

The Presbyterian Church of Nigeria
Policies of the General Assembly
(1987 - 2002) Vol. 1
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THE DRAFTSMAN'S COMMENT/ACKNOWLEDGEMENTS

The Inauguration Service of the General Assembly of the Presbyterian Church of Nigeria commenced at 10 am on Saturday August 22, 1987 at the Presbyterian Church of Nigeria, Duke Town Parish, Calabar, Cross River State.

At 12.06 p.m., the declaration of the inauguration of the General Assembly of the Presbyterian Church of Nigeria was made by the Rt. Rev. Dr. James Udogu Ukaegbu - Moderator of Synod (as he then was).

On that historic occasion, more than 300 Commissioners, Resource delegates and special guests witnessed the event. The theme of the Sermon which was entitled "An Open Door" preached by Rt. Rev. Dr. James Udogu Ukaegbu (as he then was) was apt, as events had proved over the years for the Presbyterian Church of Nigeria.

Notwithstanding the euphoria which attended the Service for Inauguration of the General Assembly of the Presbyterian Church of Nigeria, it would appear that only a few Presbyterians could speak with confidence on the policies of the General Assembly. This is because the policies made by the apex Court of the Church over the years have remained largely buried in piles of General Assembly Minutes. Thus it became imperative that a compilation of all existing policies of the Church should be undertaken. Deliberately in this compendium of the Policies of the General Assembly, no attempt has been made whatsoever to comment on any of the policies. The reason is obvious. Only the General Assembly is competent to interpret its own policies.

Further more, it must be borne in mind that some of the policies may have been repealed; for it is a cardinal principle of legislation that while policies may change from time to time, principles often remain largely unaffected. To this end, a section containing such repealed policies has been included as well as some notable decisions of General Assembly.

It is equally to be expected that given the mass burial of the policies in huge piles of Minutes of the General Assembly Meetings, some of the policies may not have been implemented. It is even arguable whether some Presbyterians know about the existence of such policies.

In compiling this compendium of the policies of the Church, I relied heavily on the Minutes of General Assembly of the Presbyterian Church of Nigeria.

I lay no claim to originality and expertise in this assignment except the negligible fact of being a Pastor, Lawyer, Author and Chief Recording Secretary in previous Meetings of the General Assembly. It is hoped that with the availability of this compendium, the Presbyterian Church of Nigeria would rise to the occasion of implementing, reviewing and even repealing some of the policies in line with the ecclesiastical exigencies of our times.

I sincerely appreciate the willingness and cooperation of the Moderator of the 15th General Assembly, Rt. Rev. Dr. Mba Idika, the Principal Clerk - Rev. Dr. B.F. Fubara- Manuel, Deputy Clerk - Rev. E.D. William, the Chief Legal Adviser of the General Assembly -Elder Chief (Barr.) E.E. Ukaegbu and the officials of Department of Publications to ensure that the policies of the General Assembly are put in one document which would be accessible to Presbyterians. To them all, I remain ever grateful.

The task of extracting these policies and putting them in language that may be legally elegant has been onerous and arduous. I was sustained by the grace of God as I worked on this project day and night for over a year.

I thank my wife, Mrs. Inyang Okorie for encouraging me to finish the work.

Mention must be made of Mr. Agwu Okam and Miss Ekpo-Archibong Cobham who typed the manuscript.

May the Good LORD bless them all. To God be the glory.

Rev.(Barr.) Ikechukwu Okorie JP
Legal Department,
General Assembly Office, Aba.
August 21,2004

Advanced Degree Study Within Nigeria
Minute GA 0142: 2nd General
Assembly, Calabar, 1988.
MinuteGA0301: 4th General Assembly,
Calabar, 1990

Section 1-(1) For Advanced degree Study within Nigeria, the Church may award Scholarship to cover actual tuition, book allowance of two thousand Naira per annum, a monthly personal allowance of two hundred Naira per month.

(2) Where an employee obtains a degree through In-Service training, he/she shall re-enter the salary scale by taking his last salary, provided that he /she shall thereafter be converted to the appropriate grade level at step higher than his/her former salary.

Annual Conference on General Assembly Theme

Minute GA 0640.33: 8th General

Assembly, Calabar, 1994.

Minute GA 0326: 4th General Assembly, Calabar, 1990.

Section 2 - (1) The Director of Evangelism shall organize an Annual Conference on the Theme of the General Assembly in order

to sensitize both Presbyterians and non -Presbyterians.

(2) In order not to lose the effect of the General Assembly theme, all Organizations/Arms shall use the same theme throughout the year as a working theme.

Annual Renunciation of Secret Society Membership Reports

Minute GA 06294:10th General Assembly, Calabar, 1996.

Section 3 General Assembly shall call for reports from Parishes on the Implementation of Renunciation of Secret Society membership as a follow up to 1995 decision of the 9th General Assembly held in Lagos.

Appointment of Co-ordinators for Arms

Minute GA 0578: 7th General Assembly, Bukuru, 1993.

Section 4 Prior to the appointment of a Co-ordinator for any of the arms, that is to say: The Presbyterian Young People's Association of Nigeria (PYPAN), Women's Guild (W.G.), Men's Christian Association (M.C.A.), Christian Girls in Training (C.G.I.T.), Synods and Presbyteries shall Consult with each Arm for suggestion of name of a co-ordinator.

Arms' Annual Programme Guides MinuteGA0326: 4th General Assembly, Calabar, 1990.

Section 5 It shall be deemed appropriate for the Arms to produce their Programme Guides yearly.

Associate Ministry

Minute GA 06397:12th General Assembly, Calabar, 1998, Minute GA 06441: 13th General Assembly, Ikom, 1999

Section 6 There shall be Associate Ministry in the Presbyterian Church of Nigeria and the following governing rules and principles shall apply:

6.1.0. Reasons for Its Emergence

6.1.1. A worker may become an Associate Minister where a Parish is large and requires more than one Minister.

6.1.2. A Worker may become an Associate Minister where a Minister has just

finished his/her probation and there is no vacant charge to locate him/her.

6.1.3. A worker may become an Associate Minister where a Minister has been in a Parish for some time, made many

mistakes in his/her pastoral

responsibilities and proves incapable of handling a full charge.

6.1.4. A worker may become an Associate Minister where such a Minister is undergoing some higher studies and the Church desires to retain him/her in the Parish.

Provided always that a Minister shall not become an Associate on the basis of being under discipline.

6.1.5. Duties Of An Associate Minister

An Associate Minister shall be received

and not inducted into a Charge, and as such shall perform among others the following duties:

6.1.5. (i) An Associate Minister shall take directives from his/her Parish Minister in respect of pastoral duties; and where

conflict or problem arises on account of such directives, the Presbytery within whose bounds both the Parish Minister and Associate Minister reside, shall intervene to resolve such conflict or find a solution to the problem as the case may be.

6.1.6 (ii) An Associate Minister shall perform any other duty as may be delegated to him/her by the Parish Minister.

6.1.7 Every newly Ordained Minister shall serve as an Associate Minister for three years under the supervision of an experienced Minister.

Audit Reports

Minute GA 0010: 1st General Assembly, Calabar, 1987

Section 7 Presbyteries shall submit Audit Reports to Finance Board and the Finance Board shall recommend appropriate sanctions against defaulting Presbyteries

Baptism of A child Born out of Wedlock

Minute GA 0113: 2nd General Assembly, Calabar, 198

Section 8 It shall be the prerogative of Parish

Session to decide whether or not to

baptize a child born out of wedlock.

Budgetary Provisions for Evangelism Minute GA 0115: 2nd General Assembly, Calabar, 1988
Section 9 It shall be incumbent upon Presbyteries and Parishes to include reasonable amount for Evangelism in their yearly budgets.

Burials within 21 days
Minute GA 06348:11th General Assembly, Port Harcourt, 1997
Section 10 To stem the tide of costly burials, burials shall take place within 21 days in all Parishes and any Minister who violates this policy shall be disciplined.

Burial of Past Moderator of General Assembly
Minute GA 0640.9: 8th General Assembly, Calabar, 1994
Section 11 In the event of death of a past Moderator of the General Assembly, the General Assembly office on behalf of the General Assembly, shall make a cash donation to the family of the deceased to cover Casket, embalmment and other burial expenses.

Central Fund for Building Projects Minute GA 06456: 13th General Assembly, Ikom, 1999
Section 12 Central fund shall be created by the General Assembly to help parishes embarking on building projects within their Church premises.

Child Blessing And Baptism
Minute GA 0113: 2nd General Assembly, Calabar, 1988
Section 13 It shall be expedient for the Church to ensure that emphasis is placed on safe delivery and on such occasions, prayers shall be said for mother and child; more so, such thanksgiving for safe delivery shall ideally be combined with Infant Baptism within the first three months of delivery of the infant.
Child Evangelism
Minute GA 0114: 2nd General Assembly, Calabar, 1988. Minute GA 0429: 5th General Assembly, Umuahia, 1991.
Section 14 It shall be incumbent upon the Presbyterian Church of Nigeria to Continue to give its approval and support to Child Evangelism Programme as a proper instrument of Evangelism.

Child Baptism of A Member Under Discipline
Section 15 Minute GA 0113: 2nd General Assembly, Calabar, 1988
A Child of a member under Church discipline shall be accepted for baptism provided the other parent where he/she is alive shall be in good standing.

Child of A Polygamist for Baptism Minute GA 0113: 2nd General Assembly, Calabar, 1988
Section 16 A Child of a Polygamist is acceptable for baptism provided the mother is a full member of the Presbyterian Church of Nigeria.

Christian Education Emphasis Sunday Minute 06284: 10th General Assembly, Calabar. 1996
Section 17 Last Sunday in July of each year shall be designated Christian Education Emphasis Sunday.

Church Growth Programmes

Minute GA 0590: 7th General Assembly, Bukuru, 1993
Section 18 It shall be the place of parishes and presbyteries to encourage the mounting of Retreats, Renewal Service, Crusades and other related programmes as a means of Church growth.

Church Property Registry

Minute GA 0219: 3rd General Assembly, Aba, 1989
Section 19 All original documents of Church Property such as Certificates of Occupancy, Land Lease Agreements, Site Plans, Building Plans etc. shall be deposited in the Church Property Registry located at the General Assembly Office

Church Publications

Minute GA 06347:11th General Assembly, Port Harcourt, 1997
Section 20 Publications of the Church shall be compulsory for theological students and such publications when supplied to the students shall be paid from the students' book allowances.

Church Workers And Meetings of Church Organizations

Minute GA 0326: 4th General Assembly, Calabar, 1990
Section 21 Church Workers shall be charged with attending meetings of Church Organizations at least once every month; and in the pursuit of this matter, the Session shall assign Elders to each of the Arms or Organizations to assist the Minister in this exchange of information.

Church Workers Under Sponsorship Minute GA 0419: 5th General Assembly, Umuahia, 1991
Minute GA 209.9: 3rd General Assembly, Aba, 1989 - Consolidating 1987 Synod Resolution - Minute 2722.21(e).

Section 22 Every Church Worker who is receiving sponsorship for Diploma or Degree Programme shall be bonded, to wit:

22.1. Diploma - 2 years of Service

22.2 First Degree - 2 years of Service; and to qualify for such Scholarship Assistance, an Applicant shall have served the full two years post-ordination.

Church Workers, Spouses And

Postings

Minute GA 0357: 4th General Assembly. Calabar, 1990' Minute GA 0678: 8th General Assembly, Calabar, 1994.

Section 23.1. Church Workers shall be encouraged to live with their spouses, and in actualizing this matter, postings of Church Workers shall take this into account.

23.2 In the postings of Church workers, the needs of the whole family shall be considered and it shall be the responsibility of the Board of Church Ministry to determine the nature and details of such needs

Claims for Official Local Travels

Minutes GA 06512: 14th General Assembly, Abuja, 200

Section 24 The approved rate of claims for official local travels shall be Three Naira and One Naira as per section 10 of Conditions of Service.

Clergy Training in Other Disciplines Minutes GA 0104: 2nd General Assembly, Calabar, 1988

Section 25 As a matter of continuing policy, the Presbyterian church of Nigeria Clergy may receive, besides theological education, training in other disciplines such as Administration, Law, Accounting, Estate Management, Environmental Science, Agriculture, Mass Communication and Printing Technology.

Clerks of Lower Courts

Minutes 2722: 22nd Synod, Calabar, 1987

Section 26 Clerks of Lower Courts of the church shall not be under the Principal Clerk of the General Assembly.

Confirmation of A

Polygamist's Second Wife

Minutes GA 0113: 2nd General Assembly, Calabar, 1988. See also Minute 1786 of 1976 Synod Meeting.

