

2016 - 2018

EASTERN NORTH CAROLINA CHURCH OF GOD

STATE MINISTERS' PROGRAM

The following measures were adopted by the ministers of Eastern North Carolina in their ministers' meeting October 27, 2016, held at the Church of God Conference Center in Kenly, North Carolina.

The meeting was called to order and moderated by L. Dennis Page, D.C.E., Administrative Bishop.

These measures were adopted as the Ministry Program (Book of Minutes) to guide the work in the State of Eastern North Carolina. The Eastern North Carolina State Council recommended changes or additions to the ministry program and presented it to the ministers in the ministers' meeting. The following recommendations were passed:

GENERAL

I. ORGANIZATION

A. A copy of the proposed changes to the ministry program shall be emailed or mailed upon request to the ministers fourteen days, where possible, in advance of the ministers' meeting as an effort to expedite business.

B. If any minister receives less than ten votes on any ballot, including the nominating ballot, the names will not be read in the teller's report. A list of each ballot will be posted in a designated area.

C. Purpose

We meet biennially to consider all recommendations by the Administrative Bishop and the State Council.

D. Election of State Council

The State Council shall consist of eleven (11) ordained bishops elected biennially by the ministers. Their tenure of office shall be for two years and shall be eligible to succeed themselves one term (four years). If any people group within the state has at least five churches and five ordained bishops that report regularly to the state office, and are not represented by a member of the State Council from their people group at the time of the election of the State Council, then it is understood that the Administrative Bishop shall appoint an ordained bishop from that people group as an ex-officio member of the council with the right to speak in council meetings but without voting rights. It is further understood that the same guidelines hold true for the Youth and Discipleship Board. Ex-officio members shall be subject to the same term limits as elected members. The Council for 2016-2018 consists of the following:

Timothy C. Gore
Richard Dial
Tony Bossolono

Richard Beasley
Danny Byrd
Lesaundri Hunt
Jason Johnson
Glenn McNeill
Jesus Morales
Ed Toler

- G. The Administrative Bishop shall appoint a coordinator to serve as Chairman of a committee of three from each minority ethnic group: Native American ministries, Black ministries, and Hispanic ministries, to assist with the coordination of ministry, when called upon by the Administrative Bishop.
- H. Two alternate members be elected to the State Council and Youth and Discipleship Board.
- I. Any person serving as a department head shall not be eligible to serve on the State Council and Youth and Discipleship Board.
- J. In the event of an error in the voting for members of the State Council and Youth and Discipleship Board, said vote will be declared invalid and a new vote will be taken.
- K. Faithfulness

Inasmuch as all ministers are to be faithful in all things regarding service to God and His church, be it known:

- 1. It is expected that a member of any elected or appointed board must be an example of faithfulness in all things concerning the church (international, state or local).
 - 2. Attendance to properly called board meetings will have priority on one's schedule.
 - 3. The Youth and Discipleship Board will assist the Youth Director in carrying forth the programs of youth camp, teen talent, YWEA, and all other programs when properly called upon.
 - 4. The Administrative Bishop shall call for the resignation of any member of any board, elected or appointed, who does not comply with the duties and responsibilities required by said board. This is to be done only after counseling from the Administrative Bishop and/or properly appointed investigation committee.
- L. Guidelines for all elected and appointed boards and committees
 - 1. Board and committee meetings take precedence over all other obligations and responsibilities, except general church obligations and extreme cases of emergency. Any unauthorized absence or excessive tardiness will constitute automatic expulsion from the board or committee.
 - 2. Dismissal procedures shall be as follows:

- a. Chairman will notify Administrative Bishop of absenteeism and excessive tardiness.
 - b. Administrative Bishop will notify in writing the erring member of his dismissal from the appointed or elected board.
 - c. Administrative Bishop will then fill vacancy in the appropriate manner.
- M. In ensuing years, when the proposed agenda is mailed to the ministers before the State Ministers' Meeting, that a current financial overview be sent with the agenda.

II. STATE MEETINGS

- A. We have an annual Prayer Conference.
- B. Camp Meetings will begin each year on the first Sunday evening and close on the following Wednesday evening with a youth service to follow on Thursday evening. That the 2017 Camp Meeting be June 4-8. The 2018 Camp Meeting be June 3-7. That the speakers for the Camp Meetings shall be selected by the Administrative Bishop.
- C. Eastern North Carolina shall conduct at least one Ministerial Leadership Training Conference/Seminary each year and that every minister and spouse make every effort to attend. Further, that any pastor and his spouse that needs financial assistance to attend should make a formal request to the State Administrative Bishop and State Council for assistance.

III. PUBLICITY

Whereas, it is important that the public be informed of the location of our churches; whereas, members moving from other states to Eastern North Carolina need to be informed of the location of our churches; whereas, members moving within Eastern North Carolina to other areas of our state need to be apprised of the location of our churches; we recommend:

- A. All Eastern North Carolina churches use available advertising media, such as newspapers, highway signs, yellow page listings, hotel directories, etc. Further, that the Church of God emblem be used on all advertising.
- B. District overseers and pastors encourage local newspaper advertising.
- C. Each church be encouraged to use uniform church directional signs.

IV. MINISTERS

Whereas, many of our pastors have to deal with licensed ministers who have become inactive and frustrated, such as evangelists and others awaiting appointment as a pastor.

Whereas, in many instances, these persons are not positively cooperating with, nor contributing to, the support of the local and state programs; we hereby recommend:

- A. All ministers who are not actively following their calling be informed by the Administrative Bishop that their cooperation with and support of the local and state program is required.

- B. The pastor and district overseer be requested to recommend such persons for pastoral work as they deem qualified.
- C. These ministers shall be notified, as a means of encouraging their cooperation in the church, that they will not be considered for pastoral appointment if they have a poor record in these matters.

V. WORLD MISSIONS

Statement of Ministry:

Church of God World Missions affirms the Biblical truth that God is a missionary God. The Triune God acts for the redemption of man: The Father ordered the plan of salvation, the Son actuated it and the Holy Spirit executes it. The Father sent the Son; the Son gave His life in obedient sacrifice; and the Holy Spirit draws mankind to salvation.

Building on this understanding of the nature of God, Church of God World Missions seeks to be the embodiment of His sending and seeking, findings its missions statement in Romans 16:25, 26 (NIV): “Now to Him who is able to establish you by my gospel and the proclamation of Jesus Christ, according to the revelation of the mystery hidden for long ages past, but now revealed and made known through the prophetic writings by the command of the eternal God, so that all nations might believe and obey Him—to the only wise God be glory forever through Jesus Christ, Amen.”

The authority for ministry in Church of God World Missions resides in the Holy Spirit, who equips and empowers; and in the Word, which commissions and guides; and in the church, which structures and supports.

The Church of God vests its missions ministry in Church of God World Missions. The heart of World Missions ministry is the implementation of a global strategy of evangelism, church planting and training. World Missions is available to assist any local church in fulfilling its Biblical mandate to reach the world with the gospel. To support its ministries, World Missions devises a budget and raises funds through the efforts of department personnel and appointed missionaries. The World Missions staff performs editorial, public relations, financial and administrative functions for missionaries on the field and for the constituency of the North America church.

- A. World Missions Board
 - 1. Selection
 - a. Our state shall have a World Missions Board.
 - b. The chairman of the board shall serve as the Representative of World Missions.
 - c. The board and board chairman shall be appointed biennially by the Administrative Bishop.
 - d. The board consists of not more than five and not less than three members.

- e. Said board shall consist of ministers and lay members who have shown support for world evangelization.
- f. The board shall meet as often as the Administrative Bishop and chairman deem necessary.

2. Duties and Responsibilities

- a. To promote world evangelization in the Church of God in Eastern North Carolina.
- b. To promote state, district, and local world missions conferences, seminars, banquets, etc.
- c. To assist with the scheduling of field representatives and missionaries on furlough.

B. District Missions Representative

1. Selection

Each district bishop, by virtue of his office, serve as the District Missions Representative.

2. Duties and Responsibilities

- a. He shall be responsible for the promotion of World Missions programs in the churches on his district.
- b. He shall meet with the pastors on his district to provide information regarding World Missions and to encourage participation in its ministries.
- c. He shall conduct at least one District Missions Rally each year.
- d. He shall cooperate with the Missions Representative in the promotion of World Missions.
- e. He shall assist the World Missions Department in the promotion of state and regional missions seminars.

C. Local Missions Committee

Each pastor is asked to appoint a local missions committee for his church. The chairperson will serve as the local missions representative. The representative's name should be sent to World Missions. Information may be obtained from the state missions representative.

1. Selection

The local church missions committee is appointed by the local pastor.

