



KAIROS
MINISTRIES
INTERNATIONAL
"For such a time as this" Esther 4:14

CONSTITUTION & RULES

KAIROS MINISTRIES INTERNATIONAL
CONSTITUTION & RULES – DECEMBER 2004

PREAMBLE

Kairos Ministries International is a non-denominational local church based conglomeration of ministries whose vision is to evangelize non-Christians, train, equip, and mobilize believers to impact Malawian and other societies with the Kingdom of God. The local church is the base of operations of the Holy Spirit's transformation of communities hence Kairos Ministries International is rooted in the ideals, aspirations, and vision of Kairos Christian Center hereinafter referred to simply as "the church."

ARTICLE I: NAME

The name shall be 'Kairos Ministries International' hereinafter known KMI.

ARTICLE II: ADDRESS

The registered address for service of Kairos Ministries International shall be P.O. Box 59, Lilongwe.

ARTICLE III: OBJECTIVES

The following are the objectives of KMI:

- I. To propagate and demonstrate the Kingdom of God both in Malawi and globally.
- II. To train and equip believers for service in their spheres of influence.
- III. To network with those individuals/institutions that hold to similar ideals.
- IV. To be a part of the work of transforming and impacting Malawian and other societies by adopting a holistic approach in addressing social issues from a biblical perspective.
- V. To operate such institutions, ministries and departments as shall further the accomplishment of the above stated aims.

ARTICLE IV: STATEMENT OF FAITH

The following are the fundamental doctrines that KMI holds to. KMI stands in the long tradition of Evangelical Christianity and is Pentecostal in its orientation.

I. The Godhead

The Godhead exists eternally in three persons: the Father, the Son, and the Holy Spirit. These three are one God, having the same nature and attributes, and are worthy of the same homage, confidence, and obedience.¹

A. *The Father*: The Father exists eternally as the Creator of heaven and earth, the Giver of the Law, to whom all things will be subjected, so that He may be all in all.²

B. *The Son*: The Lord Jesus Christ, the eternal and only begotten Son of the Father, is true God and true man.³ He was conceived of the Holy Spirit, born of the Virgin Mary⁴ and, by His sinless life, miracles and teaching, gave full revelation of the Father.⁵ He died upon the cross, the Just for the unjust, as a substitutionary sacrifice.⁶ He rose

¹ Matt. 3:16,17; 28:19; 2 Cor. 13:14

² Gen. 1:1; 1 Cor. 15:28

³ John 1:1,14; 10:30; 17; Phil 2:6,7; Heb. 1:8

⁴ Luke 1:26-35

⁵ John 12:49; Acts 2:22; 2Cor. 5:21; Heb. 7:26

⁶ Rom. 5:6,8; 1 Cor. 15:3; 1 Pet. 3:18

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from the dead.¹ He is now at the right hand of the majesty on high as our great High Priest.² He will come again to establish His kingdom in righteousness and peace.³

C. *The Holy Spirit*: The Holy Spirit is also God, performing actions and possessing the attributes of Deity.⁴ His personality is shown by the fact that He has personal characteristics, and that individuals may relate to Him as a person.⁵

II. The Kingdom of God

A. The Kingdom of God or the Kingdom of Heaven is the sovereign, dynamic, and eschatological reign of God that extends to all aspects of life i.e. political, social, economic, biological, et al as God created all things and is King over all.⁶

B. It was central to Jesus' earthly ministry and therefore to the us the church as Christ's teaching was to demonstrate to men how to enter into the Kingdom;⁷ His mighty works were meant to show that the Kingdom had come upon them;⁸ His parables portrayed to His disciples the truth about the Kingdom;⁹ and at the heart of His teaching on prayer to his disciples was, "Thy Kingdom come, Thy will be done on earth as it is in heaven."¹⁰

C. The Kingdom in the Old Testament

1. This is seen as Yahweh is presented as King;¹¹ He is ascribed a royal throne;¹² and His continuous or future reign is affirmed.¹³
2. Yahweh's Kingship is the foundation of His relationship to Israel since as King, He demands of Pharaoh the usurper to let His people go;¹⁴ the covenant with Israel affirms the suzerainty (kingship) of Yahweh over His people;¹⁵ in the conquest of Canaan, He allots land to His people as King.¹⁶
3. His rule over Israel is seen in His representatives such as the judges;¹⁷ the monarchy was seen as a manifestation of God's rule;¹⁸ and, the promise to establish David's throne forever even after the rejection of Solomon led to the expectation of a future Messiah who would rule God's kingdom in righteousness.¹⁹
4. The prophet's had a prominent role in Israel as they were God's mouthpiece who declared the coming of the Kingdom in judgment to evildoers and reward to the faithful remnant²⁰ while Daniel has the most developed view of the Kingdom contrasted with the kingdoms of this world.

D. The Nature of the Kingdom

¹ Matt. 28:6; I Cor. 15:4, 20

² Acts 1:9-11; 2:33; Heb. 8:1

³ Matt 25:31

⁴ Acts 5:3,4

⁵ John 16: 13-14

⁶ Matt. 5:3; Lk. 6:20

⁷ Matt. 5:20

⁸ Matt 12:28

⁹ Matt 13:11

¹⁰ Matt 6:10

¹¹ Deut. 9:26; I Sam. 12:12; Ps. 24:10; 29:10; Is 6:5; 33:22; Zeph. 3:15; Zech. 14:16, 17

¹² Ps. 9:4; 45:6; 47:8; Is 6:1; 66:1; Ezek 1:26

¹³ Ps. 10:16; 146:10, Is 24:23; Ps 22:28

¹⁴ Ex. 5:1

¹⁵ Deut. 6:1-9

¹⁶ Josh 13; 18:3

¹⁷ Judg 2:11-16

¹⁸ 2 Sam. 7:16

¹⁹ 1 Kings 11:14

²⁰ Mal. 3-4

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1. Jesus taught His disciples that they would share with Him the joy and fellowship of His Kingdom¹ and that He would come again in glory to bring the Kingdom to those for whom it was prepared.²
 2. The Kingdom is to be understood in terms of God's kingship, rule, and authority; it was inaugurated by Christ's first advent but will be consummated in His second advent hence it is "now-but-not-yet".
 3. The message of the Kingdom is the Good News that the Kingdom of God has come.³
- E. The Power of the Kingdom
1. With the Kingdom comes victory over death, Satan, and sin while healing/miracles are a sign of the presence of the Kingdom of God.⁴
 2. The Greek word meaning "to save" is used for healing in reference to deliverance from hemorrhage, blindness, demon possession, and even death itself.⁵
 3. Miracles/healing/exorcisms without the indwelling presence of the Kingdom is dangerous.⁶
 4. Unbelief can hinder the power of the Kingdom.⁷
- F. The Holy Spirit & the Kingdom of God
1. He is the *paraklete*, or One of the same kind as Jesus, who would be with the disciples as they fulfill the mission; just as Jesus had come from the Father, He too comes from the Father; and He too is Lord.⁸
 2. He was active in Christ's ministry as Jesus was conceived of the Holy Spirit ; He descends on Him at His baptism; leads Him into the desert for the time of testing; Jesus returns to Galilee in His power and through which Jesus also healed the sick.⁹
 3. His work universal mission is seen at the inauguration of the Age of the Spirit, Pentecost; He further validates the Gentile mission by similar Pentecostal outpourings in Samaria and Ephesus; He is Lord of the harvest since He initiates, motivates, and guides mission; He prepares the harvest, peoples souls, to receive the Gospel; He sends laborers into the harvest; and, He empowers the church for ministry.¹⁰

