



# **OFFICIAL MINISTRY POLICY AND GOVERNANCE MANUAL**

**Mount Zion Fire Ministries International (MZFM)**

**Revival Fire Prayer Army**

**Headquarters:**

**Tokyo, Japan**

**Senior Pastor: Ndzi Ernest Nkuh**

**2025**



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### **Revival Fire Prayer Army**

### **Headquarters: Tokyo, Japan**

This Policy and Governance Manual of Mount Zion Fire Ministries International (MZFM), operating under the spiritual mantle of **Senior Pastor Ndzi Ernest Nkuh**, serves as the authoritative guide for the organization's structure, operation, and spiritual mission. It is designed to provide clarity, consistency, and comprehensive direction to all members, leaders, staff, and affiliates of the ministry.

This manual is a vital tool intended to ensure that Mount Zion Fire Ministries operates with integrity, efficiency, and accountability, fulfilling its God-given mandate while abiding by biblical principles and applicable legal requirements. It provides detailed policies and procedures that govern the spiritual, administrative, financial, and operational functions of the ministry.

The manual articulates the foundational vision, mission, and values that guide MZFM's work and outlines the roles, responsibilities, and expectations for membership in the Revival Fire Prayer Army and broader ministry community. It also enshrines the ministry's commitment to respect and comply with the laws of Japan and any nation in which it ministers, ensuring peaceful and lawful operation.

Users of this manual will find comprehensive guidance on key ministry areas including governance and leadership structures, doctrinal positions, codes of conduct, financial stewardship, data privacy, ministry programs, discipline, and policy amendment procedures. It aims to support ministry leaders and members in making consistent decisions, maintaining accountability, and promoting spiritual excellence.

Through this manual, Mount Zion Fire Ministries reaffirms its dedication to advancing the Kingdom of God with excellence, humility, and the power of the Holy Spirit.

**Done in MZFM Japan, 20<sup>th</sup> November 2025**

**Signature:**



## **1. VISION, MISSION, AND CORE VALUES**

### **Our Vision:**

Mount Zion Fire Ministries is divinely commissioned to ignite a passionate, global Revival Fire Prayer Army that will radically transform individuals, families, communities, and nations through the power of focused prayer, fervent worship, bold evangelism, and compassionate service. Our vision is to be a pioneering spiritual force that awakens the fire of God in the hearts of believers everywhere, equipping them to live victorious, Spirit-filled lives that influence every sphere of society.

### **Our Mission:**

Our mission propels us to train, mobilize, and unleash a disciplined army of prayer warriors tasked with advancing the Kingdom of God by proclaiming the gospel, fostering spiritual maturity, and engaging in targeted community transformation initiatives. These activities are held firmly within a biblical framework that defines our core values, which serve as non-negotiable guiding principles ensuring all our ministry efforts reflect the heart of God and adhere to the highest standards of faithfulness. We exist to rescue the lost, disciple the believers, and impact society through strategic prayer, evangelism, and acts of love.



## **Our Core Values:**

- **Holiness:** We are committed to living lives that are set apart for God's purpose, reflecting His purity, righteousness, and divine nature. Holiness is the foundation of our individual walk and corporate witness.
- **Unity:** We believe that in unity, the body of Christ is powerful. We embrace diversity and foster an environment of reconciliation, peace, and cooperation, transcending racial, cultural, and denominational boundaries.
- **Integrity:** We operate with absolute honesty, transparency, and accountability. Our interactions, finances, and leadership are rooted in biblical truth and moral uprightness.
- **Excellence:** We pursue the highest standards of worship, service, and ministry delivery, offering our best to honor God and inspire people to pursue God's excellence in all they do.
- **Compassion:** Guided by Christ's love, we serve with compassion, reaching out to the hurting, marginalized, and oppressed. We demonstrate love in action through outreach and humanitarian efforts.
- **Faith:** We walk by faith, trusting in the promises of God, believing that with God all things are possible. Faith fuels our prayers, decisions, and perseverance in every endeavor.



## **2. MEMBERSHIP OF THE REVIVAL FIRE PRAYER ARMY**

### **Our Membership Commitment:**

Membership in Mount Zion Fire Ministries is more than affiliation, it is a sacred covenant that calls for a wholehearted commitment to spiritual growth, accountability, and active participation. Members are expected to undergo formal orientation and training to understand the ministry's doctrinal foundation, ethical expectations, and mission focus.

