



MEMBERSHIP ORIENTATION CLASS

New Saint James Missionary Baptist Church INC.
Senior Pastor Reddrick Arnett Wilson

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KIM STATEMENT OF FAITH

The Bible

The Old and New Testament Scriptures of the Bible are the inspired Word of God. They are the complete revelation of His Will and the final authority for all Christian faith and life.

Jesus Christ

Jesus Christ is the Son of God miraculously conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross as the complete and final sacrifice for our sins, was resurrected, ascended into heaven, sat at the right hand of the Father as our High Priest and Advocate, and will one day return. It is only through Him that men may come to the Father and be saved.

The Holy Spirit

The ministry of the Holy Spirit is to glorify the Lord Jesus Christ, convict men of sin, regenerate the believer, then indwell, guide, comfort, instruct, and empower them to do the will of the Father.

Salvation

Only through faith in the person and work of Jesus Christ and repentance from sin can one be reconciled to God and experience true life and joy.

Marriage

Marriage is a biblical institution and covenant that is shared between one man and one woman before God. It is the representation of the relationship between God and His Church.

Baptism

Water baptism by immersion after accepting Christ as personal Savior is a commemorative testimony of death to sin and a resurrection to a new life as a born-again believer before all.

Communion

The Lord's Supper is a sacred, symbolic ceremony reminding us of the suffering and death of the Lord Jesus Christ for our sins as the true Passover Lamb.

The Church

The Church is composed of those who through saving faith in Jesus Christ, have been born again, and are united together as the body of Christ of which He is the head.

The Local Church

Kingdom Impact Ministries is a place where people gather for edification, fellowship, and to initiate service to each other and the community under the leadership of God and the Senior Pastor.

Kingdom Impact Ministries reserves the right to employ its employees, volunteers, and assets for initiatives, events, and services in line with its beliefs and reserves the right to deny any request that is not in line with those beliefs.

VISION

At Kingdom Impact Ministries, in partnership with the New Saint James Missionary Baptist Church of Saint Augustine, our vision is to cultivate a world where believers walk boldly in the authority and power of Jesus Christ. We envision a thriving, diverse global community of disciples, empowered by the Holy Spirit, dedicated to making a profound and lasting impact on the world through Christ's love and teachings.

Our Vision:

Walking in Jesus' Authority and Power
Making Disciples of All Nations
Restoring and Healing Lives
Becoming Effective Kingdom Assets
Embracing Unconditional Love and Acceptance
Expanding God's Kingdom through Partnership
Leaving a Legacy of Transformation

Walking in Jesus' Authority and Power

We aim to inspire believers to embrace their divine identity and walk confidently in Jesus' authority. By embodying His love, truth, and compassion, we seek to be vessels of His power, transforming lives, families, and communities as we demonstrate the Kingdom of God on earth.

Making Disciples of All Nations

As Jesus commanded in Matthew 28:18-20, we are committed to making disciples of all nations. Our vision is to equip and empower individuals from every walk to discover a genuine and extraordinary relationship with Jesus Christ. We aim to create a movement of disciple-makers who will carry the Gospel to every corner of the earth.

Restoring and Healing Lives

We envision a ministry that introduces people to Christ and walks with them through healing and restoration. Through Christ's love and grace, we seek to restore the brokenhearted, uplift the marginalized, and offer hope to the hopeless. By being Jesus' hands and feet, we strive to bring spiritual and practical healing to all. Becoming Effective Kingdom Assets

Our vision is for every believer to fully utilize their God-given gifts, talents, and resources to be effective assets for God's kingdom. We see a church filled with active participants in God's mission who, through service, sacrifice, and dedication, undeniably impact their communities and beyond.

Embracing Unconditional Love and Acceptance

At the heart of our vision is a church that reflects Jesus Christ's unconditional love and acceptance. We envision a community where all people, regardless of their past, are embraced with open arms and invited to experience the life-changing power of God's grace. We believe in fostering an atmosphere where Christ is felt in every interaction.

Expanding God's Kingdom Through Partnership

Through meaningful partnerships with other churches, ministries, and organizations, we aim to expand God's kingdom beyond the walls of our church. We see ourselves as collaborators in the global mission to spread the Gospel and bring glory to God in all that we do.

Leaving a Legacy of Transformation

Our ultimate vision is to leave a legacy of transformation that will ripple through generations. We desire to see Kingdom Impact Ministries become a beacon of light and hope in the world, where lives are changed, disciples are made, and the Kingdom of God is advanced for His glory.

