



CONSTITUTION OF THE NAIROBI BAPTIST CHURCH 2025

Preface

This constitution of Nairobi Baptist Church (2025) is a review of the 2021 Constitution. The need to review the former Constitution came largely as a result of ensuring regulatory compliance.

Content

Preface	4
---------	---

Constitution of The Nairobi Baptist Church	5
---	---

Preamble	6
----------	---

Article c1 Name	6
-----------------	---

Article c2 Purpose	6
--------------------	---

Article c3 Beliefs	6
--------------------	---

Article c4 Ordinances	8
-----------------------	---

Article c5 Membership	9
-----------------------	---

Article c6 Governance	11
-----------------------	----

Article c7 Church General Meetings	18
------------------------------------	----

Article c8 Property	23
---------------------	----

Article c9 Finances	24
---------------------	----

Article c10 Trustees	25
----------------------	----

Article c11 General	27
---------------------	----

Article c12 Dissolution of the Church	28
---------------------------------------	----

Article c13 Church Planting	29
-----------------------------	----

The Church Bylaws	31
-------------------	----

Preamble	31
----------	----

b1 Membership	32
---------------	----

b2 Elders	37
-----------	----

b3 Procedure for Nomination and Election	40
--	----

b4 Regions	42
------------	----

b5 Pastorate	43
--------------	----

Code of Conduct	45
1 Preamble	45
1.1 Introduction	45
1.2 Scope	45
1.3 Implementation Responsibility	45
2 Relationship within the Church	46
3 Guiding Principles for Personal Conduct	47
4 Conduct and Property	48
5 Competence and Service	48
6 Integrity and Ethical Responsibilities	49
7 Integrity in Preaching	50
8 Integrity to colleagues and to NBC Ministry	50
9 Commitment to Personal Growth and Development	51
10 Confidentiality	51
11 Discipline	52
The Message we Preach	53
1 Where it all begins	53
2 Task	53
3 The Enablement	53
4 The Destination	54
The Importance of Membership in a Local Church	55

Constitution of The Nairobi Baptist Church

Preamble

In order to preserve, make secure and assure that this body of believers will be governed in an orderly manner consistent with the accepted tenets of biblical revelation, we, the members of Nairobi Baptist Church set forth and adopt this Constitution, together with its accompanying Bylaws and Code of Conduct.

Article c1

Name

- c1.1** This body of believers shall be known as Nairobi Baptist Church (hereinafter called “the Church”).
- c1.2** Congregations planted by Nairobi Baptist Church shall be referred to as “Assemblies” and will adopt “NBC” as a preface, followed by the name of the locality where the church is planted.

Article c2

Purpose

This Church is organized for the purpose of being a worshipping community of the Lord Jesus Christ that is advancing the kingdom of God through the power of the Holy Spirit.

Article c3

Beliefs

- c3.1** We believe the Scriptures, both Old and New Testaments, to be the divinely inspired Word of God, infallible, entirely trustworthy; the complete revelation of His will for the salvation of men; and the supreme authority in all matters of faith and conduct.
- c3.2** We believe in the truths of Biblical revelation including:
 - c3.2.1** One God, Creator of all things, infinitely perfect and eternally existent in three persons, Father, Son, and Holy Spirit.

- c3.2.2** The Lord Jesus Christ, God manifest in the flesh, His virgin birth, His sinless human life, His divine miracles, His vicarious and atoning death, His bodily resurrection, His ascension, His mediatory work and His Personal return in power and glory. He is now our High Priest and Advocate.
- c3.2.3** The Holy Spirit, whose ministry is to glorify the Lord Jesus Christ and, during this age, to convict men, regenerate the believing sinner and indwell, guide, instruct and empower the believer for godly living and service.
- c3.2.4** That man was created in the image of God but fell into sin and, continuing to sin of his free will, is lost, and that salvation is only by grace through faith in the Lord Jesus Christ and renewal by the Holy Spirit.
- c3.2.5** The Bible, as originally given by God, divinely inspired, infallible, entirely trustworthy; and the supreme authority in all matters of faith and conduct.
- c3.2.6** The priesthood of all believers.
- c3.2.7** Unity in the Holy Spirit of all true believers.
- c3.2.8** Love as the indispensable mark of the Church.
- c3.2.9** That there exists a personal spirit of evil, Satan, the believers' adversary, who, with great power, carries on an organised opposition to the Kingdom of God and seeks the destruction of man but over whom believers have authority and dominion through the blood of Christ; and that he will suffer ultimate and total defeat at the hands of Jesus Christ.

- c3.2.10** The resurrection of the saved and the lost. For them that are saved, the resurrection to life. For them that are lost, the resurrection to damnation.
- c3.3** We accept these doctrinal statements on which, historically, there has been general agreement among all true Christians. We desire to allow for freedom of conviction on other doctrinal matters, provided that any interpretation is based upon the Bible alone, and that no such interpretation shall become an issue which hinders our unity in the Holy Spirit or the ministry to which God has called us.

Article c4

Ordinances

- c4.1** The Church shall observe the ordinances of Baptism and the Lord's Supper (both hereinafter defined and described) as appointed by the Lord Jesus Christ.
- c4.2** Baptism shall be by immersion in water of those who profess repentance towards God and faith in Jesus Christ as Saviour and Lord.
- c4.3** The Lord's Supper shall be a regular memorial and thanksgiving feast in which the Lord's death is set forth by means of bread and wine for the confirmation of the faith of believers, for their spiritual nourishment and growth in Christ, for the renewal of their consecration and for a sign and seal of their communion with Christ and each other.

- c4.4** The Church shall only celebrate heterosexual, monogamous marriages between consenting male and female adults as provided for in the Holy Bible.

Article c5

Membership

- c5.1** Membership in the Church is a covenantal relationship in which the Church provides a place of worship, fellowship and ministry while the member provides faithful service.
- c5.2** There shall be two types of membership:
- c5.2.1** **Ordinary Member** - who must be eighteen years and above and who professes repentance towards God, faith in Jesus Christ as Saviour and Lord, is baptised and whose life gives evidence of the regenerating work of the Holy Spirit and is able to participate fully in the life and ministries of the Church.
- c5.2.2** **Junior Member** - who must be aged between twelve and eighteen years, who professes repentance towards God, faith in Jesus Christ as Saviour and Lord, is baptised and whose life gives evidence of the regenerating work of the Holy Spirit and who is able to participate fully in the life and ministries of the Church except in voting on statutory matters.
- c5.3** Applicants for ordinary and junior membership shall be interviewed and attend membership classes before being recommended to the existing members for approval of their membership to the Church.

