

ITORERO RY'IVUGABUTUMWA RY'INSHUTI

MU RWANDA "E.E.A.R"

**AMATEGEKO NGENGA - MIKORERE Y'UMURYANGO
USHINGIYE KU IDINI**

Kigali, Ukwakira 2014

Amashakiro

Amashakiro	2
AMATEGEKO NGENGAMIKORERE Y'UMURYANGO WA E.E.A.R.....	8
IJAMBO RY'IBANZE	8
UMUTWE WA I: IMYIZERERE NA GAHUNDA Y'ITORERO RYA E.E.A.R.	8
A.IMYIZERERE	8
Ingingo ya 1:	8
Ingingo ya 2:	8
Umuryango wa E.E.A.R. wemera ko:.....	8
Ingingo ya 3:	9
Itorero rya E.E.A.R. ryemera gukora imihango:.....	9
Ingingo ya 4:	10
Itorero rya E.E.A.R. ryemera ibi bikurikira:.....	10
B. UBURYO BWO KWAKIRA ABAYOBOKE	10
Ingingo ya 5:	10
Ingingo ya 6:	10
C. KUREKA KUBA UMUYOBOKE.....	11
Ingingo ya 7:	11
Ingingo ya 8:	11
D.GAHUNDAY'ITORERO	11
a) Umubatizo	11
Ingingo ya 9:	11
b) Ubukwe	12
Ingingo ya 10:	12
Ingingo ya 11:	13
Ingingo ya 12:	13
Ingingo ya 13:	13
1. Gusezeranya Abakristo.....	13
2. Gusezeranya Abasanzwe Babana	17
3. Gusezeranya Abatari Bakirwa mw'Itorero	19

C) Gusengera abana	20
Ingingo ya 14:	20
d) Ifunguro ryera	22
Ingingo ya 15:	22
e) Gushyingura abitabye Imana.....	24
Ingingo ya 16:	24
f) Umuhango wo gutaha ibikorwa.....	26
Ingingo ya 17:	26
Ingingo ya 18:	26
INDI MIHANGO	27
Ingingo ya 19	27
UMUHANGO WO KWEZA ABAPASITORI.....	33
UMUTWE WA II: INZEGO ZA E.E.A.R	39
Ingingo ya 20:	39
Ingingo ya 21:	39
Ingingo ya 22:	39
Ingingo ya 23:	40
Ingingo ya 24:	40
Ingingo ya 25:	41
Ingingo ya 26:	42
Ingingo ya 27:	42
Ingingo ya 28:	43
Ingingo ya 30:	43
Ingingo ya 31:	44
Urubyiruko	44
Umuyobozi w’urubyiruko agomba kuba ari:	44
➤ Umunyetorero wakiriwe, uzwi kandi afite ubumenyi n’ubuhanga bwo gukorana n’urubyiruko aruteza imbere muburyo bw’umwuka n’umubiri	44
➤ Umukristo wera imbuto, w’inyangamugayo mu itorerero no hanze yaryo.....	44
➤ Kwemera gukorera ku mahame n’amategeko ya E.E.A.R	44

➤ Yumvira ibyo akanama k'indero n'amashuri gasaba kuko ariko gafite munshingano zako ibikorwa by'urubyiruko	44
➤ Agomba kandi kuba ari urubyiruko nawe afite nibura hagati y'imyaka 15 na 35 kandi arukunda anarukorera.....	44
Ingingo ya 32:	44
Abagore	44
➤ Umunyetorero wakiriwe, uzwi kandi afite ubumenyi n'ubuhanga bwo gukorana n'abagore abateza imbere muburyo bw'umwuka n'umubiri.....	44
➤ Umukristo wera imbuto, w'inyangamugayo mu itorero no hanze yaryo.....	44
➤ Kwemera gukorera ku mahame n'amategeko ya E.E.A.R	44
➤ Yumvira ibyo akanama k'indero n'amashuri gasaba kuko ariko gafite munshingano zako ibikorwa by'abagore	44
Ingingo ya 33:	45
Ingingo ya 34:	45
Ingingo ya 35	45
Ingingo ya 35:	45
Ingingo ya 36:	46
Ingingo ya 37	46
Ingingo ya 38	47
Ingingo ya 39:	48
Akanama k'Indero n'amashuri	48
Ingingo ya 40	49
Ingingo ya 41:	49
Ingingo ya 42:	50
➤ Inama y'ubuyobozi yiga ibyiringendo y'imari byananiranye ikabishakira ibisubizo.	51
Ingingo ya 44 :	52
Ingingo ya 45:	52
Ingingo ya 46:	53
UMUTWE WA III. IBYEREKEYE IMICUNGIRE Y' ABAKOZI	53
A.ISHYIRWAHO RY'ABAPASTORI	53
Ingingo ya 47:	53
Ingingo ya 48:	53

Ingingo ya 49:	53
Ingingo ya 50:	53
Ingingo ya 50:	54
Ingingo ya 51:	54
Ingingo ya 52:	54
Ingingo ya 53:	55
Ingingo ya 54:	55
Ingingo ya 55:	55
Ingingo ya 56:	56
Ingingo ya 57:	56
Ingingo ya 58:	56
B.IMYITWARIRE MYIZA (Discipline) N'IBIHANO	56
Ingingo ya 59:	56
Ingingo ya 60:	56
Ingingo ya 61:	56
Ingingo ya 62:	56
Ingingo ya 63:	56
Ingingo ya 64:	57
Ingingo ya 65:	57
Ingingo ya 66:	57
Ingingo ya 67:	57
Ingingo ya 68:	57
Ingingo ya 69:	57
Ingingo ya 70:	57
Ingingo ya 71:	58
Ingingo ya 72:	58
Ingingo ya 73:	58
Ingingo ya 74:	58
C.ABAKOZI BAGENGWA N'AMASEZERANO Y'AKAZI.....	58
a) Ingingo Rusange	58
Ingingo ya 75:	58

Ingingo ya 76:	59
Ingingo ya 77:	59
Ingingo ya 78:	60
Ingingo ya 79:	60
Ingingo ya 80:	60
Ingingo ya 81:	60
Ingingo ya 82:	60
Ingingo ya 83:	60
Ingingo ya 84:	61
Ingingo ya 85:	61
Ingingo ya 86:	61
Ingingo ya 87:	61
Ingingo ya 88:	62
Ingingo ya 89:	62
Ingingo ya 90:	62
b) Abakozi	62
1. Abayobozi b’amashuri, ab’amavuriro n’ab’indi mishinga.	62
Ingingo ya 91:	62
Ingingo ya 92:	62
Ingingo ya 93:	63
2. Umunyamabanga w’inteko rusange (Inama y’umwaka).....	63
Ingingo ya 94:	63
Ingingo ya 95:	63
4. Umubitsi (caissier).....	64
Ingingo ya 96:	64
5. Ushinzwe ibinyabiziga. (Charroi)	64
Ingingo ya 97:	64
6. Umuyobozi w’ikinyabiziga (Chauffeur).....	64
Ingingo ya 98:	64
7. Intumwa (Planton).....	65
Ingingo ya 99:	65

8. Umuzamu.....	65
Ingingo ya 100:	65
UMUTWE WA IV: IBYEREKEYE UMUTUNGO N’IMARI.....	65
A. UMUTUNGO:.....	65
Ingingo ya 101:	65
Ingingo ya 102:	65
Ingingo ya 103:	66
Ingingo ya 104:	66
Ingingo ya 105:	67
Ingingo ya 106:	67
Ingingo ya 107:	67
Ingingo ya 108:	67
Ingingo ya 109:	67
Ingingo ya 110:	67
Ingingo ya 111:	67
Ingingo ya 112:	67
Ingingo ya 113:	68
Ingingo ya 114:	68
B. INGINGO Z’INZIBACYUHO N’IZISOZA.....	68
Ingingo ya 115:	68
Ingingo ya 116:	68
Ingingo ya 117:	68
Ingingo ya 118:	68
INYANDIKO MVUGO Y’INTEKO RUSANGE ISANZWE YA EEAR YO KUWA/...../2014.....	69

AMATEGEKO NGENGAMIKORERE Y'UMURYANGO WA E.E.A.R

IJAMBO RY'IBANZE

Inama y'ubuyobozi y'umuryango ushingiyeye ku idini: ITORERO RY'IVUGABUTUMWA RY'INSHUTI MU RWANDA "E.E.A.R." mu magambo ahinnye, imaze kubona itegeko n°06/2012 ryo kuwa 12/02/2012 ryerekeye imitunganyirize y'imiryango ishingiyeye ku idini Inama y'ubuyobozi ibiherewe ububasha n'inteko rusange (Inama y'Umwaka) yo kuwa 25-28 Ugushyingo, 2014 yo gushyiraho amategeko agenga umuryango yihariye (R.O.I) yemeje amategeko ngenga-mikorere akurikira:

UMUTWE WA I: IMYIZERERE NA GAHUNDA Y'ITORERO RYA E.E.A.R.

A.IMYIZERERE

Ingingo ya 1:

Umuryango wa E.E.A.R. wemera ko Bibiliya yahumetswe n'Imana: (2 Timoteyo 3:16)

Ingingo ya 2:

Umuryango wa E.E.A.R. wemera ko:

- Ubumana bugizwe n'Imana Data, Imana Mwana n'Imana Umwuka Wera.
- Ubutatu bugizwe n'Imana imwe, igizwe n'Ubutatu;
- Ubumana bwa Yesu ko yabyawe n'umwari, akazuka, yazamutse mu ijuru abigishwa bamureba, ko ari iburyo bwa Se kandi ko azagaruka gutwara Itorerero rye (Mariko 16:19).
- Yesu ari Umukiza w'ibyaha by'abantu
- Ari Umutwe w'Itorerero
- Umwuka Wera ari umwe mu butatu bw'Imana, ukomoka kuri Data wa twese n'Umwana (2 Kor 13:14), bahuje ubutegetsu, ububasha n'ikuzo.
- Aba mu mitima y'abizera kugirango abahishurire ibyanditswe byera (Yoh. 14:17).

- Niwe umenyeshya abizera ibya Krisito, kugirango bamenye iby'ibihe bidashira (Yoh. 16:14)
- Umuntu yaremwe n'Imana mu ishusho ryayo (Itang. 2:7; 1:26-27).
- Umuntu yacumuye icyaha kikamutandukanya n'Ubwiza bw'Imana kikamuzanira urupfu (Abaroma 5:12). Ariko ko umuntu akizwa kubwo kwizera Yesu Krisito no kubw'ubuntu bw'Imana.
- Agakiza kabonerwa gusa mukwemera no kwakira Yesu Kristo mu mutima.
- Gutsindishirizwa no kwezwa ni impano Imana itangira ubuntu. (Tito 3:5)
- Kuvuka ubwa kabiri bijyana no gutsindishirizwa no kwemerwa kugirango umuntu abe mu muryango w'Imana nyuma yo kwihana no kwatura ibyaha.
- Kwezwa biboneka igihe umuntu yizeye ko yatsindishirijwe na Yesu Kristo kandi ko ari umunyabyaha ubabariwe, kubwo kwizera Yesu Kristo agahabwa Umwuka Wera (1 Kor 6:11)
- Itorero ari abantu bihanywe bakemera Yesu Kristo nk'Umucunguzi wabo, bakaba baravutse ubwa kabiri mu bwami kubw'Umwuka Wera.
- Uwemera wese yishyira hamwe n'abandi, bagateranira hamwe mu rusengero rwera bakabaho mu Mwuka Wera (Yoh. 4:14; Abef. 1:22; 5:19-21; Ibyak. 2:17; 6:1-6).
- Imirimo y'umukristo ikorwa n'uwemera Kristo wese akaba yemerwa mu itorero kandi uwo muntu akaba yarahamagariwe mumagambo no mubikorwa kwerekana inzira y'amahoro.
- Ubwigenge mu nyigisho za gikristo ntibugarukira ku icungurwa ry'umuntu gusa. Ahubwo icya ngombwa ni ukugirana ubumwe n'abandi bizera bose bikajyana no gukundana (1 Kor. 8:9-13; Pet. 2:16).
- Hari umubatizo umwe mu mazi menshi n'umubatizo w'Umwuka Wera.
- Igaburo ryera ari umuhango abizera bakora bibuka urupfu rwa Yesu kandi bagomba guhora bamwibuka.

