the Father is the Begetter, the Son is the Begotten, and the Holy Spirit is the one proceeding from the Father and the Son. Therefore, because these three Persons in the Godhead are in a state of unity, there is but one Lord God Almighty and His name one (Zechariah 14:9; John 1:18; 15:26; 17:11, 21).

d. Identity and Cooperation in the Godhead

The Father, the Son and the Holy Spirit are never identical as to Person; nor confused as to relation; nor divided in respect to the Godhead; nor opposed as to cooperation. The Son is in the Father and the Father is in the Son as to relationship. The Son is with the Father and the Father is with the Son, as to fellowship. The Father is not from the Son, but the Son is from the Father, as to authority. The Holy Spirit is from the Father and the Son proceeding, as to nature, relationship, cooperation and authority. Hence, no Person in the Godhead either exists or works separately or independently of the others (John 5:17-30, 32, 37; 8:17,18)

e. The Title, Lord Jesus Christ

The title, "Lord Jesus Christ," is a proper name. It is never applied in the New Testament, either to the Father or to the Holy Spirit. It therefore belongs exclusively to the Son of God (Romans 1:1-3; 2 John 3).

f. The Lord Jesus Christ, God with Us

The Lord Jesus Christ, as to His divine and eternal nature, is the proper and only Begotten of the Father, but as to His human nature, He is the proper Son of Man. He is therefore, acknowledged to be both God and man; who because He is God and man is "Immanuel," God with us (Matthew 1:23; 1 John 4:2, 10, 14; Revelation 1:13, 17).

g. The Title, Son of God

Since the name "Immanuel" embraces both God and man in the one Person, our Lord Jesus Christ, it follows that the title "Son of God" describes His proper deity, and the title "Son of Man" His proper humanity. Therefore, the title "Son of God" belongs to the order of eternity, and the title "Son of Man" to the order of time (Matthew 1:21-23; Hebrews 1:1-13; 7:3; 1 John 3:8; 2 John 3).

h. Transgression of the Doctrine of Christ

Wherefore, it is a transgression of the Doctrine of Christ to say that Jesus Christ derived the title "Son of God" solely from the fact of the incarnation, or because of His relation to the economy of redemption. Therefore, to deny that the Father is a real and eternal Father, and that the Son is a real and eternal Son, is a denial of the distinction and relationship in the Being of God; a denial of the Father, and the Son; and a displacement of the truth that Jesus Christ is come in the flesh (John 1:1,2,14,18,29,49; Hebrews 12:2; 1 John 2:22,23; 4:1-5; 2 John 9).

i. Exaltation of Jesus Christ as Lord

The Son of God, our Lord Jesus Christ, having by Himself purged our sins, sat down on the right hand of the Majesty on high; angels and principalities and powers having been made subject unto Him. And having been made both Lord and Christ, He sent the Holy Spirit that we, in the name of Jesus, might bow our knees and confess that Jesus Christ is Lord to the glory of God the Father until the end, when the Son shall become subject to the Father that God may be all in

all (Acts 2:32-36; Romans 14:11; 1 Corinthians 15:24-28; Hebrews 1:3; 1 Peter 3:22).

j. Equal Honour to the Father and to the Son

Wherefore, since the Father has delivered all judgement unto the Son, it is not only the express duty of all in heaven and on earth to bow the knee, but it is an unspeakable joy in the Holy Spirit to ascribe unto the Son all the attributes of Deity, and to give Him all honour and the glory contained in all the names and titles of the Godhead except those which express relationship (see Distinction and Relationship in the Godhead, Unity of the One Being of Father, Son and Holy Spirit, and Identity and Cooperation in the Godhead) and thus honour the Son even as we honour the Father (John 5:22,23; Philippians 2:8,9; 1 Peter 1:8; Revelation 5:6-14; 7:9-10; 4:8-11).

3. The Deity of the Lord Jesus Christ

The Lord Jesus Christ is the eternal Son of God. The Scriptures declare:

- a. His virgin birth (Matthew 1:23; Luke 1:31,35).
- b. His sinless life (Hebrews 7:26; 1 Peter 2:22).
- c. His miracles (Acts 2:22; 10:38).
- d. His substitutionary work on the cross (1 Corinthians 15:3; 2 Corinthians 5:21)
- e. His bodily resurrection from the dead (Matthew 28:6; Luke 24:39; 1 Corinthians 15:4).
- f. His exaltation to the right hand of God (Acts 1:9,11; 2:33; Philippians 2:9-11; Hebrews 1:3).

4. The Fall of Man

Man was created good and upright; for God said, "Let us make man in our own image, after our likeness." However, man by voluntary transgression fell and thereby incurred not only physical death but also spiritual death, which is separation from God (Genesis 1:26,27; 2:17; 3:6; Romans 5:12-19).

5. The Salvation of Man

Man's only hope of redemption is through the shed blood of Jesus Christ the Son of God.

a. Conditions to Salvation

Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. By the washing of regeneration and renewing of the Holy Spirit, being justified by grace through faith, man becomes an heir of God, according to the hope of eternal life (Luke 24:47; John 3:3; Romans 10:13-15; Ephesians 2:8; Titus 2:11; 3:5-7).

b. Evidence of Salvation

The inward evidence of salvation is the direct witness of the Spirit (Romans 8:16). The outward evidence to all men is a life of righteousness and true holiness (Ephesians 4:24; Titus 2:12).

6. The Ordinances of the Church

a. Baptism in Water

The ordinance of baptism by immersion is commanded by the Scriptures. All who repent and believe on Christ as Saviour and Lord are to be baptised. Thus they declare to the world that they have died with Christ and that they also have been raised with Him to walk in newness of life (Matthew 28:19; Mark 16:16; Acts 10:47, 48; Romans 6:4).

b. Holy Communion

The Lord's Supper, consisting of the elements --bread and the fruit of the vine-- is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (2 Peter 1:4), a memorial of his suffering and death (1 Corinthians 11:26) and a prophecy of His second coming (1 Corinthians 11:26), and is enjoined on all believers "until He comes!"

