

**ACTION
PLAN**

HERE IN HOLY MOUNT ZION JESUS REIGNS

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**HOLY MOUNT ZION TEMPLE OF DELIVERANCE
CHURCH OF GOD IN CHRIST
FELLOWSHIP**

**OBADIAH:17 BUT UPON MOUNT ZION SHALL BE DELIVERANCE, AND THERE
SHALL BE HOLINESS: AND THE HOUSE OF JACOB SHALL POSSESS THEIR
POSSESIONS.**

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**HOLY MOUNT ZION TEMPLE OF DELIVERANCE
CHURCH OF GOD IN CHRIST**

FELLOWSHIP

ACTION PLAN

PREFACE

The Holy Mount Zion Church Of God In Christ (COGIC) Action Plan is an implementation guide for the church fellowship. The Pastor feels the need to have a plan that the Church leadership and the members of the Church can have to assist and support the vision and goals for Holy Mount Zion Temple Of Deliverance COGIC. This Action Plan is needed to integrate the support that the Men and Women Fellowship will need to provide the Pastor and the Church in carrying out his and the Church's short-term and long-range goals and objectives.

Pastor Cream has developed this action plan to assist the Men and Women at Holy Mount Zion Temple Of Deliverance to accomplish the mission of the church. The Pastor will evaluate and give guidance to the committees on how to perform their task(s). The members of this fellowship must study the goals and objectives of the Church and provide the support as required.

Pastor Cream has developed this action plan around his vision and the Church goals and specific objectives that need to be accomplished. In order to accomplish the goals and objectives, the Men and Women must be organized into effective work groups/committees or teams that focus on the objectives and tasks in the order that the Pastor has prescribed in this action plan.

As the Shepherd/Overseer of God's church, it is of primary importance that the Pastor follow God's instructions, and that the Pastor listen to the voice of God. God expects leaders to feed their flock and become the best leaders possible. As the leader of the Holy Mount Zion Temple Of Deliverance COGIC, I have a responsibility to God and His people to provide the attributes of a good leader. This is my thoughts about leaders and leadership here at Holy Mount Zion Temple Of Deliverance COGIC.

THE ATTRIBUTES OF GOOD LEADER

LEADER:

"One equipped by force of ideas, character, genius, strength of will or administrative ability to arouse, incite, influence and direct others in conduct and performance:"

LEADERSHIP:

"The act of imposing one's will upon others in such a manner as to gain their respect, confidence and their willing and whole-hearted cooperation."

The definitions above include all kinds of religious, military or civil leaders. The true leader in the sense of the above definitions, given the necessary knowledge or techniques, would enjoy a considerable degree of success in any field where leadership is required.

LEADERSHIP

“If you lead the people through virtue and regulate them by the laws of propriety, then they will have a sense of honor and shame and will attain goodness.”

Leadership has two elements: a leader and a follower. What make leaders and followers are the ingredients that make any organization work. We have leaders from all molds of life. Some have led by fear, some achieve their purpose by love and devotion, and some because of the respect they held for their people and vice-versa. What are some of the common denominators of leadership? Many of the great leaders have shared them. One of the first, is the ability to inspire trust and confidence in others. A second key ingredient is integrity and personal courage. Effective use of communications such as, listening as well as speaking is essential. Leadership is also keeping things in the proper perspective and using innovation and personal encouragement to motivate and direct others. Always remember people are led and things are managed. Leadership is the skill of creating a willing follower-ship to accomplish a common cause that may otherwise appear impossible.

A church leader will find need for both leadership and management skills. Only a few will become “great church men and women”, but all can be leaders. In the Corporate world, it’s been said that, “your attitude will determine altitude you will rise in the organization.” I have heard it said another way in some church circles, “Don’t worry about your position, but please worry about you disposition.” In the final analysis, leadership is measured by this single yardstick: “Do your people perform well and willingly for you, the LEADER?”

THE FOUNDATION OF LEADERSHIP

“Leadership is an essential for attainment of victory and success.” Persons of character are required in God house. The leader needs to be able to determine right from wrong and pursue right every time. Professional competence is essential in for leadership and the leader must know their business. The leader is required to make good choices in determining the of the correct course(s) of action and timely action in following up on them. Great wisdom, courage, judgment and vision is key. A human understanding must be present always in the leader and the leader must know the people and allow the people to know him. The capacity to manage is making the best use of what you have to get what you want and need to operate. Recognized leaders throughout the ages differ; just as non-leaders, different each in their own way, applied the above principles and earned the right to be recognized a leader. They got the best out of their personnel and organizations and were successful in the accomplishment of their missions.

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THE MARKS OF GOOD LEADERSHIP

The Leader must be a good teacher.

The Leader must be loyal and inspire loyalty.

The Leader must have support from below.
The Leader must be confident and inspire confidence.
The Leader must display courage.
The Leader must display capacity to get things done.
The Leader must set the example.
The Leader must be determined.
The Leader must possess foresight.
The Leader must possess initiative.
The Leader must be consistent.
The Leader must be calm in a crisis
The Leader must excel in teamwork.
The Leader must be adept at overcoming difficulties.
The Leader must require discipline.
The Leader must decentralize the execution of work.
The Leader must see and be seen in a positive way.
The Leader must be an adept inspector
The Leader must be physically strong, mentally alert.
The Leader must take full responsibility for their actions.