Our Part is to:

- 1. Support the visionaries through our commitment and faithfulness**
- 2. Embrace the vision through unity (Amos 3:3)**
- 3. Take ownership of the vision by using our gifts and talents**

CHURCH HISTORY

New St. James Missionary Baptist Church: A Historical Journey

New St. James Missionary Baptist Church has a rich history that spans from its organization in 1898 to the present day. Over the years, the church has experienced growth, changes in leadership, and renovations, all while remaining dedicated to its mission and serving the community of West Augustine.

Founding Years and Early Leadership

St. James Baptist Church was established on April 3, 1898, under the leadership of Rev. S. S. Saunders and Deacon F. E. Mitchell. The original trustees were Franklin Mitchell, Isaac Bell, Henry McNair, D. Erwin, J. W. Murray, and John Harris. Following Rev. Saunders' passing in 1915, the church faced a period where information about it was scarce.

Rebuilding and Remodeling

In 1914, the sanctuary was rebuilt under the leadership of Rev. E. L. Harrell and Rev. A. B. Demps. Later, Rev. John Gunn took over as the pastor. In the mid-1950s, under the leadership of Rev. and Sis. E. D. Brown, the sanctuary underwent remodeling. Subsequently, in the late 1970s, the sanctuary was remodeled once again under the leadership of Rev. and Sis. J. C. Shannon.

New Leadership and Renovations

In 1982, Rev. Nathaniel Jackson was called to shepherd the congregation of New St. James. Under his leadership and alongside First Lady Cassandra Jackson, the church underwent significant transformations. In 1985, the exterior of New St. James was renovated, with new doors added to the sanctuary entrance. Additionally, a wing was constructed to serve as a dining hall.

The New Sanctuary and Continued Growth

In September 1994, the old sanctuary was razed, making way for the construction of a new 10,000 square foot sanctuary on the same site. Throughout the construction process, the congregation held services at the Willie Galimore Center and Zion Baptist Church. Finally, on October 22, 1995, Pastor Nathaniel Jackson led the New St. James congregation in a triumphant march from "Vision to Victory" as they entered their new sanctuary.

Expanding Facilities and Community Impact

Following the completion of the new sanctuary, the N. T. Walker Human Resource Building was constructed and became available for use on June 1, 1999. This addition further expanded the church's capacity to serve the congregation and the community of West Augustine.

Through its history of renovations, rebuilding, and growth, New St. James Missionary Baptist Church has remained committed to its mission of worship, service, and community impact. With each new chapter, the church continues to strive toward its vision of being a beacon of hope and renewal in the West Augustine area.

CHURCH MEMBERSHIP

- We are all necessary parts of the whole. **1 Corinthians 12**
- We are different, but we still work together. **1 Corinthians 12:26**
- Everything we say and do is based on a Biblical foundation of love. **1 Corinthians 13**
- We serve and minister as a natural way of doing things. **Ephesians 6:7**
- We who are church members are supposed to function in the church. **1 Thess 5:12-13**
- When church members *don't* work together, the church is weaker as a whole. **1 Corinthians 12:24-25**

UNDERSTANDING CHURCH MEMBERSHIP

For a church body to be a healthy, growing organism, alive and functioning in proper God-given order:

1. Members must submit their lives to the source (God). You must have a devout love for God, not consumed with your place in the body, your ministry or calling; but consumed with your love for God!
2. Members must know where they fit, their place and position in the body. The scripture says to make your calling and election sure. If your election is sure, you will not fall away from the body. II Peter 1:10
3. Members must know and understand their vow of covenant when they sign on as a member of this ministry.
4. Members must have a determination (a passion) to get the job done. God has placed you here to get the job done. When Jesus died and rose again, He passed the torch on to His disciples and left them with a commandment to GO! He took His place in heaven at the right hand of God to intercede for us and gave the Holy Spirit as our Helper to get the job done! It is on us now.

Important: Your level of anointing as a member of this church and the entire Body of Christ, is based on your level of faithfulness and commitment.

5. Members must put their hands to the plow and do not look back knowing that their commitment will be tested. Luke 9:59
6. Members must not only commit to use their talents and gifts; but also commit to financially investing their tithes (10% of their earnings) and offerings. Malachi 3:10-12

*****It Is the Testimony of Scripture That God Has A Set Place**

You can never get the maximum benefit out of your set place until you fully embrace the fact that God has your best interest in mind! The scriptures testify that there were definite assigned places that men of God were directed to. These places were critical to their destiny even though at first glance it may not have appeared to be important.