Section 27 To continue upholding an existing policy on the matter of confirmation of the second wife of a polygamist, it shall be on the condition that such a widow felt unsafe remaining single and found it impossible to secure a bachelor or a widower for a husband and such motive for the marriage to a polygamist shall be attested by the Minister within whose pastoral care she comes.

Contract Retired Ministers

Minute GA 0113: 2nd General Assembly, Calabar, 1988.

Section 28 Retired Ministers taken on contract by their respective Presbyteries shall not be inducted into their assigned parishes.

Conversion to New Scale

Minute GA 0205: 3rd General Assembly, Aba, 1989

Section 29 It shall become the practice to convert church workers to new salary scale every two years after. the workers may have scored 60% in their evaluation.

Cost of Litigation In Church Land Matters

Minute GA 0520: 6th General Assembly, Calabar 1992

Section 30 It shall be the responsibility of the General Assembly to bear the cost of litigation involving Church land in Civil cases.

Creation of Child Evangelism Ministry Minute GA 0062: 1st General Assembly, Calabar, 1987

Section 31 Every Presbytery shall create or establish child evangelism Ministry with the appointment of co-ordinators to train and supervise the Christian upbringing of children within the bounds of the Presbytery.

Creation of Unviable Parishes MinuteGA049/2002:15thGeneral Assembly, Calabar, 2002

Section 32 Where Presbyteries create parishes that are not viable, the following rules shall apply:

- 32.1. Such parishes shall be merged with viable ones within 3 months of their creation.
- 32.2. Officers of the creating Presbytery shall be liable to discipline.
- 32.3. Salaries of the Moderator and Clerk of the creating Presbytery who were in office at the time of the creation shall be used to pay the salaries of the affected Ministers of such unviable parishes.

Deduction of Income Tax

Minute GA 0010: 1st General Assembly, Calabar, 1987.

Section 33 All Treasurers paying salaries of church workers shall deduct P. A. Y.E. Income Tax from salaries of church workers and remit same to appropriate church office for each state.

Deduction of Pension Scheme Contributions

Minute GA 0010: 1st General Assembly, Calabar, 1987.

Section 34 All Treasurers paying salaries of church workers shall deduct contributions of church workers to the Pension Scheme (Staff Retirement Benefit Scheme) monthly and such amounts shall not be forwarded to any other body except the Presbytery within whose bounds the church worker is located, as the amounts shall be part of the overall assessments of the Presbytery.

Development of Landed Property Minute GA 0574: 7th General Assembly, Bukuru, 1993.

Section 35 Wealthy and concerned Presbyterians may be approached to develop church land and they shall recoup their investment, and return the property to the church, provided an Agreement shall be drawn up in all such transactions between the church and individual Presbyterians.

Development Rate

Minute GA 0010:1st General Assembly, Calabar, 1987

Section 36 Church workers shall pay Development Rate (Capitation) in January of each year.

Diligence In Ministry

Minute GA 06475:13th General Assembly, Ikom, 1999.

Section 37 Ministers shall endeavour to work hard to meet challenges in the church; and at all times shall desist from rumour peddling, in particular about fellow Ministers.

Director of Evangelism

Minute GA 0226: 3rd General Assembly, Aba, 1989 Minute GA 0662: 8th General Assembly, Calabar, 1994

Section 38.1. There shall be a Director of Evangelism who shall be in charge of Evangelism of the Board of Propagation and Publication. This position shall be executive in nature.

38.2 Director of Evangelism shall be a member of Board of Propagation and Publication as well as a member of the General Assembly Executive Committee.

Directorate of Evangelism & Missions Involvement In Prisons & Hospital Ministries.
Minute GA 06471:13th General Assembly, Ikom, 1999.

Section 39 Directorate of Evangelism & Missions shall be involved in the planning and execution of prisons and hospital Ministries in the Presbyterian Church of Nigeria; and for effective co-ordination of these Ministries, it shall be expedient for the Directorate to work jointly with the Diaconal Council.

Disciplinary Measures Against Annual Returns Defaulters

Minute GA 06218: 9th General Assembly, Lagos, 1995. Minute GA 0602:7th General Assembly, Bukuru, 1993

Section 40-(1) Disciplinary measures shall be taken against parish officers of any parish for deliberate non-return or falsification of , information on Annual Return Forms.

(2) Any parish Minister who fails to submit his/her parish Annual Returns on or before June each year shall forfeit his/her annual increment. The commencement date of this directive shall be January 1994.

Doctrinal Topics

Minute GA 06267:10th General Assembly, Calabar, 1996.

Section 41 Students in Theological Colleges and Universities and are duly sponsored by the church shall be assigned some doctrinal topics for study and documentation.

Dressing Code for Female Ministers Minute GA 06135: 9th General Assembly, Lagos, 1995

Section 42 Where female Ministers are on official duty the following dress code shall be applicable:

42.1.0 Single colour blouses and matching skirts (long or short) with clerical collars; or 42.1.1 Simple gowns in liturgical colours in accordance with the church Calendar.

42.1.2. Preaching gowns or cassock.

Provided that at all material times female Ministers shall not wear their clerical collars with multi-coloured dresses.

42.2.0. Where female Ministers are off duty, the dress code shall be as follows:

42.2.1 Female Ministers may wear any modest dress or even wrappers.

42.2.2 Female Ministers may wear small hats that match their dresses. Headties shall be tied neatly.

42.2.3. Female Ministers may wear such accessories as decent "cover" shoes, handbags, and modest jewelry.

Duration of Service of Parish Ministers Minute 2614: 1985 Synod.

Section 43 Every Minister posted to a parish shall serve for four years in that parish unless otherwise decided by the appropriate posting Authority.

Elective Post In Partisan Politics

Minute GA 06322:11th General Assembly, Port Harcourt, 1997

Section 44 Any church worker in full time service

and is interested in elective post in

partisan politics shall first take leave of absence from his/her appointment before pursuing such elective post.

Endowment Fund for Men's Desk

Minute GA 0640.9: 8th General Assembly, Calabar, 1994

Section 45 Men's Christian Association shall operate Endowment Fund, which shall be in the care of the Trustees of the church. Contributions to the fund shall be collected on every national Men's

Christian Association Anniversary in Synods and Presbyteries with Synodical powers

Enhancement of Workers Allowances Minute GA 06328:11th General Assembly, Port Harcourt 1997.

Section 46 Parishes shall put in place arrangements for enhancement of workers allowances to meet prevailing local conditions from time to time.

Evaluation of Church Workers

Minute GA 0010; Minute GA 0069; Minute GA0078: 1st General Assembly, Calabar, 1987

Section 47.1.0. Church workers shall be evaluated with 60% as pass mark for advancement to the next grade level.

47.2.1. Staff evaluation shall be conducted each year irrespective of whether or not a worker has reached the bar in his/her grade level.

47.2.2 The Finance Board shall make appropriate adjustments in the salaries of church workers where the staff evaluation has occasioned dislocation in the salary structure of church workers.

47.2.3 Where a church worker is suspended and later restored, he/she shall serve for one year prior to his/her evaluation for upgrading.

Evangelist's Report Forms

Minute GA 0030:1st General Assembly,

Calabar, 1987

Section 48 There shall be in use by Board of Propagation and Publication Evangelist's Report Forms

Financial Accounts of Calabar Preparatory School

Minute GA 0185:3rd General Assembly, Aba, 1989

Section 49 Financial Accounts of Calabar Preparatory School shall be rendered to the General Assembly annually.

Financial Sponsorship of Students Minute GA 0419: 5th General Assembly, Umuahia, 1991.

Section 50 It shall be the responsibility of the church to financially sponsor five new students each year; and in such circumstances, Theological College of Northern Nigeria (TCNN) students In-take shall have precedence over any other Institution students In-take in any given year.

Full Time Resident Church Worker Minute GA 0135:2nd General Assembly, Calabar, 1988

Section 51 It shall be ideal for the Presbyterian Church of Nigeria to have full-time resident church worker for every worship center.

Funding Sustainable Missions

Minute GA 033/2002: 15th General

Assembly, Calabar, 2002

Section 52 Having regard to the need to have sustainable Missions, the following options shall be pursued, to wit:

52.1. Every Minister shall contribute One Thousand Naira each year for 5 years.

52.2. Every Ruling Elder shall contribute Two Thousand Naira each year for 5 years.

52.3. Every Synod shall contribute a minimum of One Hundred Thousand Naira each year, although this shall not preclude the more buoyant synods from exceeding the stated minimum.

52.4. The General Assembly shall draw up a supplementary Budget for Missions each year to the tune of One Million Naira

52.5. Individuals may be called upon from time to time to support Missions.

Further Studies And Postings

Minute GA 049/2002:15th General Assembly, Calabar, 2002

Section 53.0. With respect to further studies and subsequent postings arising there from, the following guidelines shall apply:

53.1. The Presbyterian Church of Nigeria shall re-establish priority list of church workers using seniority as a strong yardstick.

53.2. The Board of Personnel & Training shall properly screen applicants wishing to further their studies, especially those who wish to study abroad; and such applicants shall have served at least four years postordination.

53.3. Diversification of Ministries shall be encouraged.

53.4. Such applicants shall be bonded.

53.5. The Presbyterian Church of Nigeria shall train her personnel in order to have control over her workers and shall regulate the number of applicants each year.

53.6. Secondment of church workers after further training shall be encouraged.

53.7. Church workers so trained, shall be categorized into A-Graduates, B-Non- Graduates and C-Tent-makers; and in postings, regard shall be had to these three categories of church workers.

53.8. In all cases, postings approved by Board of Personnel & Training and ratified by General Assembly Executive Committee (GAEC) shall be considered final and closed.

Financing Projects In Medical Institutions

Minute GA 0208: 3rd General Assembly, Aba, 1989

Minute GA 0309: 4th General Assembly, Calabar, 1990

Section 54.1. It shall be desirable for well-to-do Presbyterians to finance projects in the Medical Institutions of the church or set up Trust Funds or Foundations

54.2. The General Assembly shall endeavour to fulfill its yearly financial budgetary promise to the various medical institutions of the Church.

General Assembly Executive Committee

Minute GA 0590: 7th General Assembly, Bukuru, 1993

Section 55 As a matter of directive policy, the General Assembly Executive Committee (GAEC) shall monitor all recommendations referred to the General Assembly Boards to ensure that these referrals are properly treated within a reasonable time.

General Assembly Meetings, Church Workers & The Presbyterian Students Fellowship
(P.S.F.)

Minute GA 0590:7th General Assembly, Bukuru, 1993

Minute GA 06165: 9th General Assembly, Lagos, 1995

Section 56.1.It shall be the duty of Presbyteries and parishes to sponsor all church workers within their bounds who are not Commissioners to General Assembly Meetings, particularly when they are being congratulated and awarded

POLICIES OF THE GENERAL ASSEMBLY (1987-2002) VOL. 1

Certificates of Long Service at the floor of the General- Assembly; such workers shall

Certificates of Long Service at the floor

of the General Assembly; such workers shall include Evangelists, Deacons, and Deaconesses. On all such occasions as aforementioned Presbyteries and parishes shall pay the transport and travelling expenses to General Assembly Meeting venue, while General Assembly shall provide for their feeding and Souvenir.

56.2. It shall be the duty of the General Assembly to sponsor two national officers of the Presbyterian Students Fellowship (P.S.F) to General Assembly meetings.

General Assembly Minutes & Reports Minute GA 06293:10th General Assembly, Calabar, 1996

Minute GA 044/2002: 15th General

Assembly, Calabar, 2002

Section 57-(I) General Assembly Minutes and Reports shall be sent to all Presbyteries and parishes for reference purposes.

(2) Minutes of General Assembly shall be circulated to all Ministers, Commissioners and parishes whether or not they attend the Meetings of the General Assembly, although parishes shall pay for the unit

cost of producing the Minutes.

General Assembly Projects/Properties

Minutes GA 0574: 7th General Assembly, Bukuru, 1993

Section 58 The General Assembly shall allow the under listed projects/properties to be held in trust by the Presbyteries where these projects/properties are situated, although General Assembly shall receive

Twenty-five percent (25%) of the annual net income of projects developed or to be developed by the General Assembly, while Presbyteries shall receive ten percent (10%) agency fees for the properties/projects situated within their bounds.

Properties/Projects

a) The Presbyterian Joint Hospital
Uburu

b) The Presbyterian Rural Health Services. Uburu

c) The Presbyterian urban Health Centre

d) The Presbyterian Leprosy/TB Centre

e) Eja Memorial Hospital. Itigidi

f) Mary Slessor General
Hospital. Itu

g) The Presbyterian Rural
Improvement Mission Health
Centre, Ikwo.

h) The Yakurr Farm Project

i) The Presby Farms Limited

j) The Presbyterian Church
Bookshops & Press Limited.

