

**OPERATION POLICY**  
for  
**RIVERS OF LIFE WORSHIP MINISTRY**

**1. NAME**

The name of the Church is "Rivers of Life Worship Ministry" (ROL) (in this policy referred to as "the Church").

**2. IDENTITY**

ROL is:

- a. A Pentecostal Church that is submitted totally to the one true God who eternally exists in three persons; the Father, the Son and the Holy Spirit.
- b. Missions oriented within her context and to the wider community of unreached people and groups
- c. A community of believers open to people of all tribes, races and diverse socio economic status.
- d. Committed to reaching out to the whole person with the life changing Gospel of Jesus Christ through a holistic ministry approach.

**3. VISION**

To preach the true Gospel of Jesus Christ and true doctrines to all Nations

**4. MISSION**

To be a fountain of worship where rivers of true worship flow

**5. PILLARS OF THE CHURCH**

- i. Prayer
- ii. True Worship
- iii. True Word of God
- iv. Righteous Living

**6. OBJECTIVES**

- a. To establish and maintain places of worship of Almighty God the Father, and the Lord Jesus Christ, His only Begotten Son, through the Holy Spirit.
- b. To promote Christian fellowship and edification among Christians of like faith, in accordance with scriptural teaching, method and conduct.
- c. To obey the Great Commission (Matt. 28:18-20, Mark 16:15-20; Acts 1:18; 8:4) and assume the privileges of propagating the Gospel of the Lord Jesus by every means available in all the nations.

**7. MOTTO:**

Rivers of Life for the Healing of Nations

## 8. STATEMENT OF FAITH

- a. The church believes that Jesus Christ is the Answer to all human problems. The church undertakes to fulfill her divine mandate of making disciples of all nations within the philosophy and of her ministry (Colossians 1:28-29 and Mathew 28:18-20)
- b. We believe in the one eternal God who exists in the Trinity of God the Father, God the Son and God the Holy Spirit, the Creator and Lord of the world, who governs all things according to the purpose of His will, calling out of the world a people for Himself and sending them back into the world to be His servants and witnesses for the extension of His Kingdom, the building of Christ's church to the glory of His name.
- c. We believe in the one Savior, Jesus Christ Himself being the only God-man, who died for the sins of mankind and was raised from the dead according to the scriptures; the only ransom for sinners and mediator between God and man; who is exalted above every other name as Savior of the world; who offers forgiveness of sins and the liberating gift of the Spirit to all who repent, believe and come to him personally; and those who reject Him, by so doing, also reject the joy of salvation and condemn themselves to eternal separation from God.
- d. We believe in God the Holy Spirit who bears witness to Jesus Christ, and whose power works among men to lead to the conviction of sin, faith in Christ, new birth and Christian growth; and speaking through Scriptures illumines the minds of God's people in every culture to perceive the truth and disclose to the whole church of the wisdom of God;
- e. We believe in the divine inspiration, truthfulness and authority of the sixty-six books of the Old and New Testament Scriptures as the infallible Word of God with power to accomplish His purpose of salvation;
- f. We believe in the return of Jesus Christ personally and visibly in power and glory to consummate His salvation and judgment; the interim period being filled with evangelism by the people of God, who eagerly await for Christ's return, the coming of the new heaven and new earth in which righteousness will dwell and God will reign forever.
- g. We believe in water baptism by immersion of believers as a public declaration of a believer's identity with Christ in His death, burial and resurrection; and as a public declaration of the initiation into the body of Christ (the church) (Romans 6:3-4).
- h. We believe in the baptism of the Holy Spirit with the initial evidence of speaking in tongues (Acts 2:4).

## 9. CORE VALUES

The church is committed to nurturing the following core values:

- a. **We uphold Family:** We believe that the family is the basic and foundational unit of the society. We are therefore committed to building strong and effective families that serve the purposes that God ordained for them. We believe that the family constitutes a union between a man and a woman who are united in marriage, and their offspring. We uphold the sanctity of life from conception to death.
- b. **Ministry:** We are committed to living, preaching and teaching the word of God. Our love for God and His calling shall be our driving force. The power and influence of the Holy Spirit is the key agent of transformation. We value, appreciate and recognize the diversity of gifts in the body of Christ.
- c. **The Sanctity of Life:** We uphold and respect the sanctity of life from conception to death.
- d. **Partnership:** We are committed to partnering with like-minded ministries, churches, organizations and other agencies that subscribe to our doctrine and philosophy of ministry.
- e. **Excellence:** In keeping with our identity and ministry target, we are committed to a culture of excellence in all our services and ministries.
- f. **Community:** We exist and work in a community. We believe that it is our responsibility to impact them in a holistic manner. We stand in solidarity with those who are vulnerable within our society.
- g. **Integrity:** We are committed to personal integrity and holiness. We are committed to teaching and practicing sound biblical doctrine
- h. **Accountability:** We are committed to a culture of transparency and accountability with our members and the general public
- i. **Leadership:** We are committed to Godly transformational leadership in the church and society that equips believers to participate in the Great Commission. People are our greatest asset both within and without the church.

