CONSTITUTION

LATTER RAIN MISSION INTERNATIONAL
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1. **Introduction**

This Constitution was drawn up and approved by the Latter Rain Mission International (hereinafter also called "The Mission"), in order to comply with the provisions of section 30 of the Income Tax Act, 58 of 1962 (as amended) and section 12 of the Non Profit Organizations Act, 71 of 1997 (as amended). The provisions of, inter alia, the Constitution of the Republic of South Africa, Act 108 of 1996 and the Promotion of Administrative Justice Act, 3 of 2000, were also kept in mind.

Although it is accepted that a Constitution is a framework within which a secular organization has to function, it is not the ideal situation for the Church of the Saviour of the World, Jesus Christ, to achieve its objectives on earth. The Church of Jesus Christ is not a secular institution, but a divine one, which is directed not by men, but by the Holy Spirit.

This notwithstanding, and in accordance with the instruction of Jesus Christ that the secular authorities of the day should be recognized and obeyed in as far as this is not in contravention of God's commandments, it was unanimously decided, after seclusion and prayer, to accept this Constitution and to maintain the undertakings herein as if it were an instruction from God Himself.

2. **Interpretation**

(a) In this Constitution, unless expressly stated otherwise, the meanings attached to words, expressions, concepts and calculations shall *mutatis mutandis* be as defined in sections 3, 4, 5, and 6 of the Interpretation Act, 33 of 1957.

(b) Whenever this Constitution vests authority or imposes a duty, the authority shall be exercised or the duty shall be carried out from time to time as required by circumstances, unless expressly stated otherwise.

(c) Any authority under this Constitution to promulgate rules, regulations, and decrees shall include the authority to similarly revoke or amend them.

(d) South African International Private Law shall be applicable in any lawsuit in which the Mission may be involved, should it be necessary to decide upon an applicable legal system.

(e) *President of the Mission* includes anyone who at the relevant time acts as President of the Mission or carries out a function that should normally be carried out by the President in accordance with this Constitution, unless the wording indicates otherwise.
(f) **Spiritual matters** refer to the interpretation of the doctrine of the Mission and all related matters, but exclude any amendment to the doctrine of the Mission.

(g) Concerning the powers and legal capacity of the President of the Mission regarding spiritual matters, and that of the Executive Council regarding all other matters involving the Mission, the wording of this Constitution shall be interpreted extensively and not restrictively, unless otherwise expressly stated.

(h) Any reference to notice in this Constitution refers to written notice and any forwarding of a notice to a person by mail to his last address known to the Mission, except for a notice served personally, shall be deemed sufficient notice for purposes of this Constitution.

(i) Any reference in this Constitution to a functionary shall, unless otherwise stated, refer to a functionary of the Mission.

(j) A **Member or parishioner** of the Mission is a person who accepts the doctrine of the Mission and believes in it, submits to the Mission's Constitution, was baptized, and was accepted by the Mission as a member.

(k) A **full-time worker** is a resident who was appointed as such by the Executive Council on recommendation of the President.

(l) A **local worker** is a member of the Mission who is not a resident and who is connected to a specific congregation and as such was recommended by that specific congregation and duly appointed by the Executive Council on recommendation of the President.

(m) A **resident** is a member of the Mission who lives permanently in any property of the Mission out of his/her free will and/or works full-time for the Mission. A resident does not do any full-time paid work outside the Mission and is also not entitled to receive any remuneration from the Mission. A resident has been admitted as such by the Executive Council on the recommendation of the President, provided that such member be cared for and maintained by the Mission in as far as accommodation, food, and medical care are concerned, in as far as such treatment is reasonable and affordable for the Mission.

(n) Misconduct by any member or parishioner is the neglect to comply with the doctrine of the Mission or to act contrary to it.

(o) An **overseer** is an office that is created according to 1 Tim. 3 verse 1-6 and the person must meet the requirements thereof.
In the Jatniël congregation such an appointment will be made by the Executive Council on recommendation of the President. In the other congregations the workers of that congregation will forward the nomination with a motivation letter for approval by the Executive Council on the recommendation of the President.

3. **Name and Domicile**

The name of this non-profit organization is *Latter Rain Mission International*, and it is a legal persona with an identity and existence independent from those of its members and officials. The Mission is domiciled at Jatniël, Benoni, in die Gauteng Province within the Republic of South Africa. The postal address of the organization is P.O. Box 15055 Jatniël 1509, Republic of South Africa.

The Mission derives its name from the prophesy in the Biblical books of Joel, chapter 2 verses 23 to 29 and Acts, chapter 2 verses 16 to 18, according to which the Church of Christ receives life and vitality by means of the outpouring of the Holy Spirit, in the same way in which the earth receives it from the rain. The Mission is the "latter rain" as it is called in the King James Version of the Bible, which is poured out over the Church of Christ on earth in order to provide it with new life and vitality.

4. **History**

The pouring out of the Holy Spirit was experienced in the Mission for the first time during December 1927, when a group of persons secluded themselves together with the founders of the Mission, Maria Martha Fraser and Hugh Henry Fraser, in prayer before God.

One of the consequences of this meeting was the founding and spontaneous growth of a non-profit public benefit church organization under the guidance of the Holy Spirit that, in time, expanded worldwide and is now known as the "Mission". The worldwide expansion was inspired by the assignment given by Jesus Christ to His followers to make disciples of all the nations, and to baptize them in the Name of the Father and the Son and the Holy Spirit, and to teach them the gospel of Jesus Christ.