III. Holy Scriptures

- A. All Scripture is given by inspiration of God¹¹ by which we understand the whole Bible to be inspired as the holy men of God were moved by the Holy Spirit to write the very words of Scripture¹². Divine inspiration extends equally and fully to all parts of the original writings. The whole Bible in the original is, therefore, without error and, as such, is infallible, absolutely supreme and sufficient in authority in all matters of faith and practice.¹³

¹ Luke 22:22-30

² Matt. 25:31, 34

³ Matt 10:7, 8; 24:14; Mk 1:14, 15; Acts 8:12

⁴ 1 Cor 15:24,26; 2 Tim 1:10; Heb 2:14,15; Rom 6:6; Matt. 12:28

⁵ Mk 5:23, 34; 10:52; Lk 8:36

⁶ Matt. 12:43-45; Matt. 11:4,5; Lk 11:24-26

⁷ Matt. 13:58; Mk 6:5, 6

⁸ Jn 14:16; 15:26; 2 Cor 3:17

⁹ Lk 1:35; 3:21-22; 4:1, 14; 5:17

¹⁰ Acts 2; 10:44-48; 19:8, 9; Matt 9:37-38; Jn 16:8; Acts 13:2,4; Matt 9:38; Acts 1:8

¹¹ 2 Tim. 3:16,17

¹² 2 Peter 1:20,21

¹³ Psa. 119:160a; Matt. 5:17,18

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- B. The Bible is the complete revelation and very Word of God inspired by the Holy Spirit. Christian believers today receive spiritual illumination to enable them to understand the Scriptures,¹ but God does not grant new revelations which are contrary or additional to inspired biblical truth².

IV. Angels

- A. *Classification:* Angels were created as intelligent and powerful beings to do the will of God and worship Him.³ However, Satan, the originator of sin, fell through pride and was followed by those angels who rebelled against God. These fallen angels or demons are active in opposing the purposes of God.⁴ Those who remained faithful continue before the throne of God and serve as ministering spirits.⁵
- B. *The Believer And Demons:* Demons attempt to thwart God's purposes; however, in Christ, the believer may have complete liberty from the influence of demons.⁶ He can willfully yield to their influence⁷ leading to oppression but cannot be possessed by them because his body is the temple of the Holy Spirit in which Christ dwells as Lord.⁸

V. Humanity

Humanity, both men and women, was originally created in the image and likeness of God.⁹ They fell through sin, and as a consequence, incurred both spiritual and physical death.¹⁰ Spiritual death and the depravity of human nature have been transmitted to the entire human race.¹¹ Man can be saved only through the atoning work of the Lord Jesus Christ¹² who shared in fallen humanity¹³ but was sinless.¹⁴

VI. Salvation

- A. *Atonement Of Christ:* Salvation has been provided for all men through the sacrifice of Christ upon the cross.¹⁵ It is the only perfect redemption and substitutionary atonement for all the sins of the world.¹⁶ This atoning work has been proven by His resurrection from the dead.¹⁷ Those who repent and believe in Christ are born again of the Holy Spirit and receive eternal life.¹⁸ Furthermore, in the atonement, divine healing was provided for all believers.¹⁹
- B. *Grace, Faith and Repentance:* Man, who is spiritually dead,²⁰ can be born again only by grace through faith in Christ.²¹ Repentance, a vital part of believing, is a complete

¹ 1 Cor. 2:12-14; 1 John 2:27

² Prov. 30:5, 6

³ Ps. 103:20; Rev. 5:11,12

⁴ Isa. 14:12-17; Ezek. 28:11-19; Dan. 10:10-20; Eph. 6:1 1,12; I Tim 4:1; Jude 6

⁵ Heb. 1:14

⁶ Heb. 2:14; 1 John 3:8; 4:1-4

⁷ Eph. 4:27

⁸ Matt. 6:24; 1 Cor. 6:19, 20

⁹ Gen. 1:26, 27; 2:7

¹⁰ Gen. 2:16, 17; 3:16-19; Rom. 5:12; James 1:14, 15

¹¹ Jer. 17:9; Rom. 3:10-19, 23

¹² John 14:6; Acts 4:12; 1 Tim. 2:5, 6

¹³ Heb. 2:14-18

¹⁴ Heb. 7:26

¹⁵ Isa. 53:3-6; John 12:32-33; 1 Peter. 2:24

¹⁶ John 3:16

¹⁷ Acts 2:36; Rom. 4:25; 1 Cor. 15:14, 17, 20; Heb. 10:12; I John 2:2

¹⁸ Acts 20:21; I Pet. 1:23,25

¹⁹ Isa. 53:4,5; Matt. 8:16b, 17

²⁰ Eph. 2:1-3; 1 Pet. 1:3-5

²¹ Eph. 2:8, 9

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change of mind and action wrought by the Holy Spirit,¹ turning a person to God from sin.

- C. *Regeneration*: Regeneration is a creative work of the Holy Spirit by which man is born again and receives spiritual life.²
- D. *Justification*: Justification is a judicial act of God by which the sinner is declared righteous solely on the basis of his acceptance of Christ as Saviour.³

VII. The Christian Experience

- A. *Assurance*: Assurance of salvation is the privilege of all who are born again by the Spirit through faith in Christ,⁴ resulting in love, gratitude and obedience toward God.⁵
- B. *Sanctification*: Sanctification is dedication to God and separation from evil.⁶ in experience it is both instantaneous,⁷ and progressive.⁸ It is produced in the life of the believer by his appropriation of the power of Christ's blood and risen life through the Person of the Holy Spirit.⁹ He draws the believer's attention to Christ, teaches him through the Word and produces the character of Christ within him.¹⁰ Believers who sin must repent and seek forgiveness through faith in the cleansing blood of Jesus Christ.¹¹
- C. *Baptism in the Holy Spirit*: The baptism in the Holy Spirit is an experience in which the believer yields control of himself to the Holy Spirit.¹² Through this he comes to know Christ in a more intimate way¹³ and receives power to witness and grow spiritually.¹⁴ Believers should earnestly seek the baptism in the Holy Spirit according to the command of our Lord Jesus Christ.¹⁵ The initial evidence of the baptism in the Holy Spirit is speaking in other tongues as the Spirit gives utterance.¹⁶ This experience is distinct from, and subsequent to, the experience of the new birth.¹⁷
- D. *The Gifts Of The Spirit*: The gifts of the Spirit are supernatural abilities given by God through the exercising of which believers are enabled to minister effectively and directly in particular situations.¹⁸ They serve the dual function of building up the Church and of demonstrating the presence of God within His Church.¹⁹
- E. *Divine Healing*: The salvation provided by Christ is all-encompassing and includes divine healing.²⁰ Divine healing provided in the atonement of Christ²¹ is the privilege of all believers; hence prayer for the sick and gifts of healing are the norms in the church.²²

¹ Isa. 55:7; 1 John 5:10-13; Acts 17:30; Gal. 3:22, 26;