- c5.4** An applicant who is accepted into membership shall be required to signify in writing acceptance of this Constitution, Bylaws and the members' Code of Conduct.
- c5.5** Within six months of being accepted into membership and as a continuing feature of membership, a member will be expected to identify actively with the life and ministry of the Church.
 - c5.5.1** An 'active ordinary member' is one who is involved in a ministry of the Church and has attended at least one Annual or Special General Meeting or Extraordinary Members Meeting within the past three consecutive years.
- c5.6** Membership shall be reviewed by the Elders' Council, every five years or from time to time as need arises. Any appeal against such review shall be made to the Elders' Council, whose decision shall be final.
- c5.7** A member may, upon formal application, transfer membership from one NBC Assembly to another, provided that:-
 - c5.7.1** Transfer of membership shall involve the transferring and receiving Assemblies and the Senior Pastor
 - c5.7.2** The purpose for the transfer shall not contradict Scripture.
- c5.8** In the event of a member failing in their Christian witness, the Pastors, Elders from the member's local assembly and members close to the errant member shall do everything possible to restore him to true belief and consistent Christ-like behaviour.

- c5.9** In seeking to settle differences between individual members or to restore to true belief and consistent Christian behaviour, the teaching and principles of the Bible shall be the authority and guide. A member not willing to respect this authority shall be removed from membership by the Elders' Council, upon recommendation by Assembly Elders. Such decision, in this respect shall be final. The Elders' Council may then inform the membership accordingly.
- c5.10** Membership may be terminated by transfer to a different church, upon request, disciplinary action, inactivity or death as per the procedure set out in article b1 of the Bylaws.
- c5.11** The Membership list shall be available for inspection at the registered office of the Church by any officer or member of the Church or any person duly authorised by the Registrar of Societies on giving not less than 7 days notice in writing to the Senior Pastor.

Article c6

Governance

c6.1 The Church

- c6.1.1** The Church shall recognize Jesus Christ as its Supreme Head, believing in His presence, and shall manage its affairs according to the Bible.
- c6.1.2** The government of the Church is vested in the body of members of which it is composed. It shall be governed in a manner consistent with the accepted tenets of Biblical principles.

c6.1.3 It shall be an autonomous, interdenominational and congregational body.

c6.2 The Elders' Council

c6.2.1 There shall be an Elders' Council consisting of a minimum of nine (9) and a maximum of fifteen (15) members including the Honorary Treasurer, Honorary Secretary and the Senior Pastor.

c6.2.2 Other than the Chairman, Senior Pastor, Honorary Treasurer and Honorary Secretary, members of the Elders' Council shall be serving members of the Assemblies' Elders' Courts.

c6.2.3 Members of the Elders' Council (including those nominated as Chairman and Vice-Chairman of the Elders Council) shall be elected at the Annual General Meeting of the Church save for the Senior Pastor who shall be called in accordance with Articles c6.5. The Elders' Council shall determine fair Assembly representation in the Council.

c6.2.4 A Council member nominated to the position of Chairman of the Elders' Council shall step down from being an Assembly Elder.

c6.2.5 The Elders' Council shall be the governing authority of the Church. They shall guide and support the Pastorate in its leadership of the Church so that it achieves its purpose as provided in Article c2.

c6.2.6 The Elders' Council shall be responsible for ensuring that the Church is Christ-centered and Christ-honouring in its life and activities.

- c6.2.7** They shall be responsible for the overall policy direction in all matters including theological interpretation of the Scriptures, pastoral, financial, administrative and other ministry-related affairs.
- c6.2.8** They shall approve the Consolidated Church budget
- c6.2.9** They shall possess the qualifications laid down in the Scriptures. They shall be elected from and by the members and will be accountable to the membership:
 - c6.2.9.1** The names of consenting candidates who have been proposed and seconded by fellow members or the Assemblies' Elders' Courts, and found suitable by the Elders' Council, shall be circulated to members at least twenty one days prior to the date of the Annual General Meeting at which their election is to be considered.
 - c6.2.9.2** They shall serve for a period of three years and then be eligible for re-election for a further period of three years. After serving for six consecutive years, they shall stand down for at least one year before being eligible for re-election for a term of three years and thereafter shall not be eligible for re-election as an Elder of the Elders' Council or an Assembly Elders' Court.
- c6.2.10** The Elders' Council may, by a resolution in writing, delegate any of its powers to committees consisting of such Elders or Members of the Church as it may think fit.
 - c6.2.10.1** Any Committees so appointed in exercise of such delegated powers shall comply with all regulations or directions given by the Elders' Council.

c6.2.11 Transitional Clause: The Elders' Council shall determine when a Lead Pastor for NBC Ngong Road shall be nominated. The criteria that shall be taken into account shall include the growth of the Assemblies and the extent of the increased responsibilities of the Senior Pastor.

c6.3 The Assembly Elders' Court

c6.3.1 There shall be an Assembly Elders' Court at each assembly consisting of a minimum of nine (9) and a maximum of thirteen (13) Assembly Elders including the Lead Pastor.

c6.3.2 Other than the Lead Pastor, the Assembly Elders shall be elected at the Annual Assembly Members' Day of the local Assembly.

c6.3.3 During their first meeting, the Assembly Elders shall elect from among themselves a Chairman and Vice Chairman of the Assembly Elders' Court.

c6.3.4 Subject to Article C6.2.5, the Assembly Elders' Court shall guide and support the Pastorate in its leadership of the Assembly so that it achieves its purpose as provided in Article c2.

c6.3.5 The Assembly Elders' Court shall be responsible for ensuring that the assembly is Christ-centred and Christ-honouring in its life and activities.

c6.3.6 It shall be responsible for implementation of policies in pastoral, financial, administrative and other ministry-related affairs of the Assembly.

- c6.3.7** The Assembly Elders' Court shall provide oversight on all local Assembly transactions and shall provide periodic management reports to the members of the local Assembly. For the avoidance of doubt, where there is a conflict between any decision made or resolution passed at an Assembly Elders' Court, the decision made, or resolution passed by the Elders' Council shall take precedence over a conflicting decision or resolution of an Assembly Elders' Court.
- c6.3.8** The Assembly Elders shall possess the qualifications laid down in the Scriptures. They shall be elected from and by the members attending the local assembly at their Annual Assembly Members' Day. They will be accountable to the membership and to the Elders' Council.
- c6.3.8.1** The names of consenting candidates who have been proposed and seconded by fellow members, and found suitable by the Assembly Elders' Court, shall be circulated to members of the local assembly at least twenty one days prior to the date of the Annual Assembly Members' Day at which their election is to be considered.
- c6.3.8.2** They shall serve for a period of three years and then be eligible for re-election for a further period of three years. After serving for six consecutive years, they shall stand down for at least one year before being eligible for re-election for a term of three years and thereafter shall not be eligible for re-election as an Elder of the Assembly Elders' Court.
- c6.3.8.3** The Assembly Elders' Court may constitute Committees as deemed necessary. Committees so appointed in exercise of such delegated powers shall report to the Assembly Elders' Court.

c6.4 The Call Committee

c6.4.1 The Call Committee shall:

c6.4.1.1 Be an ad hoc committee, appointed by the membership and reporting to the Elders' Council.

c6.4.1.2 Identify, investigate, interview and recommend to the Elders' Council a candidate to be appointed to serve as Senior Pastor.

c6.4.1.3 Have a minimum of thirteen (13) and maximum of fifteen (15) members of whom four (4) shall be members of the Elders' Council.