It all begins with the Leaders in their power to decide and with their wisdom to plan and direct; just as it must end with them, in their courage to act when action is required. The final and full responsibility is theirs. The key to leadership is they that have learned to obey will know how to lead.

VISIONARY LEADERSHIP

One of the most important roles of Religious Leaders is Visionary Leadership which enables the church to pursue the paths that God is setting before them. The attributes of visionary leaders are a prayerful life being aware of God's prompting, able to translate vision into action and having a personally committed with God. And having the ability to communicate this vision to God's people and persevering to the end. In the bible we have many example but Joseph and Nehemiah are two that come to mind as Visionary Leaders. Prov 29:18 Where there is no vision, the people perish.

BIBLICAL LEADERSHIP ATTRIBUTES

Being capable of receiving God's vision; acting on the vision which God has placed before you. Seizing the moment to be faithful to God and have the faith to believe God's Word and promises. Raising above the limitations that man has place on us as God chosen people that is restored into the true worship of God. Willing to serve and help the unappreciative and to allow God to fight for the battle for us. Being able to have a willing spirit to follow the instruction of God.

Willing to invest in people.
Willing to be vulnerable.
Willing to take the initiative.
Willing to mentor others.

**Willing to follow Jesus.
Willing to serve.
Allowing oneself time to pray.
Willing to share God's vision
Willing to portray brokenness
Being self disciplined
Perseverance**

GOOD LEADERSHIP TRAITS

**Integrity
Courage
Knowledge
Decisiveness
Dependability
Initiative
Tact
Justice
Enthusiasm
Bearing
Endurance
Unselfishness
Loyalty
Judgment
Openness**

These are the attributes and traits as your leader that I and the other member of the Holy Mount Zion Temple of Deliverance must do and provide to God's people. This will bridge the gap in the future church. Ezekiel 22:30 and I sought for a man among them, that should make up the hedge, and stand in the gap before me for the land that I should not destroy...

As the scripture so states, the Pastor's duties and responsibilities are as following:

1 Peter 5:1-3 The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly: not for filthy lucre, but of a ready mind: Neither as being lords over God's heritage, but being ensamples to the flock.

Acts 20:28-29 Take heed therefore unto yourselves, and to all the flock, over the the Holy Ghost hath made you overseers, to feed the church of God, which he hath made purchased with his own blood. For I know this, that after my departing shall grievous wolves enter in among you, not sparing the flock.

Jeremiah 3:15 And I will give you pastors according to mine heart which shall feed you with knowledge and understanding.

Ephesians 4:11 and he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers;

1 Corinthians 12:28 And God hath set some in the church, first apostles, secondarily prophets, thirdly teachers, after that miracles, then gifts of healing, helps, governments, diversities of tongues.

So this makes the Pastor the spiritual head of the Church/Congregation. His authority if derived from the Constitution of the Church Of God In Christ Inc. he has started/founded or is appointed as Pastor by Jurisdictional Bishop, the Pastor reports directly to the Bishop. I as your Pastor can be removed for cause by the Jurisdictional Bishop in accordance with the Constitution of the Church Of God In Christ. As the Pastor, I am the Chief Preacher, Teacher, and Minister of worship for this congregation. The spiritual nurture of the congregation is my responsibility. So this makes all members of the Ecclesiastical office are amenable to me for the conduct of their duties. This also makes me as Pastor of the Holy Mount Zion Temple Of Deliverance the Chairman of the Church's Annual Conference and President of the Corporation. I will preside over the regular and special sessions of the Board of Trustees, and has the general oversight of all matters of the congregation whether spiritual or temporal.

ATTRIBUTES OF A PASTOR

**Personal Knowledge
Divine Call
Consecrated Motives
Divine Anointing
Personal Interest
Good Example
Divine Success**

PASTORAL DUTIES

Administer the Ordinances Matt 28:19-20

Man of Prayer	1 Tim 2:1
Warn the Flock	1 Tim 4:1, 6
Study the Word	2 Tim 2:15
Preach the Word	2 Tim 4:2 / Acts 6:2-4
Exhort and Rebuke	1 Thess 5:12 / Titus 2:15
Watch Over Souls, His and Others	Acts 20:28-31; Col 4:17; 1 Tim 4:6, 6:11; Heb 13:17
Feed and Lead His Flock	Act 20:28; 1 Pet 5:2;
Example to All	1 Cor 11:1, 4:16; Phil 3:17, 2 Thess 3:9; 1 Tim 4:12; Heb 13:17;
1 Pet 5:3;	

ELDERS

Eldership is not a show room for individualism but an opportunity to coordinate with the whole body the Spirit-imparted gift or gifts of ministry. These Elders should be the Pastor's strongest supporters in the church. These Elders must be the Pastor's immediate helpers in pastoral task of caring for the church. Elder's must have a job description which details the functions assigned by the Pastor. Most of the functions of the Elder fall within the circle of pastoral care, support, and ministry HELPS. The pastor must know that the Elders are committed to him and the church and prepared for the kinds of spiritual duties they are expected to carry out. Elder must be loyal and trustworthy in all dealings with the pastor and the church. And he must live up to his vows he made in the presence of the congregation, his pastor, and the Bishop who ordain him.

Mark 16:15-18 and he said unto them, Go ye into all the world, and preach the gospel to every creature. He that believeth and is baptized shall be saved: but he that believeth not shall be damned. And these signs shall follow them that believe; In my name shall they cast out devils; they shall speak with new tongues; They shall take up serpents; and if they drink any deadly thing, it shall not hurt them; they shall lay hands on the sick, and they shall recover.