² John 3:3b, 5b, 7; 2 Cor. 5:17, 18a; 1 Peter 1:23

³ Rom 3:24; 4:3-5; 5:1-2

⁴ John 10:27-29; Rom. 8:35-39

⁵ John 14:23; Col. 3:17; 1 John 2:6

⁶ 2 Cor. 6:14; 7:1

⁷ John 17:17, 19; Heb. 10:10,14

⁸ 1 Thes. 5:23; 2 Tim 2:19-22; 1 Pet. 1:14-16

⁹ Rom. 6:11, 13, 14, 18

¹⁰ 1 Cor. 13; Gal. 5:22, 23; 2 Pet. 1:3-4

¹¹ 1 John 1:9; 2:1-2

¹² Matt. 3:11; Acts 1:5; Eph. 5:18

¹³ John 16:13-15

¹⁴ 2 Cor. 3:18; Acts 1:8

¹⁵ Luke 24:49; Acts 1:4,8

¹⁶ Acts 2:1-4, 39; 9:17; 1 Cor. 14:18

¹⁷ Acts 8:12-17; 10:44-46

¹⁸ 1 Cor. 12:4-11

¹⁹ 1 Cor. 12:7; 14:12, 24-25

²⁰ Rom. 8:23; 1 Cor. 15:42-54

²¹ Is. 53:4, 5; Matt. 8:16,17

²² 1 Cor. 12:28-30; James 5:14

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VIII. Marriage And The Family

- A. Marriage is a provision of God whereby a man and a woman live together in a life-long relationship¹ that is legally sanctioned by the state to enable both partners to meet their spiritual, physical and social needs. Marriage is endorsed by Scripture² and was sanctioned by Christ's presence at the wedding in Cana.³ It is intended to provide the wholesome expression of sexual desires,⁴ companionship⁵ and support to both partners.⁶ Marriage is a "one flesh" relationship which goes beyond a physical union to establish an emotional and spiritual oneness, and to provide for the procreation of children.⁷
- B. Marriage is to be an exclusive relationship that is maintained in purity,⁸ is intended by God to be permanent,⁹ and is a witness to the world of the relationship between Christ and His church.¹⁰
- C. Christians should marry only those who are believers.¹¹ An individual who becomes a believer after marriage should remain with his or her partner in peace, and should give witness to the gospel in the home.¹² The home is a stabilizing force in society, a place of nurture,¹³ counsel and safety for children.

IX. The Church

- A. *The Universal Church*: All who are born again are members of the universal church, which is the Body and Bride of Christ.¹⁴
- B. *The Local Church*
 - 1. *Purpose*: The local church is a body of believers in Christ who have joined together to function as a part of the universal church.¹⁵ The local church is ordained by God and provides a context in which believers corporately worship God,¹⁶ observe the ordinances of the church, are instructed in the faith and are equipped for the evangelization of the world.¹⁷
 - 2. *Ordinances/ Sacraments & Practices*

Ordinances of sacraments are means of grace or blessing and do not of themselves bring salvation. The following are the ordinances/sacraments and practices of this local church:

 - i. *The Lord's Supper*: The Lord's Supper is a symbol, memorial and proclamation of the suffering and death of our Lord Jesus Christ which believers must observe until Christ's return.¹⁸ Generally, this shall be done on the first Sunday of every month.

¹ Gen. 1:27; Rom 1:21-27; I Cor. 6:9-10

² 1 Cor.7:1-2

³ John 2:1-11

⁴ 1 Cor. 7:3-6; Heb. 13:4

⁵ Gen. 2:18

⁶ Col. 3:19; 1 Pet. 3:7

⁷ Gen. 1:28; 2:24; 1 Cor. 6:15-17

⁸ Eph. 5:3, 26, 27

⁹ Mal. 2:15-16; Matt. 19:4-6

¹⁰ Eph. 5:31-32

¹¹ 2 Cor. 6:14-15

¹² 1 Cor. 7:12-14, 16

¹³ Eph. 6:4

¹⁴ 1 Cor. 12:13; Eph. 5:25b; Col. 1:18; 1 Tim 3:15

¹⁵ Acts 14:23; 1 Cor. 16:19

¹⁶ John 4:23; Acts 20:7

¹⁷ Matt. 24:14; Acts 1:8; 11:19-24; 2 Tim. 2:2; 1 Pet. 5:2

¹⁸ Matt. 26:26-28; 1 Cor. 10:16-17; 11:23-26

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- ii. *Water Baptism:* Water baptism signifies the believer's identification with Christ in His death, burial and resurrection and is practiced by immersion.¹ This baptism shall be by immersion in water shall be administered to all who have believed in the Lord Jesus Christ.
- iii. *Teaching the Word:* The teaching of the word imparts life and brings sinners to salvation, builds up believers, convicts of sin, is powerful, and the basis of church growth.²
- iv. *Prayer:* Both corporate and individual prayer are means of receiving grace from God as Spirit-filled prayer is the foundation of a bold and powerful witness to the world as well as the spiritual warfare of the church.³ Such prayer includes praying for the sick and anointing with oil.⁴
- v. *Church Discipline:* The church has divine sanction to discipline her members through which the purity of the church is maintained, lives of holiness encouraged among believers, and hence blessing conferred on believers.⁵
- vi. *Giving & Tithing:* This is also a means of grace as those that give sow spiritually and will reap both a spiritual and physical harvest.⁶
- vii. Such giving must begin with the tithe which was the Old Covenant norm,⁷ increase in percentage as the believer matures in faith,⁸ and include material assistance to the poor.⁹
- viii. *Spiritual Gifts:* Scripture attests to the fact that these are means of blessing to the church¹⁰ and that every believer is gifted.¹¹
- ix. *Fellowship:* The coming together of believers in fellowship is another ordinance in the church as was the practice of the early church.¹² It fulfills the Lord's command to love one another¹³ and results in the edification of believers.¹⁴
- x. *Ministry:* Every ministry occasion is a means of blessing not only for those ministered to but those ministering as they receive the grace to ministry by the Holy Spirit.¹⁵
- xi. *Laying On of Hands:* This foundational doctrine¹⁶ is a means of blessing as it is a means of imparting healing¹⁷, blessing,¹⁸ and spiritual gifts;¹⁹ working of

¹ Matt. 28:19; Mark 16:15-16; Acts 2:38-41; Acts 8:36-39; Rom. 6:3-5

² Rom. 1:16; 1 Cor. 1:24; James 1:18; 1 Peter 1:23; 2 Tim. 3:15; Acts 20:32; Matt 4:4; Deut. 32:47; 2 Tim. 3:16; Ps. 119:105; 2 Pet. 1:19; Ps. 19:7; Rom. 15:4; Isa. 55:10-11; Jer. 23:29; Eph. 6:17; Heb. 4:12; Acts 6:7; 12:24; 13:49

³ 1 Kings 18:41-46; Ps. 141:2; Acts 2:42; 4:24-30; 12:5; Eph. 6:18; Heb. 4:16; Jude 20; Rev. 5:8; 8:3

⁴ Mk. 6:13; James 5:14

⁵ Matt. 16:19; 18:18-20; 1 Cor. 5:4; 2 Cor. 7:10; 1 Tim. 5:20

⁶ 2 Cor. 8:5; 9:6-12;