The building opposite the
Calabar Presbytery Office
(1 Tank Road).

k) The Idaw river Layout Property Enugu.

i).No 6 Ross Street. Calabar

Given to and condition

General Assembly (Board
members to include Principal Clerk,
Resident Minister. BDS representatives).

General Assembly

Aba Presbytery (BDS Secretary/BDS representative from Aba Presbytery to be on the Board) - 25% to GA.

Ogoja Presbytery (BDS Representative on the Board).

Ogoja Presbytery

General Assembly.

General Assembly, (BDS
representative on the
Board).

Ogoja Presbytery, (BDS Representative on the Board) 25% to GA.

General Assembly (Agreed to recommend that an agricultural consultancy firm be invited to run the company).

General Assembly, (Agreed to recommend that a Calabar management consultant be invited to run the company).

Calabar Presbytery 25% to General Assembly.

Abakaliki Presbytery.
25% to GA.

Calabar Presbytery, 25% to GA.

- m) 30. Anderson Street, Calabar
- n) 33. Anderson Street, Calabar
- o) 129, Leopard Town Road, Calabar
- p) No. 41 Colliery Avenue, Enugu
- q) The Lewars House at Ntiat
- r) i. Macgregor (Mission House)
ii. MacGregor (Chapel Hall)
- s) "CANADA HOUSE", Ohafia

... 18 Onitsha Street, Zaria

... Abande Health Centre

... Hugh Goldie (Lay) Training
Centre, Arochukwu

... Jato-Aka

... Lafia

... Nyanya (Abuja)

... NORCAP

... Mission House, Creek Town

... Christian Girls in Training
(CG1T), Ohafia

... Mary Slessor Hostel, Calabar

Men's Christian Association
Hostel, Aba

Calabar Preparatory School,
Calabar

General Assembly. 10% to Calabar Presbytery.
GA. 10% to Calabar Presbytery.

General Assembly

GA 10% to Abakaliki Presbytery.

GA/Itu Presbytery

Afikpo/Unwana Presbytery.

General Assembly.

Ohafia Presbytery. 25% to GA.

Presbytery of the North to GA.

General Assembly

General Assembly

Presbytery of the North

Presbytery of the North

General Assembly. GA to seek for funds to fence round the property. Look for a bank etc, to develop the property. 10% to Presbytery of the North.

General Assembly

Western Calabar Presbytery
25% to GA.

To Synod of the East

General Assembly

General Assembly

Calabar Presbytery, 25% to
GA.

... A building in St. John's College Compound. Port Harcourt

... Cheshire Home. Port Harcourt
Aba Presbytery. 25% to GA

Aba Presbytery

Gospel Bands

Minute GA 0231: 3rd General
Assembly, Aba, 1989

Section 59 It shall be expedient to form Gospel
Bands within parishes and Presbyteries as efforts to encourage evangelism.

Graduate Clergy Salary Scale

Minute GA 0301: 4th General Assembly, Calabar, 1990.

Section 60 -1 Where a graduate Minister with a Master's degree of less than three years of approved
period of study and a Diploma
in Theology but without a bachelor's
degree, he shall earn salary as a first degree holder.

2 Where a Graduate Minister with a Master's degree of three or more years of
approved period of study and a Diploma
in Theology but without a Bachelor's
Degree, he shall earn salary as a second- degree holder.

Guidelines On Advanced Education

Minute GA 0209: 3rd General Assembly, Aba, 1989.

Minute GA 0419: 5th General Assembly, Umuahia, 1991.

Section 61.0The General Assembly shall adopt as guidelines on Advanced Education
in the Presbyterian Church of Nigeria, to

wit;

61.1 A Minister shall serve 2 years post- Ordination before permission may be granted him/her to proceed for further studies, notwithstanding it may be self- sponsored.

61.2 A Minister may be permitted to apply for consideration provided always that approval for study leave shall be given after the expiration of the two-year bond.

61.3 Priority consideration shall be based on the year of ordination and the date of application whereupon the applicant is fully qualified for the course applied for.

61.4 It shall continue to be the responsibility of the General Assembly to pay for the University Education of Church workers and give support to such workers during vacations between the years.

Guidelines On the Burial of A Trustee Minute 0494: 6th General Assembly, Calabar, 1992
Section 62.0 The following guidelines shall operate in the event of the death of a Trustee of the Presbyterian Church of Nigeria:

62.1 Upon the death of a Trustee, the parish of the deceased shall notify the General Assembly office directly.

62.2 The Finance Board shall be responsible for fixing the funeral expenses to be incurred as well as defraying such expenses.

62.3 The General Assembly shall conduct the burial of a Trustee.

62.4 The Order of Funeral Service shall be the usual order for burial during which Thanksgiving to God for the life and service of the late Trustee shall be rendered.

62.5 Presbyteries, Synods and the General Assembly shall be represented at all such burials.

62.6 No offering shall be taken at the funeral service.

62.7 Upon request for Memorial Service by the family of the deceased Trustee, the parish may organize such service.

Guidelines On Certification
of Probationers

Minute GA 0456: 5th General Assembly, Umuahia, 1991

Section 63 The guidelines for Certification of Probationers after one year of supervision shall operate as follows:

"I
have been privileged to supervise
.....
for the past..... year (s), during this
period I have come to know the
Reverend
more personally and wish to express my

candid opinion about him/her as follows:

Guidelines On Suspension
of Church Workers

Minute GA 0456: 5th General Assembly, Umuahia, 1991

Section 64.0 The guidelines for Presbyteries on suspension of church workers shall operate as follows:

64.1 A clergy may be suspended by a Presbytery and is restored at the appropriate time by that same Presbytery. A clergy may be deposed by a Presbytery but shall only be reposed by the General Assembly at a service organized by the General Assembly.

64.2 Details of suspension of any church worker shall where the details are so desired be recorded in a "record apart" but accessible to Presbytery officials.

64.3 The offending worker and all parties to the case shall be properly communicated in writing, outlining the offence, the process undertaken in judgment, the length of suspension imposed; the process of appeal where the worker so desires. At all material time, the Board of church.

Ministry, the home parish, session and the appointed supervising Minister shall receive the said communication.

64.4 In any event such worker shall go to his/her town or where he/she chooses another location, the Presbytery shall be informed, provided that the Presbytery shall not be responsible for the rent. However, the Presbytery shall give a time frame for vacating the manse.

64.5 And where such worker under suspension moves to his/her hometown, it shall be the responsibility of the disciplining Presbytery to bear the cost of transportation.

64.6 Such worker shall be paid half salary during the period of suspension by the disciplining Presbytery, having regard to the gravity of the offence.

64.7 In all circumstances, a senior, respected clergy shall supervise the worker under discipline, and ideally they shall meet two

times every month; and on each occasion of their meeting, a review of the cause of suspension, physical, mental and spiritual progress being made shall be undertaken.

In all cases, a written report to the disciplining Presbytery shall be given by the supervisor every two months.

64.8 During the period of the suspension, all allowances shall cease to be paid.

64.9 Disciplining Presbytery shall determine the length of suspension, which shall be clearly spelt out in the letter of suspension. In all cases, details of the exact charge against the worker and the decision of the Presbytery shall be stated.

64.10 Presbytery shall renew the suspension automatically at half time and shall again review such suspension one month prior to the end of the stated period of suspension.

64.11 Where a worker moves to his/her home town within the bounds of another Presbytery, the supervising Presbytery shall write to the resident Minister of the

home town through that other Presbytery requesting that Minister to supervise the worker on suspension.

64.12 A worker under suspension shall surrender his /her ID Card to the General Assembly Office.

64.13 Disciplining Presbytery shall continue to deduct staff Retirement Benefit Scheme payments from the half-salary and the operation of the staff Retirement Benefit Scheme shall be maintained.

64.14 Disciplining Presbytery shall continue to deduct Pay-As- You-Earn (P.A.Y.E) from the half-salary and the operation of the system shall be maintained.

64.15 A worker under suspension wishing to be restored shall apply to the disciplining Presbytery through his/her supervising Minister; and it shall be the duty of Presbytery Officials to coordinate in advance all relevant documents which shall be presented to the Presbytery at its meeting.

64.16 Where at the expiration of the suspension, a worker is not reinstated, it shall automatically become deposition from office.

64.17 At the time of suspension, the pastoral tie between the congregation/parish and the worker shall be deemed broken, and no worker shall be allowed to return to that station.

64.18 A worker under suspension shall not be allowed to use clerical dress.

64.19 A worker under suspension shall not use the title “Reverend” and shall not be addressed as “The Reverend”.

64.20 A worker under suspension shall be allowed to take up other non- ministerial employment.

64.21 Period of suspension shall not be counted
as years of service as stipulated under section 20.02 of the 1989 Conditions
of service.

64.22 These guidelines shall be applicable to clergy, deacons, deaconesses and General Assembly evangelists and Missionaries.

Guidelines on Restoration of Church Workers
Minute GA 0506: 6th General Assembly, Calabar, 1992
Ref: Practice & Procedure, 1962 Edition, Pages 82-83

Section 65.1 Where a Minister has been suspended from office for a specified period, without having been removed from his/her charge; at the expiry of that period, the
Presbytery, if it were satisfied that the
ends of discipline have been attained, may restore him/her to the exercise of all
duties of his/her office.

Section 65.2 Where a Minister has been suspended from office for a specified period, and has at the same time been removed from his/her charge, or where a probationer has been suspended from office for a specified period, he shall present himself /herself at the expiry of that period to the Presbytery which suspended him/her, or to whose supervision he/she has been remitted by the synod; and the Presbytery, if in view
of all circumstances, it judge it advisable, may remove his/her suspension.

Section 65.3 An application for removal of suspension of a Minister or probationer who has been suspended from office “Sine Die”

- without time limit - shall be disposed of by the Presbytery, which suspended him/her. If the Presbytery after careful consideration of all the facts is satisfied that the ends of discipline have been attained, may remove his/her suspension.

Section 65.4 Notwithstanding the foregoing paragraphs, fugitives from discipline shall not be received back into the Fellowship
of the church until they submit themselves to discipline and acknowledge the additional offence of which they have been guilty.

Section 65.5 Where, however, a Minister under suspension is unrepentant and, if the Presbytery is satisfied that the imposed discipline is not having the desired effect of bringing the Minister to repentance, it shall be incumbent upon the Presbytery to depose that Minister.

Honorary Degrees

Minute GA 0494: 6th General Assembly, Calabar, 1992

Section 66 As a matter of courtesy, Ministers shall consult the General Assembly office prior to accepting honorary degrees in order to enable the General Assembly Office verify whether or not the Institution

warding the degree is accredited by a body recognized by the Presbyterian Church of Nigeria. In all cases, honorary degrees shall not attract any change in the salary of the recipient.

Hospital Ministry

Minute GA 06471:13th General Assembly, Ikom, 1999

Section 67 Hospital Ministry shall be formally organized and such Ministry shall be compulsory in parishes where government and private hospitals exist.

Hospitality Allowance

Minute GA 0569: 7th General Assembly, Bukuru, 1993

Section 68 Hospitality Allowance shall be paid to Ministers while on leave.

Inclusion of Management Science In the Curriculum of Theological Colleges

Minute GA 06471:13th General Assembly, Ikom, 1999

Section 69 To fit Ministers of the church for more effectiveness, Management Science shall be taught in the Theological Colleges.

Identification With Projects

Minute GA 0185: 3rd General Assembly, Aba, 1989

Section 70 It shall be expedient for the General Assembly to be more closely identified with projects under the name of the Presbyterian Church of Nigeria and representatives of the church shall be appointed to serve on the governing bodies of all projects.

Indices for Recruitment Into The Holy Ministry

Minute GA 0678: 8th General Assembly, Calabar, 1994

Section 71 In the recruitment of candidates for the Holy Ministry, minimum age of 21 years and full membership in the church shall be considered important factors.

Indigenous Medical Doctors

Minute GA 0658: 8th General Assembly, Calabar, 1994

Section 72 The Presbyterian Church of Nigeria shall intensify efforts at employing, training and retaining indigenous medical doctors, having regard to such measures as -

(1) Appeal by Presbyterian parents to their children in the medical profession to get involved in the work of the church;

(2) Exploration of further opportunities

through the identification of Presbyterian undergraduates who might have the calling to serve as Christian Medical Workers.

(3) The church shall pay adequate and commensurate allowances and incentives in order to retain her medical workers in the rural areas.

(4) Those medical personnel trained by the church shall be bonded.

Interspending of Tenure

Minute GA 2722: 22nd Synod, Calabar,

1987

Section 73 The tenure of the office of the Moderator and the Principal Clerk of the General Assembly shall be so inter-spaced as to ensure that the Clerk and the Moderator shall not end their tenure of office at

the same time. The principal Clerk may remain in office at least one year after the Moderator has served his/her term.