Acts 20:28 Take heed therefore unto yourselves, and to all the flock, over that which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood.

Hebrews 13:17 Obey them that have the rule over you, and submit yourselves: for they watch for your souls, as they that must give account, that they man do it with joy, and not with grief: for that is unprofitable for you.

Hebrews 6:10 For God is not unrighteous to forget you work and labour of love, which ye have shewed toward his name, in that ye have ministered to the saints, and do minister.

1 Corinthians 15:58 Therefore, my beloved brethren, be ye stedfast, unmoverable, always abounding in the work of the Lord, forasmuch as ye know that your labour is not in vain in the Lord.

QUALIFICATIONS OF AN ELDER

Bible Doctrines
Church Doctrines
Refuse Speculative Doctrines
Be Faithful To The Calling
Must Be Saved
Must Be Filled With The Holy Ghost
Be A Example To Other
Fight The Good Fight Of Faith
Meet The Qualification Of A Bishop
Abstain From Fleshly Lusts
Follow The Fruit Of The Spirit
Possesses At Least One Of The Gifts Of The Spirit
Called Of God
Ordained Of God
Get A Prayer Thru
Love The Sheep

OTHER RESPONSIBILITIES OF AN ELDER

Leadership Training Ground For An Elder
Superintendent Of Sunday School
President Of YPWW
Coordinator Of Biblical Studies
Coordinator Of Youth Ministries
Minister Of Music

Elder Should Attend The Following
Distinct Meetings
State Meetings
National Meetings

Elder Should Be Able To Conduct All Types Of Services
Worship Service
Prayer Service
Bible Studies
Special Program Service

Elder Should Assist The Pastor In The Following
Funerals or Memorial Observances
Church Marriages
Radio Ministry
TV Ministry

All Elders Should Perform
Revivals
Shut-Ins, Prayer Meetings
Evangelism
C.H. Mason Bible School/College
Hospital Visitations

MINISTER

Previously to the minister receiving his license he was a lay member, who expressed to the pastor his desire to preach the gospel, the pastor shall then counsel with him regarding his sincerity, soundness, or authenticity of his calling and the requirements of the ministry. If the pastor is convinced that the person possesses the necessary qualities to be a minister, the pastor shall then prepare him for qualifying. The pastor should be convinced of his call to the ministry before being granted a license. The Minister should be able to convince others that God has called him to preach, possess a holy conversation, sound understanding of the things of God, and have a good report of those within and without. He must be willing to “study to show himself approved into God, a workman that need not be ashamed rightly dividing the word of truth”. This person should be one that has served faithfully in attendance, tithing and offering and obedience to his pastor for at least one year before being granted a license. And at least 2-4 years before being *ordinate* ordained.

DEACONS

The work of a Deacon has often been defined as the trusteeship of the material aspects of the church. Broad spectrums of job descriptions are assigned to them under this definition. Some churches give the deacons the responsibility of collecting and the distribution of the benevolence of the church. The custodians of church's properties; responsible for the assembly; account for the business and financial matter of the congregation. He is to assist the Elders and Pastor of the church in their duties. Apt to preach and must know the plan of salvation and be able to lead those who come to the church as visitors to Christ Jesus. The Deacon must be a man with a good reputation not only in the church but in the community as well. The duties of his office calls for the highest level of confidence. He must have the trust of the membership and the Pastor. In the bible the Apostles agreed that the deacons selected for the church should be filled with the Holy Ghost and full of wisdom. The office of deacon is a position of leadership. And as a leader he recruits and trains helpers so the work force is large enough to carry out its responsibilities.

Luke 22:26: But ye shall not be so: but he that is greatest among you, let him be as the younger; and he that is chief, as he that doth serve.

Acts 6:1-6: And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministrations. Then the twelve called the multitude of the disciples unto them, and said, it is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, which we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word. And the saying pleased the whole multitude: and they chose Stephen, a man full of faith and of the Holy Ghost, and Philip, and Prochorus, and Nicanor, and Timon, and Pamenas, and Nicolas a proselyte of Antioch: Whom they set before the apostles: and when they had prayed, they laid their hands on them.

Titus 2:1: But speak thou the things which become sound doctrine.

Titus 2:6-8: Young men likewise exhort to be sober minded. In all things shewing thyself a pattern of good works: in doctrine shewing uncorruptness, gravity, sincerity, Sound speech, that cannot be condemned; that he that is of the contrary part may be ashamed, having no evil thing to say of you.

1 Timothy 3:8-13 Likewise must the deacons be grave, not doubletongued, not given to much wine, not greedy of filthy lucre; Holding the mystery of the faith in a pure conscience. And let these also first be proved; then let them use the office of a deacon, being found blameless. Even so must their wives be grave, not slanderers, sober, faithful in all things. Let the deacons be the husbands of one wife, ruling their children and their own houses well. For they that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus.

POSITIONS OF A DEACON

**Trustee Board
Chairman Of Deacon Board
Bus Ministries
Tape Ministries
Tract Ministries
Visitations Committee Ministries**

THE CHURCH

Holy Mount Zion Temple Of Deliverance is the basic unit of the structural organization of the Church Of God In Christ. Its membership shall consist of all who have been set in order as a Church by those authorize to do so after having first declared their faith in Jesus Christ as their Savior and declared their faith and belief in the doctrines of the Church of

God In Christ and their willingness to submit to and abide by the government of the church Of God In Christ.