⁷ Gen. 14:20; Lev. 27:31; Num. 18:26, 28; Deut. 14:22, 28; 26:12; 2 Chr. 31:12; Neh. 10:37; 12:44; 13:5; Mal. 3:10; Matt. 23:23; Luke 18:12; Heb. 7:5, 8-9

⁸ Mal. 3:8-10; Acts 4:36-37

⁹ Acts 4:34; Gal. 2:10; James 2:16; 1 John 3:17

¹⁰ 1 Cor. 14:12; Eph. 4:11-16

¹¹ 1 Pet. 4:10; Rom. 12:6-8; 1 Cor. 12:7, 11

¹² Acts 2:42, 46-47;

¹³ John 15:12

¹⁴ Gal. 6:2; Heb. 10:24-25

¹⁵ Acts 1:8; 2:4, 14-36, 4:8, 31; 9:17, 20; 11:28; 13:9, 52

¹⁶ Eph. 6:1-2

¹⁷ Matt. 8:3; 9:18, 20-22, 25; 20:34; 14:35-36; Mk 1:31, 41; 5:23, 41; 6:5; 7:32; 8:22-25; 9:27; Luke. 4:40; 5:13; 7:14; 8:54; 13:13; 22:51; Acts 28:8

¹⁸ Matt. 19:13-15; Mark 10:16; Luke 18:15

¹⁹ Acts 19:6; 1 Tim. 4:14; 2 Tim. 1:6

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miracles;¹ empowering people for ministry;² and baptizing believers in the Holy Spirit.³

xii. *Other Practices:* These will include the following:

- (i) Dedication of children of any age
- (ii) Prayer for the Baptism in the Holy Spirit
- (iii) Christian marriage
- (iv) Christian burial of the dead.

X. The End Of Time

- A. *The Present State Of The Dead:* At death, the souls of the believers pass immediately into the presence of Christ,⁴ and these remain in constant bliss until the resurrection of the glorified body.⁵ The souls of the unbelievers remain after death conscious of condemnation⁶ until the final bodily resurrection and judgment of the unjust.⁷
- B. *The Rapture:* The rapture, the blessed hope of the church, is the imminent coming of the Lord in the air to receive to Himself His own, both the living who shall be transformed, and the dead in Christ who shall be resurrected.⁸ This event, together with the Second Coming, is part of the complex of events of the Parousia/“the appearing”⁹ which occur at the end of the Tribulation when Christ appears in the sky and the dead in Christ rise first to meet Him followed by the living saints and together – Christ, His saints, and angelic hosts – come to earth to conquer the kings and armies of the earth, throw the Antichrist and the False Prophet in the lake of fire, and imprison Satan for the millennium.¹⁰
- C. *The Tribulation:* The tribulation will be a time of wrath and judgment on the whole earth.¹¹ During the first half of this period,¹² the Antichrist will emerge¹³ to offer false hope to the nations and wage war against believers.¹⁴ God shall also pour out His wrath in the latter half of this period;¹⁵ however, this wrath is selective as God’s people will be preserved in it.¹⁶
- D. *The Second Coming Of Christ:* The return of Christ to earth in power and great glory will conclude the great tribulation with the victory at Armageddon,¹⁷ the defeat of Antichrist and the binding of Satan.¹⁸
- E. *The Millennium:* Christ will introduce the millennial age in which He reigns as the Messiah together with both resurrected and raptured saints.¹⁹ He shall lift the curse which now rests upon the whole creation and bring the whole world to the knowledge

¹ Mark 6:2; Acts 4:29-30; 14:3; 19:11

² Acts 6:6; 13:3

³ Acts 8:17; 9:17; 19:6

⁴ 2 Cor. 5:8; Phil. 1:21, 23-24

⁵ Rom. 8:22, 23; 1 Cor. 15:42-44; 2 Cor. 5:1, 4b

⁶ Luke 16:22-31; John 3:36

⁷ Dan. 12:2; John 5:28-29; 2 Thes. 1:7-10; Rev. 20:11-15

⁸ 1 Cor. 15:51-57; Phil. 3:20-22; I Thes. 4:13-18; Titus 2:13

⁹ John 14:1-3; 1 Cor. 15:51, 52; 1 Thes. 4:13-18

¹⁰ Rev. 19:12-20:1-4

¹¹ Matt. 24:15, 21-22; 1 Thes. 5:1-3

¹² Dan. 9:25, 27; 12:7-11; Rev. 12:14

¹³ Dan. 7:7-8, 23-25; 8:9-12, 23-25; 9:26-27; 11:36-12:1; 2 Thes. 2:3-12; Rev. 13:11-18

¹⁴ Dan. 7:25; Mk. 13:14; 2 Thess. 2:3; Rev. 13:1-8

¹⁵ Rev. 6:16-17; 11:18; 14:7, 10, 19; 15:1, 7; 16:1; 16:19; 19:15; Mk 13:24

¹⁶ Ex. 8:22, 23; 9:4, 6, 26; 10:23; 11:6, 7; 12:13; Is. 26:20-21; Rev. 9:4, 20-21; 16:2, 9, 11;

¹⁷ Matt. 24:27, 30; Luke 17:24, 26-30

¹⁸ Rev. 16:12-16; 17:8, 12-14; 19:11-20; 20:33

¹⁹ Psa. 2:6-12; Dan. 2:44-45; Luke 22:29-30; Rev. 3:21; 20:4, 6

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of God.¹ Satan is bound during this period at the end of which he is released and instigates a rebellion among the unregenerate followers of the kings who were vanquished at the Second Coming.² Satan's rebellion is thwarted thus ushering in the final judgment.³

- F. *The Final Judgment:* There will be a final judgment in which the unbelieving dead will be raised and judged at the great white throne, according to their works.⁴ The beast and false prophet, the devil and his angels, and whoever is not found in the Book of Life shall be cast into the lake of fire, not to annihilation but to everlasting punishment, which is the second death.⁵
- G. *The Eternal State Of The Righteous:* The righteous will share the glory of God in the new heaven and the new earth for eternity.⁶

ARTICLE V: RELATIONSHIPS

Kairos Ministries International is a non-denominational entity. It is self-governing, self-supporting, and self-propagating. Hence, her relationships will be of a partnering or networking nature with organizations, churches, or individuals who share her vision and values. Partnering with any organization, church, or individual shall not mean the abrogation of this autonomy.

ARTICLE VI: CHURCH GOVERNMENT AND LEADERSHIP STRUCTURE

This church shall be led by a plurality of elders, called the Board of Elders, with the Senior Pastor as the Chairman. The Board of Elders shall be aided in the ministry of the church by the Board of Administrators and Board of Deacons.

I. Structure

The church shall be led and directed by a Board of Elders of which the Senior Pastor shall be, by virtue his office, the head. The Board of Elders, consisting of the Senior Pastor and ministry leaders shall constitute the supreme leadership body of the church, to which all other boards and departments will be answerable. Assisting the Board of Elders shall be a Board of Deacons and Board of Administrators. The Board of Elders shall meet monthly or as need dictates.

