

REDEMPTION FAITH MINISTRIES INTERNATIONAL

CONSTITUTION

FIRST PRINT OCTOBER 1995

REDEMPTION FAITH MINISTRIES INTERNATIONAL

PREAMBLE:

Whereas **The REDEMPTION FAITH MINISTRIES INTERNATIONAL**, hereinafter referred to as The Church, and or, The Ministry, came into being in October 1995, and is regarded as part of the Body of Christ, of which Jesus Christ is the Founder and Head, the following shall be its primary aims and objectives:

- i) To practice and live up to the will of the Lord Jesus Christ in accordance with the great commission of Jesus Christ in Matthew 28:18-20.
- ii) To assist in the establishment of branches of the Church abroad, which shall maintain and spread the Word of God among their citizens.
- iii) The administration of the Church shall be carried out under ultimate authority of the General Council.
- iv) The Church shall be empowered to affiliate with other Churches and Organizations with similar doctrines, aims and objectives in and outside The Netherlands.
- v) The Church shall be empowered to use all net receipts for religious, charitable and educational purposes.
- vi) Any other implied aims and objectives and covenants of the Body of Christ.
- vii) For the purposes so empowered above, the church by a resolution dated 21st Day of October 1995, hereby appointed the persons whose names and signatures appear below to form a constitution committee and to prepare the document which shall be the Constitution to govern The Church in carrying out the Lord's Commission.

Constitution Committee

1. Frederick Nyarko
2. Joshua Obinim
3. Kobby Hammond
4. Abakomahene Kwabena Antwi

NOW THEREFORE, in the name of the Almighty God, we the members of REDEMPTION FAITH MINISTRIES INTERNATIONAL in pursuance of the aims and objectives of The Church do hereby adopt, enact, and give to ourselves this Constitution on the 30th Day of October 1995.

CONSTITUTION OF THE REDEMPTION FAITH MINISTRIES INTERNATIONAL

GENERAL ARTICLES

PART ONE

ARTICLE 1: NAME

The name of this Christian Ministry shall be known and called REDEMPTION FAITH MINISTRIES INTERNATIONAL (hereinafter referred to as The Church, and or, The Ministry). The abbreviation RFMI shall mean REDEMPTION FAITH MINISTRIES INTERNATIONAL, wherever it may so appear.

ARTICLE 2: GENERAL HEADQUARTES

The general headquarters of The Church shall be situated at Amsterdam, The Netherlands.

ARTICLE 3: AIMS AND OBJECTIVES

- i) Spreading the Gospel of Jesus Christ
- ii) Church Planting
- iii) Leadership Training
- iv) Charity- reaching out to the needy in society
- v) Establishment of schools
- vi) Any other activity that would further the realization of the above-stated objectives.

ARTICLE 4: AFFILIATION

- i) The Church shall be open to all Christian Bodies of identical faith and vision for affiliation.
- ii) Affiliate members shall pay contribution to the General Headquarters of the Church, where necessary.
- iii) Affiliate members shall undertake to abide by a Code of Ethics binding all Ministers of the Church and Rules and Regulations operational in the Church with reasonable modifications, which do not undermine or negate the essence of The Church discipline, being allowed to suit local peculiarities and aspirations in the framework of the Church vision.
- iv) In spite of its affiliation, REDEMPTION FAITH MINISTRIES INTERNATIONAL shall be AUTONOMOUS with respect to governance and administration. Whereas administrative suggestions are welcome from affiliated member churches, such suggestions may NOT be binding and shall be subjected to the acceptance or rejection by the General Council.
- iv) The Disciplinary Code of the Church shall be binding on all affiliate members.
- v) The Executive Board of the Church acting for and on behalf of the Church shall have the right and power to discipline, any affiliate member that falls short of expectation after counseling and caution. The Executive Board of

the Church shall also exercise the power to suspend or terminate the affiliation of any member whose conduct adversely undermines and negates the vision and aspirations of the Church.

- vii) Any member wishing to discontinue their affiliations must give at least three (3) months notice to the Executive Board of the Church.
- viii) All affiliate members shall be duly represented at REDEMPTION FAITH MINISTRIES INTERNATIONAL General Council meetings and participate in deliberations and exercising voting rights.
- ix) The church shall help all affiliate members in areas of Church growth and planting, evangelism, seminar & leadership training, material, and financial assistance where it is considered prudent.

ARTICLE 5: COMMON SEAL

- i) The Church shall have a Common Seal, which seal shall be affixed to any document and deeds by the authority of the Chairman of the executive Board.
- ii) The chairman of the executive Board shall have custody of the Common Seal.

