



WORKERS MANUAL

VISION/MISSION STATEMENT

The following are our visions and goals as members of Church of His Presence.

1. To bring all Christians to understanding of who they are in Christ and what they can achieve through Him
2. To save souls within our reach by teaching and demonstrating the gospel of the Kingdom
3. To raise Christians who will positively influence their community and the world for God
4. From community to community; borough to borough; county to county; and nation to nation, we kindle the fire of God; set the atmosphere for His move and activate spiritual gifts for the expansion of God's Kingdom
5. Birth God's callings on His people according to Christ gifts as recorded in Ephesians 4:9-11 and 1 Corinthians 12:28-31
6. Influence and change cultures to fit the pattern of the Kingdom of God and determining the spiritual climate of our community and nation
7. To partner with like-minded ministries to reach out to the world starting from our local community in Thurrock, to the entire United Kingdom, to Europe and the rest of the world.

DESCRIPTION OF A WORKER

A worker in the Church of His Presence is any child of God who has been appointed or volunteered in the house of God. Included in this category are members of the Choir, the Ushers, Evangelism team, and Children Teachers etc.

Primarily and ultimately, the worker is working for God Almighty Himself. It follows immediately that he/she will get his/her reward from the Almighty too. Secondly, however, the worker is working for the Church of His Presence as part of the visible body of Christ on earth.

The responsibilities of workers include the following:

1. PRAYERS

Intensive prayers for: -

- (a) The progress of the church: spiritual, numerical, financial etc.
- (b) The missionary efforts of the Church.
- (c) The vision / mission of the Church.
- (d) The prophetic words over the Church and prayers as directed from time to time.

2. FINANCIAL

- (a) Financial contributions to all the projects of the local church.
- (b) Generosity towards the Pastors and their families.
- (c) Assisting the needy in the church in all possible ways.
- (d) Contributing actively to ease the burdens of those bereaved or who have been blessed with a new child.
- (e) Contributing actively to the maintenance of the church buildings and its surroundings to maintain an atmosphere congenial to worship.

3. PROPAGATION OF THE GOSPEL

- (a) Every worker is expected to be an active soul-winner and an incurable witness for Christ.
- (b) Therefore he/she should be involved in the propagation of the Gospel by means of word of mouth, tracts distribution, letter writing crusades, seminars, youth services, neighbourhood evangelism, child evangelism, prison, hospital and market evangelism, etc.
- (c) Every worker is also expected to be very active in follow-up programmes.

QUALIFICATIONS OF WORKERS

The one who would qualify as a worker must satisfy the following conditions. He/she must be: -

- (a) Born again - John 3:3; 5.
- (b) Sanctified - John 17:17, 1 Thess. 5:23.
- (c) Filled with the Holy Spirit - Acts 1:8; 6:3.
- (d) Baptized by immersion in water, - Matt. 28:19, Acts 16:15-16.
- (e) A tithe-payer - Malachi 3:10.
- (f) A cheerful giver - II Cor. 9:7.
- (g) A committed soul-winner, - Mark - 16:15-16.
- (h) Humble -Isa. 57:15; Luke 22:26.
- (i) Given to prayer - I Thess. 5:17.
- (j) Well-behaved - I Cor. 13:5.
- (k) Given to fasting - Luke 4:2; Matt. 17:21, Acts 13:2-3.
- (l) Trustworthy - Jer. 35: 1-8.
- (m) Blameless and without blemish in the congregation - Phil. 2: 14-16.
- (n) Any other qualifications that the Church may from time to time consider necessary.