c6.4.1.4 The qualifications for a candidate for appointment as member of the Call Committee shall be the same as those stipulated for Elders.

c6.4.1.5 Appoint a Chairman from among the Committee members.

c6.5 The Pastorate

c6.5.1 There shall be a Senior Pastor who shall serve as the spiritual leader and the chief executive officer of the Church.

c6.5.2 The Senior Pastor shall be accountable to the Elders' Council.

c6.5.3 There shall be Pastors, including a Deputy Senior Pastor, who shall be accountable to the Senior Pastor and responsible for Church Assemblies and Ministries as may be assigned to them by the Senior Pastor in consultation with the Elders' Council

- c6.5.4** Each local Assembly shall have a Lead Pastor appointed by the Senior Pastor, upon approval by the Elders' Council. Lead Pastors shall be accountable to the Senior Pastor
- c6.5.5** The Senior Pastor shall serve a tenure contract of five years, followed by a Sabbatical of nine months, and another term of five years. All other Pastors shall serve under such terms and conditions as specified in the Church's Human Resource Policy.
- c6.5.5.1 Transitional Clause:** The person who immediately before the effective date held the office of Senior Pastor shall on the effective date continue to hold that office under the terms and conditions of his current contractual engagement.
- c6.5.6** The renewal or termination of the tenures of the Pastors shall be on the recommendation of the Senior Pastor to the Elders' Council.
- c6.5.7** The Senior Pastor may, with the approval of the Elders' Council, establish such management structures as he considers necessary for the efficient running of the Church Ministry.
- c6.5.8** The Pastorate shall undertake their responsibilities by virtue of their individual calling by God and consistent with the mandates set out in the Bylaws and in their individual contracts.
- c6.5.9** The Pastorate shall subscribe to this Constitution.

c6.6 Honorary Secretary and Honorary Treasurer

- c6.6.1** The Honorary Secretary shall keep a record of the proceedings of all business meetings of the Church, and shall maintain the official Church Membership Roll as well as a current copy of the Church Constitution.

c6.6.2 The Honorary Treasurer shall have a supervisory role over the Church budgets and finances; shall oversee the keeping a true and fair record of all transactions and present periodic financial reports, budgets and audited annual accounts to the Elders' Council. Audited Annual Accounts shall be provided during the Annual General Meeting.

c6.6.2.1 The Honorary Treasurer shall oversee the proper usage and accounting of all funds belonging to the Church, as directed by the Elders' Council or a Members resolution.

Article c7

Church General Meetings

c7.1. There shall be four types of Church meetings:

c7.1.1 Annual General Meeting

c7.1.1.1 The Annual General Meeting shall be held within ninety days (90) of the financial year-end.

c7.1.1.2 Notice and agenda for the Annual General Meeting shall be circulated at least twenty one (21) days before the meeting. The Honorary Secretary shall submit a copy of the notice of the meeting to the Registrar of Societies.

c7.1.1.3 The Annual General Meeting shall be responsible for receiving and approving audited accounts; receiving progress reports on any investments made by the Church or by the Investment Company, appointment of auditors; appointment of trustees; appointment of the Call Committee; election of Elders to the Elders' Council (including those nominated as Chairman and Vice-Chairman),

Honorary Secretary, Honorary Treasurer; members, Directors and the Chairperson of the Investment Company; and any other business, notice of which shall have been given to the Elders' Council at least twenty eight (28) days prior to the meeting.

c7.1.1.4 The quorum for the Annual General Meeting shall not be less than two-thirds of the active ordinary members as defined in c5.5.1.

c7.1.1.5 Motions including elections at the Annual General Meeting shall require for adoption the support of a simple majority of votes cast.

c7.1.2 Special General Meeting

c7.1.2.1 A Special General Meeting shall consider resolutions on dismissal of the Senior Pastor; Directors, members, Chairperson or Vice Chairperson of the Investment Company; appointment of the Call Committee; amending the Constitution of the Church; acquiring or disposing of immovable property; charging or developing any property for amounts in excess of 10% of the average annual operational budget computed over the previous three completed years; dissolving the Church.

c7.1.2.2 A minimum of twenty-one (21) days' notice shall be given in writing before the meeting. The Honorary Secretary shall submit a copy of the notice of the meeting to the Registrar of Societies.

c7.1.2.3 The quorum for a Special General Meeting shall be one-third of the active ordinary members as defined in c5.5.1.

c7.1.2.4 Motions covering any of the matters listed under Special General Meeting (c7.1.2.1. above) shall require the support of 75% of the votes of those attending.

c7.1.3 Extraordinary Members' Meeting

c7.1.3.1 An Extraordinary Members' Meeting may be called by the Elders' Council or by any group of fifty (50) members requiring the Elders' Council to do so, to address any matter seriously affecting the life of the Church.

c7.1.3.2 The quorum for an Extraordinary Members' Meeting shall be one-third of the active ordinary members as defined in c5.5.1.

c7.1.3.3 Motions shall require the support of 75% of the votes of those attending.

c7.1.3.4 A minimum of twenty-one (21) days' notice shall be given in writing before the meeting.

c7.1.4 Annual Assembly Members' Day

c7.1.4.1 The Annual Assembly Members' Day shall be held each year in the last quarter of the year to: receive Elders' reports, receive Assembly ministry progress reports, approve Assembly plans, propose Assembly budgets and elect Assembly Elders.

c7.1.4.2 A minimum of twenty-one (21) days' notice shall be given in writing by the Honorary Secretary before the meeting.

c7.1.4.3 The quorum for the Annual Assembly Members' Day shall be fifty (50) or 25% of the Assembly members, whichever is lower.

c7.1.4.4 Motions and elections at the Annual Assembly Members' Day shall require the support of a simple majority of votes cast.

c7.1.4.5 Records of an Assembly Members' Day shall be retained in the Local Assembly's office, in the custody of the Lead Pastor and a copy submitted to Senior Pastor's Office.

c7.1.4.6 The Chairman of the Elders' Council, Honorary Secretary, Honorary Treasurer and the Senior Pastor shall be ex-officio members of the Assembly Elders' Court and may attend Assembly Members' Day meetings.

c7.2 For the avoidance of doubt, where there is a conflict between any decision made or resolution passed at any Assembly Meeting or any other meetings specified in this section, the decision made or resolutions passed at an Annual General Meeting or Special General Meeting or Extra-ordinary Members' Meeting shall take precedence over a conflicting decision or resolution of an Assembly whether such Assembly decision/resolution is passed before or after an Annual General Meeting or Special General Meeting or Extra-ordinary Members' Meeting.

c7.3 Procedures Governing Church General Meetings

c7.3.1 In the absence of the Chairman and Vice-Chairman of the Elders' Council or the Assembly Elders' Court as appropriate, the Elders will elect an Acting Chairman from among their number to chair the meeting.

c7.3.2 The Chairman of the meeting, with the approval of the majority of those present, may adjourn the meeting for any reason warranting such adjournment.

c7.3.3 Except for the dismissal of the Senior Pastor or the electing of leaders, which in all cases shall be by secret ballot, all other matters put to the vote may be decided by a show of hands.