2. Duties and Responsibilities

- a. Shall have primary responsibility for assisting the pastor in establishing and maintaining a World Missions program in the church.
 - b. Shall distribute *Save Our World* magazines and other missions publications.
 - c. Shall make a periodic report of missions activities within his church.
 - d. Shall maintain a missions bulletin board or interest center in the church using material and suggestions sent to him by the missions representative or World Missions Department.
 - e. Shall keep missions prayer requests before the church.
 - f. Shall work with the pastor in emphasizing missions at least one Sunday each month.
 - g. Shall cooperate with the Sunday School, the Family Training Hour, and other church department leaders to insure constant missions emphasis within their programs.
 - h. Shall perform any other missions-related task assigned by the pastor.
- D. Each church is encouraged to participate in the “Christ’s Birthday Offering,” which is used for the “Hunger and Disaster Relief Fund” of World Missions. Each family is encouraged to contribute a minimum of \$20.16 (\$20.17, the amount of the year) as a Christmas gift to assist with demands for funds created by famines, emergencies, and disasters, which occur regularly around the world. Support materials will be supplied by World Missions.
- E. Each church is encouraged to participate in the “Love the World Sunday”. Members of the congregation should be encouraged in this offering which supports missionaries on the field. Support materials will be supplied by World Missions.
- F. Each church is encouraged to participate in the “Day of Prayer for World Missions”.
- G. Each church is encouraged to participate in the “Humanitarian Sunday”. Support materials will be supplied by World Missions.
- H. Each pastor is encouraged to share with his/her church, the ministries of World Missions on a regular basis. Printed and video resources are available upon request.
- I. Each church is encouraged to set an annual World Missions goal of an amount equal to one month’s average tithes.
- J. Each church is encouraged to pray for unreached people groups, and where feasible, adopt one as a prayer focus. Also, pray regularly for missionaries and for those around the world who are suffering.
- K. Each state is encouraged to conduct a state or regional missions conference. The missions field representative liaison can assist with the arrangements.

- L. Short-term missionary trips should be encouraged to inform and inspire persons about World Missions.
- M. Helpful Information

The World Missions website is www.cogwm.org.

A Women's Ministries missions project will place Bibles in the hands of all children in Church of God World Missions orphanages. For information, contact Yolanda Guy at yguy.cogwm.org or 800.345.7492.

A job description brochure is available to pastors who can share it with the Local Missions Representative. Contact Judy Pyatt, jpyeat@cogwm.org or 800.345.7491.

Missions videos profiling missionaries, projects, and missions stories are available. Contact Cathy Coile, ccoile@cogwm.org or 800.345.7492.

VI. CHILDREN'S HOME PROGRAM

- A. In 1944 the ministers of North Carolina voted to adopt the Church of God Children's Home as a ministry, financially supported by and under the authority of the Churches of God of North Carolina. The Home continues its ministry to care for hurting, abused, orphaned, dependent neglected, and at risk children and youth. "pure religion and undefiled before God and the Father is this, to visit the fatherless and widows in their affliction, and to keep himself unspotted from the world." James 1:27 (KJV)
- B. The Home does not receive funds from the state tithe funds and depends on the love gifts from churches and individuals. Therefore, the following items are submitted as the state program of support for the Church of God Children's Home:
 - 1. Every church will send five cents (\$.05) per weekly Sunday school attendee with the clerk's monthly report.
 - 2. Each church is requested to receive two special offerings annually.
 - 1. The Harvest Festival offering is given in October. You are invited to bring them to the Harvest Festival or send them directly to the Home.
 - 2. As part of the international program of the Church of God, a Mother's Day offering is to be received. This allows our congregations to give directly to their Children's Home. This offering is sent directly to the Home.
 - 3. Each pastor is requested to promote the partnership program in his/her local church to enable their members to become personally involved with the Home. The partnership opportunities include the "120 Club" (\$10 monthly), Child Sponsor (\$25 monthly). Teen Mother/Baby Sponsor (\$50 monthly) or Cottage Sponsorship (\$100 monthly).
 - 4. Each pastor is expected to keep his/her congregation informed about the Home through articles in the church bulletin, posting the Home's monthly newsletter in a highly visible location, placing information about the Home on the church website (link to Home website www.cogch.org) or Facebook and occasionally sharing from the pulpit about what God is doing at the Children's Home.

5. Collect "UPC codes" from Campbell's products and send them to the Home.
 6. Contact the executive director about special projects and needs of the Home.
- C. Use the Home as a resource.
1. Refer a child or teen mother who could benefit from our ministry.
 2. Plan missions opportunities for youth or men/women groups at the Home.
- D. Visit the Home.
1. Contact the administrative office at 704.788.1164 to schedule a tour.
 2. Plan events at the Home with your church and the residents.

VII. DISTRICTS

- A. The dates and places for District Conventions will be set by the Administrative Bishop.
- B. Each district is to have a Building Committee to approve all purchasing of lots, new buildings, major improvements, sell of any property or building of all amalgamated churches and/or the removal of any existing buildings. Major improvements will be determined by the strength of the church. The committee is to file recommendations with the Administrative Bishop in writing. Property deeds with reverting clauses (except in company owned lands) must be approved by the State Council. Each church and pastor is to comply with the District Building Committee's decision. Ministers failing to comply with or failing to recognize this committee are to be cited before a board appointed by the Administrative Bishop. Any deviations from approved plans must be resubmitted.
- C. All district secretaries prepare an annual district financial report. This report is to be approved by the ministers of each district and then filed with the Administrative Bishop.
- D. Where funds are available, money in district treasury is to be disbursed for underpaid pastors, new field work, and evangelism. District Overseers' and District Youth Directors' expenses for mileage and meals will be set by the Administrative Bishop, plus lodging and phone calls for official business on the district. All expense forms are to give detailed information concerning the disbursement requested. They should state to whom paid and for what. When district annual reports are made to the State Executive Office and check of same reveal an irregularity, that the Administrative Bishop consult with the District Overseer and, if necessary, it be brought to the attention of the State Council.
- E. Each district, where practical, conduct a monthly fellowship meeting.
1. The place and date be left to the discretion of respective district overseer and ministers.
 2. Where practical, one month be given to the youth, one month to the Women's Discipleship, one month to the ministers' program, and one month to evangelism.
- F. District Bishop

1. The office of the district overseer has been a very vital part of the growth of the Church of God. Many believe that we have not maximized the potential of this office. Far too often, the appointment has been based upon the size or location of one's church.
2. The International Executive Committee and Administrative Bishop are committed to enhancing the role of the district overseer by providing training, empowerment, and requiring accountability.
3. According to the Minutes of the International General Assembly, the district overseer is appointed by the Administrative Bishop. The members of the International Executive Committee are calling for district overseers to come into a covenant relationship with the State Executive Office and the pastors/ministers on his district. This new initiative will require a new commitment on the part of those appointed as a district overseer.
4. Duties and Responsibilities
 - a. To fulfill all the responsibilities outlined in the Minutes of the International General Assembly.
 - b. To be an example of prompt reporting - both personal ministerial report and church's report.
 - c. To serve as a mentor/coach to the ministers on his district.
 - d. To serve as a pastor to the ministers and their families on his district.
 - e. To attend the training conference for district overseers.
 - f. To monitor the progress of all the churches on the district.
 - g. To attend all state meetings (camp meetings, prayer conferences, etc.)
 - h. To do everything possible to make sure that all the ministers on his district attend the state meetings.

VIII. VACATION

- A. The Administrative Bishop and Youth Director be granted a two-week vacation with salary each year.
- B. Each pastor and his family shall be given a two-week vacation with salary each year. The pastor is to secure a responsible person to fill his pulpit during his absence and he is to advise the district overseer of his absence. No state or general church meeting shall be considered as a vacation for pastor.

IX. MINUTES AND MINISTERIAL DIRECTORY

The State Executive Office shall furnish a copy of the ministry program, a ministerial directory, and church directory to each minister. The ministerial directory and church directory is to list the name, address, and telephone number of each Eastern North Carolina minister.

X. FUNERAL NOTICES & MINISTERS FUNERAL FUND

- A. In case of death of an Eastern North Carolina minister or his wife, the State Executive Office shall advise all ministers in the state by sending an email.
- B. All ministers and spouses shall have the opportunity to become a member of the Funeral Fund by paying \$36.00 per person per year in to the State Executive Office.

XI. PUBLICATIONS

We promote and use Church of God Sunday School literature and Pathway Press Christian Education materials, church helps, and supplies.

XII. PASTOR MOVING EXPENSE

The local church is to assume the responsibility for moving expenses of the incoming pastor upon presentation of receipts for actual expenses.

XIII. MUSIC MINISTRIES

- A. We have a music committee consisting of five members who are duly recognized in the music field; further, they are to work in harmony with state meetings. That the music committee plan music workshops in conjunction with Camp Meeting (afternoon session). The members of this committee shall be appointed by the Administrative Bishop.
- B. Each pastor shall appoint a local music representative. This may be the Minister of Music (where applicable) or whoever is responsible for the music ministry in the church.
- C. In recognition that Music Ministries VIP is a general organization of the Church of God comprised of state and national chapters and that membership is open to all musicians in the Church of God, entitling each individual to benefits, publications, privileges, and programs thereof, we recommend that each church endeavor to have all its Very Important People partnering in Music Ministry enroll in this fellowship for the purpose of promoting music ministry, establishing identity as a music minister and furthering growth in spiritual realms.
- D. Where practical, the Administrative Bishop shall encourage the Department of Music Ministries in promoting and developing a balanced and blended local church music ministry. The department is able to assist and support the local church music and musician's work through offering:
 - 1. Jointly sponsored state music conferences and worship experiences.
 - 2. An annual Musicians Appreciation Sunday to recognize and appreciate local church musicians (2nd Sunday of November).