This covenant includes a pledge to engage regularly in corporate and personal prayer, ministry involvement, evangelical outreach, and faithful financial stewardship through tithes and offerings. The ministry leadership provides pastoral care and accountability structures designed to nurture spiritual development, address challenges, and maintain unity within the body.

### **Membership Responsibilities:**

- Complete required training and orientation for spiritual readiness and ministry alignment.
- Covenant to uphold biblical standards and ministry doctrine in daily life.
- Regular participation in prayer meetings, worship services, and ministry programs.
- Support the ministry through faithful giving and volunteer service.
- Maintain accountability through pastoral leadership and peer support.



### **Membership Accountability:**

The ministry reserves the right to initiate corrective disciplinary measures when members breach doctrinal, ethical, or behavioral standards. These measures aim primarily at restoration and reconciliation, preserving the spiritual health of the individual and the unity of the church community.

### 3. GOVERNANCE AND LEADERSHIP

#### **Our Governance Structure:**

Mount Zion Fire Ministries operates under a Spirit-led governance structure designed to maintain both spiritual oversight and administrative excellence. The ministry is governed by a Board of Elders, composed of spiritually mature leaders appointed in accordance with biblical qualifications. This Board of Elders serves as the final authority on doctrinal integrity, strategic vision, ethical standards, and policy approval, ensuring all ministry efforts align with God's calling and the ministry's mission.

The Senior Pastor, Founder, and spiritual head of the ministry, **Ndzi Ernest Nkuh**, provides visionary leadership and theological guidance, championing the overarching vision while empowering the Board and ministry teams to fulfill their responsibilities effectively.

An Executive Council comprising departmental heads and regional ministry leaders supports day-to-day operational management. This council ensures that the strategic plans formulated by the Board are executed efficiently across all ministry arms, including worship, evangelism, discipleship, administration, and outreach.

#### **Our Leadership Philosophy:**

We believe that effective leadership balances authority with servanthood. Our leaders are called to shepherd the flock of God with humility, wisdom, and accountability. Leadership development is prioritized to equip emerging leaders through continuous training, mentorship, and hands-on ministry experience, preparing them for greater responsibility and service.



## **Leadership Roles and Responsibilities:**

- **Board of Elders:** Responsible for governance, doctrinal oversight, fiscal accountability, and long-term strategic planning. The Board safeguards the spiritual health of the ministry and holds leadership accountable.
- **Senior Pastor:** Provides spiritual vision, preaching, teaching, and overall pastoral care. Leads the Board of Elders and represents the ministry publicly.
- **Executive Council:** Implements policies, manages ministry departments, coordinates events, and oversees administrative functions.
- **Local Pastors and Ministry Leaders:** Shepherd and nurture their congregations, lead local ministry programs, and serve as liaison to the Executive Council.
- **Leadership Development Team:** Facilitates ongoing training, mentorship, and leadership succession planning.

## **Commitment to Unity and Accountability:**

Our governance structure fosters unity by upholding collective decision-making with transparency and respect. Leadership teams are accountable to one another and to the membership, ensuring that ministry actions reflect our shared values and mission.





## 4. DOCTRINAL POSITION

### Our Doctrine and Faith:

#### Our Doctrine:

Mount Zion Fire Ministries upholds the eternal, infallible, and inspired Word of God as the ultimate authority for all faith and practice. We believe in the divine revelation of the Holy Scriptures, which guide and shape every aspect of our spiritual and organizational life.

#### Our Core Beliefs:

- **God's Nature:** We believe in one God, the Creator of all things, existing eternally in three persons: Father, Son, and Holy Spirit. Each Person is co-equal, co-eternal, and fully God, sharing the divine essence (**Matthew 28:19; 2 Corinthians 13:14**).
- **The Lord Jesus Christ:** We affirm that Jesus Christ is the eternal Son of God, incarnate by the Holy Spirit and born of the Virgin Mary, true God and true man. He lived a sinless life, performed miracles, died on the cross as a substitutionary sacrifice for sin, and rose bodily from the dead to provide salvation for all who believe in Him (**John 1:1-14; Colossians 1:15-20**).
- **Salvation:** Salvation is by grace through faith in Jesus Christ alone. It includes repentance, regeneration, and sanctification believers are called to live holy lives, separated from sin and worldly practices, reflecting the character of Christ (**Ephesians 2:8-10; Titus 2:11-14**).



