



Vision : Passionately Worshiping God and Truly Loving one another
Faithfully upholding sound doctrine
Consistently modeling the Christ-like life
Boldly Preaching the Gospel through the power of the Holy Spirit

Mission : Mobilizing and Leading the PCF Fellowship into establishing a network of Local Churches patterned after new Testament model in Fiji the Pacific and beyond.

Constitution of the Pentecostal church of Fiji

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CONSTITUTION

of the

Pentecostal Church of Fiji

[Revised and adopted by PCF General Conference – September 2020]

ARTICLE 1. NAME

The name shall be the PENTECOSTAL CHURCH OF FIJI

ARTICLE 2. NATURE

The PENTECOSTAL CHURCH OF FIJI, otherwise known as PCF, is a co-operative Fellowship based upon mutual agreements, voluntarily entered into by its membership.

ARTICLE 3. COMMON SEAL

The Common Seal of the PENTECOSTAL CHURCH OF FIJI shall be in the custody of the General Secretary and shall be affixed to documents by direction of the Executive Board of Elders and shall be in every case, be attested by the General Superintendent and the General Secretary.

ARTICLE 4. PREROGATIVES

The prerogatives of the General Conference of the Pentecostal Church of Fiji shall be:

4.1 To encourage and promote the worship of God

4.2 To approve all scriptural teachings, methods and conduct and to disapprove unscriptural teachings, methods and conduct.

4.3 To encourage and promote the spread of the Full Gospel testimony in Fiji, the Pacific and beyond

4.4 To encourage and promote the edification of believers

4.5 To encourage and promote the evangelization of the Republic of Fiji

4.6 To provide a basis of fellowship among Christians committed to the PENTECOSTAL CHURCH OF FIJI

4.7 To establish and maintain such ministries, departments and institutions as may be deemed necessary for the propagation of the Gospel and the work of the PENTECOSTAL CHURCH OF FIJI.

4.8 To have the right to purchase, own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of such property or chattel, as may be deemed necessary for the propagation of the work of the PCF

ARTICLE 5. PRINCIPLES FOR FELLOWSHIP

The Pentecostal Church of Fiji shall represent as nearly as possible, the Body of Christ as described in the New Testament. It shall recognize the principles inherent in the Body as also inherent in the Fellowship, particularly the principles of unity, cooperation, and equality. It recognizes that these principles will enable it to achieve its priority reason – for – being as a corporate body in which man may worship the One and only True God, as an agency of God for evangelizing Fiji, the Pacific and beyond; and as a channel of God’s purpose to build a body of saints being perfected in the image of His son.

ARTICLE 6. STATEMENT OF FUNDAMENTAL TRUTHS

6.1 Tenets of Faith

The Bible is our all sufficient rule for faith and practice. This Statement of Fundamental Truths is intended simply as a basis of fellowship among us (i.e. that we all speak the same thing, 1 Corinthians.1:10, Acts 2:42). The phraseology employed in this statement is not inspired or contended for, but the truth set forth is held to be essential to a full-gospel ministry. No claim is made that it contains all biblical truth, only that it covers our need as to these fundamental doctrines.

6.1.1 The Scriptures Inspired

The Scriptures, both the Old and New Testaments, are verbally inspired of God and are the revelation of God to man, the infallible, authoritative rule of faith and conduct.

- 2 Timothy 3:15-17
- 1 Thessalonians 2:13
- 2 Peter 1:21

6.1.2 The One True God

The one true God has revealed Himself as the eternally self-existent "I AM," the Creator of heaven and earth and the Redeemer of mankind. He has further revealed Himself as embodying the principles of relationship and association as Father, Son and Holy Spirit.

- Deuteronomy 6:4
- Isaiah 43:10,11
- Matthew 28:19
- Luke 3:22

THE ADORABLE GODHEAD

a. Terms Defined

The terms "Trinity" and "persons" as related to the Godhead, while not found in the Scriptures, are words in harmony with Scripture, whereby we may convey to others our immediate understanding of the doctrine of Christ respecting the Being of God, as distinguished from "gods many and lords many." We therefore may speak with propriety of the Lord our God who is One Lord, as a trinity or as one being of three persons, and still be absolutely scriptural.

- Matthew 28:19
- 2 Corinthians 13:14
- John 14:16-17

b. Distinction and Relationship in the Godhead

Christ taught a distinction of Persons in the Godhead which He expressed in specific terms of relationship, as Father, Son, and Holy Spirit, but that this distinction and relationship, as to its mode is inscrutable and incomprehensible, because unexplained.

- o Luke 1:35
- o 1 Corinthians 1:24
- o Matthew 11:25-27
- o Matthew 28:19

- o 2 Corinthians 13:14
- o 1 John 1:3-4

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

Accordingly, therefore, there is that in the Father which constitutes him the Father and not the Son; there is that in the Son which constitutes Him the Son and not the Father; and there is that in the Holy Spirit which constitutes Him the Holy Spirit and not either the Father or the Son. Wherefore the Father is the Begetter, the Son is the Begotten, and the Holy Spirit is the one proceeding from the Father and the Son. Therefore, because these three persons in the Godhead are in a state of unity, there is but one Lord God Almighty and His name one.

- o John 1:18
- o John 15:26
- o John 17:11
- o John 17:21
- o Zechariah 14:9

d. Identity and Cooperation in the Godhead

The Father, the Son and the Holy Spirit are never identical as to Person; nor confused as to relation; nor divided in respect to the Godhead; nor opposed as to cooperation. The Son is in the Father and the Father is in the Son as to relationship. The Son is with the Father and the Father is with the Son, as to fellowship. The Father is not from the Son, but the Son is from the Father, as to authority. The Holy Spirit is from the Father and the Son proceeding, as to nature, relationship, cooperation and authority. Hence, neither Person in the Godhead either exists or works separately or independently of the others.

- o John 5:17-30
- o John 5:32
- o John 5:37
- o John 8:17,18

e. The Title, Lord Jesus Christ

The appellation, "Lord Jesus Christ," is a proper name. It is never applied in the New Testament, either to the Father or to the Holy Spirit. It therefore belongs exclusively to the Son of God.

- Romans 1:1-3

• 2 John 1:3 f. The Lord Jesus Christ, God with Us

The Lord Jesus Christ, as to His divine and eternal nature, is the proper and only Begotten of the Father, but as to His human nature, He is the proper Son of Man. He is therefore, acknowledged to be both God and man; who because He is God and man is "Immanuel," God with us.

- o Matthew 1:23
- o 1 John 4:2
- o 1 John 4:10
- o 1 John 4:14
- o Revelation 1:13
- o Revelation 1:17

g. The Title, Son of God

Since the name "Immanuel" embraces both God and man in the one Person, our Lord Jesus Christ, it follows that the title, Son of God, describes His proper deity, and the title, Son of Man, His proper humanity. Therefore, the title Son of God belongs to the order of eternity, and the title, Son of Man, to the order of time.

- o Matthew 1:21-23
- o 2 John 1:3
- o 1 John 3:8
- o Hebrews 7:3
- o Hebrews 1:1-13

h Transgression of the Doctrine of Christ

Wherefore, it is a transgression of the Doctrine of Christ to say that Jesus Christ derived the title, Son of God, solely from the fact of the incarnation, or because of His relation to the economy of redemption. Therefore, to deny that the Father is a real and eternal Father, and that the Son is a real and eternal Son, is a denial of the distinction and relationship in the Being of God; a denial of the Father, and the Son; and a displacement of the truth that Jesus Christ is come in the flesh.

- o 2 John 1:9
- o John 1:1
- o John 1:2
- o John 1:14
- o John 1:18
- o John 1:29
- o John 1:49
- o 1 John 2:22,23
- o 1 John 4:1-5
- o Hebrews 12:2

i. Exaltation of Jesus Christ as Lord

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

- o Hebrews 1:3
- o 1 Peter 3:22
- o Acts 2:32-36
- o Romans 14:11
- o 1 Corinthians 15:24-28

j. Equal Honor to the Father and to the Son

Wherefore, since the Father has delivered all judgment unto the Son, it is not only the express duty of all in heaven and on earth to bow the knee, but it is an unspeakable joy in the Holy Spirit to ascribe unto the Son all the attributes of Deity, and to give Him all Honor and the glory contained in all the names and titles of the Godhead except those which express relationship (see Distinction and Relationship in the Godhead, Unity of the One Being of Father, Son and Holy Spirit , and Identity and Cooperation in the Godhead) and thus Honor the Son even as we Honor the Father.

- o John 5:22,23
- o 1 Peter 1:8
- o Revelation 5:6-14
- o Philippians 2:8,9
- o Revelation 7:9-10
- o Revelation 4:8-11

6.1.3 The Deity of the Lord Jesus Christ

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

His virgin birth,

- Matthew 1:23
- Luke 1:31
- Luke 1:35

His sinless life,

- Hebrews 7:26
- 1 Peter 2:22

His miracles,

- Acts 2:22
- Acts 10:38

His substitutionary work on the cross,

- 1 Corinthians 15:3
- 2 Corinthians 5:21

His bodily resurrection from the dead,

- Matthew 28:6
- Luke 24:39
- 1 Corinthians 15:4

His exaltation to the right hand of God.

- Acts 1:9
- Acts 1:11
- Acts 2:33
- Philippians 2:9-11
- Hebrews 1:3

6.1.4 The Fall of Man

Man was created good and upright; for God said, "Let us make man in our own image, after our likeness." However, man by voluntary transgression fell and thereby incurred not only physical death but also spiritual death, which is separation from God.

- Genesis 1:26,27
- Genesis 2:17
- Genesis 3:6
- Romans 5:12-19

6.1.5 The Salvation of Man

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

Conditions to Salvation:

Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. By the washing of regeneration and renewing of the Holy Spirit, being justified by grace through faith, man becomes an heir of God, according to the hope of eternal life.

- Luke 24:47
- John 3:3
- Romans 10:13-15
- Ephesians 2:8
- Titus 2:11
- Titus 3:5-7

The Evidence of Salvation:

The **inward** evidence of salvation is the direct witness of the Spirit.

- Romans 8:16

The **outward** evidence to all men is a life of righteousness and true holiness.

- Ephesians 4:24
- Titus 2:12

6.1.6 The Ordinances of the Church

a. Baptism in Water:

The ordinance of baptism by immersion is commanded by the Scriptures. All who repent and believe on Christ as Savior and Lord are to be baptized. Thus they declare to the world that they have died with Christ and that they also have been raised with Him to walk in newness of life.

- Matthew 28:19
- Mark 16:16
- Acts 10:47,48
- Romans 6:4

b. Holy Communion:

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

6.1.7 The Baptism in the Holy Spirit

All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Spirit and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian Church. With it comes the enduement of power for life and service, the bestowment of the gifts and their uses in the work of the ministry.

- Luke 24:49
- Acts 1:4
- Acts 1:8
- 1 Corinthians 12:1-31

This experience is distinct from and subsequent to the experience of the new birth.

- Acts 8:12-17
- Acts 10:44-46
- Acts 11:14-16
- Acts 15:7-9

With the baptism in the Holy Spirit come such experiences as:

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

6.1.8 The Initial Physical Evidence of the Baptism in the Holy Spirit

The baptism of believers in the Holy Spirit is witnessed by the initial physical sign of speaking with other tongues as the Spirit of God gives them utterance.

- Acts 2:4

The speaking in tongues in this instance is the same in essence as the gift of tongues, but is different in purpose and use.

- 1 Corinthians 12:4-10
- 1 Corinthians 12:28

6.1.9 Sanctification

Sanctification is an act of separation from that which is evil, and of dedication unto God.

- Romans 12:1,2
- 1 Thessalonians 5:23
- Hebrews 13:12

The Scriptures teach a life of "holiness without which no man shall see the Lord."

- Hebrews 12:14

By the power of the Holy Spirit we can obey the command: "Be ye holy, for I am holy."

- 1 Peter 1:15,16

Sanctification is realized in the believer by recognizing his identification with Christ in His death and resurrection, and by the faith reckoning daily upon the fact of that union, and by offering every faculty continually to the dominion of the Holy Spirit.

- Romans 6:1-11
- Romans 6:13
- Romans 8:1,2
- Romans 8:13
- Galatians 2:20
- Philippians 2:12,13
- 1 Peter 1:5

6.1.10 The Church and its Mission

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission. Each believer, born of the Spirit, is an integral part of the General Assembly and Church of the Firstborn, which are written in heaven.

- Ephesians 1:22,23
- Ephesians 2:22
- Hebrews 12:23

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

- A. To be a corporate body in which man may worship God.
 - o 1 Corinthians 12:13
- B. To be an agency of God for evangelizing the world.
 - o Acts 1:8 o Matthew 28:19,20
 - o Mark 16:15,16
- C. To be a channel of God's purpose to build a body of saints being perfected in the image of His Son.
 - o Ephesians 4:11-16
 - o 1 Corinthians 12:28
 - o 1 Corinthians 14:12
- D. To be a people who demonstrate God's love and compassion for the entire world.
 - o Psalms 112:9
 - o Galatians 2:10; 6:10
 - o James 1:27

The Pentecostal Church of Fiji exists expressly to give continuing emphasis to this reason for being in the New Testament apostolic pattern by teaching and encouraging believers to be baptized in the Holy Spirit. This experience:

- i. Enables them to evangelize in the power of the Spirit with accompanying supernatural signs.
 - o Mark 16:15-20
 - o Acts 4:29-31
 - o Hebrews 2:3,4

- ii. Adds a necessary dimension to worshipful relationship with God.
 - o 1 Corinthians 2:10-16
 - o 1 Corinthians 12
 - o 1 Corinthians 13
 - o 1 Corinthians 14

- iii. Enables them to respond to the full working of the Holy Spirit in expression of fruit and gifts and ministries as in New Testament times for the edifying of the making body and shall have supervision of all ecclesial and sacerdotal activities of the PCF.
 - o Galatians 5:22-26
 - o Matthew 25:37-40
 - o Galatians 6:10
 - o 1 Corinthians 14:12
 - o Ephesians 4:11,12
 - o 1 Corinthians 12:28
 - o Colossians 1:29

6.1.11 The Ministry

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

- a. Worship of God.
 - John 4:23,24
 - Evangelization of the world.
 - Mark 16:15-20

- b. Building a body of saints being perfected in the image of His Son.
 - Ephesians 4:11-16

- c. Meeting human need with ministries of love and compassion.
 - Psalms 112:9
 - Galatians 2:10; 6:10
 - James 1:27

6.1.12 Divine Healing

Divine healing is an integral part of the gospel. Deliverance from sickness is provided for in the atonement and is the privilege of all believers.

- Isaiah 53:4,5
- Matthew 8:16,17
- James 5:14-16

6.1.13 The Blessed Hope

The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the church.

