

POLICIES AND PROCEDURES MANUAL



Destiny Changers Fellowship of Churches Policies and Procedures Manual

Destiny Changers Fellowship of Churches Policies and Procedures Manual

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WELCOME...

Greetings Destiny Changers Fellowship of Churches Family,

The purpose of the Policies and Procedures manual for the Destiny Changers Fellowship of Churches (DCF) is to establish a course of actions, guidelines, and conducts whereby every accomplishment of this organization's working conditions will be followed by all of the tiers of leadership, staff, and volunteers while conducting fellowship business. Through God, it is our endeavor to establish order, accountability, administration, and development a Kingdom culture that will enable Destiny Changers Fellowship of Churches to thrive in every manner. For this cause, the Apostolic Council of Destiny Changers Fellowship of Churches remains unwavering in our commitment to provide services to spiritual leaders, churches, as well as other entities that are in need. Yet, through these Policies and Procedures set forth in this manual, it is our goal to accomplish this effort in a collective manner.

The Policies and Procedures Manual of Destiny Changers Fellowship of Churches as outlined below will be implemented upon immediate partnership. This manual, however, is not a contract nor does it create contractual obligations, but rather a committal to moral, ethical and spiritual excellence. In fact, our Executive Council is committed to an open door policy whereby ideas, concerns, and open dialogue is encouraged in order to bring resolution to any and all issues concerning our tiers of leadership, Pastors, Staff, or volunteers.

The Executive Council of Destiny Changers Fellowship of Churches will make every effort to properly notify any and all tiers of leadership, pastors, staff, or volunteers when an official change in policy or procedure has been altered or modified. Every department, ministry, and council servant leader of Destiny Changers Fellowship of Churches are encouraged to keep their teams up-to-date concerning the Policies and Procedures of the fellowship. No provision of this manual can be waived without written permission from the Presiding Bishop, the Apostolic Council, or someone designated by the Presiding Bishop. Such a waiver (if granted), applies only to the leader, staff or volunteer for whom the waiver was granted. Still, revisions and an addendum may be added with approval by the Presiding Bishop and the Executive Council.

Every connecting partner is required to read the policies and procedures manual to better understand the course of actions, guidelines, working conditions, and benefits

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described in this manual. You will be asked to attest that you have read, understand, agree to abide by, and acknowledge your receipt of this manual via signature of the Acknowledgement Receipt.

I look forward to embracing this process as we strive to **Transform Changers, Strengthen Churches, and Unite Champions** within the Destiny Changers Fellowship of Churches and beyond.

In Destiny's Pursuit

++Bishop Jerome L. Henry

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Statements



(Mission, Vision, Faith, Purpose, Intent, & Ethical Rule)

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MISSION STATEMENT

The Mission Statement of Destiny Changers Fellowship of Churches is to promote biblical principles with consistency, compassion, and without compromise by Transforming Changers, Strengthening Churches, and Uniting Champions until the Gospel has been preached to every nation.

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VISION STATEMENT

Apostolic Oversight

The Vision Statement of Destiny Changers Fellowship of Churches is to *Transform Changers, Strengthen Churches, and Unite Champions* by providing apostolic oversight and direction, covenant fellowship, training and assistance, and resources for effectiveness and efficiency through Kingdom Advancement.

Safeguard the Process

The Vision Statement of Destiny Changers Fellowship of Churches is to execute Kingdom strategies and responsibility of ministry in accordance to legal, ethical, and spiritual standards. It includes, but is not limited to upholding, safeguarding, and encouraging the process of the fellowship's mission, vision, purpose, and values through ethics and integrity.

Kingdom Connections

The Vision Statement of Destiny Changers Fellowship of Churches is to ensure that Kingdom Connection are established locally, regionally, nationally, and globally by partnering with Senior Pastors, Churches, and Fellowships through excellence, equality, education, mentoring, and development as referenced in the Destiny Changers Fellowship of Churches Policies and Procedures.

Church Planting

The Vision Statement of Destiny Changers Fellowship of Churches is to commit to the work of church-planting, and church-nurturing. The Destiny Changers Fellowship of Churches is also committed to being intentional in the revitalization of communities, and the restoration of biblical and apostolic succession. Through this undertaking, the vision includes, but is not limited to establishing teams of workers who are mandated to "Teach All Nations," ultimately bringing true authentic apostolic ministry to all who desires to receive it.

Barrier Crossers

The Vision Statement of Destiny Changers Fellowship of Churches is to provide opportunities to work as Repairers of the Breach. This occasion and vision will allow the Destiny Changers Fellowship of Churches to share our faith traditions, employ relevant and up-to-date methods to our current culture, while standing as watchmen

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who are Cross Barriers in pursuit of full restoration to God's Church. Yet, as Barrier Crossers, we are not willing to compromise the truth of the Word of God in order to impact the masses.

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STATEMENT OF FAITH What We Believe...

We believe in the triune God who is the eternal self-existent "I AM."

We believe that the Creator of both heaven and earth is the Redeemer of all mankind, and that He is manifested in three persons: God, the Father; God, the Son; and God, the Holy Spirit.

We believe in the Bible as the inspired, and infallible Word of God as the rule of our faith.

We believe that the Bible is our guide, and the ultimate authority of the revelation of God's will and way for our lives.

We believe in the deity of Jesus Christ.

We believe that the atonement of Jesus Christ accomplished the redemptive work of all mankind.

We believe in the physical resurrection of the Lord Jesus Christ that He ascended in bodily form into heaven and is now at the right hand of the Father as our mediator, high priest, and advocate.