XIV. MEDIA MINISTRY/COMMUNICATIONS

- A. That we commit ourselves to utilizing every available medium and means to effectively maintain open and perpetual communication with our constituency. This commitment will be demonstrated by:

1. Understanding that communication is the process of exchanging information, imparting ideas, and sharing the message so it is understood by others.
 2. Exploring the best media choices available to enable the transforming message of Christ to all mankind and cultural contexts. Discovering new ways and means of efficient and effective electronic mediums to maintain continuous connection with our constituency.
 3. Empowering ministry resources available to the church for immediate response to the needs of the world and the mission engagement of the church.
 4. Employing every facet of communication to expand the global reach of Christ's message, sustaining open exchange of ministry concepts, encouraging the strengthening and growth of local churches, enlisting and equipping the next generation of leaders, and fulfilling our mission and vision as a movement that is Christ-centered, people-oriented, and need-sensitive in all its ministry endeavors.
- B. That we promote the Forward in Faith media ministry through prayer, advertising and financial contributions. We encourage the local church to contribute through the monthly church report.

XV. CHURCH RELATED COLLEGE

- A. We affirm our commitment to our church related colleges by praying regularly for the administration, faculty, and students and by actively participating in their recruitment efforts.
- B. Each pastor encourage alumni attending his church to actively participate in alumni activities.

XVI. SCHOOL OF THEOLOGY

- A. Whereas, the Pentecostal Theological Seminary is the premier graduate school for training ministers and laity, is recognized as the church's center for preserving and propagating the Holiness-Pentecostal doctrines and practices, and is committed to supporting the various state and local ministries by providing:
1. Thursday only, intensive J-Term (January, June, and July), extension and on-site programs for busy pastors and laity (e.g. the annual Seminar of Ministry).
 2. Masters degrees which integrate Biblical, historical, doctrinal, and practical ministerial areas, along with special Masters Degrees which concentrate on ministerial leadership, counseling, missions, pastoral ministries, youth ministry, missions (urban and world), clinical pastoral training, chaplain, and other specialized ministries.
- B. Therefore, it is proposed that the Pentecostal Theological Seminary, leadership, and churches join in partnership to give financial support to qualified candidates for ministry in the following ways:
1. Each minister, where possible, include monthly in their report a minimum \$5.00 gift under the category "Training Ministers," and that pastors encourage their

churches to include monthly, where possible, a minimum \$10.00 gift under the same category in their church treasurer's report.

2. Support and promote the Pastor's Enrichment Program (PEP) which encourages local churches to assist pastors to attend the Theological Seminary. (The seminary gives half tuition with the church/pastor paying the other half.)
- C. Encouraging men and women to attend the Theological Seminary so they may prepare for more effective ministry, be grounded in the great classical doctrines of Holiness-Pentecostal, and establish a closer bond with the Church of God through the study of its history and faith.

XVII. GENERAL EDUCATION AND MINISTERIAL DEVELOPMENT

A. Board of Ministerial Development

1. We have a Board of Ministerial Development consisting of five members which includes the Coordinators of CAMS, MIP, Licensure and two appointed members.
2. The board and board chairman be appointed biennially by the Administrative Bishop.
3. Each member of the board be assigned a portfolio to coordinate a specific area as well as general responsibility as a board member for all areas of ministerial development.
4. The term of office for the members of this board shall be unlimited, subject to the appointment of the Administrative Bishop. Further, that election to a board or appointment to another board does not make a person ineligible for appointment by the Administrative Bishop to the Ministerial Development Board.
5. The board shall meet as often as the Administrative Bishop and chairman deem necessary.
6. That the Ministerial Development Board assist in the implementation of training, coaching, and mentoring pastors for excellence. The training of pastors/ministers will be facilitated through the following partnership options:

-Excel Training Seminars

-Connect – Ministry Solutions

-Ministerial Development (CAMS, MIP, Credentialing)

-Leadership Training (Regional, Video Conferences, Live Stream)

-Coaching and Mentoring Sessions (Peer Relationships, Group Settings)

-Pastors' Round-Table Discussion

-Partnership with the Office of Pastoral Excellence and Vital Initiative

B. Selection of the Ministerial Development Board Members

1. Members shall be selected on the basis of experience, training, and background in the various areas of ministerial development.
2. Members shall be chosen who have the respect and trust of ministers in Eastern North Carolina. Board members should be selected who are models for other ministers and recognized leaders who are mentors of others.
3. The members of the board include men who are strong in the areas of training, education, ministerial examination/licensure, and care/counseling.

C. The Chairman of the Board of Ministerial Development

1. A chairman shall be appointed by the Administrative Bishop with primary responsibility and accountability for all areas of ministerial development in Eastern North Carolina.
2. Committees shall be appointed, as necessary, by the Administrative Bishop to serve under a board member to assist with the function of his portfolio of responsibility, such as ministerial examining boards for the area of ministerial licensure.
3. The chairman shall serve as the primary contact person between the State Executive Office and the Office of Ministerial Development and the Office of Ministerial Care to insure that all areas of the program of ministerial development are effectively coordinated and administered.

D. Duties and Responsibilities of the Board of Ministerial Development

1. The duties and responsibilities of the Board of Ministerial Development will be as follows:
 - a. To implement and supervise, under the direction of the Administrative Bishop, the educational programs promoted or suggested by the church.
 - b. To promote the Church of God educational institutions at the state level.
 - c. To help implement the Ministerial Internship Program.
 - d. To stimulate and nurture continuing education programs at all levels.
 - e. To serve in an advisory capacity to churches who sponsor Christian day schools, kindergartens, or daycare centers, or who are in the process of developing such programs.
 - f. To promote and supervise the Certificate in Ministerial Studies (CIMS).
 - g. To consult with the Administrative Bishop in developing annual regional workshops and seminars for the ministry in areas of Biblical theology, pastoral and personal growth, pastoral administration, counseling, preaching, etc., in cooperation with the general education goals of the church.

- h. To work with the Office of Ministerial Care in meeting the needs of ministers and their families.

2. Portfolio Assignments for Board Members

Each member of the board be given a portfolio assignment to serve as the coordinator of one of the areas of ministerial development. The chairman of the board also carries one of these portfolios. It is recommended by the Office of Ministerial Development that the chairman be assigned the portfolio for Coordinator of the Ministerial Internship Program. If a layman is appointed to the board, he/she will be assigned portfolio number six (6) – Coordinator of Church Educational Institutions. If a layman is not appointed to the Ministerial Development Board, then the Coordinator of Ministerial Education will assume the duties of Coordinator of Church Educational Institutions.

- a. Portfolio for Coordinator of Ministerial Internship Program (MIP).

The Coordinator of the Ministerial Internship Program, along with those working with him and under the guidance of the Administrative Bishop and the Ministerial Development Board, is responsible for implementing the Ministerial Internship Program in the state.

- b. Portfolio for Coordinator of Ministerial Licensing

The Coordinator of Ministerial Licensing, along with those working with him and under the guidance of the Administrative Bishop and the Ministerial Development Board, is responsible for implementing the formal licensing process for all applicants for ministry. The coordinator shall provide training and guidance for the duly constituted board of examiners and, where possible, serve as chairman of a ministerial examining board.

- c. Portfolio for Coordinator of Ministerial Development Institutes

The Coordinator of Ministerial Development Institutes (MDI), along with those working with him and under the guidance of the Administrative Bishop and the Ministerial Development Board, is responsible for implementing the Ministerial Development Institute Program. It is recommended that the Churches of God in Eastern North Carolina implement the MDI program as follows:

- (1) Efforts shall be made to conduct at least one MDI annually.
- (2) A survey be taken at the ministers' meeting indicating the desire of the ministers concerning participation in the MDI program with options for different courses, locations, times, and formats.
- (3) Churches be notified that the Ministerial Development Institutes are state sponsored programs. Therefore, if funds are available, churches are encouraged to assist their pastor or pastoral staff and spouse(s) in attending the MDI sessions in a manner similar

to assistance provided in attending Camp Meeting, Prayer Conference, etc.

d. Portfolio for Coordinator of Ministerial Education

- (1) The Coordinator of Ministerial Education, along with those working with him and under the guidance of the Administrative Bishop and the Ministerial Development Board, is responsible for all general areas of education as it is applicable to those men and women who are already active in ministry or who feel the call to ministry. His main function is to encourage ministers and spouses to make life-long learning a part of their every day lives and to inform them of the many opportunities available for educational pursuits.
- (2) The Coordinator of Ministerial Education will plan the program for Education Week annually with an emphasis on ministerial development and education. Education Week offering - each church be asked to give a freewill offering for education and ministerial development to be sent to the Secretary General with the March church treasurer's report.
- (3) The Coordinator of Ministerial Education will promote the educational opportunities provided for ministers by various Church of God educational institutions; such as, external studies, extensions, J-terms, Thursday programs, etc. He should promote MDI, retreats, seminars on ministry, etc.

e. Portfolio for Coordinator of Ministerial Care

The Coordinator of Ministerial Care, along with those working with him and under the guidance of the Administrative Bishop and the Ministerial Development Board, and in coordination with the International Office of Ministerial Care, is responsible for implementing the ministerial care program. The coordinator shall serve as the primary contact with the International Office of Ministerial Care and Office of Ministerial Development in matters relating to hurting ministers and ministerial families. The coordinator and those working with him shall assist the Administrative Bishop in building a relationship of empathy, nurture, and undergirding strength with the ministerial family.

f. Portfolio for Coordinator of Church Education Institutions

The Coordinator of Church Educational Institutions, along with those working with him under the guidance of the Administrative Bishop and Ministerial Development Board, is responsible for the promotion of Church of God education institutions. The coordinator will also serve as an advisor to churches that sponsor Christian day schools, kindergartens, or daycare centers. He should promote various campaigns and programs of all Church of God educational institutions for the purpose of enhancing awareness and support.

