

# Ordained Ministers Handbook

In

## THE REDEEMED CHRISTIAN CHURCH OF GOD



AUGUST, 2017

Revised Version

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## HISTORICAL ANTECEDENTS OF THE REDEEMED CHRISTIAN CHURCH OF GOD

**B**ro. Josiah Olufemi Akindayomi had given the name Ogo-Oluwa Society (Glory of God Society) to the daily prayer group shortly before they were excommunicated from the Cherubim and Seraphim church. The hallmark of this group was deep study of God's word and hunger for righteousness. When the deeper search and understanding of God's word got underway, only 12 men apart from Bro. J. O. Akindayomi were prominent in their commitment to the society. The 12 men were:

- Bro. J.A Fakunmoju
- Bro. Makun (He was the first ordained pastor in the church)
- Bro. J.A Adekoya
- Bro. S.K Padonu
- Bro. S.A Olonode
- Bro. Fadiora
- Bro. Ilenuisi
- Bro. Okuwobi

- Bro. Fetuga
- Bro. Adefeso
- Bro. G.A. Adefunwa
- Bro. Matiluko

These men continue to fellowship together at No. 9 Willoughby Street, Ebute Meta, Lagos address of the new church. The time came for the new church to have a name and the church was called Apostolic Faith of South Africa although the church had no connection with South Africa or the Apostolic Faith of South Africa. This was the classic example of the innocence of Rev. Akindayomi. Then, some missionaries used to come once in a while to fellowship with them and give support to the gospel work. Sometime later, probably after learning that Nigeria is not in Southern Africa, he changed the name of the church to the Apostolic Faith Mission of West Africa.

One day during one of Rev. Akindayomi's missionary journey to Oshogbo, another town in South Western Nigeria, where he was conducting a crusade, God woke him up and in trance, bid him rise and write what he saw. He saw words being written but without a hand. God instructed him to show the transcription to one of the founding fathers because the words were

written in English. He had been seeking the face of the Lord in prayer and fasting over the name God wanted for the church. When he returned to Lagos, Rev. Akindayomi showed the transcription to Bro. S.A. Olonode, one of his educated lieutenants who also doubled as secretary. What he copied from the vision was:

### **THE REDEEMED CHRISTIAN CHURCH OF GOD.**

It is instructive that God revealed this name to an uneducated man so that no one would question the originality and authenticity of the name, or even doubt the veracity of the vision. In a way God must also have been looking down the channels of time and the worldwide impact of the church in the expansion of His kingdom on earth. After God gave the church a name He then gave Rev. Akindayomi a set of divine instructions about the new church:

- The Redeemed Christian Church of God must not merge with any foreign or overseas church. God alone would direct the church because she belongs to Him. Rev. Akindayomi therefore halted all moves to affiliate with any foreign-based church.
- The Redeemed Christian Church of God must not copy any other church



in the world especially in their method of fund-raising through harvest etc.

- Riches must not take the place of the Holy Spirit in the Church. God said if the church obeyed Him completely, He would bless her greatly.
- Sin must not be allowed in the church, no matter who the offender is, it must not be covered because the church must follow Jesus Christ alone.
- God would appoint people to offices within the church Himself. The Redeemed Christian Church of God was not established for people to jostle for posts and positions.

God also told him that The Redeemed Christian Church of God would spread round the world. This was at a time when the total number of the entire congregation was less than 100. God, like He did with Abraham, established a covenant with Rev. J.O. Akindayomi to the effect that He would meet the needs of the church in an awesome way if only members of the church would serve him faithfully and be obedient to His word. It is upon this covenant that the Redeemed Christian Church of God was built.

## **CHANGE OF BATON AND THE APPOINTMENT OF PASTOR ENOCH ADEJARE ADEBOYE**

**I**t is a sad fact that many churches, ministries and organizations get stalled or even die after the demise of the founders or presidents mainly because the Holy Spirit is not given the chance to operate. Besides, proper transfer of leadership and succession planning may not have been done before the death of such leaders.

The case of transfer of leadership in The Redeemed Christian Church of God is different. This is because the Holy Spirit is the One in charge of affairs as He has been from the beginning. For more than 20 years before the founder passed on, the Holy Spirit had been speaking through him to both ministers and members of the church that "The leader of this church for tomorrow is not yet among us." God showed Rev. Akindayomi a vision of the man to lead the church after his death. God told him that the person would be highly



educated, would be as tall as him (Papa) and of the same stature. Papa told the ministers and members then that the person to take over from him had not yet joined the church. When he sensed in-fighting among his ministers over who would succeed him, he told them that his successor would be just about his height such that if he put his clothes on the man, they would fit perfectly. God had also told Papa that his successor would have started God's work on such a scale that he, Rev. Akindayomi would know.

On the day Dr. E. A. Adeboye set foot in the church in 1973, Papa announced to the entire congregation that the one who would take over from him had come in. Being a lecturer in the university and nursing the ambition of becoming the youngest vice-chancellor in Africa and probably the whole world, assuming the position of General Overseer was the last thing on the mind of the ambitious don. But God had a different plan. The first day he came to church, Rev. Akindayomi and Pastor Talabi paid him a visit after the service. After the visit, Papa told some people and members of his family that the person they call Bro. Adeboye would eventually become the spiritual leader.

In 1975, God settled the issue of Rev. Akindayomi's successor when he was on pilgrimage to Israel. That was the year he turned 70. He had gone up to Mount of Transfiguration in Jerusalem when God told him to "...start tidying up because Dr. E.A Adeboye, the leader of tomorrow will be taking over soon." When papa informed his wife about the identity of his successor, she had some misgivings. Was this man not too young? What about his career in the University? How would he be able to look after his family? Rev. Akindayomi replied that he was the Lord's choice. He also made announcement to the church elders. He then told them that God would remove anyone who would stand in the way or cause dissension.

In 1979, Papa travelled to the U.S.A with Pastor Adeboye and a few others and announced to an assembly of six (who made the trip) in his room that the time of his departure was near and that his successor would be his young interpreter. All those present were sworn to secrecy not to utter a word about this revelation. It was there that Papa first prayed for Pastor E.A Adeboye as his successor.

Between 1978 and 1980, Pastor E.A

Adeboye received countless tutorials from Rev. Akindayomi with increasing frequency as Papa's departure drew near. They would talk for hours in the later's bedroom and pray so much that by the time the person God had chosen assumed office under the Holy Spirit, everyone would find their levels. He also made an audio recording concerning the choice of God all in a bid to ensure that nobody said anything contrary after his departure.

## KEYNOTE ADDRESS (JOHN 14: 12 -14)

**M**y dear children in the Lord's service, congratulations on your ordination. Your ordination bear testimony and confirmation to a process in your life which had been orchestrated before the foundation of the world in the fulfillment of God's purpose for your life. The process of your ordination started from your birth when God marked you out to be His true adopted sons and daughters by His blood (1 Corinthians 6 : 19-20) called you His servants before you were born and prepared you from birth up to this moment (Jeremiah 1: 5, Galatians 1: 15 -16)

*Jeremiah 1:5 "Before I formed thee in the belly I knew thee; and before thou camest forth out of the womb I sanctified thee, and I ordained thee a prophet unto the nations"*

The call to the Ministry of the Gospel, or to the care of God's sheep, comes from the Lord Himself as truly today as when He called the apostles or raised up others to

minister His Word in the early Church. The bible says in -Ephesians 4: 11 *And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers;*

God, the highest authority has called, appointed, gifted and taught you scriptures to equip you adequately in the various offices and aspects of the ministry in The Redeemed Christian Church of God. We charge you to be true stewards and co-labourers with Christ in His Vineyard.

You are to be fully conscious of the divine call to serve. The Holy Spirit works in the hearts of those whom the Lord would use as His Ministers (Philippians 2:12-13). It is required that you sustain this rare privilege till eternity, by being faithful, fruitful and committed to the course of the Kingdom business at all levels you have opportunity to serve.

Finally, by your ordination in The Redeemed Christian Church of God, you have been appointed and invested with ministerial authorities and functions. Please be guided by *what the scriptures, says*, the doctrines and beliefs of the Mission and align always with the senior partner, the Holy Spirit.

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May the Lord work with you, and through you as we pray that your labour of love shall not be in vain in Jesus Name,  
1 Corinthians 15: 58.

God bless you.

**Pastor E.A. Adeboye**  
General Overseer

**General Overseer** devoted three  
days after his graduation. He  
dedicated his young life to the  
church, and, having been  
ordained, he was assigned to  
the position of General Overseer  
of the church in the city of  
New York. He was a man of  
great ability and energy, and  
he was a man of great  
faith and courage. He was a  
man of great ability and energy,  
and he was a man of great  
faith and courage. He was a  
man of great ability and energy,  
and he was a man of great  
faith and courage.



**FROM THE DESK OF THE  
ASSISTANT GENERAL  
OVERSEER, ADMIN &  
PERSONNEL.**

Dear beloved of the Lord, we associate ourselves with all the best wishes and prayers that have been bestowed on you as ordained ministers of God in The Redeemed Christian Church of God. May the power of the Highest overshadow you and grant you enablement to finish well and strong.

This handbook has been packaged on the directives of the General Overseer as a guide and instrument of the Office as you serve in various capacities in the Church.

We wish to state that the content is not exhaustive as necessary adjustment shall be made from time to time as the Holy Spirit directs the leadership of the Church.

Also, note that adherence to the core duties and responsibilities shall be the yard stick for performance management in the Ministry. Hence, take time out to peruse

and digest the content for deeper knowledge and understanding.

May the good Lord work with you as you pursue greater heights in Jesus Name, Amen.

Signed

**Pastor J. F. Odesola**  
*General Secretary / Assistant General  
Overseer, Admin & Personnel*

# THE MISSION, VISION & MOTTO OF RCCG

## OUR VISION IN RCCG

"Vision" in the RCCG is the direction of where we are going. They are:

- ❖ To make Heaven.
- ❖ To take as many people as possible with us.
- ❖ To have a member of RCCG in every family of all nations.

## OUR MISSION IN RCCG

"Mission" is an expression of how we shall get the vision accomplished. They are:

- ❖ Holiness will be our lifestyle.
- ❖ We will plant churches within 5 minutes walking distance in every city and town of developing countries and within five minutes driving distance in every city and town of developed countries.
- ❖ We will pursue these objectives until all nations of the world are reached for Jesus Christ.