1. Paul was instructed to go to Macedonia — critical to his future. **Acts 16:9**
2. Elijah was instructed to go to Zarephath. **I Kings 17:9**
3. Nehemiah was impressed to go to Judah. **Nehemiah 2:6-8**
4. David is ordered to the battle field. **I Samuel 17:17**
5. Phillip is instructed to go to Gaza. **Acts 8:26**

SALVATION

The Bible specifically says, without any other possible interpretation, that there is only one God, one faith, one baptism, and one way to God the Father – and that is only through His Son Jesus Christ and His sacrificial death on the cross.

Jesus says that He, and only He, is the way, the truth, and the life leading to God the Father and that no one comes to the Father except through Him!

There are 5 main principles to the basic message of God's plan of eternal salvation for the entire world. Here they are, along with all the Scripture verses to back them up.

1. Jesus Christ is the Only Way to Eternal Salvation with God the Father

- *“Nor is there salvation in any other, for there is **no other name under heaven** given among men by which we must be saved.” (Acts 4:12)*
- *Jesus said to him, “**I am the way, the truth, and the life. No one comes to the Father except through Me.**” (John 14:6)*

2. God Desires All Men to be Saved

God has given each man and each woman a free will to make their own choices in this life. The next 2 verses will show us that God does not want anyone to perish. However, God will not make or force anyone to accept Him and His Son and what His Son's death on the cross really means for all of us.

- *God our Savior, **who desires ALL MEN to be saved** and to come to the knowledge of the truth.” (1 Timothy 2:4)*
- *“The Lord is not slack concerning His promise, as some count slackness, but is longsuffering toward us, **not willing that any should perish** but that all should come to repentance.” (2 Peter 3:9)*

3. We Are Saved by Grace through Faith – Not Works

The gift of eternal salvation is a free gift given by God to all those who will believe on Jesus and what His death on the cross really means for all of us.

- ***For by grace you have been saved through faith**, and that not of yourselves; it is the gift of God, **not of works**, lest anyone should boast.” (Ephesians 2:8)*
- *“... knowing that a man is **not justified by the works of the law but by faith in Jesus Christ** ... for by the works of the law no flesh shall be justified.” (Galatians 2:16)*

4. The Gift of Salvation Now Makes Us Righteous Before God the Father

Once you become saved and born again by accepting Jesus Christ as your personal Lord and Savior, the Bible says that we are now made perfectly righteous before the eyes of God.

The righteousness of Jesus has now been imputed to us. This means that we are now free to approach the throne of God for intimate prayer and communication, and when we die, we will all go straight to heaven.

- *“For He made Him who knew no sin to be sin for us, that we might become the righteousness of God in Him.” (2 Corinthians 5:21)*
- *“But God demonstrates His own love toward us, in that while we were still sinners, Christ died for us. Much more then, having now been justified by His blood, we shall be saved from wrath through Him.” (Romans 5:8)*

5. How to Become Saved and Receive the Gift of Eternal Salvation

The Bible makes it very clear as to how to receive the Gift of Eternal Salvation from God the Father:

- *Admit that we are sinners, be willing to confess our sins before God, and be willing to repent and turn from those sins.*
- *Be willing to accept the fact that Jesus Christ came to our earth in the flesh to die on the cross for all of our sins, that He rose from the dead on the third day, and then be willing to formally accept Him as your personal Lord and Savior.*

Prayer of Salvation

Say the following prayer out loud, believe it from your heart, and you will be saved.

Heavenly Father,

I now believe that Jesus Christ is Your only begotten Son, that He came down to our earth in the flesh and died on the cross to take away all of my sins and the sins of this world. I believe that Jesus Christ then rose from the dead on the third day to give all of us eternal life.

Lord Jesus, I now confess to You all of the wrong and sinful things I have ever done in my life. I ask that You please forgive Me and wash away all of my sins by the blood that You shed for me on the cross. I accept You as my personal Lord

TITHING, OFFERINGS, AND SACRIFICIAL GIVING

Leviticus 27:30; Malachi 3:8-12; Deuteronomy 26:2

What is the tithe? Ten percent (10%) of your required financial earnings to be given to your local church. *Malachi 3:6-12*

Why should I pay my tithes? According to *Malachi 3:10*, **10%** is set aside for the specific use of financing and supporting His house (your local church). This includes supporting outreach programs and paying staff salaries. Your **10%** then becomes holy (set aside) to God; which causes the stream of blessings to be on your other **90%** (*Lev. 27:30-32*). Giving also leads to blessings, being blessed leads to more giving - it is a cycle. It is more blessed to give than to receive, because your giving automatically positions you to receive (*Acts 20:35, Luke 6:38*).

Where do I pay my tithe? To the church of which I am a member.

When do I pay my tithe? When you receive your paycheck and/or other financial income.

