

PENTECOSTAL ASSEMBLIES OF THE WORLD, Inc.

Bishop Horace E. Smith, M.D., *Presiding Bishop*

Presented:

Tuesday, May 26, 2009

SECURING OUR FUTURE: *An Apostolic Manifesto*

VISION

The vision of the Pentecostal Assemblies of the World is that our members be passionate about God's heart for the lost, proficient in ministry skills, and proactive in strategic and holistic ministry that exalts the name of Jesus throughout the world.

MISSION STATEMENT

It is our mission to glorify God and to obey the Great Commission of Jesus Christ by proclaiming the Gospel in its fullness, and equipping and deploying people and resources globally to reach the least and the lost so that Christ becomes preeminent in every life.

CORE VALUES

1. Biblically and doctrinally sound
2. Equipped and empowered
3. Culturally relevant
4. Action oriented
5. Outwardly focused

STRUCTURE PROPOSALS

Section 1: Changes in organization structure

1. The constitutionally legislated branches of the Pentecostal Assemblies of the World, Inc. (PAW) shall be the Executive Bishops Council (EBC) and the Executive Board (EB)
2. The Presiding Bishop shall be the Chief Executive Officer of the Pentecostal Assemblies Of The World, Inc. and the Chair of both the Executive Bishops Council (EBC) and the Executive Board (EB)
3. The Executive Bishops Council shall consist of:
 - a. Five constitutionally elected officers (Presiding Bishop, First Assistant Presiding Bishop, Second Assistant Presiding Bishop, Treasurer, and Secretary)
 - b. The former Presiding Bishops
 - c. Eleven members elected by the Executive Board
 - d. The chairs of the six newly formed departments, who may or may not be Bishops, will be appointed by the Presiding Bishop:

i. Administration

(Administration, communications and data infrastructure, strategic and sustainable development, research and statistics, marketing, public relations, and auxiliary relations)

ii. Education and Transformational Leadership

(Education and Transformational Leadership, Theological and doctrinal consensus)

iii. Financial Management and Budget

iv. Global Evangelism

(Global evangelism, policy and government affairs, faith-based policy)

v. Judiciary

vi. Protocol and Ecclesiastical Order

(Protocol/ Ecclesiastical Order/Etiquette Procedures/Policy)

4. The Executive Board shall consist of:

- a. All Bishops.
- b. All elected officers.
- c. Five Lay Directors.

5. The Executive Bishops Council shall exercise final authority in the implementation of operational matters. In regards to policy establishment and/or change, recommendations must be ratified by the general constituency.

6. Only the Executive Bishops Council is empowered to establish and change policy. Input for such actions can come from recommendations by the Executive Board and resolutions from the constituency.

7. The Executive Bishops Council shall make regular reports to the Executive Board and the Constituency regarding decisions on fiscal, prudential, legal and capital matters.

8. The Executive Bishops Council shall consider all ecclesiastical matters involving diocese, doctrine, assignment, elevation, and discipline. The Executive Bishops Council has the authority to make recommendations to the Executive Board as they deem necessary regarding such issues.

9. The Executive Board shall deliberate upon the recommendations sent by the Executive Bishops Council regarding all ecclesiastical matters and shall exercise final authority in such matters with notification to the constituency.

STRUCTURAL PROPOSALS

Section 2: Changes in Constitutional Officers

The Pentecostal Assemblies of the World shall elect two Assistant Presiding Bishops:

1. The Executive Board's recommended slate shall include a candidate for First Assistant Presiding Bishop, and a candidate for Second Assistant Presiding Bishop.
2. We are recommending that the term of office changes from three years to four years.
3. Nominations shall be taken on the floor for all offices.
4. In the event of the incapacitation of the Presiding Bishop, the First Assistant Presiding Bishop shall preside in accord with the existing Constitution and By-laws.
5. Both the First and Second Presiding Bishops shall exercise functions and duties delegated by the Presiding Bishop.

DIOCESE PROPOSALS

1. Episcopal dioceses are the administrative territorial units of the Pentecostal Assemblies of the World, Inc. and therefore the ownership of the dioceses shall be unequivocally vested in the parent organization.
2. The purpose of the Episcopal dioceses shall be to establish and/or receive churches within their territorial jurisdiction; to oversee leadership training and development; to receive funds to support diocese and parent body initiatives; and to present applications for ministerial licenses.
3. All legal documents of each diocese shall be reviewed and approved by the corporate legal department of the Pentecostal Assemblies of the World, Inc. to insure that such documents are aligned with the constitution and bylaws of the Pentecostal Assemblies of the World, Inc.
4. Each diocese shall be generally structured as follows:
 - a. Each diocese shall include the words "...of the Pentecostal Assemblies of the World, Inc." in its official name on all official documents including incorporation records.
 - b. Membership shall consist of those churches and their individual members which are located in the diocese and whose pastor is licensed by the Pentecostal Assemblies of the World, Inc.
 - c. The diocesan shall be the Chief Executive Officer of the Diocese's Executive Board and shall not hold an elected office in the diocese.
 - d. The diocese shall have the following general officers elected by the membership: Chair; one or more Vice-Chairs; Secretary; Assistant Secretary; Treasurer; Assistant Treasurer.