## OUR MOTTO

Hebrew 13: 8 *"Jesus, the Same, Yesterday, Today and Tomorrow"*

## DERIVATIVES OF THE RCCG

### VISION/MISSION STATEMENT

By this, we mean things that have directly been put in place over the years to enable us achieve or fulfill the RCCG Vision.

**(i) DOCTRINES:** These are foundational pillars on which the mission stand. What the church believes and what drives the mission. They distinguish the organization from all others. The Doctrines hardly change over the years though, they may be modified.

For The Redeemed Christian Church of God, the doctrines are Bible-based and there are about 51 of them. For example, teachings on the Bible, God, Holy Spirit, Sanctification, Restitution etc. A great importance is attached to the teaching of our doctrines that is why the Mission gave the job to elders and very Senior Pastors.

**(ii) POLICIES** These are decisions that govern the day to day activities or operations of the Church. They may change from time to time. For example:

- Baptism (Periodical)
- Holy Communion Services (Frequencies)
- Tithe Remittances (Timing)
- Order of Service, etc.

The Ministers and Heads of Department should be very familiar with our Doctrines & Policies because we are expected to implement them.

## RCCG LOGO



### PREAMBLE

The RCCG has a well articulated, clearly stated and well defined Vision and Mission Statement which has helped to give the organization direction and focus as well as identity. The Vision of RCCG came with the Logo.

### RCCG LOGO

The RCCG Logo enables people to know what we stand for and believe. It enables people to describe what kind of person(s) they think of when they see the brand Logo.

### WHAT IS THE SIGNIFICANCE

The RCCG Logo is the symbol of our identity, an emblem of authority, through which we draw inspiration to stir our minds as we run the affairs of the Mission. It has scriptural and spiritual significance.

## 1. RED COLOUR RING

(Outer Double Red Ring and Inner Single Red Ring)

The red colour represent the blood of Jesus Revelations 12:10-12. The blood of Jesus is our covering, through which we overcome and are made more than conquerors. (Rom. 8:31).

### Through the blood of Jesus:

- ✓ Our fellowship with God is restored (Exo. 12:13; Roman 5:8-9)
- ✓ We are redeemed and repurchased from slavery (Eph. 1:7, 1 Cor. 16:20)
- ✓ The blood of Jesus cleanses from guilt (Heb. 9:14)
- ✓ The blood sanctifies us Heb. 13:12
- ✓ The blood brings us to God (Colossians 1:20-22)
- ✓ The blood put God on man's side against the Devil (Rom 8:31-34)
- ✓ The blood perfects us in the sight of God (Heb. 10:14)
- ✓ The blood gives us boldness to enter God's presence (Heb. 10:9-22).



## 2. WHITE COLOUR

**Symbol of purity, holiness and consecration.** It is a prerequisite towards realizing the vision of our organization as an entity called RCCG. "Absolute Holiness shall be our lifestyle" (Exo. 28:31-36, 1Chro 16:29-31, Psalm 29:1-4, 93:5, 110:1-3, Isa. 35:8-10, Obad 1:7, Rom 6:20-23, 2Cor. 6:11-18, 2Cor 7:1)

Fruitfulness, productivity, hardwork and multiplication. God has divinely made RCCG a fruitful vine (Isa 32:15, Ezek 19:10-11)

## 4. DOVE

This symbol shows the Holy Spirit is our Senior Partner. (Rom. 8:16, 2Cor. 1:22, 1 John 4:13-16)

## 5. BLUE COLOUR

The blue colour symbolizes Agape (divine love) not Phileo (feelings) or Eros (Erotic or romantic expressions). It is the God-kind of love which must be demonstrated to one another. (1 John 4:8, John 15:9-17)

## RCCG CORE VALUES

**A**s derivatives of our Vision and Mission statement as well as the significance of our Logo brand, ministers have to promote RCCG core values. These shall serve as a Corporate Code of Ethics (a code of ethical behavior).

Scripturally, it is derived from Philipians 4: 8-9 "*Finally, brethren, whatsoever things are true, whatsoever things are honest, whatsoever things are just, whatsoever things are pure, whatsoever things are lovely, whatsoever things are of good report; if there be any virtue, and if there be any praise, think on these things.<sup>9</sup> Those things, which ye have both learned, and received, and heard, and seen in me, do: and the God of peace shall be with you*"

The decisions and actions of all ministers and workers in the Mission shall be guided by the following core values:

I. **HOLINESS** - Integrity, Obedience, Transparency.

II. **ACCOUNTABILITY** - Responsibility.

### III. RESOURCEFULNESS - Fruitfulness, Diligence.

#### IV. SACRIFICE - Faithfulness, Hardwork.

1. **HOLINESS** - This shall be the lifestyle of true disciples and ministers in the Lord's service (James 3:17-18, 1 Thessalonians 4:1-8)

2. **ACCOUNTABILITY AND RESPONSIBILITY** - As ministers, we shall be held accountable for the exercise of authority bestowed on us. Ministers will necessarily make decisions and take actions on behalf of the Mission on specific issues of ministry and governance. Ministers will be accountable for the decisions they make and the actions they take on behalf of the Mission

Luke 19: 15, James 1: 13-15, 2 Samuel 12: 1-15, Ezekiel 18: 20, Romans 14: 12, 1 Peter 4: 4-5

3. **RESOURCEFULNESS** - As ministers, this is an inner strength of being good at finding ways of doing things and solving problems and challenges. It is the divine ability of the gift of administration exhibiting qualities of creativity, courage, vision and

imagination that will help to deal with difficult situations. Job 6 : 13, Psalm 108: 12, Psalm 119:11, Jeremiah 32 : 27, Habakkuk 3: 19, Ephesians 6 : 10.

4. **SACRIFICE** - This the act of giving up something important or valuable to you in order to get or do something that is more important for the work of the kingdom (1 John 3:16, Romans 12:1-2).

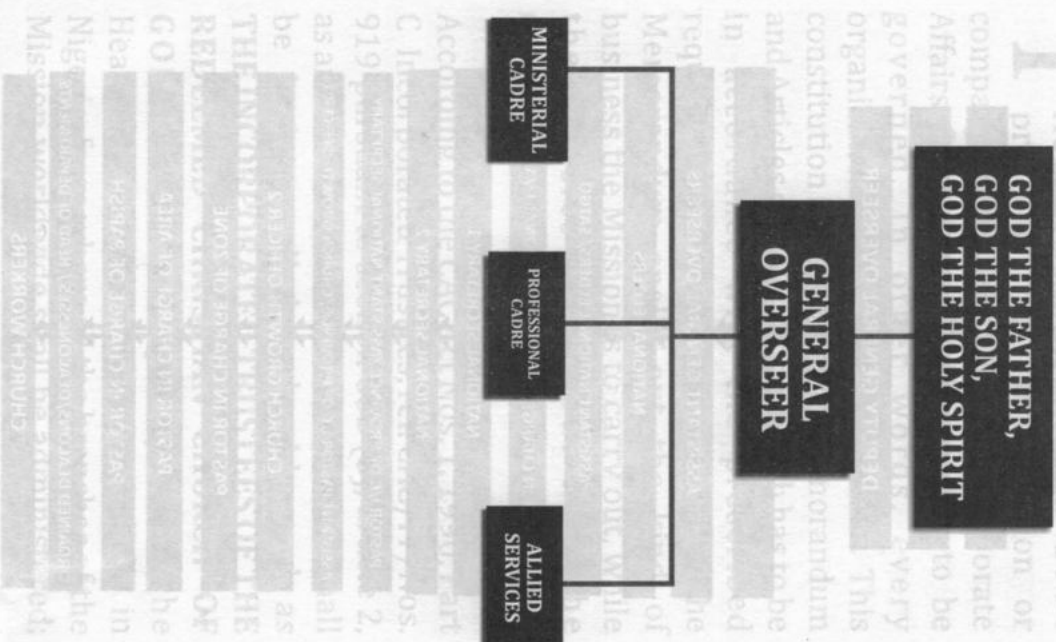
imagination that will help to deal with difficult situations. Job 6 : 13, Psalm 108: 12, Psalm 119:11, Jeremiah 32 : 27, Habakkuk 3: 19, Ephesians 6 : 10.

# MINISTERIAL ORGANISATIONAL STRUCTURE OF RCCG

The administrative structure of the Mission is hierarchical. Lines of authority exist to ensure that ministers, workers and members know who they take directive and guidance from and to whom they are accountable.

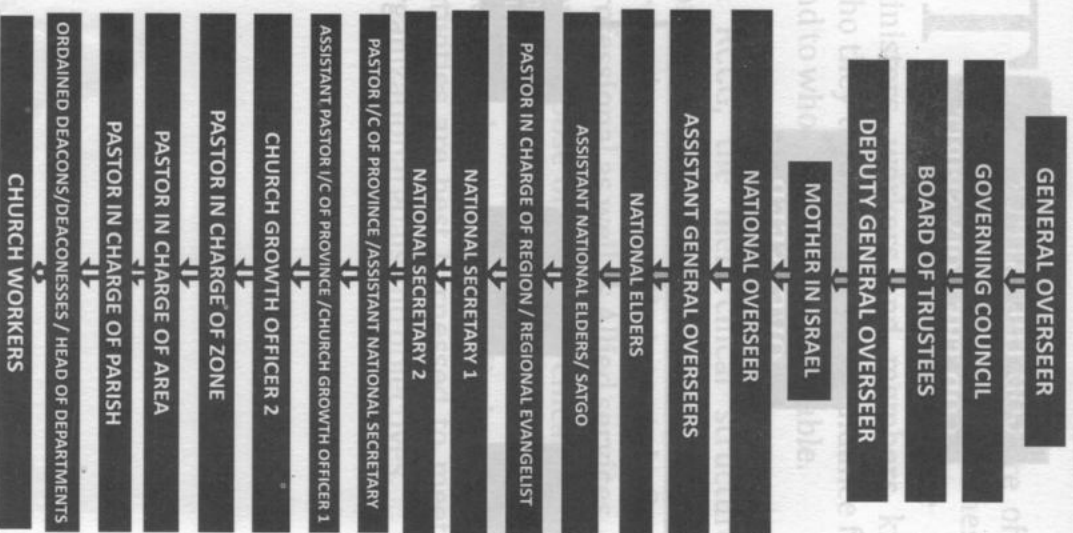
In RCCG, the hierarchical structure is configured into 3 work groups. The work groupings are: Ministerial Cadre, Professional as well as Allied services. The core purpose of the hierarchical structure is to organize and distribute work among the members of the Mission so that activities are best harnessed to meet the organizational goals and objectives.