II. Officers

A. The Senior Pastor

1. Vision

The spiritual oversight of the church is a gifting from God (Eph. 4:7-12) the basis of which is revelation (Eph. 3: 3). The Senior Pastor shall be the vision-carrier and will be the first amongst equals in a plurality of elders. His appointment shall be by virtue of his calling which will be confirmed by his fellow elders. No appointment to, or removal or resignation from the office of Senior Pastor shall be made without the full and thorough consultation with the Board of Elders.

2. Appointment

The Board of Elders shall appoint the Senior Pastor subsequent to the Founding Pastor. His name will be submitted to the voting members four weeks prior to a

¹ Isa. 1:24-27; 2:1-4; Zech. 14:3,4,9; Rom. 8:19-23

² Rev. 20:1-3, 7-8; Ezek. 38:1-23; Rev. 19:17-21

³ Rev. 20:9-10

⁴ Dan 7:9-10; John 12:48; Rom 2: 2,6, 11,16; Rev. 14:9-11; 20:11-15

⁵ Matt. 25:4lb; Jude 6; Rev. 20:10, 15; 2I:8

⁶ Matt. 13:43; John 17:24; 2 Pet. 3:13; Heb. 11:10; Rev.21:1-2, 10, 22-23

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meeting duly convened for that purpose. He will be declared Senior Pastor when the Board of Elders reaches a full consensus.

3. Ministry
 - i. The Senior Pastor will lead the Board of Elders in the spiritual oversight of the Church and shall direct all of its activities.
 - ii. He shall be the Chairman of the Board of Elders, Board of Deacons, and Board of Administrators and shall be mandated to appoint members of the latter boards to represent him at their meetings in the case of his absence and/or if he so wishes.
 - iii. He shall be responsible for all meetings, conventions or crusades organized by the church unless he delegates otherwise.
 - iv. He shall be a member of the church and hold ministerial credentials with KMI.
 - v. He shall be an ex-officio member of all other committees of the church, and shall be notified of all meetings of such committees.
 - vi. He shall attend all public meetings in the church whenever possible, and interest himself by his presence in the meetings of all the church departments, even though he might not be leading.
4. Accountability/Covering

The Senior Pastor shall select mature godly ministers to whom he shall make himself accountable for his vision for the church and shall inform the Board of Elders. Such men shall also be his spiritual covering and/or mentors who shall also be arbitrators between him and the church in times of serious difficulties in his ministry.
5. Authority
 - i. No person/s, or groups shall be invited to speak, preach, or teach in the church, without the Senior Pastor's prior approval, and no congregational, Board of Elders, Board of Deacons, or Board of Administrators or group meetings, shall be held in his absence without his prior approval and delegation.
 - ii. He shall also have veto power over all committees or boards in the church.
6. Resignation

The Senior Pastor may resign by giving two months written notice to the Church Board of Elders by a letter addressed to the Secretary of the Board of Elders. The congregation must be informed of the resignation at an opportune time.
7. Complaints

Any difficulties arising against the Senior Pastor regarding his position as Senior Pastor should be made in writing to the Board of Elders.
- B. Ministerial Staff
 1. Appointment and Removal from Office

The Senior Pastor, together with the Board of Elders, may appoint other pastors and ministers as deemed necessary for the smooth and efficient functioning of the church. Ministerial staff may be removed from office in accordance with the church's conditions of service.
 2. Ministry:
 - i. They shall be answerable to and receive direction from the Senior Pastor and the Board of Elders.
 - ii. They shall be members of the church and must hold ministerial credentials with the Kairos Ministries International.
- B. Board of Elders

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1. Qualifications

Elders, variously described as overseers¹ or bishops,² comprise the five-fold ministry of apostles, prophets, evangelists, pastors, and teachers whose duty is to train, equip, and mobilize the saints for ministry.³ They have a calling to ministry hence their primary responsibility is the ministry of the church. Elders are not elected but selected by the Senior Pastor from among the core ministry leadership.⁴

- i. They must have adequate preparation for ministry and the ability to teach.⁵
- ii. They must be in the core ministry leadership of the church.
- iii. They must be in good standing, showing evidence of established Christian character.
- iv. They should faithfully support any decisions regarding the vision and work of the church.

2. Method of Appointment

The Senior Pastor, in consultation with the Board of Elders, shall have the authority to choose qualified Elders from among the core ministry leadership. The Senior Pastor shall be the chairman of the board and will have veto power.

3. Term of Office

An Elder shall cease to hold office as such if he/she:

- i. Resigns their office by notice in writing to the Secretary
- ii. becomes bankrupt or makes any arrangement or composition with his creditors generally;
- iii. becomes of unsound mind;
- iv. is requested to do so in writing by a majority of their fellow Board of Elders (see 4);
- v. ceases to be a member of the church.
- vi. is unable to fulfill his/her duties as elder as a result of prolonged illness;
- vii. is living in contravention of I Timothy 3:1-7.

4. Removal From Office

If an accusation against an Elder of sufficient nature has been brought to the Board of Elders in writing, and the Elders having verified the account, have agreed that the situation warrants the Elder being removed, he/she can be removed from office. The accused will be given an opportunity to answer the charges against him/her before a final decision is made. There will be no provision for appealing against such a decision. Any such decision will be announced to the congregation.

5. Functions of the Board of Elders

The board is the supreme body of the church with the following functions:

- i. to prepare and mobilize the members for ministry according to Eph. 4:11-16
- ii. to lead by being the policy-making body of the church

6. Meetings of the Board of Elders

- i. Meetings of the Board of Elders shall be held monthly
- ii. A meeting may be held at any time without prior notice provided that all the Board members are notified.
- iii. On matters requiring urgent attention, a meeting may be held on one day's notice.
- iv. All meetings shall be chaired by the Senior Pastor unless he delegates otherwise.

¹ Acts 20:28; 1 Pet. 5:2

² Tit. 1:7; 1 Tim. 3:1

³ Eph. 4:11-16

⁴ Acts 14:23; Tit. 1:5

⁵ 1 Tim 3:2

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C. Board of Deacons

1. Qualifications

The Board of Deacons/Deaconesses shall be composed of persons with the necessary scriptural qualifications for deacons as seen in Acts 6:3 and 1 Timothy 3:8-13. Any person who is 25 years of age and over, and who is a member of KMI is eligible for appointment as a deacon/deaconess provided that:

- i. He/she has been a member of, and a faithfully committed attendant of this church for not less than two years.
- ii. He/she conforms to the qualifications of a Deacon/Deaconess as set out in 1 Timothy 3:8-13; Acts 6:3).
- iii. He/she is an active member of a home-cell.
- iv. He/she must exhibit strong Christian leadership.

2. Method of Appointment

- i. The Board of Elders acting as a nominating committee, shall bring the names of prospective deacons/deaconesses before the church at least four Sundays prior to a church business meeting. The Board of Elders will then accept and respond to any written and signed concerns/objections regarding the potential deacon's/deaconess's appointment until one week before the business meeting. The Board of Elders will present the nomination list to the AGM which will be voted on by the church membership present. A simple two-thirds majority is sufficient.
- ii. The number of members of the Board of Deacons shall consist of nine members.

3. Term of Office

- i. The first three candidates receiving the highest number of votes shall serve in their office for three years. Those receiving the next three highest votes, their term of office will be two years. The next three highest votes will be for a one year term. This would ensure a continuation of board members' term of office.
- ii. Any person who serves continuously for six years will then step down for one year. They would not be eligible for re-appointment for one year.