The outstanding characteristics of this Mission were, and still are, the total commitment of the members to Christ and submission to the guidance of the Holy Spirit. Further characteristics are the wholehearted commitment of the members to the Will of God, as prescribed in the Bible and also as indicated by the Holy Spirit through prophesy, their exemplary lifestyle, and, in the case of female members who want to honour God by means of their clothing by wearing a characteristic blue dress.
The centre of each congregation in a specific place is a faith home, consisting of a church combined with living quarters, and in some cases other facilities as well in order to make the inhabitants as self-sufficient as possible. Members who devote themselves to the expansion of the gospel of Jesus Christ full-time in accordance with the doctrine of the Mission, live and work in the faith homes on a voluntary basis without remuneration, with the understanding that the Mission shall provide them with accommodation and sustenance.

The broad aim of the Mission is to eventually influence the history of the world by means of the propagation and expansion of the message and doctrine of Jesus Christ, in order to prepare the way for His Kingdom in which God's will shall be done, as in heaven, so too on earth.

5. Vision

The Vision of Latter Rain Mission International is:

“That Christ will change peoples' lives. That people worldwide will be saved from sin, will be filled with the Holy Spirit, and will be conformed to the image of Jesus Christ.”


The Mission of Latter Rain Mission International is:

“To propagate the gospel of Christ and to motivate the people to identify with Christ regarding their love for God and their love for their fellow human beings (Matthew 28 verse 19, Matthew 22 verses 36-40).”

7. Doctrine.

(a) The members of the Mission believe that the Bible, i.e. the canonical books of the Old and New Testaments, are the inspired Word of God and as such constitute the only dependable, unfailing source of their faith, being the highest authority and guideline for all matters concerning the Christian Church, the Christian's faith, and the Christian's life.

(b) The members believe in God, the Father Almighty, creator of heaven and earth, and in Jesus Christ, His only Son, our Lord, who was conceived of the Holy Spirit and born of the virgin Mary, who suffered under Pontius Pilate, was crucified, died, and was buried, who descended to the realm of the dead, who on the third day arose from the dead, ascended to heaven,
and sits at the right hand of God the Father Almighty; whence he shall come to judge the living and the dead. The members believe in the Holy Spirit, holy universal Christian church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting.

(c) The members believe that Jesus Christ not only bore the sins of the people on the cross, but also conquered Satan (the devil), who personifies everything evil, sinful and impure. The evil is still present in the world; but those who believe in Christ do not fear the devil.

(d) The members believe that no person through any actions or neglect of any kind can contribute to their justification on their own accord. It is only through our belief in Jesus Christ, the son of God, that we are justified through grace and not through any attempts of our own. This is the very essence of the Gospel and serves as the basis on which we receive the Holy Spirit and consequently fellowship with God.

(e) The members further believe that the Holy Spirit, in accordance with the Bible, spontaneously teaches believers and leads them in the ways of God, inter alia by means of prophesies, dreams, visions, and other spiritual gifts as proclaimed in 1 Corinthians 12-14, of which the greatest is love.

(f) Sin, namely not doing the will of God as revealed in His holy Word and/or by the Holy Spirit, is abhorred by the members. Although the members strive to live holy and sinless lives after the example of Jesus Christ on earth, they realize that they were conceived and born in sin, and that anyone who alleges that he is without sin is not speaking the truth.

(g) The members believe in accordance with the Holy Scriptures that confession before a witness has a rightful place when considering the spiritual wellbeing of a soul, be it physical or physiological healing or the restoration of strained relationships. Confession of sin (as such) may not replace the doctrine of salvation. The members believe that through the perfect work of redemption of Calvary, forgiveness, cleansing, and deliverance from any sin has been accomplished for any one who believes in Jesus Christ. It will therefore be regarded as sin in the eyes of the Lord and in conflict with church doctrine, should a person who was a witness to a confession, in any way reveal it to another person unless he is compelled to do so by law. If a member has caused substantive harm to anybody, the member shall, apart from confessing (admitting) it to the person concerned, reimburse that person as soon as possible, if in his/her means, for the damage suffered in this way.
(h) As believing in Jesus Christ is the prerequisite for being saved and as children are not yet able to make this religious decision, children cannot be baptized. This does however not exclude them from the Church of Christ, as Jesus himself said that the children were to be brought to Him, because to them belongs to the kingdom of God. For this reason, parents should bring their children to the house of God where a member, after the example of Jesus, will lay his hands on the child and will bless the child in the name of the Father and the Son and the Holy Spirit.

(i) The members of the Mission believe in baptizing adults or persons mature enough to be able to understand the gospel of Jesus Christ and to accept Him as their Redeemer and their Messiah. Baptizing is done as it was done in New Testament times, i.e. by immersion of the person in water, in the name of the Father and of the Son and of the Holy Spirit. This may be conducted in public or in private.

(j) The members of the Mission believe in the Holy Communion as instituted by Jesus Christ during His last supper with His disciples before His death on the cross. The meal consisted of broken bread of which Jesus had said, “this is my body” and wine of which Jesus had said, “this is my blood.” By means of the Holy Communion, believers become partakers of the body of Jesus Christ, which was broken for the sinful world, and His blood that flowed at the cross at Golgotha. The Holy Communion is served regularly to all believers during church services. Although as a rule Holy Communion is only served during specific church services, it may also be served separately to other people who, due to an acceptable reason, cannot attend the Communion service.

(k) The members of the Mission believe in baptism with the Holy Spirit, similar to the way in which the believers experienced it in the time of the Apostles. Baptism with the Holy Spirit is a gift of God and needs not necessarily be preceded by baptism with water. Baptism with the Holy Spirit often is accompanied by speaking in foreign tongues, whether heavenly or earthly or both.

(l) The members of the Mission believe in freely practising all spiritual gifts as they were practised in the time of the Apostles, provided that these gifts lead only to the edification, comfort and encouragement of the congregation and not to disruption and disorder. For this reason, the gifts of prophesy, the speaking in tongues, and the interpretation thereof, may only be practised when the President, as spiritual head of the Mission, after seclusion and prayer has given permission in general or for a specific occasion.