- 1 Thessalonians 4:16,17
- Romans 8:23
- Titus 2:13
- 1 Corinthians 15:51,52

6.1.14 The Millennial Reign of Christ

The second coming of Christ includes the rapture of the saints, which is our blessed hope, followed by the visible return of Christ with His saints to reign on earth for one thousand years.

- Zechariah 14:5
- Matthew 24:27
- Matthew 24:30
- Revelation 1:7
- Revelation 19:11-14
- Revelation 20:1-6

This millennial reign will bring the salvation of national Israel,

- Ezekiel 37:21,22
- Zephaniah 3:19,20
- Romans 11:26,27

And the establishment of universal peace.

- Isaiah 11:6-9
- Psalms 72:3-8
- Micah 4:3

6.1.15 The Final Judgment

There will be a final judgment in which the wicked dead will be raised and judged according to their works. Whosoever is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to the everlasting punishment in the lake which burneth with fire and brimstone, which is the second death.

- Matthew 25:46
- Mark 9:43-48
- Revelation 19:20
- Revelation 20:11-15
- Revelation 21: 8

6.1.16. The New Heavens and the New Earth

"We, according to His promise, look for new heavens and a new earth wherein dwelleth righteousness."

- 2 Peter 3:13
- Revelation 21
- Revelation 22

ARTICLE 7. RELATIONSHIPS

Section 1. The General Conference and the Executive Board of Elders

The supreme authority of the PENTECOSTAL CHURCH OF FIJI shall be vested in the GENERAL CONFERENCE of its membership; subject to that authority, the PENTECOSTAL CHURCH OF FIJI shall be governed by the EXECUTIVE BOARD OF ELDERS or otherwise known as the EBE from one General Conference to the next General Conference.

Section 2. Fraternal Relationships

The General Conference of the PENTECOSTAL CHURCH OF FIJI shall maintain fraternal relationship with other Pentecostal churches throughout the world and shall subscribe for membership to the international organization of Pentecostals as and when required.

ARTICLE 8. MEMBERSHIP

Section 1. The General Conference of the Pentecostal Church of Fiji

- 8.1.1 The membership of the General Conference shall consist of all credentialed ministers and workers of the PENTECOSTAL CHURCH OF FIJI, all missionaries under appointment to Fiji under approved Pentecostal churches outside of Fiji and all other missionaries and ministers who shall subscribe and agree to abide by the Constitution of the PENTECOSTAL CHURCH OF FIJI and all of whom shall be in a possession of a valid '*Fellowship Certificate*' issued by the PENTECOSTAL CHURCH OF FIJI.
- 8.1.2 It shall consist of all members of PCF local churches which have been duly set in order by an official of the PENTECOSTAL CHURCH OF FIJI, and which churches have been granted an 'Affiliation Certificate'.
- 8.1.3 It shall also consist of all members of preaching points under the PENTECOSTAL CHURCH OF FIJI ministry.

Section 2. The Ethnic Conference of the Pentecostal Church of Fiji

- 8.2.1 The membership of the Ethnic Conference shall consist of all:
- a. credentialed ministers and workers of the PENTECOSTAL CHURCH OF FIJI;
 - b. missionaries under appointment to Fiji under approved Pentecostal churches from outside of Fiji,
 - c. other missionaries and ministers who shall subscribe and agree to abide by the Constitution of the PENTECOSTAL CHURCH OF FIJI and
 - d. those who shall be in a possession of a valid '*Fellowship Certificate*' issued by the PENTECOSTAL CHURCH OF FIJI.
- 8.2.2 It shall consist of all members of local churches which have been duly set in order by an official of the Ethnic Committee of the PENTECOSTAL CHURCH OF FIJI, and which churches have been granted an 'Affiliation Certificate'.
- 8.2.3 It shall also consist of all members of preaching points under the PENTECOSTAL CHURCH OF FIJI ministry.

Section 3. Amenability

- 8.3.1 The Ethnic Conferences shall be amenable to the General Conference of the Pentecostal Church of Fiji and to the EBE as follows:
- a. during interim period between General Conferences.
 - b. in matters of doctrine; and
 - c. the discipline of ministers.
- 8.3.2 The Ethnic Conference shall not violate the constitution and bylaws of the General Conference of the Pentecostal Church of Fiji.
- 8.3.3 The Ethnic Conference shall keep vigilant watch against any violation of the principles of spiritual unity and cooperative fellowship to which the Pentecostal Church of Fiji is unalterably dedicated.

ARTICLE 9. EBE MEETINGS & CONFERENCE MEETINGS

Section 1. Regular Sessions

- 9.1.1 Regular sessions of the General Conference of the PENTECOSTAL CHURCH OF FIJI and the Ethnic Councils shall be held bi-annually pursuant to the call by the General Superintendent in consultation with the EBE.
- 9.1.2 Regular sessions of the Ethnic Conference of the PENTECOSTAL CHURCH OF FIJI shall be held bi-annually pursuant to the call by the General Superintendent in consultation with the EBE.

Section 2. Special Sessions.

9.2.1 A special session may be called by the EBE, either on its own initiative or upon a valid appeal signed by most ordained ministers of the PENTECOSTAL CHURCH OF FIJI.

9.2.2 Delegates

The delegates to the General Conference and the Ethnic Conference shall be as follows:

- 1) All ordained licensed and Christian workers of the PENTECOSTAL CHURCH OF FIJI, who hold valid credentials.
- 2) Delegates from set-in-order PCF local churches appointed by local church elders on the following basis. Membership averaging:
 - Less than fifty (50) but more than twenty (20) – One (1) delegate
 - Less than one hundred (100) but more than fifty (50) – Two (2) delegates
 - Less than one hundred fifty (150) but more than one hundred (100) - Three (3) delegates
 - Less than two hundred (200) but more than one hundred fifty (150) – Four (4) delegates
 - Over two hundred (200) members – Five (5) delegates

Section 3. EBE Meetings

The EBE shall meet at least twice (2 times) every year. The General Superintendent shall be authorized to call such meetings, and to notify members of the time and place at least fourteen (14) days prior to such meetings, unless majority of the members agree to shorter notices.

Section 4. Ethnic Committee Meetings

The Ethnic Committee shall meet at least twice (2 times) every year. The Ethnic Superintendent shall be authorized to call such meetings, and to notify members of the time and place at least five (5) days prior to such meetings, unless majority of the members agree to shorter notices.

Section 5. Quorum

Quorum at the General Conference and the Annual Ethnic Conference of the Pentecostal Church of Fiji shall be at least **30%** of all eligible members shall constitute a quorum. In all other meetings, a majority of eligible members shall constitute a quorum.

ARTICLE 10. EXECUTIVE BOARD OF ELDERS

Section 1. Executive Board of Elders - EBE

10.1.1 Authorization

There shall be an Executive Committee known as the EXECUTIVE BOARD OF ELDERS or otherwise known as the EBE of the General Conference of the PENTECOSTAL CHURCH OF FIJI.

10.1.2 Composition

The Executive Board of Elders shall consist of:

1. The General Superintendent
2. The Deputy General Superintendent –Administration
3. The General Secretary
4. The General Treasurer
5. The Superintendents of the **five [5]** Ethnic Conferences
6. Co-opted members - Ethnic representation should be maintained on the EBE. The existing members of the EBE will continue in office with additional members being added on totalling eleven members.

Refer to Annexure 1 for a copy of the PCF Family Tree, outlining the composition of the EBE.

Section 2. Representation, Qualifications& Responsibilities

- 10.2.1 The EBE shall be composed of individuals who meet the following criteria:
- a. Are ordained ministers in good standing.
 - b. Have held such credentials for a period of *at least* two (2) years; and
 - c. Shall be eligible to serve as officers of the PENTECOSTAL CHURCH OF FIJI.
- 10.2.2 All members of the EBE shall be appointed for their maturity, experience, ability and whose life is above reproach and shall meet the scriptural requirements as set forth in 2 Timothy 3:1-7 & Titus 1:7-9, who shall represent the PCF in all phases of its work in their respective fields.
- 10.2.3 Such members shall be appointed to the EBE by the General Superintendent in consultation with other EBE members and they shall serve in perpetuity.
- 10.2.4 The EBE shall be the official policy making body of the General Conference of the Pentecostal Church
- 10.2.5 Each Ethnic shall have the privilege of representation on the EBE by their respective Ethnic Superintendent.
- 10.2.6 The EBE may appoint and terminate standing and subcommittees as it considers necessary from time to time.

Section 3. Area of Supervision

- 10.3.1 The EBE shall have supervision of all the ecclesial and sacerdotal activities of the PENTECOSTAL CHURCH OF FIJI.
- 10.3.2 Visiting speakers seeking ministry in PCF local churches.
As much as we respect the ministry gifts within the body of Christ, the Pentecostal Church of Fiji also realizes the need to safeguard its pulpit ministries in upholding sound doctrine, therefore:
- ii. Clearance should be sought from the General Superintendent prior to accepting visiting speakers from overseas, even if they are of Full Gospel background.
 - iii. However, for the local visiting speakers other than those from the Pentecostal Church of Fiji, the discretion is with the pastor of the local church to extend such invitation in consultation with their respective Ethnic Superintendent or the General Superintendent.

ARTICLE 11. ETHNIC CONFERENCES

Section 1. Ethnic Groups

- 11.1.1 Authorization
- i. There shall be Ethnic Conferences formed, covering different ethnic groups that are established in the PCF Fellowship namely.
 - Fijian,
 - Indian,
 - General,
 - Banaban/Rabi; and
 - Kiribati.
 - ii. The formation or establishment of a new Ethnic group other than the five (5) listed above will be done upon approval by the EBE, as and when considered necessary.

Section 2. Ethnic Committees

The Ethnic Committees shall consist of, but is not limited to, the following office bearers:

1. The Ethnic Superintendent - Chairperson
2. The Ethnic Secretary
3. The Ethnic Treasurer
4. Leaders as per respective Ethnic structure

Refer to **Annexure 2** for a copy of the respective Ethnic Committees.

Section 3. Representation, Qualifications & Responsibilities

- 11.3.1 Unless otherwise provided for, the Ethnic Committee shall be composed of individuals who:
- i) Are credentialed in good standing.
 - ii) Shall be eligible to serve as officers of the Ethnic Committee of the PENTECOSTAL CHURCH OF FIJI.
 - iii) Shall be appointed to the Ethnic Committee by General Superintendent and the EBE; and
 - iv) Shall serve in perpetuity.
- 11.3.2 All members of the Ethnic Committee shall be appointed for their maturity, experience, ability that shall represent the PCF in all phases of its work in their respective fields.

Section 4. Area of Supervision

The Ethnic committee shall have supervision of all the ecclesial and sacerdotal activities of the PENTECOSTAL CHURCH OF FIJI in its prescribed Ethnic, except as provided for in the PCF constitution and bylaws or in cooperative agreements between the EBE and the Ethnic Committee.

Section 5. Credentialing Responsibility

The Ethnic Committee shall have the responsibility to examine and recommend candidates who qualify for Christian Workers, Provisional License, and Licensed and Ordained ministers to the EBE Credentials Committee in accordance with the provisions in the PCF bylaws.

ARTICLE 12. LOCAL PCF CHURCHES

Section 1. General Conference Affiliated local churches.

A General Conference affiliated local church is one that holds a '*Certificate of Affiliation*' from the General Conference of the Pentecostal Church of Fiji and are subordinate in all matters of doctrine and conduct to the EBE and the General Conference of the PCF.

12.1.1 Requirement for Affiliation.

Churches desiring to be affiliated with the General Conference of the Pentecostal Church of Fiji shall meet the following basic requirements. They shall:

- i. Accept the Tenets of Faith of the General Conference of the Pentecostal Church of Fiji.
- ii. Uphold the "Vision" and "Mission" of the PCF and cooperate with the leadership to ensure the effective implementation of the church's corporate plan.
- iii. Accept to support the work of the Pentecostal Church of Fiji by willingly sending in levies, subscriptions, ministry offerings, world mission pledges and other financial offerings that may be required for in the General Conference financial plans.
- iv. Accept the constitution & by-laws and adopt a standard of membership as set forth by the Pentecostal Church Fiji
- v.

- vi. Have an adequate number of spiritually qualified members to lead the ministry needs of the local church and whose membership is *not less* than twenty [20+].
- vii. Make a provision for a pastor who holds a valid credential with the Pentecostal Church of Fiji.

12.1.2 Relationship to & support of General Conference & Ethnic Conference.

A General Conference affiliated local church should cooperate in the work and fully support the programs of the General Conference and the Ethnic Conference and should send delegates to these Conferences.

Section 2. Ethnic Conference Affiliated local churches.

An Ethnic Conference affiliated local church is one that:

- i. Has applied formally to the Ethnic Conference through its Ethnic Committee; and
- ii. Is accepted and “registered” under the Ethnic Conference of the Pentecostal Church of Fiji; and
- iii. Subordinate in all matters of doctrine and conduct to the EBE and the General Conference of the PCF.

12.2.1 Requirement for affiliation to an Ethnic Conference.

Local Churches desiring to be affiliated with a Ethnic Conference of the Pentecostal Church of Fiji shall meet the following basic requirements. They shall:

- i. Accept the Tenets of Faith of the General Conference of the Pentecostal Church of Fiji
- ii. Uphold the “Vision” and “Mission” of the PCF and cooperate with the leadership to ensure the effective implementation of the church’s corporate plan.
- iii. Accept to support the work of the Pentecostal Church of Fiji by willingly sending in levies, subscriptions, ministry offerings, world mission pledges and other financial offerings that may be required for in the General Conference financial plans.
- iv. Accept the constitution & by-laws and adopt a standard of membership as set forth by the Pentecostal Church Fiji.
- v. Have an adequate number of spiritually qualified members to lead the ministry needs of the local church and whose membership is *not less* than twenty [20+].
- vi. Make a provision for a pastor who holds a valid credential with the Pentecostal Church of Fiji.
- vii. Submit a formal application for registration to the Ethnic Committee through the Ethnic Superintendent who then will present it to the EBE for endorsement.

12.2.2 Relationship to & support of the General & Ethnic Conference.

An Ethnic Conference affiliated local church should cooperate in the work and fully support the programs of the General Conference and the Ethnic Conference and must send delegates to attend these Conferences.

Section 3. Pentecostal Church of Fiji Total Giving Participation

12.3.1 All local Pentecostal Churches of Fiji are expected to cheerfully support the work of the General Conference of the Pentecostal Church of Fiji by willingly sending in levies, subs, world mission offerings and other financial giving as directed by the General Conference and/or their respective Ethnic Conference.

12.3.2 All local churches must also comply with submitting reports to the respective Ethnic Committee or EBE, as directed by the Ethnic Conference and/or General Conference or otherwise mandated by legislation of the Republic of the Fiji Islands.