Ingingo ya 3:

Itorero rya E.E.A.R. ryemera gukora imihango:

- Umubatizo mu mazi menshi (Mariko 16:16)

- Gushyingirwa: umuyobohe wa E.E.A.R. w'umugabo akwiriye kuba afite umugore umwe w'isezerano wemewe n'imyizerere y'Itorero n'amategeko y'i gihugu; umugore nawe akwiriye kuba afite umugabo umwe w'isezerano wemewe n'imyizerere y'Itorero n'amategeko y' igihugu (1 Korinto 7:2)
- Gusabira abana bato umugisha (1sam 1: 24-28; Mariko 10 :13-16, Luka2:24)
- Guterana mu gusangira ifunguro ryera (Mat. 26:26, 1 Korint 11: 23-33)
- Gushyingura abayobohe ba E.E.A.R. bitabye Imana (1 Korinto 15:42-44)
- Gusengera abapasitori
- Gutaha ibikorwa byubatswe n'umuryango wa E.E.A.R.

Ingingo ya 4:

Itorero rya E.E.A.R. ryemera ibi bikurikira:

- Umuzuko w'abapfuye (1 Kor. 15: 54)
- Kugaruka kwa Yesu mu bwiza bw'ijuru (Ibyakozwe n'intumwa 1:11, Ibyah.22:4).

B. UBURYO BWO KWAKIRA ABAYOBOKE

Ingingo ya 5:

Itorero rya E.E.A.R. ryemerera umuntu kuba umuyobohe w'aryo iyo yemera ibi bikurikira:

- Imyizerere ya E.E.A.R.;
- Amategeko ngenga mikorere ya E.E.A.R. (règlement d'ordre intérieur) ;
- Amategeko agenga umuryango wa E.E.A.R. (statuts).

Ingingo ya 6:

Itorero E.E.A.R. ryakira abaje kwihana, abakristo bari baraguye, itsinda ry'abantu bavuye ahandi mu gihe habaye inyandiko zisaba n'inyandiko zigaragaza ko basezeye Itorero babagamo, ko nta kintu cyaho bavuye bazanye, bikemezwa n'Inama y'ubuyobozi bw'Itorero biyunze n'aryo, umwanzuro wo kubakira burundu ugomba gufatwa n'ubuyobozi bwa E.E.A.R.

C. KUREKA KUBA UMUYOBOKE

Ingingo ya 7:

Umuntu areka kuba umunyamuryango (umuyoboke) wa E.E.A.R. kubera impamvu zikurikira:

- Ku bushake bwe;
- Yimutse akajya mu kindi gihugu;
- Apfuye;
- Aguye akaba umupagani
- Yakoze ibinyuranye n'itegeko -nshinga bya E.E.A.R.

Ingingo ya 8:

Umuyoboke wa E.E.A.R. asezererwa mu muryango kubera impamvu zikurikira:

- Kugambanira Itorero;
- Kutemera amategeko ya E.E.A.R.;
- Iyo yigize icyigenge ntiyemere kugirwa inama n'ubuyobozi bumukuriye;
- Iyo akoze icyaha gihungabanya Itorero cyangwa se umutekano w'igihugu;
- Guteza imvururu mu Itorero;
- Kwigisha amacakubiri n'ibindi bisa n'ibyo.

D.GAHUNDAY'ITORERO

a) Umubatizo

Ingingo ya 9:

- Twizera ko umuhango w'umubatizo w'amazi menshi ari ikimenyetso cyo kwihana, Matayo: 3: 11. Bityo ukaba wakorwa n'umuntu wamaze ubwe kubitekerezaho no gusobanukirwa impamvu yo kubatizwa.
- Twizera ko umubatizo mukuru Yohana na Yesu bigishaga ni umubatizo wo mu mutima w'Umwuka Wera, Matayo : 1 : 5 - 8, Ibyakozwe n'Intumwa : 1 : 5 - 8

- Twizera ko Yesu yasabye Yohana kumubatiza mu mazi ngo Yesu ubwe asohoze gukiranuka kose: Matayo: 3: 15, Abaheburayo 10: 12 -18.
- Twizera ko Yesu yadusohoreje ubwe gukiranuka kose. Atari kubwo imirimo n'imihango twakoze byadusohoreza gukiranuka kwacu. Abakolosayi 2 : 4 : 22
- Twizera ko dukizwa n'ubuntu bw'Imana Atari ugukizwa n'imirimo n'imihango. Abefeso 2: 8 - 9 Twemera ko ibyangombwa Yesu yabwiye Nikodemu kugirango umuntu abashe kwinjira mu bwami bw'Imana ni ukubyarwa ubwa mbere n'umubiri no kubyarwa ubwa kabiri n'Umwuka Wera. Ezekiyeli : 36 : 25 - 27, Yohana : 3 : 3 -7, 4 : 13 - 14, Abefeso 5 : 26, Tto 3 : 5 - 6
- Twizera ko umubatizo w'amazi ari uburyo bwo gutanga ubuhamya bw'umutima uticira urubanza (ko twamaze kwihana no kuvuka ubwa kabiri) : 1 Petero : 3 : 20 -21
- Twemera ko hari Umwami umwe, no Kwizera kumwe, n'Umubatizo umwe Abefeso : 4 : 5, kandi twizera ko uwo mubatizo ari umubatizo wo mu mutima mu Mwuka umwe 1 Abakorinto 12 : 13
- Twizera ko umubatizo muri Yesu Kristo utuma abakristo bagira ubumwe hagati yabo, Atari kugira ibibateza impaka, bibatera kwirema ibice no gucirana imanza, Abefeso: 4: 5, 1 Abakorinto: 1: 10 - 17, 1 Yohana 5: 6 - 10.
- Twizera ko umubatizo Yesu yategetse ni umubatizo w'Umwuka - Umubatizo wo mu mutima -mu buyobozi no gutegekwa na Data, n'Umwana n'Umwuka Wera, Matayo 28: 18 - 20; 1 Abakorinto: 10 : 1 - 4.
- Itorerero rya E.E.A.R. twizera ko Umubatizo w'Umwuka niwo ushobora kuduha imbaraga zo kunesha ibigeragezo byose mu bugingo bwacu, ukadushoboza guhamya Yesu no kutugeza mu Ijuru, Ibyakozwe n'Intumwa : 1 : 8, Abaheburayo : 12 : 14, Abefeso : 4 : 4 - 6, 1 Abakorinto : 12 : 13, 1 Petero : 3 : 18 - 22, Abaroma : 6 : 4, Matayo : 3 : 11, Yohana : 6 : 63, Abaheburayo : 8 : 8 - 13, Ibyahishuwe : 3 ; 20 : 1 Abakorinto : 13 : 16 - 17, Abaroma : 6 : 4, 2 Abakorinto : 11 : 5, 1 Abakorinto : 1 : 17

b) Ubukwe

Ingingo ya 10:

- Abashyngirwa bagomba kuba bazwi ko ari aba Kristo mu itorerero;

- Abashyingirwa bagomba kuba baramaze gusezerana imbere y'amategeko;
- Abagiye gushyingirwa bagomba kubanza kwiyerekana mu itorero kugirango barebe ko bafite ubuhamywa bwiza.

Ingingo ya 11:

- Abashyingirwa bagomba kwerekana impapuro zo kwa muganga zemeza ko badafite ubwandu bwa Virusi itera SIDA (VIH) cyangwa ko umukobwa adatwite
- Abashyingirwa babanza gukurikirana inyigisho zitegura ubukwe.
- Abashyingirwa bagomba kwemera ko bazabana akaramata bakazatandukanywa n'urupfu gusa.

Ingingo ya 12:

Ugomba gushyingira (Gusezeranya) ni Rév. Pasteur cyangwa intumwa ye.

Ingingo ya 13:

1. Gusezeranya Abakristo

ABASEZERANA BINJIYE MU RUSENGERO IMBERE YA PASITORO, UMUGENI AHAGAZE IBUMOSO BW'UMUGABO WE, PASITORO AVUGE ATI:

"Bakundwa cyane duteraniye aha imbere y'Imana n'iri 'Torero, kugirango dushyingire uyu Mukwe n'uyu Mugeni ugushyingirwa kwera. Uyu mubano w'icyubahiro, washyizweho n'Imana abantu batarakora icyaha, kandi washushanyaga umubano wa Kristo n'Itorero rye mu buryo bw'Umwuka. Uyu muhango wera Kristo yawuteye inkunga, arawubahiriza, igihe yatahaga ubukwe i Kana y'i Galilaya, agakora igitangaza cye cya mbere. Kandi Paulo yashimye ko ari uwo kubahwa n'abantu bose.

Nicyo gituma nta muntu ukwiriye kubikora abihubukiye cyangwa atabitekereje, cyangwa abitewe no kwifuza k'umubiri, nk'uko inyamanswa zibigira zidafite ubwenge. Ahubwo abanze yitonde, yigire inama neza, yubahe Imana, kandi yibaze impamvu zatumye umubano ushyirwaho.

Impamvu ya mbere :

Umubano washyiriweho kugirango abantu bororoke bagwire buzure isi, bubahe imana kandi bashimishe izina ryayo

Impamvu ya kabiri :

Umubano washyiriweho kugirango ubuze abantu ibyaha no kubarinda ubusambanyi, kuko abashyingiranywe bahora ari ingingo zitanduye z'umubiri wa Kristo.

Impamvu ya gatatu :

Umubano washyiriweho kugirango bombi babane, bafatanye, bamarane imibabaro, nk'uko bikwiriye, ari mu mahoro cyangwa mu byago.

IBYEREKEYE ABAGENI:

Pasitori, mbere y'uko abaza Umukwe n'Umugeni niba bemera gushyingiranwa abaze iteraniro niba hari umuntu ufite impamvu yatuma uwo Mukwe n'Umugeni badashyingiranwa. Nyuma yo kubaza iteraniro niba nta nkomyi babona ku Mukwe n'Umugeni, abaze Umukwe n'Umugeni niba bo nta mpamvu bafite yatuma uwo mwanya badashyingiranwa, niba ari ntayo abone akomeze.