- E. MinistrySource.com
 - 1. We recommend that all ministers be encouraged to take advantage of MinistrySource.com, which is an innovative website resource for Church of God ministers.
 - 2. MinistrySource.com is made available free of membership fees, enabling anyone with interest access to take advantage of this innovative resource.
- F. Certificate in Ministerial Studies
 - 1. In order to provide more in-depth personalized training, the School of Ministry has developed the Certificate in Ministerial Studies (CIMS) for all Church of God ministers and ministerial prospects.
 - 2. All ministers be encouraged to avail themselves of the educational opportunities by the Church of God School of Ministry.

XVIII. HISTORICAL COMMISSION

- A. The Administrative Bishop appoint a Historical Commission of between three to seven members. Membership on the Historical Commission may include ministers and qualified laity. The Administrative Bishop may chair the commission or appoint one of its members as chair.
- B. The mission of this commission is to preserve and perpetuate the history and heritage of the Church of God and its Pentecostal mission on the state and local levels.
- C. The purpose of the state Historical Commission is to promote the preservation, understanding, and appreciation of the history and heritage of the Church of God at the state and local levels. It shall give special attention to the collecting and preserving of historical documents related to the history of the age and to the writing of history at local and state levels. It shall also seek to produce and to encourage the production of historical materials (written, audio-visual, Internet) and to promote occasions for the church to remember, appreciate, and celebrate its history and heritage.
- D. Objectives
 - 1. To work with the general Church of God Historical Commission regarding policies governing the recording, preservation, and use of Church of God historical documents and data.
 - 2. To encourage the collecting of historical documents and items of significance for preserving the history and heritage of the Church of God in the state and local churches.
 - 3. To stimulate interest in Church of God history through historical displays, through anniversaries of historical importance, and through marking and preserving appropriate historical sites.
 - 4. To encourage research, writing, and publication of materials related to Church of God history at local and state levels.

5. To engage in other activities as assigned by or approved by the Administrative Bishop.

XIX. STEWARDSHIP MINISTRIES

Each local church shall emphasize stewardship in their congregation by:

- A. Each local pastor establishing a stewardship strategy, which at a minimum includes:
 1. Creation of a stewardship leadership team or committee that is given the responsibility to develop awareness of stewardship issues in the local church in cooperation with the local pastor and with the assistance of the Department of Stewardship Ministries of the Church of God, Cleveland, Tennessee.
 2. Development of a plan to make stewardship a part of the local church's continuing communication, curriculum, coaching, and counseling.
 3. A commitment from the local pastor to preach and teach about Biblical stewardship.
 4. Making stewardship a part of the prayer emphasis of the local church.
- B. Establishing January of each year as Stewardship Emphasis month.
- C. Special emphasis during the month of January (or an alternate month selected by the local pastor):
 1. Preach at least one or more sermons related to stewardship concepts, and pastors may use resources provided by the Department of Stewardship Ministries.
 2. Initiate small group studies discussing stewardship principles provided by the Department of Stewardship Ministries that will be utilized in Sunday School, Family Training Hour, and/or special breakout teaching missions.
 3. Encourage local churches to consider a Money Management Seminar or Estate Planning Seminar provided by the Department of Stewardship Ministries if such is feasible and appropriate.

XX. GROWTH

Whereas, we are living in a time of great Kingdom opportunity; and

Whereas, there is a tremendous need to target growing segments of our population including the youth, elderly, military families, and a growing culturally diverse population; and

Whereas, the Great Commission of Christ commands us to go into all the world, which includes all of these people groups.

Therefore, be it resolved, that the Churches of God in Eastern North Carolina, under the leadership of the State Executive Office, devise and implement an aggressive strategy to reach this harvest;

Be it further resolved, that the ministers of Eastern North Carolina give themselves to fasting, prayer, personal revival, and congregational outreach so that a great ingathering in these last days will be seen.

XXI. PUBLISHING HOUSE

A. Publications

1. Each church order at least one (1) roll of the Evangel monthly and that every minister be encouraged to become a personal subscriber.
2. Each church shall encourage Discipleship leaders to subscribe to *Leadership* magazine for all workers.

XXII. CHAPLAINS AND MINISTRY TO THE MILITARY

A. Coordinator of Chaplains and Ministry to the Military

This person will be responsible for actively supporting all efforts of the Stateside Ministry to the Military Department to promote and establish military ministries in his state. These duties include coordination of the Military Contact Church program, distribution of literature, dissemination of Ministry to the Military information at Camp Meeting booths and other special functions.

B. Ministry to the Military Day

This special Sunday has been officially designated as a day for recognizing those who are serving and have served in our country's military. Pastors are urged to develop a special worship service that honors these dedicated people. Special speakers, such as military chaplains or other appropriate persons, may be obtained by contacting the Chaplains Commission, 900 Walker Street, N.E., Cleveland, Tennessee, 37311.

C. Ministry to the Military Camp Meeting Emphasis

Many who have relatives or friends in military service have limited knowledge of the worldwide ministry to the military. The dissemination of information concerning this ministry is vital and can appropriately be done during this time. Special speakers for services are available by contacting the Stateside Ministry to the Military, P.O. Box 3330, 900 Walker Street, N.E., Cleveland, Tennessee, 37311.

D. Military Contact Churches

Churches near military bases should be aware of the opportunity to become recognized as an official military contact church, which is a church near a military installation with a sincere desire to reach out to those in uniform. This program offers assistance to churches which want to develop this ministry. More information can be obtained by writing Stateside Ministry to the Military, P.O. Box 3330, 900 Walker Street, N.E., Cleveland, Tennessee, 37311.

E. Miscellaneous:

1. Pastors shall be encouraged to seek certification as community service chaplains in the local areas: police and sheriff agencies, hospitals, prisons/jails, mental health centers, and nursing homes.
2. A search for qualified pastor candidates interested in full time chaplain placement in prisons be conducted.
3. Chaplain ministries be promoted through state papers and other media.

F. Chaplains Recognition and Fellowship

We develop an Association of Chaplains Fellowship for the purpose of creating fellowship and recognition opportunities for chaplains throughout Eastern North Carolina.

XXIII. DEPARTMENT OF BENEVOLENCE

Whereas, we believe that the body of Christ can bring hope to a hurting world; and

Whereas, even as Jesus who fed the hungry, healed the sick, cared for children, and reached out to the poor and the neglected of His day, so His church must do the same;

Therefore, be it resolved that we are committed to addressing the ills of our society:

- violence against the unborn
- the homeless in their despair
- the hungry in their pain
- isolated criminals who live with their hatred
- emotional, physical, and sexual abuse of victimized children
- victims of disaster
- care for the sick, disabled, and elderly
- victims of alcohol and drug abuse

Be it further resolved that we repent over what we have failed to do and commit ourselves as the body of Christ to reach out in love and in the name of Jesus to all the hurting people everywhere.

XXIV. CHURCH OF GOD BENEFITS BOARD, INC.

Every pastor and eligible church employee be encouraged to participate in the Ministers' Retirement Plan.

XXV. SPIRIT CARE MINISTRIES

A. Eastern North Carolina shall:

1. Establish an association of retired ministers/widows.
2. Designate someone (preferably a qualified retired minister), or a board with whom the Spirit Care office may correlate.

3. Make provisions to secure an accurate and complete list of retired ministers/widows.
 4. Explore with pastors the possibility of adopting a minister's widow who is certified to be in critical need as a Spirit Care project for their church.
 5. Designate at least one special occasion during the year when retired ministers and ministers' widows would be honored and affirmed.
- B. The pastor of each church set aside the last Sunday in October each year as "Reformation Sunday" in honor of aged ministers, for the purpose of raising a special love offering, said offering to be sent to the International Office.
 - C. Encourage pastors to utilize the skills and resources of retired ministers for special ministries in the church.
 - D. Effective January 2010, ministers and/or spouses and widows currently being assisted from the Executive Office by receiving 35% supplemental health insurance assistance be capped at the present amounts, those receiving less than \$50.00 per month be elevated and capped at \$50.00 per month and any future recipients be capped at \$50.00 per month. That this measure be reviewed by the State Council biennially.
 - E. We present a Christmas gift to each retired minister, retired minister's spouse, and minister's widow/widower.
 - F. We encourage and assist retired ministers in attending the Retired Ministers' Conference in Cleveland, Tennessee.