# HIERARCHICAL STRUCTURE AND INTER-RELATIONSHIPS OF RCCG





# MINISTERIAL ORGANOGRAM OF THE REDEEMED CHRISTIAN CHURCH OF GOD



# ABOUT THE RCCG CONSTITUTION

**T**he Companies and Allied Matters Act 1990, revised in 1994 prescribes how organization or company registered by the Corporate Affairs Commission of Nigeria has to be governed. In other words, every organization has its own constitution. This constitution is known as the Memorandum and Articles of Association, which has to be in accordance with the prescribed requirements of the Commission. The Memorandum spells out the kind of business the Mission is to carry out, while the Articles spells out how the organization will be run from time to time.

According to the CAC Act Nos. 1, 1990, Part C Incorporated Trustees, ref. CAC/IT/Nos. 919 pursuant to section 682 (3), article 2, as amended, which states the Mission shall be known, called and addressed as **THE INCORPORATED TRUSTEES OF THE REDEEMED CHRISTIAN CHURCH OF GOD**. Article 4, specify that the Headquarters of the Mission shall be in Nigeria, from where all the branches of the Mission worldwide shall be administered; and transactions.

Article 6, highlighted the aims and objects of the Mission; Article 5 describes determination of membership; and so on. Any need for detail or clarification should be referred to the Admin & Personnel as well as Legal Department of the Mission.

### **RCCG GOVERNING BODY**

The Article 13 of the RCCG constitution stated that the general governance of the Mission shall be undertaken by:

- The General Overseer and
- The Governing Council

The Governing Council shall consists of the General Overseer and some persons so appointed to render assistance to the General Overseer over the Corporate governance affairs of the Mission referred to them. All details of their roles and responsibilities are enshrined in the constitution.

## **THE RCCG TRUSTEES**

responsible to the Pastor-in-Charge of Area:

The Article 10 of the constitution of the Mission stated that there shall be a body of Trustees of the Mission in accordance with section 673 (i) of the Companies & Allied Matters Act 1990 and shall be known as the Incorporated Trustees of the Redeemed Christian Church of God. The composition and duties of the Trustees are also detailed in the Mission's constitution in Article 10.1-2.

The constitution vested the powers to hold and acquire, transfer, assign or otherwise dispose of any property or interests there from belonging to or held for the benefit of the Mission to the Board of Trustees, provided the Trustees shall not be entitled to conclude any bargain for the purchase or sale of land or any property of the Mission except by the resolution of the Governing Council.

The implication of this statement is that all business transactions at any level of administration from Parishes/Departments and above shall be done in the name of The Incorporated Trustees of The Redeemed Christian Church of God including invoices and receipts of purchases and transactions.

# THE ROLE OF MINISTERS

## Altar Ministers

These are workers elevated to sit on the altar with the Pastor-in-Charge of Parish, and expected to "raise up his hands" in the service of our God.

## Duties

- The altar ministers are to assist in implementing church policies at the grassroots level as directed by the Pastor in-charge of Parish.
- Expected to identify with at least one functional department in the church, Sunday School, Choir, House Fellowship, Evangelism, Follow-Up, Welfare etc. and probably head such units.
- Minister to the congregation in different capacities during church programmes.
- Show interest in the well-being of members and report same to the Pastor-in-Charge of Parish for prompt action.
- Minister in prayer and substance to the needy in the church.
- Follow-up new members, new converts and absentee members.
- Prepare the ground physically and spiritually in prayer, worship etc before and during all church programmes.

## Pastor in Charge of Parish

He represents the authority of the Mission at the grassroots level, and he is directly responsible to the Pastor-in-Charge of Area.

## Other Duties are:

- In charge of the administrative set-up of the church at the parish level and serves as the eyes and ears of the Pastor-in-Charge of Area.
- Assign duties to ministers
- Preside over new converts, baptismal classes and disciple new converts to become part of the workforce of the church.
- Recommend workers and ministers for posting to new parishes during church planting exercise.
- Coordinates the activities of all unit heads in the church.
- Coordinates and attend all activities of the church.
- Responsible for all activities that goes on in the parish.

## Pastor in Charge of Area;

- Sees to the welfare of the parishes under his/her Area.
- Ensures faithful and accountable monthly returns/remittances to the Province.
- Initiates, coordinates and direct church planting programmes at the Area level.
- Ensures that parishes under him are well



ordained Full Pastor 10 Years and above.

#### **Assistant Pastor-in-Charge of Province (Admin);**

- Directly responsible to the Pastor-in-Charge of Province and is to carry out instructions as issued out by the Pastor-in-Charge of Province.
- Collaborate with the Pastor-in-Charge of Zones and oversees the movement of ministers from one level to the other.
- Is to authenticate for the Pastor in Charge of Province approval of the monthly returns/remittances, having certified compliance to laid down rules by Pastors in charge of the Area.
- Coordinate the activities of the Youth Churches and youth in the province reporting to the Pastor-in-Charge of Province on their activities.
- As his name implies, he is to assist the PICP in the discharge of Administration of the Province.
- Coordinate the head of units/ departments in the province on behalf of the PICP.
- Any other duties may be directed by the PICP or the Mission authority.
- He is to be in Charge whenever the PICP is on leave or indispose.
- He is expected to be a signatory to all the province account.

settled in their permanent sites.

- Solicits for financial assistance for parishes under him from the provincial headquarter.
- Coordinates all Area programmes, Vigils, Let's Go a Fishing, Baptism of members, Communion services, Area Holy Ghost Services, Marriage etc.
- A substantive Pastor of Area will have 5 Parishes under him.
- Such minister must have been ordained full Pastor for 5 years and above.

#### **Pastor-in-Charge of Zone;**

- Is the administrative head of the Zone who coordinates all church planting activities of Areas under the Zone
- Serve as link between the Areas and the Province.
- Meet regularly with workers and ministers in the Zone to channel the course of progress
- Assist in equipping newly established parishes with appropriate facilities and equipment.
- Provide support for ailing parishes and in some cases "adopt" parishes even outside the Zone.
- Visit parishes under him regularly and even have fixed ministration schedule for parishes and Areas outside the Zonal Headquarter.
- A substantive Pastor of Zone must have 8 Areas under him and must have been

## **Assistant Pastor-In-Charge of Province (CSR);**

- Assist the Pastor in Charge of Province in the discharge of his duties in respect of Corporate Social Responsibility (CSR) in the Province and serves as driver towards actualization of Province CSR Projects.
- Expected to discover new avenues for CSR.
- Monitor and evaluate the implementation of CSR Projects at various levels in the province.
- Respond to National issues on CSR interventions.
- Serve as the Vice Chairman, CSR Board in the Province where the Pastor in Charge of Province serves as the Chairman.
- Implement CSR Board decisions in consonance with the directive from the Pastor-in-Charge of Province.
- Network with various public and private institutions to enhance service delivery.
- Any other duties may be directed by the PICP or the mission authority.

## **Pastor-in-Charge of Province;**

- Chief Reporting and Accounting Officer for the Province.
- Representative of the General Overseer at the Province and the link between the Province and the National Headquarters.
- Ensure that churches in the Province are well managed & provide support for the

parishes as need arises.

- Chairs the Committee that decide on transfers after receiving clearance from the national authority.
- Re-organize existing structures in the Province whenever the need arises.
- Develop visions that would move the Province forward.
- Organize trainings, seminars, workshops and capacity building programmes for workers, ministers and youths in the church.
- Serve as the Chairman of CSR Board.
- Support financially and spiritually the APICP (CSR) in the discharge of the assignment for the province.
- Appoint Heads of units/departments for the Province.
- Does not have the authority to transfer, employ or dispense with service of any staff without clearance from National Admin & Personnel Department.
- Report all issues pertaining to death, adultery, fornication and other serious matter to national authority through the Pastor in charge of Region.

## **Pastor-in-Charge of Region**

- Interface between the National Headquarters and the Provinces in the Region on all matters relating to governance.
- Facilitate compliance with the Mission's policies by all Provinces in the Region

- Coordinates the activities of the Pastors-in-Charge of the Provinces to provide capacity building for Pastors in the Region.
- Work closely with the Special Assistants to the General Overseer to ensure successful running of National Programmes like Anointing Service, Holy Communion Service during National Holy Ghost Service, Special Holy Ghost Service, Convention, Congress etc.
- Develop and deliver regular internal training to PICPs and their assistants.

#### **Special Assistants to the General Overseer**

- Render special assistance to the General Overseer in the area assigned to them.
  - Management of external Relationship in relation to the RCCG Global Network.
  - Oversee Provinces as Pastor in Charge of Region or Coordinators of nations.
  - Oversee the preparation and serving of Holy Communion and Anointing service during national programmes.
  - Assist in spiritual preparation of ordainees.
- They have oversight function on the Provinces/Regions Activities under them.

#### **THE OFFICE OF ASSISTANT GENERAL OVERSEERS (A.G.O.)**

General Schedule of Duties/Terms of Reference

The underlisted are the general Terms of Reference and Schedule of Duties for

Assistant General Overseers.

- AGO Admin/Personnel, Training, Finance, Doctrines, Church Growth, Establishment and Young Adults/ Youths Affairs.

#### **Official Representation**

- They are to represent the General Overseer in any assignment he deems fit
- They are to see to the dedication of New Churches and buildings in RCCG.
- Ordination of ministers in the Mission as directed by the General Overseer.

#### **Operational Deliveries**

- To meet regularly with the General Overseer and monitor the execution of policies within the Mission
- To oversee the activities of their respective Units across the entire Mission, home and abroad
- They are to serve as feedback channels, think-tanks on policies and policies formation
- They are to appraise the performance of SATGOs, PICRs and PICPs
- Evaluate and re-evaluate the adherence of the Mission to her Vision and Mission statement

#### **Functional Interfacing and Integration**

- Interface between the Mission Authority and their respective Units (and vice versa) both locally and internationally
- In conjunction with Admin and



Personnel Department, the AGO's shall organize regular training and manpower development.

### **Meeting Principles**

- Meeting time and frequency will be determined by the General Overseer and Governing Council

### **Other Commitments**

- Membership of the RCCG World Advisory Council
- Membership of the Governing Council

### **NATIONAL OVERSEER**

#### **The Office Of National Overseers (N.O.)**

- i. He shall report to the General Overseer on issues relating to his operations;
- ii. He shall undertake any duty, responsibility, or assignment as may be assigned by the General Overseer.
- iii. He shall be appointed over a Country;
- iv. He shall oversee, direct and organize all activities of the mission in the Country over which he is appointed; under the general supervision of the General Overseer.
- v. For the purpose of Article 23 in the Constitution of the Incorporated Trustees of the Redeemed Christian Church of God, the term 'He' shall include persons of the Feminine Gender.
- vi. The Officers appointed above shall be removed or retired from the office subject to the approval of the Governing Council of the Church headed by the General Overseer.