Investment in Landed Property

Minute GA 06136: 9th General Assembly, Lagos, 1995

Section 74 Finance Board shall invest a minimum of One Million Naira annually in high income yielding landed property in highbrow areas like Abuja.

Irregularly Trained Sunday School Teachers

Minute GA 06336: 11th General Assembly Port Harcourt, 1997

Section 75 Irregularly trained Sunday school teachers shall not be engaged to teach Sunday school in parishes in order to avoid the teaching of doctrines not in line with Presbyterian and reformed faith.

Junior Seminaries/Secondary Schools Minute GA 0209: 3rd General Assembly, Aba, 1989-
Consolidating Minute 2722.21(e) of 1987 Synod Resolution.

Section 76 It shall be within the power of Synods to establish schools or junior seminaries subject to General Assembly approval.

Language Training For Church Workers

Minute GA 0449: 5th General Assembly, Umuahia, 1991

Section 77 Six months language training for church workers shall be part of the basic training given to church workers before they assume positions in any area where they are not fluently conversant with the local idiom.

Linkage Programmes

Minute GA 0641: 8th General Assembly,
Calabar, 1994

Section 78 Linkage programme between financially viable parishes and the less financially viable ones shall be encouraged.

Manpower Development & Church Growth Database

Minute GA 031/2002: 15th General
Assembly, Calabar, 2002

Section 79 The General Assembly shall establish a
Manpower Development and Church
Growth Database; the responsibility of
ensuring full actualization of this shall lie
with Board of Personnel and Training and
Board of Faith and Order.

Manpower Recruitment and Training Minute GA 0132: 2nd General Assembly, Calabar, 1988 Ref.
Synod Minute 2722.20(d) of 1987 Minute GA 0209: 3rd General Assembly, Aba, 1989.

Section 80 - (1) It shall belong to the General Assembly to recruit and train its manpower,
notwithstanding that parishes shall have the power to engage local evangelists for their peculiar areas
and needs.

(2) Sessions and Presbyteries shall be fully aware of the heavy responsibility placed on them in
the recruitment and screening of candidates for the Holy Ministry.

Marriage Fees' & Offerings
Minute GA 0494: 6th General Assembly,
Calabar. 1992

Section 81 -(1) The Parish Session shall set a modest "Marriage Certificate Fee".

(2) Offerings taken at wedding service shall be equally shared between the parish and the
officiating Minister.

(3) Where other Ministers assist in the
service, it shall be at the discretion of the officiating minister whether or not he/she
shall share his/ her part of the service offerings with such Ministers.

(4) Visiting clergy shall, prior to agreeing to officiate in a wedding service in another parish, obtain
permission from the Resident Minister.

(5) No Minister shall demand, request or suggest in any manner whatsoever, any other amount
either in cash or kind.

(6) Pre-marriage counseling shall not be charged for in any manner whatsoever.

(7) Payment for the services of an organist shall be between the couple and the organist, provided
that the Parish Session shall have an oversight to ensure proper standards and decorum.

(8) Payment for the services of the choir shall be between the couple and the choir, provided that
the parish session shall have an oversight to ensure proper standards and decorum.

(9) Payment for the services of the Church Band shall be between the couple and the Band,
provided that the session shall have oversight to ensure proper standards and decorum.

Marriage For Single
Probationary Ministers
Minute GA 06421:12th General Assembly,

Calabar, 1998

Section 82 Single probationary Ministers shall get married during their Probationary period. Non-compliance with this provision shall result in no posting for the affected Ministers; and where posting has been inadvertently concluded without the Ministers getting married, the General Assembly shall discountenance such posting.

Marriage Certificate & International Marriage License

Minute GA 06406:12th General Assembly, Calabar, 1998

Section 83 Parishes shall register their churches as licensed places where civil marriages may be celebrated; more so, all such celebrated marriages shall be authenticated by issuing of Marriage Certificate and International Marriage License.

Marriage of Pregnant Brides

Minute GA 0113: 2nd General Assembly, Calabar, 1988 Minute GA 06267:10th General Assembly, Calabar, 1996 Ref. Minute 2585.3 of 1985 Synod.

Section 84 - (1) To uphold an existing policy on the marriage of a pregnant bride, it shall be sufficient for a marriage blessing to be held rather than solemnization, notwithstanding that the church recognizes marriages contracted under Native Law and Custom, and Statute (Ordinance).

(2) Ministers and members who flout the decision of the church on wedding of pregnant brides shall be disciplined.

Medical Work Emphasis Week

Minute GA 030/2002:15th General Assembly, Calabar, 2002

Section 85 Ministers, Parishes and Institutions of the church shall note and reserve every year the Medical Work Emphasis Week, of which April 7 is included, although actual date shall be dependent on the Calendar of the church. It shall also be that during the said Week, Ministers shall show commitment by raising appreciable money for the running of health institutions of the church.

Member Under Discipline Not to be Wedded Until Restored

Minute GA 0113: 2nd General Assembly, Calabar. 1988

Section 86 There is an existing policy and it shall continue that no member under church discipline shall be wedded until such is restored.

Memorial Services & Weddings Prohibited At Certain Periods

Minute GA 0221: 3rd General Assembly, Aba, 19889

Section 87 No parish or Minister shall be allowed to hold Memorial Services and weddings on Christmas Day, Good Friday, Easter Saturday or Easter Sunday.

Memorial Services On Sunday

Minute GA 0221: 3rd General Assembly, Aba, 1989

Section 88 Where a given Kirk Session accepts to hold Memorial Service on a Sunday, such service shall be held in the afternoon hours.

Merger of Parishes

Minute GA 0644: 8th General Assembly, Calabar, 1994

Section 89 Where a parish rejects a worker on the grounds of inability to pay salary and allowances, such a parish shall be merged with another parish.

Minimum Standards of Instruction Minute GA 0595: 7th General Assembly, Bukuru, 1993

Section 90 -(1) Before the baptism of an infant: One or two sessions are to be held prior to the day of baptism. Discussion must include:

- The meaning of infant baptism: What God does, and what man does.
- The parental responsibility, because of baptism.
- The church's responsibility, because of baptism.

(2) Before Confirmation: Not less than six months of weekly instruction in:

- Doctrine using the Westminster Shorter Catechism, five months
- Presbyterian history and practice in the "Membership Class Syllabus", one month. (See below)

- Memorization of the Apostle Creed and the Lord's Prayer.

(3) Before Adult membership:
Approximately six months of weekly instruction covering:

- Division Two of the Westminster Shorter Catechism (The Ten Commandments and the Sacraments, 19 weeks), and the Presbyterian history and practice (6-8 weeks) in the "Membership Class Syllabus". (See below).
- Training applies to all new members, whether coming by transfer from any other church (Presbyterian or otherwise), or before adult baptism/membership, or when a lapsed member joins by reaffirmation of faith.

(4) The Training:

* The Minister shall have the responsibility of training candidates for church membership, (G-05.0401; of Practice & Procedure, G-05.0400; G- 06.0209).

(a) All the prescribed material is to be covered. However, if illiteracy is a problem and if necessary, the lesson material may be reduced to a simpler form. Illiteracy is not a bar to full communicant membership.

(b) The material may be taught in the vernacular, provided it is adequately covered.

• Literacy: It is the intention that all members of the Presbyterian Church of Nigeria be literate. Therefore, all parishes are expected to provide on-going training in reading and writing for the illiterate members of their congregations.

(5) The membership Class Syllabus
Lesson One: The Meaning of
Membership (Introductory Lesson)

- How a Presbyterian Church member is received.
- What it means to have faith in Christ. Assurance of salvation (G-05.0101)

- Membership is Discipleship (like Jesus had those He taught) joining church is not the end, but the beginning. (G-05.0103-4)

- The church universal, the family of God.

Lesson Two: Presbyterian Beliefs - God Centered. Scripture- Centered, the Covenant

- God- Centered:
 - Presbyterian focus is on God, NOT on man's experiences (cf. Pelagianism and Arminianism).
 - Presbyterianism: themes such as 'Providence of God' 'Election', 'predestination'.
 - The gift of 'faith' (Eph. 2:8; 1 Cor 12:3) .
 - TULIP (Total depravity, Unconditional election, Limited Atonement, Irresistible grace, Perseverance of the saints).

- Scripture Centered:
 - Sola Scriptura
 - Why we carry the Bible to the pulpit in the processional
 - The place of the Scriptures in worship and in daily living
 - Why we reject tradition as a basis for belief (cf. Roman Catholics).
 - The place of Creeds and Confessions and Catechisms.
 - How God speaks through the Scripture by His Spirit.

- The Covenant: A Presbyterian distinctive and what it is.

Lesson three: The Sacraments

- What a Sacrament is.
- The meaning of baptism
 - As a sign and seal (cf. West shorter Catechism Q.94-95).
 - How/why Presbyterian understanding of baptism differs from that of other denominations.
 - Modes of baptism; infant baptism & believer's baptism
 - Parental and congregational responsibility, and why Presbyterians do not have 'godparents'.
- The meaning of the Lord's Supper
 - How/why Presbyterian understanding differs from that of other denominations.
 - How to receive the Lord's supper (Preparatory service and other personal preparation)

Lesson Four: The Worship of God

- The Presbyterian Order of Service: its parts and organization
 - Why the Presbyterian Order is formal.
 - How to make the Sunday worship more meaningful (personal preparation).

- Why Presbyterians have no altar, no statues etc.
 - Respect for, and use of the House of God.
 - The Christian year: How it is observed in the church; why we follow it; the lectionary: what to expect.
- Lesson Five: Congregational Life (An introduction to the local congregation being joined)
- Getting spiritual food beyond the Sunday morning sermon: other regular services of the church, such as the Sunday school, prayer meetings, Bible studies (Jointly or in homes), literacy classes.
 - Fellowship: the organizations of the church (MCA, WG, PYPAN, etc).
 - Opportunities to serve: choir, teacher etc.
 - Special activities/ services during the year: Harvest thanksgiving, Planting services, Renewal, Evangelism and Witnessing programmes, Pledges systems and tithing programmes, anniversary occasions, the Stated Annual Meeting etc.

Lesson Six: The Courts of the Church (The connectional Church)

- What the 'courts' are, and the scope and purpose of each level
- Members participating in the courts, their duties and roles.
- How cases of discipline are handled (including marital issues and major scandals).
- The role of Elders: the use of Elder's zones
- Comparing traditions: how we differ from Episcopal (Roman Catholic, Anglican) and congregational (Baptist, Independent, etc) churches.

Lesson Seven: Our Presbyterian Heritage

- The Reformation: Luther, Calvin and others, and why the reformation was necessary.
- John Knox and the Church of Scotland
- How the Presbyterian Church of Nigeria was planted (Hope Waddell and the Jamaicans, the development of the PCN).
- The history of the local congregation (include here a tour of the church, etc, pointing out the various parts, their names and importance, etc, and also other church-related buildings such as the manse, bookshop, library, office, etc).

Lesson Eight: What The Church Expects

of the New Member (cf.G-05.0103-4)

Public confession of Christ as Saviour and Lord (i.e. an understanding of salvation, 'being born again', 'faith in Christ as personal Saviour', witnessing).

- Faithful attendance on worship.
- Participation in the organizations.
- The practice of private and/or family devotions
- Godly living in daily life
- Financial support, including Pledge system, tithing, and attendance at Stated Annual Meeting.
- Participation in the election of officers.
- Participation in and support of special activities, as much as possible.
- Receiving the Minister and Elders when they make pastoral visits.
- No dual membership, no polygamy, no secret society or lodge.

What The Church Offers The New Member

- Worship and service opportunities
 - Sunday School, choir, special group activities such as gospel band, etc; also CGIT, Boy's Brigade etc.
 - Christian fellowship.
 - Ministerial visits and prayer support when ill.
 - Marriage, burial services and assistance.

Ministerial Attire

Minute GA 0595: 7th General Assembly, Bukuru, 1993

Minute GA 029/2002: 15th General Assembly, Calabar, 2002

Section 91 -(1) Statement of Principles:

We follow the Reformed distinctive of an emphasis on the word of God, noting that by ordination, Ministers are "Ministers of Word and Sacrament". This emphasis on the Word of God is reflected in an intellectual and theological integrity in teaching, and the practice of formal dignity as we worship the Almighty and hear the words of the King and Creator of the universe. This emphasis is also reflected in an appropriate dignity in ministerial attire, which does not detract from the centrality of the word in the worship of God.

We follow the Reformed tradition of rejection of costly and pompous dress for clergy, in favour of dignified simplicity.