ARTICLE 6: STATEMENT OF FAITH

i) THE BIBLE

- a) The Bible is our supreme Constitution and the Bible position shall stand and remain inviolable wherever there is a conflict of opinion or misunderstanding appertaining to the provisions of the constitution.
- b) We believe in the Bible as the authentic Word Of God, Divinely infallible and All Sufficient in all areas of human endeavors, viz. Spiritually, Psychologically, Physically, (2Tim 3:16). There can be no meaningful Excellency and fulfillment outside the Bible.
- c) We believe unreservedly that the Bible is the Supreme and final authority in all things and situations.

ii) THE ONE TRUE GOD

- a) We believe in the ONE TRUE GOD- THE FATHER, THE SON AND THJE HOLY SPIRIT- that is the Trinity of the Godhead.
- b) We believe in the Majesty and Sovereignty of God; that God is absolute, self-existing an immanent. (Gen. 1:1-3, Isaiah 6:3, Matt. 3:16-17, John 1:1-4, John 5:7, John 14:26, John 16:13-14).

iii) MAN'S DEPRAVED NATURE

We believe that man is born in a fallen nature and is subject to sin continually, consigning him to eternal damnation. Man, therefore has need of repentance and regeneration. (Gen.3:7; Isaiah 53:6, Acts 2:38-39)

iv) SALVATION

We believe that man's need of salvation has been and is in the person of Jesus Christ, because of His Deity, Virgin Birth, Sinless Humanity, Substitution Death, Bodily Resurrection, Ascension and His Second Coming (John 1:4,10:30; Matthew 1: 18-33; Isaiah 7:14, 9:6; 2nd Corinthians 5:21; Hebrews 7:26; Hebrews 4:15; John 1:29; John 8: 58; Acts 1: 11; Acts 2:24; Hebrews 9:26,28 John 3:16).

v) REPENTANCE, JUSTIFICATION, AND SANCTIFICATION

We believe in the atonement Blood of Christ and in the power of His Blood to Cleanse, Save and Justify sinners from sin -whosoever therefore will be convinced of sins and will repent and believe in the Lord Jesus Christ as Lord and Saviour would be justified and regenerated- (Acts 4:12; John 10:28; Romans 4:24-25; Hebrews 9:22; Romans 6:23; Romans 3:23-25).

vi) HOLY SPIRIT (SPIRITUAL GIFTS)

We believe in all the gifts of the Holy Spirit and their manifestation. As such we believe in the Baptism of the Holy Spirit, with tongues speaking. (Mark 16:17; Acts 2:4,38,39; Acts 1:8, Acts 8:14-17; Acts 10:44-47, Acts 18:1-7; Romans 8:26-27; 1st Corinthians 14:2,4,14,15,18,39).

vii) THE SACRAMENT OF BAPTISM

We earnestly believe in the sacrament of Baptism by immersion in the Name of the Father, The Son and The Holy Spirit, or in the Name of the Lord Jesus Christ. We find no scriptural justification for infant baptism but we rather subscribe to the doctrine of infant dedication to the Lord (Mark 16:15; Romans 6:3-4; Acts 10:44-48; Acts 19:5; Acts 8:16; Luke 2:22-24).

viii) THE SACRAMENT OF THE LORD'S SUPPER

- a) We believe in the Lord's Supper, which must be taken by all who profess the Lord Jesus Christ as their Lord and Saviour.
- b) We believe that we partake of the Lord's Supper to commemorate the death of our Lord and Saviour Jesus Christ and also in expectation of His Glorious second coming. (Matthew 26:26-29; Luke 22:18-20; 1 Corinthians 11:23-30).

ix) THE NEXT LIFE

We believe in the Resurrection of the body and in the eternal bliss of the saved saints in resurrected, glorified bodies; and that the unsaved would be resurrected into condemnation. (John 3:16; John 17:3; 1John 2:25; Romans 6:23; 1Corinthians 15:12-21; 35-44; Philippians 3:10-11; Rev 20:5-6; Job 19:26)

x) TITHES AND OFFERINGS

- a) We believe that Giving is an act of Christian Faith as demonstrated by the Father in giving us the precious, inexpressible gift of His Beloved Son. (John 3:16; 1 Corinthians 9:15).
- b) Therefore, the giving of Tithes (declaring a tenth part of all legitimate income to the Lord and freewill offerings are Christian obligations that not only express commitment to the local assembly, but also a determination to be an active partner in the spreading of the Gospel (Gen 14:20; Malachi 3:7-12; Acts 20:35; Romans 11:35; 2 Corinthians 16:1?)

xi) DIVINE HEALING AND DELIVERANCE

We believe that God has made Divine provisions for the healing of sicknesses and diseases, and to deliver the oppressed from every form of demonic oppression and entanglement. The church is however, in no way opposed to orthodox medical treatment (Exodus 15:26; Exodus 23:25; Psalm 103:3; Psalm 107:20; Isaiah 53:5; Ezekiel..... ; Matt 8:17; Mark 16:15-18; James 5:14-15; 1Peter 2:24; John 3:8; Luke 4:18-19; Acts 10:38; Luke 10:17-20).

