

Kaabke Nrhav hab Tso Xwbfwb

(Procedure)

Lawv le keebkwm pebcaug tawm xyoo huv HKM, yimcaum feem puas ntawm cov teebmeem kws HKM pheed tau has yog tshwm rua lub caij txais hab tso ib tug xwbfwb. Vim le nuav xaav kuas txhua pawgntseeg, txhua paab tsaavxwm, hab txhua tuag xwbfwb totaub kev txais hab kev tso xwbfwb le nuav:

1. Tug xwbfwb yog HKM tug, nwg yog ib tug kws ua Vaajtswv num rua ib pawgntseeg kws zwm rua HKM; HKM yog tug tshuaj nwg kev kawm hab tawmntawv rua nwg ua xwbfwb. Qhov nuav qha has tas HKM ris lub nraa (take responsibility) rua tug xwbfwb txuj kev kawm, nwg kev coj noj coj ua, hab tej lug qhuabqha los yog cobqha, hab tug xwbfwb ua dlejnum huvqaab kev tswjfwv lug ntawm HKM (accountable) rua ntawm thawj tsaavxwm huv HKM le kws yog ib tug clergy le numtswv kevcai se. Tsi muaj ib tug xwbfwb yuav ca le ua tau xwbfwb (clergy) rua ib pawgntseeg huv HKM yaam tsi tau kev tso cai los yog license ntawm thawj tsaavxwm. Yog ib leeg tug twg yuam cai hab moog ua xwbfwb rua ib pawgntseeg yaam tsi tau kev tso cai ntawm thawj tsaavxwm, HKM yuav tsi leeg paub nwg hab tug ntawd yuav ntsib teebmeem rua lub caij ua accreditation ntawm paab kaavxwm tawmntawv hab tsawb kws (LO&CC) hab thawj tsaavxwm txug kev muab license thaus muaj ib pawgntseeg thov nwg ua xwbfwb (Article VII of the Constitution).
2. Txawm yog tug xwbfwb yog HKM tug los cov kws tshwm kev noj haus rua tug xwbfwb yog pawgntseeg, cov tsaavxwm huv pawgntseeg sawvcev pawgntseeg muaj cai txais hab tso ib tug xwbfwb moog rua ntawm thawj tsaavxwm. Yaam zoo, thov tsi txhob coj kev txais hab tso ib tug xwbfwb moog rua pawgntseeg xaiv (vote) vim ib txha yuav nyam ib txha yuav tsi nyam. Thaus txais tau tug xwbfwb, cov kws nyam zoo sab, tabsis kws tsi nyam tub sawv tawmtsaam tug xwbfwb ntawd uantej nwg lug rua huv pawgntseeg. Thaus txug caij tso tug xwbfwb tawm, cov nyam yog cov sawv ua plaub, cov tsi nyam ho yog cov zoo sab. Cov plaub huv HKM, pebcaug xyoo dlhau lug, yog tshwm huv ob kis nuav lug. Yog le ntawd thov suavdlawg txhob ua ntxiv lawm.
3. Thaus ib pawgntseeg yuav nrhav ib tug xwbfwb, cov tsaavxwm yuav muab HKM dlaim ntawv qheb num xwbfwb ua hab xaa moog rua thawj tsaavxwm. Thawj tsaavxwm yuav xaa dlaim list kws muaj cov xwbfwb kws taabtom nrhav num xaa rua cov tsaavxwm. Cov tsaavxwm muaj cai hu tej tug kws cov tsaavxwm xaav has tas yuav ua tau xwbfwb rua puab pawgntseeg tuaj qhuabqha hab saib puab. Thov tsi txhobrawm leeg los yog qha rua tug xwbfwb twg hab has tas pawgntseeg pumzoo yuav nwg. Tomqaab cov tsaavxwm pumzoo rua leejtwg lawd, cov tsaavxwm le has rua thawj tsaavxwm kuas thawj tsaavxwm nug tug xwbfwb ntawd rua pawgntseeg. Yog tug xwbfwb muaj dlaabtsi has,

nwg has rua thawj tsaavxwm, thawj tsaavxwm maam has rua lub rooj tsaavxwm. Tomqaab has hum nyajtxag hab kev ua num lawd, puab le ua dlaim memorandum of understanding (contract), thawj tsaavxwm maam tawmntawv rua tug xwbfbw lug ua xwbfbw rua pawgntseeg ntawd hab tuaj cob xwbfbw rua pawgntseeg.