- c7.3.4** In the event that a member cannot attend a meeting at which voting is required, that member may vote by proxy. Such proxy vote must be received by the Honorary Secretary 24 hours prior to the meeting. The vote shall count unless the motion is substantially amended.
- c7.3.5** With respect to an Assembly Members' Day, the proxy vote shall be transmitted through the Lead Pastor.
- c7.3.6** In the event of an equality of votes, the Chairman of the meeting shall have the casting vote.
- c7.3.7** When the quorum is not attained for any of the aforementioned Church General Meetings, the Chairman shall adjourn the meeting. No quorum shall be necessary for Church General Meetings which have been called for a second time due to the lack of a quorum at the first meeting.
- c7.3.8** Generally accepted rules of order and procedure shall serve to guide all Church General Meetings.

c7.3.9 Electronic Meetings

- c7.3.9.1** The Elders' Council and Assembly Elders' Court as appropriate may determine that the meeting be held entirely or partially by means of telephonic, electronic or other communications facility that permits all participants to communicate adequately with each other during the meeting. In such event, the Elders' Council, shall establish the procedures for the conduct thereof including, but without limitation: the procedures for voting by telephonic, electronic or other communications facility and assure that the prescribed conduct of the meeting accords with the procedures and or advisories under the Societies Act or other laws in force.

c7.3.10 The Church may issue notices and any other communication to its members through any of, or any combination of, the following ways:

- a. Post or Delivery to the registered addresses of members.
- b. Collection by registered members from the Church office.
- c. Electronic transmission to the registered electronic addresses of members.
- d. Publication on the official website of the Church or other official Church network;

For this purpose, the Church may create and maintain a database of its members' registered physical, postal and electronic addresses, and current Assembly designations. All notices must include either the physical, postal and electronic addresses to which communications to the Church may be relayed and members may issue communications to the Church through any of these addresses.

Article c8

Property

c8.1 The Church

The Church may purchase, take on lease or in exchange, hire of or otherwise acquire any property both movable and immovable of whatsoever nature and tenure wheresoever situated and together with or subject to any rights and privileges and construct, maintain, alter, extend, demolish or otherwise deal with all or any buildings for the time being forming any part of such immovable property and sell, lease, create tenancies over, assign

or grant licences in respect of mortgage or charge or otherwise dispose of or turn to account or deal with all and any such property or any part or the parts thereof.

c8.2 Investment Company

c8.2.1 The Church shall establish an Investment Company of the Church (hereinafter called “the Investment Company”) which shall manage or hold, as shall be appropriate, all income generating property, assets and investments of the Church. All property upon which any sanctuaries are located shall remain vested in the Church.

c8.2.2 The subscribers to the Memorandum and Articles of the Investment Company shall be three (3) of the Registered Trustees of the Church.

c8.2.3 The Investment Company shall propose to Church Members, through the Elders' Council, to acquire, deal with and dispose of such immoveable property vested in it, in such a way as to achieve the optimum investment benefits for the Church.

c8.2.4 The Investment Company shall comprise members duly appointed by Church members and shall be governed as provided in its Memorandum and Articles of Association.

Article c9

Finances

c9.1 The Elders' Council shall exercise oversight of the financial matters of the Church through the Honorary Treasurer.

- c9.2** The Treasurer shall oversee the keeping of all books of account of the Church and the management of Church funds including their safe keeping, disbursements or investments as directed by the Church and as reported to the Elders.
- c9.3** The Church may borrow or raise money on such terms and on such security as may be agreed.
- c9.4** The Church financial year shall be from 1st January to 31st December.
- c9.5** A qualified auditor shall be appointed for each financial year at the Annual General Meeting. The auditor shall prepare a report covering all Church accounts for presentation at the Annual General Meeting.
- c9.6** A copy of the audited accounts with the audit report shall be circulated with the agenda of the Annual General Meeting to all members.
- c9.7** The books of account and all documents relating thereto shall be available for inspection at the registered office of the Church by any officer or member of the Church or any person duly authorised by the Registrar of Societies on giving not less than 7 days notice in writing to the Senior Pastor.

Article c10

Trustees

- c10.1** There shall be a Board of Trustees comprising a minimum of five (5) and not exceeding nine (9) persons appointed from among the members at an Annual General Meeting.

- c10.2** The qualifications for a candidate for appointment as a Trustee shall be the same as those stipulated for Elders under clause c6.2.9.
- c10.3** The Board of Trustees shall have representation from different professions, of persons who have demonstrated good stewardship and sound judgment; with experience in Christian ministry and/or other professions or undertakings. The Elders' Council shall guide on fair participation by the Assemblies.
- c10.4** Any member appointed to be a Trustee shall continue in office for two terms of six years each unless he is disqualified or resigns from such office in a manner herein before mentioned.
- c10.5** All and any of the immovable property and investments whatever and wheresoever of the Church shall be vested in the Trustees for the time being or the Investment Company as shall be approved by Members from time to time, who upon such vesting shall be responsible for all title deeds and documents relative thereto and shall deal with and dispose of all and any of the same only in accordance with the direction of the Church in manner herein before provided.
- c10.6** The Trustees shall appoint one amongst them to be a convenor of their meetings.
- c10.7** The Trustees may meet for the purpose of transacting the business entrusted to them and the quorum shall be three or 50% of their number, whichever is greater.

- c10.8** All transactions shall be expressed in a resolution passed at Trustees meetings or bearing the signatures of every trustee to signify their acceptance. Where prior approval of Members is required for any transaction, a Members' Resolution in that regard shall be conclusive and the Trustees shall do all things necessary to execute the same.

Article c11

General

- c11.1** Amendments to any provision of this Constitution may be made in accordance with clause c7.1.2 on Special General Meetings. Proposed amendments, having been considered by the Elders' Council, shall be circulated with the notice which calls the meeting at which they are to be deliberated. Amendments approved by the membership shall be consented to by the Registrar of Societies before coming into effect, where so required by the prevailing law.
- c11.2** Where circumstances arise which are not specifically provided for in this Constitution, the Elders' Council's interpretation of the spirit of the Constitution shall be considered valid and final.
- c11.3** The Bylaws, which shall be consistent with the Constitution, shall be binding on all members. Amendments to the Bylaws may be made in accordance with the provisions governing the Annual General Meeting and/or other Church Meetings. Proposed amendments, having been considered by the Elders' Council, shall be circulated with the notice which calls the meeting at which they are to be deliberated upon.

c11.4 Disputes

c11.4.1 In the event of a dispute or difference arising out of, or in connection with, the interpretation or implementation of any provision of this Constitution or the Bylaws, the parties to such disputes shall, acting in good faith, use all reasonable efforts to resolve such dispute or difference amicably through negotiation which, failing, through mediation by the Assembly Elders' Court or Elders' Council, as shall be appropriate.

c11.4.2 Should resolution of a dispute in the manner set out in the Clause above fail, no party may commence any court proceedings, and such dispute shall be referred to, and finally determined by, arbitration by an uneven panel of members or arbiters comprising former Elders and Pastors.

c11.4.3 The Elders' Council may establish the policy and rules for the resolution of disputes.