## **POSITION: PASTOR I/C OF PARISH**

**AGE:** 21 years and above

### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family and above reproach, faithful husband/wife who is neither quarrelsome nor violent.  
(1 Tim. 3:1-9)

### **COGNATE EXPERIENCE:**

Worker for a minimum period of 5 (five) years.

### **PERFORMANCE HISTORY:**

Successful appraisal record with good ratings; minimum of 3 years as minister; 80% attendance record at the Annual National Workers' and Ministers' Conferences 90% attendance at the Province based Ministers Conference and other Area/Zonal/Province Programmes.

### **QUALIFICATION:**

1<sup>st</sup> Degree/NCE/ND/SSCE, full pastor ordination in addition to RCBC/RECSOM and School of Disciples, baptized by water immersion, completion of workers in training programme with due certificate



plus 2 year cognate experience as an Assistant to a Pastor in charge of Parish.

#### **PERSONAL CHARACTER & PERSONALITY:**

Candidate must possess integrity as well as impeccable record devoid of immoral acts such as fraud, adultery or fornication. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and must display evidence of cleanliness and good grooming.

#### **JOB RESPONSIBILITIES:**

- Coordinate all parish programmes and activities i.e. prayer, teachings & finances.
- Keep all records of tithes and attendance.
- Keep all financial records like pledges and vows.
- Maintain physical and spiritual structure of the parish
- Assist in planting of new parishes.
- Participate in all National, Regional, Provincial, Zonal and Area programmes
- Observe all national week-end programmes.
- Remit appropriate monthly income and attendance to the Area.
- Pray for the multiplication of people in the parish.

#### **KEY PERFORMANCE INDICATORS**

- Flock development & discipleship
- Revival & Evangelistic Programs
- Evangelism and church growth
- Revenue generation & management
- Learning & growth
- Succession planning
- Effective utilization of members.

#### **SKILLS & COMPETENCIES.**

- Speaking in tongues
- Ability to teach the word
- Ability to disciple members.
- Interpersonal skills

#### **GENERIC SKILLS/CHARACTERISTICS**

- Fluency in oral English/French
- Writing skills
- Working knowledge of Accounting & Finance
- Computer proficiency especially with Microsoft Word, Excel & Power Point

#### **TRAINING & DEVELOPMENT**

- Baptismal Certificate (Baptism by immersion in RCCG)
- Bible College Certificate/RECSOM
- Workers Certificate
- Completion of Parish Pastor's Induction Course
- Certificate of attendance of School of Disciples

- Representative of the General Overseer in his Parish. As an under-shepherd under the great Shepherd of our souls he is expected to do the work of a shepherd in truth and in-deed.
- Responsibilities include:
  - Assist in the establishment of new Parishes making sure that the Parish duplicates itself.
  - Organizes revival and evangelistic programmes for the parish.
  - Organizes the natural groups in the church for effective utilization of their abilities. Such groups include - Elders Fellowship, Redeemer Men's Fellowship, Young Adult & Youth Fellowship, Good Women. Etc
  - Sees to the well being of the ministers and workers' body, soul and spirit.
  - Organizes the workers into groups and ministries to effectively engage them in evangelistic activities.
  - Organizes the training and enlisting of new workers.
  - Sees to the effective utilization of every member of his Parish, as the goal is to make every member a worker.
  - Hands over the monthly report and financial returns to the Pastor in Charge of Area.
  - Participates in all meetings organized by the parish.

- the Pastor in Charge of Area, Pastor in Charge of Zone and Pastor in charge of Province.
- Participates in the Ministers' Conference organized by the Area, Zone, Province or the National Office.
- Member of the Parish Governing Council.
- Must never be in possession of the parish cheque books.
- Ensure that all income are safely kept in the banks daily by the treasurer or admin officer except on Sunday when such must be done on the following Monday.
- Carries out any other duty allocated to the office by superiors as long as such will not lead to sin.

- Officiating with G.O. during Holy Ghost Services and other national

# POSITION: PASTOR I/C OF AREA

**AGE:** 30 years and above

**MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

**COGNATE EXPERIENCE:**

5 years as full Pastor

**Note:** Any ministers with less than 5 years as full Pastor will occupy the office on acting capacity.

**PERFORMANCE HISTORY:**

Successful appraisal record with good ratings during tenure as Pastor in charge of Parish. Minimum of 5 years as Pastor in charge of Parish; 80% attendance record at the Annual National Workers' and Ministers' Conference; 90% attendance at the Province based Ministers Conference; evidence of consolidation of established churches and planting of new ones.

## QUALIFICATION:

1<sup>st</sup> Degree/NCE/ND/SSCE. Full Pastor Ordination in addition to RCBC/RECSOM and SOD plus 5 years cognate experience as a Full Pastor, with fluency in spoken and written English/French. Success in qualifying test for Pastor in charge of Area.

**PERSONAL CHARACTER & PERSONALITY:**

Candidate must possess integrity as well as impeccable record devoid of immoral acts such as fraud, adultery or fornication. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and must display evidence of cleanliness and good grooming. Not dishonest in any area.

**JOB RESPONSIBILITIES:**

- Coordinating not fewer than 5 parishes.
- Collation and submission of monthly report of tithes and attendance of the parishes to the Zones/Province.
- Coordinate planting of new Parishes.
- Participating and Mobilizing for Go-A-Fishing.
- Coordinate the area monthly Holy Ghost Service schedule for last Friday of each month.
- Officiating with G.O. during Holy Ghost Services and other national



programmes.

### KEY PERFORMANCE INDICATORS

- Flock development & discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growth
- Succession planning

### SKILLS & COMPETENCIES

- Speaking in tongues
- Ability to teach the word
- Ability to disciple
- Interpersonal skills
- Team Leadership skills
- Fluency in English

### GENERIC SKILLS/CHARACTERISTICS

- Writing skills.
- Working knowledge of Accounting and Finance.
- Computer proficiency especially with Microsoft Word, Excel and PowerPoint
- Asset management skills

### TRAINING & DEVELOPMENT

- Baptismal Certificate, Completed workers in Training, Certificate of attendance and School of Disciples.
- Bible College or School of Mission Certificate and success in qualifying

test for Pastor in charge of Area.

- 80% attendance of meetings with G.O and Holy Ghost Service prayer meetings.
- Attendance of leadership training programs at least twice in the previous 1 year.

### JOB DESCRIPTION:

- Representative of the General Overseer in the Area.
- Establishment of new Parishes and consolidation of existing ones in the Area.
- Co-ordination of revival and evangelistic programmes of the Parishes in the Area. Since this will lead directly to the rapid growth, which the Mission intends, he is expected to see to it that there are programmes in the Area every month.
- Mobilizes people to support the projects of the Mission spiritually and financially, especially the conventions, and missions, and other projects.
- Sees to the spiritual, emotional and physical well-being of the workers in the Area.
- Keeps the Pastor in charge of Province informed about the activities of the Area.

- Oversees the compilation of the monthly report and financial returns of the Parishes in the Area and submit same to the Province every month for onward transmission to the National Headquarters.
- Attend every meeting called by the Pastor in charge of Zone/Province in order to be aware of the new assignments from the General Overseer.
- Nominate ministers for ordination through the office of the Pastor in charge of Zone.
- Member of the Area Governing Council.
- Carries out any other duty allocated to the office as long as such will not lead to sin.

**AGE:** 35 years and above

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

10 years and above as ordained Full Pastor of RCCG plus 4-5 years as Pastor-in-charge of Area.

## PERFORMANCE HISTORY:

Successful appraisal record with good ratings during tenure plus growth and development during 15 years tenure as minister, PLC Parish and Pastor-in-charge of Area or minimum of 10 years as Full Pastor. There must be clear evidence of establishing churches and planting of new ones.

## **QUALIFICATION:**

1<sup>st</sup> Degree with high proficiency in spoken and written English. Success in qualifying test for Pastor in charge of Zone.

## **PERSONAL CHARACTER & PERSONALITY:**

Candidate must possess integrity as well as impeccable record devoid of immoral acts such as fraud, adultery or fornication. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. Not dishonest with money.

## **JOB RESPONSIBILITIES:**

- Coordinating not fewer than 8 Areas.
- Assisting in creating Areas and establishing parishes.
- Officiating with G.O. during Holy Ghost Services other national Programmes.

## **KEY PERFORMANCE INDICATORS**

- Flock development and discipleship.
- Evangelism and church growth.
- Revenue generation and management.
- Learning and growth (Attendance of leadership training programs twice a year).
- Succession planning.

## **SKILLS & COMPETENCIES.**

- Speaking in tongues
- Ability to teach the word
- Ability to disciple
- Interpersonal skills
- Team Leadership skills
- Fluency in English
- Asset management skills

## **GENERIC SKILLS/CHARACTERISTIC**

- Writing skills.
- Working knowledge of Accounting & Finance
- Computer proficiency especially with Microsoft Word, Excel & Power Pointing skills

## **TRAINING & DEVELOPMENT**

- Baptismal Certificate, Workers Certificate and Certificate of attendance of School of Disciples.
- Bible College and or School of Mission Certificate and success in qualifying test for Pastors in Charge of Zone.
- 80% attendance record at the Annual National Workers and Ministers Conference; 90% attendance at the Province-based Ministers Conference. 90% attendance at the meetings with the G.O and Monthly National Holy Ghost service prayer meetings.



## JOB DESCRIPTION:

- Representative of the General Overseer in the Zone.
- Controlling officer and the coordinator of Areas under the Zone
- Assesses and regulates the activities of the Areas at intervals to enhance uniform standard and progress.
- Pursues the Mission's Vision in the Zone i.e., Church planting, development of and quality spiritual life of members.
- Maintains discipline among the Areas in the Zone.
- Oversees the Zonal/Area Let's-Go-A-Fishing programmes.
- Exercises control for successful implementation/assistance of Province and National programmes.
- Organizes Ministers' Training/Conference twice or thrice a year and any other programme approved by the Pastor-in-Charge of Province.
- Review recommended workers and ministers for ordination as Deacon/Deaconess, Assistant Pastors and Full Pastors from the Parishes/Areas to the Province.
- Must not saddle the Areas with financial commitments in order that Provincial and National programmes might not be jeopardized.