We believe in water baptism and Holy Communion (the Lord's Supper) as ordinances of the church to be observed as public declaration of our salvation.

We believe in the personal, visible, and imminent return of Jesus Christ both "for" His saints and "with" His saints to reign in ultimate victory.

We believe that every believer has the authority over the enemy, Satan, and the victory to gain and exercise authority in the areas of deliverance, healing, and true holiness.

We believe in the personality and reality of Satan as the enemy of the Kingdom of God and the Saints of the Lord Jesus Christ.

We believe in the local assembly to be an independent entity with regards to matters of government, polity, operations, and discipline.

We believe in the gifts of the Holy Spirit, with the evidence of speaking in tongues, casting out devils, and other spiritual gifts to the Body of Christ.

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STATEMENT OF PURPOSE

Provide spiritual wisdom and insight to Senior Pastors, Churches, Ministries, and Fellowship.

Sharpen the spiritual and natural abilities of leaders to perform, execute and achieve maximum results through covenant fellowships.

Provide a network of Senior Pastors, resources, and information to Destiny Changers Fellowship partners on a monthly and/or quarterly basis.

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STATEMENT OF INTENT

Confidentiality

The Destiny Changers Fellowship of Churches is committed to maintaining the highest degree of integrity in all of our communications with potential, current and past relationships. This degree of integrity will be regarded in two distinct terms of confidentiality to fellowship proprietary information, and the protection of all information received in the course of providing services. Thus, this statement of intent applies to all tiers of leadership, staff, volunteers, and those connected to Destiny Changers Fellowship of Churches.

Ethics

The Destiny Changers Fellowship of Churches will provide our services with honesty, loyalty, excellence, and the utmost integrity through our tiers of leadership, staff, and volunteers. Through this statement of intent, the performances of spiritual and secular work, strategic actions are empirical to the methods imparted throughout our fellowship as a result of authentic ethical considerations.

Duty of Care

The Destiny Changers Fellowship of Churches is held accountable through our actions to federal, state, and local laws. The duty of care places an obligation upon all Destiny Changers Fellowship of Churches business to avoid causing any adverse effect on the human rights of individuals within the organization, externally, and the communities that we serve.

Conflicts of Interest

The Destiny Changers Fellowship of Churches in conjunction with sensitive information and the nature of our organization, will endeavor in every way possible to not provide a service that will directly contradict our beliefs, values, and biblical standards; and will make every effort possible to try to avoid any dealings that will result in compromise, moral decadence, or legal troubles before, during, and after the cessation.

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Contracts

The contacts with Destiny Changers Fellowship of Churches will usually be in the form of detailed proposals including goals, activities, cost, timeframes, deadlines, and deliveries. The quality of excellence in which we will offer our services and the value of our support to each community will provide the only true basis for continuity of external as well as internal contracts. We, The Destiny Changers Fellowship of Churches will strive earnestly to meet contractual requirements within the parameters of each contract agreed upon. Still, any contract agreed upon, or any breach shall be pursued through proper legal counsel.

Fees, Pricing, & Payments

The fees, pricing and payments of Destiny Changers Fellowship of Churches are competitive to the high quality, made-to-order, and specialized services provided by our team. As such, we do not generally offer discounts, yet a reduction in price is made different by reducing the level or extent of services requested. With that in mind, we will always seek to propose solid solutions which accommodate budgets and time frames. Nonetheless, all fees, pricing, charges, and payments will be provided in advance, in order that all financial obligations are met as agreed upon prior to any and all services requested or rendered.

We, the Destiny Changers Fellowship of Churches, will aim to be flexible in the method and way that our services will be charged. Many of our partners and clients prefer fixed pricing; however, other prefers down payment, we will make every effort possible to accommodate the needs of those requesting services, products, etc. We make no attempt to charge interest on late payments, or products not received. Thus, Destiny Changers Fellowship of Churches expect payments to be made as agreed upon, no later than through the terms which is net 30 days.

Intellectual Property and Moral Rights

The Destiny Changers Fellowship of Churches will retain the moral rights in, and ownership of all intellectual properties that we create within the operational reach, unless otherwise agreed and through written request in advance. In addition, Destiny Changers Fellowship of Churches respects the moral intellectual copyright vested in our tiers or leadership, staff, partners, and volunteer's intellectual property, and shall provide protection thereof.

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Quality Assurance

Destiny Changers Fellowship of Churches will seek to maintain the highest level of quality in what we do as a fellowship through periodic internal review of our mission, vision, policies and procedures, outcomes and the cost-effectiveness of every activity in association to the organization's purpose. Therefore, we aim to encourage review meetings to ensure appropriate application of purpose with receipt of regular monthly ministry reports from each tier of leadership.

Professional Conduct

Destiny Changers Fellowship of Churches will conduct all activities professionally and with the highest level of integrity. We will take great care to be completely objective in our counsel, services, trainings, and any recommendations that we provide, so that issues are never influenced by anything other than the best and proper interests of those which we serve locally, regionally, nationally, and globally.

Equality and Discrimination

The Destiny Changers Fellowship of Churches shall continuously strive to be fair and objective in our counsel, services, approaches, recommendations, and actions in every possible manner. We will never be influenced in our decisions, actions, or recommendations by issues of gender, race, color, age, disability, or national origins.

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Statement of Ethical Rule

The Destiny Changers Fellowship of Churches has established its statement of ethical guidelines for its Tiers of Leadership, Pastors, Staff, and Volunteers to ensure acceptable standards of social and professional behavioral throughout the organization. These ethical and moral principles will provide every level of leadership, connectivity, and affiliation of Destiny Changers Fellowship to participate and relate to what makes the fellowship morally right.