4. Removal from Office

A Deacon/Deaconess shall cease to hold office as such if he/she:

- i. resigns his/her office by notice in writing to the Secretary;
- ii. becomes bankrupt or makes any arrangement or composition with his creditors generally;
- iii. becomes of unsound mind;
- iv. is requested to do so in writing by the Board of Elders
- v. ceases to be a member of the church.
- vi. is unable to fulfill his/her duties as a deacon/deaconess as a result of prolonged illness,
- vii. is living in contravention of 1 Timothy 3:8-13,
- viii. fails to attend four consecutive board meetings.
- ix. If an accusation against a deacon/deaconess of sufficient nature has been brought to the leadership in writing, and the Elders having verified the account, have agreed that the situation warrants the deacon/deaconess being removed, he/she can be removed from office. The accused will be given an opportunity to answer the charges against him/her before a final decision is made. There will be no provision for appealing against such a decision. Any such decisions will be announced to the congregation

5. Functions of the Board of Deacons

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The Board of Deacons shall serve the church by assisting the Board of Elders in the following areas:

- i. Ordinances/sacraments
- ii. Upkeep and maintenance of the church property
- iii. Overseeing ushering, transportation, and other such helps ministry
- iv. Visitation of the sick and during funerals

A chairman to act in the Senior Pastor's absence will be appointed by the Senior Pastor.

6. Meetings of the Board of Deacons

Where practicable, a meeting of the Board of Deacons should be held at least every month to assist the Board of Elders in the management of the church.

D. Board of Administrators

Office bearers of the church shall comprise of the Chief Executive Officer who is the Senior Pastor, the Administrator who is appointed by the Board of Elders, and the Financial Controller who is appointed by the Board of Elders.

1. Duties

- i. The Administrator shall deal with all administrative and human resource matters including:
 - a) all the general correspondence of the church under the supervision of the Senior Pastor.
 - b) He/she shall be responsible for drawing up the list of members and for compiling and preserving records of all the church business meetings; all such records and correspondences are to be kept at the church. In addition, the Board Secretary shall be expected to
 - c) Keeping full details of all church property and church ceremonies such as water baptism, marriages, burials, dedications, etc., as well as records of keys to the buildings and all other vital information.
- ii. The Accountant shall oversee all the financial and accounting aspects of the ministry including:
 - a) receive and shall disburse under the direction of the Board of Elders, all moneys belonging to the church and will ensure that vouchers for all moneys paid by the church are written up, preserved and are available for inspection.
 - b) He/she shall arrange for the financial records of the church to be audited before the Annual General Meeting by an auditor appointed by the Board of Elders according to Article X, Section 1.
 - c) He/she shall ensure that all tithes and offerings are counted by at least three responsible persons. The offering forms must be completed in ink and signed by two persons counting. Under no circumstances whatsoever is one person to count the offerings by himself

3. Resignation

Should a church officer resign or be called upon by the Board of Elders to resign, he will immediately deliver up to the Senior Pastor all books, documents, cash, keys, etc., in connection with his office.

4. Other Officers

All other church officers and departmental leaders shall be appointed by the Board of Elders as and when necessary. The terms of reference and the duties of all other officers and leaders shall be outlined in the various departmental guidelines and rules which shall be drawn up and approved by the Board Elders.

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E. Departments

Each church department shall be approved by the Board of Elders and shall have an executive planning committee which shall include the department leader.

1. Leaders

Nominees for departmental leaders shall be approved by the Board of Elders as and when necessary, as outlined in the departmental guidelines and rules adopted by the Board of Elders.

2. Responsibility

Each departmental committee shall be responsible for the day-to-day running of the departmental programs. All departments of the church shall be responsible to the Board of Elders through the Senior Pastor, and shall keep minutes of meetings and present Annual Reports to the church AGM.

3. Failure to Work in Harmony

Failure to work in harmony with others shall give cause for any leader, church officer, or anyone in ministry of whatever form, to be relieved of his/her position by the Board of Elders.

F. Ministerial Credentials

The Board of Elders shall issue credentials to members whose ministry has been proven through fulfilling the requirements of 1 Tim 3:1-7, are baptized in the Holy Spirit (Acts 6:3), and with a recognized ministry gift (Eph 4:11-16, Tit 1:9).

1. Credential levels:

- i. Certificate of Recognition (C.O.R.) - A person fulfilling the above requirements but has not completed Bible college training as recognized by K.M.I. may be issued a C.O.R. by Board Elders
- ii. Licensed Minister - As above but with Bible College training as recognized by K.M.I. will be granted a certificate as a licensed minister.
- iii. Ordained Minister - A person shall be ordained who meets the qualifications stated above and has held licensed minister credentials for a least 2 years and has been approved by the Board of Elders. Only ordained ministers will be authorized to perform marriage ceremonies.

ARTICLE VII: CHURCH PLANTS

This Constitution and Bylaws will also cover any church planted and directed by KMI. However, churches will be planted with the view that they too shall be self-governing, self-propagating, and self-supporting over time. Hence, the Senior Pastor, assisted by the properly appointed Board of Elders of the church plant, shall have direct oversight of any branch church in all of its ministries and activities until such a time as it can take charge of its own affairs. At that point, the church plant will be free to determine it's own relationship with KMI.

ARTICLE VIII: BOARD OF TRUSTEES AND POWERS

I. Terms Of Reference

- A. There shall be a Board of Trustees who shall be not less than 3 but not exceeding 11 whose primary function shall be the formulation of policy for the Ministry in accordance with the objectives hereinbefore spelt out.
- B. The Board of Trustees shall be appointed by the Senior Pastor and/or Board of Elders.
- C. The term of office for each trustee shall be three years provided that they are entitled to re-appointment upon the expiry of the said term.
- D. The trustees shall elect among themselves a Chairman, Vice Chairman, Secretary who shall be the Senior Pastor and Treasurer who shall hold office for the three year tenure of their office as Trustees but shall cease to be such officer at the expiry of his or her term of office as a Trustee unless re-appointed both as Trustee and as such officer.
- E. A vacancy shall exist in the Board of Trustees on the following grounds:
 - 1. Guilty of misconduct under Christian standards
 - 2. Insanity/Lunacy
 - 3. Resignations
 - 4. Death
 - 5. Bankruptcy
 - 6. Criminal conviction
- F. The Board of Trustees meetings shall be convened by the Chairperson after 14 days notice. Three members shall form quorum at the meetings. The Chairperson shall preside and in his or her absence, the Vice Chairperson shall preside.
- G. Any vacancy that occurs in the number of trustees shall be filled by the appointment of the Senior Pastor and/or Board of Elders for the remaining time.
- H. The funds and property of the Ministry shall vest in the Trustees, and such funds or property shall not be used by any person including a Trustee for personal purposes except as may be specifically authorized by the Board of Trustees.