xii) MARRIAGE

- a) We believe that Holy Matrimony is an institution ordained by God for mankind and that it is binding until death. We also unreservedly believe that monogamy is the system of marriage ordained and blessed by God as exemplified by Adam and Eve.
- b) The Bible explicitly prohibits sex outside marriage- be it premarital or extramarital- is sin before God and attracts disciplinary sanctions.
- c) Therefore, the intent to marry is no license for sexual intercourses between partners involved.
- d) Any marriage being contracted in the Church must be duly brought to the notice of the Marriage Committee and the Pastor-in-Charge, whose blessing of the marriage, at any place convenient to the would-be couple, would sanction and legitimize it for blissful union.
- e) Those in polygamous (multiple wives) marital relationship before coming to the saving knowledge of the Lord and Saviour Jesus Christ would be accorded full membership status of the Church and would participate in all activities and sacraments of the Church. However, they would not be accorded any official position in the Church. The dissolution or continuation of a polygamous relationship should be an issue between the partners' convictions and their Lord. (Gen 2:18; 21-24...; Malachi 2:14-16; 1 Corinthians 1:16; Eph 5:1-3,21,33; Heb 13:4; Matt 5:31,32; 1 Timothy 3:2).
- f) If however, an already born again believer who is a member of the church contracts a second marriage in addition to his first wife, he forfeits his membership.

Xiii) DIVORCE

- a) Divorce would not be accepted or endorsed in the Church
- b) Any divorcee is not to remarry as long as the other partner or spouse is alive. (Matt 19:3-9; Mark 10:1-12; Romans 7:2-3; Malachi 2:14-16)

xiii) SIN

We believe that Sin, which is the transgression of the Law, separates man from his maker. Sin is any lack of conformity to the character of God whether in act or state, and is a hopelessly incurable disease of the soul; it is characteristics of the old nature, the flesh and finds expression daily; that there is a personality behind Sin. Sin entered into the universe through a powerful angelic creature called Lucifer and a man called Adam introduced it into the world, making all men sinners, but then sin is NOT eternal. (1John 3:48, Ezekiel 28:11-19; Isaiah 14:12-15; Romans 3:23; 1 Peter 2:24).

xiv) SATAN

We believe that there is Satan, a spirit entity with a personality, who used to be a powerful angel. Satan is a created being like man and not a creator. He is self-willed; possesses intelligence, memory, a will, emotions (desire, pride, wrath), organizational ability (Ezekiel 28:12-19; Isaiah 14:11-15; 2 Corinthians 2:11; Matt 4:11; Eph 6: 11-12; 2 Tim 2:26; Luke 22:31; 1 Tim 3:6; Rev 12:12; 1 Tim 4: 1; Rev 2:9,24; 20:7-9) He is a Liar. (Gen 3:45; 2 Corinthians 11: 14; John 8:44). His final destiny is in the lake of fire, Rev 20:7-10.

xv) ANGELS

We believe in angels as created spirit beings by God the Father through Jesus Christ but are not to be worshipped by man. As Spirits, they are not bound by natural law. Angels are created to worship and glorify the Lord Jesus Christ, and to minister unto the saints of the Lord Jesus Christ. They possess separate and individual personalities with the necessary features of intelligence, will and emotion required of a personality. (Heb 1:7,14; Ps. 104:4; Col. 1:16; Rev 5:11-12; 8:3-4)

xvi) MAN

We believe that God created man in his own image and likeness (Gen 1:26-27); that man is a tripartite being consisting of three component parts; Body, Soul and Spirit. (1 Thessalonians 5:23; Heb 4:12); that man is a free moral agent with will, intellect and emotions, which should be used to worship God.

xvii) THE CHURCH

We believe that the church, which is the body of Christ, consists of all regenerated souls, each one redeemed by the blood of Christ and transformed by the Holy Spirit.

Part of the Church is on earth and a great part has already gone to be with the Lord. The Church has no visible Head or Founder on earth, but an unseen Head and Founder in Heaven, (Eph 5:24; Acts 15:14).

Thus, those who are called out of the world system to be in Christ constitute the Church.

There is a visible church (those whose names are on the local church rolls, all earthly denominations and Para church organizations) and the invisible church i.e. those whose names are written in the Lambs book of Life, Rev 21:27.

There is also the Local Church (any local congregation in a given location) and the Church Universal, which includes all churches everywhere.

xviii) HEAVEN

We believe that Heaven was created by God in the beginning, abides forever and is a house not made with hands. It is the home of the Lord God. Heaven is real and it is a place without death, tears, sorrow, crying nor pain. There is also no want, hunger or thirst and no day or night or sun or moon. It is a holy and a perfect place where no sin or evil inclination can thrive. (Gen 1:1; 2nd Corinthians 5:1; Mathew 6:9; Ps. 20:6; Rev 22:1-5; Rev 21:4; Rev 7:16).