In view of the priesthood of all believers, we do not attach any liturgical symbolism to any piece of ministerial attire, as is the custom in some liturgical churches. However, we allow the tasteful

embroidery of meaningful Christian symbols on clerical garb as a personal choice. We reject such non-reformed practices as the Roman cope, the Anglican thirty-nine buttons, and the style of white robes common in sectarian churches.

We follow the Reformed tradition of parity of clergy. While the moderator of a Church court is the first among equals', yet no distinctive garb is reserved for that office. The moderator of the General Assembly is distinguished by a particular badge and a stole connected to that office.

Section 91-(2) Dress Code for Ministers

As it is true that every Christian represents Christ at all times and his/her behaviour should always be fitting, so also is the Minister in the Presbyterian Church of Nigeria a representative of his/her church at all times, both private and public. It therefore, devolves upon each Minister to always be publicly

presentable as is befitting his/her profession as an ordained Minister. As a general rule and guiding principles for practice, the Presbyterian Church of Nigeria sets the following standard:

91-2.1 In the pulpit and /or conduct of public worship: The Minister is expected to be dressed in gown of Geneva style, and preferably black, white, or grey in colour. White tabs (bands) are usual. Academic hoods are acceptable, but not required.

91-2.2 In all courts of the church and in non-worship church duties: The Minister is expected to be dressed as a Minister, wearing a clergy shirt/blouse or other suitable professional dress (shirt and tie, blouse). There is no restriction on colour of shirt or blouse; however the colour should be plain (no plaids, stripes, designs, flowers, etc) and well sewn. A clerical collar with a small amount of white exposed is much preferred to the full white Roman band around the neck.

91-2.3 In personal duties in public (e.g. market, travelling etc): It remains to the discretion of the Minister to choose his/her apparel according to the

environment; however, the Minister must take care not to become careless about his/her personal appearance.

91-2.4 Students for the ministry must not wear a clerical collar before their licensing. When preaching, they may wear a cassock or other (dignified) dress clothing.

91-2.5 Ministers under suspension are not allowed to appear in clerical garb.

Section 91 -(3) Ministers shall wear clerical outfits to the meetings of the Courts of the Church.

Section 91-(4) Dress Code for Other Church Workers

91-4.1 Deacons and Deaconesses of the Order of the Diaconate have a distinctive dress as identification of their designation and membership in that Order, and may appear in that dress as appropriate.

91-4.2 Evangelists and other church workers have no distinctive gowns. If called upon to preach in church, they may don a preaching gown (if one has been provided in that congregation) or appear in other decent dress.

91-4.3 Elder's gown: The church has no policy for or against the practice of Elders wearing gowns. Each congregation is free to use or not to use gowns. However, if such a practice is the rule in that particular congregation, it must be uniformly followed i.e., all Elders assisting with the sacraments or in preaching are expected to conform.

Ministerial Candidates
Minute GA 0508: 6th General Assembly,
Calabar, 1992

Section 92. Presbyteries shall adhere to the directive that Candidates for the Ministry who are undergoing trials for licensing shall produce Long Essays of fifteen pages with double spacing on quarto size paper for licensing Presbytery. Such a Presbytery shall assign the topics to the Candidates; and on no account shall College Theses be submitted to the Presbyteries.

Ministers On Further Training As Resource Delegates
Minute GA 0640.41: 8th General
Assembly, Calabar, 1994.

Section 93. Ministers on further training shall be registered, as Resource Delegates by General Assembly and their transport equalization expenses shall be borne by

the General Assembly where their
Presbyteries are unable to pay for them.

Ministers To Train As Medical
Personnel
Minute GA 030/2002: 15th General
Assembly, Calabar, 2002
Minute GA 0658: 8th General Assembly,
Calabar, 1994.

Section 94. Young Presbyterian Ministers shall be trained as Medical Personnel and those so trained shall be bonded according to the Church's Policy.

Ministers Returning To Church Service
Minute GA 0506: 6th General Assembly, Calabar, 1992
Ref. Minute 2529 of 1984 Synod; Section 20.6 of 1989 Conditions Of Service

Section 95 -(1) Ministers who were teachers but retired from Government service and have received their retiring benefits shall not have those years of teaching counted as years of service to the church, except where no benefits were received from the government.

(2) Where a first degree graduate Minister returns to full-time church work

after government service, the appropriate grade level for such Minister shall be grade Level 08, provided that he/she shall move one step up in that level for every two years. However, where the returning Minister is a Diploma holder, the appropriate salary grade level for him/her shall be grade level 07.

Posting Ministers To Mission Owned Schools

Minute GA 06293:10th General Assembly, Calabar, 1996

Minute GA 06412:12th General Assembly, Calabar, 1998

Section 96 -(1) Graduate Ministers shall be posted to Presbyterian owned schools as staff with a view to overseeing the pastoral work of the chapels.

(2) The General Assembly shall through its Board of Church Ministry, Post qualified ministers to mission owned schools to ensure effective representation of the interest of the church.

Missions Support Offerings

Minute GA 06397:12th General Assembly,

Calabar, 1998

Section 97 Third plate offerings shall be taken on the last Sunday of every month in support of Missions and Evangelism. The amount so collected shall be remitted to the General Assembly Treasurer promptly.

Moderatorial Visits/Tours

Minute GA 0641: 8th General Assembly,

Calabar, 1994

Minute GA 06415:12th General Assembly, Calabar 1998

Section 98 -(1) General Assembly Moderators during their tenure in office shall undertake moderatorial tours in the synods and presbyteries, and shall be accompanied on such tours by the Principal Clerk and or Deputy Clerk.

(2) The General Assembly Moderatorial visits of Synods shall commence as soon as the Moderator assumes office after election. The General Assembly Moderator shall not wait for such visits when he/she is about leaving office.

Modes of Addressing Courts of the Church

Minute GA 0431: 5th General Assembly,

Umuahia, 1991

Section 99 The proper mode of addressing the Session shall be "The Reverend Session"; and for Presbytery, it shall be "The Reverend Presbytery"; and for Synod, it shall be "The Reverend Synod"; and for the General Assembly; it shall be "The Venerable Assembly".

Mothering Sunday

Minute GA 0640.9: 8th General Assembly, Calabar, 1994

Section 100 It shall be the practice in the church to

honour Motherhood on a chosen Sunday, although mothers shall not conduct the service nor raise fund for Women's

Guild; and having regard to this, another Sunday within the year shall be chosen wherein the Women's Guild shall lead every aspect of the Worship Service as well as raise fund for the work of the Women's Guild.

National Directorate of Missions Reports

MinuteGA033/2002:15thGeneral Assembly, Calabar, 2002

Section 101 To encourage Presbyterians to support the work of the Directorate of Missions, the reports of the National Directorate of Missions shall be presented to the Venerable Assembly during the opening ceremonies.

New fiscal Policy - The Percentage System

Minute GA 06360:11th General Assembly, Port Harcourt, 1997

Section 102 There shall be percentage system of the Fiscal Policy of the church of all takings

as follow s: 70% belongs to congregation/ parish 6% belongs to Presbytery 4% belongs to Synod 20% belongs to General Assembly. Non-compliance with this new fiscal policy, which comes into effect in October 1997, shall attract sanctions against the Minister-In-Charge, Parish Treasurer and Chairman of Parish Board.

New Liturgical Practice/Idea

Minute GA 0113: 2nd General Assembly, Calabar, 1988

Section 103 Any new Liturgical Practice or idea, which any Minister might wish to implement in any parish or congregation of the church, shall be made to pass through the normal Overture and Barrier Act Procedures.

New Pension Scheme

Minute GA 0397: 5th General Assembly, Umuahia, 1991

Section 104 The new Pension Scheme shall be funded through payments of pension premiums paid monthly by presbyteries

New Practice & Procedures

Minute GA 0135: 2nd General Assembly, Calabar, 1988

Section 105 As a mater of deliberate policy, parishioners shall be taught the new

Practice & Procedure to ensure uniform operations and observances throughout the church.

New Structure

Minute GA 06445: 13th General Assembly, Ikom, 1999

Section106 There shall be a new structure for the Presbyterian Church of Nigeria and this new structure shall come into force on Monday August 16, 1999. The provisions of the New Structure shall apply as follows:

106-1.0 General Assembly functions:

106-1.1 The General Assembly shall retain its position as the Supreme Court of the Presbyterian Church of Nigeria.

106-1 The General Assembly shall have the final say on questions of faith and Order and shall exercise this function in its Supreme Court role through the Board of Faith and Order; provided BFO shall be properly constituted by injecting persons who are versed in the knowledge of Theology (Ministers and Laymen).

1.6-1.2 The General Assembly shall relate with other Churches in Nigeria and Overseas (ecumenical) provided such Churches shall be the ones recognized by both CCN and CAN in Nigeria and WCC and WARC overseas.

106-1.3 The General Assembly shall operate with five (5) Boards - namely: Finance, Faith and Order, Board of Personnel and Training (BPT), Medical Board and Board of Trustees (BOT).

106-1.4 In the interim, all principal offices of the General Assembly shall be rotatory among the regional Synods ensuring however, that no officer from one language area immediately succeed another officer of the same language area even though both come from different synods and provided that no one Synod or ethnic group shall produce the General Assembly Moderator and Principal Clerk for the same tenure.

106-1.5 Agreed to move the Headquarters to Abuja in the year 2000 AD.

106-1.6 G.A. Meetings: Agreed that the General Assembly shall meet biennially (i.e. every two years) and attended on representative basis from the Regional Synods - each sending one-third (1/3) of its Ministers and Elder Commissioners in addition to such resource persons as shall be considered necessary. With the proviso "provided that the issue of equalization of the Commissioners attending the General Assembly meetings is properly taken care of to avoid incessant problems arising during the G.A. meetings".

Resource Delegates: By the G.A.
definitions and its provisions, Resource Delegates to the G.A. means:-

1. G.A. Treasurer
2. All Trustees
3. Chief Legal Adviser
4. G.A. legal Advisers (i.e. 1/3 Synod Legal Advisers)
5. Synod treasurers
6. All G.A. Retired Clergy
7. Board Chairmen and Secretaries

I Probationers: Probationers as resource delegates to G.A. This was deferred as the G.A. office was directed to synthesize this and bring up concrete proposals in future.

ii Church Arms/Organizations:

It was agreed that Regional Synods shall in due course send their nominations of Resource Delegates from the arms to the

G.A. office on time for consideration as the Synods may be responsible for their transportation and feeding while G.A. shall take care of their accommodations during the period of G.A. meetings.

iii Heads of Institutions: It was agreed that all PCN Principals/Rectors shall be invited, as resource delegates and GA shall be responsible for all their registration materials but that during deliberations they shall not have any voting rights. In addition, where such heads of institutions are nominated by their Regional Synods as Commissioners they shall be so registered and shall have equal voting rights.

106-1.8 Advisory Councils: Noted that the Board of Personnel and Training (BPT) shall be saddled with the advisory roles on Education it was agreed to accept only the advisory Council On Civic and Religious matters thus:-

The Advisory Council on Civic and Religious matters shall advise the General Assembly Moderator on national and international issues.

Membership: Membership of this council shall consist of highly

experienced laymen and clergy on sociopolitical and spiritual concerns. Such membership should be drawn from the entire synod areas as may be applicable. Regional synods, wishing to make any presentation to the public shall seek approvals as the G.A. Moderator may so direct.

106-1.9 G.A. Finance And Budget:

G.A. shall own and run projects (ref:

G.A. Minute 0505.6, 1992 G.A. Minutes Appendix vii). G.A. shall own and run institutions including existing ones (Presbyterian Theological College, Itu and Hugh Goldie (Lay) Training Centre, Arochukwu). Synods shall oversee all the G.A. projects located at various Presbyteries within the Synod bounds and be responsible to the G.A.

106-2.0 General Assembly Moderator:

106-2.1 G.A. Moderator shall have no parish, but

be installed to office in a G.A. Service officiated by the past G.A. Moderator at Duke Town Church, Calabar. Another Ministers) shall be posted and inducted in to Duke Town Parish to handle the pastoral responsibilities of the Parish.

106-2.1 Shall be a Graduate of at least first

degree, be at least 45 years of age and shall have served 25 years post- ordination parish experience, or if not a graduate, shall have had at least 30 years (thirty) years postordination parish experience.

106-2.2 Tenure of office shall be six (6) years provided that General Assembly meets biennially and that he/she continues to be effective.

106-2.3 Shall retire at the end of his/her tenure of office as the Moderator of General Assembly.

106-2.5.1 Retirement age shall be sixty-five (65) years for him or her.

106-2.6 Shall have an enhanced allowance(s) His/her salary shall be the same as per the conditions of service of the Presbyterian Church of Nigeria.
The General Assembly shall pay his/her salary/ allowances.