7. The Baptism in the Holy Spirit

All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Spirit and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian Church. With it comes the enduement of power for life and service, the bestowal of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4,8; 1 Corinthians 12:1-31). This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16; 15:7- 9). With the baptism in the Holy Spirit come such experiences as an overflowing fullness

of the Spirit (John 7:37-39, Acts 4:8), a deepened reverence for God (Acts 2:43, Hebrews 12:28), an intensified consecration to God and dedication to His work (Acts 2:42), and a more active love for Christ, for His Word and for the lost (Mark 16:20).

8. The Initial Physical Evidence of the Baptism in the Holy Spirit

The baptism of believers in the Holy Spirit is witnessed by the initial physical sign of speaking with other tongues as the Spirit of God gives them utterance (Acts 2:4). The speaking in tongues in this instance is the same in essence as the gift of tongues (1 Corinthians 12:4-10,28), but is different in purpose and use.

9. Sanctification

Sanctification is an act of separation from that which is evil, and of dedication unto God (Romans 12:1,2; 1 Thessalonians 5:23; Hebrews 13:12). Scriptures teach a life of "holiness without which no man shall see the Lord" (Hebrews 12:14). By the power of the Holy Spirit we are able to obey the command: "Be holy, because I am holy" (1 Peter 1:15,16).

Sanctification is realised in the believer by recognising his identification with Christ in His death and resurrection, and by faith reckoning daily upon the fact of that union, and by offering every faculty continually to the dominion of the Holy Spirit (Romans 6:1-11,13; 8:1,2,13; Galatians 2:20; Philippians 2:12,13; 1 Peter 1:5).

10. The Church and Its Mission

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her Great Commission. Each believer, born of the Spirit, is an integral part of the general assembly and church of the firstborn, which are written in heaven (Ephesians 1:22,23; 2:22; Hebrews 12:23).

Since God's purpose concerning man is to seek and to save that which is lost, to be worshipped by man, and to build a body of believers in the image of His Son, the priority reason-for-being of the Assemblies of God as part of the Church is:

- a. To be an agency of God for evangelising the world (Matthew 28:19, 20; Mark 16:15,16; Acts 1:8).
- b. To be a corporate body in which man may worship God (1 Corinthians 12:13).
- c. To be a channel of God's purpose to build a body of saints being perfected in the image of His Son (1 Corinthians 12:28; 14:12; Galatians 5:22-26; Ephesians 4:11-16; Colossians 1:29).

The Assemblies of God exists expressly to give continuing emphasis to this reason for being in the New Testament apostolic pattern by teaching and encouraging believers to be baptised in the Holy Spirit.

This experience:

- a. Enables them to evangelise in the power of the Spirit with accompanying supernatural signs (Mark 16:15-20; Acts 4:29-31; Hebrews 2:3,4).
- b. Adds a necessary dimension to worshipful relationship with God (1 Corinthians 2:10-16; 12-14).
- c. Enables them to respond to the full working of the Holy Spirit in expression of fruit and gifts and ministries as in New Testament times for the edifying of the body of Christ (1 Corinthians 12:28; 14:12; Galatians 5:22-26; Ephesians 4:11,12; 1 Colossians 1:29).

11. The Ministry

A divinely called and scripturally ordained ministry has been provided by our Lord for the threefold purpose of leading the Church in:

- a. Evangelisation of the world (Mark 16:15-20),
- b. Worship of God (John 4:23,24), and
- c. Building a Body of saints being perfected in the image of His Son (Ephesians 4:11-16).

12. Divine Healing

Divine healing is an integral part of the gospel. Deliverance from sickness is provided for in the atonement, and is the privilege of all believers (Isaiah 53:4, 5; Matthew 8:16,17; James 5:14-16).

13. The Blessed Hope

The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the Church (Romans 8:23; 1 Corinthians 15:51,52; 1 Thessalonians 4:16,17; Titus 2:13).

14. The Millennial Reign of Christ

The second coming of Christ includes the rapture of the saints, which is our blessed hope, followed by the visible return of Christ with His saints to reign on earth for one thousand years (Zechariah 14:5; Matthew 24:27,30; Revelation 1:7; 19:11-14; 20:1-6). This millennial reign will bring the salvation of national Israel (Ezekiel 37:21,22; Zephaniah 3:19,20; Romans 11:26,27) and the establishment of universal peace (Psalms 72:3-8; Isaiah 11:6-9; Micah 4:3,4).

15. The Final Judgement

There will be a final judgement in which the wicked dead will be raised and judged according to their works. Whosoever is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to the everlasting punishment in the lake which burns with fire and brimstone, which is the second death (Matthew 25:46; Mark 9:43-48; Revelation 19:20; 20:11-15; 21:8).

16. The New Heaven and the New Earth “But in keeping with his promise we are looking forward to a new heaven and a new earth, the home of righteousness” (2 Peter 3:13; Revelation 21, 22).

BY-LAWS

1. Meetings

To expedite its work and to avoid confusion in its deliberation, the Society shall be governed by Robert's Rules of Order Newly Revised, in keeping with the spirit of Christian love and fellowship.

2. Exco

2.1 The newly elected Exco shall take over office from the existing Exco thirty (30) days after their election at the Annual General Meeting.

2.2 It shall carry out all the resolutions made during the annual General Council or special meetings.

2.3 Regular Exco Meetings shall be held at least once every two (2) months. A fourteen (14) days' notice of such meetings shall be given to all Members.