(m) The members of the Mission believe in divine healing of illness by means of the laying-on of hands and prayer and anointing with oil.
(n) The members of the Mission believe that people are destined once to die, and then judgment, and that there will eventually be a new heaven and a new earth in which there will be peace and justice ever after.

8. **Objectives.**

(a) The Mission aims at expanding the Kingdom of God on earth in any lawful manner in accordance with the doctrine of the Bible.

(b) The Mission aims at proclaiming the gospel of Jesus Christ worldwide, thereby recruiting members for Christ.

(c) The Mission strives toward the restoration and completion of the Church of the New Testament by means of the unlimited manifestations of the Holy Spirit grounded on the Word of God.

(d) The Mission aims at providing all possible help to everybody who strives toward being worthy of escaping the judgement to be passed over the earth and standing before the Son of Man.

(e) The Mission aims at looking after the spiritual as well as the material welfare of its members in as far as practically possible.

9. **Competencies.**

In order to reach its objectives, the Mission has the following competencies, which should be interpreted from time to time against the background of its objectives, and any activities that flow from them are carried out on a non-profit basis and with a philanthropic intention, are not meant to directly or indirectly propagate the economic self-interest of any fiduciary or employee of the Mission, and at least 85% of these activities, measured against the cost or the time spent on it, are carried out for the benefit of persons within the Republic of South Africa:

(a) To allow suitable persons to become members of the Mission.

(b) To organize study, training and education courses to promote the objectives of the Mission and its members.

(c) To erect meeting places, faith homes, retirement homes, holiday resorts, old-age homes, schools, hospitals, alms houses, orphanages, parsonages, boardrooms, offices, institutions, libraries and club buildings, or any other buildings or businesses not mentioned here and to maintain
and support these and to help with the erection, maintenance and support thereof in order to propagate the spiritual, moral, or material welfare of the members of the Mission or of their families, members, blood relatives, or dependents.

(d) To contribute money to, or give surety or otherwise provide support for any Christian, religious, or charitable institution or movement, or for any public, general, or useful purpose that may contribute to the reaching of any of the Mission's objectives.

(e) To print books, tracts, flysheets, pamphlets, magazines, newsletters, newspapers, accounts, statements, papers, circular letters, advertisements, hand bills, posting bills and other documents and to manufacture audio-visual, visual, or similar material or to have those manufactured, to publish or help publish these, in order to propagate the objectives and the work of the Mission.

(f) To appoint any person, Council, or association to represent the Mission in any country or state in any issue or matter, with such powers and authority and such conditions and provisos as may from time to time be legally or otherwise deemed necessary and desirable.

(g) To enter into agreements with any authority, in order to advance the objectives of the Mission.

(h) To accept, acquire, or hold and carry on business with any trust, property or funds, and to undertake, take care of, carry out, or do within the framework and authority of the law and in order to carry out the objectives of the Mission.

(i) To acquire by means of purchases, leasing, or otherwise and to receive on any conditions, land and interests in land, buildings, structures, securities, stocks, shares, bonds, negotiable documents, moneys, business rights and properties of whatsoever nature and type, and wherever it may be situated, movable or immovable, in order to promote the objectives of the Mission; to acquire property rights and hold documentary proof of property rights; to manage, maintain and insure matters against any risk, and to commit, lease, lend, carry over to other parties, take out bonds on it, vouch for matters, or otherwise dispose of or sell off in order to promote the objectives of the Mission within the framework of the law.

(j) To erect, maintain, make alterations to, improve or break down buildings and structures of any type or building material whatsoever.
(k) To borrow money in such a way and on such terms as may be deemed essential or desirable and to ensure that it be paid back.

(l) To invest, trade with and lend funds and moneys of the Mission in such a way and on such sureties, on such terms, and with such persons as may be desirable from time to time, provided it is not in a business undertaking or business activity.

(m) To guarantee agreements and contracts for any person or body and to sign and execute deeds, bonds, and investments of sureties and guarantee, insofar as it falls within the framework of the law and furthers the objectives of the Mission.

(n) To open bank accounts in the name of the Mission as needed or as deemed desirable, at such banks and in such places as may be deemed desirable, and to work, transfer, or close such accounts from time to time, as deemed desirable.

(o) To issue, draw, receive, and endorse cheques, bills of exchange, IOU’s, and negotiable documents, in order to promote the objectives of the Mission.

(p) To enter into, and to grant or sign all such agreements, contracts, proxies, deeds, and other documents as may be deemed desirable or essential for the advancement of the objectives of the Mission.

(q) To make any payments necessary for the management of the business of the Mission and in particular such reasonable reimbursements to employees and reimbursements for travel or other expenses that members of the Mission may have had in advancing the objectives of the Mission, or in acting on behalf of the Mission, as may from time to time be deemed necessary or desirable.

(r) To institute, conduct, continue, or defend, to discontinue or settle any court action, case, or steps in any court of law, by or for the Mission and to submit for arbitration any disputes or question that flow from, or are connected to the business of the Mission.

(s) In accordance with the prescriptions of the Constitution to amend the Constitution and to make rules and regulations.

(t) Any resident that gets involved in a lawsuit that is not inimical to the Mission’s interest can apply to the Executive Council for financial assistance with regard to the legal fees. The Executive Council will consider every application on merit and will grant meritorious cases either partial or full financial assistance.
10. **Organisational Structures**

The organizational structures of the Mission shall consist of:
(a). The President of the Mission.
(b). The Executive Council.
(c). The Officials.
(d). The Workers' Council.
(e). The Council of the Wise.
(f). Congregations.