- Records and reports work in progress or completed projects/programms to the Pastor-in-Charge of Province.
- Member of the Zonal Governing Council.
- Carries out any other duty allocated to the office by the General Overseer, Pastor in charge of Province/APICP as long as such will not lead to sin.

## JOB DESCRIPTION:

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1. Planting and development of new churches.
2. Inspecting of new locations closed by the Pastor in Charge of Areas/Zones for Church planting.
3. Reviewing the progress of the churches in the Zone.
4. Conducting the training of the workers in the Zone.
5. Conducting the evangelism in the Zone.
6. Conduct evangelism in the Zone.
7. Citing of locations for Church planting.

# CHURCH GROWTH OFFICER I&II

## [CHURCH PLANTING AND HOUSE FELLOWSHIP]

**AGE:** 40 years and above

**MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9).

**COGNATE EXPERIENCE:**

Minimum of 10 years as ordained Full Pastor of RCCG. Served as Pastor-in-charge of Zone

**PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as Pastor-in-Charge of Parish, Area\Zone for a minimum of 15 years. There must be concrete evidences of consolidation of established churches and planting of new ones.

**QUALIFICATION:**

1st degree and above with proficiency in spoken and written English. 10 years as Full Pastor. Success in qualifying test for Church Growth Officer

### PERSONAL CHARACTER &

**PERSONALITY:** Candidate must possess integrity as well as impeccable record devoid of immoral acts such as fraud, adultery or fornication. He must not be dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. He must be punctual at meetings as evidence of personal discipline.

**JOB DESCRIPTION:**

1. Planting and inauguration of new Parishes and handing over same to the closest Area.
2. Inspecting of new locations cited by the Pastor in Charge of Areas/Zones for Church planting.
3. Involve in Statistics work as demographers.
4. Conduct training, revival and seminars for workers on Church Growth.
5. Supervision of House Fellowship.
6. Conduct evangelism and carrying out of crusades.
7. Citing of locations for Church Planting.
8. Lead the Church in vigorous evangelism
9. Must be submissive to the province authority and so must report and discuss the activities of the unit with

9. Praying and officiating with Daddy G.O at National Programmes.

10. Perform any other assignment given by the authorities.

11. Administratively reporting to the PICP and functionally reporting to the CGO coordinator.

**KEY PERFORMANCE INDICATORS**

- Flock development and discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growths (Attendance of local leadership training twice a year)

**TRAINING & DEVELOPMENT**

- Baptismal Certificate, completed Workers in Training Certificate and School of Disciples certificate.
- Bible College and or School of Mission Certificate and success in qualifying test for Assistant Pastor-in-Charge of Provinces and CGO.
- 80% attendance record at the Annual National Workers and Ministers Conferences; 90% attendance at the Province-based Ministers Conference.
- 90% attendance at the meetings with G.O. and Monthly Holy Ghost Services Prayer meetings.

**POSITION:  
ASSISTANT PASTOR I/C OF  
PROVINCE (Admin.)**

**AGE:** 40 years and above

**MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

**COGNATE EXPERIENCE:**

Minimum of 10 years as ordained Full Pastor of RCCG. Served as Pastor-in-charge of Zone for 5 years or CGO Officer II for minimum of 2 years.

**PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as Pastor-in-charge of Zone for a minimum of 5 years. There must be concrete evidence of consolidation of established churches and planting of new ones.

**QUALIFICATION:**

Minimum of 1<sup>st</sup> Degree (University or Polytechnic with high proficiency in spoken and written English. 10 years as



Full Pastor. Success in qualifying test for Assistant Pastor in Charge of Province.

## **PERSONAL CHARACTER & PERSONALITY:**

Candidate must possess integrity as well as impeccable record devoid of immoral acts such as fraud, adultery or fornication. He must not be dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. He must be punctual at meetings as evidence of personal discipline.

## **JOB RESPONSIBILITIES**

- Coordinating and supervision of monthly reports and remittances.
- Assisting PLCP in routine supervision/visitation of the Parishes/Areas/Zones both at home and on the mission field.
- Ensuring that all Pastors in charge of Parishes, Areas and Zones mobilize members in compliance with national programmes.
- Assisting the Pastor in charge of Province in church planting both at home and abroad.
- Handling the recommendation of Deacons/Deaconesses and Assistant Pastors in conjunction with the Province Governing council and Admin Officers.

- Coordinating the Young Adults and Youth churches in the province.
- Shall have a parish as his/her base where he/she is the Pastor in Charge, such parish shall be a stand alone reporting directly to the province.

- Assisting the Pastor in charge of Province in the recommendation of Full Pastors.

- Assisting the Pastor in charge of Province in Internal transfer of Pastors.
- Relieving Pastor in charge of Province while on leave.

## **KEY PERFORMANCE INDICATORS**

- Flock development and discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growth (Attendance of local and international leadership training twice a year.
- Succession and planning

## **TRAINING and DEVELOPMENT**

- Baptismal Certificate, completed Workers in Training Certificate and School of Disciples certificate.
- Bible College Certificate and or School of Mission Certificate and success in qualifying test for Assistant Provincial Pastor.
- 80% attendance record at the Annual National Workers and Ministers

Conferences; 90% attendance at the Province-based Ministers Conference. 90% attendance at the meetings with G.O. and Monthly Holy Ghost Services Prayer meetings.

#### **JOB DESCRIPTION:**

- Supervise the collation of monthly reports of Pastors in Charge of Areas
- Have insight into the income of the Province and be carried along on the expenditures of the Province.
- Mobilize prayers for the Province as directed by the Pastor-in-Charge of Province.
- Coordinate the various Provincial Head of Departments and report to the Pastor in Charge of Province on their performances and activities.
- Recommending Deacons, Deaconesses and Assistant Pastors to the Pastor in charge of Province with the support of the Provincial Council.
- Assist Pastor in charge of Province in supervision of parishes in the province.
- Member of Province Governing Council.
- Perform other assignments given by the Pastor in charge of Province.
- Assistant Pastor in charge of Province (Admin.) will relieve the Pastor in charge of Province when he goes on leave so he must be conversant with the duties of the Pastor in charge of Province.

### **POSITION: ASSISTANT PASTOR I/C OF PROVINCE (CORPORATE SOCIAL RESPONSIBILITY)**

**AGE:** 40 years and above

#### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

#### **COGNATE EXPERIENCE:**

Minimum of 10 years as ordained Full Pastor of RCCG. Served as Pastor-in-charge of Zone for 5 years or CGO Officer II for minimum of 2 years.

#### **Note:**

- (i) This office is designed to be occupied by part time senior pastors.
- (ii) The office is not however lesser in authority than APICP (Admin.) though their assignment differs.
- (iii) The Occupier of this office may be required to served as APICP admin for at least one year before being considered for promotion as PICP when the vacancy exist.

(iv). The occupier of this office is expected to be gainfully employed to enable him/her function appropriately in the office.

#### **PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as Pastor-in-charge of Zone for a minimum of 5 years. There must be concrete evidence of consolidation of established churches and planting of new ones.

#### **QUALIFICATION:**

Minimum of 1<sup>st</sup> Degree (University or Polytechnic) with high proficiency in spoken and written English. Minimum of 10 years as Full Pastor. Success in qualifying test for Assistant Pastor in Charge of Province.

#### **PERSONAL CHARACTER & PERSONALITY:**

Candidate must possess integrity as well as impeccable record devoid of immoral acts such as fraud, adultery or fornication. Must not be dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. Must be punctual at meetings as evidence of personal discipline.

#### **JOB RESPONSIBILITIES**

1. Coordinate the Corporate Social Responsibility programme of the Province.
2. Preside over as Vice Chairman of a Board of 7 persons charged with the organization of Corporate Social Responsibility activities within the Province.
3. Create and supervise Corporate Social Responsibility teams within the Zones and, where applicable, Areas to foster and spread the Church Corporate Social Responsibility CSR impact at the grass root level.
4. Organize special training seminars for capacity building for artisans, drivers, etc.
5. Promote the development of multi-purpose Youth Empowerment Centres within the Province
6. Oversee the social welfare service within the Province, i.e. feeding centres, medical outreaches, and educational support initiatives.
7. Coordinate the Sport Directorate within the Province with the view to using Sports as a tool for social impact and evangelism.
8. Work in cooperation with the Pastor in Charge of Province, Assistant Pastor in Charge of Province (Admin.) Pastor in Charge of Zones and Areas in stimulating



## Province Corporate Social Responsibility initiatives and programmes.

9. Sees to the execution of Church Corporate Social Responsibility projects at reasonable cost in the locality.
10. Identify and execute opportunities for fund raising for the various Church Corporate Social Responsibility project.
11. Solicit counterpart support from local and international donor agencies with the approval of Pastor in Charge of Province.
12. Identify areas and opportunities for community impacts in the various catchment areas of the province.
13. Shall have a parish as his/her base where he/she is the Pastor in Charge, such parish will be a stand alone parish reporting directly to the province.

## KEY PERFORMANCE INDICATORS

- Flock development and discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growth (Attendance of local and international leadership training twice a year.
- Succession and planning

## TRAINING & DEVELOPMENT

- Baptismal Certificate, completed

## Workers in Training and School of Disciples certificate.

- Bible College Certificate and or School of Mission Certificate and success in qualifying test for Assistant Pastor-in-Charge of Province.

- 80% attendance record at the Annual National Workers and Ministers Conferences; 90% attendance at the Province-based Ministers Conference. 90% attendance at the meetings with G.O. and Monthly Holy Ghost Services Prayer meetings.

## JOB DESCRIPTION:

1. Shall identify key stakeholders (Comprising of and not limited to Government agencies; community groups, law enforcement agencies; trade and market association etc) in the Provincial catchment area.
2. Shall identify and recommend, stakeholder's representative as members of an advisory committee.
3. Shall liaise with identifiable and major stakeholder groups through their representatives, with a view to obtaining their prayer requests and facilitating courtesy visits by the Pastor in Charge of Province team at least once a year.
4. Shall prayerfully propose programme

# **POSITION PASTOR 1/C OF PROVINCE**

group(s) to be implemented periodically subject to Pastor in Charge of Province approval and availability of fund.