Article c12

Dissolution of the Church

c12.1 The Church shall not be dissolved except by resolution passed at a Church meeting in accordance with the provisions governing the Special General Meeting. However, no dissolution shall be effected without prior consent in writing by the Registrar of Societies, obtained upon application to him made in writing and signed by a simple majority of the Elders' Council and the Honorary Secretary. Such an application shall be accompanied by the Minutes of the Special General Meeting authorizing the dissolution.

- c12.2** When the dissolution of the Church has been approved by the Registrar, no further action shall be taken by the Church or any Elder in accordance with the aims of the Church other than to realise for cash all the assets of the Church. Subject to the payment of all the debts of the Church, the balance thereof shall be transferred to any other charitable and religious organisation(s) with similar objectives of the Church being to advance the Kingdom of God through the power of the Holy Spirit.

Article c13

Church Planting

- c13.1** The Pastorate shall recommend for approval by the Elders' Council, new church plant initiatives which shall be branches of the Nairobi Baptist Church (herein called "Assemblies"). Such Assemblies shall be part and parcel of the wider Nairobi Baptist Church congregations and shall subscribe to this Constitution.
- c13.2** The Assemblies shall operate under their respective management teams for such period as will be determined by the Elders' Council, after which they shall each elect their own Elders to give leadership together with the Pastorate and shall be accountable to the Elders' Council.
- c13.3** The first Assembly Elders' Court shall be presented to the Annual Assembly Members' Day Meeting by the local Assembly Leadership Team. Current leaders in the Leadership Team shall serve the remainder of their terms. Vacancies for nomination and election to the first Assembly Elders' Court shall only be for the new additional members and for replacement of members retiring from the outgoing local Assembly Leadership Team.

- c13.4** The Elders' Council shall determine the extent and manner of representation of the Assemblies at the Elders' Council.
- c13.5** All property acquired by the Assemblies shall be deemed to be property of Nairobi Baptist Church.
- c13.6** All finances of the Assemblies shall be applied and budgeting processes undertaken in the manner determined by the Elders' Council from time to time.

c13.6 Regions

- c13.6.1** The Church may constitute such number of regions, comprising such number of assemblies as may from time to time be deemed necessary for the execution of such tasks as the Elders' Council will require of them.

This Constitution and Bylaws were approved on 15th February 2025 by the members of Nairobi Baptist Church at a Special General Meeting duly convened pursuant to the provisions of Clause 7.1.2 of the existing Church Constitution.

The Church Bylaws

Preamble

These Bylaws build on the provisions of the Constitution by giving further details of how the different parts of the Church are to function.

b1

Membership

- b1.1** The true Church is composed of persons who are regenerated by the Holy Spirit through saving faith in Jesus Christ, are united together in the Body of Christ of which He is Lord and Head, and are commissioned for the God-given task of proclaiming the Gospel to every person. Only those who are thus members of the true Church shall be eligible for membership of the Nairobi Baptist Church.
- b1.2** A member of the Nairobi Baptist Church shall confess personal faith in Jesus Christ as Saviour and Lord and commit himself to this body of believers by accepting the responsibilities of membership and entrusting himself to its spiritual care and counsel.
- b1.3** A Junior Member, who attains the age of eighteen, will become an Ordinary Member upon notifying the Honorary Secretary, in writing, of their attainment of the age of eighteen, provided that such member demonstrates evidence of the regenerating work of the Holy Spirit and participates in the life of the Church.
- b1.4** In joining the membership of the Church, a member joyfully and solemnly enters into a covenant with other members to:
- b1.4.1** Walk together in Christian love and watch over one another by the power of the Holy Spirit; remember one another in prayer and aid one another in sickness and distress.

b1.4.2 Strive for the advancement of this Church, in knowledge, holiness, witness and service; promote its prosperity and spirituality; grow its worship and uphold its discipline and doctrines; contribute cheerfully and regularly to the support of the work and expenses of the Church.

b1.4.3 Maintain family and personal devotions; seek the salvation of family members, neighbours, colleagues and acquaintances; be just in their dealings, faithful to their commitments, and exemplary in their conduct; be zealous in their efforts to advance the Kingdom of our Saviour and Lord.

b.1.5 Receiving of Members

b1.5.1 Congregants willing to become members shall undergo a membership class in their local Assembly.

b1.5.2 Names of qualifying candidates shall be approved by the Assembly Elders' Court and presented to their local Assembly at least two weeks prior to the receiving service/meeting.

b1.5.3 New members shall be received at their local Assembly during a Sunday worship service or other appropriate meeting where Church members are present.

b1.6 For the overall Church, Ordinary Members shall:

b1.6.1 Receive and approve the Strategic Plan, annual plans, policies and audited accounts.

b1.6.2 Appoint the auditor, Church Trustees and the Call Committee at an appropriately convened Church General Meeting.

b1.6.3 Be responsible for the election of Council Elders (including those nominated as Chairman and Vice-Chairman of the Elders' Council), the Honorary Secretary, the Honorary Treasurer, members, Directors and the Chairperson of the Investment Company.

b1.6.4 Approve the acquisition and disposal of all immovable assets.

b1.6.5 Approve all unbudgeted expenditure in excess of 10% of the annual budget per annum.

b1.6.6 Be responsible for providing feedback to the Elders' Council and to the Pastorate.

b1.7 In the local Assembly, Ordinary Members shall:

b1.7.1 Receive and approve the Assembly annual plans, and propose the Assembly budget.

b1.7.2 Receive new members at the Sunday worship services or other appropriate meeting where Church members are present.

b1.7.3 Actively participate in the ministry of the local Assembly.

b1.7.4 Be responsible for providing feedback to the Assembly Elders' Court, Elders' Council and the Pastorate, as appropriate.

b1.8. Transfer of membership from one Assembly to another:

b1.8.1 A member may, subject to approval by the member's local Assembly Elders' Court, transfer their membership from one assembly to another upon filling a Membership Transfer Form.

b1.8.2 The approved Membership Transfer Form shall be presented to the receiving Assembly Elders' Court.

b1.8.3 A copy of the completed Transfer Form shall be submitted to the Senior Pastor's Office and information effected on the Membership database.

b1.9 Termination of membership may be by:

b1.9.1 Transfer: Any member who wishes to affiliate with another church may, write to the Senior Pastor, through their local Assembly Elders' Court, who will present the request to the Elders' Council. At the discretion of the Elders' Council, the member may be granted a Letter of Recommendation upon request by the church with which he desires to associate. The letter will be forwarded by the Honorary Secretary.

b1.9.2 Request: Any member who requests termination of membership for whatever reason will be granted that request. If there are unresolved issues between the requesting member and the Church and/or (an)other Church member(s), efforts will be made by the Assembly Elders' Court and Elders' Council, as appropriate, to reconcile and resolve any points at issue, prior to the granting of the request.

b1.9.3 Disciplinary Action: Should any member of this Church be found to be flagrantly negligent in living the Christian life, the Church reserves the right to administer biblical forms of church discipline, as outlined in its Discipline Policy. Should faithful efforts by and through the Assembly Elders' Court render no promise of reform or manifest no spirit of repentance on the part of the member in question, membership may be terminated by the Elders' Council, on recommendation from the Assembly Elders' Court.