We believe that all those who die in Jesus Christ would be there (1 Thessalonians. 4:14)

xix) HELL

We believe that Hell exists in reality. It is the banishment from the presence of God, and a place of punishment and torment. We believe that it was originally prepared for the devil and his fallen angels, and not intended for man; but men who make the truth of God a lie by refusing the way for redemption on the Cross of Calvary through the shed blood of the Lord and Saviour Jesus Christ, would have no other choice than to have hell as their abode. As heaven is eternal so is hell eternal. We believe that hell is not inconsistent with the boundless love of God, but an expression of His Holiness and justice. God is both loving and just (Psalm 9:17; 2 Thessalonians 1:9; Luke 16:23; Isaiah 14:9; Ezekiel 22:27; Mathew 25:41-46).

ARTICLE 7: PROPERTY

- i) The Church shall have authority to acquire and own properties or rent same or lease out same for the spreading of the Gospel and actualization of her aim and objectives.
- ii) No minister, person, or group of persons (irrespective of their standing in the church) shall have any right to claim ownership of or take by any means any property of the church.
- iii) No property of the Church shall be sold, leased, mortgaged, loaned, or in any manner be disposed off without the approval of the Church Board and the *Crisis* Management Committee, taking into cognizance the constitution of charities and other laws in the respective country of residence.
- iv) The meeting of the General Council shall be informed of all transaction involving properties.

PART TWO
ARTICLES PERTAINING TO THE LOCAL ASSEMBLIES

ARTICLE 8: MEMBERSHIP

- i) Every member of the Church shall belong to a local assembly (congregation).
- ii) Membership is open to any person who is born again and acknowledges Jesus Christ as their Lord and Saviour. A member should have the holy passion to live for God and desire to please the Lord always in all things.
- iii) For the purposes of the church discharging her responsibilities to her members in specific social matters (e.g. caring for afflicted and distressed members, marriages, birth, death, etc) and discipline, those who would be granted membership status shall be those who have fulfilled all of the following conditions and requirements: -
 - a) Must subscribe to the belief/doctrine, vision, aim, and objectives of the Church.
 - b) Must fill a membership declaration form.
 - c) Must undergo a "New Converts" or maturity course.
 - d) Must declare allegiance to the leadership of the Church.
 - e) Must be active participant in the programs and activities of the local Church.
 - f) Must submit to the discipline of the Church.
 - g) Must show further evidence of commitment by faithfully honoring all financial obligations- payment of tithes, offerings, fund-raising activities, dues etc.
 - h) Must endeavour to maintain a life consecrated to God; separated and devoted onto God through the outright rejection of all heathen customs and traditions, refrain from *worldly pleasures, desires and pursuit*.

iv) DISCIPLINE OF MEMBERS

- a) Conducts contrary to the scriptures as determined by the local Church Board shall be sufficient grounds upon which any Church member shall be disciplined either by being suspended or disqualified from membership in accordance with Romans 16:17-18; 1 Corinthians 5:11-12; Galatians 1:8; 2Thessalonians 3:6-15; Titus 3:10; 2 John 9-11.
- b) The process of disciplining members shall always be consistence with the instruction in Matthew 18:15-17 and Galatians 6:1-2.
- c) The purpose of discipline is restorative and remedial. However, if a member becomes separated from the Church, he or she may not be re-instated until there has been genuine repentance of the offence and reconciliation, which would be attested to and confirmed by the Church Board.
- d) An officer or a member of the Church who commits any of the following offences shall be disciplined in accordance with the principles of the Church:
 - i) Habitual visits to questionable places
 - ii) Falls into open sin.
 - iii) Embraces or spreads false doctrine.
 - iv) Divorces wife or husband
 - v) Marries more than one wife or husband.
 - vi) A sister who gets married to a married-man, thus becoming a 2nd or subsequent wife.
 - vii) Showing an act of insubordination towards the leadership of the Church, including departmental heads and fellow members.

- viii) Engaging in public assaults and insults, fighting, aiding and abetting in criminal indulgences and the like.
- ix) Casting insinuations, slander or gossiping against a member which could tarnish his or her reputation and thereby becoming a stumbling block to the member so victimized.
- e) Depending on the gravity of the offence committed, the determination of which rests with the onus of the Church Board, an offending officer or member may:
 - a) Be suspended from taking part in all Church programs and activities.
 - b) Not minister or witness on the platform of the Church.

iv) RECORDS OF MEMBERSHIP

- a) The Church Board shall annually update the active membership rolls in accordance with its requirements for membership.
- b) Absence from attendance at regular church meetings without reasonable excuse renders a member liable to be placed on an inactive member-list; one year continuous of absenteeism renders one lose their membership
- c) Persons withdrawing from membership, or moving to distant localities, or entering into affiliation with other religious bodies should notify the Local Pastor or the Church Board of such intentions.

v) RESPONSIBILITY OF MEMBERSHIP

Members shall:

- a) Attend church programs regularly
- b) Support the Church financially with tithes, offerings, donations etc.
- c) Witness for Christ.
- d) Lead a Holy and Righteous life.
- e) Belong to an Area Camp Meeting, where such a camp exists.
- f) Belong to one of the core-departments in the Church (Youth, Men's fellowship and Women's fellowship).

vi) PRIVILEGES OF MEMBERSHIP

Members shall:

- a) Have voting rights in the Church.
- b) Receive all necessary spiritual support from the ministers.
- c) Have the right to attend business meetings and any other meeting of Laity.
- d) Have the right to look up to the Church as their Spiritual Home.
- e) Have the right to be appointed or elected into any offices in the Church reserved for the Laity.

**PART THREE
ARTICLES PERTAINING TO THE LOCAL ADMINISTRATION**

ARTICLE 9: THE EXECUTIVE CHURCH BOARD:

- i) The form of church Government is not Autocratic governed by one man; neither is it Oligarchic, governed by few; nor is it Democratic, governed by the people, but Theocratic, that is: God chooses, calls, and equips persons to be leaders and rulers for His people.
He delegates a measure of authority to them according to his will.
- ii) There shall be a general Executive Machinery to run the affairs of the Redemption Faith Ministries International which shall be called the **Executive Church Board** (PRESBYTERY). It shall be composed of Senior Ministers/leaders who have proven ministry and shall have spiritual oversight of the Church in general.

- iii) There shall be a General Overseer of Redemption Faith Ministries International who shall chair the Executive Church Board.
- iv) The Executive Church Board (PRESBYTERY) shall be the highest policy making body in the Church. It shall be responsible for the formulation, interpretation, and implementation of Church policies.
- v) The Executive Church Board (Presbytery) would define and draw the administrative structure of the Church to enhance the actualization of the set objectives and aspirations of the Church.
- vi) It shall have power to uphold, revoke and modify its decisions.
- vii) It shall have power to approve doctrines.
- viii) It shall also examine and approve the Church's relations with other Churches and bodies.

ARTICLE 10: THE GENERAL COUNCIL MEETING

- i) There shall be a general council meeting.
- ii) The participants for the general council meetings would comprise Ministers, Elders, and the diaconry of the local assemblies.
- iii) Among other functions the general council would implement policies set by the Executive Church Board (Presbytery).
- iv) The General Council shall meet once a year at a date and venue to be determined by the Executive Board. However, emergency meetings shall be held as and when necessary.
- v) Members of the General Council shall submit recommendations and memoranda about the proper running of the Church to the Executive Board for consideration at the Annual General Council Meeting.

ARTICLE 11: QUALIFICATION TO THE GENERAL COUNCIL

- a) Local assemblies who can fend for their Local Pastor shall qualify to attend the general council meetings.
- b) A church that qualifies to participate in General Council deliberations becomes a Local Assembly.
- c) A Church that is still being sustained by other churches is a satellite Church and does not qualify to send representatives to the Annual General Council meeting. The Parent Church shall represent such church.

ARTICLE 12: STRUCTURE OF THE LOCAL CHURCH - APPOINTMENTS

SECTION 1: Pastors, Elders, Deacons, and Leaders

- a) The Executive Church Board shall appoint Pastors for the local assemblies.
- b) The Pastors shall appoint Elders, Deacons, and various officers in their local assemblies in accordance with the Biblical principles as outlined in 1 Timothy 3 and Titus 1, and the modalities set out by the Executive Church Board. The Pastors shall determine the size and gender composition of such appointment as the local needs demands.
- c) The Executive Church Board, taking cognizance of a situation pertaining at a local assembly, may determine the mode of all appointments in a local assembly, whichever mode of appointment agreed upon should not be contrary to the Biblical pattern.

- d) The Pastors, Elders, Deacons, and Deaconesses so appointed must be faithful and practical examples in honouring their financial obligations including but not limited to: tithes, offerings, or any other contributions as levied by the local assembly. Should a pastor, elder deacon or deaconess fail to honour their financial obligations they would not qualify to hold this position.

SECTION 2: MINISTERIAL COUNCIL

- a) There shall be a ministerial council consisting of Pastors in charge of each local assembly.
- b) The ministerial council shall see to the smooth running of the local assemblies (Church) represented thereon.
- c) The ministerial council shall be responsible for inviting, approving, drawing up and appointing ministers/preachers to take preaching appointments in the local assembly.
- d) The ministerial council shall determine the number of officers required for the effective and efficient discharge of its (ministerial council's) responsibilities.

SECTION 3: THE LOCAL CHURCH BOARD

- i) Each local assembly shall have a local church board. The local Church Board shall consist of the Ministerial council, Elders, the Deaconry, and all appropriate departmental leaders with respect to the subject matter of discussion.
- ii) The Senior Pastor or the Assistant Pastor shall chair/preside over all meetings of the local church board.
- iii) Simple majority would form a quorum.
- iv) It shall see to the smooth running of the local assembly represented thereon.
- v) It shall check the behaviour of officers and discipline the aberrant one(s) where necessary.

