

CONSTITUTION OF KAMPALA INTERNATIONAL CHURCH

4 APRIL 2003

The purpose of this constitution is to guide the church in practical affairs and to provide a system of church government and administration in accordance with New Testament teaching and practice. However it is recognised that the effective ministry of the church cannot be ensured by mere legislation, but is entirely dependent on the guidance and inspiration of God the Holy Spirit.

1. History & Foundation

Kampala International Church, an all-nations group of Christians, hereinafter referred to as "KIC", started as a house fellowship (Makindye Family Fellowship) in 1998. In December 2001 the Fellowship moved to Heritage International School and subsequently became Kampala International Church.

2. Statement of Faith

As Christians we believe and accept:

1. The revelation of the true and only God given in the Scriptures of the Old and New Testaments and confess the historic faith of the Gospel which it contains. These assert those doctrines that are crucial to the understanding of the faith and which should result in mutual love, practical Christian service and concern for the lost and needy.
2. The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation and final judgement.
3. The divine inspiration of the Holy Scriptures and its consequent entire trustworthiness and supreme authority in all matters concerning faith and conduct.
4. The virgin birth of Jesus Christ, God's only begotten Son, begotten by His will through the Holy Spirit.
5. The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
6. The substitutionary sacrifice of the Incarnate Son of God, Jesus Christ on a cross, as the sole and all-sufficient ground of redemption from guilt and the power of sin and from its eternal consequences.
7. The justification of the sinner solely by the grace of God through faith in Jesus Christ crucified and risen from the dead.
8. The illumination, regeneration, indwelling and sanctifying work of the Holy Spirit.
9. The priesthood of all believers, who together form the universal church, the Body of which Jesus Christ is the Head and which is committed by His command to the proclamation of the Gospel throughout the world.
10. The relevant expression of the Body of Christ in and through the local church.
11. The expectation of the personal, visible return of Jesus Christ in power and glory and the ascension into glory with Christ of all believers.
12. The resurrection of the dead and eternal life granted to all that trust and believe in Jesus Christ.

3. Biblical Ordinances

In accordance with New Testament teaching, two ordinances shall be taught and observed in KIC, namely:

3.1 The Lord's Supper (otherwise known as the Communion Service) shall be observed regularly throughout the year, as often as the Leadership Team decide, and shall be made available to all believers in the Lord Jesus Christ.

3.2 Baptism shall be made available to all believers in the Lord Jesus Christ, after consultation with the Leadership.

4. Mission and Objectives

4.1 Mission: KIC is an all-nations group of Christians seeking to experience and share the Kingdom of God in today's Kampala.

4.2 Objectives: KIC exists to glorify God through:

4.2.1 Reaching up in worship, developing a life-changing vision of God's greatness and His glory;

4.2.2 Reaching deeper in discipleship, living a life worthy of the Lord, bearing fruit in every good work and growing in the knowledge of God;

4.2.3 Reaching round in care, providing support, particularly through house-groups, that enables each individual to realise their potential in Christ;

4.2.4 Reaching out in evangelism, encouraging and equipping every believer to share the Gospel in Uganda;

4.2.5 Reaching further through the practical sharing of the compassion of Christ;

4.2.6 Reaching forward to the next generation, helping bring them to faith in Christ and equipping them to live out their faith as they make the transition toward adulthood.

5. Membership

5.1 KIC admits, on request, professing Christians convinced of their biblical duty to belong to a local body of believers, who, voluntarily, by virtue of their becoming members of the church, accept its privileges and responsibilities.

5.2 Membership is open to all believers who accept by signing

- KIC's statement of Faith (see Article 2)
- the governance and organisation of KIC as set out in this document
- the mission of the church as set out in Section 4.

5.3 The purpose of membership is to provide:

5.3.1 Coherence, stability and accountability to the organisation of KIC;

5.3.2 The basis for corporate government of KIC's affairs.

5.4 Membership is open to all believers.

5.4.1 Believers will be accepted to membership after approval by the Leadership Team.

5.4.2 It is understood that on leaving Uganda, membership will usually cease.

5.4.3 Membership may be suspended or brought to an end by the Leadership Team in the case of prolonged absence from KIC, or in the case of open and un-repentant sin after consultation with the member by the Leadership.