XXVI. PASTORAL COVENANT GROUPS (PCG)

- A. Goal:

Build healthy, growing, praying pastors who build healthy, growing, praying churches.
- B. Rationale:
 1. The key to the local church is the pastor.
 2. Our pastors are struggling with feelings of insignificance and isolation.
 3. They need connectivity, affirmation, accountability, and resourcing.
- C. The Vision:
 1. That we partner with the Center for Pastoral Excellence as part of the Pentecostal Theological Seminary, to offer Pastoral Covenant Groups support and to affirm pastors through covenant relationships and personal growth.
 2. The goals for PCGs in Eastern North Carolina...

- Every pastor will have access to a PCG.
 - It will be led by a trained and enthusiastic facilitator.
 - Every group is a healthy environment for pastors to connect.
- D. The Commitment of “Pastoral Covenant Groups and The Vital Initiative”
1. Connectivity (weekly interaction via phone call, visit, or meeting)
 2. Affirmation (provide resources)
 3. Responsibility (prayer, Bible study, tithing, physical fitness, family time, witness)
 4. Enrichment (personal time, reading, etc.)

XXVII. LEGAL CONCERNS

A. Church Property

All deeds/forms used for purchasing real estate and all documents of incorporation must include the newly amended essential clauses.

B. Pastor Obligations

1. No pastor shall make personal loans to the church or borrow money in his own name for the church without the written consent of the Administrative Bishop with regards to the loan and method of repayment.
2. Further, whereas a pastor gives money, loans money, or borrows money in his own name for the church without the written consent of the Administrative Bishop, it shall be considered a free will contribution to the church by the pastor, and neither the church, Executive Office, nor International Office shall be obligated to repay him upon his dismissal, transfer, or retirement.

C. Church Entities

No council, board, agency, local church, individual, or other entity of a local Church of God can financially obligate the Church of God in Eastern North Carolina without prior written specific consent from the Administrative Bishop and/or State Council, and International Executive Committee, where applicable.

D. Applicants for Ministry

All applicants for the ministry, including those advancing in rank, must give consent to the State Executive Office to conduct criminal background checks.

XXVIII. “FINISH” COMMITMENT

The “One Lord, One Faith, One Mission” and its emphasis become the focus of our State Program for the ensuing two years. (2014-2016).

A.

- A. We commit to continue our support of the Bible reading initiative of the International Executive Committee by actively participating in the Church of God “R.E.A.D.” Initiative at the family level throughout Eastern North Carolina.
- B. We continue to focus our attention, resources, and energies on the fulfillment of the Great Commission, believing that the gospel can overcome any and all barriers - geographical, cultural, social, racial, and religious - as we engage the missional mandate.

Further, we intentionally strategize to plant life-giving churches in those communities and areas where there is no Pentecostal witness.

XXIX. CHURCH ADVANCEMENT

- A. That the Administrative Bishop appoint a “Reaching ENC” Church Advancement Advisory Board to assist in the strategic planning of the following focus: Church Planting, Church Re-Planting, Revitalizing Churches, Affiliation and Amalgamation. This board will work in cooperation with the State Council and the USA Missions Board.
- B. Potential Church Planters will present their vision and plans to the board for approval.
- C. The Church Advancement Board will provide training and coaching with the assistance of Act2Network, ARC and/or Church of God USA Church Planting Initiative.
- D. This board will assist in raising funds to support the said focus. That funds received for the above focus be used in strategic areas throughout the State of Eastern North Carolina to plant or re-plant churches. Additional funds are available through the Act2Network, ARC and USA Missions – International Department. If a district is involved in the church plant, monies given from that district can be used for assistance with the approval of the Administrative Bishop and State Council

XXX. PRAYER EMPHASIS

- A. Promote five prayer initiatives annually:
 1. GREAT DAYS OF PRAYER (1st Sunday of each quarter)
 2. 21 Days of Prayer and Fasting for His favor (January)
 3. Seek God for the City (March and April)
 4. Fall Prayer Initiative
 5. Annual Prayer Summits (Regional and Statewide)
- B. Appoint a Prayer Commission Team that consists of a State Prayer Coordinator and four members appointed by the Administrative Bishop.

- C. Identify praying churches. Goal: That churches in Eastern North Carolina be encouraged to enroll in the praying church movement and participate in the overall prayer ministries.
- D. Establish a Pastors' Prayer Covenant to create a core group of pastors and churches committed to prayer. To focus on developing a bold new culture and mindset (lifestyle) of daily prayer.

XXXI. GENERAL HOUSEKEEPING

The Council shall be authorized to take care of general housekeeping motions for the agenda that is to be presented to the ministers of Eastern North Carolina.

YOUTH AND DISCIPLESHIP

I. STATE LEVEL ORGANIZATION

A. Eastern North Carolina shall have a Youth and Discipleship Director. He shall be an Ordained Bishop. He shall carry on his administrative functions under the direction of the Administrative Bishop and the State Council.

1. Selection

a. He shall be nominated by the Administrative Bishop and elected by the State Council prior to the General Assembly.

b. His term shall be two years with a maximum of eight (8) consecutive years in a respective non-mission state.

2. Records

All permanent records and files shall be kept at the State Executive Office and he shall be responsible to file such records that pertain to the Youth and Discipleship program.

3. Youth and Discipleship Board

The Youth and Discipleship Director shall serve as chairman of the Youth and Discipleship Board.

4. Office

The office of the Youth and Discipleship Director shall be retained at the State Executive Office in Kenly, North Carolina.

B. Youth and Discipleship Board

1. Eastern North Carolina shall have a Youth and Discipleship Board.

2. The Board shall consist of ten (10) members with two alternates.

3. The Board shall be elected by the ministers of Eastern North Carolina biennially.

4. The Board shall consist of either Ordained Bishops and/or Ordained Ministers.

5. In the event of a vacancy, for any reason, the first alternate will automatically be placed on the Youth and Discipleship Board.

C. Duties and Authorities

1. The Board shall meet as deemed necessary by the Director and Administrative Bishop.

2. The Board shall counsel with, and assist the Director and/or Administrative Bishop in drafting and implementing programs of Youth and Discipleship.

3. The Board shall, with the Director, plan youth camps and youth activities.
4. The Board shall, with the Director, prepare an annual budget. This budget shall be presented to the Administrative Bishop and then to the State Council for approval.

II. DISTRICT DIRECTOR

A. Qualifications

1. Each district shall have a Youth and Discipleship Director and that he shall be nominated and elected biennially by the district overseer and pastors of that district.
2. Only a faithful member and one who has been loyal to the Church of God teachings for a period of at least twelve months be considered eligible to serve as a district director.
3. The district director shall become familiar with the material outlined in the departmental manual, the District Director of Youth and Discipleship.

B. Duties

1. The duties of this office are outlined in the departmental manual, the District Director of Youth and Discipleship.
2. An annual district director's meeting will be conducted to familiarize the district director with their duties and the upcoming year's program. The district director's expenses to this meeting should be paid out of the district fund.
3. The district overseer should allow promotional time in each district fellowship service for the district youth director to emphasize departmental ministries and activities.

III. CHILDREN'S MINISTRIES

- A. Each church place priority on children's ministries and on planning a comprehensive program. A Children's Leaders Association (CLA) be chartered in Eastern North Carolina. The purpose of the Eastern North Carolina Children's Leaders Association shall be:
 1. To encourage each church in Eastern North Carolina to identify a children's coordinator or representative.
 2. To promote a greater understanding of the needs of the children and ways to effectively minister to them among the pastors, children's workers, and parents of Eastern North Carolina.
 3. To serve in an advisory role to the Youth and Discipleship Director when called upon.

4. To provide a forum for children's leaders to exchange ideas, resources, and develop personal relationships with one another on the local, district, and state level.
 5. To assist churches with training and guidance in establishing or redefining a children's ministry when called upon.
 6. To enhance the image and status of children's ministry and children's leaders.
- B. Each church consider conducting a Vacation Bible School or Kids Crusade each year.
 - C. We encourage those individuals who are called to children's ministry to accept the call and challenge and that we support them and assist them with preparation and training. Reaching, Teaching, and Pastoring Kids is a certification program used for training local children's workers. Those completing Levels II and III can be certified through the National Children's Leaders Association.
 - D. We encourage each local church to send representatives to the annual FOCUS Children's Leaders Conference and state level children's leadership training.

IV. QUALIFICATIONS FOR DISCIPLESHIP PERSONNEL

- A. Inasmuch as the Discipleship leaders and teachers definitely exert an influence on the lives of those that attend our Sunday Schools and Family Training Hour services, and inasmuch as the Scripture requires exemplary living on the part of the leaders, that the same qualifications that apply to the church treasurer and pastor's council, as set forth in the Minutes of the General Assembly, be used as a guide for the selection of officers and teachers in the Sunday School and Family Training Hour.
- B. To qualify, a person should be a loyal member of the church, who is in harmony with its practices, teachings, and Declaration of Faith, baptized with the Holy Ghost, a faithful tithe payer, and faithful to attend church services.

V. CHURCH OF GOD COLLEGES/COLLEGIATE MINISTRY

- A. We resolve to reaffirm our commitment to COLLEGE CAMPUS MINISTRY and we resolve to develop and implement a relevant strategy to reach and nurture Church of God college students as well as mobilize them to reach other campus students that do not know Jesus Christ.

