

# MERCY HOUSE CHURCH SERMONS DEPARTMENT

Ministering Mercy, winning Souls and growing them to into winners.

Email: [mercyhouseug@gmail.com](mailto:mercyhouseug@gmail.com) contact: +256 200 952601

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## Christian Restoration Church Levites Camp 2023

Session 2 with Dr. Gilbert Birungi

### Systems and Structures

#### Act 6:1

In the scripture nor the word increasing, systems and structures are needed when others an increase, all of us were called to increase, we are not allowed to stay 5 when we were 5, the bible says of His government there's increase, when increase starts chaos arises, when increase starts when there's no system and structures there challenges that rise up.

When there's increase even distribution of resources is affected, resources may be equal but we may end up getting difference distributions, this was the case with the church, they didn't get equal share, we may even find there are some people who were not known in church, others stayed young, increase may cause some people to be neglected, stay young if structures are not laid out. Anointing may bring people in church but system and structures maintains them, there's a back door that make them move out but system and structures will make them closed, a close relationship cannot exceed 70 people so if you don't create system to hold them they will leave, everyone needs to be cared for, to be loved we need a system that will cater for those above 70.

Most pastors in those conferences we go, we find them in kitchen, in food, in toilets it's because the problem of not having a system. The apostles knew that the church cannot progress without a system, so they got people who are supposed to do it, they didn't serve tables. Pastors It's not your job to keep the church money, to pray for every sick person, systems are built on men of good reputation, it's not build on skill or a gift, gifts are without repentance, you can have a gift when you a thief, unreliable. System are built of people with good reputation, having been filled with the Holy spirit, full of vision, full of wisdom, full of integrity.

***In Verse 4:*** but we will give ourselves to the main cause continually, not occasionally, as a pastor what's your main Job, your main Job needs 90% of your attention, if you're the founder you need to see 50 years ahead of the ministry after making a year plan with your people move head and make a 50 years plan, out of the audience pick out some and make them see your 50 years work plan. Our main role is to continually pray and do the ministry of the word. As the man of God you must make your grass green if not the sheep will go and look for green grass somewhere else, system and structures will help you keep your priorities, what's not your priorities leave them to others.

### ***What is a system?***

It's a set of principles or procedures according to how things are to be done, it's a set of elements organized for a common purpose, it's an organized approach of doing things, and finally system speaks of strategies to be used.

Structures; this comes from a Greek word Struckular which means to build together, it's the ways things are supposed to be done, a way in which systems are arranged, system speaks of approach them a structure speaks of how we build. A structure is need for a system to work, a system is inside the structure, a keyboard is our structure without a keyboard we cannot have a good sound, them a system is that key chords that we press, we cannot have a system without the keyboard as a structures, for things to work a system must be there. You take time to build a system, to teach a system, to stay in the system, not everybody will know how the system works but it takes time.

There will be no growth that is sustainable for our ministry to growth, whenever you change the system, you have to begin from down but structures will remain, if error in the system is detected, the system must be checked for errors. Most issues are within the system not structures, most pastors in churches don't have any written materials for their systems, they only depend on anointing, there are must be documents on how to manage the marrieds, how does a person begins from a being a minister to a pastor, some pastor ordain ministers because they speak more in tongues, ordain elders because of money, because of age, all these are so young spiritually, when a politician comes to church that person is so young to be made a minister, they need to go through

discipleship sessions for them to grow, but instead they are even brought in front seats because of money.

One day we had a conference, and there was lady in the treasury who said can't we sell the pastor's car "**Pajero**" how can she have such a car, we need systems and structures. A pastor friend of mine now is 80 years in his church the members connived and suggested that since he's old the pastor should be replaced with a younger pastor and they agreed that when the pastor resigns, he will be given relief till he dies, such happens because there are no systems and structures. As a pastor you should put in place systems and structures that differentiate your own property and church property because people will take your own property as church property, a system is like a software, it can work from one computer to another, we can use systems from others and work for us.

**As a ministry we need these four structures;**

- Financial system
- Spiritual system
- Administrative system
- Legal system;

***Legal system;***

You have a governing constitution, this must be signed by the government and signed by the legal person, there must be a main signatory of the founder, all agreement must be signed by the local chairmen of your location. One of my father in the God was given a building by a lady in church, the lady even testified how God told her to give the pastor the building in church, the pastor invested more 100 Million and after 10 years the sister wanted the pastor to do some things on the building in a certain way, when the pastor resented the lady said we are taking our building, the pastor and church fasted thinking they were under attack by demons, when they went to court the lady won and the pastor was chased away from the building, there were no legal agreements, documents about the building the pastor he claims he was given by the lady from his church.