5.4.4 Members who leave Uganda as KIC-supported missionaries may retain their membership during their absence, although they are not counted in determining the quorum needed for church decisions when they are in the field.

5.5 KIC recognises the necessity of firm but loving discipline in order to maintain, as far as possible, the purity of the Church and a witness honouring to Christ. Members have a responsibility towards the 'erring' brother / sister to bring loving correction according to Matt 18:15-17

5.6 Relying on the Holy Spirit, members should seek, in accordance with Scripture:

5.6.1 To live a life of personal purity and holiness consistent with their high calling in Christ;

5.6.2 To share in an active and responsible manner all aspects of the work, worship, witness, and financial support of KIC, according to their callings, gifts, and opportunities.

5.6.3 To exhibit to one another at all times the Christian virtues of “compassion, kindness, humility, gentleness and patience” so that “bearing with one another and forgiving one another as the Lord forgave us, we may be bound together in the perfect unity of Christian love” (COL 3:12-14).

6. Church Government

General

6.1 KIC is an autonomous local expression of the Universal Church of which Christ is the Head. Recognising the supreme Headship of Christ, the government of KIC shall be collegiate rather than hierarchical and shall be administered by a Leadership Team. They, together with all the members, shall earnestly seek, under the Spirit's guidance, the will of God concerning KIC. The members of the Leadership Team shall be appointed in the manner set out in this constitution and shall carry out their responsibilities in humility and love and in accordance with scriptural principles.

Church Forum

6.2 **Purpose:** The Church Forum is the occasion when all the members together, under the guidance of the Holy Spirit, seek the mind and will of Jesus Christ, the Head of the Church, in relation to the major issues in the life and work of KIC. In doing so, it can aid communication and provide for the encouragement of the membership. It is the occasion for the Leadership Team and Ministry Co-ordinators and others to report to members on various aspects of the church's life. At Church Fora, the membership takes direct responsibility for:

6.2.1 Church policy;

6.2.2 Appointment of members to the Leadership Team (See 6.6);

6.2.3 Removal of a member of the Leadership Team, following suspension by the remaining members of the Leadership Team (See 6.10)

6.2.4 Approval of staffing needs and associated budgets;

6.2.5 Approval of the annual report on the accounts;

6.2.6 Approval of the annual budget;

6.2.6 Approval of any deviation in approved expenditure in excess of 10% of the total budget.

6.2.7 Confirmation of Directors of the registered organisation “Kampala International Church”.

6.3 **Frequency:** Church Fora will take place at least three times a year, including the Annual General Meeting. Notice must be given to members, and the agenda, including any relevant documents, must be distributed at least 15 days prior to each meeting. The AGM, at which the annual reports will be presented, will take place no later than the end of March. Further Church Fora will take place around the start of June and the end of November when the budget for the following year is presented. Additional Fora may be called by the Leadership Team as and when necessary.

Decision Making

6.4 Decisions and voting decisions on the matters outlined in Art. 6.2 are taken at Church Fora by a vote of the members present. For a decision to be valid, at least 40% of the current membership (excluding missionary members in the field, Art. 5.5.5.) must be present to participate in the vote.

6.4.1 Given adequate time for discussion, the meeting chair proposes that a vote be taken.

6.4.2 No vote can take place on an item not mentioned in the meeting agenda.

6.4.3 Voting can take place either by a show of hands or by secret ballot. The membership is requested to propose the manner of voting. A proposition must be seconded by at least 5 members. If both manners of voting are proposed or if no proposition is made, the vote will be by secret ballot. Decisions on the appointment of Leadership Team Members must be made by secret ballot.

6.4.4 The procedure for vote by ballot is as follows:

Each voting member is given a ballot. The number of ballots delivered is counted. Once the ballots are collected, the chair proclaims the voting closed. If the number of ballots collected is higher than the number distributed, the vote is nullified. In the counting of the ballots, the blank ballots are classified separately; they are used to determine the number of voters, but not to determine the outcome.

6.4.5 In general, a decision is carried if it obtains 80% of the votes, not including abstentions or blank ballots.

6.5 Non-members are welcome to attend Church Fora as observers and may participate in the discussion upon invitation of the meeting chair. Participation in decision-making is reserved for those who have made the commitment of membership.

