

# **Constitution of Redoubt North Wesleyan Church**

*Wesleyan Methodist Church of Aotearoa-New Zealand*

## **Establishment**

1. This is the Constitution of Redoubt North Wesleyan Church “the church” and shall govern the life and ministry of the Church from the date of execution.

## **Wesleyan Methodist Church of Aotearoa-New Zealand**

2. The Church is an Established Church within the Wesleyan Methodist Church of Aotearoa-New Zealand and is committed to ordering its life according to the Constitution of the Wesleyan Methodist Church of Aotearoa-New Zealand (“the National Constitution”).
3. This Constitution is made according to clause 211 (2) of the National Constitution.

## **Charitable Objectives**

4. The Church has the following charitable objectives, to be exercised exclusively within New Zealand:
  - (a) Advancement of Religion: the operation of a Christian church, within the Wesleyan Methodist Church of Aotearoa-New Zealand;
  - (b) Relief of Poverty: to work in the community to assist those affected by conditions of poverty, social inequity and injustice;
  - (c) Advancement of Education: to offer community education programmes that contribute to the development of people and communities;
  - (d) Beneficial to the Community: to work for the improvement of society, specifically the communities in which it has influence.
5. The vision of the church is “Transforming lives, homes and communities through the Good News of Jesus Christ.”

## **Alteration of Rules**

6. The rules contained in this Constitution may be altered by resolution of the Servant Leaders of the Church provided that no amendments may be made to these rules that would have the effect of changing the charitable nature of the Church or breach the Constitution of the Wesleyan Methodist Church of Aotearoa-New Zealand.

## **Servant Leaders**

7. The Servant Leaders of the Church, including the Local Church Minister, are responsible for governance of the church and the exercise of spiritual accountability for the church. Servant Leaders have the following specific responsibilities:
  - (1) Guardians and Nurturers of the Vision, Mission and Values of the church;
  - (2) Spiritual "eldership" of the church providing spiritual accountability for the ministry of the church;
  - (3) Listening for and discerning the needs and aspirations of the church and its wider communities;
  - (4) Responsible for employment, accountability and well-being of Staff, including:
    - a) Initiating the process for the appointment of a Local Church Minister;

- b) Establishment of Terms of Call and ministry covenants with Ministers;
  - c) Establishment of Employment Contracts with all other paid staff;
  - d) Annual staff reviews;
  - e) Accountability and discipline of staff including ceasing of employment after following statutory and national church processes;
- (5) Responsible for appointing, on the recommendation of the Local Church Minister, other ministry staff and leaders such as
- i) Associate Ministers;
  - ii) Assistant Ministers;
  - iii) Youth Ministers;
  - iv) Children's Ministers;
  - v) Lay Pastors;
  - vi) Lay Preachers – being those recognised as having preaching gifts;
  - vii) Ministry Leaders;
- so as to ensure that the various ministries of the church are led by those called to the task and gifted appropriately by the Holy Spirit.;
- (6) Playing a Governance role with the following specific responsibilities:
- a) Assessment of progress towards vision and mission;
  - f) Development of major strategy initiatives;
  - g) Approval of annual budget;
  - h) Ensuring accurate financial records are kept;
  - i) Stewardship of property and assets which have been acquired whether held in the name of the Church or in the name of a Trust instituted by the Church;
  - j) Compliance with all statutory and legal requirements;
  - k) Compliance with the Constitution of the Wesleyan Methodist Church of Aotearoa-New Zealand and all policies and procedures of the National Conference or National Council.
- 8.** The Servant Leaders shall conduct regular reviews to encourage the health and mission of the local church making use of national church personnel and resources in doing so.
- 9.** The Servant Leaders shall encourage suitable persons to prayerfully consider training for Ordained, Commissioned or Licensed Ministry by participating in National Board of Ministerial Development processes.
- 10.** The Servant Leaders shall be responsible to see that all property, whether in the name of the Church or in the name of a Trust instituted by the Church, shall not be used for any purpose contrary to the intention of the Constitution of the Wesleyan Methodist Church of Aotearoa-New Zealand.
- 11.** The Servant Leaders shall be responsible to see that no property whether in the name of the Church or in the name of a Trust instituted by the Church shall be used for any use associated with any marriage or blessing ceremony which seeks to affirm a relationship other than a monogamous lifelong relationship between one man and one woman within the framework of marriage.

#### *Decision Making*

- 12.** The Servant Leaders shall ensure that the following records are kept
- (1) Minutes of all meetings including all decisions;
  - (7) Baptisms;

- (8) Weddings;
- (9) Pastoral Roll;
- (10) Financial Accounts.

- 13.** The Servant Leaders shall establish guidelines or standing orders for their meetings, which shall be in harmony with those of the National Conference of the Wesleyan Methodist Church of Aotearoa-New Zealand, for the conduct of their business.
- 14.** Decision-making shall normally be by prayerful discerned consensus and a record of decisions kept. If in the judgment of the Chairperson a consensus approach to a decision is likely to be impractical or otherwise unsuitable, the Chairperson may determine alternative decision making methods including, but not limited to:
- (1) Majority vote of Servant Leaders;
  - (11) Delay the decision;
  - (12) Referral to a resource group for further investigation;
  - (13) Request for wisdom and assistance from National Church leaders.