II. Powers Of Trustees

In furtherance of the foregoing objectives to do all or any of the following things:

- A. To purchase, take, receive, lease as lessee, take by gift, devise or bequest, or otherwise acquire, and to own, hold, use and otherwise deal with any real or personal property, or any interest therein situated in or out of Malawi.
- B. To sell, convey, mortgage, pledge, lease as lessor, and otherwise dispose of all or any part of its property and assets.
- C. To purchase, take, receive, subscribe for, or otherwise acquire, own, hold, vote, use or employ shares or other interests in or obligations of societies in Malawi or foreign countries whether for profit or not for profit.
- D. To make contracts and incur liabilities which may be appropriate to enable it to accomplish any or all of its purposes, to borrow money for its purposes at such a rate of interest as it may determine; to issue its notes, bonds, and other obligations by mortgage, pledge or deed of trust of all or any of its property, franchises, and income.
- E. To invest its funds from time to time in any real or personal property; to lend money for its purposes and to take and hold real and personal property as security for the payments of funds so invested or lent.
- F. To have and exercise all powers necessary or convenient to effect any or all of the purposes for which the church is organized.
- G. To employ individuals in the work of the church.

ARTICLE IX: MEETINGS

- I. Regular Church Meetings
 - A. The time and place of the regular church services shall be determined by the Senior Pastor and the Board of Elders.
 - B. No member or any group of members shall call any religious meetings, weddings, services or any other meetings, private, secret or public, without the knowledge and consent of the Board of Elders and the Senior Pastor.
 - C. No outside persons or group of persons shall hold any religious meetings, weddings, services or any other meetings, private, secret or public, without the knowledge and consent of the Board of Elders and the Senior Pastor.
 - D. No visiting speaker shall be invited to any meetings of any department of the church without the knowledge and full consent of the Board of Elders and the Senior Pastor.
 - E. No programs, meetings, discussions or groups may be held in the name of the church, inside or outside of the church, without the express permission of the Board of Elders and the Senior Pastor.
- II. Business Meetings

There shall be two classes of business meetings -- the Annual General Meeting and special business meetings, as necessary.

 - A. The Annual General Meeting
 - 1. The Annual General Meeting shall be held not later than three months after the end of the financial year.
 - 2. An announcement of such Annual General Meeting shall be given at each service held in the church building on the two Sundays immediately preceding such meeting, a copy of the agenda shall be displayed on the bulletin board and annual Statement of Accounts shall be available seven days prior to the meeting.
 - 3. The agenda for an Annual General Meeting shall consist of the following:
 - i. Minutes of the previous Annual General Meeting
 - ii. Pastoral and departmental reports
 - iii. Financial Report
 - iv. Appointment of the Board of Deacons
 - v. Such other matters as the Board of Elders may decide on, to which notice shall be given in writing by a member or members to the Administrator at least one week prior to the date of the meeting.
 - vi. Any other business with the approval of the Board of Elders.
 - B. A Special General Meeting

This may be called for any special purpose by the Senior Pastor and Board of Elders. An announcement of such a special general meeting shall be given at each service held in the church building on the two Sundays immediately preceding such a meeting and a copy of the agenda shall be displayed on the church notice board for fourteen days prior to the meeting.
- III. Procedure At Meetings
 - A. At each general meeting and special business meetings of the church, the Senior Pastor shall take the chair. In his absence, the Senior Pastor shall delegate the responsibility to a member of the Board of Elders.

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- B. The election of deacons shall be decided by a simple majority of votes taken by a show of hands. In the case of equality of votes, the chairman shall have a second casting vote.

ARTICLE X: MEMBERSHIP

All persons who have been born again and have become children of God by faith in Jesus Christ and willingly subscribe to the practices and beliefs as outlined in the Statement of Fundamental and Essential Truths may be members.

I. Categories of Membership

There shall be the following categories of membership in:

A. Covenant Membership

This is open to all born again believers who are 16 years of age and over; who are faithfully committed and loyal to the ministry of KMI, who wish to join themselves fully to the church and who accept all the duties, responsibilities and rights of membership in the church. Such candidates must be regular attendees for a period of not less than three months and must be known and recommended by a leader in the church (i.e. Elder, Deacon, Pastor, Home Church Leader, Women's Ministries Leader, Men's Fellowship Leader, etc.).

B. Affiliate

An affiliate is any person who consistently associates himself with KMI and who has confessed the Lord Jesus as his personal Saviour, but who has not yet fulfilled all requirements of membership. These members have no voting rights at meetings. They may attend business meetings, but cannot be part of any discussion.

II. Application for Membership:

All applications for church membership shall be made in writing on the official forms provided by the church and sent to the Senior Pastor who will make his recommendations to the Board of Elders in consultation with cell leaders. Interviews will be conducted if felt necessary by the Board of Elders. All applicants must attend membership classes as arranged by the Senior Pastor.

III. Rejection of Application

If for any reason any application should be rejected by the Board of Elders, the applicant will be notified in writing.

IV. Reception of New Members

Reception of new members shall take place at convenient times arranged by the Board of Elders when those whose applications have been accepted, shall have their names read out publicly, before receiving the right hand of fellowship into membership of this church.

V. Register of Members

Application forms for membership shall be kept in safe custody, and from these, a register of names and addresses of church members shall be made. The register is to be kept by the Senior Pastor on the church premises. Names will be entered into the register only after the person has been publicly received into membership. This register will be kept up to date by being revised every six months.

VI. Transfer of Members

Members of the church moving to other localities shall be given a letter of transfer by the Board of Elders upon request and after consultation with home-cell leaders.

VII. Resignation

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Any member desiring to resign from the church shall submit his resignation in writing to the Secretary of the Board of Elders, and it shall take effect from the date of receipt by the Secretary of such notice.

VIII. Suspension or Termination of Membership

Grounds for suspension or termination of membership in this church shall include the following:

- A. Voluntary resignation or withdrawal from membership
- B. Absence from the regular services or the assembly for three consecutive months without any valid reasons.
- C. Any proven act of misconduct which the Board of Elders deems to be immoral or unchristian, after full investigation.
- D. The propagation of doctrine and practices contrary to those set forth in the statement of faith of the church.
- E. Any act or action of a church member which the Board of Elders deems to be the cause of serious discord or dissension with or without malicious intent (Rom. 16:17, 18; Prov. 6:19).
- F. When the Board of Elders decides that disciplinary action should be taken against a member of the church under any of paragraphs B, C, D, E; the member in question shall be advised in writing by the Administrator and a date set for a hearing before the Senior Pastor and the Board of Elders to which the member in question shall be invited to appear. The Board of Elders, after due consideration of the evidence, shall decide whether membership should be terminated.
- G. Issuance of a letter of transfer.
- H. Membership in this church will be terminated automatically without a hearing under paragraphs A. or G.