**a). The President of the Mission**

(i) The President of the Mission (hereinafter called “the President”) is the Head of the Mission.

(ii) The President is appointed by means of a majority decision by the Workers' Council from their own ranks, after the Workers' Council had secluded themselves in prayer in anticipation of the guidance of the Holy Spirit.

(iii) The President is appointed for a term of 5 years or until he himself decides to retire, unless he has to vacate his position before that time on behest of the Workers' Council due to unfitness to fill the position due to physical or mental illness or due to misconduct. The President is eligible for re-election after 5 years for a maximum term of 10 years, except where the full workers council decides, with a two third majority to elect him for a further term or terms.

(iv) The President has final decision-making authority in spiritual matters, after consulting the Executive Council and if he deems it necessary after obtaining one or more opinions from the Council of the Wise and when so requested by the Council of the Wise, after consultation with the Workers Council.

(v) The President is the Chairman of the Executive Council.

(vi) The President is the Chairman of the Worker's Council.

(vii) Prior to appointment of any member, official or fiduciary, with the exception of the post of President, whether by the Executive Council or by the Workers' Council, the names of possible candidates shall first be submitted to the President and the Executive Council, after which the President shall dedicate the matter to God in prayer and within seven days after it has been submitted to him, the President shall make a recommendation to the relevant Council.
b). The Executive Council.

Proverbs 11:14: Where no council is, the people fall: but in the multitude of counsellors there is safety.

(i) The Executive Council (hereinafter called “the Council”) is the executive and chief decision-making body of the Mission, and all administrative and fiduciary responsibilities of the Mission are seated in this body.

(ii) The Council consists of at least seven and at most twelve members who are all residents, except co-opted members and the two members from the previous non-representative communities, who do not have to be residents.

(iii) The Council will be made up as follows:

- Four compulsory members namely the President as Chairman, Vice Chairman, Secretary and Treasurer, all appointed by the Workers Council.

- Six members elected by the Workers Council of whom at least two members must be from the previous non-representative community and at least one female.

- Two additional members of the Mission may be co-opted by the Executive Council for their specific skills and or expertise, for a period such as may be necessary, but not longer than two years.
(iv) Members of the Council, excluding the President and the co-opted members, are appointed by means of a majority vote by the Workers' Council for a period of two years, after which they ex officio become members of the Worker's Council, if not members already, and may only vacate their posts before the time if they have submitted their written resignation to the President, or by redeployment or when dismissed by the Worker’s Council due to unfitness to fill the position due to physical or mental illness, or due to misconduct. A council member, who is only an ex officio member of the Worker’s Council, loses his membership of the Worker’s Council when he is no longer a member of the Council. Any elected or co-opted member of the Executive Council except for the President can be re-elected or re-co-opted after the expiry of his term.

(v) The Council, by means of a majority vote, takes all decisions that cannot be made on a consensus basis and in the case of an equality of votes; the Chairman at the specific meeting shall cast a second vote in order to overcome the deadlock.

(vi) A quorum for a normal Council meeting consists of five members, one of which must be the President or the Vice Chairman.

(vii) If neither the President nor the Vice Chairman are able or prepared to attend a meeting of the Council, or both become unfit to attend it due to any circumstances whatsoever, and after they had been given proper notice of a Council meeting, this fact shall be recorded in the minutes by the Secretary, and the remaining members of the Council present shall elect a Chairman from their own ranks for the purposes of that meeting.
(viii) Any member of the Council is entitled to have a meeting called, and does so by means of a written notice to the Secretary, which written notice shall include the subject or subjects for discussion. The Secretary shall, in turn, contact all the members of the Council and shall organize a suitable place, date and time, provided it happens within fourteen days after receipt of the written notice.

(ix) All decisions on non-spiritual matters concerning the Mission as a whole, including but not limited to administrative matters, fiduciary, financial and personnel matters are made by the Council, made known by means of written resolutions and come into effect by the signing thereof by the President. The status of the minutes is “Confidential,” and anybody who wishes to gain insight into them should submit a written application to the Council explaining his interest and reasons. The Council then considers the application, and if the Council decides to reject the application, the decision and the reasons for it shall be supplied to the applicant.

(x) The Council is entitled to appoint any number of boards, commissions, or Councils in writing, in order to assist the Council or to advise it or to conclude delegated tasks on behalf of the Council. Such appointment shall be for a fixed period or for the period it will take to complete the assignment allocated or until the appointment is revoked by the Council in writing. This, with the understanding that every congregation shall be entitled to nominate members of the congregation to serve on a committee that is then duly appointed in writing by the Council to ensure that the congregation is afforded the opportunity to give input to the Council.

(xi) A full session of the Council, excluding the member concerned and the President, shall make a tentative decision on whether a member of the Council, including the President, is physically or mentally unfit to carry out his duties or has been guilty of misconduct, with the proviso that if any member of the Council unreasonably refuses to attend such full session, the Secretary shall record it in the minutes, and the meeting shall then, in the absence of such member or members, continue as if it were a full session of the Council, provided there is at least a quorum.

(xii) If the Council has decided tentatively that the President is unable, for whatever reason, to carry out his duties, the Council may take the decision to suspend the President’s services and the Council may then appoint the Vice Chairman as acting President for a period of three months at most, during which time he shall have all the powers of the President.
Reasons for suspension shall simultaneously be supplied to the President, and he may answer to it in writing. If the President cannot resume his duties after three months, the acting President shall call the Worker’s Council together to decide upon the matter.