## 10. ORDINANCES AND PRACTICES

### a) Ordinances

- i. Baptism by immersion (Matthew 28:19)
- ii. The Holy Communion (Luke 22:19-20; 1 Corinthians 11:23-26).
- iii. Ordination and Consecration of Ministers and Pastors (Exodus 28:41)

### b) Practices

- i. Dedication of the children to the Lord Jesus Christ.
- ii. Prayer for the baptism and infilling with the Holy Spirit.

- iii. Prayer for the healing of the sick.
  - iv. Christian marriage consistent with the church's statement of faith and core values.
  - v. Christian burial rites and disposal of the dead.
  - vi. Consecration of houses of worship and assets
- c) Existing Policies, guidelines and curricula shall guide execution of Ordinances and Practices

## 11. PREROGATIVES

- i. The church brings together Christian believers subscribing to the teaching of the Holy Bible and more particularly, to the doctrines detailed out in the statement of faith.
  - ii. The church shall be apolitical.
  - iii. The church shall be centrally governed. However, the management of the ministry shall be decentralized as need arises, in line with the growth and expansion of the ministries.
- a) **In furtherance of its Vision and Mission, the church will do all or any of the following: -**
- i. Purchase, take, receive, lease as lessee, take by gift, devise or bequest, or otherwise acquire, and to own, hold, use, and otherwise deal in and with any real or personal property, or any interest therein situated in or out of Kenya,
  - ii. Sell, convey, mortgage, pledge, lease as lesser, and otherwise dispose all or any part of its property and assets,
  - iii. Purchase, take, receive, subscribe for, or otherwise acquire, own, hold, vote, use or employ shares or other interests in or obligations to societies in Kenya or foreign countries whether for profit, associations, partnerships or individual,
  - iv. Enter into contracts and incur liabilities; to borrow money; to issue promissory notes, bonds, and other obligations by mortgage, pledge, or deed of trust of all or any of its property, franchises, and income, as appropriate, to enable it to accomplish any or all of its purposes.
  - v. Invest its funds from time to time in any real or personal property; to lend or borrow money for its purposes and to take and hold real and personal property as security for the payment of funds so invested, borrowed or lent.
  - vi. Employ staff and volunteer individuals in the work of the church as per the Human Resource Policy

## 12. RELATIONSHIPS

The ministry shall relate with other ministries through Partnerships and Affiliations in the following models;

- i. **Cover:** The ministry shall permit other ministries to use its name but allow autonomy in operations for as long as doctrinal standards are maintained
- ii. **Affiliation:** The Ministry shall permit ministries desiring to be affiliated to ROL to fully adopt and practice all ROL identity, doctrine, structure and policies

## 13. CHURCH GOVERNANCE, LEADERSHIP AND MANAGEMENT

- a) The church shall have the right to govern itself according to the standards of the New Testament Scriptures (Ephesians 4:3-13)
- b) The Annual General Meeting (AGM) shall be the supreme organ of the Church.
- c) The Presiding Bishop shall be the Chief Executive Officer of the church, providing spiritual leadership for the church and accountable to the church membership; through the Administration and Human Resource office and the NGC.
- d) The Presiding Bishop shall be the Chairman of the AGM
- e) The Administration and Human Resource office shall oversee all the legal and administrative matters of the church. It shall also be responsible for the implementation of the decisions of the AGM
- f) The NGC shall take responsibility for safeguarding the vision and mission of the church and to oversee all spiritual matters of the church including the recruitment, redeployment of the Pastors, and all disciplinary matters touching on the members of the church, Pastors, Leaders of the church and volunteer workers.
- g) The Administration and Human Resource Office in consultation with the NGC will provide a mechanism for effective decentralization and coordination of the church, to cater for administration and management of growth of the Ministry in Kenya and beyond.

## 14. MEMBERSHIP

The church is open for membership, upon fulfilling certain mandatory requirements as per the membership policy, to all persons who:

- i. Willingly follow Jesus Christ by faith
- ii. Willingly subscribe to the practices and beliefs of the church;
- iii. Have regularly attended the church services in any Local assembly for at least one year; and
- iv. Are willing to be regular financial supporters of the church.

