



MEMBERSHIP AND WELFARE GUIDE

Approved by the WESO AGM 2024

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WHO IS A MEMBER OF WESO?

The following is the constitutional definition of who a member of the ministry should be.

- i. Any born again Christian who professes Jesus Christ as Lord and Savior.
- ii. A Member shall register in any of the following categories.
 - ✓ Student in either a university or tertiary institution.
 - ✓ Non-student. This includes.
 - Those who were students as stated in universities or tertiary institutions.
 - Those who support the vision and mission of WESO.
 - Church or Christian organizations which wish to be part of the WESO family and support the vision and mission of WESO may be accepted as affiliate partners.
 - Postgraduate students shall be regarded as non-students.
- iii. All members shall fill in the declaration form in Schedule A and shall receive a notification that he/she/they is/are a member(s) of The Society.
- iv. There shall be a non-refundable registration and annual subscription fee for each of the categories of members. The amount of fees shall be determined by the NEC and approved by the AGM. Additionally, members shall be required to make contributions as the need arises.
- v. A Member may cease to be a member of The Society
 - ✓ Through resignation by submitting a written letter, stating so to the General Secretary (GS).
 - ✓ Resignation shall take effect from the date of receipt of such notice and the GS shall acknowledge receipt thereof.
 - ✓ Through expulsion ratified by the Annual General Meeting (AGM) subject to Clause 4.o).(If he or she contravenes the provisions of the constitutions
 - ✓ If he/she acts in a way that adversely affects the reputation, dignity and/or esteem of The Society or Christian faith.
 - ✓ If he/she contravenes the provisions of this constitution.
 - ✓ Through natural attrition.

The Society shall have no liability whatsoever to any person who for whatever reason ceases to be a member.

BACKGROUND

The society has not had a properly defined way to subscribe leading to the confusion of who is truly a member. This ambiguity has posed significant challenges to the leadership in times of a welfare occurrences as everyone associated to WESO in one way or the other always feels entitled to support and attention. The proposed guidelines will be crucial in clearly defining membership and providing instructions on how to participate in welfare events.

While welfare has been a longstanding topic of debate in society, social media has amplified information sharing, mobilization, and participation of many brethren in such needs posing numerous challenges to the leadership and the team as a whole. Some of these include the following: -

1. Struggle for space to communicate the team's financial objectives and plans. With many needs being presented, the team's leadership has always easily been viewed as being insensitive and callous whenever matters of the team must be presented in this mix. Consequently, the financial plan of the team lags as members concentrate on "immediate" and "seen" needs of brethren.
2. Overburdening brethren with all sorts of needs.
3. Perception among brethren that there is partiality and favoritism in the team as some find prominence while others remain under the carpet.
4. Proper communication challenge, hence making difficult for the leaders to know an

occurrence.

The policy shall be used as the guiding document for onboarding members and welfare practice in WESO.

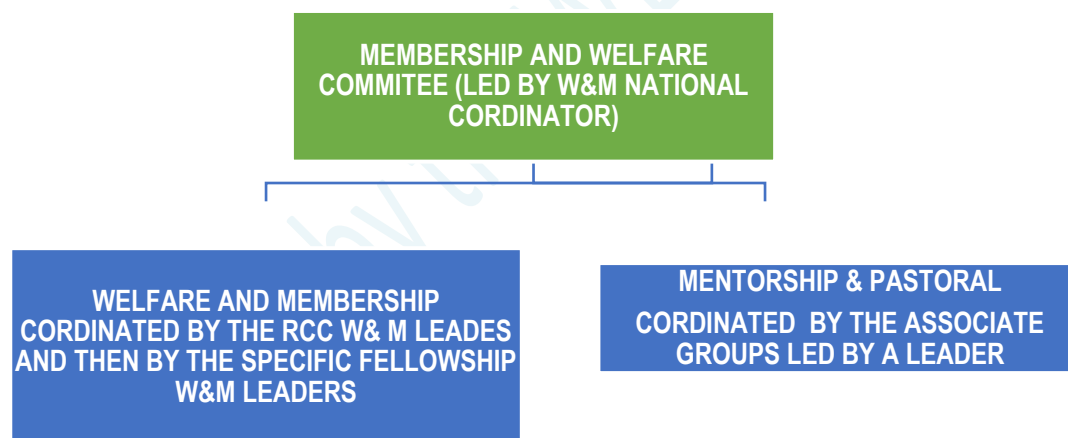
Membership and Welfare Department – Reasons for its necessity

The department was established to provide a centralized and organized approach to recruiting members, reaching out to them, and encouraging mutual support during significant life events, such as weddings, births, sicknesses, and deaths.

This guideline has been formulated with the following considerations in mind.