(xiii) If the Council comes to a similar conclusion as described in (xi) above regarding a member of the Council, the Council suspends the member's further attendance of and rights to make decisions at meetings of the Council. His position is not filled until a decision has been made about him by the Worker’s Council on the first following meeting. Reasons for the suspension are provided to the member and he may answer to them in writing. If, however, the member is the Vice Chairman, Secretary or Treasurer, the Council appoints either from its own ranks or not, a person who in their opinion is a suitable person to act in the specific position until the first following Worker’s Council meeting.

(xiv) The members of the Executive Council at all times function independently from one another, without the one being controlled by the other.

(xv) The Executive Council calls the Worker’s Council together.

(xvi) Only upon the recommendation of the President, may the Council redeploy any resident excepting the Vice Chairman, Secretary and Treasurer to any place on earth, provided that, in their opinion, it is not against the interests of the Mission.

In the case of the Vice Chairman, Secretary and Treasurer, such redeployment may only be done with the approval of the Workers' Council, which then has to appoint alternative persons in their stead, should redeployment make it impossible for them to resume their duties for an unspecified period.

c). The Officials.

(i) The Mission has a Secretary who is appointed by the Workers' Council in writing for a two-year term, who is a member of, and has duties and responsibilities as determined by the Executive Council and as prescribed by this Constitution. The Secretary shall be responsible towards, and shall answer to, the Executive Council. The Secretary’s term of service is terminated similarly to that of an ordinary member of the Council. If the Secretary for any reason is not available or is unable to properly carry out his duties, the Council shall appoint a suitable person as acting Secretary.
(ii) The Mission has a Treasurer who is appointed by the Workers' Council in writing for a two-year term, who is a member of, and has duties and responsibilities as determined by, the Executive Council, and as prescribed by this Constitution. The Treasurer shall be responsible for proper bookkeeping of the finances of the Mission and shall report to the Executive Council. The Treasurer's term of service is terminated similarly to that of an ordinary member of the Council. If the Treasurer for any reason is not available, or is unable to properly carry out his duties, the Council shall appoint a suitable person as acting Treasurer.

(iii) An independent auditor, appointed by the Council in writing from time to time, shall prepare annual financial statements, certified by the auditor, which shall be made available to all members for their information.

(iv) The Executive Council shall appoint, in writing, controllers of movable and immovable property, who shall report to the Council on the controlling of mission property within the area for which they were appointed. Such written appointment may also be withdrawn by the Council in writing, without influencing the status or rights of controllers in any way. Controllers may resign by handing in their resignation in writing to the President. No fixed property may be bought, sold, accepted, or alienated by or in the name of the Mission without the authorization of the Executive Council.

(v) All the above officials shall function independently from each other, without one being controlled by the other. All of them shall be subject to the control and supervision of the Council only.

(vi) It shall never be necessary for any official or office bearer to provide any surety to the Master of the High Court for the proper execution of his duties as official of the Mission.

(vii) No official or office bearer in his personal capacity shall be responsible for any losses incurred by a person as a consequence of an action or neglect which happened in good faith while the official or office bearer was carrying out work for or in the name of the Mission.

(viii) No member, official, or office bearer in his personal capacity, shall be held liable for any obligations and liabilities of the Mission solely because of their status as members, officials, or office bearers of the Mission.
d). The Worker’s Council.

(i) The Worker’s Council shall consist out of members of the Executive Council and members of the Mission who had been appointed by the Executive Council as workers, and whose names had been entered into a register kept by the Secretary of the Mission, and they shall remain members of the Worker’s Council until they submit their resignation in writing to the Executive Council, or until they are no longer members of the Mission, or are dismissed by the Executive Council due to physical or mental disability or misconduct.

(ii) The Worker’s Council meets at least once per year, under the Chairmanship of the President.

(iii) The Worker’s Council determines, by means of two-thirds majority vote, the doctrine of the Mission.

(iv) The Worker’s Council appoints the President, members of the Executive Council, including the Vice Chairman, and the Secretary and Treasurer, by means of majority vote.

(v) The Worker’s Council decides, by means of majority vote, the contents of the Mission's Constitution, including any amendments thereto, with the exception of those clauses that require a two-thirds majority vote, provided that proper notice of the Worker’s Council meeting and the proposed amendments in terms of this clause is given.

(vi) The Worker’s Council decides, by means of majority vote, after compliance with the necessary administrative prescripts, whether a member of the Council needs to vacate his position and by means of a two-thirds majority whether the President needs to vacate his position.

(vii) The Chairman of any meeting of the Worker’s Council may decide to bring a matter to a vote, either by means of a ballot, in which case voting by means of written proxy will be acceptable, or by means of a show of hands, when no proxy has been handed in or when proxy is unacceptable.

(viii) The Worker’s Council may, in a similar way and on similar conditions as the Executive Council, appoint any number of boards or Councils from its own ranks or not, to provide it with advice or assistance.
Members of such boards or Councils who are not also members of the Worker’s Council shall have no vote within the Worker’s Council. This, with the understanding that every congregation shall be entitled to nominate members of the congregation to serve on a committee that is then duly appointed in writing by the Council to ensure that the congregation is afforded the opportunity to make representation to the Council.

(ix) The Worker’s Council’s quorum is 30% of all members, whether present in person or by proxy, whose names appear on the register of members of the Worker’s Council held by the Secretary.

(x) The Executive Council shall at least annually, or more often if necessary, call a meeting of the Worker’s Council, during which the Executive Council shall report to the Worker’s Council on the management and the state of the Mission.

(xi) The compulsory annual meeting of the Worker’s Council shall be held on the Thursday before the Saturday on which the Jatniël conference starts, except if the Council decides otherwise.

(xii) Each member of the Worker’s Council may submit, in writing, any number of points for discussion to the Executive Council. These written submissions should reach the Executive Council before 1 November of each year.