As Pastor of this local church I am appointed by the Jurisdictional Bishop of the Ecclesiastical Jurisdiction Virginia Number One of the Churches Of God In Christ. Making this church selected and established or set in order by the Jurisdictional Bishop. As the Pastor of Holy Mount Zion Temple Of Deliverance I may establish its own constitution and by-laws, provided the same shall not in conflict with the Charter, constitution, Laws and Doctrines of the Church Of God In Christ.

As the Pastor of the Holy Mount Zion Temple Of Deliverance COGIC I am the chief executive officer of this local church and shall have the general oversight and supervision thereof. I have the right to appoint or remove officers of the local church, and to administer this office in accordance with the Charter, Constitution, By-Laws of the Church Of God In Christ. I am responsible for the spiritual and doctrinal guidance of this church in my charge giving to me by God and the Jurisdictional Bishop.

This local church have assumed the vows of membership in the Church Of God In Christ, and must consist of a congregation of faithful believers in Christ Jesus. It must be governed by a lawful pastor under the overseership of the Jurisdictional Bishops and must abide by rules and regulations prescribed in the constitution and by-laws of the church as set forth in the church manual. In order that Holy Mount Zion Temple Of Deliverance be properly recognized by the Jurisdictional Bishop and the National Headquarters of the Church Of God In Christ, it shall be the duty of the Pastor to organize and administer the church charged to their care according to the rules and regulations as prescribed by the constitution. The Pastor is held accountable for it members wherever they live and for the persons who choose it as their church, wherever they live.

Holy Mount Zion Temple Of Deliverance will accept membership of any and all persons regardless of race, color and national origin. When the appropriate vows have been made, such person(s) shall be received into the church as member. The membership of the local assembly shall consist of all persons who have been received into its fellowship and profession the faith in Jesus Christ our Lord. All persons received into the church fellowship shall be a member of it local body. No member shall have membership at more than one church. Once a member they must be enrolled and should give their support to the church with faithful attendance, tithes and offerings. All members are encouraged to become active in some auxiliary. Cor 6:1 We then as workers together with him, beseech you also that ye receive not the grace of God in vain.

Any person willing to be become a candidate for membership of the Holy Mount Zion Temple Of Deliverance COGIC is welcome provided the person(s) expresses a willingness to be saved from his sins and become subject to the discipline and doctrine of the church. It then becomes the pastor's duty to instruct this person in the history, organization and

doctrine of the Church Of God In Christ with the emphasis on how to be filled with the Holy Ghost and how to retain it.

Then when the candidate has shown that sincerity of his or her faith in Christ Jesus and a desire to assume the obligations of a member and become faithful to the local church, the candidate may be received by the pastor into the full fellowship of the church.

We teach the church to be both visible and invisible. The church becomes visible in Christian profession and conduct in the ministry of the Word and of the ordinances and in external organization and government. The church is spoken of as invisible because it is mainly spiritual and the Spirit that unites believers with Christ constitutes an invisible tie; and the blessing of salvation, such as regeneration, genuine conversion, true faith, and spiritual communion with Christ are all invisible to the natural eye; and yet these things constitute the real character of the church (JN 17:15; EPH 3:6; 1 COR 12-13)

WOMEN IN THE MINISTRY

The Church Of God In Christ recognizes that there are thousands of talented Spirit-filled, dedicated and well-informed devout women capable of conducting affairs of the church, both administratively and spiritually.

There shall be a Women's Department in the Holy Mount Zion Temple Of Deliverance COGIC. This Women's Department shall be under the supervision and direction of the First Lady of the Holy Mount Zion Temple Of Deliverance, she is appointed by the Pastor of this church. Her office shall run concurrently with that of the Pastor. The First Lady shall have the power to appoint and remove members in the Women's Auxiliaries and she shall supervise the work of the Women's Department. No such appointment or removal shall be made unless the same is consented to and approved by the Pastor of Holy Mount Zion Temple Of Deliverance COGIC. The First Lady shall supervise the Women's Department and the following Auxiliaries, Units, and Miscellaneous Bands coming under this church.

- (a) THE PRAYER AND BIBLE BAND**
- (b) THE YOUNG WOMEN'S CHRISTIAN COUNCIL**
- (c) PURITY CLASS**
- (d) SUNSHINE BAND**
- (e) MISSION CIRCLE**
- (f) HOSPITALITY COMMITTEE**
- (g) EXECUTIVE HOSPITALITY COMMITTEE**

- (h) HULDA CLUB**
- (i) MINISTERS' WIVES CIRCLE**
- (j) DEACONS' WIVES CIRCLE**
- (k) HOME AND FOREIGN MISSION**
- (l) SEWING CIRCLE**
- (m) NURSES UNIT**
- (n) VOLUNTEER MISSIONS**
- (o) CRADLE ROLL**
- (p) BOY'S LEAGUE**
- (q) BIG BROTHERS**
- (r) BUSINESS AND PROFESSIONAL WOMEN'S FEDERATION**
- (s) BUSINESS AND PROFESSIONAL WOMEN'S RESCUE SQUAD**
- (t) WE TWELVE**
- (u) SPECIAL PROJECTS**
- (v) COMMITTEE 100+1**
- (w) STEWARDESS**
- (x) UNITED SISTERS OF CHARITY**
- (y) EMERGENCY RELIEF FUND**
- (z) ASPIRING MISSIONARY**
- (aa) THE SACRED HEART FUND**
- (bb) BURNERS**
- (cc) CONVENTION SCREENING COMMITTEE**
- (dd) SPECIAL DETAIL COMMITTEE**