PASITORI ABAZE UMUKWE ATI:

Wowe.....wemeye ko uyu mugeni aba umugore wawe igihe cyose muzamara mukiriho, mukurikije itegeko ryera ry'Imana ? (Ndabyemeye). Uzajya umukunda umumar'umubabara, umwubaha, umukuyakuya ari muzima cyangwa arwaye? (Ndabyemeye). Uzareka abandi bagore bose ubane nawe wenyine iminsi yose muzamara mukiriho? **"Ndabyemeye"**

PASITORI ABAZE UMUGENI ATI:

Wowe.....wemeye ko uyu mugabo aba umugabo wawe mukabana umubano mwiza w'abashyingiranywe, mukurikije itegeko ryera ry'Imana igihe cyose muzaba mukiriho ? (Ndabyemeye). Uzajya umwumvira, umukorera umukunda umwubaha? Umukuyakuya ari muzima cyangwa arwaye? (Ndabyemeye). Uzareka abandi bagabo bose ubane nawe wenyine iminsi yose muzamara mukiriho? **"Ndabyemeye"**

PASITORI ABAZE ATI NI NDE USHYINGIYE UYU MUKWE N'UYU MUGENI? ABAKRISTO BASUBIZE "NI IMANA" MAZE PASITORI ABWIRA UMUKWE AFATE UKUBOKO K'UMUGENI

UMUKWE AVUGE ATI:

"Imbere y'Imana, n'imbere y'aba bahamya ndakwemeye wowe..... ko uba umugore wanjye, nsezeranye nawe, Imana nimfasha, nzakubera umugabo ugukunda, utazaguhemukira igihe cyose tuzamara tukiriho"

UMUGENI NAWA AVUGE ATI "

"Imbere y'Imana, n'imbere y'aba bahamya ndakwemeye wowe.....ko uba umugabo wanjye, nsezeranye nawe, Imana nimfasha, nzakubera umugore ugukunda, utazaguhemukira igihe cyose tuzamara tukiriho"

BAMAZE KUREKURANA PASITORI AFATE IMPETA AYIHE UMUKWE KUGIRANGO AYAMBIKE UMUGENI MU RUTOKI RW'UKUBOKO KW'IBUMOSO RUKURIKIRWA N'AGAHERA NUKO UMUKWE AVUGE ATI :

"Nkwambitse iyi mpeta nguhaye ibyange byose, mbivuze mu Izina rya Data wa twese n'iry'Unwana n'Umwuka Wera, Amen"

UMUGENI NAWA PASITORI AMUHE IMPETA KUGIRANGO AYAMBIKE UMUGABO WE MU RUTOKI RW'UKUBOKO KW'IBUMOSO RUKURIKIRWA N'AGAHERA NUKO UMUGENI AVUGE ATI:

"Nkwambitse iyi mpeta nguhaye ibyange byose, mbivuze mu Izina rya Data wa twese n'iry'Unwana n'Umwuka Wera, Amen"

UMUKWE N'UMUGENI BAPFUKAME PASITORI ABASABIRE UMUGISHA ATI:

"Man'Ithoraho, Muremyi kandi Murinzi w'abantu bose, ni wowe utanga byose mu buryo bw'Umwuka, kandi ni wowe ubuhungiro buhoraho bukomokaho, turakwinginze, wez'aba bana bawe, uyu mugabo n'uyu mugore, tubasabiye imigisha mu Izina ryawe, kugirango nk'uko Isaka na Rebeka babanaga ntibice amasezerano yabo, abe ari ko aba nabo bazashyitsa aya masezerano basezeranye. Izi mpeta zitanzwe zikakirwa nizo kimenyetso cyabyo n'umuhamya wabyo. Bazabane iminsi yose bafitanye urukundo n'amahoro nyakuri, bakurikiza ibyategetswe na We. Tubisabye mw'Izina ry'Umwami wacu Yesu Kristo. Amen.

BAHAGARARE PASITORI ABAFATANISHE IBIGANZA BY'IBURYO AVUGE ATI :

"Ab'Imana yateranirije hamwe ntihakagire umuntu ubatandukanya"

AMASENGESHO YO GUSABIRA ABAGENI BARANGIJE GUSEZERANA :

"Imana Data wa twese, Imana Umwana, Imana Umwuka Wera, ibahe umugisha, ibaragire ibarinde. Ithoraho ibarebane urukundo n'imbabazi, ibuzuze imigisha yose y'Umwuka w'ubuntu, kugirango uko muzabana mukiriho, bizatume mu gihe kizaza muhabwa ubugingo buhoraho. Amen".

PASITORI AKOMEZE KUBASABIRA IMIGISHA AVUGA ATI :

"Mana y'imbabazi, Data wa twese uri mw'ijuru, impano yawe y'ubuntu niyo ituma abantu bororoka. Turakwinginze uhe aba bantu bombi imigisha kugirango babyare bororoke. Ubahe kurama kandi bakundane urukundo ruva kuri wowe, bagire ingeso nziza. Barerere abana babo mu ngeso za Gikristo, kugirango bigushimishe kandi biguheshe icyubahiro. Tubisabye mu Izina rya Yesu Kristo Umwami wacu. Amen."

GUHUGURA ABASEZERANYE:

PASITORI ASOMERE AYA MAGAMBO IMBERE Y'ITORERO:

Mwese abamaze gusezerana n'abandi mwese mugitegereje kuzishinga, mwumve icyo Ijambo ry'Imana rivuga ku byerekeye abagabo n'abagore babo, uko bakwiriye kubana. Mu rwandiko Paulo yandikiye Abefeso mu gice cya 5, yabwiye abagabo bose ati : "Bagabo, mukunde abagore banyu, nk'uko Kristo yakunze Itorero, akaryitangira, ngw'aryeze, amaze kuryogesha amazi n'ijambo rye, aryishyire ari Itorero rifite ubwiza, ridafite ikizinga cyangwa umunkanyari, cyangwa ikintu cyose gisa gityo, ahubwo ngo rib'iryera ridafite inenge. Uko niko abagabo bakwiriye gukunda abagore babo nk'imibiri yabo. Ukunda umugore we aba yikunda, kuko ari nta muntu wakwanga umubiri we, ahubwo yawugaburira, akawukuyakuya, nk'uko Kristo abigirira Itorero. Kuko turi ingingo z'umubiri we. Ni cyo gituma umuntu azasiga se na nyina, akabana n'umugore we akaramata, bombi bakaba umubiri umwe. Ibyo ni ubwiru bukomeye cyane, arikw'ibyo mvuga byerekeye kuri Kristo n'Itorero. Nuko namwe umuntu wese akunde umugore we nk'uko yikunda. Noneho Paulo igihe yandikiraga Abakorosayi, yabwiye abagabo bose ati "Bagabo namwe mukunde abagore banyu, ntimubasharirire."

Nimwumve amagambo ya Petero Intumwa ya Kristo Yesu, yari umugabo ufite urugo, ariko agira abagabo inama agira ati "Bagabo mubane n'abagore banyu, mwerekana ubwenge mubyo mubagirira, kuko bameze nk'inzabya zidahwaniye namwe gukomera, kandi mububahe, nk'abaraganwa namwe ubuntu bw'ubugingo, kugira ngo amasengesho yanyu ye kugira inkomyi."

Bavandimwe mwumvise ibyo umugabo akwiriye gukorera umugore, ariko abagore nabo ni uko, nimwumve ibyo mukwiriye gukorera abagabo banyu, nk'uko ijambo ry'Imana rivuga. Mu rwandiko Paulo yandikiye Abefeso yaravuze ati "Bagore mugandukire abagabo banyu, nk'uko mugandukira Umwami wacu, kuko umugabo ariwe mutwe w'umugore we nk'uko Kristo ari umutwe w'Itorerero, niryu mubiri we, ni nawe Mukiza wanyu. Ariko nk'uko Itorerero rigandukira Kristo, abe ariko abagore bagandukira abagabo babo muri byose. Kandi yakomeje agira ati "Umugore yubahe umugabo we". Mu rwandiko yandikiye Abakorosayi, naho yaravuze ati "Bagore mugandukire abagabo banyu, nk'uko bikwiriye abagore bari mu Mwami wacu Yesu Kristo".

Intumwa Petero nawe yaravuze ati "Namwe bagore nuko, mugandukire abagabo banyu, kugirango nubw'abagabo bamwe batumv'Ijambo ry'Imana, bareshywe n'ingeso nziza z'abagore babo, nubwo baba ari nta jambo bavuze, ababonye ingeso zanyu zitunganye, zifatanye no kubaha, umurimbo wanyu we kuba uw'inyuma, uwo kuboha imisatsi, cyangwa uwo kwambara izahabu, cyangwa uwo gukanisha imyenda. Ahubwo ube uw'imbere, uhishwe mu mutima utangirika w'Umwuka ufite ubugwaneza n'amahoro niwo w'igicro cyinshi mu maso y'Imana. Abagore bera ba kera biringiraga Imana, niko birimbishaga, bagandukira abagabo babo, nk'uko Sara yumviraga Aburahamu, akamwita Umutware we, namwe muri abana b'uwo niba mukora neza, ntimugire ubwoba babahamurira."

2. Gusezeranya Abasanzwe Babana

KU MUNSI W'UBUKWE BINJIRE MU RUSENGERO, BAHAGARARE IMBERE YA PASITORI N'ITERANIROM UMUGENI AHAGARARE IBUMOSO BW'UMUKWE PASITORI AVUGE ATI:

Bakundwa cyane, duteraniye aha imbere y'Imana n'iri Torero kugirango dusabire umugisha uyu mukwe n'uyu mugeni baje gutunganya iby'umubano wabo, kandi bashaka yuko umubano wabo uhabwa umugisha n'Imana k'ubwo gusenga. icyo nicyo cyabazanye aha uyu munsu kugirango umubonano wabo utunganirizwe imbere yanyu.

PASITORI ABWIRE UMUKWE AZANE UKUBOKO KWE KW'IBURYO AGUFATISHE UMUGENI MAZE UMUKWE AVUGE ATI:

"Njyewe nemereye aha imbere y'Imana n'imbere y'iri Torero ko nzakomeza kubana nawe.....nk'umugore wanjye mu mahoro no mu byago, mu butunzi no mu bukene, urwaye cyangwa uri muzima tubyaye cyangwa tutabyaye. Nzakomeza kugukunda, ngukuyakuya kugeza aho urupfu ruzadutandukaniriza cyangwa Yesu agarutse gutwara Itorero rye."

UMUGENI NAWA AFATE UKUBOKO KW'IBURYO K'UMUGABO WE MAZE AVUGE ATI :

"Njyewenemereye aha imbere y'Imana n'imbere y'iri Torero ko nzakomeza kubana nawe.....nk'umugabo wanjye mu mahoro no mu byago, mu butunzi no mu bukene, urwaye cyangwa uri muzima. Nzakomeza kugukunda, ngukuyakuya kugeza aho urupfu ruzadutandukaniriza cyangwa Yesu agarutse gutwara Itorero rye."

PASITORI AFATE IMPETA AYIHE UMUKWE AYAMBIKE UMUGENI MU RUTOKI RW'IBUMOSO RUKURIKIRWA N'AGAHERA, AYIFATE AVUGE ATI :

"Iyi mpeta n'umuhamya, n'ikimenyetso cy'ibyo dusezeranye, kandi nk'ukw'impeta itagira itandukaniro, niko n'umubano wacu utazagira itandukaniro mu gihe tuzaba tukiriho"

PASITORI AFATE IMPETA AYIHE UMUGENI AYAMBIKE UMUKWE MU RUTOKI RW'IBUMOSO RUKURIKIRWA N'AGAHERA, AYIFATE AVUGE ATI :

"Iyi mpeta n'umuhamya, n'ikimenyetso cy'ibyo dusezeranye, kandi nk'ukw'impeta itagira itandukaniro, niko n'umubano wacu utazagira itandukaniro mu gihe tuzaba tukiriho"

PASITORI ABAFATANISHE IBIGANZA BY'IBURYO AVUGE ATI :

"Ab'Imana yateraniye ntihakagire umuntu ubatandukanya"

PASITORI ABASABIRE UMUGISHA

Imana Data wa twese, Imana Umwana, Imana Umwuka Wera ibahe imigisha, ibaragire, ibarinde, Uwiteka abarebane urukundo n'imbabazi ibuzuze imigisha, ibahe kumuhindukirira kugirango muzabone ubugingo budashira. Umwuka w'ubuntu abane namwe kugirango umubano wanyu uzatume mu bihe bizaza muhabwa ubugingo buhoraho, mw'Izina rya Yesu Kristo. Amen.

3. Gusezeranya Abatari Bakirwa mw'Itorero

ABATARI BAKIRWA MW'ITORERO BASHAKA GUTUNGANYA UMUBANO WABO MW'ITORERO BASANGE PASITOREI ABAHE UMUNSI WO KUBASEZERANYA.