- **The Holy Spirit:** We believe in the present ministry of the Holy Spirit, who indwells, guides, empowers, and baptizes believers, enabling them to live victorious, Spirit-filled lives and to produce spiritual fruit (**Acts 1:8; Galatians 5:22-23**).
- **The Church:** The church is the Body of Christ, a living organism composed of all believers, called to worship, evangelize, disciple, and serve in obedience to the Great Commission. The church is vital for spiritual growth and ministry (**Ephesians 4:11-13**).
- **The Second Coming:** We anticipate the personal, visible return of Jesus Christ to establish His eternal kingdom, judge the living and the dead, and consummate all redemptive history (**Revelation 22:12-13; Acts 1:11**).
- **Resurrection and Eternal Life:** All humans will be raised believers to eternal life in heaven, unbelievers to judgment and eternal separation from God in hell (**John 5:28-29; Revelation 20:11-15**).

#### **Our Commitment:**

- To teach and preach that salvation is purely by faith in Jesus Christ and that believers are called to a life of obedience, holiness, and separation from worldly living (**Romans 12:1-2; 2 Corinthians 7:1**).
- To uphold the doctrine of the inerrancy and sufficiency of Scripture, rightly divided and faithfully taught (**2 Timothy 3:16-17**).
- To emphasize the importance of discipleship, baptism in water and in the Holy Spirit, and ongoing spiritual growth in Christ (**Matthew 28:19-20; Acts 2:38**).



## **5. FINANCIAL STEWARDSHIP AND ACCOUNTABILITY**

### **Our Financial Stewardship Commitment:**

Mount Zion Fire Ministries recognizes that every resource entrusted to us especially financial gifts is sacred and given by God's grace for the advancement of His Kingdom. We therefore commit to managing all financial resources with the greatest integrity, transparency, and wisdom, honoring both God and the generosity of our members and supporters.

We establish robust systems of accountability and oversight to ensure that all funds received from tithes, offerings, donations, grants, and fundraising activities—are accounted for, responsibly allocated, and used solely for ministry purposes approved by our leadership.

### **Our Financial Management Practices:**

- A Finance Committee appointed by the Board of Elders is responsible for preparing, reviewing, and approving annual budgets aligned with strategic ministry goals.
- Spending authority is restricted through formal approval processes requiring at least two authorized signatories for significant expenditures.
- Transparent financial records are maintained meticulously and made accessible for review by leaders and members to foster trust.



### **Our Financial Ethics and Donor Relations:**

We uphold ethical standards in all fundraising and financial interactions. Donors are treated with respect, their contributions acknowledged graciously, and donor privacy protected rigorously. We affirm that financial giving is voluntary, free from any coercion or undue pressure.

### **Accountability and Reporting:**

Regular financial reports, including income statements and budget variance analyses, are presented to the Board and members at least annually. Any concerns or inconsistencies identified in financial management trigger immediate investigation and prompt corrective action.



## 6. CODE OF CONDUCT AND ETHICAL STANDARDS

### Our Code of Conduct Commitment:

Mount Zion Fire Ministries holds all members, leaders, staff, and volunteers to a high standard of ethical and biblical behavior. This Code of Conduct serves as a guide to ensure that every person connected with the ministry exemplifies Christlike character, upholds the ministry's reputation, and operates with integrity, respect, and accountability in all actions.

Our commitment is to foster a safe, respectful, and holy environment where the dignity and worth of every individual are protected. We recognize that our conduct reflects not only on ourselves but on the ministry and the Gospel we represent.

### Principles of Conduct:

- **Integrity:** Conduct all interactions honestly and transparently, honoring commitments and avoiding deceit or misrepresentation.
- **Respect:** Treat all people with dignity, kindness, and fairness, regardless of their background, status, or role within the ministry.
- **Holiness:** Pursue a lifestyle consistent with biblical teachings, maintaining sexual purity, sobriety, and moral uprightness.
- **Confidentiality:** Respect the privacy and trust of individuals by safeguarding sensitive information encountered in ministry contexts.
- **Responsibility:** Perform all duties with diligence, accountability, and a servant's heart.