Whereas, our college age students often feel disconnected from their local churches and sometimes abandoned;

Whereas, secular professors can be antagonistic toward Christian morals and virtues in an attempt to undermine a student's religious beliefs;

Be it resolved that the Church of God Youth and Discipleship Department, in partnership with the Chaplains Commission and other agencies, will reach out, support, and strengthen our college age students through prayer, communication, networking, and providing resources;

Be it further resolved that through partnering and training local churches we will expand the church's arms to intentionally embrace Church of God college students while empowering them to reach their peers on campus;

- B. Whereas, each year our sons and daughters enter colleges to find that they are away from their parents and disconnected from their local church;

And Whereas, statistics say that churches lose between 89-93% of these high school graduates never to return to their Christian roots;

And Whereas, the students that walk away from their faith and our churches fall prey to the lure of: secular culture; scorn of religious faith by university professors; a lack of Christian community on campus; and a personal weakness of skin deep faith;

And Whereas, this time in college is one of the most influential times in a young adult's life where bad decisions have long term consequences;

The International Youth and Discipleship Department with passion and determination is strategically attacking this potential loss of a generation by focusing intentional efforts to combat the above facts through Alpha Omega Campus Ministries.

Alpha Omega Campus Ministry has been established to reach and nurture Church of God college students and to mobilize and train them to put their faith into action through evangelism efforts on campus and benevolence ministries in their community as well as intentionally building a support network of certified campus churches and endorsed campus pastors.

We resolve to confirm our commitment to reach, nurture, and mobilize our college age students during this crucial time of their life. Furthermore, we commit to help connect college students to Alpha Omega ministry. With great intention we also commit to encourage churches near universities to become certified Alpha Omega Campus Churches as well as encourage leaders to be trained to become endorsed Campus Ministry Chaplains.

- C. Each church support Lee University by encouraging high school juniors and seniors to visit the college on their campus days annually.
- D. Each church honor college graduates on the Graduates Recognition Sunday.

VI. DISCIPLESHP BOARD

- A. Each church, where practical, establish a Discipleship Board.
- B. The duties of the Discipleship Board be as outlined by the International Department of Youth and Discipleship, and that copies of the guidelines may be obtained from the Youth Director.
- C. To qualify, a person should be a loyal member of the church who is in harmony with its practices, teachings, and Declaration of Faith, baptized with the Holy Ghost, a faithful tithing member, and faithful to attend church services.

VII. SUNDAY SCHOOL MINISTRY

- A. Sunday School and Discipleship

We resolve to reaffirm our commitment to discipleship, with the understanding that this can be accomplished through a variety of Christian education ministries including Sunday School, small groups, midweek ministries, and mentoring/coaching. That we investigate options for Sunday school, including the new Sunday School Plus strategy, facilitated by the International Youth and Discipleship Department and Pathway Press.

We encourage churches to encourage their children to attend the Kidfest event when it is held in their area. Furthermore, because of the need to disciple children and teach them the doctrine of the Church of God, we encourage church leaders to train their children by teaching them the Declaration of Faith, using available curriculum such as the Royal Rangers Boys Ministry and other resources. That we also encourage parents to encourage their children to become members of the Church of God at a young age.

- B. Each church shall utilize and participate in the Sunday School Evaluation available through the International Youth and Discipleship Department or online at the www.extremegen.org website, to determine areas of strength and weakness.
- C. Church leaders utilize the Sunday School Ministries Resource Planner to evaluate and plan the Sunday School Ministry.
- D. Each church participate in the fall and spring Sunday School enlargement campaign.
- E. Each church strive to send its church treasurer, Sunday School superintendent, teachers and workers to regional, state, and national Sunday School training conferences.
- F. Each church endeavor to initiate a Sunday School extension outreach somewhere in their community. This could be done through Sidewalk Sunday School, community outreach classes, bus ministry, or other means. This may result in some instances in becoming the base for a new church to be planted.

VIII. FAMILY TRAINING HOUR

- A. Each church place an emphasis on discipling every member and be urged to plan a discipleship-training program for each age level to be conducted through Family Training Hour.
- B. Each church establish a Family Training Hour Planning Week in the summer or early fall.

IX. SINGLES MINISTRY

Each church shall give ministry attention to single adult members in the local congregation.

X. YOUTH MINISTRIES

- A. The youth ministry certification program be used as a developmental tool for excellence in youth ministry in our churches.
- B. Each church shall give priority to its ministry to young people by enlisting leadership, supplying resources, and undergirding with prayer.

- C. Each church youth leader shall be encouraged to join the Church of God National Youth Leaders Association and Eastern North Carolina Youth Leaders Association.
- D. YWEA
 - 1. We encourage all age groups of every congregation to participate in the annual YWEA project. We encourage children's involvement particularly on the annual Children's Ministry YWEA Sunday. We encourage local church leaders to adopt the annual YWEA missions project as a priority missions effort.
 - 2. Churches use the provided promotional materials: YWEA video brochure, poster, and coloring book. The vortex banks, change banks, and coin folders can be used for fund raising.
 - 3. We strive for 100% involvement in the YWEA International Youth Ministry for missions.
- E. Each pastor and church shall encourage their teens and young adults to join the youth and young adult choir.
- F. We encourage every church to have youth revivals, special youth emphasis services, etc. to win and disciple their youth for Christ.
- G. Each church shall encourage their young people to participate in the Junior Talent and Teen Talent Programs.
- H. Every church shall support our summer youth camps, through promotion, prayer, camper attendance, and worker attendance.
- I. Each church shall encourage its youth to participate in an annual Winterfest.
- J. Each church youth leader shall encourage their youth to become involved in "See You at the Pole" annually.
- K. We endorse "LEAD Institute" as a model for discipleship and ministry training opportunity for young adults. That we encourage young adults who desire intense discipleship and hands on ministry training to consider this program for involvement (Formerly called Masters Commission and The Mission).

XI. LOCAL CHURCH YOUTH LEADERSHIP

Because discipling our children and young people for the Kingdom is a Biblical imperative (Duet. 6:5-9; Judges 2:10; Ephesians 6:1-4), and in view of the changing trends of youth ministry, we recommend the following:

- A. Church leaders shall be identified and networked through the youth department to the fellowship and encouragement of other local youth leaders. This organization is the Eastern North Carolina Youth Leaders Association.
- B. We encourage each church to send representatives to the forthcoming youth leaders' conference, both regional and national.
- C. Each church shall utilize the new job description and ministries manual created by

the International Youth and Discipleship Department to provide a standard for discipleship ministries.

- D. A variety of Spanish language resources are available through the International Youth and Discipleship Department.

XII. BOYS' MINISTRY

Every church shall sponsor a club ministry for boys in their local church and community. That consideration and priority be given to the Royal Rangers boys' ministry program. Information is available at www.royalrangerscog.com.

XIII. CITY VISION

We encourage local church leaders to evaluate the various possibilities of urban ministry in their community and that they strategize various ways and means to meet the many needs of people who live in the cities near them.

XIV. YOUNG ADULT MINISTRIES

- A. That each local church give priority to ministry to young adults.
- B. That each local church promote the annual SYNC Young Adult Conference.

XV. GIRLS' MINISTRIES

- A. Each church shall promote Girls' Ministries by sponsoring one or all of the following clubs: Little Sweethearts, Bluebellies, Joy Belles, and Young Ladies Ministries.
- B. Girls' Ministries Activities
 1. A Girls Ministries Annual Event be planned and conducted by the State Girls Ministries Coordinator and State Girls Ministries Committee for all girls throughout the state, and each local church shall assist at least one Girls Ministries leader or other student leader with expenses.
 2. Each church shall give special recognition to the girls of their church by observing National Girls Ministries Week annually in February.
 3. Each church shall receive an offering for Translation of Literature and the current YWEA project during the National Girls Ministries Week.
 4. Each church shall promote and subscribe to the free Girls Ministries email publication, INSIGHT, in their church whether they are an organized ministry or not.
 5. Each church shall encourage their girls and Girls Ministries leaders to attend Focus Children's Conference, where Girls Ministries training will be provided.
 6. Each church shall encourage their girls and Girls Ministries leaders to attend all state Youth and Discipleship events.

EASTERN NORTH CAROLINA USA MISSIONS DEPARTMENT

I. USA MISSIONS BOARD

We maintain a USA Missions Department. Said department shall promote and encourage all phases of evangelism and home missions work.

II. USA MISSIONS BOARD

- A. Eastern North Carolina shall have a USA Missions Board.
- B. Duties and Authorities of the USA Missions Board
 - 1. The board shall meet as the Administrative Bishop deems necessary.
 - 2. The board shall assist the director and/or Administrative Bishop in drafting and implementing the USA Missions program.
 - 3. The State Youth and Discipleship Director shall serve as Chairman and Director.
 - 4. The board and director shall prepare a biennial budget. This budget shall be presented to the Administrative Bishop and then to the State Council for approval.

III. MISSION STATEMENT

Develop and implement programs and ministries in soul winning, church planting and church growth that will assist the local church to reach and reap the harvest of the 21st century.

IV. DEPARTMENT PRIORITIES

- A. Soul Winning and Discipleship Training
- B. Church Planting
- C. Church Growth
- D. International USA Missions
 - 1. Recognizing that America is now the third largest mission field, we pledge to join with the Division of World Evangelization/USA Missions in fulfilling the Great Commission of Matthew 28:19-20.
 - 2. We pledge our support to the Prayer, Fasting, and Save our Cities initiatives sponsored by USA Missions.
 - 3. We pledge our support to the USA Missions Church Planting Initiative and the goal of planting life-giving churches.