(xiii) The Secretary shall mail the agenda for the annual Worker’s Council meeting before 10 November of each year to each member of the Worker’s Council. He shall give at least 30 days’ notice of any other meeting.

(xiv) At the Worker’s Council meeting, the President shall act as Chairman. The Secretary shall act as Secretary of the meeting, and keep minutes of the meeting.

(xv) Suggestions received too late to be put on the agenda may, if the Chairman in his discretion considers it desirable, be read aloud in the meeting, and the Worker’s Council shall decide, by way of majority vote, whether or not such items may be placed on the agenda.

(xvi) The President may invite non-members of the Worker’s Council to attend any of the Workers’ Council meetings. Such members shall not be entitled to vote at the Worker’s Council meeting.
(xvii) The Worker’s Council shall decide, by way of majority vote, after recommendation by the President, on the permanent redeployment of the Vice Chairman, the Secretary, or the Treasurer. Redeployment is deemed not to affect the status or rights of any members.

e). The Council of the Wise.

(i) The Council of the Wise is an advisory body.

(ii) Any member of the Worker’s Council is entitled to retire as soon as he reaches the age of 70 years, and the Executive Council may compel any such member of the Worker’s Council by means of notice, to retire at age 70.

(iii) Any application for retirement is directed in writing to the Council and the Council similarly directs any notice to retire to the member concerned in writing.

(iv) After retirement, the member retains a seat in the Worker’s Council, and at the same time also becomes a member of the Council of the Wise. A member’s register shall be kept by the Secretary.

(v) The Council of the Wise advises the President on spiritual matters or on any other matters, if so requested.

(vi) The Council of the Wise advises the Council on any matter referred to them by Council.

(vii) The Council of the Wise draws up generic house rules for the inhabitants of and visitors to, all properties of the Mission, to be submitted to the Council for consideration and approval, and regularly revises such rules.

(viii) The Council of the Wise is convened as often as necessary by either the President or the Executive Council or by a member of the Council of the Wise by way of their Chairman, and in each meeting it elects a Chairman for that meeting by means of a majority vote. The Chairman of the previous meeting chairs the election of the new Chairman. At the election during the first meeting, the Secretary shall act as Chairman.

(ix) The Secretary is also the Secretary of the Council of the Wise, and keeps complete minutes of each meeting and the decisions taken.
(x) Decisions by the Council of the Wise are as far as possible reached on a consensus basis, and if necessary, the Council may be adjourned and a decision postponed for seven days at most, giving members an opportunity to pray about the matter and to seek the guidance of the Lord.

(xi) If consensus is not achieved, the various decisions and recommendations made by the Council of the Wise are recorded by the Secretary, with reference to the support which each received in the Council, and submitted to either the President or the Council, depending on the case.

(xii) A quorum for the Council of the Wise is 30% of all persons whose names appear on the relevant member’s register, whether physically present or by means of written proxy.

(xiii) Membership of the Council of the Wise is terminated as soon as a member is no longer a member of the Worker’s Council, or as soon as a member terminates his retirement.

f). Congregations.

(i) The Mission consists of various congregations that serve members within various areas.

There is no differentiation whatsoever between members of a congregation and any member is entitled to be a member of any congregation, with the proviso that this does not prevent congregation members of a specific language, cultural, or interest group to request the Executive Council to found a congregation within which this specific language, cultural, or interest group feels more at home and within which it can more easily live up to their religious principles, as long as it is in accordance with the doctrine of the Mission and with the further proviso that such congregation does not exclude any members of another language, cultural, or interest group who want to become a member of that congregation or who desire to attend religious services with that congregation.

(ii) A congregation consists of various members of the Mission who regularly attend religious services together at a place determined as such by the Council, under general leadership of a worker whom the Council, on the recommendation of the President, has appointed head of the congregation.
An ordaining certificate may be issued by the Executive Council to any worker, giving him the right to preach the gospel and to minister baptism, Holy Communion, dedication of children, and to hold funerals in the name of the Mission.

(iii) Only one worker can be the head of a congregation, and one worker cannot be the head of more than one congregation, except for the President, who is the head of all congregations, with the proviso that, where the need exists in the opinion of the Council, the Council may, after consultation with the President, appoint workers to be responsible for areas, thus exercising responsibility over more than one congregation that is not ministered by a worker.

(iv) A worker who is the head of a congregation is authorized, ex officio, to minister the Word of God and the doctrine of the Mission by preaching and, if blessed by the Holy Spirit with the gift to do so, by prophesying. Such worker is also authorized to baptize members who profess the doctrine of the Mission, to admit them to the Mission as members, to dedicate their children, and to hold funerals in the name of the Mission. He shall further be responsible for ensuring that a Sunday school be organized in the specific congregation.

(v) Except for a worker who heads a congregation and is appointed by the Executive for a specific congregation, a congregation may also be ministered to by several other workers within that congregation, including a local worker, under leadership of the worker who is the head of the congregation. Such a worker, who is at the head of a congregation, may also in a specific case, authorize another worker within the congregation of which he is the head, and who has not generally been ordained, to conduct a baptism, dedicate a child, or hold a funeral.

(vi) Each congregation is entitled to nominate persons from their own ranks as overseer as described in 1 Timothy 3 and also as local workers, to be submitted with a letter of motivation, to the Executive Council for consideration.

(vii) All duties concerning spiritual matters in the congregation can be conducted by the overseers as requested by the head of the congregation.
(viii) Every congregation shall be entitled to nominate members from their own congregation to serve on a committee to ensure that the congregation is afforded the opportunity, where necessary, to give input from that congregation to the Executive Council and/or Workers’ Council.

(ix) A person stops being a member of a congregation, and therefore of the Mission, as soon as he no longer complies with the requirements as described in clause 2(j) of this Constitution, or joins another church and the prescribed administrative requisites have been satisfied.