Is tithing a New Testament or Old Testament issue? Both *Malachi 3:6-12; Luke 11:42; Hebrews 7*

What happens if I do not tithe? The laws that govern disobedience are set in order. This causes decrease to begin in your life, doors are locked up in your life, your prayers are hindered, and the church cannot do all that it desires to do to reach the lost. It also demonstrates a lack of commitment to the church and shows that you do not believe in your Pastors and their vision for this church. Remember, God supplies needs thru people.

What does it mean to be a covenant tither? A covenant is a legally enforceable contract or arrangement; a promise of agreement between two or more persons (you and God) operating in the law of exchange. With covenant, an exchange takes place—you do your part and God will do his. In other words, we need “every joint supplying” (*Ephesians 4:16*).

What is an offering? Any money given above the tithe.

What is a sacrificial offering? A time of additional financial support for additional programs and outreaches that the tithe cannot support.

Why do we have additional offerings? Because we do not have 100% tithers in the church. If everyone were in partnership with the Pastors as tithers, there would be no need for additional offering above the regular tithes and offering.

What if I do not have a regular income or I am on a fixed income? Give 10% of what you have. This shows God that you trust him.

What if I want to tithe, but I am afraid? Fear is not of God! As a Christian, we exercise the laws of faith—which guarantees that if we step out on knowledge from the truth of God’s word and not feelings, we will be financially and mentally free! *John 8:32*. Being a giver requires that you don’t have a wrong relationship with money. A wrong relationship with money causes you to fear giving, because you think you will be left without nothing.

What if I miss paying my tithes, what should I do? Leviticus 27:30-31.

Old Testament References

- (a) Old Testament tithers: Jacob (*Genesis 28:22*); Children of Israel. *II Chronicles 31:4*
- (b) Abraham paid tithes to Melchizedek the High Priest. Jesus Christ is our High Priest (*Hebrews 3:1; Hebrews 4:14,15; Hebrews 5:5; Hebrews 5:10*). Remember, we are the seed of Abraham.
- (c) Is tithing a New Testament Practice? Yes! *Genesis 14:18-20; Hebrews 7:5-11*

Why does God want to prosper me?

1. To empower me to be a blessing
2. To enable me to minister to the poor
3. To further His Kingdom

BECOMING A SERVANT LEADER AT KIM

We train our servant leaders to first and foremost pursue the Word of God with a heart to please Him. When this is the chief motivation, our commitment and zeal is not about personal gain or public gratification.

The servant leaders at KIM are the consolidation of various groups of born-again, spirit-filled individuals. Servant leaders are called to serve the Kingdom of God at KIM in the following ways:

- They meet the operational demands of the ministry
- They meet the spiritual needs of those who participate in the worship and social activities offered by KIM.

Servant Leader Requirements

Consistency and faithfulness to regular church attendance, servant leader training, meetings, rehearsals, functions, etc. is mandatory. Exceptions will be handled per guidelines. Volunteers who are unable to keep their commitments to the service should notify their Leader in advance in accordance with guidelines.

- You must have read, signed and agreed to adhere to all written standards of the ministry and the department in which you serve. (Department leader or the Administrative Office will provide a complete statement of the ministry standards.)
- Faithfully abide by the Standard Operating Procedures for the department in which you volunteer.

TEN INGREDIENTS OF AN EFFECTIVE SERVANT...

- ◆ Willingness to serve-starts in the heart
- ◆ Accountability-being responsible for your assignment
- ◆ Diligence-not quitting until the job is done at all cost
- ◆ Consistency-Compatibility and agreement with the set standards
- ◆ Submission-Under another's mission
- ◆ Commitment-A willingness to change your plans to meet the vow
- ◆ Boundaries-Operating where God has placed you
- ◆ Prayer-Receiving from God as you give to God
- ◆ Standard-Completing the task in excellence without compromise
- ◆ God's Word-yield yourself to God's divine purpose

SERVANT LEADERSHIP

THE IMPORTANCE OF BEING SPIRITUALLY EMPLOYED

The word membership means belonging to or forming a working or active part of an organization. You are strategically placed in this local church to achieve and carry out a particular function, which causes the whole body to function without lack. *I Corinthians 12:27* says, "Now ye are the body of Christ, and members in particular". We all have a part and function in the Body of Christ -no one else can do what you can do. That means if you are not doing what you are supposed to be doing, the "Body" is lacking.

We need every member doing his/her part so that there will be no lack in the body. The only way that you can do this is to get in agreement with this vision. *I Corinthians 12:18* says, "...God set the members every one of them in the body, as it hath pleased Him". When we do what we are supposed to be doing, God is pleased; on the other hand, if we are not doing what we are supposed to be doing, He is not pleased. God has given us an awesome vision to reach the masses, but we cannot do it if we don't have working members helping us do this. We have so many ministry areas that need your gifting and talents to minister to the masses. God holds us accountable when we withhold our gifting and talents from the people who need us. Someone is missing out when you do not use your God-given abilities and talents.