KU MUNSI W'UBUKWE BINJIRE MU RUSENGERO, BAHAGARARE IMBERE YA PASITORI, UMUGENI AHAGARARE IBUMOSO BW'UMUKWE PASITORI AVUGE ATI:

Bakundwa cyane, duteraniye aha imbere y'Imana n'iri Torero kugirango dusabire umugisha uyu mukwe n'uyu mugeni baje gutunganya iby'umubano wabo, kandi bashaka yuko umubano wabo uhabwa umugisha n'Imana k'ubwo gusenga. icyo nicyo cyabazanye aha uyu munsu kugirango umubonano wabo utunganirizwe imbere yanyu.

PASITORI ABWIRE UMUKWE AZANE UKUBOKO KWE KW'IBURYO AGUFATISHE UMUGENI MAZE UMUKWE AVUGE ATI:

"Njyewe.....nemereye aha imbere y'Imana n'imbere y'iri Torero ko nzabana nawe.....ukaba umugore wanjye, mu mahoro no mu byago, mu butunzi no mu bukene, urwaye cyangwa uri muzima. Nzajya ngukunda, ngukuyakuya kugeza aho urupfu ruzadutandukaniriza"

UMUGENI NAWA AFATE UKUBOKO KW'IBURYO K'UMUGABO WE MAZE AVUGE ATI :

"Njyewe.....nemereye aha imbere y'Imana n'imbere y'iri Torero ko nzabana nawe.....ukaba umugabo wanjye, mu mahoro no mu byago, mu

butunzi no mu bukene, urwaye cyangwa uri muzima. Nzajya ngukunda, ngukuyakuya kugeza aho urupfu ruzadutandukaniriza".

PASITORI AFATE IMPETA AYIHE UMUKWE AYAMBIKE UMUGENI MU RUTOKI RW'IBUMOSO, RUKURIKIRWA N'AGAHERA. AYIFATE AVUGE ATI :

"Iyi mpeta nk'umuhanya, akaba n'ikimenyetso cy'ibyo dusezeranye, kandi nk'ukw'impeta itagira itandukaniro, niko n'umubano wacu utazagira itandukaniro mu gihe cyose tuzamara tukiriho".

PASITORI AFATE IMPETA AYIHE UMUGENI AYAMBIKE UMUKWE MU RUTOKI RW'IBUMOSO, RUKURIKIRWA N'AGAHERA. AYIFATE AVUGE ATI :

"Iyi mpeta nk'umuhanya, akaba n'ikimenyetso cy'ibyo dusezeranye, kandi nk'ukw'impeta itagira itandukaniro, niko n'umubano wacu utazagira itandukaniro mu gihe cyose tuzamara tukiriho"

PASITORI ABAFATANISHE IBIGANZA BY'IBURYO AVUGE ATI :

"Ab'Imana yateranije hamwe, ntihakagire umuntu ubatandukana"

PASITORI ABASABIRE UMUGISHA ATI:

Imana Data wa twese, Imana Umwana, Imana Umwuka Wera ibahe imigisha, ibaragire, ibarinde. Uwiteka abarebane urukundo n'imbabazi ibuzuze imigisha, ibahe kumuhindukirira kugira ngo muzabone ubugingo budashira. Umwuka w'ubuntu abane namwe kugirango umubano wanyu uzatume mu bihe bizaza muhabwa ubugingo buhoraho, mw'izina rya Yesu Kristo, Amen

- Nyuma hakurikiraho gushyira umukono w'amasezerano yo mu Itorero akorwa n'abashakanye ubwabo hamwe n'umushumba wabasezeranyije.
- Haturwa amaturo y'urusengero basezeraniyeho.

C) Gusengera abana

Ingingo ya 14:

Pasitori abanza kuvuga aya magambo ashimira Imana ukuntu yafashije ababyeyi

"Imana ishobora byose yemeye kubw'imbabazi zayo kubakiza ikabacisha mu mibabaro ikomeye yo kubyara, none mukaba mufite imbaraga, mukwiye kubyubaha rwose"

Pasitori asome aya magambo yo muri Zaburi ya 116 mbere yo gusengera abana.

"Nkundira Uwiteka kuko yumvise ijwi ryanjye. Kuko yantegeye ugutwi, nicyo gituma nzajya mwambaza nkiriho, Ingoyi z'urupfu zantaye hagati, uburibwe bw'ikuzimu bwaramfashe ngira ibyago n'umubabaro, maze nambaza Izina ry'Uwiteka nti : Uwiteka ndakwinginze kiza ubugingo bwanjye. Uwiteka ni umunyembabazi ni umukiranutsi. Ni koko Imana yacu igira ibambe. Uwiteka arinda abaswa, n'abicisha bugufi arabakiza. Mutima wanjye, subira mu buruhukiro bwawe, kuko Uwiteka yakugiriye neza. Kuko wakijije ubugingo bwanjye urupfu, amaso yanjye ukayakiza amarira, n'ibirenge byanjye ukabikiza kugwa. Nzagendera mu maso y'Uwiteka mu isi y'ababaho. Ibyiza Uwiteka yangiriye byose ndabimwitura iki ?. Nzakira igikombe cy'agakiza nambaze Izina ry'Uwiteka. Nzahigura Uwiteka umuhigo wanjye ni koko nzawumuhigurira mu maso y'ubwoko bwe bwose, mu bikari by'inzu y'Uwiteka, hagati muri wowe Yerusalemu Haleluya"

UKO BIGENDA MU GUSENGERA ABANA

Pasitori asome amagambo avugwa mu gusengera abana, nk'uko yavuzwe n'Umwami Yesu igihe yasengeraga abana (Mat 19: 13-15) na Mariko 10:13-16; Luka 18:15-17; Zaburi 127:3-5; Imigani 22:6

"Maze bamuzanira abana bato ngo abarambikaho ibiganza, abasabire. Abigishwa be barabacyaha ariko Yesu arababwira ati "Mureke abana bato, ntimubabuze kunsanga, kuko abameze batyo ubwami bwo mu ijuru ari ubwabo" Amaze kubarambikaho ibiganza avayo.

- **Pasitori abaze ibibazo bikurikira, ababyeyi babisubize :**

- a. Babyeyi, muzanye abana banyu kugirango mubamurikire Imana imberere y'iri Torero riteraniye aha? (Yego nicyo kituzanye)
- b. Muzagira umuhati wo kwigisha abana banyu Ijambo ry'Imana no kubajyana hamwe n'abandi buri gihe mu Rusengero, kwigishwa Ijambo ry'Imana? (Yee tuzabikora)

- c. Abana banyu muzabashyira mu mashuri ? (Yee tuzabikora)
- d. Nibarwara muzabasabira kugirango Imana ibakize, mubajyane no kwa muganga (Yee tuzabikora)
- e. Abana banyu nibarwara muzajya kuraguza ? (Oya ntituzaraguza)
- f. Muzabigisha umuco nyarwanda kugirango buri gihe bamenye kubaha abakuru n'abato ? (Yee tuzabikora)
- g. Abana banyu nibitaba Imana muzayituka nk'uko abatubaha Imana babigira (Oya ntituzayituka)
- h. Imana nibahamagarira kujya kuvuga ubutumwa aho muzamara igihe mutabona abana banyu muzanga ? (Oya ahubwo tuzabyemera)

Pasitori ahanye ati "Mu maso y'Imana Data wa twese, n'Umwana n'Umwuka Wera, murangije gusezerana ibyo muzakora, kugirango abana banyu bakurire mu mibereho ya gikristo"

PASITORI ARAMBIKE IBIGANZA KU MUTWE WA BURI MWANA. IMBERE Y'ITORERO AVUGE AMAZINA ABABYEYI BE BAMWISE, AMUSABIRE UMUGISHA ABIGENZE ATYO KURI BURI WESE.

- Abana basengerwa bagomba kuba bari kumwe n'ababyeyi bombi mu gihe bahari;

d) Ifunguro ryera

Ingingo ya 15:

Ibyo twemera mu byamaze kuvugwa, bijyana no kujya ku meza y'Umwami. Tuzi yuko Umwami Yesu yakundaga kwigishiriza mu migani, ariko Intumwa zikabifata mu buryo bw'umubiri, nyamara Yesu akababwira ko ibyo avuga biri mu buryo bw'Umwuka. icyatumaga Yesu yigishiriza mu migani kwari ukubagereraniriza ngo basobanukirwe. **Urugero:** Kozanya ibirenge. Yesu yigishirije mu migani, kugirango amenyeshe abantu ibyari bikwiye kumenyekana, nuko Yesu aravugaga ati : "Amagambo mbabwiye n'Umwuka n'Ubugingo " Yohana : 6 : 63

Mw'isezerano rya kera harimo ibintu byinshi bishushanya ibizaba mu gihe cy'imbere, ariko iby'isezerano rishya byavuzwe n'Umwami Yesu igihe yasangiraga n'Intumwa ze za mbere agiye gusubira mu ijuru, nk'uko byari byarahanuwe n'Umuhanuzi Yeremiya ati "Ubwo nzasezerana Isezerano rishya n'inzu

ya Israel n'irya Yuda, ridahwanye n'isezerano nasezeranye na basekuruza"Yeremiya : 31 : 31 - 32, Abaheburayo : 8 : 8 - 9.

Ntiduhakana ko ibyo Umwami wacu Yesu Kristo yavuze mu Isezerano Rishya ko bidahura n'ibyo Imana yavugiye muri Yeremiya, Umuhango wo kurya ku mubiri no kumywa ku maraso by'Umwami Yesu ntukorerwa guhaza umubiri. Abarya ku mubiri we, bakanywa ku maraso ye, ni abo Yesu yamaze kwinjiramo, akaba ibyiringiro byabo kubw'umubabaro n'urupfu bye, abo Umwuka Wera aba muri bo niwe ubaha kurya no kunywa bagahaga muri Kristo. Kujya ku meza y'Umwami Yesu mu buryo bw'Umwuka niko kujya ku meza k'ukuri.

Umwami Yesu ntaba mw'Itorerero rye mu buryo bw'Imigati na Divayi bikoreshwa ku Meza ye ahubwo aba ahari mu buryo bw'Umwuka, kuko yavuze ati "Nanjye nzasaba Data, nawe azabohereza undi Mufasha wo kubana na mwe ibihe byose "Yohana : 14 : 16. Umufasha azemeza ab'isi ibyaha byabo ahanye Yesu, yigisha abizeye n'Itorerero ibya Kristo ku buntu, akerekana ko turi kumwe n'Umwami wacu ibihe byose. Yesu niwe Muvugizi wacu ku Mana, arahagije nta na kimwe abuze, ntakurikiza imihango, ntakeneye abahereza kugirango asangire n'abantu. Umukiza wacu wazutse aravuga ati "Dore mpagaze ku rugi ndakomanga, Umuntu niyumva ijwi ryanjye, agakingura urugi, nzinjira iwe dusangire" Ibyahishuwe : 3 : 20

Muri gahunda, kandi ku munsu wateganijwe, abizera bahamagarirwa kujya ku meza y'Umwami wacu mu rukundo, badakurikiye imihango gusa, ahubwo bibuka umubiri wa Kristo n'amaraso ye yatuviriye inyuma y'Umurwa wa Yerusalemu. Ni muri ubwo buryo abantu bibuka icyo Paulo yavuze agira ati "Gusangira igikombe, icyo dusabira umugisha, mbese siko gusangira amaraso ya Kristo ? Gusangira umutsima tumanyagura, siko gusangira umubiri wa Kristo?, n'uko ubwo uwo mutsimna ari umwe, twebwe, n'ubwo turi benshi, turi umubiri umwe, kuko twese dusangira umutsima umwe"1 Abakorinto : 10 : 16 - 17.