The decision in this respect shall be final. The Elders' Council may then inform the membership accordingly. A member removed from fellowship by disciplinary action may be reinstated only by means of the procedure of admission to membership in Article c5 on Membership.

b1.9.4 Inactivity: a member known to be absent from Church life for twelve consecutive months, without having notified the Honorary Secretary in writing, or has not attended at least one Annual or Special General Meeting or Extraordinary Members Meeting within the past three consecutive years shall be deemed to have resigned from membership.

b1.9.5 Death

b1.10 Re-activation of Inactive membership: an inactive member may re-activate their membership in the Church through the following process:

b1.10.1 Fill a Membership Reactivation form.

b1.10.2 Undergo an interview by the respective Lead Pastor, or their assignee, and present a report to the respective Assembly Elders' Court.

b1.10.3 A copy of the completed Membership Reactivation Form and recommendation for reactivation from the Assembly Elders' Court shall be submitted to the Senior Pastor's Office and the reactivation effected on the Membership database.

b1.10.4 A member whose membership has been reactivated shall be expected to participate in the ministry of the Church and attend statutory member meetings.

b2**Elders**

b2.1 All Elders shall be of spiritual maturity, with proven Christian character and wise judgment, exemplary in their conduct, effective leaders and teachers, and shall be qualified in accordance with the guidelines of **1 Timothy 3:1-7** and **Titus 1:5-9** and willing, together with their spouses, to be servants of the Church. Additionally, they shall have proven themselves before the Membership in other capacities of service within the Church and/or the Body of Christ.

b2.2 Together with the Pastorate, shall be responsible for the exercise of the authority of Scripture in all matters of Church life including the interpretation of the same (should a doctrinal controversy arise in the Church) and the administration of Church discipline of members.

b2.3 Together with the Pastorate, shall nurture the unity and maturity of the Church.

b2.4 The Elders Council

b2.4.1 In presenting nominees to Members for the position of Chairman and Vice-Chairman, the Elders Council shall ensure that assemblies as appropriate are fairly and progressively considered.

b2.4.2 The Chairman of the Elders' Council shall chair all meetings of the Council and Church Members.

b2.4.3 The Elders' Council shall meet at least four times a year. Quorum for meetings shall be a majority of its members.

- b2.4.4** Council Elders missing three consecutive regular meetings without good reason shall be encouraged to reconsider their position, and be deemed to have resigned from their position if the default persists.
- b2.4.5** The Chairman of the Elders' Council, Senior Pastor, Honorary Treasurer, and Honorary Secretary shall be the officials of the Church.
- b2.4.6** Shall review progress and implementation of all Elders' Council plans and assess opportunities for growth or contraction.
- b2.4.7** Shall write and regularly review, update and communicate as necessary to the members a Church Philosophy of Ministry document and a Policy/Procedure Manual, covering all aspects of Church life.
- b2.4.8** Shall cause to be formulated, and to be reviewed the Church Policy and Procedures Manual, including terms and conditions of the Pastorate and staff members.
- b2.4.9** Shall approve the appointment of candidates recommended by the Senior Pastor for appointment as Pastors.
- b2.4.10** Shall receive and approve candidates to be ordained into the ministry of the church, on recommendation by the Senior Pastor.
- b2.4.11** Shall receive and approve financial allocations for missionary causes to candidates and/or organisations as submitted by the Senior Pastor.

b2.4.12 Shall develop and maintain fellowship, linkage and partnerships with like-minded churches, organisations and ministries in Kenya and abroad.

b2.4.13 May approve unbudgeted expenditure totalling up to 10% of the recurrent budget per year.

b2.4.14 Shall nominate from amongst their number or the membership of the Church, a nominee or nominees to serve as a member or Director of the Investment Company. The Elders' Council shall receive reports from the Investment Company at least quarterly.

b.2.5 Assembly Elders

b2.5.1 The Assembly Elders' Court shall elect from among their number a Chairman and Vice Chairman every three years or when necessary.

b2.5.2 The Assembly Elders' Court shall meet at least four times a year. Quorum for meetings shall be a majority of its members.

b2.5.3 Assembly Elders missing three consecutive regular meetings without good reason shall be encouraged to reconsider their position and be deemed to have resigned from their position if the default persists.

b2.5.4 Shall initiate and review Assembly ministry plans and strategies, which are consistent with the fulfilment of the vision of the Church.

b2.5.5 Shall review progress and implementation of relevant Elders' Council decisions as well as Assembly Elders' Court plans and assess opportunities for growth or contraction within the Assembly.

- b2.5.6** Shall upon approval by the Elders' Council develop and maintain fellowship, linkage and partnerships with like-minded churches, organisations and ministries.
- b2.5.7** When required and in consultation with the Elders' Council, the Assembly Elders' Court shall nominate one among their number to the Elders' Council.

b3

Procedure for Nomination and Election

b3.1 Procedure for Nomination and Election of Elders for the Elders' Council, Church Trustees, Honorary Treasurer and Honorary Secretary

The process will be as follows:

- b3.1.1** At least ninety days before the election date, the various Assemblies shall be invited to prayerfully consider and propose persons known to them who meet the qualifications, are active, ordinary registered members of the church and are able to serve.
- b3.1.2** The proposals, including nominees from Assembly Elders' Courts, shall be consolidated by the Senior Pastor who together with the Senior Ministry/Management team shall conduct a background check of the proposed persons.
- b3.1.3** Names of suitable persons shall be presented to the Elders' Council based on the number of elders required and competencies/qualifications and gifting required for effective functioning of the Council.

- b3.1.4** The Council shall make a recommendation, after which the nominated persons will fill a Leadership Identification form.
- b3.1.5** The Council shall nominate the Chairman and Vice-Chairman from among themselves to present to the Church members for election at the Annual General Meeting.
- b3.1.6** The nominated persons and their brief bio-data shall be presented to the Church Members for election at an Annual General Meeting.
- b3.1.7** A member wishing to raise an objection on any of the nominees shall write to the Elders' Council at least fourteen (14) days before the Annual General Meeting.
- b3.1.8** Nominated persons shall be elected by simple majority of votes cast at the Annual General Meeting.

b.3.2 Procedure for Nomination and Election of Elders for the Assembly Elders' Court

The process will be as follows:

- b3.2.1** At least ninety days before the election date, the Assembly shall be invited to prayerfully consider and propose persons known to them who meet the qualifications of an elder, are active, ordinary registered members of the church and are able, and willing, to serve.
- b3.2.2** The proposals shall be consolidated by the Lead Pastor who, together with the other assembly pastors, and in consultation with Senior Ministry Team, shall conduct a background check of proposed persons.