1. WESO has tremendous potential. We need to implement a formal recruitment process, develop strategies for member retention and create a plan to make it a better community.
2. Being inherently social beings, we as brethren, must support one another transcending to mere rules and regulations.
3. As Christians and western Kenya belt, our inherent benevolence is evident.
4. Financial prudence (individual and organizational) is important for a successful and impactful life.
5. It is essential to handle welfare issues in a well-structured manner by the individual affected and the organization.
6. It is all workable with established communication channels in place.
7. The strength of welfare reflects the robustness of society. Human beings crave acceptance and love above all else. By prioritizing these values, WESO will thrive.

STRUCTURAL PROPOSALS



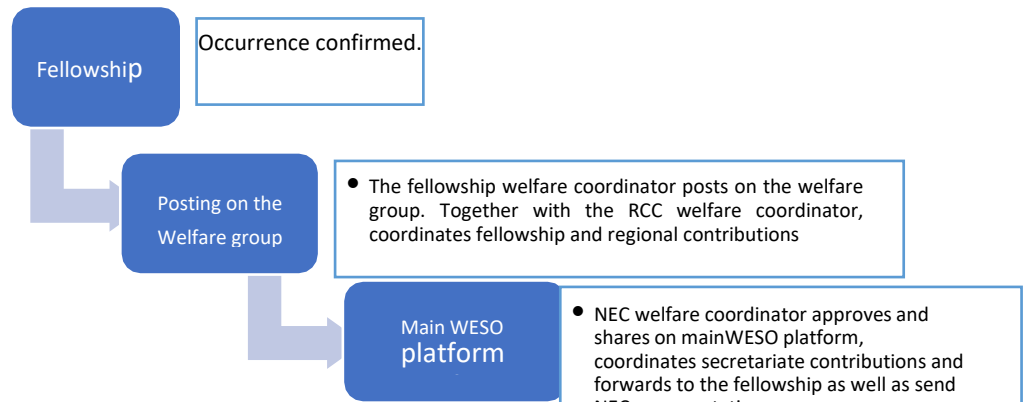
- i. The society embraces Campus alumni groups (widely known as Associate Groups) and aims to enhance their current activities while acknowledging them as an integral arm of WESO.
- ii. Working on a plan to reach out to associate groups for individual member registration at the national secretariat.
- iii. The coordination of membership and welfare activities will be overseen by regional welfare leaders in collaboration with the welfare leaders of individual fellowships.
- iv. Fresh Membership registration to be conducted for everyone.
- v. The following to be affected.
 - ❖ ecards/SMS for all members (Birthdays, weddings, funerals, births.)
 - ❖ Leadership recognition cards and awards
 - ❖ Retreats- Every region to conduct two retreats annually and, one mega annual

national retreat.

- ❖ Mentorship programs for sisters and brothers at campus/colleges, pastoral/preaching requests/speaking engagements through the alumni groups.
- ❖ CSR Programs like visiting the sick, children's homes, etc.
- ❖ A diaspora fellowship drive and launch within the year.
- ❖ Member onboarding and exit interviews for generation of ideas on member expectations, experiences and learnings.

NO	PILLAR	ROLE
1	THE ROLE OF THE MEMBERSHIP AND WELFARE SECTION	<ul style="list-style-type: none"> ➤ Oversee recruitment and retention of members into WESO. ➤ Launch a welfare system that will assist members in times of benevolence, need or misfortune and celebration and commemoration. ➤ Create a system in which pastoral services can be proffered to members who need them. ➤ The Committee shall be composed of Welfare Coordinators from the fellowship.
2	FELLOWSHIPS	<ul style="list-style-type: none"> ➤ Submitting duly filled membership forms and membership and subscription fees to the secretariat. ➤ Update the secretariate on member subscriptions. ➤ Inform the NEC Welfare coordinator of a welfare occurrence. ➤ All welfare issues will be handled JOINTLY the NEC, the fellowship and the RCC: Planning, mobilizing and execution. ➤ Each fellowship to develop own guidelines on how welfare issues of members shall be handled.
3.	ROLE OF NEC WELFARE AND MEMBERSHIP CORDINATOR	<ul style="list-style-type: none"> ➤ Shall be responsible for coordinating the delivery of the department's mandate (membership drives, welfare, e.t.c) ➤ NEC shall give an additional amount/contribution as indicated in the details. ➤ Shall be responsible for any welfare information to beshared on WESO main platforms/plenary. ➤ Fellowships/RCC welfare coordinators will liaise with this office for approval and posting of such matters to main WESO platforms/plenary. ➤ Shall solely be responsible for posting only links inviting brethren which shall berestricted as guided by NEC during the entire period of the event being undertaken.