2.4 The General Superintendent may call a special meeting at any time giving seven (7) days' notice.

2.5 At least one-half (1/2) of the Exco members must be physically present at the meetings or participate via real time electronic or telephone communications for the proceedings to be valid.

2.6 They shall decide on all matters related to the Society as stated in the Constitution and By-Laws.

2.7 In the event a member or local church has strong objection to the Exco's decision, the individual member or local church (represented by its Senior Pastor and Church Board Secretary) may write to the General Secretary to arrange for a meeting with the Exco. Where necessary after the meeting, the said member or church representatives may appeal to the General Superintendent to call an EOGM to review the decision. The decision of the EOGM shall be final.

3. Duties Of Executive Officers

3.1 The General Superintendent

- 3.1.1** To preside at all sessions of the Society's General Council or special meetings and the Exco meetings.
- 3.1.2** To act as president of the Society and shall be an ex-officio member of all committees formed by the Society.
- 3.1.3** To be the Executive head of the Society and to supervise its work with the co-operation of the Exco.
- 3.1.4** To preside at all meetings of the Credentials Committee and to sign all ministerial credentials.
- 3.1.5** To sign all official and legal documents as required.
- 3.1.6** Perform any other functions usual and customary as presiding officer or such as may be directed by the General Council.

3.2 The Assistant General Superintendent

- 3.2.1** To preside at all sessions of the Society's General Council meeting or special meetings and the Exco meetings in the absence of the General Superintendent.
- 3.2.2** To assist the General Superintendent in the supervision of matters related to the members of the Society as directed by the Exco.

3.3 The General Secretary

- 3.3.1** To take minutes and keep records of the proceedings of all meetings of the Exco, the General Council and Special Meetings of the Society.
- 3.3.2** To handle all correspondence including the issue of ministerial credentials.
- 3.3.3** To keep an up-to-date record of all ministers and churches of the Society.
- 3.3.4** To be responsible for all administrative matters concerning the Society.
- 3.3.5** To be an ex-officio member of all committees.
- 3.3.6** To sign all official and legal documents as required and to use the corporate seal as required.

- 3.3.7** To make and keep true records of the proceedings of the Exco meetings and all General Council or Special meetings and shall present these as required.
- 3.3.8** To perform such other functions as are customary under the supervision of the General Superintendent.

3.4 The General Treasurer

- 3.4.1** The General Treasurer shall keep all funds and collect and disburse all monies on behalf of the Society and shall keep accounts of all monetary transactions and shall be responsible for their correctness.
- 3.4.2** He is authorised to expend all funds necessary for the operational expenses of the Society as approved by the Exco, and other expenses up to S\$1,000.00 per item per month, and up to \$5,000.00 per item per month under extenuating circumstances, with the concurrence of the other three (3) Executive Officers, on behalf of the Society. This decision should be ratified and recorded in the minutes of the next Exco meeting.
- 3.4.3** He shall not keep more than \$500.00 in the form of cash, and money in excess of this shall be deposited in the bank to be named by the Exco. He shall issue receipts of all funds received within two (2) weeks.
- 3.4.4** Cheques for withdrawals from the bank shall be signed by any combination of two (2) signatories: the General Treasurer or the General Secretary and the General Superintendent or the Assistant General Superintendent.
- 3.4.5** The Treasurer shall give a monthly statement of accounts to the Exco.
- 3.4.6** The Treasurer shall present an Audited Annual statement of Accounts at the General Council meeting.
- 3.4.7** To perform such other functions as are customary under the supervision of the General Superintendent, or such as may be directed by the Exco.

4. Duties Of Executive Committee

Executive Committee members shall serve in areas of responsibilities as assigned by the General Superintendent and other Executive Officers.

5. Individual Membership

5.1 Qualifications

5.1.1 General

The following qualifications apply to all applications of ministerial credentials:

- a)** Testimony to having experienced the new birth (John 3:5).
- b)** Received the baptism in the Holy Spirit with the initial physical evidence of speaking in other tongues (Luke 24:48-49; Acts 1:4-9; 2:4; 10:44-47; 19:1-6).
- c)** Experienced divine call to ministry, evidenced by personal conviction, confirmed by the work of the Spirit and the testimony of fellow ministers.
- d)** Live a blameless Christian life and good report of those who are without (Titus 1:7; 1 Timothy 3:7).

5.1.2 Ordained Ministers

Candidates for ordination must be Licensed Ministers who:

- a)** Have held licensed credential for at least three (3) full consecutive years
- b)** Are active in full-time ministry
- c)** Have at least a theological diploma from the ACTS College or any Bible Training recognized by the Exco
- d)** Show character and ministry that are consistent with the New Testament standards (1 Timothy 3:1-7; Titus 1:5-9).
- e)** Have secured references from their respective Senior Pastors and any two (2) AG Ordained ministers.
- f)** Have served in some level of Council projects.

5.1.3 Licensed Ministers

Candidates for Licensed Ministers must:

- a) Show clear evidence of a divine call
- b) Devote their lives to a recognised ministry
- c) Have a theological diploma from the ACTS College or any Bible Training recognised by the Exco and
- d) Show character and ministry that are consistent with the New Testament standards (1 Timothy 3:1-7; Titus 1:5-9).
- e) Hold an exhorter credential for at least one year
- f) Exceptions: Those who do not have formal Bible training must be in active ministry, in the pursuit of theological training and recommended by their pastor.
- g) All Candidates for Licensed Ministers shall pass prescribed exams set by the Exco

5.1.4 Exhorters

Candidates for Exhorter credentials must:

- a) Secure the approval of the Senior Pastor of the church and
- b) Be undergoing or completed theological training at the ACTS College or any Bible training recognized by the Exco.
- c) Demonstrate commitment to the AG by active involvement in their local AG churches.

