

# (The Trinity of the Most High God)

## MEMORANDUM OF CHURCH COMMITTEE AGREEMENT

<http://themostrhighgod.org/>

As representatives of different responsibilities for the body Christ we gather for theological discussion, worship, and fellowship pertaining to a Church organization.

**Luke 4: 18, John 1: 14, Matthew 3:16, - Matthew 28:19**

### **First is the table of conversation.**

We recognize that each individual of the committee brings specific gifts to this table, and that all share a commitment to honest, ethical and far-ranging exploration of our differences and similarities. The table of conversation is graced by sincere questioning and respectful listening. We have discovered that miscommunication can result when shared terms carry different meanings, and have spent long and fruitful hours expanding our understanding of one another's polity and practice. As Christians we are a people of story. In sharing the narrative of our faith journeys, as individuals and as denominations, we make of the table of conversation a place to gather in witness to the wonder and graciousness of God's work in the world.

**We believe in Jesus Christ as God the Father, God the Son and God the Holy Spirit.**

**We believe in exercising the gifts of God through the power of the Holy Spirit according to Luke 4: 14 for the glory of God**

**We believe that the church of God is made of the five ministries as the Body of Christ**

**We believe that the Holy Spirit is the master of the church of Christ**

### **The second table is the table of fellowship.**

The simple act of sitting together to share common doctrine with its emphasis on hospitality to all who gather, Whilst all of the members recognize the benefits to the community of church and other opportunities for fellowship we are in agreement to the following "Just previous to Christ's announcement that he would build his church upon "this rock, where Christ is referred to as the "cornerstone" of the church or temple of the Lord. The cornerstone is that stone laid at the beginning of construction by which all other stones in both foundation and wall are to be measured. The cornerstone determines line, level, and plumb. It is the standard by which all else is to be built. The True Proclamation of the Word of God This is the fundamental mark, the one emphasized is Faith and that comes by hearing, and hearing by the Word of God .The thrust of the gospel is that Christ died for our sins according to the Scriptures; and that he was buried, and he rose again the third day according to the Scriptures. Built Upon the Rock: A Study of the Doctrine of the Church, Marks of a True Church of Christ "good news" that Jesus Christ has merited salvation for all of God's elect which he has accomplished for redemption.

### **The third table is the table of responsibilities**

The third table follows the responsibilities of each committed member. A church board considers the church's administrative and legislative policies. Approving, revising, and implementing appropriate policies falls into the purview of the church's board of directors one of the requirements of maintaining a non-profit status is to have an oversight board. Church board responsibilities are many but the most important is to ensure that the ministry fulfils its core mission.

This is done by developing strategy, monitoring performance and ensuring church financial accountability.

Strong board governance makes certain a meaningful mission is implemented effectively.

Effective boards have an impact on the long-term viability of the organization and have a vested interest in how well the church implements the strategy of achieving its mission.

The board is made of men and women of God who are devoted to serve the Lord in the harmony of the respect of the Word of God which is in the Bible.

The board member is free to serve the Lord while he /she is from another church.

The board committee appoints a board representative to represent the church in different governmental institutions both in South Africa and outside South Africa.

The board representative is appointed by the committee members to lead the board for a certain period of time determined by the committee.

The initiator or the founder of the church (The Trinity of the Most High God) is God Himself through the Holy Spirit and represented spiritually by His Humble Vessel **Brother Daniel Ouakakoutela**.

All decisions from the board committee to lead the church will be based on the Word of God and under the inspiration of the Holy Spirit who is the Initiator or the Founder of the church, always let us hear from the Holy Spirit. The decisions of the board committee will:

Always educate to unite not divide

Educate to evangelise

Educate to successfully lead the church of God

Educate to forgive one another and promote love among members

Educate to promote gifts of the Holy Spirit and the five ministries in the church

Educate to protect the work of God

Educate to respect one another

Educate to promote Holiness in the church of Christ

Educate to support humanitarian missions for the glory of God

Educate to deliver people from the kingdom of darkness and to maintain Salvation

This is done by meeting on a regular basis while actively overseeing the key operational functions – which are church budget oversight, top leader performance evaluation, strategic performance management and legal compliance which comprises of the following;

#### (1) Strategic Planning

The board is responsible for articulating the church's core mission and developing a strategy and plan to achieve it.

This is done by going through a formal strategic planning process. Develop a mission, vision and values statement as well as operational goals that map out the specific steps needed for achieving the mission.

#### (2) Managing Performance

The board is responsible for monitoring and holding leadership accountable for achieving business results.

This is done by developing annual church goals and holding the top leaders responsible by providing them with authoritative boundaries for achieving goals.