V. SOUL WINNING AND DISCIPLESHIP TRAINING

- A. Revivals
 - 1. Each church shall pray for revival and every effort be made to bring the church to a point of revival, placing strong emphasis on the baptism of the Holy Ghost.
 - 2. Each church shall give consideration to prayerfully and financially supporting TIE monthly (\$10 minimal) and further that each pastor select a Sunday in November to present the TIE Ministry Challenge to every member and friend of the church.

- B. State Evangelist (s)
 - 1. The Director and the USA Missions Board, with the approval of the Administrative Bishop and State Council, shall establish a program of financial assistance for state evangelists and other full-time evangelists who are on the state program. Areas of consideration for financial assistance shall include:
 - a. Provision of housing or monthly allotment
 - b. Assistance at Christmas
 - c. Assistance for Camp Meeting
 - d. Assistance for the General Assembly
 - e. Assistance for other meetings, retreats, etc., if evangelists are expected to attend
 - 2. The USA Missions Director make available to the pastors the names, addresses and telephone numbers of the state, national and international evangelists.
 - 3. Each evangelist shall report revival results to the director each month, after having consulted with the pastor.

- C. Senior Adult Ministry
 - 1. Each church shall develop a senior adult ministry using the resources of the USA Missions Department.
 - 2. We promote and actively participate in the National Senior Adult Smoky Mountain Jubilee and other senior adult activities.
 - 3. Senior Adult Talent be conducted each year in conjunction with the Young at Heart celebration day.

VI. PLANTING LIFE-GIVING CHURCHES

- A. In keeping with the State Ministers' Meeting mandate of the 2006 Evangelism Minutes, the Eastern North Carolina Church Planting Consultation Team was appointed by the Administrative Bishop to facilitate the planting of life-giving churches in the following ways:
 - 1. Identify candidate church planters and properly process their applications
 - 2. Duly qualify and advise candidate church planters

3. Guide the interested church planter in the formation of vision, plan of action, and resourcing
 4. Recommend candidate church planters to the State Council of Eastern North Carolina for consideration of financial assistance
 5. Meet quarterly or semi-annually with church planters for 3-5 years to provide counsel, guidance, and consultation
 6. Maintain church planter accountability to the covenant of commitment negotiated with the Church Planting Consultation Team and the Eastern North Carolina State Council
 7. Follow the advisement of the State Administrative Bishop and State Council to improve the missional challenges of church planting in Eastern North Carolina
- B. It must be understood that the founding pastor and local congregation of any church planted in Eastern North Carolina under the auspices and support of the Church of God, Cleveland, Tennessee, will covenant the following to the Church of God State Council in Eastern North Carolina, and that he, his home church pastor (if applicable), and his District Bishop will sign a covenant so stating:
1. Church Planter agrees to never remove this congregation from the Church of God, Cleveland, Tennessee, to become independent or non-denominational.
 2. Church planter agrees to never personally start another church within a twenty mile radius of this newly-formed congregation unless it is the missional ambitions of this church to satellite new congregations as a church growth strategy.
 3. Church plant and church to pay current percentage amount of tithes to the State Office until the church is organized, said amount to be reinvested into the church planting fund.

VII. CHURCH GROWTH EMPHASIS

A. Strengthen Small Churches

We use all available materials to strengthen our small churches.

B. Church of God Doctrine, Ordinances, and Daily Bible Reading

All churches place an emphasis on the following:

1. Church of God Doctrine with special emphasis on the following:

- a. Authority of Scripture
- b. Deity of Christ
- c. Teaching and preaching on the Baptism of the Holy Spirit with the initial evidence of speaking in other tongues as the Spirit gives the utterance.

2. Ordinances
 - a. Biblical Repentance and Water Baptism
 - b. Holy Communion
 - c. Feet Washing
3. Daily Bible Reading

VIII. LAY MINISTRIES

Each pastor shall be encouraged to utilize the Mobilize discipleship and leadership development program to train leaders within the local congregation.

IX. MEN AND WOMEN OF ACTION

The Administrative Bishop appoint biennially a Men & Women of Action State Coordinator who shall carry out his responsibilities under the direction of the State USA Missions Board. The MWOA Coordinator shall have experience in construction, servant leadership training and a commitment to ministry.

A. Mission Statement

The Men and Women of Action exists to provide men and women the opportunity to show the love of Christ by participating in hands-on ministry through volunteer service in construction, disaster relief and humanitarian assistance here in the USA and around the world while enhancing other ministries so that they will be more effective, efficient and fruitful in their participation in the Great Commission.

B. Statement of Purpose

The purpose of the Men and Women of Action is to train leaders who will mentor others to utilize the skills of all persons willing to become involved in meeting needs; share resources including manpower, equipment and facilities to assist others in fulfilling the Great Commission; utilize every available resource to encourage local churches to adopt projects both stateside and internationally.

C. Objectives

1. To assist the State Executive Office with the virtually untapped resource – the men and women in the state as volunteers, locally and internationally.
2. To make the State Executive Office aware that MWOA belongs to the local church – it's their program and their resource.
3. To encourage every state to have an active MWOA state program led by a qualified construction and disaster relief coordinator.
4. To appoint someone as MWOA state Coordinator who is already doing MWOA ministry in the state. We can provide a list of active dedicated people who have hands-on experience and leadership training.

5. To offer the services of the International MWOA Offices to help the state/regional offices to be more effective by using people who have experience and have been through project training, leadership training and exhibit a servant's spirit. Albert Einstein said, "All true learning is experience, everything else is just information." Our experience in short-term missions, both stateside and internationally, is available to the State Executive Offices.
6. To promote local churches to organize MWOA local teams for stateside and international.

X. MULTI-CULTURAL MINISTRIES

- A. A Coordinator for each of the following people groups: Black Ministries, Hispanic Ministries, and Native American Ministries, shall be appointed by the Administrative Bishop.
- B. The appointment for each of the coordinators shall be for a two year term. A person may be re-appointed for as many terms as deemed, by the Administrative Bishop, to be in the best interest of the specific people group and the overall ministries of the state.
- C. Multi-Cultural People Group Coordinators Duties and Responsibilities
 1. The Multi-Cultural People Group Coordinator is appointed by the Administrative Bishop to help oversee the pastors, ministers and churches in the assigned people group. The meaning of the word "oversee" is "to supervise or serve". The coordinator is asked **"to oversee and to serve"** the men and women throughout the assigned people group. The main priority is to keep in contact with the pastors and ministers. It is very important that the pastors, ministers, leaders and laity stay connected. A good way to emphasis connectivity among the ministers with the assigned people group is through PCG (Pastoral Covenant Groups), State and District activities and involvement (State, Youth & Discipleship and Women's Discipleship), Regional Rallies and an annual Camp Meeting/Fellowship Conference.
 2. Duties and Responsibilities Summation
 - a. Call the Administrative Bishop when a pastor, minister and/or minister's wife is sick and/or in need of assistance.
 - b. Meet with the pastors and ministers as often as possible for fellowship, sharing, mentoring and encouragement.
 - c. Promote state events and meetings to each pastor in the assigned people group and encourage them to promote it to their congregation and to get involved.
 - d. Partner with each pastor for special prayer. Schedule each pastor a special time to pray for the group each week. Conduct an annual Prayer Summit.
 - e. Have at least one rally, conference and/or Camp Meeting during the year for the churches to come together to worship.

- f. Attend the annual Coordinators' Meeting.
- g. The coordinator's spouse or Women's Discipleship leader shall contact the state Women's Discipleship President with any needs that the pastor's wife might have within the assigned people group.
- h. Encourage pastors within the assigned people group to get involved in a Pastoral Covenant Group (PCG). Assist others toward productive ministry and maturity in Christ by effective coaching/mentoring.
- i. Assist the Administrative Bishop with church business when called upon. This may involve assisting with:
 - Church Conferences
 - Church Planting
 - Pastoral Selection/Appointment Process
 - Church Properties
 - Regional Meetings
 - Legal Matters
 - Discipline Matters
 - Spiritual Matters
- j. All other duties as assigned by the Administrative Bishop.

***Special Note:** It is the duty of the Administrative Bishop to keep the Coordinator informed of any and all business conducted in assigned areas when possible and feasible. It should be understood that some business must be kept confidential; therefore, some information may not be shared until an appropriate time or should never be shared.

WOMEN'S DISCIPLESHIP DEPARTMENT

I. INTERNATIONAL WOMEN'S DISCIPLESHIP

A. International Theme and Emphasis

The Women's Discipleship of the Church of God in Eastern North Carolina will promote and participate in the current theme and emphasis of the International Women's Discipleship Department.

B. International Women's Discipleship Purpose, Objectives, and Motto

The Church of God International Women's Discipleship purpose

“to know Christ
to know who they are in Christ
to grow as leaders and mentors who disciple others
to act by giving their talents, time and money
to be the salt of the earth, the light of the world
to realize they are valued in God's kingdom
to form small covenant and accountability groups, uniting and sharing with
women of like passions and interests
to strengthen their families, and
to be God's hands in the world”

be at the heart of all international programs and projects promoted by the Eastern North Carolina Office of Women's Discipleship, and that the Church of God International Women's Discipleship scripture

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the end of the age.” (Matthew 28:19-20 NIV)

be the basis of each area of ministry the women of Eastern North Carolina involve themselves in both corporately and individually.