5.2 Applications

All applications for credentials must be on the proper forms, according to the level of ministerial credentials being sought. These forms can be obtained from the Council office. These forms, when properly completed and signed, must be returned to the Council office prior to the meeting of the Credentials Committee.

5.2.1 Requirements

All candidates who apply for credentials and are serving on the staff of a local church must obtain the signature of their Senior Pastor. They must also submit all other letters of reference, certifications, diplomas, degrees

from an Assemblies of God Bible College, or any Bible institute, college or Bible training recognised by the Exco. They shall appear before the Credentials Committee as required.

5.2.2 Approval

The Credentials Committee will approve the applicants according to their qualifications. The Committee is authorised to grant credentials under extenuating circumstances. The names of all candidates approved for ordination shall be announced before the Ordination Service.

5.2.3 Ordained and Licensed Ministers credentials will be granted and presented during the General Council meeting except under extenuating circumstances.

5.2.4 Subscription

Individual Membership subscription shall be:

- a. For ordained ministers S\$50.00 per month or S\$600.00 per annum
- b. For licensed ministers S\$40.00 per month or S\$480.00 per annum
- c. For exhorters S\$30.00 per month or S\$360.00 per annum

Any member who fails to effect payment of subscription would be deemed to have withdrawn their membership.

5.2.5 Certificates and/or Cards

Credentials Certificates and Membership Cards are issued from the office of the General Secretary.

5.2.6 Transfer

All ministers transferring up-to-date credentials from the Assemblies of God of another country and who intend to reside and minister in Singapore for at least one year shall be required to submit a proper application form to the General Secretary. They must include a letter of recommendation from the

Assemblies of God of the country where they hold credentials. Thereafter, their applications will be considered.

5.3 Renewal

5.3.1 All credential holders must apply annually for renewal of their credentials. Credentials will lapse if they are not renewed by 31st March.

5.3.2 Credential will not be renewed if holder is not in active ministry without good and sufficient reasons.

6. Corporate Membership

6.1 Application

6.1.1 Membership applications must be submitted on the prescribed application form obtainable at General Council Office. The completed forms must be signed by the Chairman and the Secretary of the Church or Agency's Board or Management Committee. The completed forms must be submitted to the General Council office together with the following documents:

- a)** Copy of letter or certificate from Registry of Societies or Companies, and letter from Commissioner of Charities as proof that the Church or Agency is approved by the relevant government authorities.
- b)** Copy of the Church or Agency's Constitution and By-Laws
- c)** Copy of their past audited Annual Financial Statements for the Church or Agency.
- d)** Certified copy of the resolution passed by the Church Board or Agency's membership, or by its Board or Management Committee endorsing the Church or Agency to apply as Corporate or Associate Corporate Membership of the Society.
- e)** Written recommendations by not less than two ministers who hold up-to-date credentials with the Society.

6.1.2 They shall be recognized as affiliated churches and agencies upon approval given by the Exco and thereafter shall be issued the Certificate of Affiliation.

7. Corporate and Associate Membership Subscription

Corporate and Associate Corporate (church) members shall pay a Minimum subscription of \$1.00 per month per registered member to the Society.

- a)** Associate Corporate (Agency) member shall pay a monthly subscription of \$100.00.
- b)** The General Council shall pay subscription to The Alliance of Pentecostal & Charismatic Churches of Singapore (APCCS) on behalf of all Corporate and Associate Corporate Members.
- c)** Any Corporate or Associate Corporate member who fails to comply would be deemed to have withdrawn their membership.

8. Ministerial Relations

8.1 All members of the Society shall be amenable to the Exco in matters of doctrine and conduct, and church governance.

8.2 When discipline is deemed necessary the process outlined in the approved Disciplinary Guidelines of the Society shall be followed. (By-Laws Annex 2)

8.3 Any credential minister who intends to leave a church must inform the General Superintendent and the local church at least one (1) month prior to his departure.

8.4 All ordained and Licensed Ministers shall refrain from holding office in local churches (such as Deacon, Trustee or Lay Office) other than the one of which he is the Senior Pastor.

8.5 All persons licensed to solemnize marriages shall be processed and endorsed by the Exco.

8.6 The Senior Pastor of a Church may delegate the administering of ordinances or other pastoral responsibilities to a recognized Pastor in his church.

8.7 No minister shall act, or cause his members to act, in a manner prejudicial to the best interests of a fellow-minister

or church. Ministers should take steps to avoid possible conflict or misunderstanding with another Assemblies of God church or minister.

9. Church Relations

- 9.1** In the event of a confirmed resignation from the Senior Pastor of a church, and the church is without a Senior Pastor, the Church Board should notify the Exco within seven (7) days and should approach the Exco for recommendations of candidates for their consideration. The Exco, in consultation with the Church Board, could appoint an acting pastor to oversee the Church until a new Senior Pastor is confirmed by the local church. The final decision of the new appointment shall rest with the Church.
- 9.2** The Senior Pastor or its Church Board must inform the Exco of any of their credentialed ministers' resignation within seven (7) days.
- 9.3** All individual and corporate members are required to contribute financially on a monthly basis as outlined in the By-Laws.
- 9.4** All churches are required to have their Senior Pastors holding up-to-date credentials with the Society. Those who hold credentials with an Assemblies of God Council in another country are required to transfer their credentials to the Society.
- 9.5** In the event the Senior Pastor retires, resigns and/or hands over his responsibility to a new Senior Pastor, the existing Senior Pastor or its Church Board must inform the Exco of the decision at least two (2) months in advance.
- 9.6** Any Corporate and Associate Corporate member who intends to transfer its operation to another entity or dissolves or ceases to be a registered charity it should notify the Exco at least 2 months before executing. It must ensure that its decision is in compliance with its Constitution and requirements by Registry of Societies or Companies and Commissioner of Charities.