The following are the Miscellaneous Bands that help the church ministry and the Pastor to accomplish the mission of the Lord house:

- (a) WAYS AND MEANS**
- (b) WOMEN'S WORKSHOP**
- (c) PRAYER WARRIORS**
- (d) WOMEN'S CHORUS**
- (e) PROGRAM COMMITTEE**
- (f) WOMEN'S DAYS**
- (g) RUND RAISING**
- (h) EDUCATION COMMITTEE**
- (i) NEWS REPORTER**
- (j) EDITORS**
- (k) DRESS CODE**
- (l) DOCTRINES**
- (m) HISTORY OF WOMEN'S DEPARTMENT**
- (n) PARLIAMENTARY PROCEDURE**
- (o) CLASSIFIED INFORMATION**

The role of the First Lady is not limited to the about list of things. Eccl 9:10 whatsoever thy hand findeth to do, do it with thy might: for there is no work, nor device, nor knowledge, nor wisdom, in the grave, whither thou goest.

The Usher Board will be another Auxiliary under the Women's Department. The usher board will consist of women and men who have so organized and dedicated themselves as an usher unit. This is one of the major units of our women's work, for an usher plays the role of a silent evangelist. She gives an attendant of the service the first impression of the service. The major role of this usher board will be to meet the people at the door with a smile and reassure them that they are in the Lord's house. See that they are properly seated and if a program or bulletin is prepared, make sure that they have one. The beauty of the Lord's house is its order and much of this will depend upon an efficient usher board. The organization of the usher board will have a president, vice president, secretary, assistant secretary, treasurer and chaplain as a minimum.

This Women's Department will also have a Missionary Circle that consists of a group missionaries in all categories: 1) Aspiring, 2) Deaconess, 3) Evangelist which operates in the local program at the church. This group will visit the sick, administering to the needs of the poor, reaching out to the unsaved family members and others, and conduct Bible Training Classes. All Missionaries have an obligation to their local church and must be members in good standing with the pastor, first lady, church mother, other officers and members in this fellowship. Missionaries will remember the Missionary Pledge. I believe in the doctrine of this, the Church Of God In Christ, as it is interpreted by our founder Bishop C.H. Mason, and perpetuated by the ministers of said church to be the Doctrine of the Bible. As a missionary, I pledge my loyalty to this church and its doctrine, pledging to teach it faithfully and no other as long as I hold its licenses. I further pledge my loyalty to the leadership of this church, always holding them in honor and esteem. I also pledge my obedience and service to the best of my ability, according to the dictation of the Scriptures.

An Evangelist Missionary is a missionary whose ministry extends into the District and the Jurisdiction. However, she must yet have the endorsement of her Pastor and Jurisdictional Supervisor. She is expected to help build the work on all levels. She must be available to travel and conduct revivals wherever and wherever called upon. A true Evangelist Missionary will have two prerequisites and that is Mission and Vision. These two prerequisites will give a greater thrust in soul winning.

The attire for the Missionaries of the Church shall be the same as that of the State Supervisors, with one exception: The white attire should not be worn in the presence of the State Supervisor or General Mother unless directed by them to do so.

A Deaconess Missionary is a licensed missionary whose activities are within the confines of her local church. However, if she is invited to serve outside the confines of her local church, she may do so with the permissions of her pastor, but she must be accompanied by her church mother or a qualified missionary. A Deaconess Missionary must study the Word of God as her rule of faith and practice, seeking knowledge from the Higher Power and training through Institute Classes, Bible Schools, etc. This will better equip her to serve God and His people. A Deaconess Missionary must serve her local church and help build the work of God in the Women's Department, which will enhance the General Work.

It is recommended that after two (2) years of in-service training, and, being led of God, her activities lead to the

Evangelistic Ministry, she may be recommended by her pastor for an Evangelist License. In special cases he may request an earlier promotion.

An Aspiring Missionary is a woman age twenty-one years and older who feels a special call of God. Her life must reflect a Godly image. She must be concerned about the work in prayer, teaching, soul winning, etc, feeling the inner call to the service of God. It is recommended that an Aspiring Missionary be observed for at least two (2) years before being recommended for license. If she proves faithful, she is then eligible for recommendation by her pastor to the Jurisdictional Supervisor for license. The Women's Department Board of Examiners must then examine her; if she passes the examination she will receive her Deaconess License.

The role of the local church mother is indeed one of great importance and a "must" for a growing church. She is to a pastor in the local church what a wife is to her husband in the home. The day has far passed for a pastor to teach from the pulpit things that women should know. It was never proper, but accepted because of the time. Today, such teaching and instructing would only embarrass, and drive our present-day generation from the church. Here is a very important task for the local church mother. She should hold monthly meetings with the women of the church and teach them things women should know. This is far more effective through the church mother's board. This board is made up of a group of seasoned and well informed women in church administration. This group of mother's must know their obligations to the church and pastor in order to instruct other in following the leadership at the church. The major responsibility is to help the Pastor and First Lady build every auxiliary of the Women's Department in the local church.