CODE OF CONDUCT FOR WORKERS

Our Lord Jesus calls us the light of the world, Matt. 5:14-16, the salt of the earth - Matt. 5:13 - and the ambassadors of Christ - John 20:21. These imply that we are very important to God and our responsibilities are heavy. To effectively and correctly discharge our responsibilities to God and His Church, without failing God or disappointing our Pastor, every worker should observe the following code of conduct. He/she must be:

- (a) Totally submissive to constituted authorities of the Church - I Pet. 5:5; 1 Cor. 16:16; Hebrews 13:17, e.g.
 - (i) When travelling he/she should inform their leader or the Pastor in advance - 2 Kings 6:2.
 - (ii) Should be ready to attend all meetings and go wherever he/she is expected to - Joshua 1:16.
 - (iii) Be obedient to pastor and leaders when given instructions as long as they do not contradict the Bible - I Pet: 5:5.
 - (iv) Be an example to the congregation in submitting to the doctrine of the Church - Titus 2:7; I Tim. 4:12; I Tim. 4:6; Titus 1:9.
 - (v) Be an example to the congregation in spending and being spent for God - 2 Cor. 12:15; Gal. 2:20.
- (b) Hygienic in all dispositions - Isaiah 52:11.
- (c) Well dressed in accordance with the Scriptures. Where there is any doubt, must be willing to give the benefits of doubt to the Lord - I Pet. 3:1-4, I Tim. 2:9, Isa. 3:16-26.
- (d) Someone who will be a worthy ambassador of both Christ and COHP.
- (e) Only too happy to attend prayer meetings, vigils and/or host fellowship meetings as organized by the church - Luke 6:12; Acts 16:25.
- (f) Punctual at all meetings - Heb. 10:25.
- (g) Workers are expected to attend all church services except in cases of emergencies or work schedule. In such cases, please notify your leader immediately. Punctuality is crucial; hence all leaders and workers are expected to arrive at Sunday services at least 30 minutes before start time and arrive at mid-week services ahead of start time as well.
- (g) Walking, worshipping and growing in the spirit constantly - Gal. 5:16; John 4:23-24, Psa. 117:12; Col. 3:16.
- (h) Someone who enjoys a life of holiness and sanctification, living right in the open and in secret and dwelling in love - 2 Pet. 3:18; 2 Tim. 3:14-17; Eph. 5:25-27, Matt. 5:13-16, Heb. 12:14, I Tim. 3:2.
- (i) Ready always to do good works - Titus 2:14, Gal. 6:10.
- (J) Ever ready to protect the good name of the church, I Tim. 3:7; Titus 1:10-13.

(k) We are a family that loves because we serve a God who is love. Therefore, as a leader and worker, you commit to showing love to ALL members of COHP as well as receiving love from others. “Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonour others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails...” (1 Corinthians 13:4-8a)

(l) As a leader and worker, you are to ensure the safety of all people, especially children (under 18 years old) and vulnerable people. This includes ensuring that there is always more than one adult present during church activities with children.

(m) Leaders and workers should always act in the church’s best interest. Your duty of loyalty should supersede any personal gain. This also includes not engaging in defamatory/slandering conversations or gossip about the church or its people.

(n) Failure to adhere to any of these codes of conduct will lead to disciplinary action. This may also lead to suspension or termination from the workforce or church leadership. Remember, “...the Lord disciplines those He loves...” (Hebrews 12:6a).

DISCIPLINE AMONG WORKERS

(a) Where there is love, there must be discipline - Hebrews 12:6, Rev. 3: 19. Consequently, in this Church, if any worker sins or does anything that his/her leader or pastor considers as indiscipline or disregard, such worker will receive instant and adequate reprimand. Such reprimand which will be proportional to the offence ranging from an open rebuke among fellow-workers, suspension from being a worker for a period of time to total dismissal from work force of the church.

(b) During period of discipline or suspension from workforce, the worker under discipline must attend all the church services regularly. - Hebrews 12:5-8; Prov. 3: 11-12.

(c) If a worker is not satisfied with the discipline imposed on him/her, he/she has the right to appeal to the Senior Pastor.

(d) If a worker shows genuine repentance, he/she may be forgiven before the period specified for the suspension and restored to the workforce.

(e) If a worker shows no genuine repentance, his/her period of suspension might be extended.