SECTION 4: SECRETARY

There shall be a Secretary in the local assembly, who shall be the head of the secretariat.

Duties:

- a) He shall take minutes at all meetings.
- b) He shall deal with the correspondence of the Church.
- c) He shall be responsible to the Local Pastor.
- d) He shall perform such duties as are assigned to him by the Local Pastor.

He shall be an ex-officio member of all Board and Committee meetings

SECTION 5: CRISIS MANAGEMENT COMMITTEE

Each local Church Board, in pursuance of smooth and efficient administration, shall appoint 5 eminent Christians of integrity and distinction in their various areas of endeavor, to form a management committee for and on behalf of the Church.

They shall assist the Church Board in handling various issues confronting the Church and which shall so be delegated to them to perform by the Church Board. This 5-member committee shall be known and called the Crisis Management Committee (CMC).

Scope of Operation

i) Settling of Disputes:

In the event of any dispute or contention arising in the Church or among any group of persons, the Church Board shall refer the matter out to the Crisis Management Committee for tier one settlement.

Where demanded, and in the event of no success at tier one, the matter shall be referred to the Church Board for final determination.

Disputes and contentions shall be defined to include marriage issues, social and any other form of argument church (excluding doctrinal beliefs, which shall be determined by the Church Board) that can lead to sharp differences among parties/members in the.

ii) Counseling:

The CMC shall be tasked to provide independent counseling services to the Church Board in the form of suggestion, as and when it is deemed expedient. The counsel or advice so extended shall not be binding and shall be subject to the Board's consideration.

iii) Disciplinary Functions

The CMC Management Committee shall also function as a Disciplinary Body in the Church. They shall however, have no right to punish offenders, but shall hold the right to recommend levels of punishment to the Church Board for consideration and subsequent enforcement.

iv) Reporting to the Church Board:

In the event of performing their duties, the CMC shall communicate their findings and probable solutions in the form of recommendation to the Board for endorsement and subsequent approval.

iv) Sundry activities:

Where situation demands, and is permissible by the constitution of the church, the CMC shall be obliged to perform other duties such as would be delegated to them by the Church Board.

ix) Term of Office:

The CMC shall serve for a period of 2 years and the mandate can be renewed for another term of 2 years. The Church Board shall reserve the right to dissolve the entire CMC if the Church Board deems the performances of its members unsatisfactory or remove any member from the Committee if their performances are found to be inimically at variance with the aim, objectives, visions, aspirations and tenets of the Church.

x) Vacancy

A member of the committee intending to resign must give the Church Board at least three months advance notification, stating their reasons. In case of resignation, incapacitation, withdrawal or death, the Church Board shall fill the vacancy so created in not more than three months that the position becomes vacant.

SECTION 5: WORKERS COUNCIL MEETING

a) There shall be workers' council in each local assembly comprising the local church board, the CMC and all leaders and their assistants of the various departments and committees in the Local Assembly.

b) They shall meet once in a quarter to discuss progress of the Church in general and peculiar issues, if any, confronting the various departments and committee.

c) Each Departmental Head would therefore be expected to submit their quarterly report to the Council

ARTICLE 13: REMOVAL OF PASTORS, ELDERS, AND DEACONS/DEACONESSES

SECTION 1: WITHDRAWAL

- a) Pastors, Elders, and Deacons/Deaconesses are subject to removal (withdrawal) by the Church Board when they cease to qualify under the original qualifications by which they were appointed.
- b) A Pastor, Elder or Deacon may voluntarily withdraw from office by a written notice to the Church Board.
- c) A Pastor, Elder or Deacon may be removed from office on the grounds of incapacitation or senility.
- d) A Pastor, Elder or Deacon may be removed if he disseminates false doctrine.
- e) A Pastor, Elder or Deacon may be honorably retired at the instance of the Executive/ Church Board.

SECTION 2: DISCIPLINE

There shall be a Disciplinary Committee, comprising the Church Board to deal with appropriate matters concerning Pastors of the local assemblies.

The Pastors in charge of local assemblies together with the local CMC shall also have the authority to deal with appropriate matters concerning Elders and Deacons of the local assembly. Where required, such disciplinary actions may be referred to the Church Board.

SECTION 3: CONDUCT THAT WILL DETERMINE DISCIPLINARY ACTION AGAINST PASTORS, ELDERS, AND DEACONS:

- 1. Immorality, imprudent and unchristian behaviour and conduct.
- 2. Habitual neglect of duties.
- 3. Disobedience to the Order and Discipline of the church.
- 4. Dissemination of Doctrine contrary to the doctrines of the Bible.
- 5. Non-ministerial conduct.
- 6. Misadministration
- 7. Taking the Church or any of its official to a court of law on civil matters involving the Church without exhausting the procedures for dealing with such matters in the church.
- 8. Refusal to fellowship with fellow ministers/officers after attempt has been made to settle any misunderstanding.
- 9. Indulging in any conduct either directly or indirectly, which in the opinion of the Board may bring the Church into disrepute.