IX. Discipline

- A. In the event of a serious difference between members of the congregation, if reconciliation cannot be effected by parties involved, they shall have the right to appeal to the Board of Elders through the Senior Pastor in the first instance.
- B. Should a member be alleged to be guilty of misconduct of a serious nature, or an act justifying suspension, or termination of membership, the Senior Pastor may use his discretion in proceeding with the investigation.
- C. Before any personal charge against a church member is formally proceeded with, the Senior Pastor must satisfy himself that the matter has been dealt with privately in a brotherly way according to Matthew 18:15, 17.
- D. No charge of misconduct or improper act shall be considered by the Senior Pastor nor the Board of Elders unless made in writing and duly signed by the person(s) bringing the charges or made in the presence of the accused and the Board of Elders.
- E. When formal charges have been laid against the member and the Board of Elders decides that disciplinary action must be taken, the member so charged shall be advised in writing of a date set for a hearing before the Board of Elders in the presence of the person(s) laying the charge, at which time the evidence shall be considered and a verdict shall be determined.
- F. If guilt is established, the Board of Elders shall decide what disciplinary action shall be taken. If contrition, sorrow and repentance are not evident, then temporary suspension of membership may be considered a disciplinary action. This shall be publicly announced. While on suspension, a member will lose all the privileges of full membership. Whatever disciplinary action is taken, it should be considered at all times remedial and every effort made to restore the offender (Galatians 6:1)

X. Waiver of Claim

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- A. In accepting membership, each member, by signing the membership form, shall be deemed to have agreed that in the event of withdrawal of his or her membership, or suspension of the member for reasons ascertained by the Board of Elders, no member thus suspended, dismissed or disciplined shall take legal action against any pastoral staff, the Board of Elders, the church, or any member taking part in the suspension proceedings.
 - B. Acceptance of membership in this local church shall be evidence of a waiver by the member of all right of action, causes of action and all claims and demands against this local church, or any officer of the church, or against any member or its pastoral staff by virtue of suspension proceedings and withdrawal of membership of this local church.
- XI. Refunds
Any person who resigns or is removed from membership shall not be entitled to a refund of any part of moneys, items, chattels, or other gifts, objects, properties, etc. which were contributed by him/her at any time.
- XII. Appeal
Any suspended member, or one whose expulsion is proposed, can appeal to the Board of Elders in writing for a second hearing in light of new evidence, but the Board of Elders shall have discretion to decide whether or not such an appeal should be heard.
- XIII. Rights & Duties of Covenant Membership
It shall be the privilege of those who are covenant members of this church to receive the ministry of the Word of God, to receive visits from the Pastoral Staff, church leadership or church representatives, to take part in all of the activities of the church, to receive the Lord's Supper, and to be eligible to fill official positions in the church.
It shall also be the responsibility of every covenant member to ensure that they fulfill their obligations to the church, to faithfully attend and be involved in ministry at the home-cell and other levels.

ARTICLE XI: FINANCES

- I. Auditor
 - A. An auditor shall be appointed by the Board of Elders to examine the Annual Statement of Accounts produced by the Accountant containing a summary of his/her receipts and payments and a statement of assets and liabilities for the previous year. The Auditor's Report must be submitted to the Board of Elders not less than two weeks before the date of the Annual General Meeting. The Auditor shall examine the Annual Statement of Accounts and either certify or decline to certify that it is correct, duly vouched for and in accordance with the law.
 - B. A copy of the Auditor's Report on the Annual Statement of Accounts together with such Annual Accounts shall be available to all members at the Annual General Meeting.
 - C. No Elder or Deacon shall be the auditor.
- III. Funds
 - A. The funds of the church shall be used for such purposes as shall be determined by the Board of Elders who shall have authority to disburse the funds according to the aims and purposes of KMI.

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- B. All moneys and funds shall be received by and paid to the Accountant and shall be deposited by him, or by a person to whom this responsibility has been delegated by the Accountant, in the name of KMI in any bank or banks approved by the Board of Elders.
 - C. No payment shall be made out of the church bank account without the authority of the Senior Pastor or of the Board of Elders. All cheques drawn on the KMI bank account shall be signed by the authorized signatories, according to the prevailing financial policy.
 - D. No funds of the church shall be distributed among the members of the church.
 - E. Any covenant member of the church may request to inspect the financial books and records upon giving notice in writing to the Secretary of the Board stating his/her wish to do so; such notice specifying a date not less than seven days from the date of notice.
 - F. Any appeal for funds, offering or special projects must be approved by the Board of Elders before any attempt at fund raising is put forward to the church.
- IV. Debt
The church will not apply for a loan outside of Christian organizations or incur any debt on a purchase plan or any building operation without the approval of the Board of Elders.
- V. Directors
All land, buildings and other immovable property and investments and securities acquired by the church shall be vested in the name of the KMI and shall be under the control of the directors of KMI.

ARTICLE XII: MISCELLANEOUS

- A. The Church Building
The church building shall be used for church services only as outlined in this constitution. Requests from other persons, churches or organizations to use the building shall be made in writing and shall be considered by the Board of Elders. No one may use the building at any time for any purpose whatsoever, without the express permission of the Senior Pastor or Board of Elders.
- B. Church Equipment
No church equipment of any kind is to be used by any person without the permission of the Board of Elders. This includes musical, radio, transport and office equipment, including tools and accessories or any other equipment belonging to the church. When/if any equipment is let out for rent, any moneys received must be paid to the Accountant prior to taking the equipment and used as the Senior Pastor or Board of Elders instructs.
- C. Notices and Advertisements
No advertisements shall be made of any nature whatsoever, no hand bills, notices, or posters given out in the church or on the church grounds relating to any meeting or matter whatsoever, without the knowledge and consent of the Senior Pastor and the Board of Elders.
- D. Visiting Speakers, Groups
Visiting speakers and/or groups will be allowed to minister in the church, providing their ministry has been approved by the Senior Pastor and the Board of Elders.
- E. Weddings, Funerals and Dedications, etc.

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Policies, arrangements and standard charges (where necessary) will be determined by the Board of Elders for these services. All desiring these services will abide by their corresponding policies.

ARTICLE XIII: AMENDMENTS TO THE CONSTITUTION

Proposed amendments to this Constitution and By-Laws may be made at any Board of Elders meeting provided that a copy of the proposed amendment has been presented in writing to the Board of Elders and the Senior Pastor at least 30 days before the date of the meeting and providing that notice of the proposed amendment shall have been given in the announcement of the said meeting. A copy of the proposed amendment or amendments shall be available to all Board of Elders members between the time of announcement and the time of the meeting on application to the Administrator.

ARTICLE XIV: COMMON SEAL

The Ministry shall have a common seal, which shall consist of an embossed stamp inscribed with the words, “THE REGISTERED TRUSTEES OF KAIROS MINISTRIES INTERNATIONAL”. The common seal shall be under the custody under lock and key by the Senior Pastor. The seal shall not be affixed to any document except in the presence of two other Trustees as witnesses and the Secretary to the Trustees in whose presence the seal is so affixed shall sign every document to which the common seal has been so attached.

ARTICLE XV: FINANCIAL YEAR

The financial year of the Ministry shall be 31st December of every year.

ARTICLE XVI: BYE-LAWS

The Board of Elders shall from time to time make bye-laws to govern the operations of the Ministry.

ARTICLE XVII: INDEMNITY

Each Trustee of the Ministry as a body and every employee of the Ministry acting with the full authority of the Ministry in a matter concerning the Ministry shall be indemnified by the Ministry out of funds of the Ministry against any liability incurred by such Trustee, Board of Trustees or employee as the case may be arising from claims by third parties.

ARTICLE XVIII: DISSOLUTION

The Ministry may be dissolved by a resolution passed unanimously by the Board of Trustees at an extra-ordinary meeting. All properties, monies and assets remaining after the satisfaction of debts and liabilities, such property shall not be paid to or distributed to members of the Ministry, but shall be given or transferred to such association or organization having objects similar to those of Kairos Ministries International.