ARTICLE 13. INSTITUTIONS

Section 1. Recognition and Establishment

- 13.1.1 The PENTECOSTAL CHURCH OF FIJI hereby recognizes and encourages the establishment and management of Institutions in accordance with its constitution and bylaws and regulatory and statutory requirements of the Republic of Fiji.
- 13.1.2 New Institutions being established shall require prior approval of the EBE.

ARTICLE 14. PROPERTY & ASSETS

Section 1. Church Property

- 14.1.1 For the purpose of this section, the term “church property” means all or any part of the lands, buildings, tenements, or hereditament, purchased and used for the benefit of the local church, and includes as such, church buildings, pastor’s residences, furniture, halls, camp grounds, conveniences, vehicles and musical instruments/accessories.
- 14.1.2 The EBE shall, on behalf of the PENTECOSTAL CHURCH OF FIJI, purchase, own, hold in trust, use, sell, convey mortgage, lease or otherwise dispose of such property, real or chattel, as may be necessary for the propagation of its work.
- 14.1.3 As from the date of adoption of this Constitution, all “church property” purchased by the local PCF church shall be held in the name of the PENTECOSTAL CHURCH OF FIJI.
- 14.1.4 All “church property” used by dependent and new PCF churches shall be either held in the name of, or otherwise appropriately secured to the PENTECOSTALCHURCH OF FIJI.
- 14.1.5 All Day Schools, campgrounds and such other interests known and recognized as Pentecostal Church of Fiji institutions and facilities shall be held in the name of PENTECOSTAL CHURCH OF FIJI.
- 14.1.6 . Each church under the direction of the Ethnic Superintendent shall ensure that all church property held in the name of PCF and operated under his jurisdiction, is maintained and kept in good repair.

Section 2. Church Assets

- 14.2.1 For the purpose of this section, the term “church assets” means all cash, donations, investments and deposits received locally and from abroad will remain the asset of Pentecostal Church of Fiji. In the event, the pastor[s] and leader[s] relinquishes, resigns or defects, the assets remain the property of the Pentecostal Church of Fiji.
- 14.2.2 In such event the EBE has the full authority to intervene and freeze all assets acquired under the Pentecostal Church of Fiji.

Section 3. Consent of PCF Local Churches

- 14.3.1 It is provided for the protection of the local church that no “church property” dedicated for use by the Local Church but held in trust in the name of PENTECOSTAL CHURCH OF FIJI may be sold, mortgaged or otherwise legally encumbered by the EBE of the PENTECOSTAL CHURCH OF FIJI without the prior consent of the Local Church. Such consent will be given in writing by the Local Church board concerned. There will be no coercion on local church board or person to sell or dispose of any property designated to their name.

14.3.2 Each church under the direction of the Ethnic Superintendent shall ensure that all church property held in the name of PCF and operated under his jurisdiction, is maintained, and kept in good repair.

14.3.3 Whereas, for the protection of the Pentecostal Churches of Fiji no church property dedicated for use by the local church and held in the name of PENTECOSTAL CHURCH OF FIJI may be sold, mortgaged or otherwise legally encumbered by the local church or person without the

prior consent of the EBE. Such consent will be sought in writing from the EBE and there will be no coercion and or collusion to sell or dispose of any property designated to the Pentecostal Church of Fiji.

ARTICLE 15. TRUSTEES

Section 1. Authorization & composition

15.1.1 There shall be a Board of Trustees in the Republic of Fiji for the Pentecostal Church of Fiji consisting of five members of the EBE. One of whom shall be the General Superintendent who shall serve as the chairperson.

15.1.2 Of the five [5], any three [3] shall be authorized to sign any legal or other documents pertaining to “church property” for or on behalf of the Pentecostal Church Fiji.

Section 2. Areas of authority

15.2.1 They shall be custodians of all “church property”

15.2.2 The Trustees shall, on behalf of the PENTECOSTAL CHURCH OF FIJI, purchase, own, hold in trust, use, sell, convey mortgage, lease or otherwise dispose of such property, real or chattel, as may be necessary for the propagation of its work, in accordance with ARTICLE 14, PROPERTY & ASSETS.

15.2.3 The Trustees shall not be required to pledge personal guarantee for any transaction relating to church property.

Section 3. Term of Office

15.1.1 The term of office for all Trustees shall be continuous or for their lifetime, unless otherwise revoked in writing by the EBE.

15.1.2 In the case of death, migration, and/or otherwise permanent incapacitation of any officer, the EBE shall be authorized to appoint another from among its membership.

ARTICLE 16. AMENDMENTS TO THE CONSTITUTION

16.1 Amendments to this constitution may be made in any regular or special meeting of the General Conference of the Pentecostal Church of Fiji.

16.2 The Executive Board of Elders will receive all submission for amendments to the Constitution and submit to the General Conference their consideration and endorsement.

BY-LAWS

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BY-LAWS

of the

Pentecostal Church of Fiji

[Revised & adopted by General Conference, November 2012]

CHAPTER 1. GENERAL CONFERENCE OF THE PCF

The General Conference of the PENTECOSTAL CHURCH OF FIJI is a cooperative fellowship based upon mutual agreements voluntarily entered into by its membership, whose purpose is to recognize and promote scriptural methods and order of worship, unity, fellowship, work and business for God and to disapprove unscriptural methods, doctrines and conduct, endeavouring to keep the unity of the Spirit in the bond of peace.

Section 1. Executive Board of Elders (EBE)

1.1 Authorization

There shall be an Executive Committee known as the Executive Board of Elders of the PENTECOSTAL CHURCH OF FIJI, who shall be the official policy making body and shall have supervision of all ecclesial and sacerdotal activities of the PCF.

1.2 Qualifications & Duties of the Executive Board of Elders.

The EBE shall be Credentialed Ministers of the PENTECOSTAL CHURCH OF FIJI. They should be individuals of maturity, experience, and ability whose lives are above reproach, and shall meet the scriptural requirements as set forth in 1 Timothy 3:1-7 and Titus 1:7-9, who shall represent the Fellowship in all phases of its work in their respective fields.

1.3 Functions.

The EBE shall be authorized to perform the following functions.

- i. Be empowered to supervise and have general oversight of all the ministries in the Fellowship in line with its common "Vision" and 'Mission'
- ii. Be authorized to act for the Fellowship in all matters that affect its interests while the PCF General Conference is not in session.
- iii. Serve as the World Missions Board and as the Credentials Committee.
- iv. Arrange for and announce the meetings of the PCF General Conference, with consideration of the interests of the Fellowship as a whole.
- v. Act in matters pertaining to the proper functioning of ethnics, ministries, committees, local churches and institutions in the PCF.
- vi. Act in the capacity of 'Resolutions Committee' on all matters pertaining to resolutions generally.
- vii. Buy, take, lease or otherwise acquire, own, hold in trust, sell, convey, mortgage, lease or otherwise dispose of real property, tangible and intangible of whatsoever kind, borrow, to borrow money as deemed necessary and to issue bonds of whatsoever kind, trust deeds, mortgage, debentures and notes, and to enter into contracts, all that may seem expedient and proper in the furtherance of the work of the General Conference of the PCF subject to the provision of *Article 14* of the Constitution.
- viii. Make reports to the General Conference of their activities on behalf of the Fellowship as necessary.

1.4 Amenability

The EBE shall be amenable to the General Conference of the PCF in all matters affecting the entire Fellowship.

Section 2. Head Office - Pentecostal Church of Fiji

2.1 Authorization.

- i. There shall be a Head Office of the General Conference of the Pentecostal Church of Fiji to assist the General Superintendent and the officers of the PCF in the execution of their day to day operational duties.
- ii. The Head Office shall be under the supervision of the General Secretary of the Pentecostal Church of Fiji.

2.2 Functions.

- i. The Head Office shall serve as the operational office of the General Conference and the Ethnic office of the Pentecostal Church of Fiji to provide administrative support, leadership and to coordinate effort through all Ethnic, ministries, committees, boards and Institutions of the PCF.

Section 3. General Superintendent

3.1 Qualifications

The General Superintendent shall be a credential minister of the PENTECOSTAL CHURCH OF FIJI in good standing and who has shown sound Christian character and leadership ability, with proven experience in the area of church leadership, and adequately trained and equipped for service in this sacred office and have manifested a genuine interest in and co-operation with the common “Vision” & “Mission” of the PENTECOSTAL CHURCH OF FIJI, encouraging and promoting the spread of the Full Gospel testimony among all ethnic groups in Fiji and abroad.

3.2 Duties

- i. He/she shall take the leading role in upholding the “Vision” and “Mission” of the PCF and ensure effective implementation of the Church’s corporate plan.
- ii. Emphasize the ‘Principles for Fellowship’ as described in Article 5 of the constitution and promote efforts toward the fulfillment of these principles.
- iii. Direct and oversee all the work of the General Conference of the Pentecostal Church of Fiji.
- iv. He/she shall serve as the chairperson of the World Missions Board.
- v. He/she shall preside at all meeting of the EBE and at all General Conference of the PENTECOSTAL CHURCH OF FIJI.
- vi. He/she shall undertake the macro management of all phases of the PCF work, and serve as a coordinator in the Fellowship external relationship in Fiji and abroad.
- vii. He/she shall be an ex-officio member of all National and Ethnic Conference Committees.
- viii. He/she shall preside at all meetings of the Credential Committee and sign all Credentials, Fellowship and Affiliation certificates.
- ix. He/she shall be authorized to appoint subcommittees needed for all General Conferences of the PENTECOSTAL CHURCH OF FIJI.
- x. When necessary, in the interest and wellbeing of the PCF, the General Superintendent will have a right to veto, where consensus is not achieved. Such a veto will only be exercised in extreme situations.
- xi. He/she shall spearhead and oversee the implementation of the Home Mission targets stipulated in the church corporate plan, in consultation with Ethnic Superintendents’.
- xii. He/she shall undertake the micromanagement of all phases of the PCF ministerial functions and assist in coordinating the Fellowship external relationship in Fiji and abroad.
- xiii. He/she shall assess performance of Ethnic Conferences and their respective committees against set targets.

3.3 Appointment of General Superintendent

- i. The outgoing General Superintendent, in his own discretion, will appoint a successor to succeed his office.
- ii. The successor's name may be made known to the EBE openly or otherwise expressed in confidence, preferably in writing and records of which will be kept with the General Secretary until such time arises for the name of the successor to be made known.
- iii. The appointment of the successor will be done to uphold theocracy and ensure that the leader appointed is by God's calling as opposed to the worldly democratic appointment of voting in a leader.

Section 4 World Missions

4.1 Authorization & Purpose

- i. The General Conference of the Pentecostal Church of Fiji shall assume responsibility and do all within its power for the spread of the gospel in the islands of the Pacific and other countries of the world.
- ii. In keeping with this objective, there shall be a PCF World Missions department to which shall be committed all the World Missions interests of the Fellowship administered by the World Missions Board.
- iii. The Pauline example shall be followed as far as possible by seeking out neglected regions where the Gospel has not been preached and by establishing self-supporting, self-governing and self-propagating national churches in the islands of the Pacific and other regions of the world.

4.2 Organization & Governance

- i. The Pentecostal Church of Fiji World Missions shall be under the direction and the General supervision of the General Superintendent who shall serve as the Director of World Missions.
- ii. The EBE shall serve as the World Missions Board.

4.3 Functions

The specific functions of the World Missions shall be detailed by the EBE; the general functions shall be:

- i. The widest possible evangelization of the spiritually lost in the islands of the Pacific and beyond through every available means.
- ii. The establishment of local churches patterned after the New Testament model in these regions.
- iii. The training of local believers beginning with the members of the PCF to proclaim the Gospel to their own people group in an expanding mission to other people; and
- iv. The showing of compassion for suffering people in a manner representing the love of Jesus Christ.
- v. The implementation of the World Mission targets stipulated in the PCF corporate plan.
- vi. Challenging and motivation of the Ethnic Superintendents, pastors, and PCF local churches in the promotion of World Missions interest throughout the PENTECOSTAL CHURCH OF FIJI.
- vii. The promotion of cheerful giving to World Missions for the support of overseas missionaries.
- viii. Ensuring that proper relationship exists between the overseas missionaries and the support of the local PCF churches in Fiji, both during their service abroad and during periods of furlough.
- ix. Submission of an annual World Missions report to the General Conference.

4.4 Income for World Mission

The World Missions operation shall be included in the PCF annual budget and shall be financed by all PCF local churches and voluntary contributions, pledges, and support from individuals.

4.5 Disbursements of Funds for World Mission

- i. All funds designated to projects, or for the support of individual missionaries, shall be disbursed only for that for which it was given.
- ii. The General Treasurer shall receive and disburse all monies for the World Missions Board.

Section 5 Home Missions.

5.1 Authorization & Purpose

- i. The General Conference of the Pentecostal Church of Fiji shall assume responsibility and do all within its power for the spread of the gospel to people groups within the islands of Fiji.
- ii. In keeping with this objective, there shall be a PCF Home Missions to which shall be committed all the Home Missions interests of the Fellowship administered by the Home Missions Committee.
- iii. The Pauline example shall be followed as far as possible by seeking out neglected regions where the Gospel has not been preached and by establishing self-supporting, self-governing and self-propagating national churches among the different people groups within the 14 provinces of the islands of Fiji, Rabi, Kioa and Rotuma.

5.2 Organization & Governance

- i. The Pentecostal Church of Fiji Home Missions shall be under the direction and the General supervision of the General Superintendent who shall serve as the Director of Home Missions.
- ii. The Home Missions Committee shall be composed of the:
 - General Superintendent [Chairperson]
 - Ethnic Superintendents
 - Directors of National Ministries
 - Leaders of Ethnic Ministries.

5.3 Functions.

The general functions of the Home Missions department shall be:

- i. The widest possible evangelization of the spiritually lost in the 14 provinces within the islands of Fiji through every available means.
- ii. Provide motivation, coordination, promotion and assistance to Ethnic Committees, National and Ethnic ministries to motivate evangelism thrust & church planting drive throughout the islands of Fiji.
- iii. Set targets as to evangelism thrust and the establishment of local churches patterned after the New Testament model in villages, settlements, town, and cities amongst different people groups in Fiji.
- iv. Plan and oversee training of local believers beginning with the members of the PCF to proclaim the Gospel to their own people group in an expanding mission to other people
- v. The showing of compassion for suffering people in Fiji in a manner representing the love of Jesus Christ.

Section 6. Deputy General Superintendent Administration.