106-2.7 Office, functions and Duties of The G.A. Moderator:

- a) The General Assembly Moderator shall moderate all General Assembly and General Assembly Executive Committee meetings.
- b) He or she shall be the Chief Executive of the Church.
- c) He/she or his/her representative shall represent the PCN at all ecumenical meetings and functions within and outside Nigeria. That is, he or she is the Ambassador of the Church.
- d) He/she shall be the spokesman of the church.
- e) He/she shall exercise supervisory role throughout the entire church and shall visit parishes, presbyteries and synods whether or not invited.
- f) He/she shall exercise financial control of the church and shall call for financial records of the church from time to time.
- g) He/she shall give approval of expenditure not exceeding Fifty Thousand Naira in consultation with the Finance Board.

106-3.1 The Principal Clerk of General: Assembly:

- a) Shall be a graduate Minister and shall have served for 15 years post-ordination with parish experience.
- b) The rotatory nature of the office shall continue.
- c) Tenure of office shall be six (6) years provided the G.A. Moderator and the Principal Clerk shall not be elected in the same year.
- d) Shall be the head of the administration.

106-3. 2 Deputy Clerk of General Assembly:

- a) Shall be a graduate person of not less than 10 years post-ordination experience.
- b) Shall be a minister with management skill or administrative experience.
- c) Tenure of office shall be six (6) years and shall be rotatory in the sense that a holder of the office from one synod, before 6 years, resignation, removal or death shall be succeeded by a person from the same synod.
- d) Shall be succeeded by a person from another synod at the end of the 6 years tenure.

106-3.3 General Assembly Accountant:

- a) The General Assembly shall have an Accountant who shall be the Principal Finance Officer of the church.
- b) Shall be a professional Accountant.
- c) Shall be responsible for the proper and accurate keeping of the books of accounts of the General Assembly.
- d) Shall prepare un-audited balance sheet of the General Assembly every month.

- e) Shall be an employee of the General Assembly and shall hold office at the pleasure of the General Assembly.
- f) The General Assembly Moderator, Principal Clerk and the Accountant shall be signatories to the General Assembly accounts. The Accountant and either the Principal Clerk or Moderator shall sign withdrawal vouchers.
- g) The Finance Board shall engage an internal auditor.

106-3.4 Administrative Secretary:
Agreed that he/she shall be a layperson and shall be permanent.

106-4.0 Regional Synods:
Observed that there are eight (8) Regional Synods for now. New synods shall be created on the basis of church growth.
The name of the synods are (and shall be) based on historicity and can be changed by the consensus of the uniting Presbyteries.

106-4.1 Functions of The Regional Synods:

- a) Synods shall legislate on all matters relating to their functions.
- b) Synods shall act as courts of Appeal on issues brought to her from the lower courts.
- c) Synods shall establish and run seminaries
(Secondary schools), hospitals, agricultural and other development projects within their financial capabilities. All institutions established by the synods shall be in the name of the registered Trustees of the Presbyterian Church of Nigeria.
- d) Synods shall have oversight of presbyteries within their bounds and can create more presbyteries subject to the approval of the General Assembly.
- e) Synods have permanent office structures and personnel suited to their enhanced responsibilities.
- f) Synod finance shall be derived from the acceptable percentages from presbyteries and parishes within their bounds as well
as overseas-designated grants, interests accruing from their investments, and donations. Any synod in need of overseas assistance must pass such request(s) through the General Assembly.
- g) Synods shall supervise and manage all the G.A. property within their bounds (ref: GA Minute 0505.6) and as may be assigned to them. They shall be accountable to the General Assembly.

106-4.2 Membership of Synod:
All Ministers and equalizing Elder Commissioners within bounds shall be members of the synod. One-third (1/3) of the members (number) shall represent the synod at the General Assembly. Synods may bring in resource members.

106-4.3 Synod Committees:
Synods shall establish as many committees as they deem necessary. Synods shall be the apex of all church organizations subject to the provision in section 106.7.5 However, the GA desks of the various arms shall act as co-ordinators at the G.A. level.

106-4.4 Synod Moderator:

- a) Shall be parish based or church worker properly seconded to institution.
- b) Shall have served for 15 years postordination and would normally be a graduate.
- c) Shall have supervisory function over the Moderators of presbyteries.

- d) Tenure of office shall be a maximum of 4 years if re-elected annually at the pleasure of the synod.

106-4.5 Synod Clerk:

- a) Shall be a Graduate Minister of not less than 10 years post ordination experience.
- b) Shall not be parish based in view of the increased functions of the synod.
- c) Tenure of office shall be 4 years if reelected annually at the pleasure of the synod, after which he shall return to parishwork.

106-4.6 Synod Treasurer:

- a) The synod shall have a Treasurer who shall be the Principal Finance Officer of the synod.
- b) He would normally be a professional officer with a minimum qualification of HND or equivalent in accounting profession.
- c) Shall prepare an un-audited account of the synod every month.
- d) Shall be responsible for the proper and accurate keeping of the books of account of the synod.
- e) The Synod Moderator, Synod Clerk and the Synod Treasurer shall be signatories to the Synod accounts.

The Treasurer and either the synod Clerk or the Moderator of synod shall sign withdrawal vouchers.

- f) Shall supervise the activities of the Treasurers of the Presbyteries within the synod. May be an employee of the synod and shall hold office at the pleasure of the synod.

106-5.0 Presbyteries:

Presbyteries shall continue with their present role of “bishop” exercising control and oversight of Sessions and Ministers within their bounds as well as being responsible for the mission of the church in their bounds in accordance with the Practice & Procedure.

Presbyteries' finance shall be derived from the acceptable percentages of funds from parishes within their bounds as well as overseas-designated grants, interests accruing from their investments, and donations.

106-5.1 Presbytery Offices:

The Moderator, Clerk and Treasurer shall be parish based or church workers

properly seconded to institutions and must be elected from among commissioners as at present, subject to other provisions on

tenure and qualification.

106-5.2 Membership:

Presbytery membership shall comprise all clergy and equal number of Elder commissioners within the Presbytery bounds and may bring in resource delegates.

106-5.3 Presbytery Moderator:

- a) Shall be parish based or church worker duly seconded to institution.
- b) Shall have supervisory function over all the Ministers within his/her bounds.
- c) Shall have served 10 years post-ordination.
- d) Tenure of office shall be a maximum of 3 years if re-elected annually at the pleasure of the presbytery.

106-5.4 Presbytery Clerk:

- a) Shall be a Minister of not less than 5 years post-ordination experience.
- b) Tenure of office shall be 3 years subject to annual re-election and at the pleasure of the presbytery.
- c) Shall be parish based or duly seconded to an institution by the Church.

106-5.5 Presbytery Treasurer:

- a) Treasurer at the Presbytery level shall be elected from within the bounds of the presbytery as at present. The treasurer shall be encouraged to keep proper records in accordance with book-keeping standards.
- b) Tenure of office shall be 3 years and can be re-elected for another term of 3 years only.

106-6.0 Sessions:

- a) Sessions shall continue to function as at present but must take the meeting of financial obligations to the higher courts one of their priorities.
- b) It is the primary responsibilities of Sessions to find areas for and the establishment of new outreaches.

106-6.1 Session Clerk:

- a) Shall be an experienced Elder of the parish commanding respect from the congregation or parishioners.
- b) Shall have a minimum educational qualification of General Certificate of Education or its equivalent.
- c) Tenure of office shall be three (3) years but may be re-elected for another term of 3 years only. Shall be subject to annual re-election and shall serve at the pleasure of the Session: The practice in some parishes where Session Clerks hold office for indefinite periods must be discouraged.

106-6.2 Parish Treasurer:

- a) Treasurer at the Parish level shall be elected from within the membership of the parish as at present. The treasurer shall be encouraged to keep proper records in accordance with book-keeping standards.
- b) Tenure of office shall be 3 years and can be re-elected for another term of 3 years only.

106-7.0 General Provisions:

106.7.1 THE DIACONATE: Deacons and Deaconesses may be posted to either Presbyteries or Parishes, or may be seconded to agencies asking for them.

The Church should retain this category of workers.

106.7.2 EVANGELIST: While all Christians have the responsibility to share the good news of Christ, Evangelists are those Christians with special calling of God to spread the Gospel and a special training to enable them to do the same. The present Evangelists in the Church who qualify for this distinct calling should be up graded. The Church should retain the same.

106.7.3 MINISTERIAL CANDIDATES: Candidates for the ministry are in the first instance, upon recommendation of the Kirk Session, sent for one year training at the Presbytery level.

These are then deployed to work in Parishes for further observation for a period of two years before going for full training as a Pastor or Evangelist or Deacon/Deaconess based on the gift identified with the candidate.

Graduate candidates shall undergo this training for a period of one academic year in the first instance and a further one-year observation under a Kirk Session before the necessary full training in a P.C.N. Institution.

106.7.4 TENT-MAKING: Same provisions as for ministerial candidates as in 106.7.3. Tent-making ministry is a term used to describe the financial support pattern of voluntary, professional, missionary service of trained Ministers of Word and Sacrament as well as Evangelists and Church Teachers, on behalf of the Church and in the interest of the Gospel.

106.7.5 ORGANISATIONS:

Organizations, which have their apex at the Synodical level, shall have a national conference every two years to which the different Synods can send representatives for interaction and exchange of ideas and information.

106.7.6 GENERAL ASSEMBLY EXECUTIVE COMMITTEE (GAEC) COMPOSITION:

- * The Moderator of General Assembly
- All Past Moderators of General Assembly
- The Principal Clerk of General Assembly
- All Past Principal Clerks of General Assembly
- The Deputy Clerk of General Assembly
- All past Deputy Clerks of General Assembly
- The General Assembly Accountant
- Trustees
- 1/3 Representation from each Synod
- Board Chairpersons and Secretaries

- Rectors of PCN Institutions and PCN related Institutions (including universities)
- All Past Accountants/Treasurers of General Assembly
- Chief Legal Adviser

106.7.7 SYNOD EXECUTIVE COMMITTEE

COMPOSITION:

- The Synod Moderator
- Past Synod Moderators
- The Synod Clerk
- Past Synod Clerks
- The Synod Treasurer
- Past Synod Treasurers
- Presbytery Moderators
- Presbytery Clerks
- Two Elder Commissioners from each Presbytery (one of whom may be the Treasurer) chosen for their expertise of wealth of experience.
- Synod Committee Chairpersons and secretaries
- The Synod Legal Adviser
- The most Senior Legal Adviser
- Theological Tutor (if the Synod has a Theological Institution)
- Trustees within the Synod Area
- All Past and Serving Officers of General Assembly

106.7.8 HOSTING OF MEETINGS: The General Assembly shall be hosted by the Synods in turns while the Synods shall be hosted by the Presbyteries within their bounds in turns. The General Assembly meeting shall be at Calabar every 6 years to install the General Assembly Moderator.

Nomenclature In the Church

Minute GA 0494: 6th General Assembly,
Calabar, 1992.

Section 107.0 The proper and correct way of referring to the Church shall be “The Presbyterian Church of Nigeria” This system of reference to the Church is to maintain the Unity, Integrity and Sanctity of the name; and It shall be appropriate that in naming Congregations, Parishes, Presbyteries and Synods regards shall be had to the following:

Section 107-(1) The names of Synods shall be drawn from national geographical locations.

(2) The names of Presbyteries shall be drawn from well established and historically linked villages, cities, townships and like geo-political localities.

(3) The names of Parishes shall be drawn from Kinship areas, villages, townships, cities and like geo-political localities.

(4) The names of Saints shall only be used for Congregational Church buildings, since such names may be used in more than one location.

(6) The same name shall not be used for a Congregation and a Parish, or a Presbytery, although the use of the same name at two levels may be allowed - e.g. Port Harcourt Parish, Port Harcourt Presbytery.

Offerings Taken at Funeral & Memorial Services

Minute GA 0640:20:8th General Assembly, Calabar, 1994.

Section 108. Where Funeral and Memorial Services are combined, offerings shall be received and such offerings shall be paid into the Parish Coffers.

Operational Levels of the Arms

Minute 2722: 22nd Synod, Calabar, 1987. Minute GA 0222: 3rd General Assembly, Aba, 1989.

Ref. Minute GA 0428:5th General Assembly, Umuahia, 1991.

Section 109-(1) The Arms of the Church shall be Synodical except in cases of doctrinal policy formulation wherein the General Assembly shall assume the sole prerogative.

(2) All Arms of the Church shall operate under constitutionally elected officers at the Congregational, Presbyterial and Synodical levels.

Each Arm shall have a Central Working Committee to handle National concerns, and which shall in turn report its activities to The Board of Church Life.

Ordination And Induction Of

Probationers

Minute GA 0221:3rd General Assembly, Aba, 1989.