By-Laws Annex 2

Guidelines on Ministerial Discipline and Restoration

Preamble

Ministerial discipline is a serious matter. It tends to stigmatize the minister and his ministry. It often results in pain for the minister and especially his family members. For these reasons, ministerial discipline must be invoked as a last resort. It should always be carried out in the spirit of Matt. 18:15-20 and Gal. 6:1,2. That is to say, the foremost consideration is the restoration of the person before God and his relationship with fellowmen. This calls for deep humility and love on the part of those who conduct the disciplinary proceedings.

No minister shall be subjected to disciplinary action unless a bona fide case has been made out. A case is properly made when actual suspicion is created in the corporate mind of the Exco.

Evidentiary proofs must be put forward to the Exco which has to weigh the evidence as submitted. It must, upon the pure consideration of the evidence, decide whether or not they disclose the offence as alleged.

Even so, the Exco will proceed cautiously to direct a hearing. The hearing is for the benefit of the alleged offender to rebut the case against him. The hearing shall be conducted fairly and especially governed by the principle of Christian love.

At the back of the mind of the Exco is the constant reminder that a person is innocent until proven guilty. But uppermost in consideration is the noble task of restoring a fallen minister.

II. Disciplinary Measures

- A. Disciplinary measures are meant to correct the offending minister. Although it is not the aim of discipline to inflict pain, yet inevitably it carries with it a certain amount of pain as a consequence (Heb. 12:11). But this is only one aspect of discipline. The other aspect is the restoration of the minister. The two aspects belong together. Very often the proof of restoration is shown in the willingness of the minister to accept

the appropriate disciplinary measure. The true penitent should “produce fruit in keeping with repentance” (Lk. 3:8, 10-14).

- B. Disciplinary actions, in their order of severity, are as follows:
1. Oral reprimand. This represents the lowest degree of censure. It involves the verbal reproof of the offender with a warning regarding the danger and consequences of his misconduct. An admonition will be given to the offending minister to repent from his misconduct and to strive for a more consistent walk with God. An oral reprimand may only be issued by the Exco.
 2. Written reprimand. This is the second degree of censure. The offender is reproofed in writing with specific charge against his wrong conduct. He will be warned of the consequences to him and his ministry should he continue in or be found to commit again a further offence. A written reprimand may only be issued by the Exco.
 3. Rehabilitation. This is reserved for offences which reflect some basic character flaw which requires correction over time. Time is needed to observe the rehabilitative process and to ensure that deep-rooted problems are uprooted or displaced.

The amount of time in the rehabilitation programme depends on the nature of the offence. The more serious the offence, the longer the time will be needed for rehabilitation. (See Appendix 1)

Rehabilitation is decided by the Exco. This means that it reserves the right to require the type of rehabilitation, the supervisor for the programme and other related measures.

During the rehabilitation period or part thereof, the offending minister shall cease from all ministry. This may entail financial hardship for him and his family. The Exco shall, therefore, try to assist in finding alternative employment.

4. Dismissal. This is the most extreme measure of discipline. It shall only be invoked under the most extenuating circumstances:
 - a. when the offending minister openly defies the directives, orders or instructions in connection with the rehabilitative process.
 - b. when the offending minister deliberately refuses to submit to, or thwarts, or disobeys the counsels of the Exco in connection with the rehabilitative process.

Dismissal shall be in writing endorsed by the Exco.

III. Disciplinary Procedures

- A. Procedures lay down a systematic way of doing things. In ministerial discipline, the procedures go beyond mere methods or the mechanics of implementation. It is of paramount importance that the Exco not only maintains propriety of action throughout the disciplinary process but also handles it with sensitivity, especially in the matter of making the case known to the Assemblies of God membership.
- B. It is in keeping with biblical disciplinary procedure (Matt. 18:15-20) that the nature of an offence should determine the extent to which it is made public.
 1. An Offence of a private nature which has no consequence beyond a limited number of persons involved is best dealt with privately. For example, offences requiring only oral or written reprimand should only be known between the offending minister and the Exco.
 2. Only offences requiring rehabilitation should be made known to all the members of the Society, yet not in such a way as to cause unnecessary hurt to the minister.
 3. Distinction must be made between a sin due to temporary human weakness and a habitual sin which reveals a basic character flaw. The former may be dealt with by an oral or written reprimand while the latter calls for rehabilitation.

C. Procedures for discipline are as follows:

1. Allegation of misconduct

A report or complaint of an alleged misconduct committed must first be filed with the Exco. Such a report or complaint must set forth

- a. The nature of the offence. The report must state explicitly the offence allegedly committed.
- b. The name of the offender.
- c. A narrative of the offence. The report must narrate the circumstances of the offence. The complainant must tell how he chanced upon the offence committed. The complainant must additionally supply information on
 - a. date(s) of the offence committed (together with time).
 - b. place where the offence was committed.
 - c. any other pertinent information surrounding the perpetration of the offence.
- d. The name of the complainant.

2. Evaluation of allegation

The Exco must study the report/complaint carefully. It must be satisfied with the following before proceeding with the next step:

- a. The report is properly filed as required in (1) above.
- b. The contents of the report appear credible on the face of it.
- c. The complainant is normally a creditable person.