4. Thaus ib pawgntseeg yuav tso ib tug xwbfbw, teg num ntawd yog cov tsaavxwm huv pawgntseeg le. Puab yuavtsum tau hu rooj saablaaj tshwjxeeb; yog has tas tug tswjrooj yog xwbfbw hab tsi yog xwbfbw hu, ib nraab ntawm lub rooj tsaavxwm pumzoo hu kev saablaaj txhaj hu tau, hab thaus hu yuavtsum yog ua ntawv hu, muaj 2/3 ntawm cov tsaavxwm tuaj koom hab pumzoo 2/3 txhaj siv tau. Txawm yog le ntawd los yuav tau ua ntawv rua thawj tsaavxwm, hab yog has tas yog kev thov tso ib tug xwbfbw, thawj tsaavxwm yuavtsum tau kev pumzoo lug ntawv cov tsaavxwm huv HKM txhaj siv tau.
5. Cov tsaavxwm huv pawgntseeg tsi muaj cai txais ib leeg tug twg lug ua xwbfbw, tsi has yaam xwbfbw twg (senior, assistant, youth, DM, etc...) yaam tsi tau kev tso cai hab license lug ntawm thawj tsaavxwm kws suav has tas yog num clergy. Puab tsuas txais tau non-clergy worker xwb. Ib paab tsaavxwm huv pawgntseeg txais ib tug twg lug ua num clergy rua huv pawgntseeg yaam tsi tau kev tso cai lug ntawm HKM yuav raug qhuab ntuag hab yog tsi noog, HKM hab HKQS muaj cai muab cov tsaavxwm ntawd rhu tawm hab xaiv dlua cov tshab. Pawgntseeg yog Yexus pawg kws zwm rua huv HKM hab HMQS lawv le numtswv kevcai, nwg tsi yog cov tsaavxwm ntawm pawgntseeg ntawd le (Article I and II of the Constitution). Txhua pawgntseeg kws zwm rua huv HKM hab HKQS tub xub suam npe ua tswvcuab rua huv HKM hab HKQS meej le ntawd lawm.
6. Thaus ib tug xwbfbw resign ntawm nwg tug kheej, nwg yuav tau nyaj hlis moog txug nub su kws nwg teem ca, tabsis yog has tas cov tsaavxwm yog cov thov hloov tug xwbfbw hab cov tsaavxwm huv HKM pumzoo, nwg yuav tau nyaj hli le pawgntseeg tsaab kevcai lijchoj, hab yaam tsawg lawv le HMK tsaab (IV.C) suav txij nub cov tsaavxwm huv HKM pumzoo moog. Pawgntseeg twg tsi noog hab coj le nwg phoo kevcai lijchoj, nwg yuav ntsib teebmeem rua lwm zag kws nwg thov dlua ib tug xwbfbw tshab.

Yog tshuav dlaabtsi tsi mej, ua email, ntawv, los yog hu rua thawj tsaavxwm. Ncuntsoov has tas pawgntseeg yog Yexus le, tsi yog cov tsaavxwm huv pawgntseeg le, hab txhua pawgntseeg huv HKM zwm rua the Christian and Missionary Alliance lawv le txuj cai huv lub tebchaws nuav. Cov tswvcuab hab cov tsaavxwm huv ib pawgntseeg muaj ua tau dlejnnum txhua yaam huvqaab HKM hab the Christian and Missionary Alliance txuj cai tabsis hlaa tsi dlhau. Thaus tsa pawgntseeg, cov tsaavxwm hab pawgntseeg tub xub suam npe hab leeg paub le ntawd lawm (Article I and II of the constitution).