C. Heritage Day

Special recognition be given to the Church of God International Women's Day on the first Sunday of October each year, and that each church schedule a “Women's Recognition Sunday” during the church year to highlight the contributions made by the women of the Church of God on a local and national level.

A special offering be received on “Women's Recognition Sunday” for the international conferences and the publication, translation, and distribution of Women's Discipleship materials.

D. Missions

That each local church be encouraged to participate in the current Women With A Mission project. That each local church show the promotional DVD that is provided and

raise funds to support this project, and that these funds be sent to the Office of Women's Discipleship.

E. Covenant Sister

Each local church support the ministry of Covenant Sisters as presented by the Office of Women's Discipleship under the leadership of the respective Covenant Team Leader from the General Executive Committee, and the women of Eastern North Carolina support our Covenant Sister Ministry Team by conducting a fund raising project each year for that purpose.

F. Social Concerns

We, the Church of God, take responsibility and the opportunity for ministering to hurting families physically, materially, emotionally, financially, and spiritually.

1. Abortion (*)

We promote "Sanctity of Human Life Week" each year by devoting an entire week to celebrating life prior to the designated "Sanctity of Human Life Sunday" as scheduled on the International Women's Discipleship calendar.

Materials and Actions

Materials and ideas for promotion of the "Sanctity of Human Life Week" may be obtained from the Ladies for Life website at www.ladiesforlife.net.

2. AIDS Awareness

We promote National AIDS Awareness Month in October.

Resource material may be obtained by contacting:

He Intends Victory
P.O. Box 18499 • Irvin, California 92623
Phone: 1-800-HIV-HOPE

3. Child Abuse (*)

We promote "Enough is Enough" (Campaign to Break the Chains of Child Abuse) yearly during the month of September.

4. Domestic Violence (*)

a. Video

Recognizing that domestic violence is a growing problem in our society, the International Women's Discipleship Department has produced a video "Silent Suffering... Silent Shame." Churches are encouraged to purchase a video from International Women's Discipleship Department either at their website at www.womenofpowercog.org by phone at 423.478.7170.

b. Domestic Violence Awareness Month

The Women's Discipleship Department draw special attention to Domestic Violence during the month of April, and that material to promote this be secured from the Women's Discipleship Department and the National Coalition for the Protection of Children and Families at www.nationalcoalition.org.

5. Pornography (*)

We promote the "War Against Pornography Awareness Week," yearly, during the last week of October.

(*) The Church of God has "Resolutions" on each of these topics. It is suggested they be read in public on the dates of the observance of these important social issues.

G. Prayer Emphasis

The women of each church be encouraged to promote intercessory prayer and to maintain continuous weekly prayer groups.

The National Day of Prayer in May and the World Day of Prayer in March be promoted.

H. International Conference

Any International Women's Conference (which is designed to minister to the special needs of women and to help them discover their gifts in order to minister to this generation), has our participation and that the attendance at the conference be promoted in the local churches.

The pastor's wife and the women of each church be encouraged to attend, and where feasible, that the local church assist the pastor's wife with expenses.

I. Website

The women of each church be encouraged to visit the Church of God Women's Discipleship website at www.womenofpowercog.org to receive ministry information, materials, and inspiration.

J. Education

The women of each church be encouraged to equip themselves for ministry by visiting the Church of God website, by attending state and national conferences, and by availing themselves to appropriate educational opportunities, books, and materials.

K. Bible Studies

The Word of God be a primary focus of each local Women's Discipleship and that at least one Bible study be conducted yearly for the purpose of encouraging Christian growth and that where possible the Women's Discipleship yearly recommended Bible studies or other Women's Discipleship Bible studies be used.

L. Family Emphasis

We promote family values and interests which are a major concern to the women of the Church of God with emphasis on Holiday Family Awareness at Mother's Day, Father's Day, Thanksgiving, Christmas, Girls Ministries Week, and other holidays. We also encourage family vacation and family outings. Our overall objective is to bring church and family together as a team.

II. STATE WOMEN'S DISCIPLESHIP

A. Organization

1. The wife of the State Administrative Bishop shall serve in the Office of State Women's Discipleship Director, as well as Chairwoman for the State Women's Discipleship Board.
2. The wife of the State Youth and Discipleship Director shall serve as head of the State Girls Ministries and that all programs, activities, etc., be part of the State Youth and Discipleship program with mutual support and association with the Office of the State Women's Discipleship.
3. The wife of the State Youth and Discipleship Director shall serve as the Women's Discipleship USA Missions Director.
4. Eastern North Carolina Church of God shall have a Women's Discipleship Board nominated by the Women's Discipleship Director and appointed by the Administrative Bishop. This board shall consist of seven members with terms of two (2) years and can succeed themselves one additional term (4 years).

B. State Meetings

The women of the Church of God in Eastern North Carolina shall be encouraged to attend all scheduled State Women's Discipleship functions, with emphasis on the following state meetings:

1. Prayer Conference
2. State Women's Discipleship Conference

A State Women's Discipleship Conference be planned and conducted annually by the Office of State Women's Discipleship and the Women's Discipleship Board.

3. Camp Meeting

All women of the State of Eastern North Carolina shall be encouraged to attend the annual State Camp Meeting.

C. Children's Home

Each local church in keeping with the scriptural mandate to care for the fatherless (e.g. James 1:27), regularly support the Children's Home through the following ways:

1. Fall Harvest Festival

Each Fall, during month of October each local church participate in a “giving opportunity” to support the Children’s Home by receiving a “love offering” to help feed, clothe, and provide for the children in our care.

2. Mother’s Day Offering

Mother’s Day be designated “Children’s Home Day” and that a special love offering be taken on that Sunday.

3. Labels of Love (Campbell Soup Labels)

We continue to promote the collecting of Campbell Soup labels and other proofs of purchase from Campbell products in support of the “Labels of Love” ongoing campaign to be redeemed by the Children’s Home.

4. Special Needs

Should there arise a special need, the Office of Women’s Discipleship will make the ladies of our state aware of this and a special offering be taken.

D. Girls Ministries

1. Although Girls Ministries is under Youth and Discipleship, each local church should be encouraged to promote and have their young ladies participate in the annual Girls Ministries state event in April.

2. Where possible, the local church shall assist at least one Girls Ministries leader or other student leader with expenses.

E. Evangelism

1. The wife of the State Administrative Bishop and the wife of the Youth and Discipleship Director work together to plan promote, and conduct various programs and activities with an evangelistic ministry emphasis.

2. The widows of our ministers be honored on Valentine’s Day for their faithfulness to their God, their husbands, and the Church of God.

3. The widows and retired ministers’ wives receive regular correspondence from the State Executive Office, as well as special greetings on holidays and their birthday.

4. The State Women’s Discipleship evangelism program include ways to encourage and minister to the wives of state evangelists.

III. DISTRICT WOMEN’S DISCIPLESHIP

The wife of each District Overseer direct the Women’s Discipleship for the district and that she be encouraged to minister to the churches on her district in the following ways:

A. Be knowledgeable of and support Women’s Discipleship programs and projects.

- B. Encourage the pastors' wives on her district through cards, phone calls, etc.
- C. Assist in organizing a Women's Discipleship at a local church when called upon.
- D. Endeavor to have one (or more) district activities per year. (This may include a joint Women's Discipleship and Girls Ministries activity.)

IV. LOCAL WOMEN'S DISCIPLESHIP

A. Organization

Each church strive to have an active Women's Discipleship, with a strong emphasis on the importance of the ministries of the women of their church and all Women's Discipleship projects, campaigns, social activities, and fund raising be conducted with the opportunity for ministry as the primary focus.

1. Charters

Each local Women's Discipleship be chartered with the International Women's Discipleship.

2. Reporting

Each local Women's Discipleship report on a monthly basis to the State Executive Office, and include with the report monies for various areas of support, clearly indicating where the monies should be designated.

B. Girls Ministries

- 1. Each church endeavor to sponsor one or all of the following Girls Ministries: Little Sweethearts, Bluebelles, JoyBelles, and Young Ladies Ministries.
- 2. Each local church gives special recognition to the young ladies of their church by observing National Girls Ministries Week annually in February.

C. Evangelism

Each church promote evangelism outreach in their local community such as: Kids Klubs, Kids Crusades, VBS, Food Pantry, Clothes for the Needy, Neighborhood Bible Studies, Prayer Ministries, Coffee Ministry, Visitation, Telephone Teams, Christian Literature Distribution, Senior Adult Ministry, etc.

D. Personal Ministry

Each church encourages the women of the congregation to find their own unique place of ministry.

E. Pastor's Wife - Appreciation & Assistance

1. Appreciation

The local church shall show appreciation to the Pastor's wife on Pastor Appreciation Day, and other times throughout the year for her ministry to the congregation.

2. Financial Assistance - Pastor's Wives

The local church shall assist the pastor's wife with expenses to all meetings at a local, district, state, and international level.