Honesty

The Destiny Changers Fellowship of Churches will strive to operate on the highest level of trust and integrity, which requires that every Tier of Leadership, Pastors, Staff, and Volunteers act honestly and fairly in our dealings with others. We will strive earnestly to make all of our communications accurate, honest, and clear. We will intentionally avoid misrepresenting the truth or misleading others. Still, we will strive to give appropriate credit to the originators of ideas or quotations that we utilize in our written or spoken communication, and will not knowingly present any material of others as our own.

Confidentiality

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers will respect the integrity of the fellowship, and strive earnestly to protect the welfare of individuals as well as the communities we serve. We take seriously our obligation to safeguard information entrusted to us as professionals, Ministers of the Gospel, and community leaders. If there is a legitimate reason for the health and well-being of an individual or the community for us to divulge information that has been shared with us in confidence, we will actively seek permission for this disclosure from the person(s) providing us the information before doing so. We also recognize that it may occasionally be appropriate to disclose confidential information, e.g. if that information pertains to the immediate danger of bodily harm/loss of life or when applicable laws mandate reporting.

Nonviolence

The Destiny Changers Fellowship of Churches respect the inherent worth and dignity of all people and actively work to counter the forces of violence that inflict harm to individuals and communities. Such forms of violence include, but are not limited to, bias or discrimination on the basis of race, gender, gender identity, age, class, nationality, sexual orientation, physical or mental ability, and any other characteristic

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of human diversity. We strive to ensure that our words and deeds do not directly lead to physical, psychological, spiritual, or ritual abuse.

Responsible Fiscal Management

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers will strive to be faithful stewards of the resources for which we are given responsibility, including financial resources. We will conduct our fiscal affairs with appropriate regard to recognized business and accounting procedures, as well as applicable civil laws. We do not condone theft, fraud, or the misappropriation of fellowship funds or property at any time.

Sexual Responsibility

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers affirm sexuality as a gift from God and strive to honor this gift by conducting our own lives in accordance with responsible, positive sexual ethics and in accordance with the Destiny Changers Fellowship of Churches Sexual Misconduct Policy. A positive sexual ethic balances desire within the embodied framework of our emotional, physical, sexual and spiritual selves, while preserving and honoring mutuality and consent.

Responsible Use of Authority

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers strive to use our authority responsibly. We use our professional training, relationships, and practices for the benefit of the people we serve and not to secure unfair personal advantage. We are mindful of the power differential that exists in our relationships with those we serve and lead, and strive earnestly to structure these relationships in mutually respectful, mutually empowering, and non-exploitative ways.

Professional Services

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers respect the various educational and vocational standards, as well as the systems of accreditation, affiliation, and mutual accountability that exist for our own and other professions. Therefore, as spiritual leaders, we truthfully represent the facts of our professional qualifications and affiliations, and we limit our own professional practices to those for which we are equipped, authorized, and licensed. Regardless of our professional qualifications, tiers of leadership, Pastors, Staff, and volunteers when acting in the course and scope of their functions and duties for Destiny Changers Fellowship of Churches, we must limit our activities to Biblically-based guidance, and

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training. Destiny Changers Fellowship of Churches is not authorized as a provider of psychological, psychiatric or other physical or mental healthcare services. Therefore, Destiny Changers Fellowship of Churches allows its tiers of leadership to provide religiously-based guidance, not secular services.

Exercise of Professional Etiquette in Collegial Relationships.

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers recognize that we do not do ministry on our own, and that we strive to honor and respect our network of colleagues in the fellowship, and abroad. We aim to mutually support our shared ministry by doing no harm through word or deed to the ministries or reputations of other colleagues or churches. We value the highest good of local, regional, national and international covenantal relationships over our own personal ambition or advantage. We commit ourselves to practicing professional courtesy with our colleagues and maintaining clear boundaries with former church members, fellowship partners, and others in affiliation to Destiny Changers Fellowship of Churches.

Ethical and Responsible Use of Social Media.

Understanding that we live in a world that is highly connected by social media and virtual technology, the Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers seek to maintain appropriate boundaries and behavior in the virtual world as in the physical world. We will adhere to safe ethical practices in our use of digital communication as well as social media and networking sites. We will endeavor to maintain an awareness of best practices for social media that is clearly outlined in the Destiny Changers Fellowship of Churches' Social Media Guidelines for its tiers of leadership, Pastors, staff, and volunteers. Therefore, we will observe the same ethical boundaries and behaviors with regard to former churches, leaders, members, and fellowship partners as we do in the physical world.

Commitment to Addiction Recovery

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers understand that addiction to alcohol, drugs, and other substances/practices can do us harm, impair our judgment, and seriously interfere with our ability to effectively serve one another and our communities. We strive for appropriate and responsible use of substances and affirm our intention to seek treatment and recovery for ourselves when necessary.

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Covenant with Destiny Changers Fellowship of Churches

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers recognizes that the Bylaws, and Policies and Procedures as a reflection of the covenantal relationship that exists between DCFC, its churches, Pastors, friends, groups, and affiliated churches. We will honor the Bylaws, and Policies and Procedures, and encourage our Tiers of Leadership, Pastors, Staff, Volunteers, and churches to participate regularly in The Annual Changers Gathering, District, State, and Regional Convocations/Conferences as primary avenues for our shared discernment, continuing education, mutual edification, and relationship building.