- b3.2.3** Names of suitable persons shall be presented to the Assembly Elders' Court, based on the number of elders required and competencies/qualifications and gifting required for effective functioning of the Court.
- b3.2.4** The Assembly Elders' Court shall make a recommendation after which the nominated persons will fill a Leadership Identification Form.
- b3.2.5** The nominated persons and their brief bio-data shall be presented to the Assembly Members for election at an Annual Assembly Members' Day.
- b3.2.6** A member wishing to raise an objection on any of the nominees shall write to the Assembly Elders' Court, or to the Lead Pastor at least fourteen (14) days before the Assembly's Annual Members' Meeting.
- b3.2.7** Nominated persons shall be elected by simple majority of votes cast at the Assembly's Annual Members' Day.

b4

Regions

- b4.1** The Elders' Council shall present to the members for their approval, proposals for the constitution of regions, comprising such number of assemblies as may from time to time be deemed necessary.

b5

Pastorate

- b5.1** Shall undertake the ministry of the Word, prayer and action so that the Church lives and thrives ultimately by God's truths and God's resources; growing quantitatively in terms of numbers and qualitatively in terms of Christian depth and impact.
- b5.2** Shall ensure that, in implementing its vision, the Church will be guided and shaped by the Word and Spirit of God and not by concepts and considerations alien to it.
- b5.3** Shall, as Servant Leaders, train, equip and mobilise members for the work of ministry
- b5.4** Shall celebrate heterosexual monogamous marriages between consenting male and female adults as provided for in the Holy Bible and in accordance with the rites, doctrines and policies of the Church
- b5.5** Shall administer baptism by immersion in water to those who profess repentance towards God, and faith in Jesus Christ as Saviour and Lord.
- b5.6** The Senior Pastor shall be the overall spiritual leader of the Church, with all staff reporting to him.
- b5.7** The Senior Pastor shall, upon approval of the Elders' Council, undertake the transfer of the Pastors as may be deemed necessary.

- b5.8** The Deputy Senior Pastor shall deputize the Senior Pastor in guiding ministry and management matters of the Church.
- b5.9** The Lead Pastors shall be in charge of the Assembly management and coordinate the Pastoral teams within their assigned Assembly.

These Bylaws were approved on 15th February 2025 by the members of Nairobi Baptist Church at a Special General Meeting duly convened pursuant to the provisions of Clause 7.1.2 of the existing Church Constitution.

Code of Conduct

Preamble

1.1 Introduction

Codes of Conduct or Ethics are moral principles adopted by an individual or a group of people to provide rules for right conduct. They involve what is right and correct. Ethical codes are designed to protect the leadership from misconduct, and to protect the church and the community members from abuse and exploitation. Thus the Code of Conduct outlined here below represent areas touching on conflict resolution, relationships, individual conduct, in preaching and communication of Biblical truth and in administration of church matters.

1.2 Scope

Although the general scope shall touch on all church members, it will more specifically apply to those in leadership and ministry responsibilities including Elders, staff members and all those involved in any ministry.

1.3 Implementation Responsibility

The Elders' Council shall have overall responsibility for any discipline issues among leaders while the Pastorate shall be responsible for any discipline issue among the members. The Elders' Council through the Executive Team shall handle any discipline issue among the pastorate.

2. Relationship within the Church

Recognizing that the way in which Christians relate to one another in the Church and the way in which Christian work is done is itself a confirmation or denial of the Gospel, we commit ourselves to the following Code of Conduct in our relationships and in the resolving of conflicts:

- 2.1** In undertaking any assignment, we will take care to understand precisely what is asked of us, to whom and for whom we are responsible and how we relate to what others do within the total Church programme. **Romans 12:3-5.**
- 2.2** If there is any matter that merits criticism, we will address this directly with the person responsible in that area and he/she will then deal with the matter as part of his/her assignment. Criticism is not to be expressed to the persons concerned if they are responsible to someone else, unless this is specifically requested by that person. Criticism that has been so directed should not be expressed to others and even then, in the interest of combating gossip is better not mentioned. **Matthew 18:15-17.**
- 2.3** Matters that concern individuals and their areas of responsibility should always be discussed with them before being raised publicly. **Matthew 18:15-17.**
- 2.4** Where commendation is merited, we will take care to express this to the person responsible and the person concerned. **Hebrews 10:24.**
- 2.5** We will abide by majority decisions and seek to implement them with loyalty and enthusiasm, recognizing that the Holy Spirit is in all the members and that almost any method will work if people are prepared to work with them. **Philippians 1:27.**

- 2.6** In matters of personal conduct as distinct from the discharge of a Church function, if any criticism seems merited, it should be expressed in a positive and humble way to the person concerned and not to others. **Galatians 6:1.**
- 2.7** If criticism is addressed to us about others, we will ask if it has been expressed with the person(s) concerned. If it has not, we will encourage the person to speak with the person terminate all discussions until this has been done. **1 Timothy 5:19.**
- 2.8** Valuing truth and love more than others' opinion of us, we will be ready to name gossip when it begins and terminate it
- 2.9** We will not repeat anything we know to have heard without asking: Is it true? Is it Kind? Is it necessary? **Ephesians 4:29.**
- 2.10** We will interpret loyalty within the fellowship to mean that we will always, in thought and speech, interpret any action in its most favourable light and be quicker to defend than to attack. **1 Corinthians 13:4-7.**

3 Guiding principles for personal conduct

The Bible does not mark out in detail every matter of conduct which might arise, but it gives clear principles which, if correctly applied, cover every case which might arise. The following questions provide some guiding principles for Christian conduct which will help NBC workers to dispose of many problems concerning doubtful matters:

- 3.1** Will it bring glory to God? **1 Corinthians 10:31.**
- 3.2** Is it profitable in Christian life, witness or service? **1 Corinthians 10:23**

- 3.3 Does it build me up in my Christian character and will it help me to build up the Church. **1 Corinthians 10:8.**
- 3.4 Does it tend to be enslave? **1 Corinthians 10:31.** Some things tend to demand a lot of our attention at the expense of paying attention to God.
- 3.5 Will it strengthen me against temptation? It is of little avail to pray "lead us not into temptation" if we voluntarily go where we shall be exposed to temptation.
- 3.6 Is it a characteristic of the world or of our heavenly Father? **1 John 2:15-17**

4 Conduct and propriety

- 4.1 NBC workers shall maintain high standards of moral conduct noting that the private life of the worker is as important as the public life. He/She should therefore be blameless and above reproach in all things.
- 4.2 The worker should not participate in, condone or be associated with sexual impropriety, dishonesty, fraud, deceit, or misrepresentation of truth or facts.

5 Competence and service

- 5.1 The worker (employee and volunteer) shall exhibit excellence and proficiency in his/her practice and performance of duties.
- 5.2 He/She shall not misrepresent professional qualifications, education, experience or affiliations.

- 5.3 The worker shall embark on his/her service obligation, calling and ministry assignment with dedication and diligence.
- 5.4 He/She shall assume ultimate responsibility for the quality and extent of service provided to individuals or groups of peoples.
- 5.5 He/She shall not discriminate or show inhumane treatment to any person or groups of persons on the basis of race, ethnicity, color, gender, age, marital status, political affiliation, mental or physical challenge, personal characteristics, condition or status.