You do have a part in this body. As stated earlier, once you take the new member's class, you are free to become a "working member" in any area of this ministry. We admonish you to fulfill the vow that you made to God and this ministry. Souls are depending on your gifting and talents.

WHAT IS SPIRITUAL EMPLOYMENT?

- God calls you to an appointed time for a specific work. It is up to us to find out what work God wants us to do within the Body of Christ.
- God has a special assignment for each person called to this ministry.
- *Exodus 35:35, 36:1* God fills His people with wisdom, understanding and ability to know how to work all manner of work for the building of the tabernacle and the service of the sanctuary.

WHY BE SPIRITUALLY EMPLOYED?

- Everyone will give an account of what God has told them to do and to accomplish. *II Corinthians 5:9-10* says, "Wherefore we labor, that whether present or absent, we may be accepted of Him. For we must all appear before the judgment seat of Christ; that everyone may receive the things done in His body, according to that he hath done, whether it be good or bad".

- God has called us to be faithful (committed, dependable, loyal) to another man's ministry. *Luke 16:12* ...“And if you have not been faithful in that which is another man's who shall give you that which is your own.”
- You are eating (or receiving) the word, it is equally important to obey what you hear and do the work of the ministry. *James 1:22* ...“But be doers of the word, and not hearer only, deceiving your own selves. *II Thessalonians 3:10* “... if any would not work, neither should he eat.”
- *Romans 11:29* “...For the gift and calling of God are without repentance”. *Romans 12:4-8*
- God has placed a gift in you to be a blessing to others. God has placed in each person a gift to glorify Him. This gift given to you should be used for His honor and glory.
 - Example: If someone gave you a car as a gift and you abuse the car by driving carelessly and causing a wreck, the gift is still operable and can be used by somebody. You just lose the power, the privilege and the legal right to operate that gift.
 - *Ephesians 4:11-12* “And He gave some apostles, and some prophets, and some evangelists, and some pastors and teachers; for the perfecting of the saints, for the work of the ministry, for the edifying (building) of the body of Christ.”
 - God has given the church gifts to perfect the saints, to do the work of the ministry and build up the Body of Christ.
 - God calls different people to complete different tasks. God does not call everyone to be a Pastor or Apostle. He calls some to usher, to attend the parking lot, to sing, etc.
 - Example: *Acts 6:2-4*

GOD HAS CALLED EVERY MAN TO SERVE

- A servant is one under subjection, authority and submission. All God's people are under his authority. ...Jesus is the Shepherd, Governor and Lord. Every work should be done as unto the Lord, not man.

- You are to be faithful to God's earthly ministers, but you are serving and working for the Lord Jesus Christ. *Colossians 3:22-24* says, "Servants, obey in all things your masters according to the flesh; not with eye service as men pleasers; but in singleness of heart, fearing God: And whatsoever ye do, do it heartily, as to the Lord, and not unto men; knowing that of the Lord ye shall receive the reward of the inheritance; for ye serve the Lord Christ."
- God's calling on your life is the work that God wants you to do. God has personally chosen you for a particular task. You should strive to be the best at what God has called you to do. *Isaiah 43:10* says, "You are my witnesses, saith the Lord, and my servant who I have chosen".
- The work that is completed and dedicated unto the Lord produces everlasting fruit in the Kingdom of God. *Romans 6:22* says, "But now being made free from sin, and becoming servant to God, you have your fruits unto holiness and the end everlasting life".

GOD HAS CALLED US UNTO HIS PURPOSE, NOT OUR OWN

- *II Timothy 1:9* "Who hath saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace, which was given us in Christ Jesus before the world began. "

INGREDIENTS TO BE AN EFFECTIVE SERVANT

- Willingness to Serve – Starts in the heart.
- Accountability– Being responsible for your assigned tasks.
- Diligence– Not quitting until the job is done at all cost.
- Consistency– Compatibility and agreement with the set standards.
- Submission– Under another’s mission.
- Commitment– A willingness to change your plans to meet the vow.
- Boundaries– Operating where God has placed you.
- Prayer– Receiving from God as you give to God.
- Standard– Completing the task in excellence without compromise.
- God's Word– Yield yourself to God's divine purpose.

God has called you to KIM for a special task and purpose. That task and purpose is to help fulfill the vision that God has placed in our leader. The Bible says in *Ephesians 4:1* "walk worthy of the vocation (job) wherewith you are called". God has anointed and equipped you to accomplish the work that He has placed in your heart.