You see things that make people not to come back is there failure to use the legal systems, make everything be documented or written. Jesus said make sure you as wise as serpents, we are not of

the world but we are in the world. If we are not wise the serpent will be wiser than us, also when the devil is planning for you, plan for him. Legal systems are not bad, if you going to build in town council a temporary structure, make a plan for it, remember you in the law where you are supposed to present a plan of anything you going to do, present also your permanent structure, even if the church will rise up in 10 years or 20 years you should have an approved legal temporally structure already then the permanent one will come soon., legal system are needed in church.

### *Administration system;*

We also need good administration, administration need order, lack of order brings destruction, I think where Uganda is going we need to first build organization of how things should work before we say anointing, because most people joining us are learned, order help us we where are going, Bishop Oyedepo said doing without planning is playing around. Administrative strategies are calling us to be somewhere, we should have a proper administrative structure than having many people who are confused, think of administration before you think of growth don't grow to manage but manage to grow, people should find a system not to bring in a system, if they do so they will bring in their own confusion elsewhere, they should find a system and fit in the system. A system help us to avoid splits, this comes from disorganization.

I told my people anyone who doesn't preach like me or more than me in this anointing is not my project, one day I gave a pastor to preach in service and preached demons, such things I have never spoken of, one women leader told the women that if you don't go to a place church for anointing then you not a true born again, she was out-side our vision, Jesus said as I see my father doing I also do, They have to do what you doing and more.

Administration system of any ministry is taught and is practiced whoever is not learning it is not part of the system of leadership. In administration is where we find management of things, planning, and implementation is the engineering of the things we see, as the spirit is the engine of all things we see. If the pastors are the carriers of all things then we shall miss what Paul says in **Act 6:1**, there are must be an administrator accountable for the plans and should report to the pastor or team of pastors. For something to stay in your mind you need to listen to it, read it for 21 times. In administration is where we have to do delegation of responsibilities, here not all things

can be done by one man, never delegate and you don't follow up, when you delegate there must be a person to follow up, there must be another meeting for follow up.

Every minister must be held accountable for ministry delegated, there must be meetings to evaluate the person given responsibilities monthly or weekly, pastor should tell people that no position is permanent, people should know that if they have not been done their responsibilities they must meet them immediately, they should do according to target and goals of the administration, this will avoid excuses, eliminate rebels, with time it will eliminate lazy people, complainers because they will be saying we can't, you know, they normally have complaints.

If someone is in administration, this person needs a former training or informal training, informal training is not about getting degrees or diploma but is when you go for seminars, or trained under a certain administrator, in this era administrators should be computer literate, if they are not they should learn computer, how will the administrator write a letter to invite pastor without knowing computer. Administration system is the centrally place where businesses are done in church.

### ***Financial system;***

You must have whom we call a faithful and trusted accountant, we need somebody to handle money, I have moved all over Uganda, I have seen few churches where the pastor and the wife are in charge of money, when they reach home they begin planning for money, buying chicken, buying other necessities, once an accountant is put in place, he will manage that money so that the pastor is not tempted.

You must have books of accounts in place, Jesus had an accountant who had books of accounts, with Jesus everything was accounted for, in growth we have four ways financial, spiritual, growth, healthy growth and structural growth. How will you know that our finances are growing without knowing from the books of accounts how the church is growing, the administrator,

We should have a financial goal, we should see our finances growing, if we don't have financial goals we shall spend every money we come across, money is spent fast. There's no money that is enough, money is managed for.

Reduce expenses as possible as you can, when I get money I first think of where it's going, if I have a million shilling in my pocket I think of how it's going to be used. Reduce people who are called church workers, if not make everyone a lay worker at ministry. Our associate pastor, the instrumentalists should be having a side job income because we cannot fulfill all their needs. To a full time pastor it's early to be full time but use your head to work.

You must work hard to have a bank account, where you are if don't have a bank account get a registered SACCO, or put money on the mobile phone whose pin you don't know. One comes where money is well managed, when money is being spent there must be what we call someone who approves the expenditure, you can't be the one who approves the expenditure. Financial structures as a pastor I learnt if not accountable of how I tithe, I will fail, so I decided to choose a personal accountant, when time comes to tithe she brings it, as pastor make sure that there's someone accountable for your tithe because you may fail. Then when money grows, then have different accounts. E.g. development account, savings accounts and others if not so when you withdrawing from one account then the accounts will run dry.