Section 110. Probationers shall be ordained and inducted in the station of first posting. By this policy, Minute 2614.1 of 1985 Synod is rescinded.

(Note: This policy has been further amended to reflect the present practice whereby after ordination, such newly ordained Minister undergoes a three - year Associateship before induction may take place).

Ordination Of Elder - Elect

Minute GA 0321:4th General Assembly, Calabar, 1990.

Section 111. Only the Parish Minister shall lay hand on the head of any person being ordained into the office of Ruling Elder of the Church.

Parish Session Exercising Its Determining Say

Minute GA 0113: 2nd General Assembly, Calabar, 1988.

Section 112. The Parish Session shall have the determining say on whether or not a deceased member under discipline shall be churched and buried by the Church.

Patronage of PCBP Limited

Minute GA 0220: 3rd General Assembly, Aba, 1989.

Section 113. It shall be expedient for the General Assembly offices, Board of Propagation & Publication, Synods, Presbyteries, Congregations and individuals to patronize the Services of the Presbyterian Church Bookshop &

Press Limited.

Payment of Salaries of Church
Workers Under Discipline
Minute GA 06296:10th General Assembly,
Calabar, 1996.

Section 114. Presbyteries shall pay the monthly
Salaries of their Church workers under
discipline, since discipline of such erring
church workers is not punitive but
corrective.

Penalty for Not Using Prescribed Bible
Study Outline
Minute GA 06333:11th General Assembly,
Port Harcourt, 1997
Minute GA 06405:12th General Assembly,
Calabar, 1998

Section 115-(1) Ministers and parishes who do not use the
prescribed Bible Study Outline for
teaching shall be censured.

(2) The General Assembly shall discipline
any Minister who refuses to use the
authorized Bible Study outline of the
church for teaching in his/her
parish/congregation.

Periodic Review/Scrutiny of Principal
Clerk's Statement of Accounts.

Minute GA 0104: 2nd General Assembly, Calabar, 1988

Section 116 Where the Principal Clerk's statement of Accounts (Imprest) exceeds the level of
the General Assembly Treasurer's Operational Financial Instructions; the Finance Board shall have
periodic scrutiny and review of the Principal Clerk's Statement of Accounts.

Personal Cars For Ministers
Minute GA 0567: 7th General Assembly,
Bukuru, 1993

Section 117 Parishes shall be encouraged to purchase personal cars for their Ministers, which
may help to build up the lost image of the Presbyterian Church.

Preparatory Schools
Minute GA 0043: 1st General Assembly,
Calabar, 1987
Minute GA 0228: 3rd General Assembly, Aba, 1989

Section 118 (1) Recognition shall be given to all Presbyterian Preparatory Schools as
being under the Board of Christian Education for purposes of records and proper supervision.

(2) Synods shall encourage presbyteries
and parishes to establish Nursery schools

and Day-Care Centres as a means of evangelism and teaching Ministry.

Presbyterian Ministers And Outside Engagements
Minute GA 0498: 6th General Assembly, Calabar, 1992

Section 119 Presbyterian Ministers may accept outside engagements as part of their Christian witness although their parish responsibilities remain their primary concern.

PCN Identity Card
Minute GA 0226: 3rd General Assembly, Aba, 1989

Section 120 The Presbyterian Church of Nigeria Identity Card shall have ten-year life span from the date of first issue.

PCN Official Blue Colour
Minute GA 06406:12th General Assembly, Calabar, 1998

Section 121 The PCN official blue colour shall be popularized in parishes, Presbyteries, synods and the official blue colour shall be used for buntings and flags.

Pre-Posting Consultation
Minute GA 06475:13th General Assembly, Ikom, 1999

Section 122 The Board of Church ministry shall contact presbytery Moderators and Clerks where necessary before posting church workers particularly where problems may be envisaged.

Presbyterian Preachers
Minute GA 0231: 3rd General Assembly, Aba, 1989

Section 123 Evangelistic outreaches shall be encouraged in parishes, and such Outreaches shall be guided and controlled by the Board of Propagation and Publication provided always only Presbyterian Preachers shall be engaged in such evangelistic outreaches, such as Crusades, campaigns, revivals etc.

Principals And Chaplains of Hope Waddell Training Institution
Minute GA 0640.44:8th General Assembly, Calabar, 1994

Section 124 At all material times, Principals and Chaplains of Hope Waddell Training Institution shall not only be Presbyterians but also old students of the Institution.

Printing Of Church Documents /Stationeries
Minute GA 06328:11th General Assembly, Port Harcourt, 1997

Section 125 The Board of Propagation and Publications shall supervise the printing of church documents and stationeries,

and it shall be appropriate for such documents and stationeries to be printed by The Presbyterian Church of Nigeria Bookshop and Press Limited (PCBP Limited).

Prisons Ministry

Minute GA 06471:13th General Assembly, Ikom, 1999

Section 126

(1) Prisons Ministry shall be carried on in parishes where there are prisons; and volunteer workers from within the MCA, WG, and PYPAN shall conduct regular church services. The Parish Minister or Presbytery Moderator shall supervise the work of the volunteers. In all cases, such supervision shall be mandatory for Ministers as it may be used as one of the criteria for assessment of annual performance and evaluation for such Ministers.

(2) Young and talented Presbyterian graduates shall be recruited and encouraged to undertake at least one year voluntary teaching of approved subjects to prison inmates. The Diaconal Council shall ensure the success of this programme.

Prohibition of Alcoholic Drinks At Church Functions

Minute GA 0115: 2nd General Assembly, Calabar, 1988 Ref. Minute 2582

of 1985 Synod

Section 127

Ministers and elders who err on the prohibition of alcoholic drinks at church functions and activities shall in the first instance, be warned, and where the error is continuing, shall be disciplined.

Prohibition of Widows Maltreatment

Minute GA 06406:12th General Assembly, Calabar, 1998

Section 128

No Presbyterian shall be involved in traumatizing widows by way of forcing them drink water used to bathe the corpses of their deceased husbands, or any other traditional ordeals to which widows are subjected to.

Prohibition Of Leaving Church Service

Before Benediction

Minute GA 06406:12th General Assembly, Calabar, 1998

Section 129

No Presbyterian shall leave church services before the Benediction is pronounced; such act of leaving before pronouncement of the benediction depicts indiscipline.

Project Development And

Income Yielding Ventures

Minute GA 06523:14th General Assembly, Abuja, 2000

Section 130

The General Assembly shall conscientiously pursue project development and shall embark on income yielding ventures in order to reduce the tendency of only depending on Sunday service offerings and tithes.

Property Management

Minute GA 0310:4th General Assembly, Calabar, 1990

Section 131 - (1) Ownership of all property of the Presbyterian Church of Nigeria shall be vested in the Registered Trustees.

(2) Control of all such property shall be vested in the developer of the property.

(3) Rent collection in respect of property developed by the General Assembly shall be forwarded to the General Assembly Treasurer

Publications Bearing Church Logo
Minute GA 031/2002:15th General
Assembly, Calabar, 2002

Section 132
Board of Faith and Order. Publications bearing church logo or ISBN shall receive the approval of

Presbyterian Presence In Tertiary
Institutions

Section 133
Minute GA 0430: 5th General Assembly, Umuahia. 1991
Presbyterian Clergy and members in Tertiary Institutions shall be encouraged by the church to establish a strong Presbyterian Presence in such Institutions.

Posting of Ministers On Part-Time Master's Degree Or Ph.D Degree

Study Programme

Minute GA 0456: 5th General Assembly, Umuahia, 1991

Section 134
It shall be the accepted

Ministers doing Master's Degree or Ph.D degree programme shall apply through the normal channels of Session, Presbytery, Board of Christian Education, and have their self-sponsored, part-time University post graduate programme approved - may be posted to vacant parishes and inducted into those parishes on the understanding that their studies shall not interfere with the execution of their pastoral responsibilities. In all cases, geographical proximity to the institutions shall not be a major determinant in postings, as part-time students need not be living close to the institutions.

Quarterly Revival Programmes
Minute GA 06358:11th General Assembly,
Port Harcourt, 1997

Section 135
Quarterly revival Programmes shall be encouraged in parishes and evangelism shall be accorded top priority

Rejection Of Postings
Minute GA 0644: 8th General Assembly,
Calabar, 1994

Section 136
worker shall

Where a church worker rejects posting, and it is so established; such

be suspended for a period not less than two
years.

Relationship With Foreign Partners
Minute GA 030/2002:15th General
Assembly, Calabar, 2002

Section 137 The Presbyterian Church of Nigeria shall sustain the tempo in relationship with foreign
partners, and shall also ensure their continued assistance in developing our health institutions;
notwithstanding that the church may consider partnership with other African countries.

Responsibility For Education And
Scholarship
Minute GA 0419: 5th General Assembly,
Umuahia, 1991

Section 138 Responsibility for education and
scholarship shall be placed under The General Assembly and having
regard to this fact, the Board of Christian Education (BCE) shall always co-ordinate all
scholarship for the overall benefit of the
church.

Restriction Of Abortion
Minute GA 06336:11th General Assembly,
Port Harcourt, 1997

Section 139 Abortion for both married and unmarried
women shall not be permitted unless it is
certified by a competent medical doctor
that the life of the mother is in danger.

Retirement Age For Church Workers
Minute GA 0397: 5th General Assembly,
Umuahia. 1991

Section 140 The retirement age for church workers
shall be sixty-Five (65) years of age or
Forty-Five years of Service.

Revenue Generation/Diversification
Minute GA 0069: 1st General Assembly,
Calabar, 1987

Section 141 The Presbyterian Church of Nigeria shall as a matter of
Continuing Policy, pursue financial development, revenue generation and diversification as well as
property acquisition and development.

Rotation Of Meetings Of Boards
Minute GA 042/2002:15th General Assembly, Calabar, 2002

Section 142 Meetings of the Boards shall be rotated within the various synods of the church, as this measure shall reduce cost of attending all Meetings of Boards in Aba.

Salary Ex-gratia
Minute GA 0651: 8th General Assembly,
Calabar, 1994

Section 143 Late in November each year; all General Assembly workers shall receive one month's salary ex-gratia.

Scholarship Scheme For Presbyterians
Minute GA 06523:14th General Assembly,
Abuja, 2000

Section 144 The Presbyterian Church of Nigeria shall set in motion a Scholarship Scheme for deserving Presbyterian members in Tertiary Institutions with a view to encouraging functional and qualitative education.

Secondment And Part-Time Service
Minute GA 0494: 6th General Assembly,
Calabar, 1992

Section 145 -(1) Secondment shall mean that the Presbyterian Church of Nigeria maintains control over an employee and chooses to post that employee to a particular place.

(2) Part-time service shall mean that a Minister volunteers part-time to the church over and above his/her paid employment with another body.

(3) in all cases, part-time workers shall not qualify to serve as inducted Moderators of Sessions, nor elected Moderators of Presbyteries, Synods or General Assembly.

(4) Whereas years of service under secondment shall be counted, years of service under part-time shall not be counted.

Secret Societies membership Prohibited
Minute GA 0221: 3rd General Assembly,
Aba, 1989- Re-affirmation of Minute
2480.1 of 1984 Synod.

Section 146 Minutes GA 0321 and 0344: 4th General Assembly, Calabar, 1990
No Presbyterian shall be allowed to join any secret society or retain membership of any secret society.

Send-Off Services For Retiring
Ministers
Minute GA 06288:10th General Assembly Calabar, 1996 .

Section 147 Send-off Services shall be organized for retiring Ministers and funds shall also be raised for them, thereby enabling them to absorb the initial shock of retirement.