5. Shall have supervisory responsibilities for career - Counseling, Sports Fitness and disease eradication oriented programmes
6. Shall formulate programmes targeted at helping the aged, vulnerable and disadvantaged.
7. Shall steer advisory committee towards complimenting and costing all projects that will create optimal impact within the province catchment area through a transparent process, present same to and obtain the Pastor in Charge of Province approval, prior to implementation.
8. Shall support the APICP Admin. & PICP in the administration of the province. Shall be fully in the picture of all activities in the province.
9. Shall carry out any other function that may be assigned by the Pastor in Charge of Province from time to time.

**AGE:** 45 years above

**MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

**EXPERIENCE:**

Minimum of 5 years as APICP (Admin), If APICP (CSR) at least one year as APICP Admin.

**PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as Assistant Pastor in charge of Province for minimum of 5 years. There must be clear evidence of establishing churches and planting of new ones.

**QUALIFICATION:**

1st Degree with high proficiency in spoken and written English. Minimum of 10 years as full Pastor plus minimum of 5 years as APICP.

## **PERSONAL CHARACTER & PERSONALITY:**

Candidate must possess integrity, self control as well as impeccable record devoid of immoral acts such as fraud, adultery, fornication or dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. Must be patient & self controlled, full of the fruit of the Holy Spirit (Galatians 5: 22-23)

## **JOB RESPONSIBILITIES**

- Representing G.O. in the province and executor of G.O's policies and decisions.
- Chief Accounting officer in the province.
- Accountable for collation and submission of monthly reports to the National Headquarters.
- Custodian and guardian of provincial assets.
- Organises routine visits of all parishes in the province with his APICPs.
- Ensure compliance of Pastors in the province to National programmes.
- Planting of churches at home and abroad.
- Handling of ordination issues with the Provincial Governing Council.
- Execution of projects within RCCG guidelines.

## **KEY PERFORMANCE INDICATORS**

- Flock development and discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growth (Attendance of local and international leadership training programs twice a year)
- Succession planning
- Custodian and Guardian of province assets (human and material)

## **SKILLS & COMPETENCIES**

- Leadership by example
- Ability to develop followers
- Ability to envision; inspire and motivate
- Clear understanding and believe in RCCG vision, mission, doctrines, policies and core values.
- Interpersonal skills
- Team Leadership skills
- Performance Management and Evaluation

## **GENERIC SKILLS/CHARACTERISTICS**

- Working knowledge of Accounting and Finance
- Computer proficiency especially with Microsoft Word, Excel and Power Point
- Administrative Skills



## TRAINING & DEVELOPMENT

- Baptismal Certificate, Completed workers in Training Certificate and School of Disciples Certificate.
- Bible College and or School of Mission Certificate and Success in qualifying test for Pastors in charge of Province.
- 80% attendance record of Annual National Workers and Ministers Conference; 90% attendance of Province-based Ministers Conference. 90% attendance of meeting with G.O and Holy Ghost Prayer meetings.
- Attendance of Empowerment Program organised for APICP and PICP yearly.

### JOB DESCRIPTION:

- Coordinates all the affairs of the Mission in the Province.
- Executes the decisions of the General Overseer in the Province. These include the decisions made by the General Overseer or his representatives
- Assist the authority in seeing to the rapid expansion of the Mission and its allied ministries in his Province. To do this, he is expected to actively pursue the following:
  - Consolidate all existing Parishes in the Province.
  - Establish new Parishes in the Local Government Areas in the Province.

- Set up provincial evangelism team(s) that will assist in achieving the said objective of rapid expansion and consolidation.
- Raise funds to execute projects within the Province. However, such fund raising steps should receive the written permission of the General Overseer.
- Sees to the well being of the body, soul and spirit of all the ministers and workers in the Province.
- Organizes constant prayer support for the Mission, its leadership and all the programmes and projects embarked upon by the Mission.
- Trains and develops APICPs and other reporting Pastors for succession planning.
- Represents the interests of the Province in the Pastor-in-Charge of Province meeting with the Pastor-in-Charge of Region.
- Establish standard schools & maternity centres in the modern practice.
- Forward all monthly reports and remittances to the Headquarters promptly.
- Be part of the Province Governing Council.
- Does any other assignment given by the General Overseer or his representative.

# **NATIONAL SECRETARY & ASSISTANT NATIONAL SECRETARY**

**AGE:** 50 years and above

## **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

## **JOB RESPONSIBILITIES**

1. Inspection and correction of records of all monitoring activities.
2. Looking into documentations and ensuring compliance.
3. Checking of Church property and documents.
4. Inspection of Church surroundings.
5. Inspection of workers and ministers dressing.
6. Ensuring compliance with Church Rules and Regulations.
7. Generate Statistical Data and Analysis for the Mission.
8. Supervises Lets-Go-A-Fishing programme and other National

Programmes.

9. In Provinces where there is no Elder, shall be involved in Doctrinal Teaching.
10. Carries out investigation where directed.
11. Get involved in conflicts and crisis management in the province where posted.
12. Performs Foundation Laying Ceremony.
13. Conduct Burial for the Dead and officiate at Wedding.
14. Member of Provincial Council.
15. Praying and officiating with Daddy G.O at National Programmes.

## **POSITION: REGIONAL EVANGELIST**

**AGE:** 50 years and above

### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

### **EXPERIENCE:**

Served as PICP/National Secretary in minimum of 4 Provinces. Previous postings in 3 regions of Nigeria and or Africa or International.

### **PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as PICP/National Secretary for minimum of 15 years. There must be concrete evidence of consolidation of established churches and planting of new ones. Clear evidence of establishment of Parishes locally and internationally.

## **QUALIFICATION:**

1st Degree with high proficiency in spoken and written English. Minimum of 20 years as full Pastor.

### **PERSONAL CHARACTER & PERSONALITY:**

A person of the word, who knows, lives and teaches the word. A spirit filled anointed minister who must possess integrity, patience and self control. Possesses an impeccable record devoid of immoral acts such as fraud, adultery or fornication. Not dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. Patient, self controlled & full of the fruit of the Holy Spirit (Galatians 5: 22-23)

### **JOB RESPONSIBILITIES**

- Routine visits to provinces in the Region
- Ensuring compliance of Pastors in the Region to National programme
- Holding regular meetings with Provincial Evangelists in the Region
- Handling and involve in ordination and transfer.
- Growth and development of the Region
- Member of the Regional Governing Council.



## KEY PERFORMANCE INDICATORS

- Flock development and discipleship
- Evangelism and church growth
- Learning and growth (Attendance of local and international leadership training programs twice a year)
- Succession planning

## SKILLS & COMPETENCIES.

- Conversant with everything the RCCG Mission stands for and represents (doctrines, policies and core values);
- Leadership by example
- Ability to develop followers
- Ability to envision, inspire and motivate
- Interpersonal skills
- Team Leadership skills
- Performance Management and Evaluation

## GENERIC SKILLS/CHARACTERISTICS

- Working knowledge of Accounting and Finance
- Computer proficiency especially with Microsoft Word, Excel and Power Point
- Administrative skills

## TRAINING & DEVELOPMENT

- Baptismal Certificate, completed workers in Training Certificate and School of Disciple Certificate.

- Bible College and or School of Mission Certificate and success in qualifying test.

- 80% attendance record at the Annual National Workers and Ministers Conference; 90% attendance at the Province/Region based Ministers Conference. 90% attendance at the meeting with G.O and Holy Ghost Prayer meetings.

## JOB DESCRIPTION:

1. He shall relate with the office of the General Overseer through the office of SATGO Evangelism;
2. He shall coordinate the Evangelism activities and those of other Evangelists within designated Region;
3. He shall collaborate with the Pastor I/C Region and help to champion his/her evangelistic drive for the region so long as it is in tandem with the Mission's goals and objectives;
4. He shall ensure each Province under his purview is visited within every RCCG calendar year to assist the PICP's evangelistic programs;
5. He shall on monthly basis preach in as many mission post as possible to win souls but not less than 20 evangelistic messages in monthly crusade;
6. He shall organize both indoor and outdoor outreaches as the environment

demands while on his visit to every province that makes up the designated Region;

7. He is to assist on the regional council of the designated Region;

8. He shall present a template on New and modern evangelism strategies that can reach all ages to the PICRs and PICPs;

9. He shall see to the centralization of converts' data from his meetings and disseminate the list to the relevant authorities within the Region/Province for follow up purposes;

10. He shall organize, attend or superintend over workshops on evangelism for Evangelism units within the Region;

11. Where necessary, he shall carry the Youth Evangelist covering his Region along;

12. He shall submit a monthly report of all his activities to the office of the A.G.O Admin/personnel and copy SATGO Evangelism for onward submission to the General Overseer;

13. He shall carry out any other assignment given out by the General Overseer, or by his representative.

## **POSITION: PASTOR IN CHARGE OF REGION**

**AGE:** 50 years and above

### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

### **EXPERIENCE:**

Served as PICP in minimum of 4 Provinces. Previous postings in 3 regions of Nigeria and or Africa or International.

### **PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as PICP for minimum of 15 years. There must be concrete evidence of consolidation of established churches and planting of new ones. Clear evidence of establishment of Parishes locally and internationally.

### **QUALIFICATION:**

1st Degree with high proficiency in spoken and written English. Minimum of 20 years

as full Pastor.

### **PERSONAL CHARACTER & PERSONALITY:**

A person of the word, who knows, lives and teaches the word. A spirit filled anointed minister who must possess integrity, patience and self control. Possesses an impeccable record devoid of immoral acts such as fraud, adultery or fornication. Not dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. Patient, self controlled & full of the fruit of the Holy Spirit (Galatians 5: 22-23)

### **JOB RESPONSIBILITIES**

- Representing G.O. in the Region, executor of G.O's policies and decisions in the Region
- Supervision of Pastor in charge of Province in the Region.
- Custodian and guardian of regional assets.
- Routine visits to provinces in the Region
- Ensuring compliance of Pastors in the Region to National programme
- Holding regular meetings with PICPs/APICPs in the Region

- Handling and involve in ordination and transfer.
- Execution of projects within RCCG guidelines
- Growth and development of the Region
- Member of the Regional Governing Council.

### **KEY PERFORMANCE INDICATORS**

- Flock development and discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growth (Attendance of local and international leadership training programs twice a year)
- Succession planning
- Custodian and Guardian of province assets (human and material)

### **SKILLS & COMPETENCIES.**

- Conversant with everything the RCCG Mission stands for and represents (doctrines, policies and core values).
- Leadership by example
- Ability to develop followers
- Ability to envision, inspire and motivate
- Interpersonal skills
- Team Leadership skills
- Performance Management and Evaluation



## GENERIC SKILLS/CHARACTERISTICS

- Working knowledge of Accounting and Finance
- Computer proficiency especially with Microsoft Word, Excel and Power Point
- Administrative skills

## TRAINING & DEVELOPMENT

- Baptismal Certificate, completed workers in Training Certificate and School of Disciple Certificate.
- Bible College and or School of Mission Certificate and success in qualifying test for Pastor in charge of Province.
- 80% attendance record at the Annual National Workers and Ministers Conference; 90% attendance at the Province/Region based Ministers Conference. 90% attendance at the meeting with G.O and Holy Ghost Prayer meetings.