DIVINE ENDOWMENT (YOUR GIFTS, CALL & MINISTRY)

DISCOVER YOUR GIFTS – 1 Cor.12: 4

Your God given gift is in the Greek language “charisma”, meaning grace, favour or talent that enables you to do certain things specially. It becomes activated at the point of salvation and/or the baptism of the Holy Spirit.

Gifts can also be imparted through holy and anointed servants of God – Rom. 1 :11.

The purposes of the gifts are:

1. To glorify the Father –Rev 4:11.
2. To edify the church – Eph 4:12-13.

You can abuse your spiritual gifts by:

1. Not using those gifts imparted to you – 2 Tim. 1:6, 1 Tim. 4:14, 1 Pet 4:10
2. Attempting to use those gifts not imparted to you –Acts 8:9,13,18-19.
3. Not using the gifts in love – 1 Cor. 13:1.
4. Using the gifts for personal gain – Acts 8:18-19

UNDERSTAND YOUR CALL - 1 Cor.12:6

What is your call? It is the divine assignment or task that you were born with that must be carried out in line with the growth and development of the kingdom of God on earth - Jeremiah 1:5, Gal 1:15.

Your call is proportionate to your gifting and potentials.

IDENTIFY YOUR MINISTRY - 1 Cor.12:5

What is a ministry? A ministry is the department or office for the actualisation of a divine assignment, called “call”. It is not necessarily a title but a place of service in God’s vineyard.

Basically, there are five foundational ministries (offices of administration) under which other ministries or departments may be categorised. These are as stated in Eph 4:11

1. Ministry of Apostle
2. Ministry of prophets
3. Ministry of evangelists
4. Ministry of pastors
5. Ministry of teachers

(This is for the purpose of this teaching).

Let us examine the various gifts given to believers to do God's work (call) in our divine placement (ministry).

APOSTLES

The Greek word translated apostle is "apostolos" meaning a delegate, one sent with full power of attorney to act in the place of another, the sender remaining behind to back up the one sent.

In the case of Christians, it means God sends them to do what He, Himself would do if He went – Heb. 3:1, Matt 28:19-20, Mark 3:14-15, Luke 6:13.

Included in this ministry are the called missionaries, church planters and leaders of apostolic houses.

There are twenty-four apostles recorded in scripture. Prominent among the apostles in the scripture is our Lord Jesus Christ – Heb. 3:1, the twelve disciples, Paul, Barnabas, James etc.

PROPHETS

The Hebrew word translated prophet is "navi" and it connotes one who is spokesman for God (Heb 1:1). Prophets are primarily preachers of righteousness (Acts 15:32) but sometimes foretell the future (Acts. 11:28, 21:10). Prophecy is one of the gifts of the Spirit (1 Cor. 12:4-11,28) and those who have and exercise this gift persistently are called prophets.

Included in this ministry are the songs ministers (choristers) and intercessors. However, being a prophet is beyond the simple display of the gift of prophecy (1 Cor 14:5). It is alongside supernatural signs (visions, dreams, and trance) inward voice and unusual visitation of the presence and power of God.

There are about seventy-eight true prophets and prophetesses lifted in the Bible e.g. Jesus, Moses, Samuel, Elijah, Elisha, Daniel, Haggai, Deborah, Jonah, Agabus, e.tc.

EVANGELISTS

The Greek word "evangelistes" translated evangelist means one that announces or spreads the good news of God's kingdom. Although we are all charged to do the work of an evangelist {2 Tim 4:5, 2Cor. 5:18), there are believers called with the ministry gift of an evangelist. Evangelists are mobile ministers. They are not confined in service to one spot but move about in different localities, preaching the good news concerning Jesus Christ to those who have not heard the message before. Evangelists pull crowd because of strong faith that brings down signs and wonders.

PASTORS

The Hebrew and Greek words translated 'pastors' in the scriptures are 'ra'ah' and 'poimen' respectively, meaning 'shepherd'.