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Code of Conduct



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CODE OF CONDUCT

The Code of Conduct is designed to be a guideline for those in authority, appointment, and affiliation with Destiny Changers Fellowship of Churches. Since those who serve are under the authority of the Office of the Presiding Bishop and the guidelines of the Fellowship, there are some necessary expectations and requirements in general capacity that are expected. Those who are affected by the Code of Conduct are the Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers who are consecrated, ordained and appointed by the Destiny Changers Fellowship of Churches. Those who are consecrated test responsibility because of the scrutiny on and into their lives. Those who are consecrated are eligible for review, hearings and are allowed due process as listed under the areas of discipline in said areas of responsibility.

The procedure as outlined due to the position held is to be followed and adhered to as necessary for said discipline before extreme action are taken. Those who are consecrated are able to appeal to the Apostolic Team for hearing under disciplinary situations, but the final decision will be left to the discretion of the Presiding Bishop who appoints persons in stated positions or the Executive Council by which authority on the Executive level who has made appointments. Those who are appointed can be removed by immediate authority of the Presiding Bishop and the Executive Council as needed after assessing and determining a situation and/or the effectiveness or lack of professional, ethical and/or moral concern of said appointee.

The Code of Conduct listed below is concerned with the following:

1. That an individual walk in the level of integrity that is expected by the standards set forth by the Presiding Bishop, and is expected by the Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers of Destiny Changers Fellowship of Churches.
2. That the ethical standard set forth by Destiny Changers Fellowship of Churches is adhered to by all Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers who are consecrated, installed, affirmed and/or appointed.
3. That each person in position realize that the significance of their position, and the need to present themselves as honorable ambassadors of the Kingdom of God, and this Destiny Changers Fellowship of Churches to its highest level of servitude and representation in every possible manner.

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4. That whether consecrated, installed, affirmed or appointed the Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers must be informed that a time of teaching and training is required and expected before assuming the position of service.
5. That the Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers of Destiny Changers Fellowship of Churches respect and work with those who are in a capacity of servitude.
6. That discipline is not an embarrassment to the Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers in question, and that those in leadership are removed with a great measure of dignity and respect.
7. That there is no openly degrading, act of humiliation, and/or demeaning of a Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers be performed in an attempt to exalt themselves or assert their authority in an intentional or detrimental manner.
8. That a Christ-like nature, attitude, and persona be used when working with issues that necessitate an executive decision, insight and/or expertise.
9. That respect of communication is disseminated to all members of the Destiny Changers Fellowship of Churches regardless of position and subjectivity, to keep leadership informed, and involved on all levels of leadership with absence of malice, negligence, or prejudice.
10. That leadership not jeopardizes the growth of the Destiny Changers Fellowship of Churches because of personal degradation, aggrandizement, accusation and/or an attempt to exercise individual influence. This could result in the removal from office if it is detrimental to the growth of the Fellowship so that individuals as well as churches are leaving the Fellowship.
11. That removal of an individual from position is done with the greatest degree of discretion, and dignity so as not to embarrass the individual removed and/or the Destiny Changers Fellowship of Churches.
12. That those Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers who are removed as leaders keep a record of all meetings as documentation of evidence and/or procedures that are related to the consecrated, installed, affirmed, and/or appointed leaders of Destiny Changers Fellowship of Churches..

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13. That the presentations of every Bishop, Apostle, Overseer, Pastor, Prophet, Elder, Deacon, Tiers of Leadership, Staff, and Volunteers consecrated, installed, affirmed, and appointed individuals of Destiny Changers Fellowship Of Churches is respected by those receiving the presentation, and that respect is given to the response of those presentations to encourage the opportunity to be heard.

14. That adequate technological tools and machinery is a part of the office equipment of consecrated, installed, affirmed, and appointed leadership of Destiny Changers Fellowship of Churches, so that the information can be received, dispatched as needed, and required by the Office of the Presiding Bishop.

15. That an adequate address and telephone number is registered in the offices of the Presiding Bishop, so that communication of materials, information can be properly, adequately, and efficiently disseminated to the appropriate leadership (neglect and dereliction in this area can be grounds for immediate removal from office).

16. That any and/all accusations of abusive leadership as a Bishop, Apostle, Overseer, Pastor, Prophet, Elder, Deacon, Tiers of Leadership, Staff, and Volunteer of Destiny Changers Fellowship of Churches is documented, recorded and/or discussed before prior to the removal of any appointed or chosen individual from office.

17. That no Bishop, Apostle, Overseer, Pastor, Prophet, Elder, Deacon, Tiers of Leadership, Staff, and Volunteers of Destiny Changers Fellowship of Churches to allow itself to delve in idle gossip, rumors and discussions that could allude to negative relationships.

18. That proper review and recommendation is followed before recommendation, appointment and/or approval is made of any of the aforementioned individuals.

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DISCIPLINARY MEASURES

The following areas of discipline are a part of the manual as a continuous concern of Destiny Changers Fellowship of Churches as it pertains to the integrity and the morality of leadership for the maintaining of growth and spiritual aptitude for the Fellowship. The areas about to be outlined are being used as a guideline for disciplinary measures and/or possible removal. This is necessary due to constant attacks against the Body of Christ, for the protection and integrity of the Destiny Changers Fellowship of Churches' spiritual and legal basis. Please note that though we are a Fellowship, certain protective measures are of the utmost consideration as the Destiny Changers Fellowship of Churches grows and expects to continue to increase numerically, spiritually, and financially. The following items are regarded as a part of the Code of Conduct, immediate review and dismissal from any and all levels of leadership, affiliation, and connection:

1. Sexual Abuse and/or Assault of Children.
2. Open and/or Publicized Acts of Homosexual and/or Heterosexual Acts.
3. Blatant Disregard and/or Respect for the Home.
4. Domestic Violence and/or Public Display of the Same.
5. Open and/or Publicized Display of Vulgar Activity and/or Violent Behavior.
6. Public Drunkenness and/or Drug Abuse with Legal Ramifications.
7. General Conduct that is Unbecoming of the Spiritual Leadership.