Twemera kugaruka kwa Kristo, ko umunsu umwe azagaruka, abapfuye bazazuka, bamwe bazazukira ibyishimo bidashira, abandi bazazukira gukorwa n'ikimwaro iteka. Ko kandi twese tuzajya imbere ya Kristo gucirwa urubanza, gushimwa cyangwa kugawa mubyo twakoze. Intungane zizajya mu Ijuru, abanyabyaha bajye muri Gehinomu. Igihano cy'abagome, n'igihembo cy'abera

ntibigira iherezo. Urwo rubanza ni umurimo w'Umucunguzi w'impuhwe, ukoranwa ubwitonzi, urukundo, n'ubutabera. Ibyakozwe : 24 : 15, 17 : 30 - 31, 2 Abakorinto : 5: 10, Abafilipi : 3 : 21, Matayo : 25 : 46, Ibyahishuwe : 20 : 11 - 15.

e) Gushyingura abitabye Imana

Ingingo ya 16:

1. MU GIHE CYO GUSHYINGURA ABAKRISTO

Yesu aramubwira ati "Ni jye kuzuka n'ubugingo, unyizera n'aho yaba yarapfuye azabaho. Kandi umuntu wese ukiriho unyizera, ntazapfa iteka ryose " (Yohana 11 : 25 - 26) "Ariko njye ubwanjye nzi yuko Umucunguzi w anjye ariho, kandi ko amaherezo azahagarara mu isi, kandi uruhu rwanjye nirumara kubora, nzareba Imana mfite umubiri. Nzayireba ubwanjye, amaso yanjye azayitegereza, si ay'undi" (Yobu 19 : 25 -27)

"Ntacyo twazanye mu isi kandi nta nicyo tuzayivanamo" (1 Timoteyo 6 : 7)

"Uwiteka niwe wabimpaye kandi Uwiteka niwe ubintwaye izina ry'Uwiteka rishimwe" (Yobu 1 : 21 - 22)

Pasitori narangiza gusoma ayo magambo asenge agira ati :

Mana y'imbabazi uhe ababuze umuntu kwizera no kwihangana, kandi ubahe imbaraga zo guca mu bihe bikomeye biri imbere, ntibakazagire icyo bavura kuri nyakwigendera, ahubwo ubakomeze imitima, be kubabara nka ba bandi badafite ibyiringiro. Kandi ubibutse ibyiza byose wabakoreye mu minsi yashize, maze biringire ko bazongera kubonanira na nyakwigendera iwawe mu Ijuru. Tubisabye mu Izina rya Yesu Kristo Umwami wacu. Amen

- Mu gihe bitegura gushyira umurambo mu mva Pasitori avuga ati :

"Umuntu wabyawe n'umugore arama igihe gito kandi cyuzuyemo imiruhu, agakenyuka. Avuka ameze nk,ururbyo, maze agacibwa.Ahita nk'igicucu kandi ntarama"

- **Pasitori narangiza gusoma aya magambo asenge agira ati :**

"Tukiriho turi hagati y'urupfu, ninde twahungiraho ngo adukize utari wowe buhungiro bwacu, n'iki cyatuma utarakara kubw'ibyaha byacu ? Ni uko buhungiro bwacu kandi Mana yacu Yera nyir'ubushobozi bwose, Mucunguzi w'imbabazi, ntutume tujya mu bitotsi by'urupfu rw'iteka, kandi buhungiro bwacu, ni wowe uzi imigambi yo mu mitima yacu, nuko ntiwice amatwi, kugira ngo utumva gusenga kwacu, ahubwo utugirire imbabazi. Mwami wera, Mana ifite imbaraga nyinshi, Mucamanza ukiranuka kandi udapfa, utubabarire ibyaha byacu mu Izina rya Yesu Kristo Umwami wacu Amen"

2. MUGIHE CYO GUSHYINGURA UTARI UMUKRISTO

Mu gihe bitegura gushyira umurambo mu mva, Pasitori avuga ati:

"Umuntu wabyawe n'umugore, arama igihe gito kandi cyuzuyemo imiruhu, agakenyuka. Avuka ameze nk'ururabyo, maze agacibwa. Ahita nk'igicucu, kandi ntarama "(Yobu 14: 1 - 2)

"Tukiriho turi hagati y'urupfu, ni nde twahungiraho ngo adukize utari wowe Buhungiro bwacu, ni iki cyatuma utarakara kubw'ibyaha byacu?"

Pasitori avuge aya magambo ahumuriza abapfushije :

"Mana y'imbabazi, uhe ababuze umuntu ibyiringiro, kandi ubahe imbaraga zo guca mu bihe bikomeye biri imbere, ntibakazagire icyo bavura kuri nyakwigendera, ahubwo ubakomeze imitima. Tubisabye mu Izina rya Ya Yesu Umwami wacu. Amen"

3. MU GIHE CYO GUSHYINGURA UMWANA

Gusoma Zaburi ya 23

Pasitori narangiza avuge aya magambo :

"Mwami wacu Yesu Kristo, ni wowe wakiriye abana bato urabeza, turakwinginze, uhumure amaso yacu kugirango tumenye ko uyu mwana wamwakirije ibiganza byawe by'urukundo, kandi ko wamuhaye imigisha myinshi wowe Uwituka uri mu Ijuru n'Umwana wawe Yesu Kristo, n'Umwuka Wera, mwese mukaba Imana imwe

iteka ryose. Mwami Mana yacu, wowe soko y'ubugingo, turakwinginze wumve gusaba kw'abantu bawe bari mu mubabaro w'umwana wabo, ubahe kugukunda no kugukorera bakiri muri uyu mubiri, kugirango basangire nawe ubwiza butangaje, buhebuje byose buri mu bwami bwawe. Tubisabye mu Izina rya Yesu Kristo Umukiza wacu. Amen. Ubuntu bw'Umwami wacu Yesu Kristo, n'urukundo rw'Imana, no gufashwa n'Umwuka Wera, bibane natwe twese, Amen

f) Umuhango wo gutaha ibikorwa

Ingingo ya 17:

- Umuhango wo gutaha ibikorwa ugomba kuba uyobowe n'umuvugizi w'Itorero cyangwa intumwa ye;
- Nyuma hagakurikiraho ijambo ry'Imana rijyanye n'icyo gikorwa;
- Umushyitsi mukuru watumwe niwe uca igitambaro cyo gukingura kumugaragaro icyo gikorwa.

Ingingo ya 18:

Amateraniro yo kucyumweru atangira saa tatu akarangira saa 6 atangizwa n'amasengesho ku muntu umwe. Hanyuma hagakurikiraho ibi bikurikirira:

- Indirimbo zo guhimbaza;
- Indirimbo zo kuramya n'amasengesho;
- Indirimbo z'abaririmbyi;
- Kwakira igiterane no gusoma ijambo ku muyobozi wa gahunda;
- Gusengera ibyifuzo;
- Gushima;
- Indirimbo rusange n'izabaririmbyi;
- Umuvugabutumwa;
- Indirimbo yo gutangisha amaturo;
- Amatangazo;
- Amasengesho asoza.

INDI MIHANGO

Ingingo ya 19

A. UMUHANGO WO KWAKIRA ABANYETORERO UBWA MBERE

Intangiriro

Iteka Itorero rigomba kugira umuhango wo kwakira abanyetorero bashya, mu buryo bwo kubarambikaho ibiganza by'iburyo, bigaragaza ubumwe bw'Umwuka Wera, kandi rikwiriye no kubasengera kugirango babone inkomezi, n'insinzi y'Umwuka Wera.

Abanyetorero bakirwa bagomba kuba ari abizera bemewe n'Itorero ry'ivugabutumwa ry'Inshuti bo mu Nama y'Ukwezi yemewe na E.E.A.R. Bagomba no kuba bavuye mu yandi matorero dusangiye ukwemera n'ukwizera bibonerwa muri Yesu Kristo Umwami n'Umukiza wacu. Abandi bakirwa ni abo ku yandi matorero ya E.E.A.R. bimutse, ariko bakaba bafite impapuro z'ubuhamya bw'Inama y'Ukwezi baturutsemo.

Abagira uruhare mu gutegura kwakira abanyetorero:

Aba bakirwa bigishwa n'Umushumba w'Inama y'Ukwezi, ariko abahabwa n'Akanama kita kubugingo bw'abanyetorero kamaze kubarobanura, kubatoranya. Bigishwa ijambo ry'Imana, imyizerere y'Itorero, n'Itegeko Nshinga mu nshamake. Uyu mushumba iyo amaze kubigisha mu gihe kitari muni y'amezi atandatu, abategurira ikizamini k'ibyo bize. Akanama kita ku bugingo nako gatanga amanota y'imyifatire ya buri mwizera, abarobanuwe bagashyikirizwa Inama y'Itorero cyangwa iy'Ukwezi babarizwamo nayo ikabemeza.

Iyo ibyo birangiye, urutonde rw'abatsinze (liste) na raporo yabo y'ubuhamya, byoherezwa ku Mushumba w'Inama y'Amezi Atatu, maze nawe akabasuzuma, noneho urwo rutonde (liste) na raporo bigashyikirizwa Umbwiriza Mukuru, noneho hagategurwa umunsi wo kuzaza kubakira. Iyo mihango ibera ku kicaro cy'inama y'Ukwezi yose yateranye.

Iby'abakirwa n'ibyo bagomba kuba bujuje:

Uburyo bwo kubatoranya, guteranya Inama y'Ukwezi, igatoranya abakwiye, (hanyuma Abakuru b'Itorero bagafata umwanzuro).

1. Kuba bizeye Yesu Kristo nk'Umukiza n'Umwami wabo n'abari mw'isi. Yohana 1 : 12, 3 : 3, Ibyakozwe n'Intumwa 26 :31
2. Kuba babatijwe mu Mwuka Wera, kandi bemera ko umubatizo wo mu mazi ari ikimenyetso cyo guhamya kw'umukristo wamaze kubatizwa mu Mwuka Wera 1 Abakorinto 12 : 13, Abagaratiya 3 :9, Matayo 28 :19, Mariko 16 : 15 - 16
3. Kurangwaho imibereho ya gikristo ku buryo bigaragarira n'abatari abanyetorero.
4. Kuba bemera ijambo ry'Imana, hamwe n'imyizerere y'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda.
5. Kutabura mu materaniro y'Itorero.
6. Kwemera gutanga kimwe mw'icumi n'amaturu kubwo guteza imbere umurimo w'Imana, n'ubundi bwitange busabwa n'Itorero.

Umuteguro w'Umuhango

- Nk'uko twabivuze, imihango iba mw'iteraniro hagati nyuma y'amatangazo.
- Imbere mw'iteraniro abayobozi babe bateguye aho abakirwa bicara ku ntebe zabo.
- Babe biteguye gusubiza iby'Umubwiriza Mukuru ari bubabaze, n'amasezerano basezeranira imbere y'Itorero n'imbere y'Imana ishobora byose.
- Abakora mu kanama kita ku bugingo bategura ibirago abakirwa bari bupfukameho basengerwa

Gahunda iyobora Imihango

- I. Umushumba w'Itorero hamwe n'abakuru b'Itorero bahagarare imbere y'uruhimbi berekeye iteraniro, naho abakirwa nabo bahagarare imbere yabo barebana.
- II. Umushumba w'Itorero aha Umubwiriza Mukuru urutonde (liste) rw'amazina y'abakirwa
- III. Umubwiriza Mukuru abaza iteraniro ry'abakristo bakiriwe ryose niba bemera ko abo bizera bashya bakirwa, nibemera imirimo izakomeze.

