
KIBABII UNIVERSITY CHRISTIAN UNION



WELFARE POLICY.

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PREAMBLE

The welfare department is one of the Arms of the KIBUCU departments that work to provide both moral and material support to the Bonafede members of KIBUCU.

As the name suggests, the focuses on the well-being of the Bonafede members of KIBUCU in ensuring that they are doing well both physically, spiritually and economically.

The welfare department strive to show compassion to the needy students within KIBUCU as well as reaching out the street and orphans' children outside the campus.

Apart from the welfare of the well-being of the KIBUCU members, the welfare department provide welfare services to the special invited guests and ministers to the church of KIBUCU.

THE PURPOSE OF THE POLICY

The KIBUCU welfare policy is very crucial and shall help the welfare committee in execution of their duties and responsibility effective.

This policy provide guideline on:

- The identification and assessment of the needy students in KIBUCU
- The program set by the department in helping the needy, both in KIBUCU and outside the campus
- The extend of the needy of individual students
- Effective ways of handling the needs of the needy students for their well-being
- The sources of funding the welfare department to meet the needs of the identified needy students as well as stretching hand to the orphans and the street children

The policy therefore shall be of help both to the welfare department, the KIBUCU church and the executive committee of KIBUCU in ensuring that the well-being of the church members is priotized and true religion is embraced (James 1:27)

OBJECTIVES OF THE WELFARE DEPARTMENT

The welfare department shall work tirelessly to attain the following objectives:

- Providing support to the needy students in KIBUCU for their well-being. This entails material support, food support and emotional support
- Providing mentorship and counseling services to students affected emotionally and spiritually
- Empowering needy students with special training and empowerment programs for self-reliance and independence
- Reaching out the needy children outside campus, both the orphans and street children
- Providing welfare services to both special invited guests and ministers in KIBUCU fellowships and special events

ACTIVITIES

The following are some the activities that the welfare department shall involve in to achieve the stated objectives:

- Identifying, interviewing and assessing needy students in KIBUCU

- Doing guiding and counseling to the affected students, i.e those affected economically, emotionally and spiritually
- Offering mentorship services to students for better living and have positive lives
- Offering training services for empowerment for the purpose of raising self-reliant students
- Visiting children's homes and the streets in identified towns to help the needy children
- Purchasing, collecting and distributing of materials and foodstuff in support of the needy
- Purchasing and preparing of meals and refreshment for special invited guests and ministers during fellowships and special events

WELFARE DEPARTMENT COMMITTEE

The welfare department committee shall consist of six members which include:

- Chairperson
- Vice chairperson
- Secretary
- Treasurer
- Organizing secretary
- Prayer coordinator

The committee shall assume the following general roles:

- Work in togetherness in achieving the objectives of the department
- Drawing budgets for refreshments during special event in KIBUCU
- Identifying, interviewing and assessing the needy students of KIBUCU
- Assist in preparing and of refreshments during KIBUCU special events
- Serving of ministers and special invited guests with food and refreshments

SOURCES OF FUNDS AND RESOURCES

The welfare department needs enough funds in fulfilling and achieving their objectives effectively. Therefore, the welfare department shall obtain funds and other materials needed from the following sources:

- The KIBUCU treasury where 5% of the total offering given in the church on both Fridays and Sundays shall be given to the treasurer of the welfare department
- Love offering where the department shall organize special love offering dates, at most thrice per semester
- Well-wishers, donors and interested individuals
- Through income generating projects (with consideration of the KIBUCU financial policy)

N.B: The love offering which shall be organized at most thrice per semester is not limited to money alone but also clothing and other materials needed for personal effects, e.g. clothes, soaps, tissue papers, shoes among others.

NEEDS TO BE ADDRESSED

The welfare department shall be willing and able to address the following forms of needs to the KIBUCU needy students:

1). Basic needs

Basic needs include food, clothing and shelter.

- Food – where a student is completely lacking food or means of obtaining daily bread. Also, where one's upkeep is not consistent throughout the semester.
- Clothing – where a student loses almost all his/her clothes in the event of theft or fire breakout and has no other immediate means of obtaining other clothes
- Shelter –where a student lacks a place to reside while there is no means for accommodation

N.B: For the need of food and clothing, the welfare department shall act upon directly by providing them to their very best **BUT** for shelter, the welfare department shall advice one and connect him/her to a friend where they can be assisted for a while before obtaining the person obtains his/her own place whether inside campus or outside campus. The welfare department will **NOT** cater for the rent of any student.

2). Emotional needs

Emotional needs include the following:

- Loss of beloved ones and bereavement
- Neglect from a family
- Family problems like family conflicts, disowned
- Withdrawal of parents from paying school fees
- Mistreatment by other family members

N.B: These emotional needs shall be handled by the welfare team in giving encouragements, guiding and counseling the affected ones and showing them love and affection so as to have a state of belonging and feel at peace.

3). Other social needs include:

Health problems- where a student and a member of KIBUCU has been suffering over long period of time with a chronic disease.