## JOB DESCRIPTION:

The Pastor in Charge of Region (PICR) shall henceforth cease to have direct responsibilities in the affairs and operations of the Provinces of the Mission, except over the Parish which serves as the base of operations. The PICR shall be assisted in their parishes by a Full Pastor whose promotion will not be deferred by reason of the posting. The Pastor in Charge of Region

shall have supervisory oversight functions over the Provinces under the Region. The functional relationship shall be as stated hereunder:

1. Coordinates all the affairs of the Mission in the Region.
2. Executes the decisions of the General Overseer in the Region. These include the decisions made by the General Overseer or his representatives and passed to the Pastor in Charge of Region for execution.
3. Assists the authorities in seeing to rapid expansion of the Mission and allied ministries in the Region.
4. Motivate the Pastors in Charge of Provinces in the Region towards planting of Churches in all the Local Government Area within the Region and abroad.
5. Sees to the well being of the body, soul and spirit of all the ministers and midwives in the Region.
6. Organizes constant prayer support for the Mission, its leadership and all the programmes and projects embarked upon by the mission.
7. Trains and develops Assistant Pastors I/C of Provinces and Pastors in Charge of Provinces and other reporting Pastors for succession planning.
8. Represents the interests of the Region in the monthly Pastor's in Charge of Region meeting with the General Overseer
9. Shall evaluate the performance of the

agreed goals and objectives, and monitors the reporting of performance.

10. Takes responsibility of monitoring and evaluation of Provinces programs and approved projects, as well as institute necessary checks and balances.

11. Shall be responsible for ensuring that the newly appointed Pastors in Charge of Provinces are suitably trained and inducted into the new workplace.

12. Monitoring and reviewing the activities of the Pastor in Charge of Provinces in the Region.

13. Does any other assignment given by the General Overseer or his representatives.

14. Shall be responsible for coordinating Province creation activities in the Region.

15. Be a member of the Regional Governing Council.

16. He shall be responsible for coordinating and approving ministers recommended by the Pastors in Charge of Province for ordination.

17. Does any other assignment given by the General Overseer or his representatives.

## POSITION: SPECIAL ASSISTANT TO THE GENERAL OVERSEER

**AGE:** 50 years and above

### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

### **EXPERIENCE:**

Served as PICP/Regional Evangelist/ PICR/Assistant Elder in minimum of 4 Provinces. Previous postings in 3 regions of Nigeria and or Africa or International.

### **PERFORMANCE HISTORY:**

Successful appraisal record with proven successful tenure as PICP/Regional Evangelist/PICR/Assistant Elder for minimum of 20 years. There must be concrete evidence of consolidation of established churches and planting of new ones. Clear evidence of establishment of Parishes locally and internationally.

## **QUALIFICATION:**

1st Degree with high proficiency in spoken and written English. Minimum of 25 years as full Pastor.

## **PERSONAL CHARACTER & PERSONALITY:**

A person of the word, who knows, lives and teaches the word. A spirit filled anointed minister who must possess integrity, patience and self control. Possesses an impeccable record devoid of immoral acts such as fraud, adultery or fornication. Not dishonest with money. There must be evidence of being born again with the gift of speaking in tongues. Personal appearance should be inspiring and show evidence of cleanliness and good grooming. Patient, self controlled & full of the fruit of the Holy Spirit (Galatians 5: 22-23)

## **JOB RESPONSIBILITIES**

- Representing G.O. in the area he/she covers, executor of G.O's policies and decisions in the area.
- Supervision of Pastors in the area he/she covers.
- Custodian and guardian of assets in the area he/she covers.
- Routine visits to provinces and departments in the area he/she covers.

- Ensuring compliance of Pastors in the area he/she covers to National programme.
- Holding regular meetings with Pastors in the area he/she covers.
- Chief Accounting officer in the area he/she covers.
- Handling and involve in ordination and transfer.
- Execution of projects within RCCG guidelines
- Growth and development of the area he/she covers.
- Member of the Governing Council in the area he/she covers.

## **KEY PERFORMANCE INDICATORS**

- Flock development and discipleship
- Evangelism and church growth
- Revenue generation and management
- Learning and growth (Attendance of local and international leadership training programs twice a year)
- Succession planning
- Custodian and Guardian of assets (human and material) in the area he/she covers.

## **SKILLS & COMPETENCIES.**

- Conversant with everything the RCCG Mission stands for and represents



(doctrines, policies and core values).

- Leadership by example
- Ability to develop followers
- Ability to envision, inspire and motivate
- Interpersonal skills
- Team Leadership skills
- Performance Management and Evaluation

### **GENERIC SKILLS/CHARACTERISTICS**

- Working knowledge of Accounting and Finance
- Computer proficiency especially with Microsoft Word, Excel and Power Point
- Administrative skills

### **TRAINING & DEVELOPMENT**

- Baptismal Certificate, completed workers in Training Certificate and School of Disciple Certificate.
- Bible College and or School of Mission Certificate and success in qualifying test.
- 80% attendance record at the Annual National Workers and Ministers Conference; 90% attendance at the Province/Region based Ministers Conference. 90% attendance at the meeting with G.O and Holy Ghost Prayer meetings.

### **JOB DESCRIPTION:**

1. He/She coordinates all the affairs of the Mission in the area he/she covers.
2. He/She executes the decisions of the General Overseer. These include the decisions made by the General Overseer or his representatives for execution.
3. He/She assists the authorities in seeing to rapid expansion of the Mission and allied ministries in the area he/she covers.
4. He/She organizes constant prayer support for the Mission, its leadership and all programmes and projects embarked upon by the Mission.
5. He/She represents the interests of the area he/she covers in the meeting with the General Overseer.
6. He/She does any other assignment given by the General Overseer or his representatives.
7. He/She promotes corporate social initiative at all levels in areas of jurisdiction.
8. He/She ensures regular reporting of the affairs and progress of activities to the General Overseer through A.G.O. (Admin & Personnel) in the appropriate format.

## NATIONAL ELDER & ASSISTANT NATIONAL ELDER

**AGE:** 60 years and above

### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9)

### **JOB RESPONSIBILITIES**

1. Doctrinal Teachings
2. Carries out investigations.
3. Settles disputes in situations of crisis
4. Performs foundation laying ceremonies
5. Carries out Special duties or any other assignments on behalf of the General Overseer, Condolence Visit, etc.
6. Supervision of special programmes, Lets-Go-A-Fishing, National Programmes, etc.
7. Praying and officiating with Daddy G.O at National Programmes.
8. Burial of the dead.
9. Ensuring compliance with Missions standards, Doctrines and Policies
10. Member of Regional/Provincial Council

## ASSISTANT GENERAL OVERSEER (AGO)

**AGE:** 50 years and above

### **MARITAL STATUS:**

Married to one wife/husband, good family reputation, living with the family above reproach, a faithful husband/wife who is neither quarrelsome nor violent. (1 Tim. 3:1-9).

### **General Schedule of Duties /**

#### **Terms of Reference**

The underlisted are the general Terms of Reference and Schedule of Duties for Assistant General Overseers.

#### **Job Description:**

- **Official Representation**
  - They are to represent the General Overseer in any assignment he deems fit
  - They are to see to the dedication of New Churches and buildings in RCCG
  - Ordination of Ministers in the Mission as directed by the General Overseer
- **Operational Deliveries**
  - To meet regularly with the General Overseer and monitor the execution of

policies within the Mission

- To oversee the activities of their respective Units across the entire Mission, home and abroad
- They are to serve as feedback channels, think-tanks on policies and policies formation
- They are to appraise the performance of SATGOs, PICRs and PICPs
- To evaluate and re-evaluate the adherence of the Mission to her Vision and Mission statement

### **Functional Interfacing and Integration**

- Interface between the Mission Authority and their respective Units (and vice versa) both locally and internationally
- In conjunction with Admin and Personnel Department, the AGO's shall organize regular training and manpower development.

### **Meeting Principles**

- Meeting time and frequency will be determined by the General Overseer and Governing Council

### **Other Commitments**

- Membership of the RCCG World Advisory Council
- Membership of the Governing Council

## **RCCG CORPORATE SOCIAL RESPONSIBILITIES INITIATIVE**

### **OBJECTIVES**

1. To promote the evangelism drive of the Mission
2. To promote good corporate governance in the neighbourhood of the local church.
3. To enhance church growth
4. To complement government effort towards employment generation, particularly among the youth
5. To promote RCCG community relationship

### **IMPLEMENTATION STRATEGY**

For the success of this programme there shall be -

1. Right choice of project, proper conception, proper planning and Mobilization. Project at Provincial/ Regional level should be community based projects that would benefit hundreds of people in the locality.
2. There should be a well articulated project document with detailed cost and implementation plan.
3. In certain places such as Northern part



of Nigeria, there may be need to float NGO under which some of these projects would be executed. However, this must be done with the express written permission of the National headquarters.

## **FUNDING**

1. Funding must be available before embarking on projects.
  2. Right Location. Many social projects have failed in the past as a result of bad location.
  3. Every project under this programme shall be located with proper consultation with the beneficiary community.
  4. The chairman of CSR board for each province shall be the PICP & the vice shall be the APICP.
- Therefore the PICP must come up with the strategy of financing the CSR leveraging on the APICP CSR expected wide connection both with the church and outside the church.

## **HONORARY ELDER**

### **PREAMBLE:**

Appointment as Honorary Elder in the Redeemed Christian Church of God is a discretionary provision by the General Overseer and the Governing Council of the Mission. The office is for Ministers that have fulfilled certain conditions (as stated in this document). It should be noted that the office is an Honorary office, and does not confer on the holder any statutory obligations.

### **REQUIREMENTS:**

**Age:** Between 60 years and 70 years  
**Marital Status:** Must be married (to one wife/husband) with a good family reputation, not quarrelsome nor violent (according to 1 Timothy 3:1-9)  
**Quota/Frequency:** At the discretion of the General Overseer and the Governing Council

### **CONDITIONS FOR NOMINATION/ APPOINTMENT:**

- i. Must have been ordained full Pastor for at least 15 years
- ii. Must have served or be serving presently as Pastor in Charge of Zone (or above) within the Province/Region nominating

him/her.