SECTION 4: SUMMARY DISMISSAL

The church Board may summarily dismiss without notice or pay in lieu of a minister, elder or deacon who commits any of the following offences:

- i) Theft
- ii) Fraud
- iii) Dishonesty
- iv) Immorality

The aggrieved party may appeal to the Church Board through the secretary within thirty (30) days of the dismissal notice.

ARTICLE 14: COMMITTEES, DEPARTMENTS & MINISTRIES

- a) There shall be committees, departments or ministries set up by the Governing Council of the Local Church to have and exercise only the delegated and limited authority accorded it by the Church.
- b) The Committee, departments or ministries would have its officers, where applicable, that would enable it realizes set objectives.
- c) The Committees, departments or ministries may include Elders, Deacons, Heads of various departments in the Church and other additional members as may be deemed necessary.
- d) The Pastor in Charge shall be an ex-officio member of any Committee, department or ministry thereby formed.
- e) An officer of a Committee, department or ministry shall vacate their position if:
 - (i) He / she voluntarily resign by written notice to the Pastor.
 - (ii) The Church Board removes him whenever in their judgment the spiritual standard or best interest of the Church will be properly served thereby.
- f) The appointing authority shall fill up any existing office in a Committee, department or ministry.
- g) For the purposes of this constitution the following Committees, Departments or Ministries shall be operational in the Church. A Local assembly may however, create other departments as long as their function will help in enhancing the vision of the Church.

-Men's Ministry:

All men in the Church, who have attained 35 years or more, shall be encouraged to join the Men's ministry.

-Women's Ministry:

All women in the Church, who have attained 30 years or more, shall be encouraged to join the women's ministry.

-Youth Ministry:

The youth shall be defined to include all ladies aged between 15 and 30 and all gentlemen aged between 15 and 35.

-Children's Ministry:

This ministry, which is also known as the Sunday school, shall consist of all children between 1 and 15 years. They shall be appointed with Supervisors from the men, women and the youth ministries.

-Teaching Ministry:

The teaching Ministry shall be responsible for preparing all teaching materials for studies at all Church meetings (Sunday schools, all-nights, Area Camp Meetings as well as helping the Children department). This ministry shall also see to the training of individuals who would be interested in taking part of teaching appointments in the Church.

-Praises and Worship Ministry:

This ministry shall be responsible to lead the church in praises and worship. They shall also train members of the congregation who may be interested in joining this ministry. They shall teach the entire congregation "new songs". All instrumentalists shall operate under this ministry.

-Prayer Tower and Deliverance Ministry:

There shall be a Prayer tower and Deliverance ministry to cater for the prayer need of the church in general and members in particular. This ministry shall operate under 2 separate umbrellas, namely: the prayer tower and on one

hand and the Deliverance team on the other. The prayer tower shall be more or less an intercessory team, and the deliverance team shall handle individual deliverance cases.

-Outreach Ministry:

The outreach ministry shall consist of 2 separate departments, namely the Evangelism team and the Follow-up team. Whereas the evangelism team shall focus on reaching out to new souls through open-air crusades, house-to-house evangelism etc, the Follow-up or visitation team shall be charged with paying visits to members who have absented themselves from the assembly for a while.

-Ushering Department:

This department shall be tasked to see to the orderliness in the church at all gatherings. They shall advise on all sittings arrangements in the church, ensure that all are welcomed and shall provide assistance during deliverance ministrations to those who may be falling down.

-Finance Committee:

This committee shall be responsible for counting all monies that shall be collected in the church, record the amounts involved and make sure that appropriate receipts are prepared and the monies so collected properly deposited in the Church's bank account. They shall be required to prepare financial statements and read same before the congregation at stipulated times as our constitution demands.

-Marriage Committee:

This committee shall be tasked to provide pre-marital counseling to would be couples. New marriages in the church would only be recognized and blessed, upon the recommendations of the Marriage Committee. Upon their counseling, marriage dates would be scheduled.

-Secretariat:

There shall be a Secretariat, which shall have the general supervision of correspondence to and from the church. The Church's constitutional Secretary shall head it.

It shall be the duty of the secretariat to write down all announcements and read same in the church.

The secretariat shall be responsible for all typing, printing and photocopying of all official materials to be used in the church and shall keep copies of such materials for administration purposes.

Under the secretariat shall also be the media and publicity committee, which, in consultation with the Church board shall be tasked to promote the church through advertisements, Radio and Television announcement, flyers and other posters.