Why most churches are failing pastors go to money lenders, they give in their churches and when they fail the lenders take away the church, avoid borrowing money for you give their your church, we don't lend to the church. As a pastor do as much as possible not to borrow from your church members, the bible says whoever borrows money is a slave to the borrower, in the spiritual realm they will be above you because you borrowed from them. Make sure that you have a financial report by the end of the year, the report will show the financial plans.

### ***Spiritual systems;***

This deals with a message, you are a priest. God gives you a system that you will lead His people. In all the encounters God has given you at the end of it all God is giving you a message, in all the messages we get from God is the name of the ministry, the way I live should reflect the name of my ministry, when you see me you see Mercy, the vision you have is an indication of the message, the priestly office, the name, the vision all speak one message. Then your objectives should also stick on the message, anything objective that doesn't stick on the message remove it, your core values must be well stated.

You are not the first person who have that message, there are people who have the same DNA that you have, cling to those people having the same DNA message that you have because you need to be refreshed, and sharpened. There are 12 tribes of Israel each having its own DNA, so also in church you should belong to a certain church. Paul tell timothy that what you heard me teaching go and entrust the same to the faithful people who will go and teach others. That's why God connects you to people when you meet them you find yourselves connected because you have a common DNA, when following a man of God find out which men does he follow.

A message is important that's why I said when you get a message from the messenger that message will make you be the message from the messenger, the food that you eat is what makes, if you fisher of men and you follow me you become a fisher of men. You must become a messenger like the person who has given you that message, it's important to have retreats, to have camps so that we understand the message. If the main branch is fasting, we have to fast as other branches don't say that we heard ours yesterday, they should all fast because they we are all one. If you don't follow well you suffer forever. Sons should know that they are home, they shouldn't be reminded that they are at home. Where you pastors is that's where your message is, take there you wife, take there your children, and take there your business because that's your home.

Paul never wrote letters to the churches of peter but wrote to the churches of his own, the spiritual system is so important because it will move on till the days of your children. You must define the hierarchy of your spiritual system, in our ministry we say we have over seers, to which level to they operate? The spiritual leadership hierarchy of the main church should be the same to all other branch churches, when we are fasting as the main branch church in the first week of the month then other branches should have the same program, we call this corporate fasting which will lead to cooperate victory, what we have won here even there they will it. All children who have altars that you don't know elsewhere they should be closed.

We must affect the community spiritually, we must take the church out from the community, this is part of the spiritual structure, we must have home cells, missional communities where people go home and pray from there, if you do that the same God at church will be taken home, this is a

mega way we grow the church, people should be taught what to preach when they are in their homes, this is very important. There must be test and balance in doing this because people may begin churches out there thinking that they are big.

## **FAQs (Fully Answered Questions)**

### **1. In administration how human resource should be managed from recruitment and retirement.**

- Recruit people who are genuinely needed.
- Recruit employ as few as much as possible.
- Make sure they have the capacity to carry out multiple roles.
- Do not neglect professionalism and technical ability.
- Look so much at their commitment and desire to work with you.

#### ***How to employ them;***

- Put everything into writing.
- Let willingness, faithfulness. Loyalty determine you sustaining them not their skill.
- Supervise everything in this way; supervise them by conducting meetings, provide a forum for discussions. Supervise them by visiting them at their workplace. There are two kinds of visitations.
  1. ***Surprise visits;*** this helps you know how they do things, their weaknesses, the exact thing coming out of them.
  2. ***Announced visits;*** helps you the best that they can come out of them, you who is being visited the energy you put to prepare shows. Supervise them by setting targets and measuring them.
- Let them bring relevant documents.
- Letters of appointments should be given/specifying salary or allowance.
- Give necessary orientation.
- Pray if you are recruiting spiritual leaders.
- Evaluate yourself if you are a good leader.

#### ***Retirement;***

Should be based on individuals themselves.

- They have to plan their own retirement.
- In spiritual things we don't retire we still stay serving even if we hand over positions.
- For retirement package, we give people rewards e.g. build them a house, pay their children fees etc. as the church is able.

- No one should come with a demand for retirement package from the church.