11. Financial Matters

a) The Executive Council, consisting of twelve persons who are not related to each other, accepts the fiduciary responsibility for the Mission and no single person controls the decision-making authority of the Mission either directly or indirectly.

b) Members, office bearers or officials have no rights in the property or assets of the Mission merely by reason of their being members, office bearers, or officials of the Mission.

c) The Mission, as well as each congregation separately, shall hold a bank account or accounts in the name of the Mission, and the Mission’s financial transactions shall be done by way of these bank accounts.

d) The Mission’s financial year shall end on 30 June each year.

e) No funds of the mission shall be paid out directly or indirectly to any person, except during the exercising of a public benefit activity, and no excessive salary or remuneration has been or shall be paid to any employee, office-bearer, official, member or any other person, taking into consideration what is generally considered reasonable in the sector and in relation to the service rendered, and no person is or shall be economically advantaged in any way which is not in accordance with the objectives of the Mission.

f) Any funds of the Mission, no matter from what source it was obtained, may only be applied for the objectives for which the Mission was founded, as explained in clause 8 of this Constitution.

g) Any investments obtained by the Mission by means of a bequest, legacy, or donation may be retained by the Mission, unless such investment is in the form of a business undertaking or trading activity, or in the form of an asset which is applied in such business undertaking or trading activity.
h) The Mission shall not accept from any person any donation that may be revoked by the donor for any other reason than the Mission not having complied with the essential objectives and conditions for and on which the donation was made, and also shall not accept any donation which is subject to any condition that will allow the donor or any person related to the donor, to obtain any direct or in direct advantage from the donation, unless such donor is an approved public benefit organization or an institution, council, or body that is exempt from taxation under section 10(1)(cA)(i) of the Income Tax Act, and which has the exercising of any public benefit activity as its only or most important objective.

i) The worker heading a congregation, or in his absence, the person appointed by him, with the exception of Jatniël congregation, is responsible for receiving all tithes, offerings, and donations from members of the congregation or anybody else, on behalf of the Mission, and shall make an official entry into a prescribed deposit book, recording the particulars of the person giving the tithes, offerings, or donations, or, if unknown, record it as such. In the Jatniël congregation, this task is assigned to the Treasurer. For all monies received by any congregation including Jatniël, the issuing of receipts is compulsory. If any person requires a receipt for any tithe, offering or donation so given, it shall be issued as soon as possible from a prescribed receipt book, and any person who has given or donated such a tithe, offering or donation is entitled to check at any reasonable time whether his tithe, offering, or donation has in fact been entered in such a deposit book.

j) Each congregation holds one or more bank accounts in the name of the Mission, and the worker who is the head of the congregation, or, in the case of the Jatniël congregation, the Treasurer, is responsible for administering it and to manage it, in order to fulfil the duties of, and to carry out the objectives of the Mission, with the proviso that any withdrawal transaction may only be carried out with reference to two authorized signatures, in as far as this is practically possible.

k) The worker who is the head of a congregation with the exception of the Jatniël congregation submits a monthly report of the income and expenditure of the specific congregation to the Treasurer, together with a cheque of not less than one tenth of the income received from the congregation during that month.

l) No fixed property may be bought or sold in the name of the mission without authorization of the Executive Council.
m) The worker who is the head of a congregation with the exception of the Jatniël congregation, annually, before 31 January, submits a written report to the Executive Council or Committee appointed by them, in which he describes all buildings to be demolished, erected, and/or altered on such Mission property as he is responsible for, or any other information that the Executive Council of Committee may require. The appointed Committee, if applicable, sends this information through to the Executive Council, with or without comment, before 1 March of every year. Furthermore an updated register of moveable assets should be kept by the responsible worker at each property of the Mission, which should be readily available at request from the Council or Committee.

12. **Redress of Grievances**

The human dignity of none of the residents may be infringed upon by any work, fellow residents or a member of the congregation. Should a resident feel that his or her human dignity has been injured; the resident is free to take the following steps:

- A resident can address the person against whom he or she holds a grievance in an effort to mutual settlement.

- In the case were no mutual settlement can be obtained, the injured person can approach a worker with a detailed report of his grievance.

- Should the worker not be able to resolve the matter to the satisfaction of the injured person the matter should be referred to a senior worker for a solution.

- If the senior worker cannot resolve the matter to the satisfaction of the injured person, the matter can be referred to the Executive Council or a Committee appointed by the Executive Council.

- Should the resident still be dissatisfied, an appeal to the President can be made, whose decision shall be final.

- In the case where the aggrieved is a resident holding a grudge against a worker, the resident and the worker should try to resolve the grievance mutually.

- Should the matter not be settled mutually, a full report of the incident can be referred to a senior worker for further investigation and settlement.
Where no settlement can be reached, the matter can be referred to the Executive Council or a Committee appointed by the Executive Council for investigation and settlement.

In the last instance of dissatisfaction by the aggrieved person, an appeal can be made to the President whose decision shall be final.

However, should the dignity of the resident be affected in such a way that it constitutes misconduct by the worker, the resident is entitled to initiate disciplinary steps as entitled below at §13.

13. **Disciplinary Matters**

a) The aim of disciplinary action by the Mission is firstly to protect the honour of God, secondly to protect the interests of the Mission, thirdly to eliminate sin in the ranks of the Mission, and fourthly to assist transgressors, by means of disciplinary action, to repair their relationship with God and His Church.

b) In accordance with the provisions of section 33 of the Constitution of South Africa, Act 108 of 1996, and of section 3 of the Promotion of Administrative Justice Act, Act 3 of 2000, the following process is followed during any administrative disciplinary action by the Mission against any of its members:

(i) Before any allegation of misconduct shall be considered against any member, including the President, it shall be submitted in writing to the Secretary, and shall be signed by the person or persons making the allegation. If the allegation is against the Secretary himself, it shall be submitted to the Treasurer.