The Laywoman it is hoped that this dress code will encourage the laywomen to return to the old fashioned standard of dressing as becometh holiness. Often there are those among us who felt uncomfortable because they are not blessed to have as others. We feel that this code amplifies the expression of the writer, St Luke, who said in the Book of Acts, "and they had all things common." It is hoped that all of our women will refrain from wearing of unnecessary, gaudy attire but will join with our leading women in reminding the world that there is a difference. We close by admonishing our young women and girls to let your manner and your clothing reflect the Jesus that you sing and testify about. The world is looking for an example, a model, why not be that one.

Rom 12:1-2 I beseech you therefore, brethren, by the mercies of God, that ye present your bodies a living sacrifice, holy, acceptable unto God, which is your reasonable service. And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God. 1 Jn 2:15 Love not the world, neither the things that are in the world. If any man love the world, the love of the Father is not in him. For all that is in the world, the lust of the flesh, and the lust of the eyes, and the pride of life, is not of the Father, but is of the world. Most of all make certain that your hearts are right with the Lord, for it is the hidden man of the heart. (1

Peter 3:3). Holy women are asked to refrain from make-up, such as eyeshadow, lipstick, colored fingernail polish, etc. Holy women should be careful of accepting the latest fashions, because some of them do not represent modesty in dress. Pants are not included in the dress code for Holy women.

The Department of the Church

I have already spoken on the Women's Department. The Sunday School shall be a department for training and enlightening children and adults in scriptural understanding and the doctrines of the Church Of God In Christ. The Pastor shall appoint the Superintendents of the Sunday School. The removal of a local Superintendent shall be by the same procedure as that of any other local officer or member of the local church. The Young People's Department shall be a Young People's Department, which shall be called the Young People's Willing Workers. This Department shall be under the supervision and direction of the Pastor. The Pastor shall appoint a President of the Young People's Department. The removal of a local President shall be the same as that of any other local officer or member of the local church. The Home and Foreign Missions will be responsible for the spiritual and doctrinal development of Missions in underdeveloped areas in both local and foreign territories.

Dues and Assessments

The Church Of God In Christ shall have the right and power to levy assessments and dues upon all of its members in such amounts, at such times and places, and upon such terms and conditions as the General Assembly shall determine.

HOLY MOUNT ZION TEMPLE OF DELIVERANCE COGIC PASTOR'S LETTER OF INTRODUCTION

I thank Almighty God for the devoted men and women of Holy Mount Zion Temple Of Deliverance COGIC that God has sent to help me in this great gospel. As your Pastor, I am deeply honored and encouraged by the wonderful Christ inspired attitude of service and devotion demonstrated by the men and women of our church.

I pledge my support to you for this worthwhile effort and I applaud the work already accomplished. God is looking for committed men and women who through the power of the Holy Spirit will honor Christ by their worship, prayer and obedience to His word. I see this commitment clearly demonstrated through your support to our Church and ministry.

This Action Plan supports the core roles of the Church Of God In Christ (COGIC) and the VISION, GOALS and OBJECTIVES of Holy Mount Zion Temple Of Deliverance COGIC, it maps an achievable road ahead for us to follow. I am especially pleased that our plan addresses every aspect of our church life and activities.

I commend you for your commitment, dedication and support, I pledge my support and pray that God will richly bless all of the efforts of the Holy Mount Zion Temple Of Deliverance COGIC Men's and Women's Fellowship.

**Elder Wayne Cream
Pastor and Founder**

**HOLY MOUNT ZION TEMPLE OF DELIVERANCE
CHURCH OF GOD IN CHRIST**

**HOLY MOUNT ZION TEMPLE OF DELIVERANCE VISION STATEMENT, GOALS
AND OBJECTIVES**

HOLY MOUNT ZION TEMPLE OF DELIVERANCE VISION STATEMENT

To be one of the top Christian disciplining churches in Fredericksburg and to carry on the Church Of God In Christ legacy of the late Bishop C.H. Mason.

HOLY MOUNT ZION TEMPLE OF DELIVERANCE GOALS

- 1. Increase the number of individuals who believe that the Church Of God In Christ (COGIC) is a Church of the Lord Jesus Christ and are willing to abide by His precepts.**
- 2. Reaching throughout the Fredericksburg and surrounding communities with the Gospel of Jesus Christ.**

- 3. Train young people and new Christians in the doctrine of Jesus Christ, Salvation, and the Church Of God In Christ precepts.**
- 4. Train all members on how to live a saved and consecrated life in our present world.**
- 5. To have men and women actively involved in the ministries of Holy Mount Zion Temple Of Deliverance.**

GOALS AND OBJECTIVES

GOAL 1: Increase the number of individuals who believe that the Church of God in Christ (COGIC) is a Church of the Lord Jesus Christ and are willing to abide by His precepts.

OBJECTIVES:

- 1. Actively promote the Gospel of Jesus Christ and Church attendance (at Holy Mount Zion Temple Of Deliverance) in our homes, work place and communities.**
- 2. Develop a strategy of outreach in Fredericksburg to take the Gospel to the unchurched, poor, elderly, sick, oppressed and especially the youth of our day.**
- 3. Promote the Gospel of Jesus Christ and Holy Mount Zion Temple Of Deliverance by placing advertisements in the Southern Virginia Yellow Pages, Websites and in the Journal.**
- 4. Promote the love of Jesus Christ by living and witnessing the benefits of a holy Christian life.**

GOAL 2: Reach throughout the Fredericksburg and surrounding communities with the Gospel of Jesus Christ.