6.1 Qualifications

The Deputy General Superintendent Administration shall be a credentialed minister of the PENTECOSTAL CHURCH OF FIJI, in good standing and who has shown sound Christian character and leadership ability, with proven experience and have undertaken the necessary training and equipping for this role, and have manifested a genuine interest in and co-operation with the common “Vision” of the PENTECOSTAL CHURCH OF FIJI, encouraging and promoting the spread of the full gospel testimony in Fiji, and abroad among all people groups. The training and experience of the Deputy General Superintendent Administration shall be such that the holder of this office is able to efficiently carry out the duties assigned to him.

6.2 Duties

- i. He/she shall uphold the “Vision” and “Mission” of the PCF and ensure effective implementation of the church’s corporate plan.
- ii. He/she shall preside at all meetings of the Administration and Education Departments under his jurisdiction.
- iii. He/she shall serve as the Leadership & Training Development personnel.
- iv. He/she shall identify training needs, develop training plans, and coordinate such trainings through the Ethnics.
- v. He/she shall coordinate and conduct specific and customized induction training programs for pastors, workers, and missionaries on secondment offshore and local church leaders including ongoing skills training for staff at the head office of the PCF.
- vi. He/she shall assist the EBE with strategic human resource management and succession planning for all key roles within the PCF structure.
- vii. He/she shall undertake the micromanagement of all phases of the PCF and administration functions and assist co-coordinating the Fellowship external relationship in Fiji and abroad.
- viii. He/she shall provide advice to the General Superintendent in any matter relating to the PCF administration functions.
- ix. He/she shall ensure that policies and procedures for all PCF administration matters are in place and monitor adherence through all levels.
- x. In the absence of the General Superintendent, the Deputy General Superintendent Administration shall be required to perform the duties of the General Superintendent in the interim.
- xi. In the event of “demise” or incapacitation of the General Superintendent the Deputy General Superintendent Administration will convene a meeting of EBE within fourteen (14) days to confirm the appointment of the General Superintendent.

Section 7. General Secretary

7.1 Qualifications

The General Secretary shall be a credentialed minister of the PENTECOSTAL CHURCH OF FIJI, in good standing and who has shown sound Christian character and leadership ability, with proven experience and have undertaken the necessary training and equipping for this role, and have manifested a genuine interest in and co-operation with the common “Vision” of the PENTECOSTAL CHURCH OF FIJI, encouraging and promoting the spread of the full gospel testimony in Fiji, and abroad among all people groups.

The training and experience of the General Secretary shall be such that the holder of this office is able to efficiently carry out the duties assigned to him/her.

7.2` Duties

- i. He/she shall uphold the “Vision” and “Mission” of PCF and participate in the effective implementation of the church corporate plan
- ii. He/she shall take minutes and keep record of all proceedings at all meetings of the EBE, the Credential Committee, the Foreign Mission Board, and the General Conference. He/she shall distribute General Conference minutes to all Ministers and Pastors.
- iii. He/she shall be responsible for the safe custodial of all legal documents and handle necessary correspondence, performing these duties at the direction of the General Conference, the EBE and the General Superintendent.
- iv. He/she shall keep the record in respect of all Ministers, workers and churches of the PENTECOSTAL CHURCH OF FIJI, and shall prepare all documents, certificates, and such like, as may be needed from time to time.

Section 8. General Treasurer

8.1 Qualifications

The General Treasurer shall be a credentialed minister of the PENTECOSTAL CHURCH OF FIJI in good standing and have shown sound Christian character and ability. The training and experience of the General Treasurer shall be such that the holder of this office is able to efficiently carry out the duties assigned to them.

8.2 Duties

- i. He/she shall uphold the “Vision” and “Mission” of PCF and participate in effectively implementing the church corporate plan
- ii. He/she shall preside over the Finance Committee and coordinate preparation of the PCF Annual Budget.
- iii. He/she shall liaise with Ethnic Council Treasurer for preparation of PCF Annual Budget.
- iv. He/she shall be responsible for the safety of all monies belonging to the PENTECOSTAL CHURCH OF FIJI and shall keep a full and accurate accounts of all transactions conducted in the name of PENTECOSTAL CHURCH OF FIJI.
- v. He/she shall prepare the PCF Annual Financial Report for the General Conference meetings.
- vi. He/she shall prepare a monthly income and expenditure account to be given General Superintendent.
- vii. He/she shall keep the book open all times for inspection to credential members of the Pentecostal Church of Fiji.
- viii. He/she shall monitor PCF overall expenditure performance against set budget and provide monthly financial report to the General Superintendent.
- ix. He/she shall be responsible to the General Superintendent in all financial matters of the Pentecostal Church of Fiji.

Section 9. National Ministries of the PCF

9.1 Authorization & Purpose

There shall be National Ministries formed to serve the diverse needs of the members of the PCF and these ministries are set in place to minister to those needs. These National Ministries are to work toward building a harmonious Christian relationship amongst all the ministries in all the Ethnic groups of the PCF. The PCF ministries purpose has eternal significance and is fivefold. Each of these points is directed to all ministries at all levels.

- i. **Reaching** people through the transforming power and love of Jesus Christ.
- ii. **Discipling** believers to follow Christ’s example, passionately worship God and live overcoming lives.
- iii. **Building** wholeness and balance, both spiritually and mentally, through consistent prayer and study of God’s word in the lives of believers
- iv. **Providing** an atmosphere for believers to develop their gifts, abilities, and lasting relationships.
- v. **Training** believers to find their places of ministry and effectively touch their world for Christ.

9.2 Organization & Governance

- i. There shall be a National Men’s Ministries, National Women’s Ministries, National Youth Ministries, National Children’s Ministries and National Music Ministries of the Pentecostal Church of Fiji.
- ii. Other Ministries may be formed as and when the need arise.
- iii. The term of office of the officers shall be for two years or until their successors are chosen.
- iv. These Ministries shall work in harmony with the “Vision”, ‘Mission’ and policies of the General Conference always, and its membership shall subscribe to the Tenets of Faith of the PENTECOSTAL CHURCH OF FIJI.

Section 10. National Men's Ministries

10.1 With the five-fold purpose of ministry in mind, the National Men's Ministry shall be led by the Director of the National Men's Ministries to promote the various phases of the men's activities among the men's ministries within all ethnics in the PENTECOSTAL CHURCH OF FIJI.

10.2. Committee - National Men's Ministries

The committee shall be composed of the:

- Director – National Men's Ministries
- Leader, Men's ministries - Fijian Ethnic
- Leader, Men's ministries – Indian Ethnic
- Leader, Men's ministries – General Ethnic
- Leader, Men's ministries – Banaban/Rabi Ethnic
- Leader, Men's ministries – Kiribati Ethnic
- Secretary & Treasurer

10.3 Functions

- i. The National Men's Ministries Committee shall uphold the "Vision" and "Mission" of the PCF and will assist in the effective implementation of the church corporate plan.
- ii. They shall have the responsibility to plan and promote programs and rallies in line with the PCF "Vision" and "Mission" to equip and train men for the Kingdom of God.
- iii. They shall provide leadership, counsel, and advice in bringing together men amongst all ethnic groups in the PCF to a common purpose.
- iv. They shall help the various ethnic men's ministries in the promotion of spiritual programs to serve and challenge men for the Kingdom of God, placing emphasis upon the maintenance of a high level of spiritual life amongst the men in the PCF.
- v. They shall promote a 'National Men's Day' annually, during which all men from all ethnics come together for a common spiritual purpose; offerings received should be earmarked for the operation of the national men's ministries.
- vi. They shall meet at least twice a year.
- vii. They shall be responsible to the General Superintendent for the guidance and operations of the National Men's ministries.

Section 11. National Women's Ministries.

11.1 With the five-fold purpose of ministry in mind, the National Women's Ministries shall be led by the Director- National Women's Ministries to promote the various activities of the Women's Ministries amongst all ethnics in the PENTECOSTAL CHURCH OF FIJI.

11.2 Committee National Women's Ministries The committee shall be composed of the:

- Director – National Women's Ministries
- Leader, Women's ministries – Fijian Ethnic
- Leader, Women's ministries – Indian Ethnic
- Leader, Women's ministries – General Ethnic
- Leader, Women's ministries – Banaban/Rabi Ethnic
- Leader, Women's ministries – Kiribati Ethnic
- Secretary & Treasurer
- Two [2] co-opted members

11.3 Functions

- i. The National Women's Ministries Committee shall uphold the "Vision" and "Mission" of the PCF and will assist in the effective implementation of the church corporate plan.
- ii. The National Women's Ministries shall have the responsibility to plan and promote programs and rallies in line with the PCF "Vision" and "Mission" to equip and train women for the Kingdom of God.
- iii. They shall provide leadership, counsel, and advice in bringing together women amongst all ethnic groups in the PCF to a common purpose.
- iv. They shall help the various ethnic women's ministries in the promotion of spiritual programs to serve and challenge women for the Kingdom of God, placing emphasis upon the maintenance of a high level of spiritual life amongst the women in the PCF.
- v. They shall promote 'Mother's Day' annually, during which women come together in their local churches for a common purpose; offerings received should be earmarked for the operation of the national women's ministries.
- vi. Oversee women's ministries at the national level of the PCF
- vii. Plan and conduct an annual leadership seminar for ethnic WM leaders and local church WM leaders.
- viii. Publicize these events and meetings in the PCF National Calendar.
- ix. Coordinate at least one national WM missions project in consultation with EBE
- x. Prepare and distribute the annual PCF National Women's Day theme packet to all ethnic local churches.
- xi. Purchase and or develop WM leadership resource materials and products.
- xii. Provide and prepare PCF General Conference women's activities.
- xiii. Serve as PCF's women's' representative to affiliate organizations.
- xiv. The committee shall meet at least twice a year.

- xv. They shall be responsible to the General Superintendent for the guidance and operations of the National Women's ministries.

Section 12. National Youth Ministries

12.1 With the five-fold purpose of ministry in mind, the National Youth Ministries shall be led by the Director – National Youth Ministries aimed at fostering a close fellowship, and a good relationship among the PCF youth groups of the various PCF local churches among all ethnics.

12.2 Committee - National Youth Ministries
The committee shall be composed of the:

- Director National Youth Ministries
- Leader, Youth Ministries – Fijian Ethnic
- Leader, Youth Ministries – Indian Ethnic
- Leader, Youth Ministries – General Ethnic
- Leader, Youth Ministries – Banaban/Rabi Ethnic
- Leader, Youth ministries – Kiribati Ethnic
- Secretary
- Treasurer

12.3 Functions

- i. They shall uphold the "Vision" and "Mission" of the PCF and participate in the effective implementation of the church corporate plan.
- ii. They shall provide leadership, counsel, and advice in bringing together the youth population amongst all ethnic groups in the PCF to a common purpose.

- iii. They shall help the various ethnic youth ministries in the promotion of spiritual programs to serve and challenge youths for the Kingdom of God, placing emphasis upon the maintenance of a high level of spiritual life amongst the youths in the PCF.
- iv. They shall promote a ‘National Youth Day’ annually, during which all youths from all ethnics come together for a common spiritual purpose; offerings received should be earmarked for the operation of the national youth ministries.
- v. The committee shall meet at least twice a year.
- vi. They shall be responsible to the General Superintendent for the guidance and operations of the National youth ministries.

Section 13. National Children’s Ministries

13.1 With the five-fold purpose of ministry in mind, the National Children’s Ministries shall be led by a Director- National Children’s Ministries to provide leadership, counsel, and advice in Christian Education programs of the PENTECOSTAL CHURCH OF FIJI. It shall aim at the promotion of Sunday Schools and related Christian Education ministries in the PCF local churches and out-stations.

13.2 Committee - National Children’s Ministries

The committee shall be composed of the:

- Director – National Children’s Ministries
- Leader, Children’s Ministries – Fijian Ethnic
- Leader, Children’s Ministries– Indian Ethnic
- Leader, Children’s Ministries– General Ethnic
- Leader, Children’s Ministries– Banaban/Rabi Ethnic
- Leader, Children’s ministries – Kiribati Ethnic
- Secretary & Treasurer

13.3 Functions

- i. They shall uphold the “Vision” and “Mission” of the PCF and shall participate in the effective implementation of the church corporate plan.
- ii. They shall help the Ethnic Sunday School Departments in the promotion of Sunday school work, and child evangelism ministries.
- iii. They shall encourage each church to conduct Sunday school teacher’s training courses at least once a year.
- iv. They shall be responsible to procure and distribute Sunday school literature for each Sunday school and provide and sign certificates to honor Sunday School Teachers.
- v. They shall choose and promote a ‘Sunday School Day’ annually, during which all Sunday school offerings from churches and branches received should be earmarked for the operations of this ministry.
- vi. They shall be responsible to the General Superintendent for the guidance and operations of the National Children’s Ministries.

Section 14. National Music Ministries

14.1 At an appropriate time and resources permitting, there shall be a National Music Ministries led by the Director- National Music Ministries who shall be responsible for planning and promoting good music patterns and usage in the PCF.

14.2 Committee– National Music Ministries

The Committee shall be composed of the:

1. Director – National Music Ministries.
2. Music Leader from each Ethnic Council.

14.3 Functions

- i. They shall uphold the “Vision” and “Mission” of the PCF and will assist in the effective implementation of the church corporate plan.
- ii. They shall be responsible for the translation of hymnals and choruses into vernacular placing emphasis on the theology of the songs.
- iii. They shall promote and provide music classes for worship leaders, choirs, and musicians in PCF local churches.
- iv. They shall be responsible to the General Superintendent.

CHAPTER 2. ETHNIC CONFERENCE OF THE PCF

The Ethnic Conference of the PENTECOSTAL CHURCH OF FIJI is a cooperative fellowship based upon mutual agreements voluntarily entered into by its membership, whose purpose is to recognize and promote scriptural methods and order of worship, unity, fellowship, work and business for God and to disapprove unscriptural methods, doctrines and conduct, endeavouring to keep the unity of the Spirit in the bond of peace.

Section 1. Ethnic Committee

1.1 Authorization

There shall be an Ethnic Committee in each of the Ethnic groups of the PENTECOSTAL CHURCH OF FIJI, who shall have supervision of all ecclesial and sacerdotal activities of their respective Ethnic.

1.2 Qualifications

They shall be individuals of maturity, experience, and ability whose lives are above reproach, and shall meet the scriptural requirements as set forth in 1 Timothy 3:1-7 and Titus 1:7-9, who shall represent the Fellowship in all phases of its work in their respective fields.

1.3 Appointment

The Ethnic Committee shall be appointed by the EBE on the recommendation of the General Superintendent and shall constitute of persons who are Credentialed Ministers of the PENTECOSTAL CHURCH OF FIJI.