COMMUNICATION FLOW CHART DURING A WELFARE OCCURENCE



MEMBERSHIP AND ANNUAL SUBSCRIPTIONS

- i. All persons to join by filling out an application form and upon signing the declaration form. (To be provided either physically or through a website)
- ii. Students register by paying a registration fee of Ksh 100 per student through the various student fellowships. The welfare coordinators then forward the amount together with filled forms to the Secretariat.
- iii. Non-students to register by paying a registration fee of Ksh 500
- iv. Every student member to pay an annual subscription fee of Ksh 200 which would be divided as follows; Ksh 50 to be paid to the secretariat while Ksh 150 to be retained by the fellowship in which the student belongs.
- v. Non-student members to pay an annual subscription of Ksh 1200 directly to the secretariat with Ksh 700 allocated specifically to welfare coordination.
- vi. Upon registration, a member should get an email or SMS confirmation followed by allotment of a member number and a membership card.
- vii. All members to give monthly contributions voluntarily as God shall enable each of them.
- viii. Launch of a diaspora fellowship in the year.

WELFARE

1. All Welfare issues will be initiated by fellowships through the welfare coordinators in the fellowships coordinated by the RCC welfare coordinator and then NEC Welfare coordinator.
2. Each fellowship to develop a clear policy on how matters of members Welfare shall be run and managed in terms of.
 - i) Eligibility criteria- who can be supported? Registered, active member of the cell group (Active in the ministry for the past one year)
 - ii) What issues will be supported? Death, sickness, wedding, anniversaries, baby showers, birthdays, loss of job, school fees etc.
 - iii) Who is covered in the support? Nuclear family- Registered and active member for the last one year and their spouse, children, parents, and parents in law

- iv) How much is the amount to be contributed by individuals/ group for each of the above cases?
- v) What happens to inactive welfare members? How are their cases treated?
- vi) What are the modalities for collection? A welfare kitty where members pay regularly, or members contribute case by case basis.

National Executive Committee (NEC) Guidelines

The information on the WESO Welfare Policy serves as the basic guideline and requirement to be met by an affected member whose case needs to be shared on the WESO platforms for support. The NEC therefore advises on the following:

1. All WESO Ministry Main platforms including The Main WESO WhatsApp forum will have restricted use on sharing welfare issues.
2. Welfare issues will be shared in accordance with the guidelines outlined in the WESO Welfare Policy.

✚ The general coordination of a welfare occurrence happens at the fellowship level. The NEC also shares its support to the particular fellowships according to the guidelines outlined below.

	Type Of Occurrence	Relationship With Member	Amount Supported From NEC	Gift Or Cash	Additions
1	Wedding	Self	2500	Gift	Congratulatory Communication: SMS, ecards and accompanying WESO branded physical card
2	Bereavement	Parent/Guardian	5000	Cash	Condolence Communication: SMS, ecards and accompanying WESO branded physical card
		Child	5000	Cash	Condolence Communication: SMS, ecards and accompanying WESO branded physical card
		Brothers and sisters (For the unmarried)	5000	Cash	Condolence Communication: SMS, ecards and accompanying WESO branded physical card
		Spouse	5000	Cash	Condolence Communication: SMS, ecards and accompanying WESO branded physical card
		Self	10,000	Cash	Condolence Communication: SMS, ecards and accompanying WESO branded physical card
3	Newborn	Only for the member	2500	Gift	Condolence Communication: SMS, ecards and accompanying WESO branded physical card
4	Sickness	Self			The NEC through the Welfare Cord to call upon members for contributions on a need basis

N/B:

- ✚ A member should include details of the named kins at registration.
- ✚ All these requests are subject to availability of funds.
- ✚ All members should ensure to belong in a fellowship. All the activities are initiated and

generally coordinated by the fellowships.

- ✚ NEC support is over and above the fellowship support and the individual support. Members are encouraged to support each other as a sign of love.

Tools

For effective delivery, we require the following tools.

- ✚ Active social media handles (facebook, twitter, Instagram, TikTok, etc.)
- ✚ A working website with a lot of traffic- WESO activities posted in real time.
- ✚ Constant communication; phones, data e.tc
- ✚ People with an ownership mentality- People who are proud to be associate with the WESO 'brand.'
- ✚ A WESO phone (a working phone) for someone to guide those contacting about WESO (Once all is set, we could introduce the issue of volunteers- especially for immediate graduates who are looking into advancing in ministry or rather serving). For constant and effective communication, data, Airtime, etc.

Fundraising.

- ✚ The Ksh 700 from every annual subscription by a non-student
- ✚ Proposals to well-wishers for activity funding

Emily Auma,



Welfare and Membership Coordinator

CC

No.	Name	Designation
1	Job Sinino Wekesa	Chairman, General Executive Committee (GEC)
2	Derick Simiyu	Chairman Board of Trustees (BOT)
3	Tom Wafula Barasa	Patron