Leadership Team

6.6 There shall be a plurality of Leaders in KIC, who will exercise their ministry according to their gifts and calling. They are responsible to the Lord for the local church.

6.7 The Leadership Team shall consist only and at all times of those persons who unreservedly approve the forgoing Statement of Faith. He / she should fulfil the scriptural requirements as set forth in 1 Timothy 3:1-7 & Tit 1:6-9 and follow Christ's example of Servant Leadership.

6.8 Leaders will individually and collectively exercise responsibility for the pastoring, preaching and teaching ministries of KIC, to ensure its continual growth in the knowledge of the Lord, to maintain the unity of the faith and to prepare it for service and outreach (Ephesians 4:11-13). They may divide among themselves particular responsibilities for various areas of the church's spiritual life.

6.9 They bear the responsibility for appointment and suspension of anyone in a position of responsibility who is not a member of the Leadership Team, including the confirmation of the board of Directors of the registered organisation "Kampala International Church".

6.10 In case of open and un-repentant sin of a member of the Leadership Team, temporary suspension, pending a meeting of the Church Forum, may be implemented following a unanimous decision of the remaining leaders.

6.11 As the need arises, the members will propose from among themselves candidates for the Leadership Team. These names must be submitted to the Leadership Team. If the existing Leadership Team, after prayerful consideration, believe that these people fulfil the requirements for Leadership (see 6.7) and are willing to serve, then they may recommend them to the membership. Any such recommendation should be communicated to the members, one month before the Church Forum where the new leader's ministry is due to be recognised. During this period, the membership shall prayerfully consider the recommendation of the Leadership Team. Any information a member considers relevant to the decision should be communicated to the Leadership Team during this time. After presentation of the nominees at the Church Forum, members are asked to take a decision (see 6.4).

6.12 **Members to the Leadership Team** are appointed for a maximum period of three years and are eligible for re-nomination following the process outlined in Article 6.11. Before seeking re-nomination, leaders should seek carefully the Lord's will concerning their calling and ministry.

Salaried Leaders

6.13 It is recognised that the church may employ a salaried leader who fulfils all the conditions for membership in the church and is suitably qualified and experienced for ministry envisaged.

6.14 Appointment & dismissal of a salaried leader will be made after consultation with the membership and approval of at least 80% at a Church Forum.

6.15 The church may also decide to employ additional pastoral staff who will not serve automatically as members of the Leadership Team. They must fulfil the conditions of membership and be suitably qualified and experienced for the ministry or task envisaged.

6.16 Employment conditions for paid pastoral staff will be outlined in an employment contract drawn up by the Leadership Team.

Non-Pastoral Staff

6.17 In addition to the pastoral staff, the church may decide to employ non-pastoral staff.

6.18 Non-pastoral staff must fulfil all the conditions for membership in the church and be suitably qualified and experienced for the ministry or task envisaged.

6.19 Appointments, as well as dismissals, of non-pastoral staff will be made by the Leadership Team.

Ministry Co-ordinators

6.20 The role of the Ministry Co-ordinators is to assist in the administration of the church and take responsibility for a particular ministry within KIC.

6.21 Ministry Co-ordinators will be appointed by the Leadership Team

House Group Leaders

6.22 House Group Leaders are required to have the recognition and approval of the Leadership Team.

6.23 House Group Leaders are accountable to the Leadership Team.

7. Finances

All moveable property, financial assets and real estate of the church shall be owned by the registered organisation "Kampala International Church", ("the Company"). Directorship of the Company is by recommendation of church leaders and confirmation by the church members. In general, the Annual General Meeting of the Company will be held later than that of the church, and the resolutions made at the Annual General Meeting of the church will be binding on the Company.

KIC accounts will be compiled by the Treasurer and audited once a year. These accounts will be available to members to view at any time. Auditors will be appointed each year at the Annual General Meeting by the members.

The signatories on its bank accounts may be members of the Board of Directors or other persons designated by that Board.

8. Amendments

This constitution may be amended only with the written consent of two thirds of the membership of KIC.

9. Dissolution Clause

In the event of Kampala International Church closing, all debts shall first be paid off, and any residue assets shall then be given to a Christian charity of choosing of the Leadership Team and Directors.