The following are actions to be taken of such infractions:

(A) SEXUAL ABUSE AND/OR ASSAULT OF CHILDREN

- A. Immediate cooperation and, if Destiny Changers Fellowship of Churches is involved, reporting to the local law enforcement authorities.
- B. Immediate suspension pending investigation.
- C. If any allegations are found to be true, an immediate removal from the episcopacy and/or position with removal being informed to local prosecuting authority.

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D. Immediate halt to Episcopal authority, credentials and leadership position shall be implemented for all Bishops and Apostles.

E. The replacement of leadership position and ministry shall be executed in order to preserve the sacred assignment.

F. If not incarcerated referral with court for counseling and possible aid with court assistance.

G. If person offended is in covenant connection with Destiny Changers Fellowship of Churches, immediate dismissal from the Fellowship, and referral to a healing institution, and or denomination and/or reformation.

(B) LEGALLY OPEN ACTIVITY AND/OR HETEROSEXUAL ACTS (i.e., ADULTERY, FORNICATION, HARLOTRY, MALE OR FEMALE PROSTITUTION)

The acts of homosexual activity are against the laws of God. The Destiny Changers Fellowship of Churches is diplomatic, yet strict in the area of homosexuality. Those Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers of Destiny Changers Fellowship of Churches who are found to be indulging in the act will be handled with dignity, yet acrimonious penalty after being identified.

A. If the offense is committed in the Fellowship, and it violates the law or an individual, immediate reporting, and cooperation with the local authorities.

B. The Bishops, Apostles, Overseers, Pastors, Prophets, Elders, Deacons, Tiers of Leadership, Staff, and Volunteers of Destiny Changers Fellowship of Churches on each local level, the individuals involved, shall be dealt with in regards to each local authority. The disciplinary measure shall result in "Suspension pending investigation."

C. If allegations are found to be true with legal ramifications, immediate removal from the Tiers of Leadership, Staff and/or Volunteers, removal being informed to the local authorities.

D. Immediate halt to Episcopal leadership and authority for all Bishops and Apostles.

E. Replacement of Episcopal leadership for position and authority.

F. If person offended is from Destiny Changers Fellowship of Churches, immediate removal from the Fellowship position and referral for healing.

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G. Referral to a program of healing, deliverance, counseling, and/or restoration shall be enforced.

H. If referral does not work and/or if the program is not adhered to or accepted, then immediate removal from Destiny Changers Fellowship of Churches will be established.

(B) BLATANT DISREGARD AND/OR RESPECT FOR THE HOME

A. Immediate investigation of allegations. A meeting with member(s) of the Apostolic Council for immediate counseling services and sessions.

B. If needed as a result of blatant disregard and/or respect for the home, referral for assistance and counseling.

C. Oral reprimand (1st Offense).

D. Written reprimand (2nd offense), set down, and suspension from leadership of Fellowship activities.

E. Immediate dismissal from Episcopacy (3rd offense), removal from leadership position, referral for counseling, and rescission of credentials

(C) DOMESTIC VIOLENCE AND/OR PUBLIC DISPLAY OF THE SAME

A. Immediate counseling session with superior or Apostolic Council Member to advise counseling.

B. Referral for counseling

C. Oral reprimand (1st offense)

D. Written reprimand (2nd offense), continued counseling and set down from Episcopal responsibilities for determination of further action

E. Dismissal from Destiny Changers Fellowship of Churches (3rd offense) and from responsibilities relative to his/her position with return of credentials.

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(E) OPEN VIAL AND/OR PUBLIC DISPLAY OF VULGAR ACTIVITY AND/OR VIOLENT BEHAVIOR

- A. Immediate meeting for investigative purposes, prayer and counseling.
- B. Determination of situation, and referral information as well as assistance, if necessary.
- C. Oral reprimand (1st offense).
- D. Referral for professional counseling, if necessary.
- E. Written reprimand (2nd offense) set down from Episcopal responsibilities.
- F. Removal from Episcopacy (3rd offense) continued counseling
- G. Evaluation of actions after counseling and possible recommendation for restoration

(F) PUBLIC DRUNKENESS AND/OR DRUG ABUSE WITH LEGAL RAMIFICATIONS

- A. Receiving of police report (if available) and court report (if applicable).
- B. Review of legal actions with Episcopal leader.
- C. Counseling and referral to necessary social agencies and programs
- D. Investigation with occupants of family on effect to home
- E. Immediate written reprimand and removal from visibility in Episcopal authority, as a Staff, or Volunteer until time to be determined.
- F. Letter to court (if applicable) of actions taken on behalf of Destiny Changers Fellowship of Churches.
- G. If abuse continues, removal from Episcopal authority, staff, volunteers, or leadership responsibility until the evaluation is completed, and counseling evaluations are conducted.
- H. Dismissal from Episcopal authority and return of credentials.