- IV. Umubwiriza Mukuru ahagarare imbere yabo, abasomere imwe muri iyi mirongo ya Bibliya, bateze amatwi kandi abasabe kuyizirikana. (Abefesi 2 : 1 - 10 - 16, 5 : 1 - 21, Abafilipi 6: 12 - 20) Si ngombwa gusoma iyi yose, ahubwo utoranya iy'ingenzi, kandi iyo ushimye, uyisoma nabo basubiramo.
- V. Umubwiriza Mukuru afate igihe cyo kubasabira
- VI. Umubwiriza Mukuru abaze abakirwa aya magambo

Ibibazo ku bakirwa:

1. Murifuzwa kwakirwa ngo mube umwe mu bagize iri Torero? (basubize bati "Turabyemeye")
2. Mwemeye gukurikiza inyigisho n'amabwiriza yose y'Ijambo ry'Imana kandi mukurikiza gahunda n'ukwemera by'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda?
3. Mwemeye gufatanyaga n'iri Torero muri gahunda yaryo no mu materaniro ubudasiba
4. Mwemeye kuzajya mutanga kimwe mw'icumi n'amaturu nk'uko ijamba ry'Imana ribidudegeka?
5. Mwemeye gutandukana n'ingeso zose za kamere, ahubwo mukarushaho kugenda mwera imbuto z'Umwuka Wera, musiganirwa kwezwa kwa buri muni nk'uko ijamba ry'Imana rivuga?
6. Bose bamaze kwemera, Umubwiriza Mukuru avuga amagambo akurikira afashe umwe muri bo mu kiganza cy'iburyo, nabo bese bahuze ibiganza byayo by'iburyo

Umubwiriza Mukuru:

"Ubwo mwemye kugira uruhare mu murimo w'Imana no kwifatanyaga n'Itorero, mukaba mubyemeye imbere y'Imana ishobora byose, n'imbere y'iyi Nama y'Ukwezi, twebwe, Umubwiriza Mukuru w'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda, Abashumba n'Abakuru b'Itorero, kubw'ubusonga n'inshingano twahawe n'Umwami wacu n'Umukiza ariwe Yesu Kristo, tubakinije ikiganza k'iburyo, ko muba abanyetorero, bitanga kandi bafatanije mu bumwe bw'iyi Nama y'Ukwezi, tubisabye mw'Izina ry'Imana Data wa twese, iry'Umwana n'iry'Umuka Wera. Amen.

7. Abakuru b'Itorero n'Abashumba babanyure imbere babakora mu biganza byabo by'iburyo bavuga aya magambo : *"Turabakiriye bene Data gufatanya natwe mw'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda"*
8. Ibyo birangiye Umubwiriza Mukuru abaze abakristo basanzwe aya magambo :
 - "Bakristo bavandimwe b'Inama y'Ukwezi ya.....ubwo mwemeye kwakira bene so muri Kristo, ngo mufatanye gukora umurimo w'Imana, nagirango namwe mwongere muhamye imbere y'Imana n'imbere ya bene so muri aya magambo "Twemeye kwakira bene Data muri iyi Nama y'Ukwezi ya.....twiyemeje kujya tubafasha muri byose, tubabera intangarugero".
9. Umubwiriza Mukuru asabe iteraniryo ryose kuvugira hamwe aya masezerano :

Ubwo twemeye ko twayobowe n'Umwuka Wera kwakira Umwami wacu n'Umukiza Yesu Kristo, tukabatizwa mw'Izina rya Data wa twese niry'Umwana niry'Umwuka Wera, none rero imbere y'Imana n'imbere y'Abamarayika bayo bera, dusezeranye dukomeje gukomeza kuba ikiremwa kimwe gishya muri Kristo Yesu.

Kubw'imfashanyo y'Umwuka Wera, dusezeranye kugendera hamwe mu rukundo rwa Kristo, kurushanwa mu majyambere, dufite ubwenge, kugira ugukiranuka n'ihumure mu Itorero ryacu, duteza imbere imigisha y'Imana mw'Itorero ryacu, gukomeza gusenga no kubaha amategeko y'Imana nay'Itorero mu buryo bwo gutanga kimwe mw'icumi n'amaturu, tunezerewe hamwe n'umutima w'urukundo, kubwo gufasha ubutumwa bwiza.

Twemeye ko umurimo w'Imana ari uwo gufasha abakene, no kwamamaza ubutumwa bwiza bwa Yesu mu bihugu byose byo kw'isi. Twemeye kandi ko buri muntu akwiriye kumenya igihe cyo guhimbaza Imana hamwe n'umuryango we, kwigisha abana be ijamba ry'Imana, kuyobora abe na bagenzi be kuri Kristo.

Gusuzuma umibereho yacu kw'isi. Kuba mu kuri buri gihe, kwihangana mu mirimo yacu yose, kuba abakwiriye kwiganwa mu mibereho yacu yose, turushaho kwereza bese imbuto no kwezwa.

Gusurana mu rukundo rwa kivandimwe, gufashanya mu burwayi no mu yindi mibabaro, kugaragaza imbabazi za gikristo no kwitonda mu mvugo, kuba abagenda bitonze, batagira urwango ahubwo tukihutira vuba kwiyunga, tukigorora nk'uko itegeko ry'Umwami wacu Yesu rivuga.

10. Ibi birangiye, abandi bakristo bicare, abizera bashya bapfukame ku kirago maze basabirwe ku Mana
11. Hakurikireho guhabwa ibyemezo by'uko babaye abanyetorero.

N.B. Ibyo byemezo bitangwa n'abantu batatu, n'ukuvuga: Umushumba w'Inama y'Ukwezi, Umubwiriza w'Inama y'Amezi Atatu, n'Umubwiriza Mukuru.

12. Birangiye bajya kwicara maze mbere yo gutaha biyandikishe ku mwanditsi w'Inama y'Ukwezi mu gitabo kinini cy'ibarura.

B. KWAKIRA UBWA KABIRI

Abakirwa ubwa kabiri mu Itorero ry'Inshuti babanza kwigishwa mbere yuko uwo muhango ukorwa, bamara kwiga bakabazwa ibibazo biba byateguwe. Mu mahugurwa bahabwa basobanurirwa impamvu Itorero ryashimye gushyiraho iyo gahunda, kandi mu masomo bategurirwa, bagenamo igihe cyo kubamenyesha yuko bizakorwa.

Ibikorwa mu Kwakira Ubwa Kabiri:

1. Abakirwa binjire ku murongo hakurikijwe gahunda bahawe mu isoza ry'ihugurwa
2. Nibagera aho bicara bo ubwabo basenge bagihagaze noneho babone kwicara
3. Buri wese mu bakirwa abe afite Bibliya n'indirimo
4. Mbere y'uko bicara barindane kugirango bicare badasigana kandi birinde gusohoka buri kanya
5. Bitegure kuririmba indirimo bo ubwabo mu gihe cyo kwakirwa, 93 mu gushimisha, bahagaze
6. Batange ubuhamyi buri wese ahabwe iminota itatu, kuvuga amazina ye, umurimo akora, igihe yakiriye Yesu, igihe yinjiriye mu Itorero ry'Inshuti,

umugambi afite. Niba abantu ari benshi hatange ubuhamya bake babahagarariye kubwo gukoresha igihe neza.

N.B. Ntagomba kurenza iyo minota iyo afite umuryango niwe uvuga gusa, kereka iyo hari igihe gihagije, bashobora kuvuga bombi

7. Baramutse bafite ubushobozi bakwambara imyenda isa, ibyo byaturuka ku bushobozi bafite.
8. Uwakererewe uwo muni ntiyakirwa arindira ikindi gihe(ni ngombwa kubahiriza gahunda)
9. Abakirwa bahabwa umukono mbere na nyuma yo kwakirwa.
10. Buri wese abona impano ye ndetse ikandikwa mu gitabo cy'umubwiriza Mukuru no mu gitabo cy'Akarere, no mu gitabo cy'Itorero rye. Umushumba w'Itorero n'Umubwiriza w'Akarere, babona kubivuga no kubyandika mu bitabo tumaze kuvuga haruguru.

Amagambo akoreshe mu kwakira:

1. Abahagurutse, noneho abaze Itorero niba ryemera ko abo bantu bakirwa koko, ati : "noneho nimumfashe tubakire"
2. Noneho yongere kubavuga amazina n'imyaka yabo y'amavuko n'igihe bakiriwe ubwa mbere
3. Avuge ati "bitewe n'ubuhamya twababonyeho n'ubwo mwitangiye nonaha, nk'uko itegeko nshinga ribyemeza, nanjye ndabakira mw'Izina rya Data wa twese niry'Umwana n'Umwuka Wera"
4. Noneho asome iyo mirongo ikurikira
5. Avuge aya magambo ati "uku kwakirwa reka kubabere urwibutso rw'uko muzakirwa mu bwami bw'Imana" ariko ibyo mvuga ni ibijyana n'aya magambo Matayo 24 : 13 - 14 maze bikarangwa n'izi mbutu : urukundo, ibyishimo, amahoro no kwihangana, no kugira neza, ingeso nziza no gukiranuka, no kugwa neza, no kwirinda. Nimugenza mutyo nibwo muzakirwa muri rwa rurembo ruvugwa mu Byahishuwe 21, kugirango muzarugeremo, ni ngombwa kwisunga Umwami Yesu kuko Paulo agira ati : Abaflipi : 4 : 13
6. Inshingano : Musome Bibliya 2 Timoteyo 3 : 16 - 17
 - Musenge ubudasiba 1 Abatesaloniki : 5 : 17
 - Kandi mucumbikire abashyitsi

- Mubane n'abantu bose amahoro, ntimukagire uwo mwita umwanzi wanyu Matayo : 43 - 48
- Mugende mube umunyu n'umucyo Matayo 5 : 13 -14
- Mwirinde gukoresha intwari z'umubiri, ahubwo mukoreshe iz'umwuka Abefeso 6 : 10 - 18
- Muramenye ntimuzakoze Imana isoni n'Itorerero ryayo.
- Uzakenere kwahukana azabanze aze gusinyura amasezerano hano.

Iyo ibyo birangiye hakurikiraho kubasengera bapfukamywe. Abayobozi bakabarambikaho ibiganza.

Birangiye bahabwa amafishi yabo asinyweho n'Umushumba w'Inama y'Amezi Atatu, n'Umubwiriza Mukuru, bakabakora mu biganza bati "Imana ibahe imigisha. Amen"

UMUHANGO WO KWEZA ABAPASITORI INTANGIRIRO

Abayobozi b'Itorerero ni bande?

Ubusanzwe Imana niyo Muyobozi w'abantu, mu Isezerano rya Kera, tubona mu Itangiriro 1: 26 - 31, 2: 7, 8: 15 - 17, 25, 3: 8 - 21. Iyi mirongo irerekana urukundo rw'Imana ku mwana w'umuntu kandi irerekana ko Imana ariyo Muyobozi Mukuru wa mbere w'abantu, kuko niwe Muremyi w'abantu, niwe ubafitiye umugambi, niwe ubarinda Zaburi 23. Ni nawe ubitaho, Itangiriro 2: 8, 3: 9, 3: 21, n'ibindi byinshi, Yohana 3: 16, 1 Yohana 4: 9, 10, 5 - 11, 12.

Mu Isezerano rya Kera kandi Imana yagiye itoranya bamwe mu bantu bayubaha mu kureba abandi. Abayobozi babageza ku Mana no kuyisobanukirwa. Twavugaga nka Abel, Henoki, Nowa, Aburahamu, Yozefu, Mose na Aroni, abahanuzi n'abandi.

Mu Isezerano Rishya, Umwami wacu Yesu Kristo yerekana neza ko ariwe Mwungeri mwiza (Umushumba) Yohana 10: 1 - 11, 14. Intumwa Paulo nawe yashimye ko habaho Abashumba cyangwa Abapasitori aribo Abepiskopi. Hari n'abo yereje uwo murimo nka Tito na Timoteyo (Tito 1: 5 - 9).

Mbere y'uko umuntu ahabwa umurimo w'Ubushumba ni ngombwa kuba yarawuhuguriwe, awufitiye impamyabushobozi, ariko cyane cyane awufitiye umuhamagaro n'impano yawo.