OBJECTIVES:

- 1. Promote Holy Mount Zion Temple Of Deliverance weekly broadcast as a source of the Gospel- with and invitation to Christ and our Church.**

2. **Develop an active outreach to the aged, infirmed and others unable to attend church on a regular basis.**
3. **Promote and participate in the ministry to those who have lost their way and find themselves in legal entanglement, or in jail or prison.**
4. **Develop and promote a ministry of “Helps” that recognizes and assist the dire needs of individuals in our community.**

GOAL 3: Train young people and new Christians in the doctrine of Jesus Christ, Salvation and the Church of God in Christ.

OBJECTIVES:

1. **Mobilize behind the Pastor and vigorously push the Biblical admonishment contained in Proverbs 22:6 “Train up a child in the way he should go: and when he is old, he will not depart from it.” And II Timothy 3:15 “And that from a child thou hast known the holy scriptures, which are able to make thee wise unto salvation through faith which is in Christ Jesus.”**
2. **Establish a first class mentoring and training program with the target audience be in pre-teens, teens and young adult members of Holy Mount Zion Temple Of Deliverance COGIC.**
3. **Develop a training course on the history of COGIC and Bishop C.H. Mason.**
4. **Expand the content of the Holy Mount Zion Temple Of Deliverance Web page to include a full range of subjects related to salvation and ministry.**

GOAL 4: Train all members on how to live a saved and consecrated life in our present world.

OBJECTIVES:

1. **Promote and teach principles of biblical life and living as they are outlined in the Holy Scriptures.**
2. **Empower individual for the mission in the ministry of Gospel of Jesus Christ.**
3. **Provide briefings by subject matter experts to Church members on practical subjects, i.e., financial management, automobile purchasing, insurance (life, etc), buying and selling real estate, etc.**

4. Conduct family seminars on contemporary family living and conflicts. Include single parent families, “blended” families with demonstrated Christian solutions.

GOAL 5: To have men and women actively involved in the ministries of Holy Mount Zion Temple Of Deliverance.

OBJECTIVES:

- 1. That all men and women in the Church become thoroughly familiar with all of the Holy Mount Zion Temple Of Deliverance ministries open to men and women seek involvement.**
- 2. That all men and women in the Church become willing members of the Men’s and Women’s Fellowship.**
- 3. That all men and women fully understand the concept of tithing and how it supports the Church and its ministries.**

MEN’S AND WOMEN’S FELLOWSHIP MINISTRY

GENERAL: The Holy Mount Zion Temple Of Deliverance Men’s and Women’s Fellowship is committed to support the vision and goals of the Church by honoring, serving and praying for the Pastor, and by actively giving of time and resources by members of the fellowship.

From the beginning, God has had a special place and mission for men and women in His plans for life in this world.

“And God said; let us make man in our image, after our likeness... So God created man in the image of God, And the Lord God said It is not good that the man should be alone. I will make him and help meet for him. And God blessed them...” Genesis 1:26-28. “What is man that thou are mindful of him? And the son of man that thou visitest him? For thou has made him a little lower than the angels, and hast crowned him with glory and honor. Thou madest him to have dominion over the works of thy hands. Thou hast put all things under his feet.” Psalm 8:4-6.

In carrying out the functions set forth by Pastor Cream, the men and women of the Fellowship must first commit to honoring Jesus Christ through regular worship, prayer

and obedience to God's word through the power of the Holy Spirit. Secondly, we must commit to pursuing vital accountability relationships with a few other men and women, understanding that we need other brothers and sisters to help us in our daily walks with God. Thirdly, we must commit to practice spiritual, moral, ethical and sexual purity in our lives. Next, those of us who are married must commit to building stronger marriages and families through love, protection, and scriptural values. Also, we must commit to providing Christian influence in our communities, work environment. Again, your commitment to and support of Pastor Cream's vision and Holy Mount Zion Temple Of Deliverance are critical to this Fellowship being successful in the sight of God.

SUPPORT TO THE PASTOR

The Holy Mount Zion Temple Of Deliverance Men and Women's fellowship takes all of its guidance and direction on all Church matters from Pastor Cream or his designated representative(s). No actions other than those, which have been routinely assigned and approved by the Pastor, will be performed without prior approval by the Pastor. If the Pastor has delegated approval authority, then the responsible person may approve a given action.

The Chairman/Chairperson of the Men's and Women's Fellowship will meet regularly with Pastor Cream to receive guidance and direction related to specific support requirements for the Pastor, the Church, community or related Church activities.

As already stated, one of our prime functions is to demonstrate our commitment to Jesus Christ by honoring, supporting and praying for our Pastor. Your support in these matters is the kind of personal assistance the Pastor needs to accomplish the mission that God has commissioned him to do here at Holy Mount Zion Temple Deliverance COGIC:

Working closely with the Pastor's Aide Auxiliary to coordinate and compliment their support to the Pastor.

- Driving for and traveling with the Pastor.
- Checking and servicing the Pastor's and First Lady's personal vehicles.
- Making airline, hotel and rental car reservations.
- Securing parking spaces in the immediate vicinity of the sanctuary for the Pastor and First Lady during services.
- Support to the Pastor as requested and/or required.
- Etc.