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(G) CONDUCT THAT IS UNBECOMING

Though this is a general category, it is an open door of opportunity to work with and aid our TIERS OF LEADERSHIP to be handled on a level of respect that is professional, and relevant to the actions of the members of Destiny Changers Fellowship of Churches, and the offense committed. It allows our Apostolic Council to handle the unbeknownst activities that could arise in the future. The Apostolic Council is continually confronted with challenges, and temptations that are seemingly under control. They often forget that the snares and darts that are set for others are also set for the leaders of the church and/or fellowship. There is no specific answer and/or solution for every individual because every situation is different, and unique within itself. The scriptures also mandate that we are careful in our affairs of social apportionment where a brother or sister is overtaken in a fault.

As a Tier of Leadership Member, Pastors, Staff, and Volunteers of Destiny Changers Fellowship of Churches, “Conduct Unbecoming,” shall include, but not be limited to any disorder, negligence, or embarrassment that prejudices the honor, good order, and the governing behavior of the Fellowship. While, continuing to authorize those who will disregard, disrespect, or disgrace, “Conduct Unbecoming” of Tiers of Leadership, Pastors, Staff, and Volunteers must be mindful that their behavior is sacred to the scriptures, as well as to the Body of Christ at-large.

Mercy is always to be considered with any conduct that is unbecoming, but restraint is expected as the Tiers of Leadership, Pastors, Staff, and Volunteers of Destiny Changers Fellowship of Churches is governed ultimately by the Holy Spirit. Though, the ultimate in the repercussions of one’s conduct is the knowledge that God will have the final say, that the exercising of mercy should always be a part of the vocabulary of the saints. As Believers in Christ, we are certain that God has been merciful to all of us, still, God has set a standard that every Tier of Leadership, Pastor, Staff, and Volunteer must exercise according to His expectations and standards for all.

Therefore, the following “Conduct Unbecoming” for every Tier of Leadership, Pastor, Staff, and Volunteer of Destiny Changers Fellowship of Churches includes, but is not limited to:

- The engagement in sexual misconduct (Refer to the Sexual Policies of Destiny Changers Fellowship of Churches).
- The teaching and holding of doctrine contrary to that held by the Fellowship.

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- The committing of criminal acts that are regarded by local, regional, national, and global that is wrong, vicious, and deplorable.
- The engaging of such acts as dishonesty, fraud, deception, or misrepresentation of the Body of Christ, and Destiny Changers Fellowship of Churches.
- The actions that are detrimental to one's character, family, the Body of Christ, and Destiny Changers Fellowship of Churches as a Tier of Leadership Member, Pastor, Staff, or Volunteer.

(H) DISCIPLINE OF A BISHOP/APOSTLE

When situations arise that question the compliance of a Bishop or Apostle with the expected standards, procedure is as follows:

1. The Disciplining of a Bishop in Destiny Changers Fellowship of Churches involves an awareness of the "Conduct Unbecoming" of a Bishop or Apostle must be brought to the immediate attention of the Presiding Bishop, and the Apostolic Council. If the Bishop or Apostle is a member of the Apostolic Council, an investigation will commence to discipline said individual will be maintained on the level of the Apostolic Council. The investigation by the Apostolic Council will make a thorough review and, if necessary, the Presiding Bishop is summoned for spiritual discretion, direction and investigation to maintain the integrity of the Apostolic Council, the reputation of the Bishop, and the necessary immediate execution of chastisement with dignity and covering for the protection of the Bishop, his/her family, the local church and the Body of Christ.

2. The Disciplining of a Bishop in Destiny Changers Fellowship of Churches should only arise from the Apostolic Council, is presented to the Presiding Bishop or the Apostolic Council, and is a member of the Apostolic Council, the investigation will ensue from a Committee appointed by the Bishop's Council and the recommendation will result from said committee's results of investigation with the final result and decision coming from the Presiding Bishop. The Committee of appointment will be chaired by one of the Apostolic Council members.

3. Should the concern arise from a member of the Apostolic Council the above procedure in number two (2) will be followed. The Presiding Bishop reserves the right to summon the Apostolic Council to immediate investigation of the concern, and the Apostolic Council may convene an aggregation to investigate and formulate

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information, as deemed necessary, to bring immediate resolve on behalf of the Presiding Bishop. The Presiding Bishop will determine on which level as it pertains to the level of activity of the Bishop that deliberations, investigations, recommendations, deliberations, and necessary removal and/or covering will occur. The Presiding Bishop along with the Apostolic Council will ultimately bring resolve to the matter for final disposition.

The Executive Secretary shall communicate the decision of the Apostolic Council to the Bishop or Apostle in question. If the Bishop or Apostle in question is a member of the Apostolic Team, the Bishop shall not participate in any and all activities, meetings, matters of concern or decisions pertaining to and of the Apostolic Council. Until a resolution is made, a final decision is rendered on the Bishop or Apostle of concern, the matters pertaining to the Bishop or Apostle in question is communicated in writing from the Executive Secretary.

Finally, when a Bishop's or Apostle's activities character is in question, it could determine a need that has not been addressed to aid the Bishop or Apostle in receiving necessary aid and counseling. The investigation, in such matters, would serve as a catalyst to quietly remove the Bishop or Apostle from their individual protection, the protection and integrity of the Body of Christ, the Family of the Bishop or Apostle, and the local Church Family. The Bishop or Apostle would be placed in protective seclusion, a plan worked out to protect resources, eliminate legal investigation, and due process to preserve the integrity of the Family of the Bishop or Apostle. This will allow the matter to be resolved in a spiritual manner, and open the door to aid before extreme resolve.