1.4 Composition

Each Ethnic Committee shall consist of:

1. The Ethnic Superintendent– Chairperson
2. Secretary/Treasurer
3. Leaders as per respective Ethnic structure

1.5 Functions

- i. The Ethnic Committee shall uphold the “Vision” and Mission of the PCF and must positively engaged in the implementation of the church corporate plan.
- ii. They shall mobilize given resources within the Ethnic for the purpose of planting and establishing churches that are patterned after the New Testament model in Fiji, the Pacific and beyond”
- iii. They shall spearhead and oversee the implementation of the Home Mission targets stipulated in the church corporate plan; in consultation with the General Superintendent.
- iv. They shall assess performance of Ethnic Councils against set targets in relation to evangelism and church planting within the islands of Fiji and provide regular Operation reports to the General Superintendent.
- v. They shall arrange and coordinate leadership training and development programs for workers within their Ethnics

- vi. The Ethnic Committee shall have supervision of the ecclesial and sacerdotal activities of the PCF in its prescribed Ethnic Council.
- vii. The Committee may appoint and terminate such standing and subcommittee as it considers necessary.

Section 2. Ethnic Superintendent

2.1 Qualifications

The Ethnic Superintendent shall be a credentialed minister of the PENTECOSTAL CHURCH OF FIJI, in good standing and who has shown sound Christian character and leadership ability, with proven experience and have undertaken the necessary training and equipping for this role and have manifested a genuine interest in and co-operation with the common “Vision” of the PENTECOSTAL CHURCH OF FIJI, encouraging and promoting the spread of the full gospel testimony in Fiji, and abroad among all ethnic groups. He/she must hold a leading pastoral role in a local church for five (5) years or more.

2.2. Duties

- i. He/she shall take the leading role in upholding the “Vision” and “Mission” of PCF and in ensuring the effective implementation of the church corporate plan in the Ethnic.
- ii. He/she take the leading role in the mobilization of all given resources within the Ethnic for the purpose of planting and establishing churches that are patterned after the New Testament model in “Fiji, the Pacific and beyond”
- iii. He/she shall take the leading role in spear heading and overseeing the implementation of the Home Mission targets stipulated in the church corporate plan; in consultation with the General Superintendent.
- iv. He/she shall take the leading role in assessing the performance of the Ethnic Council against set targets in relation to evangelism and church planting within the islands of Fiji and provide regular Operation report to the General Superintendent.
- v. He/she shall take the leading role in arranging and coordinating leadership training and development programs for workers within the Ethnic
- vi. He/she shall serve in the EBE as the Ethnic Superintendent.
- vii. He/she shall preside at their respective Ethnic Conference and Ethnic Committee meetings.
- viii. He/she shall assume the general supervision and coordination of all phases of the work within the respective Ethnic Conference.
- ix. He/she will work towards getting various churches under his/her supervision to faithfully prepare and submit monthly activity and financial reports. This should be submitted to the council by mid-month following the end of the month.
- x. He/she shall be an ex-officio member of all committees within the respective Ethnic.
- xi. He/she shall be authorized to appoint such sub-committees as are necessary for the respective Ethnic Conference.

Section 3. Ethnic Secretary

3.1 Qualifications

The Secretary shall be nominated by the Ethnic Committee, endorsed by General Superintendent, and confirmed by the EBE. He/she shall be a person with special interest and ability in the sphere of ministry represented.

3.2 Duties

- i. He/she shall uphold the “Vision” and “Mission” of the PCF and participate in effectively implementing the church corporate plan.
- ii. He/she shall take minutes and keep records of proceedings at all meetings of the Committee. All Committee minutes shall be distributed, as appropriate, to committee members.

- iii. He/she shall handle necessary correspondence in accordance with the direction of the Ethnic Superintendent.
- iv. He/she shall keep records in respect of all ministers, workers and churches within the Ethnic Council and shall prepare all documents and receive all applications for credentials within the Council for prior consideration of the Ethnic Committee.
- v. In the event of the sudden demise or incapacitation of the Ethnic Superintendent, the Ethnic Committee Secretary shall be required to convene an Ethnic Committee meeting within fourteen (14) days to confirm the appointment of an interim Ethnic Superintendent, which is then submitted to the General Superintendent for endorsement.
- vi. He/she is responsible to the Ethnic Superintendent in his/her duties

Section 4. Ethnic Treasurer

4.1 Qualification

The Treasurer shall be nominated by the Committee, endorsed by General Superintendent, and confirmed by the EBE. He/she shall be a person with special interest and ability in the sphere of ministry represented.

4.2 Duties

- i. He/she shall uphold the “Vision” and “Mission” of the PCF and participate in effectively implementing the church corporate plan.
- ii. He/she shall be responsible for the safe keeping of all monies belonging to the Council and shall keep full and accurate accounts of transaction conducted in the name of the Ethnic Council.
- iii. He/she shall prepare and distribute financial statements for each meeting of the Ethnic Committee and annual statement of accounts for audit and presentation to and distribution at the Ethnic Council meeting.
- iv. He/she shall prepare monthly balance sheet for presentation to the Superintendent.
- v. He/she shall issue official receipts for all monies received.
- vi. He/she shall keep the books always open for inspection by credential members of the Council
- vii. He/she should liaise with Ethnic Superintendent in the compilation of the Ethnic Council Annual Budget.
- viii. He is responsible to the Ethnic Superintendent in his/her duties.

Section 5. Ethnic Ministries of the PCF

5.1 Authorization & Purpose

There shall be Ethnic Ministries formed to serve the diverse needs of the members of a Ethnic within the PCF, and these ministries are set in place to minister to those needs. These Ethnic Ministries are to work toward building a harmonious Christian relationship amongst all the local church ministries in all local churches within the Ethnic group.

The PCF ministries purpose has eternal significance and is fivefold. Each of these points is directed to all ministries at all levels.

- i. **Reaching** people through the transforming power and love of Jesus Christ.
- ii. **Discipling** believers to follow Christ’s example, passionately worship God and live overcoming lives.
- iii. **Building** wholeness and balance, both spiritually and mentally, through consistent prayer and study of God’s word in the lives of believers
- iv. **Providing** an atmosphere for believers to develop their gifts, abilities, and lasting relationships.
- v. **Training** believers to find their places of ministry and effectively touch their world for Christ.

5.2 Organization & Governance

- i. There shall be an Ethnic Men's Ministries, Women's Ministries, Youth Ministries, Children's Ministries, Music Ministries of the Pentecostal Church of Fiji.
- ii. Other Ministries may be formed as and when the need arises.
- iii. The term of office of the officers shall be for two years or until their successors are chosen.
- iv. The Ethnic Ministries shall work in harmony with the "Vision", 'Mission' and policies of the General Conference always, and its membership shall subscribe to the Tenets of Faith of the PENTECOSTAL CHURCH OF FIJI.

Section 6. Ethnic Men's Ministries

- 6.1 With the five-fold purpose of ministry in mind, the Ethnic Men's Ministry shall be led by the Leader of the Ethnic Men's Ministries to promote the various phases of the men's activities among the men's ministries within their ethnic in the PENTECOSTAL CHURCH OF FIJI

6.2 Committee Ethnic Men's Ministries

The committee shall be composed of the:

- Leader – Ethnic Men's Ministries
- Members according to their Ethnic structure
- Secretary & Treasurer

6.3 Functions

- i. The Ethnic Men's Ministries Committee shall uphold the "Vision" and "Mission" of the PCF and will assist in the effective implementation of the church corporate plan.
- ii. They shall have the responsibility to plan and promote programs in line with PCF "Vision" and "Mission" to equip and train men for the Kingdom of God.
- iii. They shall provide leadership, counsel, and advice in bringing together men from all local church men's groups in the ethnic to a common purpose.
- iv. They shall help the various local church men's ministries in the promotion of spiritual programs to serve and challenge men for the Kingdom of God, placing emphasis upon the maintenance of a high level of spiritual life amongst the men in the PCF.
- v. They shall promote and participate in a 'National Men's Day' annually, during which all men from all ethnics come together for a common spiritual purpose; offerings received should be earmarked for the operation of the national men's ministries.
- vi. They shall meet at least twice a year.
- vii. They shall be responsible to the Ethnic Superintendent and their Ethnic Committee for the guidance and operations of the Ethnic men's ministries.

Section 7. Ethnic Women's Ministries.

- 7.1 With the five-fold purpose of ministry in mind, the Ethnic Women's Ministries shall be led by the Leader – Ethnic Women's Ministries to promote the various activities of the Women's Ministries within their ethnic in the PENTECOSTAL CHURCH OF FIJI

7.2 Committee Ethnic Women's Ministries

The committee shall be composed of the:

- Leader – Ethnic Women's Ministries
- Members according to their Ethic structure
- Secretary/Treasurer

7.3 Functions

The Ethnic Women's Ministries Committee shall uphold the "Vision" and "Mission" of the PCF and will assist in the effective implementation of the church corporate plan.

- i. The Ethnic Women's Ministries shall have the responsibility to plan and promote programs and rallies in line with the PCF "Vision" and "Mission" to equip and train women for the Kingdom of God.

- ii. They shall provide leadership, counsel, and advice in bringing together women amongst all local church groups in their ethnic to a common purpose.
- iii. They shall help the various local church women’s ministries in their ethnic in the promotion of spiritual programs to serve and challenge women for the Kingdom of God, placing emphasis upon the maintenance of a high level of spiritual life amongst the women in the PCF.
- iv. They shall promote and participate in the ‘Mother’s Day’ annually, during which women come together in their local churches for a common purpose; offerings received should be earmarked for the operation of the national women’s ministries.
- v. The committee shall meet at least twice a year.
- vi. They shall be responsible to the Ethnic Superintendent and their Ethnic committee for the guidance and operations of the Ethnic women’s ministries.

Section 8. Ethnic Youth Ministries

8.1 With the five-fold purpose of ministry in mind, the Ethnic Youth Ministries shall be led by the Leader – Ethnic Youth Ministries aimed at fostering a close fellowship, and a good relationship among the local church youth groups of the various local churches within their Ethnic.

8.2 Committee - Ethnic Youth Ministries

The committee shall be composed of the:

- Leader Ethnic Youth Ministries
- Members according to their Ethnic structure
- Secretary/Treasurer

8.3 Functions

- i. They shall uphold the “Vision” and “Mission” of the PCF and participate in the effective implementation of the church corporate plan.
- ii. They shall provide leadership, counsel, and advice in bringing together the youth population amongst all local church groups within their Ethnic to a common purpose.
- iii. They shall help the various local church youth ministries in the promotion of spiritual programs and youth rallies to serve and challenge youths for the Kingdom of God, placing emphasis upon the maintenance of a high level of spiritual life amongst the youths in their Ethnic.
- iv. They shall promote and participate in the ‘National Youth Day’ annually, during which all youths from all local churches within their Ethnic come together for a common spiritual purpose; offerings received should be earmarked for the operation of the National Youth ministries.
- v. The committee shall meet at least twice a year.
- vi. They shall be responsible to the Ethnic Superintendent and the Ethnic Committee for the guidance and operations of the Ethnic Youth Ministries.

Section 9. Ethnic Children’s Ministries

9.1 With the five-fold purpose of ministry in mind, the Ethnic Children’s Ministries shall be led by a Leader - Ethnic Children’s Ministries to provide leadership, counsel and advice in Christian Education programs for the Children’s ministries in the Ethnic of the PENTECOSTAL CHURCH OF FIJI. It shall aim at the promotion of Sunday Schools and related Christian Education ministries in the PCF local churches and out-stations.

9.2 Committee: Ethnic Children’s Ministries

The committee shall be composed of the:

- Leader - Ethnic Children’s Ministries
- Children’s ministries leaders according to their Ethnic structure.
- Secretary/Treasurer

9.3 Functions

- i. They shall uphold the “Vision” and “Mission” of the PCF and shall participate in the effective implementation of the church corporate plan.
- ii. They shall be responsible to the Ethnic Committee for the guidance and operations of the Ethnic Children’s ministries.
- iii. They shall help the Ethnic Sunday School Departments in the promotion of Sunday school work, and child evangelism ministries.
- iv. They shall promote, encourage, and conduct Sunday school teacher’s training courses at least twice a year.
- v. They shall be responsible to procure and distribute Sunday school literature for each Sunday school
- vi. They shall choose and promote a ‘Sunday School Day’ annually, during which all Sunday school offerings from churches and branches received should be earmarked for the operations of the National Children’s ministries.
- vii. They shall be responsible to the Ethnic Superintendent and the Ethnic Committee for the guidance and operations of the Ethnic Children’s Ministries.

Section 10. Ethnic Music Ministries

- 10.1 At an appropriate time and resources permitting, there shall be an Ethnic Music Ministries led by a leader who shall be responsible for planning and promoting good music patterns and usage in the PCF.
- 10.2 Committee– National Music Ministries
The Committee shall be composed of the:
 - Leader – Ethnic Music Ministries.
 - Leader from each branch.

10.3 Functions

- i. They shall uphold the “Vision” and “Mission” of the PCF and will assist in the effective implementation of the church corporate plan.
- ii. They shall be responsible for the translation of hymnals and choruses into vernacular placing emphasis on the theology of the songs.
- iii. They shall promote and provide music classes for worship leaders, choirs, and musicians in PCF local churches.
- iv. They shall be responsible to the Ethnic Superintendent.

CHAPTER 3. LOCAL CHURCHES

Section 1. Shared Vision

All PCF Local Churches shall embrace the “Vision” and Mission of the PCF and actively participate in the implementation of the PCF Corporate Plan

Section 2. Outstation Work

- 2.1 All preaching points where Ministers and Christian Workers are in charge shall be under the direct supervision of the mother church and its overseeing pastors.
- 2.2 All preaching points and new churches with adult membership of twelve (12) or more, where ministers are in charge, shall have the privilege to be recognized as being ‘Dependent churches’ (daughter churches).

Section 3. Local Church Name

All PCF Local Churches shall have the name “PENTECOSTAL CHURCH” incorporated into their name and shall be affiliated with the PENTECOSTAL CHURCH OF FIJI.

Section 4. Newly Established Local Churches

- 4.1 Any group desiring to establish a new local church shall apply to the Ethnic Council Committee on the prescribed form.
- 4.2 Upon advice from the Ethnic Council Committee through the Ethnic Superintendent in the affirmative, the new church shall be deemed to have been established and shall function under the direct supervision of the Ethnic Superintendent or his designate.
- 4.3 In the event that the proposed new church is in close proximity to an existing church, the pastor of the existing church shall be consulted in the process of determining the location of the new church, but the final decision shall be at the discretion of the Ethnic Council Committee.
- 4.4 Any independent church applying for affiliation with the PENTECOSTAL CHURCH OF FIJI must obtain approval of the EBE through respective Ethnic Council.