- **Conflict Resolution:** Address conflicts promptly and biblically, seeking reconciliation and restoration in the spirit of Matthew 18:15-17.
- **Zero Tolerance:** The ministry has zero tolerance for harassment, abuse, discrimination, or any form of misconduct. Violations will be thoroughly investigated and appropriately addressed.

### **Accountability and Enforcement:**

Violations of this Code of Conduct will be handled through established disciplinary procedures aimed at restoration and justice. Leadership will conduct investigations with confidentiality and fairness, providing pastoral care and support where applicable. All persons subject to the ministry's care are entitled to protection and respect, and any breaches that cause harm will be met with swift action.

## 7. PRIVACY AND DIGITAL COMMUNICATION

### Our Privacy Commitment:

Mount Zion Fire Ministries recognizes the sacred trust placed in us to protect the personal information of our members, supporters, staff, and visitors. We are committed to collecting, storing, and using personal data lawfully, ethically, and responsibly in accordance with applicable privacy laws and best practices.

The confidentiality and protection of all personal information—such as names, contact details, sacramental records, and sensitive pastoral data—are paramount. We only collect information that is necessary for legitimate ministry purposes like communication, event coordination, pastoral care, and donation management.

### Principles of Data Protection:

- **Transparency:** Individuals are informed about the purposes for which their data is collected and how it will be used.
- **Consent:** Explicit consent is obtained before collecting sensitive personal information, with individuals retaining the right to withdraw consent.
- **Limited Use:** Personal data is only used or shared as necessary to fulfill ministry activities and is not disclosed to unauthorized parties.
- **Data Quality:** We take reasonable steps to ensure information is accurate, up-to-date, and complete.
- **Data Security:** Appropriate technical and organizational safeguards are implemented to protect against unauthorized access, loss, or misuse.



- **Access and Correction:** Individuals have the right to access their personal information and request corrections where necessary.

### **Digital Communication Standards:**

All digital communication platforms, including email, social media, and ministry websites, are managed responsibly to foster respectful, truthful, and uplifting interactions. Guidelines are in place to prevent misinformation, protect privacy, and encourage constructive engagement among ministry members and the wider community.

### **Accountability and Compliance:**

Mount Zion Fire Ministries designates a Privacy Officer responsible for overseeing data protection compliance and managing inquiries related to privacy policies. Any breaches or concerns regarding privacy are handled promptly with corrective actions to preserve trust and legal compliance.



## 8. MINISTRY OPERATIONS AND PROGRAMS

### **Our Ministry Operations Commitment:**

Mount Zion Fire Ministries is structured to operate as a dynamic, Spirit-led community that effectively advances the Revival Fire Prayer Army vision through diverse, well-coordinated ministry programs. These programs are designed to engage the whole person—spiritually, socially, and practically—equipping believers and impacting communities with the life-changing power of the Gospel.

Our ministry functions through distinct departments and operational teams, each tasked with specific roles aligned to the overall mission. Clear guidelines, strategic planning, and continuous evaluation govern all ministry activities to ensure excellence, relevance, and kingdom impact.

### **Key Ministry Departments:**

- **Worship and Music Ministry:** Leading vibrant, Spirit-filled worship services that draw people into the presence of God and prepare hearts for revival. This ministry oversees choirs, bands, worship leaders, and technical teams to uphold excellence in worship experiences.
- **Evangelism and Outreach:** Mobilizing believers to passionately proclaim the gospel locally and globally, organizing campaigns, community outreach, and missionary efforts to win souls and demonstrate God's power through signs and wonders.

- **Prayer and Intercession:** Coordinating focused corporate prayer meetings and developing prayer warriors through training initiatives. This department is the spiritual backbone of the ministry, interceding for revival, nations, and the church body.
- **Discipleship and Leadership Training:** Offering structured programs, classes, and mentorship relationships that promote spiritual growth, biblical literacy, leadership skills, and ministry readiness for both new believers and seasoned leaders.
- **Compassion Ministries:** Implementing outreach programs that address social needs such as poverty alleviation, health care, counseling, and humanitarian aid, demonstrating Christ's love through practical service.