Dore Inshingano Ziranga Umuntu Kugirango Abe Umushumba mu Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda:

1. Kuba yarahamagawe n'Imana,
2. Kuba agaragaraho imbuto zikwiriye Umukozi w'Imana nk'Umushumba (Psitori) nk'uko Intumwa Paulo abivuga mu rwandiko rwa mbere yandikiye 1 Timoteyo 3 : 1 - 13, Tito 1 : 7
 - a. Kuba nawe ubwe abishaka (abyemera),
 - b. Kuba ari inyangamugayo,
 - c. Kuba afite umugore umwe cyangwa umugabo umwe barasezeranye mu buyobozi bwite bwa Leta no mu Itorero, , bese ari inyangamugayo.
 - d. Kuba atari umunywi w'ibisindisha, wirinda
 - e. Kuba ari umuntu utica gahunda y'imirimo mu mibereho ye.
 - f. Ukunda gucumbikira abashyitsi.
 - g. Ujijutse mu bwenge bwo kwigisha ijambo ry'Imana,
 - h. Kuba intangarugero mu buyobozi bw'abiwe (umuryango) mu kumvira no kubaha Imana n'abandi,
 - i. Kuba Atari umurwany, umunyarukoni, udakunda amafranga cyane kuyarutisha umurimo w'Imana,
 - j. Ntakwiriye kuba umuntu mushyashya mu mirimo cyangwa uhindutse vuba,
3. Kuba yararangije amashuri atandatu yisumbuye cyangwa ayarenze mubirebana na Theolojia kandi afite n'ibyemezo byayo
4. Kuba arangije imyaka itanu ari umuyoboze (membre) w'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda, ni ukuvuga yarakiriwe ubwa mbere n'ubwa kabiri.
5. Kuba amaze imyaka itatu akora imirimo yo kuyobora cyangwa akora indi mirimo.
6. Kuba atari munsu y'imyaka 30 y'amavuko, agaragara ko akuze ku mubiri, mu bwenge, no mu bitekerezo.

7. Kuba yemera kandi agendera mu mahame n'amabwiriza y'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda.
8. Kuba yemerwa n'Ubuyobozi bukuru bw'Itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda. Ubuhamya bwe bukaba buzwi n'Inama y'Ukwezi, Inama y'Amezi Atatu abereye membre.
9. Kuba akorana neza mu mucyo n'Umuyobozi w'Inama n'abakuru b'utunama kandi atanga umudendezo w'ukuri ku banyetorero (abakristo).
10. Kuba ari umuntu w'inyangamugayo aho atuye kandi abanye neza n'ubuyobozi bw'igihugu.
11. Iyo yujuje izi nshingano ashyikirizwa Ububwiriza Bukuru.

N.B: Ububwiriza Bukuru n'Akanama kita ku bugingo bategura ishyirwa mu bikorwa mu guha uyu muntu ubushumba bwo kuragira umukumbi w'Imana nyuma yo gusuzuma neza niba ugiye kuba umushumba yujuje ibisabwa haruguru.

Gahunda yo Gutegura Umunsi Mukuru wo Gutanga Ubushumba:

- Uwo munsi utegurwa n'Umubwiriza Mukuru afashijwe na komisiyo yashyizweho n'Inama y'Umwaka maze bikomezwa n'Inama y'Umwaka.
- Uyu muhango uba ari ku munsi w'Imana kandi hateguwe igiterane gikuru. Abapasitori bose ba E.E.A.R. bagomba kuba bahari, hakararikwa n'abandi bashyitsi bo mu yandi Matorero, ndetse n'abo mu nzego za Leta.
- Uhabwa ubushumba agomba kuba ari hamwe na madame (umugabo)we, abana n'abo mu muryango we batarenze babiri.
- Abahabwa ubushumba bategurirwa intebe zabo mu Rusengeru, abadamu (abagabo)babo babicaye inyuma, abana bicaranye na ba nyina (ba se), kimwe n'abo mu muryango.
- Imbere y'uruhimbi hasaswe neza, aho abarambikwaho ibiganza bapfukama basabirwa.
- Abarambikwaho ibiganza n'abafasha babo binjira nyuma y'abandi biyereka, kandi bambaye neza
- Itorero rikomeza gahunda yaryo mu Rusengeru, maze umuyobozi amaze kwakira abashyitsi bose yakira Umubwiriza Mukuru kugirango nawe ayobore gahunda yo kweza Abashumba.

Umubwiriza Mukuru:

1. Ahagurutse abarambikwaho ibiganza n'abafasha babo aberekane mu iteraniro,
2. Abarambikwaho ibiganza abasabe kwegera uruhimbi, abadamu (abagabo) babo babari inyuma, maze avuge aya magambo yo mu ijambo ry'Imana :

Tito 1 : 5 - 9 : Icyatumye ngusiga I Kirete ni ukugirango utunganye ibidatunganye, kandi ngo ushyire abakuru b'Itorero mu midugudu yose, nk'uko nagutegetse, ibyo ni ukuvuga abagabo batariho umugayo, bafite umugore umwe, bafite abana bizera kandi bataregwa ko ari inkubaganyi cyangwa ibigande, kuko Umwepisikopi akwiriye kutabaho umugayo, nk'uko bikwiriye igisonga cy'Imana. Kandi ntakwiriye kuba ikigenge cyangwa ikirara, umunywi w'inzoga cyangwa umunyarukoni, cyangwa uwifuza indamu mbi, ahubwo abe ukunda gucumbikira abashyitsi, ukunda ibyiza, udasayisha, ukiranuka, wera, wirinda, kandi ukomeza ijambo ry'Imana ryo kwizerwa nk'uko yaryigishijwe, kugirango abone uko ahuguzwa abantu inyigisho nzima no gutsinda abamugisha impaka.

Icyamba mbere ya byose ukwiriye kugira mu mibereho yawe : ni ingeso nziza zihwanye n'ijambo ry'Imana, wigisha abandi mu mibereho yawe, ukwiriye kugira ubuhamya bwiza buhamya ubutumwa bwiza. Ntukwiriye kugira inenge imbere ya Kristo, cyangwa imbere y'Itorero ndetse no mu bakazi b'Imana. Ntukagire isoni zo guhamya Yesu Kristo cyangwa kuvuga ubutumwa bwiza.

2 Timoteyo 1 : 7 - 9, kuko Imana itaduhaye umwuka w'ubwoba, ahubwo yaduhaye uw'imbaraga n'urukundo no kwirinda, n'uko ntukagire isoni zo guhamya Umwami wacu cyangwa izanjye imbohe ye, ahubwo ufatanye nanjye kurenganirizwa ubutumwa bwiza ufashijwe n'imbaraga z'Imana yadukijije ikaduhamagaza guhamagaza kwera, itabitewe n'imirimo yacu ahubwo ibitewe n'uko yabigambiriye ubwayo, no kubw'ubuntu bwayo twaherewe muri Yesu Kristo uherye kera kose.

Ukomere mu buntu bubonerwa muri Yesu nk'uko ubisoma muri 2 Timoteyo 2 : 1 - 3. Nuko rero mwana wanjye ukomere mu buntu bubonerwa muri Yesu Kristo, kandi ibyo wanyumvanye imbere y'abahamya benshi ubimenyeshe abantu bo kwizera bazashobora kubyigisha abantu. Ujye ufatanye nanjye kwihanganira imibabaro,

nk'uko bikwiriye umusirikari mwiza wa Kristo Yesu, ukomeza kuba umukozi mwiza wa Kristo

Dusoma kandi muri 2 Timoteyo 2 : 15 : Ujy'ugira umwete wo kwishyira Imana, umukozi udakwiriye kugira ipfunwe, ukwiza neza ijambo ry'ukuri, ubwiriza ijambo ry'Imana.

Dusome na none muri 2 Timoteyo 4: 1 - 2: ndagutongera mu maso y'imana na Kristo Yesu uzaciraho iteka abazima n'abapfuye, ubwo azaba aje kwima ingoma ye. Ubwirize abantu ijambo ry'Imana, ugire umwete mu gihe gikwiriye n'ikidakwiriye, uhane, uteshe, ufite kwihangana kose no kwigisha.

2 Timoteyo: 3 : 14 - 17 : ariko wehoho ugume mubyo wizeye, ukabyizera kuko uzi uwakwigishije kandi uzi ko uhereye mu buto bwawe wamenyaga ibyanditswe byera bibasha kukumenyeshya ubwenge bwo kukuzanira agakiza gaheshwa no kwizera Yesu Kristo. Ibyanditswe byera byose byahumetswe n'Imana kandi bigira umumaro wo kwigisha umuntu, no kumwemeza ibyaha bye, no kumutunganya, no kumuhanira gukiranuka, kugirango umuntu w'Imana abe ashititse afite ibimukwiriye byose ngo akore imirimo myiza yose.

Shyira Yesu Imbere:

(2 Abakorinto 4: 5 - 7). Kuko tutabwiriza abantu ibyacu ahubwo tubwiriza ibya Kristo Yesu ko ariwe Mwami natwe tukaba abagaragu banyu kubwa Yesu.

Imana yategetse umucyo kuva mu mwijima, niyo yaviriye mu mitima yacu kugirango imurikishe ubwenge bwo kumenya ubwiza bw'Imana buri mu maso ya Yesu Kristo.

2 Abakorinto 5 : 18 -20 : Ariko ibyo byose bituruka ku Mana yiyunze natwe kubwa Kristo ikaduha umurimo wo kwiyunga n'abandi, kuko muri Kristo arimwo Imana yiyungiye n'abari mw'isi ntiyaba ikibabaraho ibicumuro byabo, kandi noneho yatubikije ijambo ry'umwuzure, nicyo gituma turi intumwa mu kimbo cya Kristo ndetse bisa n'aho Imana ibingingira muri twe. Nuko rero turabahendahenda mu cyimbo cya Kristo kugirango mwiye n'Imana.

Ujye wumvira Imana kuruta Abantu:

Ubuhamya bwawe bube nk'ubwa Petero n'abandi bari bayobowe n'Imana igihe bari bahagaze imbere y'abatware, nk'uko tubisoma mu Ibyakozwe n'Intumwa 5: 29. Petero n'izindi ntumwa barabasubiza bati: "ibikwiriye ni ukumvira Imana kuruta kumvira abantu". Rero mubyo uvuga no mubyo ukora, ukwiriye kumva ko uyobowe n'Umwuka Wera nk'uko byanditswe muri Yohana 6 : 6, wehoho ujye winjira mu nzu, ubanze ukinge urugi, uhereko usenge so wo mw'Ijuru mwiherereye nuko so ureba ibyiherereye azakugororera.

Umubwiriza Mukuru Abaza Abarambikwaho Ibiganza aya Magambo Nabo Basubiza:

1. Mbese uzi ko wavuye mu rupfu ukaba warinjiye mu bugingo buhoraho kandi ko umwuka Wera aba muri wowe? Yee ndabizi.
2. Mbese wizeye n'umutima wawe wose yuko Imana yaguhamagaye ngo wuzuzwe imirimo yayo? Yee ndabyizeye.
3. Mbese wiringira ko Bibliya Yera ari Umuyobozi w'umwizera wese mu kwizera no gukora kandi ko irimwo ibikwiriye byose mu kwigisha agakiza kabonerwa mu kwizera Yesu Kristo? Wemeye kandi ko uzabwirirza, ugahugura, ugahana ukurikije ijamba ry'Imana. Yee niko niringira kandi niko nemera.
4. Mbese wemera n'umutima wawe wose udashidikanya ko ijamba ry'Imana rivuga kubyerekeye kwezwa no kubatizwa n'Umwuka Wera? Yee ndabyemera.
5. Mese wiyumvamo ko Imana yaguhamagariye kuvuga ubutumwa bwiza? Yee mbyiyumvamo.
6. Wowe.....nk'uko Itorero ribiguhamagariye mu mibereho yawe ya gikristo, no kubera impano wahawe n'Imana, ubwawe usezeranye kuzakaresha impano yawe nk'uko Imana ishaka ? Yee niko mbisezeranye.
7. Bamaze gusubiza ibibazo Umubwiriza abasabe kujya imbere bafate indangururamajwi (microphone), batange ubuhamya imbere y'Imana n'iteraniro muri make.