3. Investigation of alleged misconduct

After the Exco has decided that the allegation merits further investigation, it must appoint an Investigation Officer (IO) to investigate the veracity of the report. The IO must set forth to accomplish the following:

- a. Interview the complainant with a view to
 - a. ascertaining the facts of the case
 - b. establishing the underlying reasons for the complaint or the submission of the report.
- b. Interview the alleged offending minister
 - a. to verify the allegation against him
 - b. to discuss the circumstances of the perpetration of the alleged offence
 - c. to see if matters can be resolved at this preliminary stage.
- c. Submit his independent findings to the Exco and make appropriate recommendations.
 - a. If the IO finds that the allegation against the minister is untenable (and this after careful verification and validation from the separate interviews), it must recommend that the case be dismissed.
 - b. If in the judgement of the IO the offence is of such a nature as to warrant an oral or written reprimand, it must so recommend to the Exco who must proceed to do so privately.
 - c. If the IO finds the allegation against the minister is valid, it must recommend that the case be proceeded forthwith at the next level.
 - d. Document its proceedings. A confidential file must be kept with all the necessary notes of the meetings and investigations enclosed. These notes will be preserved with strictest confidence and must not be discussed beyond those privy to them.

4. Preliminary Inquiry

- a. **Meaning.** A Preliminary Inquiry (PI) is not a full-scale hearing. It is a hearing into the merits of the findings of the Investigation Officer. It is concerned only to inquire into whether or not a prima facie case has been established by the evidence produced by the Investigation Officer.

- b. **Composition.** The PI should be conducted by an independent body commissioned by the Exco. Members appointed to sit in the Inquiry should be mature ministers. They must have extensive experience and exposure in the ministry. They must be people of integrity, impartiality and spiritual wisdom.
- c. **Task.** Its task in establishing a prima facie case entails:
 - i. determining by hearing both the Investigation Officer and the alleged offending minister whether the offence has been committed.
 - ii. determining from the facts adduced whether the offence was indeed committed by the alleged offending minister or not.
 - iii. determining from the evidence whether the allegation can hold in the light of the alleged offender's rebuttals or testimony.
- d. **Preparations.** The Preliminary Inquiry Committee (PIC), through the direction of the Exco, must give ample opportunity for the alleged offending minister to prepare for his defence. To assist the said minister in proper and adequate defence, the minister must be informed of the following:
 - a. the charge against him, citing the offence, the place and date of its commission, and a summary of the findings of the previous investigation.
 - b. the venue, date and time of the scheduled Inquiry.
 - c. the witness who will give testimony as well as the type of evidentiary proofs that will be tendered at the hearing.
 - d. the right of rebuttal open to the minister which includes his own witnesses, his documentary proofs, and any other relevant rebuttals.
- e. **Deliberation.** Members of the PIC sit as judge and jury. They may, after the hearing, set aside a specific time for deliberation. They will then submit their findings to the Exco and make the appropriate recommendations.

5. Pronouncement

- a. **Meaning.** This is the final verdict of the case. The Exco, if it is fully satisfied with the findings of the Inquiry, will pronounce its judgement in accordance with the Investigation Officer's recommendation.
- b. **Re-trial.** If the Exco is not satisfied with the findings of the PIC, it can call for a re-trial. The Exco normally seeks at such a re-trial to ascertain the facts for itself. It will then make its own independent judgement.
- c. **Judgement in writing.** It is good practice to give its grounds of decisions in writing after the Exco has made its judicial pronouncement. The pronouncement should spell out clearly
 - a. the verdict e.g.
 - found not guilty as charged
 - found guilty as charged
 - b. the sentence e.g.
 - acquittal
 - conditional acquittal
 - placed under rehabilitation programme for a specified period of time.
- d. **Love.** The disciplinary sentence is to be administered prayerfully and in brotherly love. Such sentence must always take into consideration mitigating factors, hardship of family members, etc. The injunction of Gal. 6:1 must always bear weight on the Exco, namely, to restore a fallen minister in love considering that there is always the possibility of individuals' falling but by the grace of God, and such grace must be extended to the fallen brother.

6. Right of appeal

- a. The minister who feels that his case is unfairly decided may appeal to the General Superintendent of the Assemblies of God of Singapore for a re-trial.

- b. The appeal must be in writing and filed no later than 30 days from the date that the judgement or pronouncement was made.
- c. The appellant minister must set forth his grounds of appeal.
- d. The General Superintendent shall set the date of hearing the appeal. He shall notify all relevant personnel to be present at the appeal hearing.
- e. The right of appeal ends at this tribunal.

7. Announcement to credentialed ministers

The announcement to credentialed ministers should only state the fact of the suspension of the named minister for a certain period with reference to the relevant portions of the Disciplinary Guidelines without specifying the nature of the offence.

8. Rehabilitation

- a. The Exco shall decide on the best course of rehabilitation for the minister under discipline.
- b. It should appoint a supervisor to implement the rehabilitative programme. The supervisor must be a minister with longstanding exemplary service and conduct in the ministry. He must know how to temper justice with mercy. He must always have the interest of the minister under his supervision at heart and help him be restored as quickly and effectively as possible. If necessary, the supervisor may engage the help of a professional counsellor as part of the rehabilitative programme.
- c. The supervisor must submit monthly progress reports of the minister. In the report, the supervisor should highlight:
 - i. the stage of the rehabilitation programme
 - ii. the concrete results achieved from the programme in terms of:

- the minister's prayer life
 - the minister's bible-reading habit
 - the minister's individual development plan e.g. research certain subjects, read prescribed texts, do certain work
- d. The minister under discipline must also log his personal progress sheet highlighting all that he has been assigned to do. The supervisor should go through all these with the minister, providing as much help as he needs.
- e. The Exco should review the progress with the minister on a regular basis, e.g., once in three months. During such review sessions, it would be good for the Exco to:
- i. express satisfaction if the minister is applying himself positively in the rehabilitation programme. Exco should encourage further similar actions.
 - ii. express concern if the minister is seemingly not attaining the expected results of rehabilitation. The Exco should discourage further similar behaviour.
 - iii. express dissatisfaction if the minister does not comply with the stipulated Rehabilitation Programme.
- f. At the later stage of the Rehabilitation Programme, the minister must be given some opportunity (under close supervision) to involve in spiritual ministerial activities. This will help prepare him to move towards active ministry when he is restored and reinstated.
- g. If at all possible the Exco should seek the help and co-operation of the minister's family in the rehabilitation process.