Section 5. Dependent Local Churches

- 5.1 Dependent churches shall be new churches that have been organized by the Ethnic Superintendent or by an officer designated by him.
- 5.2 The dependent church shall have a pastor and the necessary offices appointed by the Ethnic Superintendent or his designate. They shall serve in office until their successors are appointed.
- 5.3 Dependent churches shall be given an 'Affiliation Certificate' with the PENTECOSTAL CHURCH OF FIJI after being established as self-governing and self-supporting.

Section 6. Sovereign Local Churches

- 6.1 Sovereign churches shall be dependent churches that have become fully developed and self-supporting, and recognized as such by the Ethnic Council and the EBE.
- 6.2 They shall have matured sufficiently to accept their full share of responsibility for the maintenance of scriptural order and shall be entitled to recognition as sovereign.
- 6.3 The sovereign church shall have the right of self-government under Jesus Christ, its living Head and transact other business pertaining to its life as a local unit.
- 6.4 It shall have the privilege to administer discipline to each member according to the Scriptures and the PCF constitution and by-laws.
- 6.5 The Ethnic Superintendent in consultation with the General Superintendent shall appoint a pastor.
- 6.6 While recognition of sovereignty shall be assured to the mature church, the sovereignty of the church, however, is limited by its association with other churches of like faith in the PENTECOSTAL CHURCH OF FIJI.
- 6.7 The local church shall recognize their obligation to the PCF to maintain proper standards of doctrine, church order, and conduct.
- 6.8 They shall be expected to participate in the programs of the PENTECOSTAL CHURCH OF FIJI for the propagation of its distinctive testimony, and to share in such provisions as may be made for the governing of the PCF on financial or other practical matters in ministry.
- 6.9 A sovereign church shall consist of at least twenty or more [20+] active adult members. Any church, in which the membership shall for a period of nine months or more fall below 12, or if it shall cease to be self-supporting, shall lose the status of sovereignty and shall be recognized as a 'dependent church'.
- 6.10 Sovereign churches shall be in possession of an 'Affiliation Certificate' with the PENTECOSTAL CHURCH OF FIJI.

Section 7. Membership

Membership in the local churches shall be determined by the "Standard of Faith and Fellowship for membership of the local church of the Pentecostal church of Fiji."

Section 8. Transfer of Membership

- 8.1 A believer may be received into membership in another PCF Church by letter of recommendation from its pastor or official board of the PCF Church to which he/she had been a member.
- 8.2 When a believer does not present a letter of recommendation, he/she shall be received as an “inactive” member until information is obtained concerning his/her conduct.

Section 9. Local Church Finance

9.1 Banking of Local Church Funds

- (a) All PCF local churches shall be responsible for its finances. At the end of each church service, offerings collected shall be documented, and at least two persons appointed by the church elders shall sign the financial offering chits and this shall be given to the church treasurer for depositing in the bank. All such chits shall be filed for audit purposes.
- (b) All PCF local churches are required to operate a bank account under the name of the local church. No church funds shall be deposited in any personal account.
- (c) A treasurer shall prepare monthly financial reports. This, together with the copy of bank statement is to be submitted to the Superintendent of the Ethnic Council and General Superintendent

9.2 Local Church Levies to General Funds

- (a) Each church shall pay monthly levy of 10% of total monthly tithes/offerings collected, to the PCF General Fund.
- (b) Funds so paid will be used for operations of the PCF activities via travelling support, office operations, and assist with the support of pastors of newly established churches, seminars, and visitation by EBE members etc.
- (c) Scope and duration of support to new churches shall be dealt on a case by case basis by the EBE.

9.3 Local church levy exception.

- (a) For newly established churches, they will be exempt from paying levies for a period of [3] three years.
- (b) During this period the church officials should make every effort in strengthening its financial base.

CHAPTER 4. FINANCES

Section 1. Committee

- a) There shall be a Finance Committee nominated by the General Superintendent and approved by EBE, to assist in the overall planning and preparation of the PCF annual budget.
- b) The Finance Committee shall undertake internal auditing of all Church funds and report any anomalies to the General Superintendent
- c) The Finance Committee shall monitor and ensure that all church funds are utilized in accordance to standard practices and procedures, and all church expenses maintained within budget.
- d) The General Superintendent shall be the Chairman of the Finance Committee.

Section 2. Income

- a) All churches and Credentialed Ministers affiliated with the PENTECOSTAL CHURCH OF FIJI are expected to support the General Conference in the work of administration and extended programs of the PENTECOSTAL CHURCH OF FIJI by sending tithes, offerings and pledges to the General Fund.
- b) Levies from all churches and ministers should be paid to the General Fund

- c) In addition, to the above, all credentialed workers shall be required to pay annual subscription as follows:
 - Ordained Ministers \$100 per annum
 - Licensed Ministers \$70 per annum
 - Christian Workers \$50 per annum
- d) The EBE shall have the right to revise these fees, as and when deemed necessary.
- e) Fellowship Certificate will not be renewed unless annual subscription is fully paid.
- f) No delegate from a Local Church to the General Conference shall be received unless church levies are paid regularly.

Section 3. Disbursements of Funds

- (a) The Finance Committee and the General Treasurer shall protect the funds of the PENTECOSTAL CHURCH OF FIJI against extravagance or misappropriation.
- (b) All disbursements shall be submitted to the EBE for consideration and approval.
- (c) Designated funds shall be used as designated.
- (d) The funds which are held in trust and those which are not required for current expenses, except for the Ethic Council funds, may at the direction of the Executive Committee be invested or used to allow overdraft of other accounts held in trust by the PENTECOSTAL CHURCH OF FIJI.

Section 4. Revolving Loan Fund

- (a) Income shall be by donations to the Revolving Loan Fund, and by interest charged on loans.
- (b) Disbursements shall be made in respect of land and buildings only, after approval of the EBE, on application received from the local church, through the Ethnic Council Committee.
- (c) Application for loan shall be made on the prescribed form and must be accompanied by an initial down-payment of 20% of the sum for which application is made.
- (d) Repayment shall be made at rate of not less than 10% of the sum loaned per month.
- (e) Interest shall be charged at rate of per annum of the balance owed, except in cases of prompt and full monthly payment on any loan, the rate of interest shall be reduced to 2%.

Section 5. Banking of Funds

- (a) All funds belonging to and held in trust by the PENTECOSTAL CHURCH OF FIJI shall be deposited in a bank account approved by the EBE.
- (b) The General Treasurer and the General Superintendent and or the Deputy General Superintendent (Administration) shall jointly sign cheques and operate the account of the PENTECOSTAL CHURCH OF FIJI.

Section 6. Monitoring of Ethnic and Local Church Funds

- (a) For the purpose of accountability and transparency and to avoid any mismanagement or misappropriation of funds, the Financial Accounts of all Ethnic and local churches shall be subjected to an audit by the General Treasurer or the Finance Committee as and when the need arises.
- (b) In situations where there is a complaint or if disciplinary action has been taken against a member which involves the mismanagement or misappropriation of church funds, the General Treasurer may, at the request of the Ethnic Superintendent or the General Superintendent intervene and assist in conducting a special in-house audit of the local church accounts.

CHAPTER 5. THE MINISTRY

Section 1 Ministry Described

The Lord's ministry gifts to the Church includes apostles, prophets, evangelist, pastors/teachers [Eph.4:11], exhorters, administrators, leaders, and helpers [Rom.12:7-8]. We believe that God's call to this ministry gifts is totally within His sovereign discretion without regards to gender, race, disability, or national origin.

Section 2 Credentials

In terms of maturity of ministry, four (4) classifications of ministries are recognized by the PENTECOSTAL CHURCH OF FIJI:

- i. The Christian Worker,
- ii. The Licensed Minister,
- iii. The Provisional Licensed and
- iv. The Ordained Minister

2.1. Christian Worker's Permit

The Christian Worker's Certificate may be given to those who wholly subscribe to the PENTECOSTAL CHURCH OF FIJI doctrine; those who have received the infilling of the Holy Spirit and who are active in frequent preaching or in specialized ministries. This credential should not be given to regular church workers, such as Sunday school teachers, but may be given to those who are actively engaged in the ministry.

2.2. License to Preach

The License to Preach may be given to those who regularly preach, hold evangelistic meetings, or pastor a Church. It should only be given to those whose lives are blameless, have received the Baptism in the Holy Spirit; have passed the prescribed study course, and whose application has been examined by the Ethnic committee and approved by the PCF Credentials Committee.

They should have a Christian Workers Certificate for at least two [2] years and they are authorized to:

- i. Baptize believers
- ii. Serve communion
- iv. Dedicate children; and
- v. Bury the dead.

2.3. Provisional License

Provisional License may be given by the General Superintendent to matured and experienced Christians who are actively involved in ministry as the need arises.

They are authorized to:

- i. Baptize believers
- ii. Serve communion
- iii. Dedicate children and
- iv. Bury the dead.

*This license shall be valid until the next General Conference.

2.4. Ordination

- i. The Ordination Credential may be given to mature, experienced Christian ministers. They must be baptized in the Holy Spirit and have blameless personal and family life in accordance with the requirements of the Word of God (1Timothy 3: 2-7; Titus 1:7-9).
- ii. They should have a License to Preach for at least four [4] years.

In addition to privileges (i) to (iv) outlined for Licentiates above, they may perform marriages with the authority of the Church and according to civil law.

Section 3. Basic Qualifications

The following qualifications pertain to all applicants for ministerial recognition.

a. Salvation

Testimony to having experienced the new birth [John 3:5]

b. Baptism in the Holy Spirit

Testimony of having received the Baptism in the Holy Spirit with the initial physical evidence of speaking in other according to Act 2:4. The Spirit filled life results in divine power to enable a minister to fulfill the Great Commission.

c. Evidence of call

Clear evidence of a divine to the ministry. Evidenced by a personal conviction, confirmed by the work of the Holy Spirit and the testimony of fellow-ministers of the local church.

d. Christian character

A blameless Christian life and a good report of those who are without [Titus 1:7;1Tim3:7]

e. Doctrinal position

A thorough understanding of and in agreement with the doctrinal position as contained in the 'Statement of Fundamental Truths' of the General Conference of the PCF.

f. PCF Policy

A satisfactory working knowledge of the principles, practices, and purposes of the Fellowship through a study of the constitution and bylaws of the General Conference of the PCF.

g. Basic Education Requirements

Any level of formal academic achievement shall not necessarily be a prerequisite for approval of any level of credential; however, the credential applicants shall meet all the requirements as determined by the EBE from time to time. An evidence of determination to study the Word of God, taking advantages of every means available for the improvement and development of his/her ministry (2Tim.2:15).

h. Marriage Status

We disapprove of any married person holding credentials with the General Conference of the Pentecostal Church of Fiji if either marriage partner has a former spouse living.

i. Eligibility of Women

Women who have developed in the ministry of the Word so that their ministry is accepted generally, and who have proved their qualifications in actual service, and who have met all the requirements of the General Conference Credentials committee, are entitled to whatever grade of credentials their qualifications warrant and the right to administer the ordinance of the local church when such acts are necessary.

Section 4. Ministers from outside the PCF Fellowship

4.1. Ministers affiliated with other denominations and desiring to join the General Conference of the PENTECOSTAL CHURCH OF FIJI shall be required to show that in severing their former relation and their character are without question.

4.2. All other normal requirements attaching to applications for credentials with the General Conference of the Pentecostal Church of Fiji shall apply.

Section 5. Credentials Committee

5.1. Authorization

The credential committee shall be authorized to:

- i. Establish standards for credentials
- ii. Arrange for study courses
- iii. Examine candidates
- iv. Grant credentials and Fellowship Certificates to Christian Workers, Licentiates and Ordinates.
- v. Discipline workers and ministers.
- vi. Withdraw credentials as and when this proves necessary.

5.2. Committee Members

The EBE shall constitute the Credential Committee.

5.3. Standards for Credentials

Standard for credential adopted by the Credentials Committee shall be ratified at the subsequent PCF General Conference.

Section 6. Application for Credentials

6.1. Ordination and License to Preach

- i. Application for credentials in respect to Ordination and License to Preach shall secure appropriate application form from the General Secretary. These should be properly filled out and forwarded to the respective Ethnic committee at least one month prior to the General Conference.
- ii. Application for License to Preach and Ordination must have the endorsement of an Ordained minister and the applicant must meet the qualification of a church leader/ elder as stated in 1 Timothy 3: 1-7.

6.3. Christian Worker

- i. Application for Christian Workers Permit shall be channelled through the appropriate Ethnic Committee.
- ii. Application for Christian Workers Permit must have the endorsement of the applicant's pastor. If there are question concerning the applicant's eligibility after the pastor's endorsement is given, the PCF Credential Committee shall contact the pastor or a minister who personally knows the applicant for verification.

6.4 Credential Workers

- i) In a Local church of 50 members he/she who wish to apply for the Ordain License apart from the Ordained Local Pastor should be given a chance provide they prepared to start a new preaching point and report to the Local church on Communion Sundays.
- ii) The above also applies to the License to Preach in a small congregation.
- iii) Christian Workers in a small congregation, the numbers will be determined by the local pastor as it sees fit for the local church operation.
- iv) Financial support on the new preaching point will be assisted from the local church and reviewed on monthly basis by the Local Board.

6.4. Functions of the PCF Credential Committee

6.4.1 The Credentials Committee shall

- i. meet at any time after the deadline for submission of applications, but before the Ordination Service.
- ii. review annually the list for Credential Ministers and Christian Workers to make and approve deletions and additions to the credential listing.

- iii. seriously consider every application for credential, and interview applicants where possible. Constitutional qualifications must be its guide
 - iv. Endorsement of an application for any credential means the sponsor signs the application form, or submits a written report on the applicant
 - v. Examine applications in accordance with the Constitution and By-Laws of the PENTECOSTAL CHURCH OF FIJI,
 - vi. Approve or decline credential applications submitted by the respective Ethnic Committees.
- 6.4.2 **Appeal of Decisions by the Credential Committee**
- i. However, in the event any members shall challenge the decision of the PCF Credential Committee on the Conference floor during the PCF General Conference, the member will be required to substantiate the action already taken by the PCF Credentials Committee.
 - ii. It is with such an understanding that the application will be considered.
- 6.4.3 The names of all approved credentials shall be posted in a conspicuous place in the building where the Ordination Service is to be held before such service.
- 6.4.4 Emergency cases that require a different procedure from that aforesaid may be considered by the PCF Credentials Committee on their own merits, only allowing such deviation where necessary.
- 6.4.5 In special circumstances, the General Superintendent is authorized to give a “letter of approval/provisional license” to any, who after consultation with the appropriate Superintendent required some authorization to represent the Pentecostal Church of Fiji.
- 6.4.6 However, this ‘letter/provisional license’ must be dated to expire at the time of the next PCF General Conference when the case will be considered by the PCF Credential Committee if a formal application has been submitted.
- 6.4.7 **Credential Application Fees**
- i) All credential applications must be accompanied with the requisite application fees, listed as follows:

• Ordination	-	\$100.00
• License to Preach	-	\$70.00
• Christian Worker	-	\$50.00
• Provisional License	-	\$70.00
 - ii) The requisite Credential application fees are subject to revision by the EBE.
 - iii) The application fees paid, will be refundable if the credential application is declined by the Credential Committee as provided for in 6.4.1(iv).
 - iv) The Credential Application fee must be paid to the General Treasurer by the due date.