Section 148 and actions.	Social Concerns And Actions Minute GA 06446:13th General Assembly, Ikom, 1999 The Presbyterian Church of Nigeria shall be involved in social concerns
Section 149	Souvenirs For Retired Church workers Minute GA 0522: 6th General Assembly, Calabar, 1992 Retired church workers shall receive souvenirs during the Annual Dinner Party which shall be organized in their honour by the General Assembly.
Section 150	Spiritual Activities During G.A. Meetings Minute GA 06292:10th General Assembly, Calabar, 1996 The first two days - namely Saturday and Sunday - of General Assembly Meetings shall be dedicated not only to ceremonial activities but also to spiritual activities such as worship, prayers, testimonies and others.
Section 151	Student Ministers At Worship Services Minute GA 0644: 8th General Assembly, Calabar, 1994 Student Ministers shall be allowed to wear cassocks and sit at the Chancel during worship services.
Section 132	Submission of Tithes Reports Minute GA 0397: 5th General Assembly, Umuahia, 1991 It shall be incumbent upon presbyteries to report to General Assembly Executive Committee on the progress of Tithe System within their various parishes annually.
Section 153	Submission of Students Progress Reports Minute GA 0532: 6th General Assembly, Calabar, 1992 Principals/Rectors of Theological Colleges where church workers are trained shall submit progress reports on students periodically to enable presbyteries evaluate performance of students Submission of Annual Returns Minute GA 06475:13th General Assembly,

- Ikom, 1999
- Section 154 Annual Returns shall be submitted before June each year; and any Minister who fails to submit such Annual Returns before June each year shall be liable to discipline.
- Sunday School Teachers
Minute GA 0062: 1st General Assembly, Calabar, 1987
- Section 155 It shall rest with every Presbytery to ensure that all Sunday school teachers undergo courses in Christian Education before such teachers are allowed to teach in Sunday schools within its bounds.
- Synods Co-ordination of Nursery Schools
Minute GA 0142: 2nd General Assembly, Calabar, 1988
- Section 156 The supervision, co-ordination, funding, staffing and reporting of Nursery schools shall be under the authority of their respective Synods.
- Taking Decisions For General Assembly
Minute GA 06515:14th General Assembly, Abuja, 2000
- Section 157 No single individual shall have any right whatsoever to take decisions on behalf of the General Assembly on any matter.
- Taking Of Chieftaincy Titles
Minute GA 0221: 3rd General Assembly, Aba, 1989
- Section 158 It shall be the norm for Presbyterians taking chieftaincy titles to do so in accordance with Christian Principles.
- Tent-Making Ministry
Minute GA 0590: 7th General Assembly, Bukuru, 1993
Minute GA 06283:10th General Assembly, Calabar, 1996
Minute GA 06357:11th General Assembly, Port Harcourt, 1997
Minute GA 049/2002: 15th General Assembly, Calabar, 2002
- Section 159-(I) Tent-making Ministry shall be established in the Presbyterian Church of Nigeria.
- (2) The modalities and rules governing Tent-making Ministry in the Presbyterian Church of Nigeria shall be as follows:

- (a) The duration of the training programme is three years including long vacations.
- (b) The training shall be mounted in the Presbyterian Church of Nigeria owned Institutions only.
- (c) The training is self-sponsored.
- (d) Tent-makers are entitled to receive honorarium covering transport, clerical outfit, hospitality as contained in the Conditions of Service.
- (e) Tent-makers shall be paired with equalizing Elders to enable them sit as members of the higher courts.
- (f) A tent-maker may retire at the age of 65

(3) Tent-Makers shall be attached to presbyteries where they shall be assigned to areas of need.

(4) (a) Tent-making Ministry shall target top ranking members of the church in the Universities, Civil Service, Public Service, and Companies.

(b) A Tent-maker shall be a University degree holder.

(c) Tent-Makers may not necessarily hold elective posts in the Church; regard being had for their professional work.

(d) The Board of Personnel and Training shall do the final screening of those who may be approved for Tent Making Training.

The Presbyterian Students Fellowship
(P.S.F.)

Minute GA 06284:10th General Assembly,
Calabar, 1996

Section 160 Last Sunday in June each year shall be designated the Presbyterian Students Fellowship Emphasis Sunday. A third plate offering shall also be taken for the work of the Presbyterian Students Fellowship (P.S.F.).

Testimonies During Worship Service
Minute GA 0321: 4th General Assembly,
Calabar, 1990

Section 161 Selective use of testimonies during worship Service may be allowed by the Minister.

Unauthorized Use of Church Logo
Minute GA 06503:14th General Assembly, Abuja, 2000

Section 162 Anyone who uses the Church logo for personal publication shall incur the sanctions of General Assembly.

Under 13 Bible Quiz Competition
Minute GA 0659: 8th General Assembly,
Calabar, 1994

Section 163- (1) The Under 13 Bible Quiz Competition shall be an annual event and shall accordingly hold during the

Children's Week prior to Children's Emphasis Sunday.

(2) Winners shall be announced and prizes awarded during the Children's Emphasis Service.

Unforeseen Circumstances In Postings
Minute GA 06421:12th General Assembly,
Calabar, 1998

Section 164-(1) Where there are unforeseen circumstances in posting whereby a Minister who is posted out but remains

in the parish, such a Minister shall continue to be in charge, notwithstanding that another Minister is already inducted into the same charge.

(2) Where the situation as aforementioned in paragraph 1 of this section arises, the presbytery within whose bounds the newly inducted Minister resides, shall be responsible for the payment of the salary and allowances of the newly inducted Minister until the matter is resolved.

Unproven Theological Background
and Training
Minute GA 049/2002:15th General
Assembly, Calabar, 2002

Section 165 Pastors or priests or Ministers by whatever titles they may be addressed, whose theological training, ordination or ecumenical standing is unproven shall not be admitted by any parish, presbytery or synod without prior permission of the General Assembly.

Use of Non-Presbyterian Preachers At
Crusades
Minute GA 0494: 6th General Assembly,
Calabar, 1992

Section 166 - (1) Non-Presbyterian Preachers may be used in Crusades, provided that such preachers shall be of the reformed faith, and shall be fully known and acknowledged as such.

(2) Notwithstanding anything under this policy, no expatriate guest speaker shall be invited to lead, conduct, speak at or participate in any crusades, evangelism or church event without prior clearance from the General Assembly.

Vehicle Advance Or Refurbishing Loan
Minute GA 0488: 6th General Assembly, Calabar, 1992

Section 167 A vehicle advance or refurbishing loan of not more than an employee's two years salary may be granted on the following terms:

(1) Subject to the availability of funds, such a loan shall be repaid over sixty equal monthly installments.

(2) The loan shall be interest free.

(3) Any vehicle purchased on the said loan shall be registered in the name of the Presbyterian Church of Nigeria until such time when the loan shall be fully paid off.

(4) In case of withdrawal from service or death, the unrepaid portion of the loan shall be recovered from the end-of-service benefits of the borrower.

(5) In all cases, the qualifying period for this loan shall be five years or more service

Viable Projects For Income Generation

Minute GA 06358:11th General Assembly, Port Harcourt, 1997

Section 168 Parishes, Presbyteries and Synods are encouraged to establish viable projects to generate more funds for the church

Voidable Ordination Of An Elder

Minute GA 06323:11th General Assembly,
Port Harcourt, 1997

Section 169 Where a person is ordained an Elder in a parish other than where his/her membership resides, such an ordination shall be a nullity on the ground that dual membership is not permitted in the Presbyterian Church of Nigeria.

Welcome/Send-Off Ceremonies

For Ministers And Probationers

Minute GA 0567: 7th General Assembly,
Bukuru, 1993

Section 170 Ministers and probationers shall be accorded welcome on arrival to their new stations, and send-off parties shall also be organized in their honour as they leave the stations.

Years Of Service For Theological Tutors

Minute GA 06248:10th General Assembly,
Calabar, 1996

Section 171 - (1) Theological Tutors serving in Theological Colleges shall not be limited to any specified years of service in the college.

NOTABLE DECISIONS/ACTIONS

OF GENERAL ASSEMBLY

1. Printed draft minutes were circulated to delegates to the 4th General Assembly in 1990 - See Min.GA.0292 (1990).

General Assembly Treasurer's office Residence - Min.GA 0310 - Item 4 of Min. GA. 0310 (1990)

3. No. 129 Leopard Town Road, Calabar could be used as guesthouse or rented out - Minute GA 0310 (1990).

4. Finance Board was directed to release fifty thousand Naira to the Board of

Church Property Development for the completion of the super chalets at the General Assembly office, Aba - Min. GA. 0310(1990).

5. General Assembly agreed to remit to all other Courts under the Barrier Act the following statement:

That the Presbyterian Church of Nigeria does not endorse the Traditional African Position of Polygamy but that if a nonbeliever polygamist accepts

Christ, he should be received into full Communion but he would not be allowed to hold any office in the Church's Court Structure - Min. GA.0321 (1990).

6. In 1990 the General Assembly rejected the recommendation that the Assembly should meet biennially - see Min. GA.0326 (Recommendation from the then Board of Church Life).

7. The General Assembly granted permission to Board of Christian Education (BCE) to continue association of with the Theological Education by Extension Association of Nigeria and endorsed our membership with that body (Min. GA 0329 - 1990).

8. The General Assembly agreed that the Book of Services should be produced in Efik, English, Igbo, Tiv and Yoruba (Min. GA 0333)

9. The General Assembly accepted the recommendation of the BCM for a further one-year study of the Call System with a study document circulated for scrutinisation - Min. GA 0357 (1990)

10. In 1991 the General Assembly rejected the Institution of Superintendent

Ministers at the Synod level.

11. The General Assembly in 1991 rejected the recommendation that the Moderators of General Assembly should be relieved of Parish responsibility so as to be versatile as their counterparts in other denominations. They ought to lead research, write books and give spiritual leadership to the Church - see Minute GA. 0427.

12. In the same vein in 1991 the General Assembly insisted that the Moderator of General Assembly should be Parish based. (See Min. GA. 0427)

13. Lagos Presbytery in 1991 proposed

and recommended the tent-making
Ministry for The Presbyterian Church of Nigeria — Min. GA.0446.

posting and
14. In 1992 at the 6th General Assembly
in Calabar, the General Assembly agreed
that a Minister is accepted for nomination from his present place of
within the bounds of the Synod designated
by the system of rotation - Min.GA.0475.

Societies should be allowed to remain in the
15. In 1993, at the 7th General Assembly
held in Bukuru, the General Assembly agreed that members in Secret
Church, but they should not participate in the Holy Communion, nor
should they
hold any office in the Church - Min. GA. 0603.

Use of Inclusive Language noted

16 In 1994, at the 8th General Assembly held in Calabar, the
General Assembly noted the use of inclusive language in reference to human beings in all Church
Publications- Min. GA. 0640.8

17. In 1994, the Board of Church Ministry was asked by the 8th GA
to start thinking of a policy to handle situations where both husband and wife are ordained ministers of
the Church.

Base fund

18. GA in 1994 agreed to use the Base fund to purchase 2 units (4 -
bedroom) bungalows at Kado Housing Estate Abuja from Federal Housing Authority at the
cost of six hundred thousand Naira each.
Joint Presbytery meetings rejected

19. GA in 1994 rejected the idea of Joint Presbytery meetings.

Future Structure Passed through the Barrier Act (1995 - 9th GA)

20. By Virtue of Minute GA 06136
the Future Structure of the Presbyterian Church of Nigeria was allowed
to pass through the Bander Act.

Church workers not to contribute 5%
of their basic salary to the

Gratuity/Pension scheme.

21. By Virtue of Minute GA 06145 (1) of 1995, the General Assembly agreed that Church workers need not contribute 5% of their basic salary to the Gratuity/Pension scheme.

Presbyterians Banned From Secret Societies

22. In 1995 at the 9th General Assembly held in Lagos, the Church banned Presbyterians from taking up membership in Secret Societies and went further

by directing delegates to renounce and denounce membership in any secret society.

23. In 1996 at Calabar, the General Assembly directed the Synod of the South East to evolve an urgent way and means of paying the outstanding amount in respect of the parcel of land situated in Uyo metropolis, which was allocated to the Presbyterian Church of Nigeria by the Government of Akwa

Ibom State -

Minute GA 06293.

24. At the 10th General Assembly held in Calabar in 1996, the Venerable Assembly renamed the Presbyterian Theological College, Itu, to

Essien

Ukpabio, Presbyterian Theological Seminary, Itu, in memory of the late Rev. Essien Essien Ukpabio, the first indigenous convert and ordained Minister of the Presbyterian Church of Nigeria.

25. At the 12th General Assembly held in Calabar in 1998, the Venerable Court agreed not to insert any clause, which tends to perpetuate the so-called visible disunity in the future structure of the

Church - Minute GA 06387.

26. At the 12th General Assembly in Calabar, the Venerable Assembly agreed to provide a policy statement and working strategies on the PCN social Action - Minute GA 06387.

27. At the 12th General Assembly held in Calabar in 1998, the Venerable Court

agreed and accepted Evangelism and Church Growth as the supreme task of the Church.

The Assembly also agreed to equip the Directorate of Evangelism for effective Operation.

19. At the 13th General Assembly held in Ikom in 1999, the General Assembly rejected the recommendation that Church workers should contribute 10% of their basic salary monthly to the Gratuity/Pension Scheme - cf. Minute GA 06442/7.

20. At the 15th General Assembly held in Calabar, 2002, the Venerable Assembly adopted numbering of Minutes to reflect the biennial meetings; thus "Minute GA 001/2002", indicates the number and year of meeting. This system of numbering was adopted on August 17, 2002.

30. At the 2nd General Assembly held in Calabar in 1988, the Venerable Court agreed that the acceptable response to the interjection "Praise the Lord" is "Halleluiah" or "May the Lord's Name be praised". See Minute GA 0113.