-Welfare Committee

The welfare committee shall, on the broad base, be responsible to oversee the general well being of Church members. The *modus operandi* shall be left with the committee to decide. Whatever decision they will arrive at shall however, be submitted to the Church Board for consideration. Their functions shall include *inter alia*, the following:

Unemployment

This committee shall act as unemployment coordinators for new comers who declare their intention to join the church but may not have any means of survival in the form of work. The committee with the assistance of others shall look for areas where employment opportunities exist and the means to gain them.

Visiting the Sick

The welfare committee shall not be a visitation team per se. However, in the event of a member of the church falling sick and thereby being home-stricken or hospitalized, the welfare committee, on behalf of the church, shall pay a visit to the patient with a token of presents, the worth of which would be determined by the committee itself.

The visitation of the welfare committee should however, not prevent the church as whole or individual members from visiting the patient involved.

Birth

When a member of the church gives birth, the welfare in fulfilling their obligation, shall pay a visit to the parents concerned at a suitable time. A token of presents accompanying such visits would be appropriate. The visitation of the welfare committee should however, not prevent the church as whole or individual members from visiting the parents involved.

Homelessness

Should it ever happen that a member of the church for some reasons becomes homeless through forceful ejection or eviction, the welfare committee shall conduct investigation surrounding the eviction or ejection and shall relay their findings to the CMC/Church Board for probable solution. The same shall hold for new members who would be in need of accommodation or a lodging place.

Hospitality of Guest Preachers

It shall be the responsibility of the welfare committee to carter for Guest Preachers in their boarding and lodging and in consultation with the Church Board. Where demanded, the welfare committee shall see to the commutation/transportation of such guests upon their arrival.

Bereavement

Where a member is bereaved (loss of mother, father, wife, husband, child [ren]) the organization of such funeral obsequies shall be within the scope of responsibility of the welfare committee in collaboration with the bereaved family. The welfare committee shall organize the form of donation, which shall be standard in the church, and shall present it to the bereaved family.

Loss of Property

When a member of the church suffers loss of property through theft or burglary, fire or any Act of God, the welfare committee shall recommend to the Church Board a token of relief to be presented to the victim(s). The nature, circumstances and the extent of damage shall determine the magnitude of relief to be donated.

Sundry activities

The welfare committee shall not be restricted to the above enumerated functions only but shall also perform such duties as may be deemed fit by the Church Board and are permissible by the constitution which shall so be delegated to them to perform.

-Building and Property Committee

The BPC shall be the legal custodian of all properties of the Church.

They shall however, have no right to sell, lease, loan, rent, auction, mortgage or dispose off in any manner any asset of the Church without approval of the Church Board.

They shall maintain all church property and ensure they are in good and usable order.

They shall maintain and control the use of the church premises and ensure that access to the premises is well arranged for any group or department, which would require the use thereof.

The BPC shall take periodic inventory of all church properties (movable and immovable) and shall recommend to the Church Board where repairs and refurbishment are necessary.

ARTICLE 15: FINANCE

The church shall derive her income from:

- Tithes
- Offerings
- Fund-Raising

-Others.

- a) All Local Assemblies shall establish bank accounts and keep books accordingly.
- b) Each local assembly shall by resolution decide who shall be the signatories and negotiate other instruments on her behalf.
- c) The Finance officer of the Church shall prepare a proper balance sheet of the business of the Church each year-as at the 31st December.
- d) There shall however, be internal auditing of accounts quarterly and external auditing once a year.
- e) The church may engage in profitable economic venture and the profits so accrued, ploughed back in furtherance of its objectives.
- f) The Church may enter financial arrangements with any financial institution or financier where and when the need arises.

ARTICLE 16: SOCIAL RESPONSIBILITY

- a) REDEMPTION FAITH MINISTRIES INTERNATIONAL shall endeavour to live up to her civic responsibilities as citizens living in the end times, and participate in all national affairs, which are not at variance with the Christian Doctrines and tenets.
- b) The Church shall be concerned with the identification, surveillance, study and search for solutions to socio-Economic problem in the society.

ARTICLE 17:

i) BY-LAWS:

The local Church Board shall have power to make by-laws to govern any aspect of life and activities of each department or committee in conformity with the provisions of this constitution.

ii) AMMENDMENTS:

The power to alter, amend or repeal any by-law(s) or adopt new by-law(s) shall be vested in the Executive Church Board.

iii) APPEAL:

An aggrieved officer or member shall have a right to appeal to the Executive/Church Board through the Secretary.

ARTICLE 18: DURATION OF OFFICE

Except where stated, the duration of any term of office in the Church shall be 2 years and is subject to renewal for another 2-year term but would not exceed three consecutive terms.

ARTICLE 19: AMMENDMENT OF THE CONSTITUTION

This constitution may be amended or altered with the approval of two-third majority of the Executive Church Board. By-laws which are locally binding, shall however, be amended, altered with the approval of two-thirds majority of the local church board.