**SPIRITUAL GIFTS
TO WHOM AND HOW ARE SPIRITUAL GIFTS GIVEN?**

1. Every believer is spiritually gifted (I Peter 4:10, I Cor. 12:7, Eph. 4:7-8)
2. When he or she becomes a Christian (I Cor. 12:13).
3. With the gift(s) that God chooses for him or her (I Cor. 12:11,18).

Note: No one Christian has all the gifts nor is any one gift common to all Christians (I Cor. 12:12-18).

WHAT IS THE PURPOSE OF SPIRITUAL GIFTS?

1. To bring glory to God in His church – I Peter 4:10-11
2. For the building up of the body of Christ – Eph. 4:12
3. For the unity of the body – Eph. 4:13
4. For the maturity of the body – Eph. 4:14-15
5. For the growth of the body – Eph. 4:16
6. For the common good (for the good of the whole) – I Cor. 12

**WHAT ARE THE DIFFERENCES BETWEEN TALENTS
AND SPIRITUAL GIFTS?**

<u>TALENTS</u>	<u>GIFTS</u>
1. Inherited from forefathers	1. Given by the Holy Spirit
2. Present from natural birth	2. Present from New Birth
3. God-given to all members to all members of the human race	3. God-given to members of Christ's Body
4. For human activities	4. For ministry of the body
5. Can be operated independent of the Holy Spirit	5. Dependent on the Holy Spirit
6. Ministers primarily on natural	6. Ministers on spiritual level
7. Effects are usually temporal/finite	7. Effects are eternal/infinite
8. Glorifies self	8. Glorifies God

SPIRITUAL GIFT ASSESSMENT LINK TO SERVING

ADMINISTRATION

**Boards and Committees
Church office worker
Departmental Admin. Assistant
Church Historian**

**Organizer of Special Events
Financial Secretary**

DISCERNMENT

**Board Member
Recruiter
Counseling
Divorce/Recovery**

**Altar Counselor
Visitation
Youth Worker**

FAITH

**Intercessory Prayer Ministry
Altar counselor**

Prayer Partners

MUSIC

**Choir
Band
Choir Leader
Children's Choir Helper**

**Instruments
Orchestra
Worship Leader**

MIRACLES

**Altar Ministry
Mission Work**

**Intercessory Prayer Ministries
Anointing of Believers**

CRAFTSMANSHIP

**Handyman
Poster Artist**

**Arts and Crafts
Church Ground
Maintenance/Bldg. Repair**

HEALING

Intercessory Prayer Ministry

Altar Prayer

GIVING

Support Missionaries

Construction
Projects Fund Raisers

MERCY

Altar Counselor
Divorce Recovery
Drug and Alcohol
Shut in Ministry

Bereavement Ministry
Hospital Visitation
Deaf Ministry
Prison Ministry

KNOWLEDGE/WISDOM

Youth Work
Marriage Enrichment
Altar Counseling

Teaching
Counseling
Visitation

EXHORTATION

Visitation
Greeters
Ushers

Children's Ministry Counseling
Youth Camp Counselors

TEACHING

Children's Church
Outreach

Youth Worker/Teacher Visitation

PASTOR/SHEPHERD

Discipleship
Visitation
Training
Youth Work

Outreach
Follow-up
Children's Work

APOSTLESHIP

**Missionary/Evangelist
Outreach**

Church Planter

MISSIONARY

**Outreach
Missionary Financial Support**

Evangelism

PROPHECY

Evangelism EVANGELISM

**Outreach
Shelter Ministry
Prison Ministry
Door-to-Door Visitation**

**Visitation
Altar Counselor**

INTERCESSION

Prayer Partner

Prayer Ministries

KIM STANDARDS, POLICIES AND PROCEDURES

New Saint James Missionary Baptist Church INC. is a business and we operate as such. As with any business, there must be standards, ethics, policies and procedures. Listed below are some standards, and policies/procedures and common questions that are asked by members.

1. Funeral Procedures

- Home going/Funeral services are performed for members only and Immediate family members (at the discretion of the Pastor).
- The Pastor will not necessarily perform all funeral services, but another staff minister may perform the service.

***Note:** Please notify the office when there is a death in the family so that we can pray for your family.

2. Weddings

- We have a wedding ministry that will direct you in every aspect of our policies and procedures concerning weddings here at the church.
- The Pastor will not necessarily perform all weddings, but another staff minister may perform the service.
- In order for the Pastor (or staff ministers) to perform the wedding ceremony, the couple must have completed Pre-Marital Classes at KIM.