#### *Appointment Process*

- 15.** The appointment of Servant Leaders rests on the principle of decision-making by a discernment and affirmation approach that blends congregational consultation, a focus on gifts, calling and maturity and the role of wise leaders in making actual appointments.
- 16.** Servant Leaders shall normally be appointed for a two year term and shall be eligible for re-appointment.
- 17.** Prior to the conclusion of the agreed term existing Servant Leaders shall be asked to prayerfully consider continuing in their current roles. The publication of these names shall start the process.
- 18.** Partners shall be invited to prayerfully offer any additional names for consideration as Servant Leaders over a 2 week period. Nominees must be Partners of the Church and so must be:
- (1) Committed to Christ as Saviour and Lord as shown in baptism;
  - (2) Committed to ongoing growth towards Christ-likeness;
  - (3) Committed to a life of holy living and a lifestyle of growth;
  - (4) Committed to supporting the church;
  - (5) Accepting of the authority of this Constitution and the Constitution of the Wesleyan Methodist Church of Aotearoa-New Zealand.
- 19.** A Preparation Group consisting of 3 people (the Local Church Minister, one Servant Leader and one partner who is not a Servant Leader) will meet and discuss with candidates their gifts, calling and readiness to assume this role. If the candidate does not wish to proceed, their name will not be put forward. An emphasis on development and affirmation is to be at the forefront of this process.
- 20.** The names of those who wish to offer themselves as candidates, along with those continuing as Servant Leaders, will be put before the congregation. Partners and attenders will be invited to reflect and pray on the names and bring affirmations or concerns to the Preparation Group over the following 2 weeks.

21. The Preparation Group will, if appropriate, discuss any concerns raised with the respective candidates. Names may be withdrawn at this point with the consent of the candidate.
22. The Preparation Group will report to the Servant Leaders at the conclusion of this 2 week period. The Servant Leaders shall make the final appointments, usually for a 2 year term.
23. If there is no common mind within the Servant Leaders concerning the appointment of Servant Leaders or if there are continuing reasonable concerns from partners, then the Servant Leaders shall determine an appropriate process for resolution. The process may include:
  - (1) Mediation/consultation with National Officers of the Wesleyan Methodist Church of Aotearoa-New Zealand;
  - (14) A Vote

*I. Recognition and Blessing*

24. A Ceremony of recognition and blessing shall be arranged for the Servant Leaders for the new term.

*Retirement / Resignation*

25. A Servant Leader may choose to resign if unable to fulfil that role for any reason.
26. If a majority of Servant Leaders agree that a Servant Leader (other than the Minister) is unable to fulfil the role of a Servant Leader, they may with grace, sensitivity and prayer discuss with the person the issues involved in an effort to encourage the Servant Leader to fulfil the role effectively.
  - (1) The Servant Leader in question may seek a person to support them during this conversation.
  - (15) If a satisfactory outcome cannot be achieved the Minister may request a National Officer to mediate.
  - (16) If the issue still remains unresolved, the National Executive shall have the power to make a final decision.

**Partnership**

27. Partnership is the means by which people are recognised as “members” of the Church. Partnership
  - (1) Reflects proactive relationships and ministry – when we partner together we make a commitment to be accountable to one another;
  - (2) Affirms the role of the local church as the primary forum for ministry to our community;
  - (3) Celebrates our togetherness as a multi-cultural church in New Zealand.
28. Partners of the church will (in addition to the requirements of paragraphs 130 – 138 of the National Constitution of the Wesleyan Methodist Church of Aotearoa-New Zealand) be supportive of the leadership, vision and mission of the Church.
29. The minimum age for partnership in the Church is sixteen (16) years.

**Personal Benefit**

- 30.** Any Servant Leader who is in any other capacity involved or interested in any property or other undertaking in which the Church is involved shall:
- (a) Disclose the nature and extent of their involvement or interest;
  - (b) Withdraw from the Servant Leaders deliberations on the matter.
- 31.** No private pecuniary profit shall be made by a Servant Leader or Partner of the Church, with the following exceptions:
- (a) Reimbursement may be made for all properly incurred expenses of the The Church;
  - (b) Reasonable and proper remuneration may be paid for services rendered to The Church by Servant Leaders, Partners or entities owned or controlled by Servant Leaders or Partners. Remuneration should not exceed usual professional, business or trade charges.
- 32.** No Servant Leader or Partner may determine or materially influence in any way, determination of the nature, amount and circumstances of any benefit or income to be derived by that person.

### **Execution**

- 33.** Any document that requires execution on behalf of the Church shall be executed by the Local Church Minister and one other Servant Leader, unless to do so would breach clauses 30 – 32 above, in which case 2 Servant Leaders shall execute the document in question.

### **Dissolution**

- 34.** In the event of the dissolution of the Church the assets of the Church shall be distributed to the Wesleyan Methodist Church of Aotearoa-New Zealand for such charitable purposes as the National Council of the Wesleyan Methodist Church of Aotearoa-New Zealand shall determine, following consultation with the remaining congregation if any.

Signed on behalf of the Servant Leaders of Redoubt North Wesleyan Church

**Local Church Minister:** \_\_\_\_\_

**(Print full name):** \_\_\_\_\_

**Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Servant Leader:** \_\_\_\_\_

**(Print full name):** \_\_\_\_\_

**Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_