- e. The following auxiliaries (ministries) shall be established in every diocese; Christian Education; Men; Women; and Young People. Other auxiliaries (ministries) should be established as the need arises.
 - f. Each diocese shall be required to meet at least two times each calendar year, the time and location to be determined by the membership.
6. Each diocese shall be required to follow these general guidelines:
- a. Each diocese shall be governed by the jurisdictional constitution and by-laws in alignment with the constitution and by-laws of the Pentecostal Assemblies of the World, Inc.
 - b. Each diocese shall maintain auditable financial records of all funds received by and for the diocese.
 - c. Each diocese shall make available all diocese financial records to the Executive Bishops Council of the Pentecostal Assemblies of the World, Inc. within thirty (30) days upon official request from said Executive Bishops Council. These records should be compiled using the accounting software designated by the Pentecostal Assemblies of the World, Inc. The finance department will be responsible for training all diocese financial personnel.
 - d. Each diocese shall be responsible for paying all diocese financial assessments established and approved by the Executive Bishops Council of the Pentecostal Assemblies of the World, Inc. at the time designated. Each diocese can determine how to raise these funds.
 - e. Each diocese will maintain responsibility for financial support of its diocesan bishop; however, all dioceses are mandated to make quarterly reports to the Executive Bishops Council regarding all funds distributed to their diocesan bishop. The Executive Bishops Council shall study and determine guidelines for diocesan bishop compensation.
 - f. Each diocese must support initiatives designed and approved by the Executive Bishops Council.

LEADERSHIP PROPOSALS

1. We recommend the creation of the Department for Transformational Leadership Development for the purpose of overseeing the discovery, development, and deployment of men and women as leaders throughout the Pentecostal Assemblies of the World, Inc. (Refer to the attached leadership report.)
2. We recommend the full implementation of a leadership assessment process inclusive of criteria of leadership performance in order to (1) help identify strengths and target leadership development opportunities, (2) identify and develop activities that will improve leadership effectiveness, and (3) develop a comprehensive and equitable transitional (retirement) plan for leaders.

3. We recommend that beginning in August 2009, newly appointed bishops be subject to mandatory age requirements. For elevation, the maximum age shall be 70 years and prior to the 71st birthday. For retirement, the mandatory age shall be 78 years and prior to the 79th birthday. These age requirements shall not be retroactive for bishops appointed before August 2009.

FINANCE PROPOSALS

The bedrock of financial support for the Pentecostal Assemblies of the World, Inc. requires a system of reformulated proportional giving by diocese, and revenue generated through licenses and credentials. Such funding must include the required monthly assessment process and guidelines established in this document.

1. By August 2009 the Executive Bishops Council will establish the Office of Financial Management which will have sole responsibility for creating a comprehensive cost analysis and budget of the total operation(s) for the Pentecostal Assemblies of the World, Inc., The Office of Financial Management will complete the cost analysis by January 2010 for submission to the Executive Bishops Council for further consideration and implementation.
2. The Office of Financial Management will develop and secure additional multiple revenue streams, including but not limited to (1) in-kind contributions, (2) uniform International Missions contributions; (3) grant and foundation funds targeted to special projects; (4) other targeted giving and fund-raising; (5) convention and conference income; and (6) other sources of fund raising from non-profit organizations.
3. The Executive Bishops Council has the right to require financial records from each diocese. The diocese shall make available these records to the Executive Bishops Council of the Pentecostal Assemblies of the World, Inc. within thirty (30) days upon official request from said Executive Bishops Council. These records should be compiled using the accounting software designated by the Pentecostal Assemblies of the World, Inc. The finance department will be responsible for training all diocese financial personnel.
4. The Office of Financial Management will create cost efficiencies in the overall operations of the PAW and all PAW sponsored conferences (i.e., retreats, regional meetings and the like).
5. Each diocese shall (1) make available quarterly all financial records of the diocese including all funds received by and for the diocese, and (2) be responsible for payment of all diocese financial assessments established and approved by the Executive Bishops Council.
6. Each diocese will maintain responsibility for financial support of its diocesan bishop; however, all dioceses are mandated to make quarterly reports to the Executive Bishops Council regarding all funds distributed to their diocesan bishop. The Executive Bishops Council shall study and determine guidelines for diocesan bishop compensation.
7. The diocesan shall be responsible for the timely monthly submission of all Executive Bishops Council established and approved financial assessments for the diocese. These assessments are to be submitted directly to the headquarters office through an established procedure similar to automatic withdrawal used by banks and credit unions.

8. Any diocesan who fails to submit financial assessments of the diocese to the Pentecostal Assemblies of the World, Inc. on a timely basis as prescribed shall be subject to removal from office for reasons of a demonstrated inability to provide proper leadership within the diocese.
9. Each diocese shall determine the financial responsibility to the diocese of the individual churches within the diocese considering the overall budget of the diocese including all assessments authorized by the Pentecostal Assemblies of the World, Inc.
10. Each diocese will maintain responsibility for financial support of its diocesan bishop; however, all dioceses are mandated to make quarterly reports to the Executive Bishops Council regarding all funds distributed to their diocesan bishop. The Executive Bishops Council shall study and determine guidelines for diocesan bishop compensation.