☒☒ Pre-Marital Classes

When a “couple” has an idea that they want to *tie the knot*, call the office to find out when the next Pre-Marital class will start. Our marriage ministers/advisors will then contact you and give you detailed information about the sessions. Couples that are considering marriage should attend these sessions. The sessions are designed to instruct and impart, but mostly to allow you to identify the areas that need fine-tuning in your life to allow for a God-ordained marriage. We must stress that it is important that you go into the sessions with an open mind.

4. Baby Dedications

☒☒ The parent(s) or guardian(s) must complete a baby dedication questionnaire and meet with a minister to discuss the baby dedication. You may contact the office to receive a questionnaire.

☒☒ The appointment with the minister involves talking with the parents about

biblical parenthood, etc. After the session, the dedication will be scheduled.
Dedications are done on 4th Sundays.

5. New House/Business Dedication:

- We **do not** conduct new house or new business dedications. However, we admonish you to declare the blessings of God over your new house and new business utilizing the Word of God.
- Although the Pastors love and care for every member, they are not under obligation to attend showers, house dedications, parties, graduations, or any other milestones in your or your family's lives. This has nothing to do with a member personally; it is just a policy that our Pastors have decided to adhere to.

6. Procedure for Spiritual Advising:

- Call the office for an appointment.
- At that point, the secretary/receptionist will ask the nature of the counseling appointment.
- At this point you will be mailed an agreement and questionnaire for spiritual advisement with the standards and guidelines attached. Once you fill out and sign the agreement, an appointment can be scheduled. No appointment is scheduled until the agreement form and waiver are returned and signed.
- The Pastors or Administrator will determine if the situation warrants an "emergency" session.
- You will not always have a session with Pastors Reddrick Arnett Wilson. (Acts 6:3) says, "Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business." But we will give ourselves continually to prayer, and to the ministry of the Word.) It is virtually impossible for them to counsel all members, and oversee the flock and ministry as well. For this reason, they have appointed the Pastoral Care Ministry representatives who are anointed and well capable of assisting you. As a new member, you will receive regular telephone follow-ups from your Pastoral Care representative. Your representative is your contact person if you have an

questions, concerns, or personal challenges.

7. When to Contact Your Pastoral Care Rep

- Pending death or death in the family
- Pre-Martial counseling
- Extreme marital problems (before you throw in the towel)
- Hospitalization
- Accidents which lead to hospitalization
- Tragedies (flood, fire, suicide, homicide, etc.)
- Baby Dedications

8. If I am already a minister (or other five -fold ministry gifts), when can I start ministering?

You will be asked to fill out a questionnaire and have an interview with the Pastors or other delegated authority, at which time, you will receive further instructions. Typically, we would have you to register for our next opening of our Ministers in Training classes.

FREQUENCY ASKED QUESTIONS (FAQ)

How do I make the transition from where I was before coming to KIM to where I am now?

I become comfortable in my new church by: Forgetting those things which are behind and pressing toward those things before you. We cannot go forward looking back! If you have never been a member of a church before, your new church family welcomes you as an important part of our vision to restore, build, establish and settle people through bible-based instruction and great fellowship. We accept you as an honored individual with great talents and gifting. We invite you to use the above-mentioned resources here at KIM to enhance your life. We only ask in return that you allow us to take advantage of all the great personal resources you must help us to continue to help others (your time, talents, and tithes). We are committed to your success!

If you were a member of another church before coming here, please make sure that you've done the following:

- ◆ Communicated with your former Pastor(s) by letter or in person concerning your decision to leave.
- ◆ Make sure there is no bitterness or unforgiveness harboring in your heart as you leave.

Is my new church family perfect? NO!

We do not profess perfection. We profess to be a place of healing. We are like a spiritual hospital. Some of us are in emergency care, some are in long-term care, some are in recovery, some are in outpatient care, and some are in surgery. However, we are all healing in some aspect.

However, the general atmosphere of our church is that everyone is accepted with honor and respect as we all grow personally and develop into the character and nature of Christ. We are witnesses of his divine love and grace. This causes us to be a great witness to a hurting world offering hope of a successful and joyful human existence.

What is the chain of command for the ministry?

- ◆ If I have a question, what should I do or whom should I go to?

If you are a volunteer, go to your ministry leader. If your leader cannot assist you, the ministry leader will then go to their leader. If you are not a volunteer, simply call the church office and you will be directed to the proper person. However, please note that our Pastors have appointed certain leaders to handle various aspects of the ministry. When those leaders are speaking, they are speaking for the Pastors. To dishonor, disrespect or rebel against any leader in the ministry is to dishonor the Pastors.

Our Pastors are committed to feed the flock, and to lead the flock into green pastures where they can find rest from a troubled world.