6 Integrity and ethical responsibility

- 6.1 The worker shall act in accordance with professional integrity and impartiality.
- 6.2 He/She shall resist any external influence that interfere with the provision of ministry, that present a conflict of interest and/or that are contrary to biblical principles.
- 6.3 He/She shall not take advantage of the members socially, financially, spiritually, emotionally and otherwise.
- 6.4 He/She shall serve individuals with devotion, loyalty, determination, and through the full use of their gifts and experience.
- 6.5 He/She shall avoid ministry situations that might lead to compromise, especially counselling members of the opposite sex alone in secluded places.
- 6.6 He/She shall under no circumstances engage in sexual or other immoral and/or indecent activities.

7 Integrity in preaching

- 7.1** The worker shall investigate the subject fully before expressing his/her opinion about it in public.
- 7.2** The worker shall respect the intelligence of his listeners by not distorting or adjusting the truth.
- 7.3** The worker shall represent the whole truth and not half-truths or outdated information. Half-truths, outdated information, lies, unsupported assertions are considered unethical.
- 7.4** The worker shall communicate in a manner that is captivating, effective and relevant to the needs of the listeners.

8 Integrity to colleagues and to NBC Ministry

- 8.1** The worker shall treat his/her colleagues and co-workers with respect, courtesy, fairness and good faith. Therefore the worker shall:
- 8.2** Co-operate with colleagues in order to advance God's Kingdom.
- 8.3** Not divulge confidential matters shared with other colleagues in the course of ministry.
- 8.4** Maintain a working environment that is conducive for others to work efficiently and comfortably.
- 8.5** Represent accurately and fairly, the qualifications, views, and findings of colleagues and use appropriate channels to express opinion on these matters.

- 8.6 Act at all times with due consideration for the interest, character and reputation of the church.
- 8.7 Extend respect to ministers from other churches.
- 8.8 Work to uphold and strengthen the policies, procedures, efficiency and effectiveness of NBC.
- 8.9 Not associate with Churches and para-church organization whose doctrinal positions are contrary to fundamental Christian doctrines.
- 8.10 Use church resources with diligence and only for the purpose for which they are intended.

9 Commitment to personal growth and development

- 9.1 The worker shall be diligent and put effort into personal development and growth.
- 9.2 The worker shall critically examine and keep abreast with emerging knowledge relevant to ministry.
- 9.3 The worker shall spend daily quality time in prayer, meditation and in the study of scripture and interaction with general knowledge.

10 Confidentiality

- 10.1 The worker shall maintain confidentiality of all information, materials and all other resources given to him/her by counselees, supervisors and other church resources during and even after leaving Nairobi Baptist Church employment and ministry. Such information is that which are not known publicly, which may be injurious when revealed or which are considered classified to Nairobi Baptist Church.

- 10.2** In counselling situations the counsellor should inform the counselees fully about the limits of confidentiality in a given situation.
- 10.3** Information given by counselees must never be divulged to third parties without their (counselee's) consent. In a situation where withholding such information may amount to criminal offense or jeopardize life, the counsellor should let the counselee know that other relevant people should be informed but such as have the welfare of the counselee like close family members or even the police.

11 Discipline

- 11.1** The discipline of the staff members shall be in accordance with the Human Resource manual.
- 11.2** In dealing with errant persons, **Matthew 18:15-17** shall be the guiding principle.
- 11.3** Where a person is proved to have breached the code of conduct, appropriate disciplinary measures may be instituted by the appropriate office. These may include but not limited to restitution where there has been theft or removal/expulsion from a ministry assignment.
- 11.4** In instances where there is gross violation of moral and ethical nature e.g. immorality, fraud, theft, doctrinal perversion etc. The person shall be requested to step down from the ministry until the matter has been investigated and a decision made.
- 11.5** The purpose of such discipline would also be geared towards restoring the person back to God and restoring them to the fellowship of the believers.

The Message we Preach

1. Where it all begins :

- 1.1** "In the beginning was the Word, and the word was with God, and the Word was God". "He came to that which was His own, but His own did not receive Him. Yet to all who received Him, to those who believed in His name, He gave the right to become children of God. Children born not of natural descent, nor of human decision or husband's will, but born of God" **John 1:1, 11-13.**

2. The Task

- 2.1** "Love the Lord your God with all your heart and with all your soul and with all your mind" and "Love your neighbour as yourself. All the Law and the Prophets hang on these two commandments" **Matthew 22:37, 39-40.**
- 2.2** He has showed you, O man, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God". **Micah 6:8.**
- 2.3** "My prayer is not that you take them out of the world but that you protect them from the evil one. They are not of the world, even as I am not of it. Sanctify them by the truth; your word is truth". **John 17:15-17.**

3. The Enablement

- 3.1** "In this world you will have trouble. But take heart! I have overcome the world." **John 16:33b.**

- 3.2** "But the Counsellor, the Holy Spirit, whom the Father will send in My name, will teach you all things and will remind you of everything I have said to you." "When He comes, He will convict the world of guilt in regard to sin, because men do not believe in me; in regard to righteousness, because I am going to the Father, where you can see Me no longer; in regard to judgement, because the prince of this world now stands condemned." **John 14:26, 16:8-11.**

4. The Destination

- 4.1** "Then I saw a new heaven and a new earth, for the first heaven and the first earth had passed away, and there was no longer any sea. I saw the Holy City, the New Jerusalem, coming down out of heaven from God, prepared as a bride beautifully dressed for her husband. And I heard a loud voice from the throne saying: 'Now the dwelling of God is with men, and He will be with them and be their God. He will wipe every tear from their eyes. There will be no more death or mourning or crying or pain, for the older order of things has passed away'". **Revelation 21:1-4.**

The Importance of Membership in a Local Church

Membership in the Church is a covenantal relationship in which the Church provides a place of worship, fellowship and ministry while the members provide faithful service.

Although ours is a Baptist Church, from the beginning many people have worshipped and served with us who have a very evident personal faith in Jesus Christ as Saviour and Lord of their lives, who did not come from the Baptist background.

Some have reasons for not wishing to withdraw their membership from their 'home' Churches in another place. We respect these reasons and do not require that such connections be severed. However, we do encourage maximum participation in the Church programmes while people are in attendance for an extended period of time.

There is a great need to demonstrate in Kenya and beyond that the local Church is a fellowship in which members are continually involved, and not a building merely for attendance of services. Those who remain among the 'attenders' perpetuate a trend that can only impoverish the Churches of this land.

The opportunity that participation in the local church presents is the possibility of fellowship with people from many different backgrounds. For this challenge to be met and opportunity to be grasped, we believe there must be maximum involvement in the local Church at the earliest possible opportunity after a decision is made to become a regular attender whether one is coming from other parts of the country, or the world.

Notes

Notes



NAIROBI BAPTIST CHURCH
P.O. Box 44128-00100 Nairobi, KENYA
Tel: 0720 430335, 0722 821180,
0733 821180, 0734 330006
Email: info@nairobi baptist.co.ke
Website: www.nairobi baptist.co.ke