

# OPERATIONAL PROCESS

## CORE PRINCIPLES

- **Vibrant Worship** – We honour God through energetic and meaningful worship experiences
- **In-Depth Bible Teaching** – We learn and grow through Bible studies that transform our lives
- **Care for One Another** – We build a sense of belonging by supporting and caring for each other
- **Gift-Based Ministries** – We empower believers to use their unique gifts and talents to serve others
- **Outreach Initiatives** – We share the love of Christ with the world through community service and mission projects.

## CHURCH STRUCTURE

- **Business Meeting** of all members of the church: The highest authority, guides our overall vision and policy.
- **Church Board**: Oversees the implementation of the church's vision and policy.
- **Department Leadership Teams**: Manage day-to-day operations in their areas.
- **Church Services Leadership Teams**: Focus on spiritual and worship aspects.
- **AdCom (Administrative Committee)**: Provides immediate administrative and practical response.
- **Elders' Board**: Offers spiritual guidance and oversight.

## FINANCIAL TRANSPARENCY

- Every department and pastoral team follow strict guidelines when incurring expenses.
- **Regular Audits**: Independent external bodies review our accounts to ensure transparency and accountability.
- **Monthly Financial Reports**: Presented to the Church Board meetings for review.
- **Yearly Business Meeting Reports**: Summaries of our financial activity are shared with the entire church.

## RESOLVING CONFLICTS BIBLICALLY

- **Private Discussion:** Address grievances and misunderstandings between individuals.
- **Mediation and Witnesses:** Involve one or two additional members to help resolve the issue.
- **Church Involvement:** If necessary, bring the issue before the church for resolution.

## OPEN AND INCLUSIVE DIALOGUE AND A COMMITMENT TO CARE

- **Pastoral Team and Church Board:** Always open to receiving comments, questions, and suggestions
- **Feedback Consideration:** All feedback is carefully considered at various leadership levels

## GET INVOLVED

- **Join** us for **worship services** and **Bible studies**
- **Discover** your **gifts** and **talents** and use them to serve others
- **Participate** in **outreach** initiatives and **community** service projects
- **Attend** leadership meetings to stay informed and **contribute**
- **Share** your **thoughts** and **opinions** with the Pastoral Team and Church Board

**Together, Let's Discern God's Voice and  
Expand God's Kingdom**