How often should I come to my church and why?

- ◆ Every Sunday and any other time we have programs, outreaches and care groups available to assist in living a successful life.
- ◆ Why? To grow personally and display support for the entire body! When we come together collectively, we learn so much from the teaching of the Word of God and from the fellowship with each other.

As a member, I want to support my church, share my faith and be a good witness of Jesus Christ in the earth. What are the enemies to the vision of my church and to my personal growth and development?

- ◆ Gossip, murmuring, complaining about the Ministry Leaders, members and decisions made. This destroys your personal witness, causes discord, and displays disunity. There will definitely be times you will not understand certain things about your new church, however, please know and remember we are a hospital. Therefore, everyone is working on something. As far as your Pastors and leadership is concerned, decisions are made based on the overall health of the church, not individuals. That is why it is very important to make a commitment to pray for those in authority so that they will be divinely directed by God in all decisions they make. We value, honor, and respect in highest regard, honor for God, our Pastors, leaders, and members. *Hebrew 13 & Romans 13.*
- ◆ Maintaining conversation with disgruntled members.
From time to time members & leaders may leave the ministry in dishonor and without integrity. Please maintain your focus on God and your assignment.
- ◆ Lack of financial support. Without adequate income, we are not able to minister (serve as many people as we would like).
- ◆ Lack of volunteer support. Volunteer means: a person who freely offers himself to undertake a service or carry out a duty.
- ◆ It takes people to help other people. Use your talents, and gifting to help us help others. All members of a human body must work properly and add support in order for the body to function to its fullest.

What if I decide I no longer want to be a member of this church?

- ◆ We understand that IM is not for every person and sometimes people will become members only for a season. Therefore, we ask that you contact our office by letter to remove your name from our database. If you are a leader, you should schedule an in-person meeting with the Pastor to discuss your resignation. If you are a volunteer, you should schedule a meeting with your leader to discuss your resignation.

- ◆ Do not spread lies about our church. This spoils your personal witness and can stop others from potentially becoming members of our church.
- ◆ Continue to pray for our Pastors, leaders and members. Allow us to also add that should you decide to leave – you may always come back home!

What if I do leave with the lack of honor and integrity and I want to come back. What should I do?

- ◆ Repent to God first and if you offended, harmed, hurt or torn others before, during or after your departure, repent to them then come on back home. Our church teaches us to forgive because God forgives us every day of our lives!
- ◆ Contact us if you relocate to another city or state.

As a member, what should I do if all hell is literally breaking loose in my home?

- ◆ First, and foremost do not stop coming to church. Call us, let us pray with you, direct you, or just encourage you. You matter to us.

KIM Core Values

Purpose-We are fulfilling God's purpose for the existence of this church by empowering our members to fulfill their purposes.

Prayer-We acknowledge God in all of our ways.

Evangelism-Every program and service is designed to reach others with the life-empowering message of Christ.

Faith-We walk by faith not by sight. We see life from God's perspective. We are a church of visionaries.

Excellence-We are demonstrating corporately as well as individually the above average, superior and excelling mind and power of God through how we serve in His Kingdom. We do everything to the best of our ability.

Love-We are demonstrating God's love toward one another. For love is of God and every one that loves is born of God.

Character-We demonstrate a godly lifestyle to impact the world. "Be holy for I am holy!" (1 Peter 1:16)

Teamwork-We are supportive of one another. **Together Everyone Achieves More.**

Sacrifice-We enjoy the benefits of living a sacrificial life. "I must decrease so that you may increase." (John 3:30)

Unity-We agree to live in harmony with one another in order to fulfill our goals. "One Lord, one faith, one baptism". (Ephesians 4:5) One corporate vision.

Loyalty-We live in steadfast allegiance, demonstrating faithful duty to the Word of God (Bible) and the set customs, beliefs and vision of this church.

Commitment-We have been entrusted and obligated to follow through with said tasks or services until we see the job done to completion. "Well done, good and faithful servant." (Matthew 25:21)

Honor-We conduct our lives as a human representative of respect and distinction.

Affectionate giving-We give of our resources affectionately as unto God. Knowing that every seed sown shall cause a great harvest to take place in our lives. The love for seeing God's Kingdom in action on the earth generates a passionate desire to give of our time, talents and our finances.

Responsibility-We react positively and favorably and can be trusted and relied upon when called to serve in every area of our lives.

Growth-We are a body of believers committed to grow, develop, improve and succeed steadily in every part of our lives which will cause Kingdom growth.

Legacy-We will pass down to generations to come all that God has empowered us to do in order to improve the human existence of those that will run this race after we are long gone. We intend to leave a lasting legacy.