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Sexual Misconduct Policy

The Destiny Changers Fellowship of Churches tiers of leadership, its Pastors, staff, and volunteers are called to model health and wholeness in every way, including sexual wholeness. The ethical rule for all Tiers of Leadership, Pastors, Staff, and Volunteers acknowledge the risk of sexual misconduct, while on the other hand to strive earnestly to avoid the risk of any inappropriate misconduct leading to the unethical practices.

The affirmation that sex is a gift from God is paramount to the life of an individual, however, the devaluation of this gift in an inappropriate manner causing the individual unfit for its intended purpose. The divine value of sex includes but is not limited to pleasure, procreation, intimate communications, grace, and love. God's gift of sexuality is to be responsibly embraced by all people, whether a lay member or a cleric. A complete and responsible sexual ethic embraces the true beauty of authentic relationships on every given level. Still, a true positive sexual ethic standard balances desire within the embodied framework of our emotional, physical, sexual, and spiritual selves, while preserving and honoring mutuality and consent.

The following are several examples of certain behaviors that Destiny Changers Fellowship of Churches constitutes as sexual misconduct:

1. Sexual contact with a minor is sexual misconduct; or
2. Sexual abuse or sexual molestation of any person, including but not limited to any sexual involvement or sexual contact with a person who is legally incompetent or in any other way a vulnerable adult; or
3. Sexual harassment of any person, including those in relationships in which there is an employment, mentor, or colleague relationship between the persons involved, including but not limited to sexually oriented humor or language; Questions or comments about sexual behavior or preference unrelated to employment qualifications; Undesired physical contact; Inappropriate comments about clothing or physical appearance; Or repeated requests for social engagements; or

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4. Whether clergy or lay, using one's position of privilege for sexual exploitation is sexual misconduct. A perpetrator, who induces another person to undertake or endure a sexual act by serious abuse of that person's position of dependency on the perpetrator, shall be guilty of sexual exploitation.

The attempt to develop a sexual relationship with a person with whom the Tiers of Leadership, Pastors, staff, and Volunteers has a leadership or supervisory relationship

A "Leadership Relationship" is defined as a relationship between a cleric, staff, or volunteer, and person receiving direct supervision, individual spiritual and/or leadership insight in a confidential manner, and/or privileged information to the clergy person, employee or volunteer. Still, at times, the Tiers of Leadership, Pastors, Staff, or Volunteer may develop an appropriate sexual relationship within the context of Destiny Changers Fellowship of Churches, including the fellowship in which an individual is serving, if there has been no direct supervision or spiritual counseling. Such relationships are to be entered into with extreme caution and a spirit of discernment.

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LETTER OF RESCISSION POLICY

A letter of rescission is sent by the Executive Secretary under the direction of the Presiding Bishop as it relates to individuals who are not performing as to the capacity expected of them by the Presiding Bishop and the rules and regulations as outlined in the Policy and Procedure manual. Those who are under the immediate scrutiny of the Presiding Bishop are the members of the Apostolic Team and the Bishop's Council. They are also allowed the privilege of rescission as investigated and concluded by the necessary persons who gather and properly interpret information as overseen by the Presiding Bishop. The Policy and Procedure manual directives are expected to be a guideline of expectation that will allow those who have been selected to become Bishops, Elders, staff and aids of assistance to the Reformation to produce and become sound in their productivity and morality become evident, it is necessary for the open allegations of impropriety to be investigated and/or for the legal process to take place to deem a final outcome to determine if a letter of rescission is to be implemented. In the case where an Investigation or legal proceeding are in immediate procedure progress, the Presiding Bishop has the right to suspend the Bishop, Pastor or Elder and/or person of concern until a matter is finally determined. If the Presiding Bishop should determine that a resignation is necessary, it finalizes the process of the appointee or consecrated individual. The individual must then proceed through a process of proving one's self to be placed in the ranks of accepted authoritarians and be reappointed again. A letter of rescission from the Executive Secretary should follow with the final determination made by the Presiding Bishop or his designate. The Presiding Bishop reserves the right to accept or reject any and all resignations sent to him relative to matters of concern. In the case when an individual has submitted his resignation to the Presiding Bishop verbally or by letter then it will be communicated by the Presiding Bishop to the Executive Secretary and after conclusion to the matter is confirmed then a letter is sent to the Presiding Bishop and the individual of concern to verify that a resignation has been submitted and then a letter of rescission is sent to the person of concern informing them of their resignation acceptance. Any communications to the Presiding Bishop, relative to resignation of position, must be submitted by letter. If verbal communication is given to the Presiding Bishop a letter is also expected from the individual who has communicated that information to the Presiding Bishop. This is for the protection of the Presiding Bishop and the Reformation. In the case where an individual has not been suspended or resigned but has been asked to step down, then they hold their position but become an individual "without portfolio".

RECESSION OF CREDENTIALS AND REMOVAL FROM BISHOPRIC

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The office of a Bishop is considered one of the most significant in servitude as it pertains to the spiritual diplomacy of mankind and man's ability to become subject to the powers that govern heaven and earth. Before a man can become Bishop he must learn and understand subjectivity. For one to be in this most delicate position and to become unruly and or unbearable in one's position is not only an atrocity but an embarrassment to the position that is designated with Godly duties divine permission. The Presiding Bishop has the Apostolic Authority to appoint men and women to the sacred office of Bishop. He also has the right to determine, present and justify an individual from being removed or removed from the consecrated position of Bishop with the abstraction of consecrated act having been noted as eliminated from the life of a Bishop. For this mandate to happen it usually means that something very extreme has occurred. The Presiding Bishop has the alternative given by his apostolic position to administer mercy and justice when it is needed, necessary, and adjudicated. It is then that the personal advisement of the Presiding Bishop should expect to be administered. The Presiding Bishop also has the right and power to suspend, watch and probate a Bishop for a justified period of time (30, 60, 90.....days) in order that he might review the individual, see how the individual reacts to discipline and whether the act of mercy should be administered and exercised as he sees fit. Should an individual react negatively or become belligerent to the discipline that has been administered or adjudicated the Presiding Bishop has the right to rescind the credentials of a Bishop and remove them from not only their position but from the consecrated ranks of the Bishopric. When an individual has had his credentials rescinded it is an embarrassment to the local congregation and the personage of the Bishop; yet sacredness, dignity, and integrity of the reformation must remain intact as well as the office of Bishop. The rescission of credentials and the abstraction of the Bishop from the ranks of the Bishopric are as follows:

1. The Presiding Bishop will review all charges related to the Bishop in question.
2. The Presiding Bishop may suspend a Bishop for the charges that have been made pending the results of an investigation.
3. The Presiding Bishop also has the right to ask for a resignation which will bring finality to the Bishops situation and bring the rescission and abstraction process to an immediate attention or open the door for the process for the rescinded Bishop to go through the process of preparing for the Bishopric again and scrutiny by the Presiding Bishop and thorough investigation of the Bishop of Consecrations.

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4. The Presiding Bishop has the right to suspend for cause and to institute the investigation.
5. When the question of sexual harassment, sexual misconduct and sexual abuse are brought as charges on the Bishop it is necessary that suspension occur immediately. Suspension may be invoked according to the length of legal and apostolic investigation.
6. An investigation team appointed by the Presiding Bishop will investigate the charges that are presented to the Presiding Bishop and/or the Bishop's Council
7. The Executive Secretary will immediately send a letter of suspension relative to the delegated authority of the Presiding Bishop.
8. The Presiding Bishop will inform the Apostolic Team and/or the Bishop's Council of the suspension and what his desires may be or the investigative situation of the matters.
9. Should the actions of the Bishop or allegations be true the Presiding Bishop will determine what state he desires for the Bishop to maintain so that a further investigation or review will be made.
10. If the individual becomes insubordinate, disrespectful or has committed a felonious act that brings to mind the authority and integrity of the Reformation, the Presiding Bishop will make the ultimate decision based on his personal views and evaluation and the results of review and investigation.
11. If there rescission and abstraction is fundamentally necessary a letter of the decision to rescind and abstract the Bishop will be sent to the Bishop by the Executive Secretary.
12. A letter to the local newspaper will be sent to announce the rescission an abstraction of the Bishop in question and his/her removal from said office as well as the position by the Executive Secretary.
13. A letter of request will be sent by the Executive Secretary to ask for the return of the consecration papers with a copy of said letter going to the lay leader in the church and the local church family.
14. If the consecration papers are not sent back to the Executive Secretary then a public letter of renouncement is sent to the local media stating the

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rescission and abstraction and the lack of cooperation that has been displayed and the adverse reaction to spiritual authority.

15. The church will be reminded of those items that denote the Bishopric and that those items should not be worn publicly and that the individual has been removed from said office of the Bishopric by letter.

16. The Bishop has the right to an attorney during the investigative process,

17. The Bishops attorney also has the right to involve himself in the instigative process and to challenge any and all evidence presented.

18. The Bishop in question has a right to question witnesses individually through his legal representative, review evidence that is presented, a right to question and to have access to any and all allegations that are presented.

19. After the investigating process is complete and it is found that there are no justified reasons to rescind and abstract the Bishop, the Presiding Bishop will direct the Executive Secretary to send a letter lifting the suspension and reinstating the position of the Bishop. The Presiding Bishop has the right, authority and power to rescind any and all of the above that will restore a man or woman to the position in question as it becomes visible that a change of heart has taken place as it states it should be done in Galatians 6:1

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USE OF CORPORATE LOGO, SEAL, AND STATIONERY

The Destiny Changers Fellowship of Churches prides itself on having a logo and/or Bishop's Seal that incorporates the many facets of the organization. The Destiny Changers Fellowship of Churches Logo and Bishop's Seal are copyrighted and trademarked. Permission is and can be granted to utilize the Logo for the sole purpose of official business use only. The distribution of materials for sale, lease or lending is permissible subject to written approval from the Destiny Changers Fellowship of Churches corporate office.

The public performance of literary, musical, dramatic, pantomimes, motion picture and other audio works by which are being held, sponsored for participants of the Fellowship are permissible subject to written approval from the Destiny Changers Fellowship of Churches. Please note that any misuse of or the use of the Logo or Bishop's Seal for personal gain, manipulation or misrepresentation is forbidden and subject to penalties under the law. The Destiny Changers Fellowship of Churches maintains control, distribution and use of the logo. The Fellowship's Logo and Bishop's Seal is to be properly utilized at any and all Destiny Changers Fellowship of Churches functions in its official use, capacity to note business, and conference usage. The Logo and Bishop's Seal is also reserved for stationery usage and should only be utilized in Fellowship business. The Presiding Bishop and the Apostolic Council must approve all stationery, utilizing the Official Logo and Bishop Seal. The Logo may not be altered in any form to accommodate personal or local church usage. Correspondence utilizing the logo and Bishop Seal should be expressly concerning conference business or business of the Fellowship. Members in any and all areas of the Leadership should immediately correct and if necessary, report, and/or enforce inappropriate usage of the Logo and Bishop's Seal to the Apostolic Council. To obtain a copy of the Logo, please call or write the Director of Administration.

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