The calling of a pastor is that of a "shepherd": to tend, feed and guard the sheep or flock of God. A pastor is an overseer of a number of God's people. Pastors give proper attention to people and are accessible to the sheep. They do a lot of counselling, praying and restoration of lost souls (Jer. 3:15). Pastors must possess, among others, the qualities highlighted in 1Tim 3:1-7 and live an exemplary life.

Included in the pastoral calling are the Growth Centre Leaders and children/teenagers leaders.

TEACHERS

The Greek word "didaskalos" meaning 'master' is used to connote a teacher in the scriptures. Jesus was given this description in John 3:2. Hence, a teacher is a specially called person that imparts instruction and communicates knowledge of the word of God as if he is the author of the Bible.

A teacher illuminates scriptures with a lot of revelations and truth discoveries. He is a Bible scientist who discovers and makes clear hidden truth and latent power behind the word of God. He is never boring to listen to.

GIFTS – MIX

There could be what we call gift – mix (i.e. a combination of two or more of the ministry gifts). One may be dominant over the others. It is best to discover your dominant ministry gift, so as not to 'major on your minor and minor on your major'. The more effective and efficient you are in the operation of your ministry gifts, the more relevant you become to the body of Christ and the world at large.

OTHER MINISTRIES FOUND IN THE BIBLE

We have talked about the five foundational ministries as stated in Eph 4:11. However, the Bible clearly spells out some other ministry gifts and offices of operation. 1Cor. 12:4-6 tells us that there are "diversities of gifts" given by the same God. Other ministry gifts are:

1. **Working of miracles-** This is supernatural power to intervene in the ordinary course of nature and to counteract natural laws if necessary - Heb 2:3-4, Matt. 17:20. There are believers divinely anointed and appointed to occupy this office whose utterances, actions and faith bring about visible or sign miracles. This gift may or may not complement any of the foundational ministries earlier discussed. Faith is the key condition here (Mk. 11:22-24).
2. **Gifts of healing:** This is supernatural power to heal all manner of sickness without medicine or human aid –Mk. 16:18, Acts 3:6. Some believers are divinely anointed and appointed to operate a healing ministry. They may not be able to preach or teach like the other ministers but a mere laying of hands makes the sick to recover immediately. However, the gift can manifest and complement the other foundational ministries (Acts 19:11-12).
3. **Gift of help/ministering:** The Greek word translated "helps" in 1 Cor.12:28 is "antilepsis" meaning supporter, assistant or protector. It refers to supernatural ability to perform practical and helpful works in a gracious manner. This office includes those of deacons, ushers, sanctuary keepers, technical crew, protocol, medical practitioners, midwives etc.-Rom 16:3,9, 1Cor 16:16. These are the "Aarons" and "Hurs" needed to steady the hands of the Moses (the pastor- Exodus 7:10-13). Their place in the body of Christ and ministry must not be underestimated. They also care for the poor and the needy e.g. Dorcas- Act 9:36-39, Phoebe- Rom 16:1-2. Those endowed with the gifts of giving and showing of mercy can also be grouped in the ministry of helps. (Rom 12:7-8)

4. **Government/ Ruling/ Administration:** This is the supernatural ability to organise, administer and coordinate the various affairs of a local church. The Greek word 'kubernesis' means a steering, pilotage or a guidance. It refers to the divine responsibility of all means of guidance and administration in the church - Titus 1:4-5. This does not necessarily connote power to rule but to the gift of extraordinary wisdom, knowledge and discernment to guide the church in its affair and problem. They are advisers and administrators specially gifted to manage people and events. A local church will not grow beyond a certain point unless it employs the service of those individuals empowered with this gift.