Section 5. Fellowship Certificate

5.1 Validity

- (1) All Fellowship Certificates are valid for one (1) year only.
- (2) Credential shall only be valid when accompanied with an up to date ‘Fellowship Certificate’ which shall be signed by the General Superintendent and is issued annually.

CHAPTER 6. DOCTRINES AND PRACTICES DISAPPROVED

A. Commission on Doctrinal Purity

- i. The Executive Board of Elders of the Pentecostal Church of Fiji shall serve and assume the responsibilities of the Commission of Doctrinal purity
- ii. Where necessary, the EBE shall be authorized to appoint sub-committee[s] to look into specific issues in relation to doctrines from time to time.

B. List of Doctrines and Practices disapproved.

In accordance with its constitutional prerogatives, the General Conference of the Pentecostal Church of Fiji has declared itself pertaining to disapproval of certain matters, currently identified as follows:

Section 1. Divorce and Remarriage

1. Marriage entanglements before conversion

- (a) There are now among Christian people those that become entangled in their marriage relations in their former lives of sin, and do not see how these matters can be adjusted.
- (b) We recommend that they be received into the membership of local PCF churches with Christ's love and that their marriage complications be left in the hands of the Lord, and that they walk in the light as God lets it shine in their souls (1 Cor.7:17, 24)

2. Common – law Marriages

- (a) We disapprove of the so called common– law marriage practice. We recommend that in no case shall persons be accepted into membership who is living in a common-law state of matrimony.
- (b) Low standard of marriage and divorce are very hurtful to individuals, to the family and to the cause of Christ, therefore we discourage divorce by lawful means and divorce for any cause except for fornication and adultery, (Matt.19:9] (c).

Where these exceptional circumstances exist or when a Christian has been divorced by an unbeliever, we recommend that the question of remarriage be resolved by the believer as he or she walks in the light of God. (1Cor.7: 15, 27,28]

3. Local Church Leadership

3.1. Standard for offices of Bishop, Elder and Deacon

Since the New Testament restricts divorced and remarried believers from the church officers of Bishop, Elder and Deacon, we recommend that these standards be upheld by all our local churches [Titus 1:5-9; 1Timothy 3:12]

Section 2. Same Sex and Trans-Gender Ceremonies – Civil Union

- 2.1 There is now an evolving culture recognizing the civil union of same sex partners or trans-gender partner(s). Considering the biblical principle forbidding such practice, the Pentecostal Church of Fiji disapproves such practices.
- 2.2 Such a ceremony would endorse homosexuality which is sin and is strictly forbidden in God's Word [Lev 18:22; 20:13; Romans 1:26, 27; 1Cor 6:9; 1Tim 1: 9-11].

Section 3. Performing Marriage Ceremonies

3.1 Ministerial guidelines

Any minister of the PCF who performs a ceremony for a disapproved marriage, unless innocently deceived into doing so, may have his credentials withdrawn.

CHAPTER 7. DISCIPLINE

Section 1. The nature and purpose of discipline

- 1.1. Discipline is an exercise of Scriptural authority for which the church is responsible. The aims of discipline are that God may be honoured, that the purity and welfare of the ministry may be maintained, and those under discipline may be brought to repentance and restoration.
- 1.2. Discipline is to be administered for the restoration of the minister or believer, while fully providing for the protection of the spiritual welfare of the local church.
- 1.3 It is to be redemptive in nature as well as corrective and is to be exercised as under a dispensation of mercy.

Section 2. Rehabilitation

Recognizing that the underlying principle involved in discipline is redemptive, and that man's conscience frequently brings him to judgment and confession, and that justice can sometimes be best served with mercy, an effort should be made to lead the offending believer or minister through a program of rehabilitation, administered in love and kindness.

Section 3. Disciplinary Committee

A disciplinary committee may be established by the EBE or respective Ethnic Committee, to act as follows:

- i) Investigate complaints or disciplinary issues brought to their attention.
- ii) Summon the offender and complainant to appear before the disciplinary committee.
- iii) Conduct a hearing to assess the nature of the complaint or disciplinary issue together with the supporting evidence collected through investigation.
- iv) Make recommendations to the EBE or respective Ethnic Committee for their endorsement.
- v) Administer reasonable disciplinary actions which is deemed fit and appropriate.
- vi) Keep proper documentation and records of all disciplinary actions for a period of seven (7) years.
- vii) It shall be noted that the General Superintendent or the General Secretary shall be informed of disciplinary measures being taken by the Disciplinary Committee as in (v) for endorsement.

Section 4. Jurisdiction of Disciplinary Matters & Appeals

- 4.1 All disciplinary matters shall be handled at the appropriate level of authority to encourage members to resolve their differences amongst themselves and avoid escalating matters unnecessarily. E.g. A disciplinary matter of a member within a local church shall be handled by the Local Church Pastor at the local church level. Likewise, a disciplinary matter against a Local Church Pastor, shall be handled by the next level of authority, i.e. the Divisional Overseer or the Ethnic Superintendent (as appropriate)
- 4.2 Dissatisfied parties may appeal the decisions to the next level of authority. E.g. Decisions of the Local Church Pastor may be appealed to the Divisional Overseer or Ethnic Superintendent (as appropriate).
- 4.3 The highest level of appeal vests in the EBE and the General Superintendent.

CHAPTER 8. INSTITUTIONS

The General Conference of the Pentecostal of Church of Fiji recognizes and encourages the establishment and management of Institutions in accordance with its constitution and by-laws and regulatory and statutory requirements of the Republic of Fiji.

New Institutions being established shall have the prior approval of the EBE of the PCF.

Section 1. Rhema Bible College

a. Authorization and purpose

Rhema Bible College is a ministerial training Institution providing Bible centered courses to prepare Christian workers and leaders and equipping them for effectual service at home and abroad.

b. Organization & Governance

The Rhema Bible College shall be under the direction and general supervision of the Deputy General Superintendent Administration.

Section 2.

The Rhema Bible College shall be amenable to the EBE who shall have the governing authority over all phases of the college.

Section 3.

Other Institutions may be established and recognized by the General Conference of the Pentecostal Church of Fiji

CHAPTER 9. CONDUCT OF MEETINGS

Section 1. Decision by Consensus

1.1 In order to expedite the work of the PCF General Conference, PCF Ethnic Councils, EBE meetings, various PCF Committees and to avoid confusion in the deliberations, the business at all such meetings shall be conducted in the Spirit of Christian love, courtesy, and fellowship, and all decision shall be arrived on consensus.

1.2 Where there is a non-agreement on any issue, the decision of the General Superintendent will be sought and accepted as final. Such decision will be made in the interest and wellbeing of the church.

Section 2. Conflict of Interest

A Board Member, Officer or Employee of the PCF. Shall refrain from involvement, whether by voting or otherwise participating in the decision-making process, in those situations where they have or may have a conflict of interest.

CHAPTER 10 - Conflict Resolution Procedure

Section. 1 Guidelines

- 1.1** Any conflicts or grievances between members of a local church shall be resolved in a spirit of friendship and in Christian way in accordance with principles as laid out in Matthew 18:15-17. The following procedure shall be observed:
- a. First step, a member having grievances with another member may go alone to that person and try and settle their differences. This will often require courage, initiative, humility, forgiveness and always much prayer.
 - b. Second step, where step 1 above does not work, a member may take one or two other members with him or her to try again to resolve the issue. at least one person who can validate your testimony is appropriate.
 - c. Third step, where second step does not work then a member concerned may make an appointment with the Church Pastor to assist in the resolution of grievances, and to provide counsel to both parties.
 - d. Fourth step, where the pastor is unable to resolve the matter between the members, then the Pastor must refer the matter in writing according to the Ethnic structure before addressing it to the Secretary of the Board. The Ethnic Board will work with the Ethnic Superintendent and concerned members person to seek a solution.
 - e. Fifth step, If the Ethnic Board is unable to resolve the conflict to the satisfaction of all parties, the concern ethnic Board will write to the General Secretary of the EBE, and present full report on the situation. This should be dealt with open minded.
 - f. In a case of Ethnic issues both councils should be able to engage in dialogue. Sole duty of the concerned ethnics Superintendents to resolve the impasse.
 - g. When the two ethnics fails to negotiate amicably the matter will be send to the EBE to resolve in the best interest of the PCF.
- 1.2** The term “member” in this Chapter include the pastor.

CHAPTER 10. ORDER OF BUSINESS

The regular order of business for the General Conference of the PENTECOSTAL CHURCH OF FIJI shall be as follows –

1. Devotional
2. Reading of Minutes
3. Matters Arising
4. Report of Officers
5. Appointment of Officers
6. Financial Report & Budget
7. Unfinished Business
8. New Business
9. Adjournment

CHAPTER 11. QUORUM

At the PCF General Conference and Ethnic Annual Conference, at least **30%** of all eligible members shall constitute a quorum. In other meetings most of all eligible members shall constitute a quorum

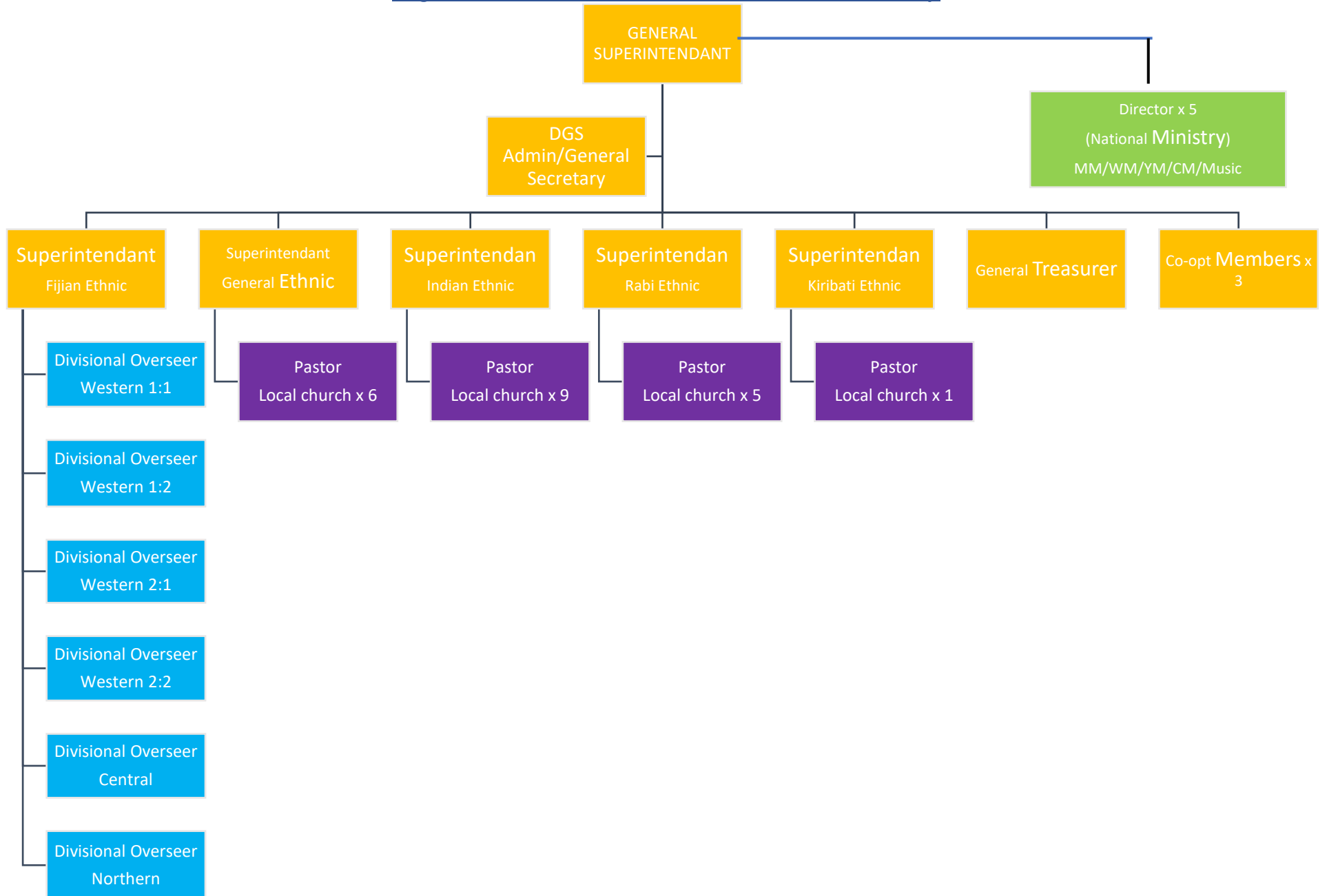
At the Executive Board of Elders (EBE) meetings at least 30% of all eligible members shall constitute a quorum. The quorum includes eligible members who can join EBE meeting online when travel Abroad.

CHAPTER 12.

AMENDMENTS

Amendment to this By-Laws may be made in any regular or special meeting of the General Conference. The Executive Board of Elders will receive all submission for amendments to the By-Laws and submit to the General Conference their consideration and endorsement.