### 1) Categories of Membership

- i) **Full Membership:** This is open to all people who are born again, who have attended the church regularly for a period of at least three months, who are over 18 years of age and who wish to join themselves fully to the church and who accept all the duties, responsibilities and rights of membership.
  - a) Members who have attained full membership of ROL shall be eligible for service in any ministry or leadership position after one year of membership
  - b) New members joining ROL with the pastoral grace shall be subjected to spiritual observation by the local assembly Pastors under the leadership of the Senior Pastor for a period of time not less than two (2) years before they may be considered for pastoral duties. This is in addition to the one (1) year leadership qualification waiting period
- ii) **Associate Membership:** This is open to all who are over 18 years of age, but who are members of other non-localized churches and who wish to fellowship with the church fully. These members have no voting rights at meetings but may attend all such meetings. Associate membership shall be valid for a period of two years by which time one may be requested to take full membership.
- iii) **Junior Members:** All persons between the ages of 12 and 18 who fulfill the requirements of membership shall be eligible for junior membership. Such members do not qualify for voting rights at any business meetings.

## 2) Privilege of Full Membership

It shall be the privilege of those who are full members of the church to receive ministry from the church. A member shall also be eligible to take part in all the activities of the church and may fill official positions in the church if eligible, to receive a membership card stating they are full members, and to have full voting and speaking rights in all business meetings.

## 3) Application for membership

All applications for church membership shall be made in writing on the official forms provided by the church, upon which the applicant shall be interviewed by the local assembly leadership and appropriate recommendations made in accordance with the Membership Policy. Application for membership shall be made in the local assembly where the applicant has been a regular attendant.

## 4) Rejection of Application

If for any reason, an application should be rejected, the applicant shall be notified accordingly.

## **5) Reception of new members**

Following the interviews, the church shall receive into membership, all those whose applications have been accepted. The new members shall be admitted into membership during a church service. Prior to the acceptance into membership, the names of successful applications shall be published using appropriate media, before receiving the right hand of fellowship into membership. A membership card shall be issued subsequent to the formal admission.

## **6) Register of members**

Membership application forms shall be kept in safe custody. A register of names and addresses of church members shall be extracted from the application forms. The register, both hard copy and electronic, shall be kept by the Senior Pastors in each assembly while the overall register (including electronic) shall be kept by the Church General Secretary in the Head Office. The register shall also be updated regularly to take into account membership suspensions and terminations. Grounds for deregistration shall be recorded in the register.

## **7) Transfer of members**

The Church shall allow membership transfers in accordance with the Membership Policy. Members transferring from one assembly to another shall fill a transfer form, which shall be duly signed by the Senior Pastor of the local assembly that he/she is transferring from.

## **8) Suspension or termination of Membership**

Grounds for suspension or termination of membership shall include the following-

- i. Voluntary resignation or withdrawal from membership.
- ii. Continuous absence from the regular services of the church for three consecutive months without a valid reason.
- iii. Any proven immoral act or unchristian conduct after full investigation or evidence and exhaustion of mechanisms
- iv. Issuances of a transfer letter to another church other than a ROL Assembly.
- v. The propagation of doctrines and practices contrary to those set out in the ROL Statement of Faith and Core Values, which cause serious discord, disunity and dissention with malicious intent - Romans 16:17 - 18, Proverbs 6:19.

- vi. Open defiance of the church governance direction and disciplinary measures.
- vii. Upon exhaustion of warnings, directions and advice to unregistered members of the church, whose conduct is not in keeping with the church's stated beliefs and practices, the leadership of the church shall alert the respective congregation as appropriate.

#### **9) Dispute Resolution**

- a) In the event of serious differences between members of a local assembly, the affected persons shall endeavor to reconcile their differences. If the parties involved at the assembly level cannot effect reconciliation, they shall refer the dispute to the Assembly Leadership. In the event any of the parties is still aggrieved, he/she shall have the right to appeal to the Regional Elders Leadership and the decision by this Leadership shall be final.
- b) In the event of a dispute between members of different assemblies, the parties affected shall refer the dispute to a joint committee of the respective assembly Elders through the respective Senior Pastors. Any aggrieved parties shall have the right to appeal to the Regional Elders Leadership.

#### **10) Disciplinary measures:**

- i. Where a member is alleged to have contravened the statement of faith or doctrine, or accused of misconduct or an act justifying suspension or termination of membership, Assembly Leadership may use their discretion to commence investigation.
- ii. Before any complaint or personal charge against a member formally proceeds, Assembly Leadership must satisfy themselves that the matter has been dealt with privately and in a brotherly manner, according to Matthew 18:15-17.
- iii. Upon establishment of guilt by the Assembly Leadership, a member is at liberty to appeal, in writing, against the verdict of the assembly elders to the Local Assembly Pastoral Leadership
- iv. Where the person charged is a member of the Assembly Elders, the charge shall be brought before the Assembly Pastoral Leadership. The Leadership shall exhaust the mechanism envisaged in Matthew 18:15-17 before proceeding further, if necessary, with disciplinary measures.
- v. Where the person affected is not satisfied with the decision of the Leadership, he /she shall lodge an appeal to a Special Appeals Board established by the Regional Overseer, from among the Senior Pastors, Senior Elders and deacons of the church, whose decision shall be final.