5. **Gift of Exhortation:** - Romans 12:8 mentions the divine ability to exhort. The root word in Greek is "parakaleo" also translated "to call aside", 'make an appeal to by way of entreaty', 'instruction of comfort'. People like Barnabas called son of consolation or encouragement are supernaturally gifted to counsel and strengthen the brethren for the journey of life. Called and trained counsellors exhibit this gift and operate effectively in the counselling arm of the church. Gospel musicians may also possess this gift. This gift can be listed under the ministry of prophets.

OTHER GIFTS/ MINISTRY NOT LISTED IN THE SCRIPTURE

With the growth and expansion of the body of Christ, there are other gifts and ministries that have been identified in the church. Among these are drama, music, instrumentation, speech, writing and art. Though one may refer to these as simply talents, their growth and role in the area of evangelism and soul winning through inspirational messages cannot be over emphasised.

THE MINISTRY OF RECONCILIATION

One unifying call to every believer is the ministry of reconciliation, regardless of your call or ministry, gift or talent every member of the body of Christ has a primary duty to bring sinners to the knowledge of Christ and accept Him as Lord and Saviour. 2 Cor. 5:18 says “And all things are of God, who hath reconciled us to himself by Jesus Christ and hath given us the ministry of reconciliation”. This is why our Lord Jesus Christ gave a command (call) in Mark 16:15 “..., go ye into the world and preach the gospel to every creature” Therefore, all other activities in the ministry must complement (go along with) the ministry of reconciliation (1Cor 9:16). Souls must first be reconciled to Christ before they can be called into ministry.

SPECIALLY CHOSEN TO BEAR FRUIT

A worker is one who has been chosen and advanced for a special purpose, which is fruit bearing- Jn. 15: 16. He is a sanctified consecrated worker for this divine assignment. His choice qualifies him particularly to bear at best two categories of fruits.

- (1) The fruit of the Spirit – Gal.5: 22-23.
- (2) The fruit of soul winning- Prov. 11:30, Ezek. 33: 7-9.

In order to bear fruits that will abide, a worker must first abide in Christ- Jn. 15: 5, 16.

EVANGELISM & MISSIONS

There is the urgent need for aggressive evangelism and mission outreaches because the harvest is plenty, but the labourers are few-Mt 9:37-38.

Evangelism and missions are not optional for every Christian worker because:

- (1) It is God’s desire that the light of the gospel should cover the whole world - Gen 1:2-3, Isa 60:19, Num 14:21
- (2) God has chosen us to be the means by which He will shine His light and glory to the whole world - Mt 5: 14-16.
- (3) We are to go all over the world to preach His word and make disciples.
- (4) We are to help those who want to go and preach all over the world by sending clothes, books, materials, food and money to the missionaries.
- (5) We are to fervently pray for the missionaries and all those people who do not yet know Christ.

BROKENNESS IN CHRISTIAN SERVICE

Brokenness is a process by which the flesh is subdued to imbibe the spirit of meekness and humility – Mic. 6:8, Mt.11:29, 18:4. It involves the crucifixion of the flesh and its influence over the inner man – Gal.5:24, Rom.6:6, Col.3:12.

The unbroken person is ruled by self and pride. Self is the state of full manifestation of the works of the flesh-Gal.5:19-21.

Brokenness of the spirit in “self” must be a vital goal of every worker in the Lord’s service. This can be achieved through the following means:

- (1) Personal decision to die to self - Mat 18:4, Mat 20:26-27, Phil. 2:3.
- (2) Living a life of humility because pride brings a person into personal confrontation with God- Jam 4: 6, 10, Matt 23:12.
- (3) Fear and reverence for God – Ps. 111:10, Pro. 1: 7, 3:7, 8:13. The fear of God is the whole duty of man- Eccl. 12:13.
- (4) Surrendering oneself as an instrument of God in accomplishing His purpose on earth – Ezek. 22:30. These instruments are battle-axes, giant-killers, revivalist, reformers, co-workers with Christ and tools in the hand of the Holy Spirit.

Hence, Ps 34:18 tells us that “The LORD is nigh unto them that are of a broken heart; and saves such as be of a contrite spirit.”