(ii) The Secretary (or Treasurer) then shall submit the allegations to the Executive Council in the absence of the President, which shall decide whether the allegations do indicate misconduct. If not, the Executive Council shall inform the person who made the allegations in writing, and the process shall stop right there.

(iii) If the Executive Council rules that the allegations do indicate misconduct, the Council shall formulate the allegations in the form a charge and shall then submit it, together with the allegations, in writing, to the member concerned, with the request that, if he wants to, he may answer to it in writing, which answer should reach the Executive Council within seven days after receipt of the charge by the member.
(iv) If, after receipt of the answer of the member concerned, the Executive Council is satisfied that the allegations are unfounded, or do not warrant further action, the Council informs the member concerned, as well as the person who made the allegations, in writing, and the process stops right there.

(v) If the Executive Council receives no written answer from the member concerned, or after receipt of such answer is not satisfied that the allegations are unfounded, the Council shall further investigate the allegations. For this purpose, the Council may appoint, in writing, from within or from without its own ranks, a commission to investigate the matter and to report back in writing to the Executive Council. Such commission determines its own manner and methods of investigation.

(vi) After receipt of the report of the commission, the Executive Council shall decide whether there is sufficient prima facie evidence to find the member concerned guilty of misconduct. If not, the member concerned, as well as the person who made the allegations shall be informed in writing and the process stops right there. If there is sufficient prima facie evidence, the commission's report is forwarded to the member concerned, and he is invited to submit, within seven days after receipt of the report, a written answer to the Executive Council, together with any statements by his own witnesses.

(vii) After expiry of the seven days mentioned above, and taking into consideration all the information available to them, the Executive Council then makes a final decision on the matter, except in the case where the member concerned is the President or a Member of the Executive Council. If the Executive Council decides that there are grounds for the allegations, the Council imposes a sanction, expulsion from the Mission being the most serious sanction.

(viii) Where the member concerned is the President or a Member of the Executive Council, the Council makes a recommendation to the Worker's Council, which then further considers the written documents on the matter, and if necessary imposes a sanction in accordance with their authority and procedures, expulsion from the Mission being the most serious sanction.
(ix) If the Executive Council, in the case of an ordinary member or worker, and the Worker’s Council in the case of a Member of the Executive Council, rules that the member concerned actually is guilty of an allegation amounting to misconduct, the Secretary informs the member concerned in writing, stating reasons as well as the sanction, and further informs him in writing that he may appeal to the President against the ruling and sanction, by putting his case to the President within seven days after receipt of the notice. If the President initiated the charge, however, the Workers’ Council, excluding the Executive Council and the President, forms the appeal tribunal for a decision of the Executive Council, and the same procedure applies *mutatis mutandis* when the President is the appeal tribunal. When an appeal is lodged against a decision of the Workers’ Council regarding a Member of the Executive Council against whom a charge was initiated by the President, the procedure explained in clause 12(b)(xi) of this Constitution will *mutatis mutandis* apply.

(x) On receipt of an appeal, the President considers all documents considered by the Executive Council and/or Worker’s Council, together with the documents on appeal submitted to him, and informs the member in writing of his decision. The member is then informed in writing, that he is entitled to request reasons from the President within ninety days after receipt of the decision, which reasons the President shall supply in writing within ninety days after receipt of the request.

(xi) If the Worker’s Council finds the President guilty of misconduct, and has applied a sanction, the procedure explained in clause 12(b)(ix) of this Constitution *mutatis mutandis* applies, with the exception that the President is entitled to appeal to an appeal tribunal as agreed upon between the President and the Executive Council, and consisting of an advocate who has at least twenty years of experience in practice, at which tribunal the same procedure as explained in clause 12(b)(x) of this Constitution shall *mutatis mutandis* apply.

14. **Amendment of the Constitution**

a). Amendment of the Constitution takes place by means of majority vote by the Worker’s Council during a properly constituted meeting with the proviso that clauses 7 and 10(d)(iii), (v) and (vi) can only be amended by way of a two-thirds majority vote.

b). A copy of any amendment to the Constitution must be submitted to the Commissioner of Inland Revenue.
15. **Affiliation of Church denominations.**

Any church denomination that wants to join or affiliate with the Mission submits its application in writing to the Executive Council for discussion. After discussion, the Council requests the President and the Council of the Wise to consult the Lord in prayer about the matter. The President and the Council of the Wise then submit their recommendations to the Worker’s Council, who decide on the matter by means of majority vote.

16. **Liquidation and Dissolution**

In case of the liquidation or dissolution of Latter Rain Mission International, any assets remaining after all its obligations had been met should not be divided amongst its members, but must be transferred to another non-profit religious organization with similar objectives as the Mission, as appointed by the Executive Council prior to liquidation or dissolution, and if they fail to do so, by the Minister of Economic Affairs.

17. **Transitional Provisions**

At the time of this Constitution coming into operation, all officials, functionaries, and members shall retain their positions as if they had received them from this Constitution. The Executive Committee becomes the Executive Council, workers become full-time workers, and anything done under the previous Constitution that may also be done under this Constitution, shall be deemed to have been done under this Constitution.

Signed at Jatniël on this 2nd day of December 2010, by order of and on behalf of the Workers Council of the Latter Rain Mission International.

S.P. Jansen van Vuuren  
President

P.J.J. van der Merwe  
Vice Chairman

H J du Toit  
Treasurer

F. le Roux  
Secretary

D. Hohenfeld  
Member

Approved 2 December 2010