For example, the Executive Pastor should understand the boundaries of their authority for making tactical decisions about the day-to-day operations of the ministry.

#### (3) Financial Oversight

The board is responsible for the organization's responsible stewardship, financial accountability and solvency.

This is done by approving and overseeing the annual church budget. Provide input and direction into strategy and priority in spending to ensure that the strategy has the financial resources for implementation.

Financial oversight includes identifying independent outside auditors to perform occasional audits to ensure good business practices and compliance with state and federal laws.

#### (4) Managing Compensation

The board is responsible for chartering a treasury or compensation committee.

This committee is responsible for benchmarking top church leader's compensation, making recommendations for pay and housing allowance and approving salaries of senior leadership.

#### (5) Ensure Legal Compliance

The Church board is responsible for adhering to laws that govern nonprofit organizations.

This includes the duties of care, loyalty and obedience which is the board's responsibility to participate in decision making and use good judgement, set aside personal interests to ensure the organization's interest are kept and ensures that the church stays true to its core mission by complying with governing laws.

#### (6) Monitor Conflict-of-Interest

The board is responsible for ensuring there are no conflicts-of-interest and puts policies and systems in place to ensure full disclosure of any potential conflicts within the organization or the board.

#### (7) Maintain Supporting Documents and Board Records

The board is responsible for ensuring all board records are kept including board minutes, mission, vision, values statement, church bylaws, articles of incorporation and any policies that govern the board function.

#### (8) Board Training

Strong boards ensure that new board members are provided the appropriate orientation and training for their role.

This includes review of all corporate documents, job description and responsibilities as well as understanding the legal requirements for board members.

Anyone who is chosen to be part of a church board should recognize the honour and incredible responsibility that comes with that role. Having a good understanding of role responsibilities, coupled with thorough training, is a great way to get a board member equipped to serve the church.

#### **The fourth table is the management of tithe and offering**

The fourth table of symposium addresses one of the main topics of which is the tithe and offering (Finance) ministry, the problem most ministries face when it comes to a paid ministry is it encourages the pastor to become an earner and a crowd pleaser so he tells you what he thinks you want to hear. (Fake prophecies, special knowledge, rules that make it look like the group stands out among others, etc) pastors and elders who feel "stuck" in the position lack employable skills. Note that in ancient times, Jewish rabbis could not accept money for religious services. This Breeds insincerity in the church function and becomes just another job once the pastor becomes salary inclined therefore it is not a calling. It also Discourages the use of others gifts; prevents the church from functioning as it should and breeds contempt for the membership.

(The Trinity of the Most High God) we choose to regulate the finances and take the following approach as follows tithing will depend on two factors: your faith and your bank account. If you can't afford the 10%, you can give lesser amount of money that will fall on the category of 'offering'. This way, you can still give back not to the point of becoming broke. We will not impose strict tithing but whatever contribution is provided we will make do and be thankful for the contributions given. On-monetary tithes will be practiced. This includes time and effort. Upon the discretion of the Pastor he will decide whether the nominated people are to do more ministry works if they can't afford giving money.

Distribution of finances will be as follows

A nominated treasury department will be formed.

Percentage remuneration will be decided by the board the elected treasurer will remunerate the pastor on a monthly basis along with severance pay as per labour relations act 66.

Given the general ineligibility of a church employee for unemployment benefits, severance pay may be appropriate for church employees subject to the following caveats. First the church elected must be a consistent member, to avoid later claims of inequity and even unlawful discrimination among differently treated employees. Secondly each severance pay decision will depend on a variety of reasons including the employer's length of employment, the reasons for termination, and risk management considerations such as the likelihood of later litigation or bad publicity, and the church's financial condition at the time of termination. On the other hand, it is appropriate that the church disclosure be done in writing (and orally as appropriate) that employees will not be entitled to unemployment benefits upon termination. Such disclosure helps prevent unpleasant surprises

later that can be awkward for our church and very traumatic for the employee. The church's severance payments will never be allowed to fund an employee's subsequent lawsuit against it. In addition, severance will be paid in separate instalments over time, and not in a lump sum. For the church's cash flow, instalment payments are very helpful. For the terminated employee, this safeguard will help promote his or her continued compliance with the agreement, including maintenance of the agreement's confidentiality and cooperation regarding other aspects of the agreement. Requiring instalment payments also may provide a cooling down period for the employee, after which he or she may be much less likely cause difficulty for the church.