9. Records

Official records are to be kept confidential in the Council office. Records should include all pertinent information of:

- a. The report or complaint data sheet fully completed with particulars of the alleged offence, offender, place, date, and time offence allegedly committed, etc.

- b. The findings of the Investigation Officer together with his recommendations.
- c. The notes of proceedings at the Preliminary Inquiry together with the Inquiry's recommendations.
- d. The summary of the hearing by the Exco and its decision (i.e. the Grounds of Decision).
- e. The Monthly Progress Report by the supervisor and the Individual Development Plan by the minister under discipline.
- f. The Quarterly Assessment by the Exco.
- g. The Final Assessment of the Exco on the minister.

10. Reinstatement

- a. Reinstatement is not automatic. After successful rehabilitation, the minister must apply in writing to the Exco to request for reinstatement.
- b. The Exco shall look into the minister's request for reinstatement. If it deems that the minister has been truly rehabilitated, it shall reinstate the minister.
- c. Reinstatement must be in writing. An official declaration to that effect must be made to all members of the Society.

IV. Classification of Offences

The aim of classification is to treat like offences in like manner. This helps to ensure consistency of treatment. Classification also facilitates the process administratively. Standard procedures and similar considerations can then be applied across the board for particular offences.

Offences are broadly classified. They are by no means exhaustive. Attempts will be made to give specific examples of offences under each category. Where an offence committed does not fall under any particular category, the Exco may delineate a new category.

A. Sexual offences

This category refers to wrong conduct especially of a sexual or sensual nature. These offences deserve serious censure. Society frowns on them. Scripture condemns them.

Two types of sexual offences may be distinguished in this category.

1. Explicit sexual offences

- a. Rape
- b. Adultery
- c. Fornication
- d. Homosexuality
- e. Sexual perversions
- f. Sexual abuse
- g. Incest

2. Sexual indiscretion

This needs elaboration. As the term suggests, sexual indiscretion verges on impropriety. It does not involve overt sexual acts as indicated in (1) above.

Sexual indiscretions are actions of a sexual nature deemed unbecoming of a minister because of his standing and/or office. They are acts which carry moral opprobrium and public disgrace. Some of the acts considered as sexual indiscretions are:

- a. a minister seen holidaying privately with a member of the opposite sex without the knowledge and consent of the spouse.
- b. a minister seen frequently to be spending intimate times together with a member of the opposite sex in private functions, leaving his family at home.
- c. a minister seen in the company of the opposite sex coming out of a place they have no proper and sound reasons to account for e.g. emerging from a hide-away hotel room/bush areas like the Botanic Gardens, etc.

- d. a minister inviting a member of the opposite sex to stay overnight when his spouse is away.
- e. a minister habitually locking himself and a member of the opposite sex in the office for long hours when no one else is around.

It must be pointed out that indiscretion need not necessarily culminate in an overt sexual offence. If the indiscreet act is such that it arouses suspicion or causes people to connect an immoral relationship between the offending minister and another party, then that act constitutes a ministerial indiscretion.

The seriousness of such an act is due to the biblical injunction that a minister must be a man above reproach. His private life must be well ordered. His public life must all the more be exemplary, that it can stand the scrutiny of people at large (1 Timothy 3:1-8).

B. Family-related misdemeanours

1. **Spouse-battering**
2. **Child abuse**
3. **Miscellaneous, e.g.,**
 - a. abandonment of children
 - b. desertion of matrimonial home
 - c. neglect of home financial support
 - d. infliction of mental/emotional torture.

C. Offences involving church finances

A minister cannot serve God and mammon. He is admonished not to serve God “for filthy lucre’s sake” (I Tim. 3:3-8; Tit. 1:7). He is not to use his ministerial office to obtain personal financial gains. Any improper financial gain arising out of his ministerial function is a breach of trust.

In this regard, offences are under two headings:

1. Misappropriation of Funds

In serious situations of misappropriating church funds, a minister may commit a crime chargeable under the Penal Code of Singapore, e.g. Criminal Breach of Trust (CBT), Theft, Cheating. Generally, misappropriation of funds is committed by a minister when he uses his office to accrue to himself improperly some financial gains, for example:

- a. authorising to transfer funds from the church to his personal account without valid reason and/or approval of the Board;
- b. taking money illegally from the church funds, especially when it is done without proper disclosure to or consent/approval of the Board;
- c. channelling church funds to support himself, advance his personal interests including benefits to own family members and friends, without proper disclosure to or consent/approval of the Board, for example:
 - i. payment of house-rents
 - ii. defrayal of utilities, maintenance costs, etc.
 - iii. sponsorship of children's education
 - iv. sponsorship of personal trips or holidays

Central to misappropriation of funds are knowledge, motive and opportunity. For a charge of misappropriation to hold, it is imperative then to establish that:

- a. the minister knew or was aware that the money that came into his possession was not his;
- b. the minister took no effort to dislodge the money from his possession, or disclose it to his Board, or ask the Board's permission to retain it;
- c. the minister accrued the financial gains to himself and/or for his personal advancement.

2. Mismanagement of Funds

Under this head, the minister may not enrich himself with church funds. Here the offence is more on the breach of a legal duty of care to protect as well as to use church monies wisely. The offence is also a violation of the sacred trust of stewardship of God's properties.

A minister is considered to have mismanaged church funds when it can be shown that:

- a. He recklessly abandons his duty as a steward over God's monies entrusted to his care. There is no valid reason for him to have failed to exercise due care and judgement in his office as a minister to manage the church funds. As a result of this reckless attitude, the church funds are depleted, suffer loss or run into the red.
- b. He wantonly fails to do something, which an ordinary man in similar circumstances is expected to do or would have done. Due to his gross negligence, the church funds are depleted or suffer loss.