Also, where a student has a huge hospital bill need to be assisted in clearing it either before or after discharge.

Other than the needs of the KIBUCU members highlighted, the welfare department shall stretch out its hand to meet some of the needs of street children and the orphans in a given market center or a town. These children may be in need of the following naming but a few:

- Food
- Clothing
- Love and affection
- Personal effects like soap, tissue papers, etc.
- Peace and joy

In handling such needs, the welfare department shall organize visits to some of the nearby children's home and streets, spending time with them and carrying them some gifts. Also organizing special days where they can prepare a meal to feed the street children as well as the orphans and neglected children in the children's home.

NEED ASSESSMENT

For the welfare department to know and assess the needs of individual students in the KIBUCU, the following procedure shall be considered:

- A needy student shall communicate and share his/her need to the treasurer of the class fellowship
- The vice chairperson shall then share what she has heard to the chairperson of the welfare department
- The chairperson of the welfare department shall book appointment to meet with the needy person. Here the chairperson can have an accompaniment with any member of her team
- An interview shall be conducted i.e one-on-one meeting by the welfare team and the needy student
- The welfare team shall then have a separate meeting for verification of the need
- The chairperson of welfare department shall then approve or disapprove the person in need through a formal form of need assessment
- Where approval has been done, the chairperson of the welfare department and her team shall then prepare the budget for the needed materials/items as well as the program to be undertaken to help the needy student.

N.B: The welfare team has the mandate to approve or disapprove the need or the person in question after considering the factor for eligibility.

FACTORS TO CONSIDER FOR ELIGIBILITY

The following are factor to consider for eligibility of the assistance to be given by the welfare department:

- MUST be born again
- MUST be an active church member of KIBUCU
- MUST be a student of KIBU
- MUST be honest and genuine (sincerity of highest order)
- MUST have a need that is similar or close to the ones stipulated in this policy
- MUST portray good moral behavior

IMPLEMENTATION OF THE NEED ASSISTANCE

The following are the possible ways in which the welfare department shall put in place to assist the needy students:

- The welfare department shall draw a budget in semester wise that will guide them in knowing the number of cases they can assist per semester considering what they have in the welfare kitty

- The welfare department shall organize a love offering days at most thrice per semester in boasting the welfare kitty.
- The welfare department shall come up with an income generating project so as to boast the welfare kitty
- The welfare department shall organize special days to collect from students both residents and non-residents some clothing, money and other useful resource that will be of help when visiting the street children and the children homes
- The welfare team shall do shopping for non-resident needy students amounting to kshs.1000 basically for food when approved
- The welfare team shall buy a meal card of amount kshs.1000 to a resident needy student for his/her meals through the semester
- The welfare team shall purchase some clothes amounting kshs.1000 for a needy student who is in need of clothing. Also, the person shall be assisted with clothing from friends and those collected during the special days of collection
- Those that lose their beloved ones, the welfare department shall organize a visit to the person before or after the burial to encourage and counsel the person
- There shall be cash of Kshs.1000 that shall be given to a bereaved person in accordance to the KIBUCU financial policy

N.B: The welfare team shall not give **CASH** to any needy student but handling the needy effectively.

There shall be **NO PAYMENT of HOUSE RENT** done by the welfare department.

GENERAL GUIDELINES

The following are some general guideline that shall guide the welfare department in fulfilling its mandate and achieve the desired objectives:

- The assistance and support given shall be open to all including the executive committee members as long as they are eligible after the factors of eligibility have been considered. No leader of any post or level is an exemption.
- The welfare committee shall collaborate with the KIBUCU patron in mentorship program and in guiding and counseling so as to provide effective measures in handling the emotional challenges of the needy students.
- In visiting the children's homes and the street children, the welfare committee shall incorporate all interested members of KIBUCU
- In an occasion where case of loss and bereavement occur, the welfare department shall organize to send some representatives to the place in supporting and encouraging the one bereaved. Also, a program of counseling and series of teachings and encouragement shall be planned to be offered immediate the person resumes after the burial.
- In cases of health issues like clearing of hospital bills, the welfare department shall organize fundraise in KIBUCU to assist the person in question.
- Any monetary issues stated in this policy shall only apply as stated in the KIBUCU financial policy.

- The welfare department shall **not lend** any money nor **give loans** to students, it shall only show compassion to the needy students and shall request **NOTHING** from them in return.
- No support of **school fees** shall be given by the department, only for some rare cases and where need be with approval of the KIBUCU executive committee.
- Other specific duties of the welfare committee shall be performed as stated in the KIBUCU leadership manual.

CLOSURE STATEMENTS

1. Prov. 22:9. 'He who has a generous eye will be blessed, for he gives of his bread to the poor'.
2. 2 cor. 9:6. 'But this I say; He who sows sparingly will also reap sparingly, and he who sows bountifully will also reap bountifully'.
3. Luke 6:38. 'Give and it will be given to you: good measure, pressed down, shaken together, and running over will be put into your bosom. For with the same measure that you use, it will be measured back to you'.