Additional terms to consider for remuneration:

- (1) Prohibition against the church's future re-hire of the employee
- (2) Mutual non-disparagement of the parties
- (3) Provision of neutral (or positive) job reference
- (4) Continued cooperation regarding confidential information and other church matters
- (5) Return of property or belongings to church

Balance of the funds will be distributed as follows;

- (1) Church Rental
- (2) Church utility bills
- (3) Equipment
- (4) Maintenance
- (5) Distribution of funds and items to Orphans and Orphanages
- (6) Distribution of funds and items to the Poor, Widows and Fatherless individuals living in poverty

Workers considered as the band/choir members, cleaners, ushers and servants of God etc will not be remunerated by the church as this will be considered as voluntary work "Conditions of Employment Act (BCEA) (Section 3)"

The fifth table of conference addresses Donations. As members of The Church of Jesus Christ we endeavour to follow the Saviour's admonition to feed the hungry, give drink to the thirsty, take in the stranger, clothe the naked and visit the sick and those in prison. Millions of people have benefited from temporal and spiritual assistance through humanitarian and welfare donations.

The non-profit humanitarian arm of the Church focuses on relieving suffering, fostering self-reliance and providing opportunities for service for people around the world regardless of religion, nationality or race. We will like to sponsor ongoing initiatives such as maternal and newborn care, immunization, clean water, vision care, wheelchairs, refugee response and emergency and disaster relief throughout the world.

When a disaster strikes, saints need to work together with Church leaders, government officials and trusted partners to determine what supplies are needed. Materials are then purchased or assembled locally. After urgent needs are met, the Church will look for additional ways to aid in long-term efforts.

Percent of donations are used for humanitarian efforts.

One needs to note that donations are attracted by the work of Pastor's. Members whom are blessed by the Pastor tend to donate based on their relationships with such pastors. Types of donations to note along these lines are financial and materialistic; the sub categories are as follows

1. Donations to the Church
  - 1.1. Financial funds transacted into the Church account will be distributed as above or to a specific church project.
  - 1.2. If a material donation is made to the church, the committee board will decide how the donation will be used as a service to humanitarian aid or to the church.
2. Donations to the Pastor (Directly or via the church to the Pastor)
  - 2.1. Should a financial donation be made directly to a pastor. The amount and type of transaction whether cash or eft transaction must be disclosed to the head of the treasury department. The pastor must in turn give back 10% to the church donation scheme.
  - 2.2. If a material donation is made to the pastor, the pastor must disclose to the committee board and the board will decide how to utilize such type of donation in consideration to the reality of the pastor's life.
    - 2.3.1 Example (1) the pastor does not have a vehicle and the member being aware of same and donates a vehicle such donation will be discussed amongst the committee and such a donation will be allocated to the pastor.
    - 2.3.2 Example (2) the pastor has a vehicle in good condition and a member donates another vehicle, In this case the board will decide on how to utilize the vehicle for the benefit of the church.

These examples apply to all material donations given directly to a pastor.

### **The firth table is a Fast Offering**

The last table of conversation is not compulsory but we would like to incorporate this into our organization for committee and members whom desire to do so whereby a Fast Offering would be conducted which can be done On the first or last Sunday of the month, members of the Church in good health are encouraged to fast for one or two consecutive meals and donate funds generously

to the Church, i.e. the money they would have spent on luxury food. These funds can help those within the local congregation, where the committee confidentially allocates funds to individuals that are in need, with the ultimate goal of self-reliance through the work of God.

**(The Trinity of the Most High God) registered in South Africa as a non-profit organisation.**

All board members are advised to sign the Board Member Agreement of Understanding this present agreement for the strict respect of the move of the work of God. May the Lord Jesus Christ bless all of us.

Board Representative \_\_\_\_\_

Print Name \_\_\_\_\_

Appointed Title \_\_\_\_\_

**INDIVIDUALS**

<p><b>Signature</b> _____</p> <p>Print Name _____</p> <p>Appointed Title _____</p>	<p><b>Signature</b> _____</p> <p>Print Name _____</p> <p>Appointed Title _____</p>
<p><b>Signature</b> _____</p> <p>Print Name _____</p> <p>Appointed Title _____</p>	<p><b>Signature</b> _____</p> <p>Print Name Daniel Ouakakoutela</p> <p>Appointed Title: Evangelist Founder of the Trinity of the Most High God</p>

# The Trinity of the Most High God

## Board Member Agreement of Understanding the Committee Member Agreement

I agree to abide by the rules and regulations outlined in the memorandum of the committee member agreement of the Trinity of the Most High God.

I understand the Discipline Policy, the Correction Policy for the move of the work of God.

I agree that failure to comply with these rules and regulations will result in being disciplined by the board members following the steps of the Holy Bible.

**THESE POLICIES WILL BE STRICTLY ENFORCED.**

Signature of the member \_\_\_\_\_

Date \_\_\_\_\_

Full name \_\_\_\_\_

Position in the Church \_\_\_\_\_