- iii. Must have attended and completed either the Redeemed Christian Bible College (RCBC) or the Redeemed Christian School of Missions (RECSOM), and the School of Disciples (SOD) programmes of the Mission
  - iv. Must possess RCCG approved Baptismal and Worker's Certificate
  - iv. Must be duly married with evidence except being a widower.
  - v. Must have unflinching commitment to the vision and mission of RCCG in all ramifications, evident through testimony of holy living, soul winning and church planting.
- Note:** By virtue of the appointment honorary elders should note that they are not expected to make demands on their provinces/regions.

#### **JOB RESPONSIBILITIES:**

- In addition to his/her existing role in the Province (either as Pastor in Charge of Zone, Church Growth Officer, etc.), an Honorary Elder shall be:
- i. Engaged in the Mission's activities at one level or the other,
  - ii. An Honorary Elder in RCCG shall carry out investigations as may be referred to him/her by the National Headquarters (through the Pastor in Charge of Province).
  - iii. An Honorary Elder shall intervene in

church conflicts and crises within his/her domain (Parish, Area or Zone). Interventions beyond his/her domain shall be at the discretion of the National Headquarters (and referred to him/her through the Pastor in Charge of Province/Region)

- iv. An Honorary Elder (mandatorily) has a duty to pray and officiate with the General Overseer at National Programmes
- v. Honorary Elder may be a member of the Provincial Council in his/her Province, depending on needs or vacancies
- vi. Honorary elders must as a matter of compulsion defer to National Elders and Assistant National Elders.
- vii. Other assignments to be carried out shall be as directed by the General Overseer and the Governing Council of the Mission, through the office of the AGO Admin & Personnel

# TRANSFER AND HANDING OVER

## IDENTIFIED CAUSES OF CONFLICTS BETWEEN PREDECESSORS AND SUCCESSORS

### PART 1

1. Successor verbally attacking the predecessor, no matter how lightly. Words have a way of getting to the predecessor's ears.
2. Predecessor not completely letting go after leaving but pulling some strings remotely.
3. When mutual appreciation is lacking, particularly as the successor tries to explain away his predecessor's achievements/successes.
4. Careless and lousy remarks about one another. This is more so when one is finding ways to hide one's failures.
5. When one invites the other for a programme and the gesture is not reciprocated; this is interpreted in bad light.
6. When the invited Minister is seen chatting with some members, before or after the programme, other mischievous members making a report that the invited minister and his clique are planning to frustrate the invitee minister.
7. The successor deciding to discard the very good, hardworking, dependable and goal getting hands that helped his predecessor to succeed for no reason.
8. Successor reversing the major decisions of his predecessor within a few months of taking over without bothering to explain the rationale to major stakeholders.
9. Successor probing his predecessor's tenure. (This is different from the annual national audit)
10. Discontinuity of projects and programme left by the predecessor.
11. Lack of willingness to build on the successful strategies left by the predecessor.
12. Successor focusing on the weakness of the predecessor instead of the strength. This births bitterness.
13. The predecessor virtually emptying the account before departure or leaving a loan servicing burden for his successor.



**RCCG**  
**GOVERNANCE POLICY ON**  
**TRANSFER & HANDING OVER**  
**KEY ISSUES FOR COMPLIANCE** **PART 2**

1. In The Redeemed Christian Church of God, it is our Policy that when an employee is on transfer, he is on transfer. In this vein, monitoring and dictating events at your former location is not only unethical but also portrays a pastor as uncultured. If your attention is required by your successor, he will contact you. This is more honourable. However, if he does not, humbly keep your distance from the Province/Parish and the people.
2. Prepare a detailed Handover Note and present it before you depart finally for resumption at your new location. In the Handover Note, ensure you disclose the assets and liabilities (if any), especially loan portfolio and ongoing projects.
3. A copy (soft and hard copy) of the Handover Note should be delivered to the office of the Assistant General Overseer (Admin. & Personnel) for onward transmission to the General Overseer.
4. As a successor, refrain from making

- damaging remarks about your predecessor; it portrays immaturity. Also, it creates enmity for a successor right from the inception of his tenure. Your freshness in a new location should not be used to create enmity for yourself.
5. No matter how people want to bring down your predecessor or his achievement do not join and do not encourage them because the same people will do the same to you after your exit, as it is a reality that you will also leave one day.
  6. It is wise to know that treading carefully will enable you learn more about the people you are to pastor, as human beings are unpredictable. Also, an adage says that "new brooms seem to sweep better but it is the old brooms that know the dirty corners in a house". Therefore, a wise man tries to befriend his predecessor because you may need his assistance in that same location when the "heat" is on (when yesterday's friends turn to enemies) or in future at another place on a different subject entirely in the course of your carrier. Wise people do not use today to destroy tomorrow.  
You must note that you cannot stop words from filtering to your

predecessor, you therefore need to watch your comments; NEVER EVER do or say anything to ridicule your predecessor.

7. In case there are knotty issues to be ironed out by both of you/your wives, it must be courteously done behind closed doors. If this method cannot solve the problem, report to your PLC, Region for mediatory roles. If it concerns two Pastors-in-charge of Regions, the A.G.O. (Admin. & Personnel) knows what to do to prevent the matter from becoming a public knowledge.

8. On-going projects should NOT be DISCONTINUED; continuity is profitable both to us as predecessors/successors and the church organization which we all claim to be serving loyally. When you take over, you inherit both assets and liabilities. The mission authorities will view seriously any act of self-aggrandizement on the part of any successor.

9. When you suspect you may be transferred during the next Convention, either by virtue of your years of service at any location or a speculative reorganization, DO NOT OBTAIN ANY LOAN. It is inconsiderate and ungodly when your successor has

to be servicing loans throughout his own tenure.

However, if you are leaving any outstanding loan at all, you must be able to justify the loan by the assets acquired with the loan. Otherwise the matter will be duly investigated by the National Audit Department and details of such a formal investigation will be communicated to the General Overseer for his decision if financial recklessness and profligacy can be noticed in the management of the loan.

10. Do not suddenly effect any change until after some time. That is, immediately on resumption or assumption of office, do not dismantle the structure met on ground. This allows you to carefully study the situation before jumping into conclusion, notwithstanding pressures from any angle including self-styled "progressive pastors".

11. Avoid hearsay; verify all claims before taking decisions to avoid offending a wrong fellow. Restitution to this form of error of omission is always difficult because the party at the receiving end would have been hurt in the process. PLEASE PRAY FERVENTLY FOR THE SPIRIT OF UNITY TO CONTROL YOU. There is nothing new under the sun.

Kindly ensure compliance to the Governance Policy above.

**CONSTITUTION AND  
COMPOSITION OF REGIONAL /  
PROVINCIAL COUNCIL  
FOR EFFECTIVE GOVERNANCE AT  
ALL LEVELS IN THE REDEEMED  
CHRISTIAN CHURCH OF GOD**

**1. REGIONAL COUNCIL MEMBERS.**

Pastor in Charge of Region – Presiding  
Elder in the Region – Member  
Regional Evangelist – Member  
Two (2) Pastor in Charge of Province  
One (1) National Secretary in the Region  
One (1) Church Growth Officer  
Three (3) Ex-Officio Members in the  
Regions

**2. PROVINCIAL COUNCIL MEMBERS.**

Pastor in Charge of Province – Presiding  
Assistant Pastor in Charge of Province –  
Member  
Either National Elder and or Secretary in  
the Province – Member  
One (1) Representative of Pastor in Charge  
of Zones  
One (1) Representative of Pastor in Charge  
of Area  
One (1) Representative of Pastor in Charge  
of Parish  
Three (3) Ex-Officio Members

**3. ZONAL COUNCIL MEMBERS.**

Pastors in Charge of Zone - Presiding  
Pastors in Charge of Area – Member  
One (1) Representative of Pastor in Charge  
of Parish

Zonal Secretary – Member  
Zonal Treasurer – Member  
Three (3) Ex-Officio Members

**4. AREA COUNCIL MEMBERS**

Pastor in Charge of Area - Presiding  
All Pastors in Charge of Parish – Member  
Area Secretary  
Area Treasurer  
Three (3) Ex-Officio members within the  
Areas.

**5. PARISH COUNCIL MEMBERS**

Pastor in Charge of Parish – Presiding  
Parish Secretary  
Parish Treasurer  
Three (3) Ex-Officio members within the  
Parish.

**TERMS OF REFERENCE**

- (i) Act as advisers to the Pastor in Charge of Region, Province, Zone, Area, and Parish as the case may be.
- (ii) Act as a clearing house on certain strategic matters, such as appointments of Pastor in Charge,



recommendation for promotion, transfer, ordination, disciplinary matters etc. as may be requested where necessary from the Pastor in Charge at all levels.

- (iii) Preside over disciplinary matters as referred to the Council by the Pastor in Charge at the various levels, and make recommendations to the higher authority.
- (iv) Resolution of conflicts at the various levels as decided by the Pastor in Charge concern.
- (v) Any other matter as may be directed from the Headquarters.

### QUALIFICATION OF MEMBERS

- (i) Must be born again
- (ii) Husband of One Wife and Wife of One Husband
- (iii) Must be mature, a person of integrity and respected by the members
- (iv) Must be an ordained Minister in the Mission.

**NOTE:** In this context, Ex-Officio means members in the Parish, Area, Zone, Province or Region who have proven themselves in their personal businesses or endeavors as well as played key role in the development and growth of the church. The persons should be matured, with good

testimony about family life, ordination, and ministry. Also, such persons shall be representatives of natural groups at different levels of the Mission, viz: Elders' Forum, Redeemer's Men Fellowship, Good Women Fellowship and the Young Adults & Youth Affairs.

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## CONCLUSION

We have attempted to produce this handbook as a guide to ministerial functions at all levels, and we do hope it will meet your fundamental needs as a royal priesthood (1 Peter 2:9).

However, please be advised that the place of the Holy Spirit cannot be overemphasized as well as the dynamic nature of the Missions operations, which may subject it to review from time to time by the authority.

May the Lord continue to work with you and through you in Jesus Name, Amen.

NOTE: In this context, Ex-Officio means members to the Parish, Area, Zone, Province or Region who have proven themselves in their personal businesses or endeavors as well as played key role in the development and growth of the church. The persons should be matured with good