Organizational Chart of the Pentecostal Church of Fiji

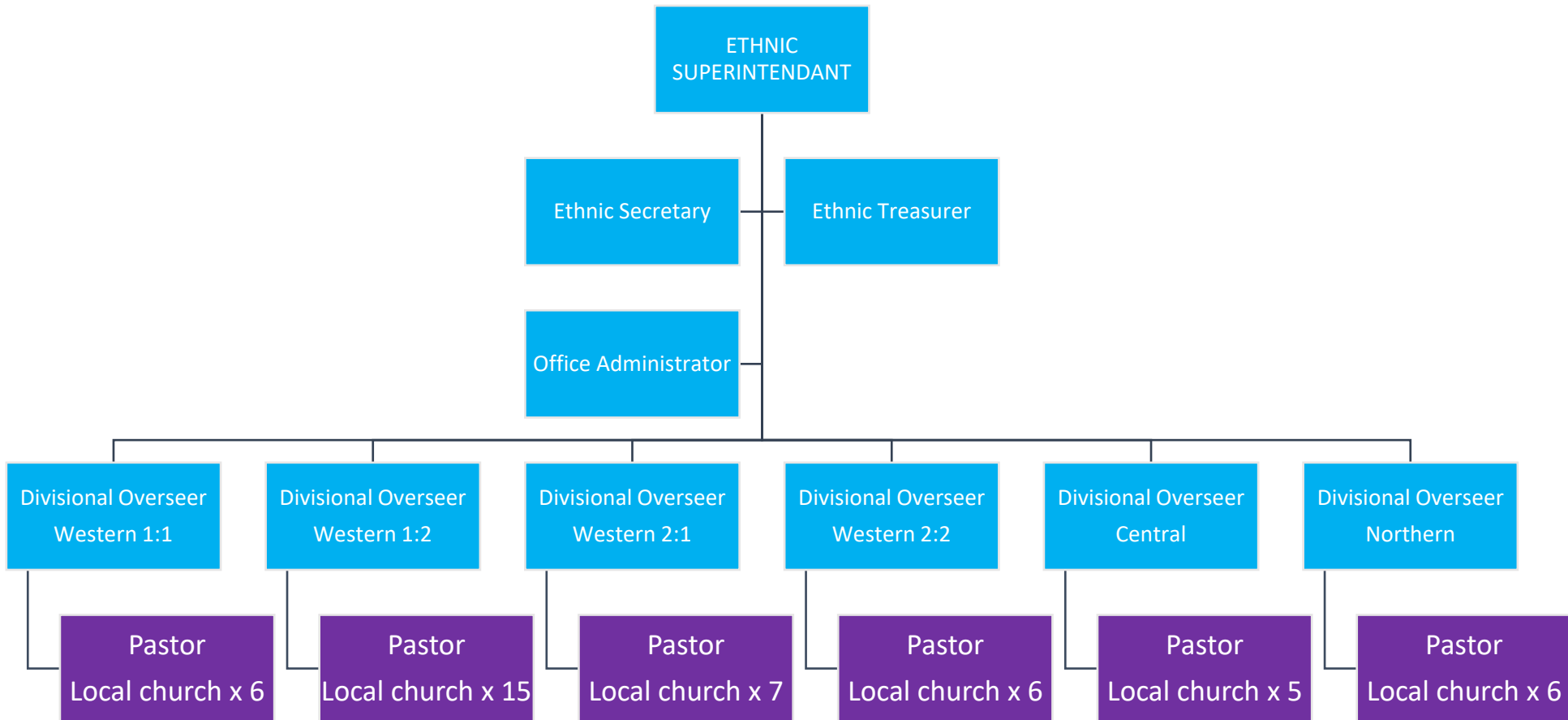


NOTE: This organizational chart serves as a general overview of the Pentecostal Church of Fiji as of January 2020. Further details of ethnic structure in their respective organizational chart

Description of different roles and their brief tasks & responsibilities:

General Superintendent:	Refer to PCF By-laws	
	Backup staff member:	DGS Admin/General Secretary
DGS Admin/General Secretary:	Refer to By-laws	
	Backup staff member:	General Treasurer
General Treasurer:	Refer to PCF By-laws	
	Backup staff member:	General Ethnic Treasurer
Superintendent (Ethnic):	Refer to PCF By-laws	
	Backup staff member:	Ethnic Secretary
Divisional Overseer:	Refer to Fijian Ethnic structure	
	Backup staff member:	Divisional Secretary
Pastor (Local Church):	Refer to Job Description	
	Backup staff member:	Local Church Secretary
Director: National Ministry (MM/WM/YM/CM/Music)	Refer to PCF By-laws	
	Backup staff member:	

Organizational Chart of the Fijian Ethnic



COLOUR CODE:

Blue – Ethnic Council

Purple - Pastor

NOTE: This organizational chart serves as an overview of the Fijian Ethnic as of January 2020.

Description of different roles and their brief tasks & responsibilities:

Ethnic Superintendent:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Secretary
Ethnic Secretary:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Treasurer
Ethnic Treasurer:	Refer to PCF By-laws	
	Backup staff member:	Nominate from Divisional Treasurer
Office Administrator:	Refer to Job Description (Fijian Ethnic)	
	Backup staff member:	Ethnic Secretary
Divisional Overseer:	Refer to Job Description (Fijian Ethnic)	
	Backup staff member:	Divisional Secretary
Pastor (Local Church):	Refer to Job Description	
	Backup staff member:	Local Church Secretary

DIVISIONS:

Western 1:1 – Acts Fijian, Isireli, Matawalu, Sioni, Joritani, Kenisareti

Western 1:2 – Tagitagi, Togovere, Tulahewa, Kadrakulu, Nadroumai, Vagadra, Moala, Namena, Naibulibuli, Tilivalevu, Nawairabe, Nasatogo, Matokana, Tubanawairabe, Nakaile.

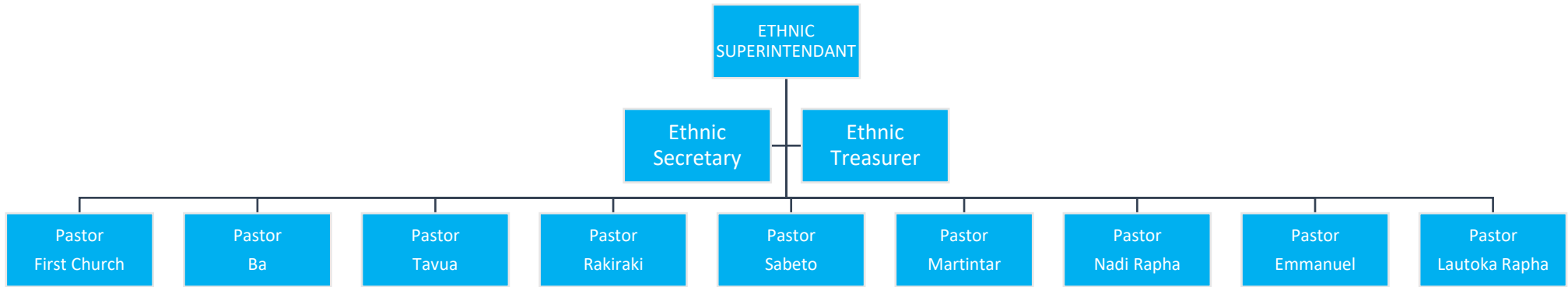
Western 2:1 – Vatuse, Korovou, Nadelei, Ba, Nasolo, Lomalagi, Nasomo

Western 2:2 – Sawanivo, Nailuva, Nativi, Burenitu, Mataveikai, Nabalabala

Central – Suva, Nausori, Botenaulu, Sawani, Baleiwai

Northern – Labasa Worship Centre, Labasa Indian, Lekutu, Nasarawaqa, Tuatua, Nadogo

Organizational Chart of the Indian Ethnic



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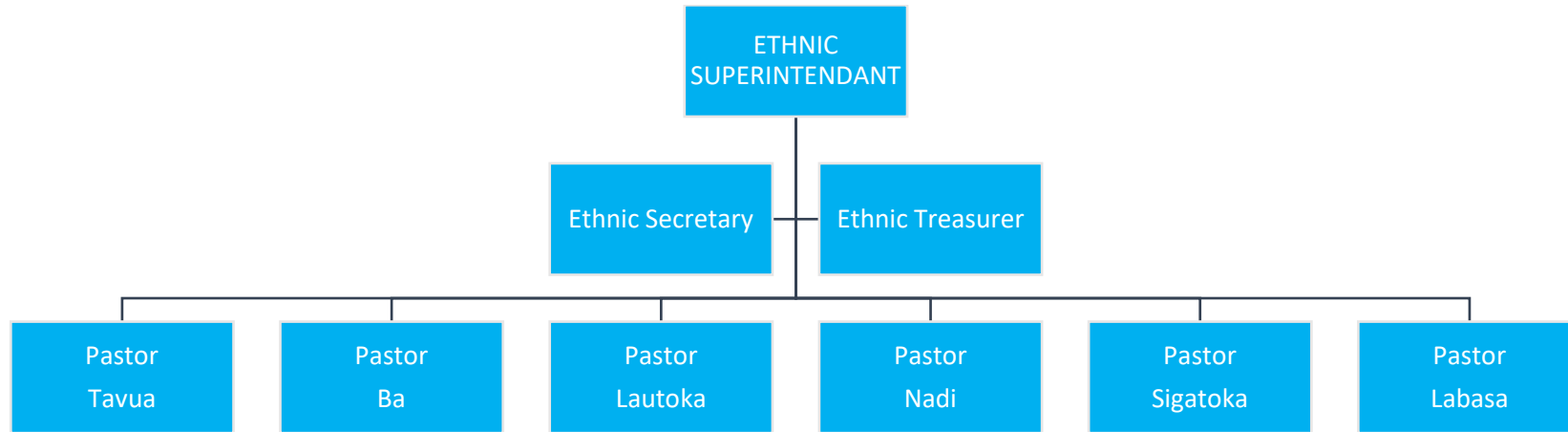
Blue – Ethnic Council

NOTE: This organizational chart serves as an overview of the Indian Ethnic as of January 2020.

Description of different roles and their brief tasks & responsibilities:

Ethnic Superintendent:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Secretary
Ethnic Secretary:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Treasurer
Ethnic Treasurer:	Refer to PCF By-laws	
	Backup staff member:	Nominate from Local Church Treasurer
Pastor (Local Church):	Refer to Job Description	
	Backup staff member:	Ethnic Secretary

Organizational Chart of the General Ethnic



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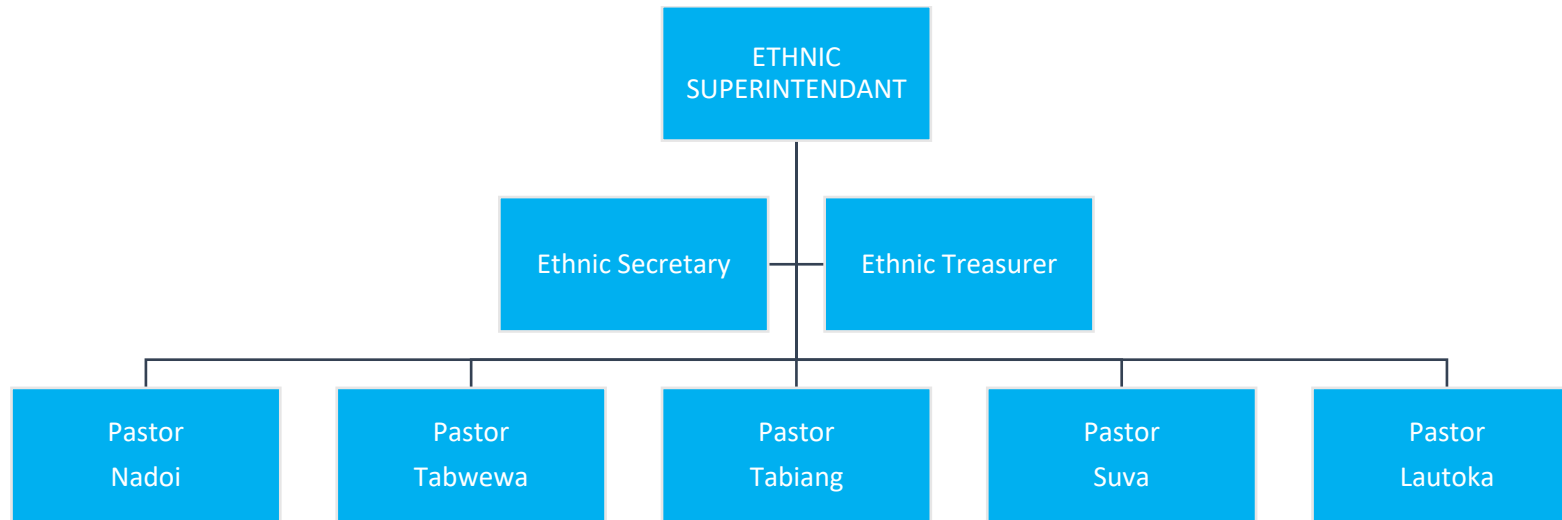
Blue – Ethnic Council

NOTE: This organizational chart serves as an overview of the General Ethnic as of January 2020.

Description of different roles and their brief tasks & responsibilities:

Ethnic Superintendent:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Secretary
Ethnic Secretary:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Treasurer
Ethnic Treasurer:	Refer to PCF By-laws	
	Backup staff member:	Nominate from Local Church Treasurer
Pastor (Local Church):	Refer to Job Description	
	Backup staff member:	Local Church Secretary

Organizational Chart of the Banaban Ethnic



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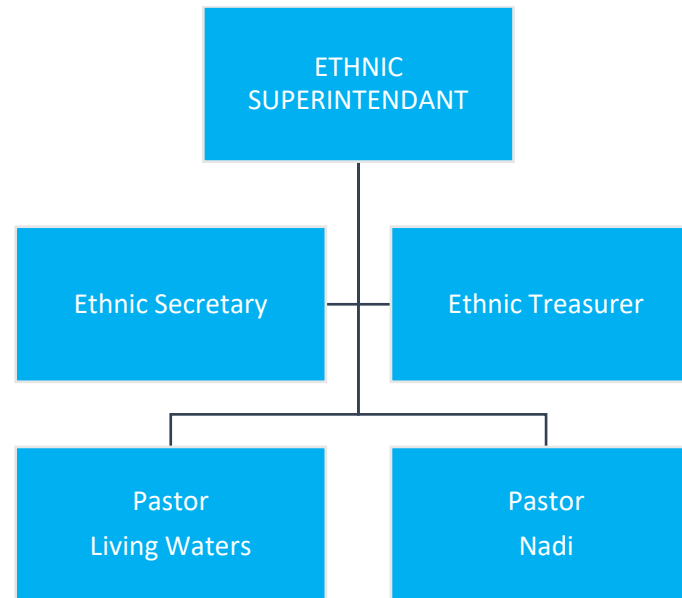
Blue – Ethnic Council

NOTE: This organizational chart serves as an overview of the Rabi Ethnic as of January 2020.

Description of different roles and their brief tasks & responsibilities:

Ethnic Superintendent:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Secretary
Ethnic Secretary:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Treasurer
Ethnic Treasurer:	Refer to PCF By-laws	
	Backup staff member:	Nominate from Local Church Treasurer
Pastor (Local Church):	Refer to Job Description	
	Backup staff member:	Local Church Secretary

Organizational Chart of the Kiribati Ethnic



COLOUR CODE:

Blue – Ethnic Council

NOTE: This organizational chart serves as an overview of the Kiribati Ethnic as of January 2020.

Description of different roles and their brief tasks & responsibilities:

Ethnic Superintendent:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Secretary
Ethnic Secretary:	Refer to PCF By-laws	
	Backup staff member:	Ethnic Treasurer
Ethnic Treasurer:	Refer to PCF By-laws	
	Backup staff member:	Nominate from Local Church Treasurer
Pastor (Local Church):	Refer to Job Description	
	Backup staff member:	Local Church Secretary