**HOLY MOUNT ZION TEMPLE OF DELIVERANCE
CHURCH GOD IN CHRIST
MEN'S AND WOMEN'S FELLOWSHIP**

IMPLEMENTATION STRATEGY

Once the Pastor's vision, goals, objectives and tasks are understood by all the members of the Holy Mount Zion Temple Of Deliverance this implementation strategy is to be in force to develop the support of the Church and its mission.

The support will be implemented in this manner. Six committees with numerous implementation teams will be established to address the full range of activities involving the Pastor and the Church. These committees will be designated as follows:

- **Pastor's Support Committee**
- **Church Operations Committee**
- **Custodial & Maintenance Committee**
- **Special Church Activities Committee**
- **Building & Grounds Renovations Committee**
- **Financial Planning Committee**

A. The purpose of the Pastor's Support Committee is to provide leadership and direction to efforts of support to the Pastor. This committee will coordinate regularly with the Pastor and the Pastor's Aide Auxiliary to coordinate required and essential support to the Pastor and the First Lady.

Committee Membership:

Chairman:

Co- Chair:

Members:

B. The purpose of the Church Operations and Programs Committee is to plan and manage the development of support to a wide variety of Church activities ranging from the choir activities, security inside and outside the church, transportation planning and support (i.e., Ban O&M, Chartering Busses), etc.

Committee Membership:
Chairman:
Co-Chair:
Members:

C. The purpose of the Custodial & Maintenance Committee is to plan, schedule, and perform regular custodial operations and maintenance in the main Sanctuary and other property the church has under its control, building to include pews, bathrooms, kitchen, offices, classrooms, balcony, and adjacent grounds. This Committee may solicit involvement from the general Congregation to assist in this vital function.

Committee Membership:
Chairman:
Co-Chair:
Members:

D. The purpose of the Special Church Activities Committee is to plan, coordinate, supervise and direct the actions in support of a number of planned and unplanned special Church activities during the Church year (i.e., Men's/Women's Day, Anniversaries, etc.)

Committee Membership:
Chairman:
Co-Chairman:
Members:

E. The purpose of the Building and Grounds Renovation Committee is to work with the Pastor and other committees and elements of the Church to ensure those plans are initiated and kept current for the planned upgrades and renovations of the main sanctuary and other property.

Committee Membership:
Chairman:
Co-Chair:
Members:

F. The purpose of the Financial Planning Committee is to work in close coordination with the Pastor and the Church trustees in planning and conducting campaigns to raise funds. The committee will develop the policy and fundraising strategies for in the short, mid, and long-terms for the Church.

Committee Membership:

Chairman:
Co-Chair:
Members:

**HOLY MOUNT ZION TEMPLE OF DELIVERANCE
CHURCH OF GOD IN CHRIST
MEN'S AND WOMEN'S FELLOWSHIP
ADMINISTRATION AND OVERSIGHT**

The Holy Mount Zion Temple Of Deliverance Action Plan is a guide for how the men and women of Holy Mount Zion Temple Of Deliverance will assist the Pastor and other Church Auxiliaries in the implementation of the Church vision and goals, and objectives. The Pastor along with other men and women in the congregation organized this Fellowship into six implementing Committees. These Committees are responsible for planning and managing the accomplishment of the objectives of Pastor Cream and those identified with each goal. The leaders will ensure that the Committees effectively coordinate efforts and ensure team interaction.

Committee Chairs will establish Action Teams to work specific objectives as needed. The six implementation Committees are standing committees, however, the Action Teams will be created and dissolved as needed.

The Men's Fellowship meets the first Saturday of each month or at the call of Chairman. The individual Committees will meet as needed to satisfy requirements or accomplish assigned missions.

The first step toward implementing this action plan is to stand up the six implementing committees. This will occur in November, December 2008.

The first task for each Committee is to analyze the objectives and tasks from the Pastor and this Action Plan and develop manageable tasks. The tasks must then be prioritized and milestones established for each objective.

Men and Women of God, the Holy Mount Zion Temple Of Deliverance Action plan is a dynamic document and instrument of our Lord and Savior Jesus Christ. It will be periodically updated as specific objectives are completed. These periodic updates will ensure that the Action Plan continues to be an effective management tool for this Church

and Ministry. God bless the Church, and the Men and Women of Holy Mount Zion Temple Of Deliverance.

**HOLY MOUNT ZION TEMPLE OF DELIVERANCE
CHURCH OF GOD IN CHRIST
MEN'S AND WOMEN FELLOWSHIP**

“THE AFFIRMATION OF FAITH”

OUR BELIEF CONCERNING THE BIBLE

We believe the Bible to be the inspired and only infallible written Word of God.

OUR BELIEF CONCERNING GOD

We believe there is on God, eternally existent in three PERSONS, God the Father, God the Son, and God the Holy Ghost.

OUR BELIEF CONCERNING THE CHURCH

We believe that the only means of being cleansed from sin is through repentance and faith in the precious blood of Jesus Christ.

OUR BELIEF CONCERNING SALVATION

We believe that regeneration by the Holy Ghost is absolutely essential for personal salvation.

OUR BELIEF CONCERNING CHRIST

We believe that the redemptive work of Christ on the cross provides healing for the human body in answer to believing in prayer.

OUR BELIEF CONCERNING THE HOLY GHOST

We believe that the baptism in the Holy Ghost, according to Acts 2:4 is given to believer who ask for it.

OUR BELIEF CONCERNING SANCTIFICATION

We believe in the sanctifying power of the Holy Ghost by Whose indwelling the Christian is enabled to live a holy and separated life in this present world. AMEN.