D. Offences involving personal finances

A minister is expected to manage his own finances wisely. He must be a good provider of his household. He must not put his family into financial stress or hazards. In other words, a minister should not be in financial embarrassment so that it reflects poorly on him as a provider of the house. This will in turn tarnish his image as a minister and so affects his ministry.

Offences within this category include:

1. Over-extension of Personal Debts

In this situation, the minister constantly borrows money and becomes indebted so that he cannot make both ends meet. He spends more than he earns. Consequently his personal debts pile up.

Most ministers as average wage earners take bank loans or other types of loans e.g. hire purchase. It is to be expected

that most ministers purchase their houses, apartments, cars and other expensive necessities through long-term financing/hire-purchase. These do not come within the ambit of over-extension of personal debts.

Over-extension of debts envisages the situation where a minister tries to live beyond his means. He takes more loans than he can personally repay. He then becomes over-stretched in debts. Family needs are neglected. Family members are hard put and live under stress and strain.

2. A Habit of Running into Debts

This is almost similar to (1) above. However under this offence, the minister falls prey to a habit. This means his lifestyle is one of borrowing from one source to pay up another. The vicious cycle of borrowing causes him constantly to be in debt.

The minister who is in the habit of owing people money normally neglects his family obligation. Apart from the same hardship he subjects his family as in (1) above, he now brings shame to himself and his ministry.

E. Exhibition of a contentious and non-cooperative spirit

The Bible clearly commands that all well-intentioned Christians should walk in love, in unity, in peace and harmony. Where a minister decides that he wants to be independent in his ways, will not uphold the corporate goals and objectives of the Assemblies of God, and chooses to pursue his own ends, he has made himself suspect of the above captioned offence.

To be sure, a minister is

1. contentious when he intentionally and mischievously stirs up trouble and sows discord among the ranks. His action is aimed at splitting up groups. He has a mean streak of riling up people of higher authority. He is insubmissive and tends to be obnoxious in his speech. His comments are caustic and often hurt people. He has scant regard for people's

feelings. He argues for the sake of argument. He splits hair over the minutest issues.

2. non-cooperative when he obdurately refuses to carry out reasonable orders of the Assemblies of God of Singapore. A non-cooperative minister takes no direction from the Exco even though he may be obliged to as a credentialed member. He does things in his own way and will not change even if directed by the Exco who might rule that the minister's actions may jeopardize the collective position of the Assemblies of God churches in Singapore.

F. Rejection of counsel of the Exco

The following constitutes rejection of the counsel of the Exco:

1. Persistent defiance of the Exco's advice, directives and instructions in line with the A/G Constitution and By-Laws.
2. Persistent non-compliance with Exco's rulings and orders, directives and official instructions.

G. Change of doctrinal position

A minister is deemed to have changed his doctrinal views when he

1. openly declares his change of doctrinal views.
2. explicitly rejects any of the beliefs embodied in the "Tenets of Faith".

Appendix 1

AT LEAST 2 YEARS	PERIOD OF REHABILITATION	
	1 YEAR	6 MONTHS
Adultery	Sexual Indiscretion	Mismanagement of funds
Fornication	Misrepresenting the Pentecostal testimony and lifestyle	Habit of running in debts
Homosexuality	Change of Doctrines	
Sexual Abuse		
Rape		
Incest		
Child Abuse		
Spouse-battering		
Misappropriation of funds		

*This serves as a guideline and is not an exhaustive list of offences.

Appendix 2

GLOSSARY OF TERMS

Adultery: Sexual relations outside of marriage in which one of the partners is married.

Child abuse: This includes excessive punishment such as flogging, torturing, imprisonment.

Fornication: Sexual relations outside of marriage in which neither partner is married.

Homosexuality: Sexual relations involving members of the same sex.

Rehabilitation: A process of restoring a person psychologically and spiritually so that he attains a measure of wholeness or well-being. Rehabilitation is not to be seen as punishment. In punishment, a certain penalty is meted out in order to satisfy justice. Punishment does not guarantee wholeness for the person, whereas rehabilitation aims at bringing about positive change in the person.

Sexual perversion: This refers to acts and behavioural patterns which represent an abuse of our God-given sexuality. It includes such acts as sodomy, sexual fetishes, pornography, orgies, etc. Sexual abuse: This refers to sexual actions done against an involuntary partner such as sexual harassment and molestation (e.g., rubbing against a body, pinching of bottoms, touching of laps, breasts, etc.).

Spouse-battering: It involves all forms of physical abuse against a spouse including punching, slapping, etc.

Revised (March 15, 2012)

SUMMARY OF PROCEDURE OF DISCIPLINE AND RESTORATION

1. EXCO receives report of alleged misconduct.
2. EXCO appoints an investigation officer (IO) to ascertain the facts of the case.
3. IO reports back to EXCO and makes one of the following recommendations:
 - a) That the case be dismissed as having no basis in fact.
 - b) That it merits only a private oral or written reprimand.
 - c) That it merits further investigation.
4. Upon the last recommendation, EXCO appoints an independent Preliminary Investigation Committee (PIC) to look more thoroughly into the facts.
5. PIC makes its recommendation to the EXCO.

6. EXCO could either
 - a. make its decision based on PIC report and recommendation. The decision could be
 - (1) an oral reprimand or
 - (2) a written reprimand or
 - (3) suspension and rehabilitation, including announcement to credentialed holders.
 - or,
 - b. call for a re-trial.
7. Accused may appeal.

Rehabilitation:

1. EXCO appoints a supervisor.
2. Supervisor will meet regularly with minister and provide monthly report of progress.
3. At the end of rehabilitation process, minister may apply for reinstatement.