#### **Operational Guidelines:**

- Ministry calendar coordinated centrally to avoid scheduling conflicts and maximize resource allocation.
- Regular ministry reports submitted to the Executive Council for evaluation and strategic alignment.
- Volunteer recruitment and training processes to ensure preparedness and dedication.
- Safety and legal compliance policies rigorously applied in all ministry activities.
- Resource management ensures stewardship of facilities, equipment, and materials entrusted to the ministry.

## 10. RESPECTING THE LAWS OF JAPAN AND OTHER

### Our Commitment to Legal Adherence:

Mount Zion Fire Ministries reaffirms its unwavering commitment to operate in full compliance with all applicable civil, statutory, and regulatory laws in the nations where we serve. This commitment is rooted in biblical principles of obedience to civil authorities (**Romans 13:1-7**) and a desire to maintain an exemplary standard of integrity and legality in all our dealings.

### Our Responsibilities:

- **Registration and Legal Standing:** Ensure that the ministry is properly registered with relevant government authorities, including renewal of incorporations, permits, and licenses as required by national and local laws.
- **Tax Compliance:** File all necessary tax returns and financial reports in accordance with local tax laws (church taxes).
- **Employment and Labor Laws:** Comply with employment regulations, including fair wages, contracts, health and safety policies, and insurance requirements for staff and volunteers.
- **Property and Facilities:** Adhere to building codes, safety standards, zoning laws, accessibility regulations, and environmental laws pertaining to property use and management.
- **Data Protection and Privacy:** Protect personal data of members, donors, and recipients, respecting privacy laws and ensuring secure handling and storage of sensitive information.



- **Financial Management:** Maintain transparent financial records, and follow financial controls as mandated by law.
- **Child and Vulnerable Person Protection:** Implement and follow safeguarding regulations to protect minors and vulnerable individuals under our care, aligned with national standards.
- **Compliance Monitoring:** Regularly review ministry activities to ensure adherence to legal requirements and rectify any areas of non-compliance swiftly and thoroughly.

### **Regular Training:**

The ministry shall conduct ongoing training for staff and leaders on legal requirements affecting our operations. We pledge to remain proactive in understanding evolving legal landscapes both local and international and adjusting our policies accordingly to uphold the highest standards of legal integrity.

### **Dissolution and Asset Management:**

In the unlikely event of ministry dissolution, all assets shall be disposed of according to legal statutes and in accordance with the ministry's founding principles. Assets will be transferred to other Christian organizations with aligned missions to continue the kingdom work.



## **9. POLICY AMENDMENTS AND MINISTRY CONTINUITY**

### **Our Commitment to Policy Review and Amendments:**

Mount Zion Fire Ministries recognize that policies must be living documents evolving and adapting to meet changing ministry needs, legal requirements, and spiritual directions. Therefore, this manual and all governing policies shall be subject to regular review and amendment to maintain their relevance, effectiveness, and alignment with the ministry's vision and the Word of God.

Proposed amendments may originate from the Board of Elders, ministry leadership, or the general membership based on prayerful consideration and observed ministry challenges or opportunities.

### **Amendment Procedures:**

- All proposed changes to policies or bylaws must be submitted in writing and distributed to the Board members and ministry leaders at least thirty (30) days before any scheduled meeting for discussion.
- The Board of Elders shall convene a special or regular meeting to deliberate on the proposed amendments, collecting input from council members and relevant stakeholders.
- Amendments require a two-thirds (2/3) majority vote of the Board of Elders present to pass. Some major changes, especially constitutional ones, may also require membership ratification through an annual or specially convened congregational meeting.



- Once approved, amendments shall be formally documented in meeting minutes and incorporated into the policy manual. All ministry members will be notified of significant policy changes.
- Legal counsel may be engaged as necessary to ensure that amendments comply with civil laws and best governance practices.

### **Ministry Continuity and Dissolution:**

In the unlikely event of ministry dissolution, all assets and resources shall be managed according to biblical principles and the highest ethical standards. Remaining funds and property shall be transferred to other Christian organizations with aligned missions to advance the kingdom of God.

This provision reflects our unwavering commitment to ensure that the ministry's mission, legacy, and resources continue to bless the wider body of Christ, regardless of organizational changes.