Umuhango wo Kweza:

- Umubwiriza Mukuru asabe abarambikwaho ibiganza bicishe bugufi, bapfukame aho bateguye imbere y'uruhimbi.

- Asabe abandi ba Reverends Pasteurs bose bari muri iryo teraniro n'ubwo baba ari abashyitsi dusangiye ukwemera, baze gusengera abapasitori babarambitseho ibiganza mu mutwe.

N.B. Si ngombwa ko aba Reverends bose basenga ariko abasenga ntibajya muni ya batanu.

UMUTWE WA II: INZEGO ZA E.E.A.R

Ingingo ya 20:

Inzego z'umuryango n'izi zikurikira:

- Inama y' umwaka
- Inama y'ubuyobozi
- Inama itunganya
- Komisiyo y' ubugenzuzi
- Komisiyo ishinzwe gukemura amakimbirane

Ingingo ya 21:

Amashami y'inzego za E.E.A.R ni:

- Ivugabutumwa;
- Umutungo (Abiringirwa)
- Iterambere (amashuri, amavuriro n'indi mishinga itandukanye) Indero ya Gikristo n'Amashuri
- Imibereho myiza (ubugingo bw'abanyetorero n'amasengesho)
- Kwimakaza umuco w' amahoro
- Urubyiruko
- Abagore
- Abana

Ingingo ya 22:

Inteko rusange n'irwo rwego rw' ikirenga rw' umuryango.

Igizwe n'abanyamuryango nyakuri bakurikira:

- Abagize Inama y'ubuyobozi ;
- Umuyobozi wa komisiyo y'ubugenzuzi
- Umuyobozi wa Komisiyo ishinzwe gukemura amakimbirane

- Intumwa ebyiri(2) n'umushumba wa Paroisse
- Umunyamategeko mu gihe ahari, uyu nta tora cyangwa ngo atorwe;

Ingingo ya 23:

Inteko rusange ifite ububasha bukurikira:

- Kwemeza no guhindura amategeko shingiro y'umuryango n'amategeko ngengamikorere yawo;
- Gushyiraho no kuvanaho abahagarariye umuryango n'ababungirije;
- Kwemeza ibyo umuryango uzakora;
- Kwemerera, guhagarika no kwirukana umunyamuryango;
- Kwemeza ingengo y'imari ya buri mwaka;
- Kwemeza burimwaka imicungire y' imari;
- Kwemera impano n'imirage;
- Gutora abagize komisiyo yo gukemura amakimbirane;
- Gusesa urwego
- Gusesa umuryango

Inteko rusange iterana rimwe mu mwaka mu nama isanzwe iyobowe n'umuyobozi wayo cyangwa se umwungirije; itumizwa ryayo, ibiri ku murongo w'ibygwa, ubwitabire n'ifatwa ry'ibyemezo bikurikiza uko amategeko shingiro cyane cyane mu ngingo zayo za 15, 16 na 17 abiteganywa.

Ariko ishobora no guterana mu nama idasanzwe mu gihe cyose bibaye ngombwa hakurikijwe ibiteganywa n'ingingo ya 18 y'itegeko shingiro;

Ingingo ya 24:

Inama y'ubuyobozi ni urwego rushinzwe gushyira mu bikorwa ibyemezo n'ibyifuzo by'inteko rusange rukita no kumicungire ya buri munsu y'umuryango. Igizwe n'aba bakurikira:

- Umuyobozi w'Inteko Rusange (Inama y'umwaka) n'umwungirije
- Umuvugizi akaba n'umubwiriza mukuru ;
- Umuvugizi wungirije ;
- Umubwiriza Mukuru w'ungirije;
- Umubitsi ;
- Umwanditsi w'Inteko Rusange (inama y'umwaka) ni nawe mwanditsi w'inama y'ubuyobozi n'umwungirije;

- Ababwiriza b'inama z'amezi atatu (regionaux)
- Abayobozi b'inama z'amezi atatu
- Abayobozi b'utunama dukuru dutanu two mu nama y'umwaka
- Abamisiyoneri boherejwe na mission gukorana n'itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda.
- Umujyanama umwe uhagarariye buri shami rivugwa mu ngingo ya 20.

Inama y'ubuyobozi ibyize ikabona ko ari ngombwa, ishobora gutumira umuntu ufite ibyo ashobora kungura inama. Uyu ntafata ibyemezo mu nama.

Iyi nama iterana mubihe byayo nkuko byategetswe n'inama y'umwaka. Mubihe bidasanzwe umuyobozi wayo ashobora kuyihamagaza iyo bisabwe n'abantu batanu bo muri yo. Inama igomba kumenyeshwa abajyanama bose mbere y'iminsi itanu kandi bakamenyeshwa ibiri ku murongo w'ibyigwa.

Habonetse ibitunguranye mbere y'iyi minsi itanu, abakuru b'inama y'ubuyobozi bashobora guterana bagafata icyemezo ariko bamaze kubimenyesha abajyanama bose bo muri iyo nama. Bashobora kwemera icyo cyemezo cyangwa bakagihakana.

Ingingo ya 25:

Komisiyo y'ubugenzuzi ni urwego rushyirwaho n'inteko rusange rushinzwe ubugenzuzi bw'imari n'indi mitungo y'umuryango. Rugizwe n'abantu batatu (3) bafite inshingano zikurikira:

- Kugenzura burigihe imicungire y'imari n'indi mitungo by'umuryango.
- Kumurikira inama y'ubuyobozi raporo y'ibikorwa byakozwe mbere yuko ishyikirizwa inteko rusange.
- Kureba mu bitabo n'inyandiko by'ibaruramari ariko batabijyanye hanze y'ububiko.
- Kuba mu kanama gategura ingengo y'imari,
- Gushyiraho uburyo bw'igenamigambi y'ingengo y'imari,
- Gukurikirana ishyirwamubikorwa ry'ingengo y'imari.
- Gukora igenzura nibura rimwe mu gihembwe by'uburyo umutungo wa EEAR ukoresheha.

Ingingo ya 26:

Komisiyo ishinzwe gukemura amakimbirane ni urwego rushinzwe gukumira no gukemura amakimbirane ashobora kuvuka hagati y'abanyamuryango bo ubwabo cyangwa n'abafatanyabikorwa bayo. Igizwe n'abantu batanu (5) batorwa n'inteko rusange kandi bafite inshingano zikurikira:

- Gukemura amakimbirane mu bwigenge busesuye yavutse hagati y'abanyamuryango ubwabo, cyangwa n'abandi bafatanyabikorwa.
- Kumurikira Inteko rusange raporo y'imyanzuro yafashwe ku bukemurampaka nyuma yo kwemezwa n'inama y'ubuyobozi.

Abagize iyo komisiyo bitoramo Perezida, Perezida w'ungirije ndetse n'umwanditsi, bagakorera mu mucyo no mu bwisanzure busesuye. Nyuma yo gushyikirizwa no gusuzuma ikibazo yagejewe, komisiyo itumiza abo bireba mu nyandiko cyangwa ubundi buryo bwose bwo kumenyeshya.

Abatumijwe bagomba kwitaba mu gihe kitarenze iminsi cumi nitanu (15) ibarwa guhera igihe babimenyesherejweho.

Iyo batitabye, hongerwaho igihe cy'iminsi itanu (5) yubahirije uburyo bw'itumizwa bwavuzwe haruguru.

Imyanzuro yafashwe habayeho ubwumvikane bw'abo bireba bose ihinduka itegeko kuri bo kandi nta rundi rwego rushobora kwiyambazwa. Nyamara, mu gihe impaka zitakemuwe mu buryo bw'ubwumvikane hazitabazwa inkiko zibifitiye ububasha

Ingingo ya 27:

Inshingano z'umuvugizi wa E.E.A.R. akaba n'Umubwiriza mukuru wayo

- Umuvugizi ni umuhuzabikorwa w'ibikorwa bya E.E.A.R. mu nzego zose;
- Ashinzwe umubano mwiza w'umuryango n'indi miryango yo mu gihugu ndetse na mpuzamahanga;
- Ashobora gufata imyanzuro ku bibazo byihutirwa mu muryango amaze kugisha inama abagize inama itunganya.
- Niwe userukira umuryango imbere y'amategeko no mu zindi nzego zose
- Umuvugizi niwe utumiza inama itunganya

Inshingano z'umuvugizi wungirije (Vice Representant) wa E.E.A.R.

Ingingo ya 28:

- Umuvugizi wungirije afasha kandi akunganira umuvugizi mu nshingano ze;
- Mu gihe umuvugizi adahari cyangwa atabonetse asimburwa n'umuvugizi wungirije.
- Ashinzwe ku buryo bw'umwihariko ibirebana n'amategeko, ubutegetsi n'iterambere by'umuryango.

Ingingo ya 29:**Inshingano z'umubwiriza mukuru w'ungirije**

Ni umupasitori mukuru wungirije mubandi bapastori b'inama y'umwaka.

- Arahugura kandi agafasha abapastori mu by'umurimo w'Imana.
- Agomba gufatanya n'ababwiriza b'inama z'amezi atatu hamwe n'amatorero mu gushyiraho abavugabutumwa bakora mu materaniro mugushyira mubikorwa ibyo bakora mu materaniro n'abandi bakozi b'itorero babafasha.
- Akora imirimo yose y'umubwiriza mukuru abimusabye cyangwa adahari

Ingingo ya 30:**Ishingano z'umuyobozi w'inama n'umwungirije**

Umuyobozi w'inama ashinzwe gutumira inama no kuyiyobora igihe cyose iteranye. Umwungirije abikora iyo umuyobozi w'inama adahari cyangwa hari indi mpamvu ituma atayobora inama.

Ingingo ya 31:

Urubyiruko

Umuyobozi w'urubyiruko agomba kuba ari:

- Umunyetorero wakiriwe, uzwi kandi afite ubumenyi n'ubuhanga bwo gukorana n'urubyiruko aruteza imbere muburyo bw'umwuka n'umubiri
- Umukristo wera imbuto, w'inyangamugayo mu itorero no hanze yaryo
- Kwemera gukorera ku mahame n'amategeko ya E.E.A.R
- Yumvira ibyo akanama k'indero n'amashuri gasaba kuko ariko gafite munshingano zako ibikorwa by'urubyiruko
- Agomba kandi kuba ari urubyiruko nawe afite nibura hagati y'imyaka 15 na 35 kandi arukunda anarukorera
- Agomba kuba nibura afite amashuri ya Kaminuza(A₀).

Ingingo ya 32:

Abagore

Umuyobozi w'abagore agomba kuba ari:

- Umunyetorero wakiriwe, uzwi kandi afite ubumenyi n'ubuhanga bwo gukorana n'abagore abateza imbere muburyo bw'umwuka n'umubiri
- Umukristo wera imbuto, w'inyangamugayo mu itorero no hanze yaryo
- Kwemera gukorera ku mahame n'amategeko ya E.E.A.R
- Yumvira ibyo akanama k'indero n'amashuri gasaba kuko ariko gafite munshingano zako ibikorwa by'abagore
- Agomba kuba nibura afite amashuri ya Kaminuza (A₀).

Ingingo ya 33:

Inshingano z'umwanditsi n'umwungirije wa E.E.A.R.

- Ashinzwe kwandikira inama, kwakira no kwegeranya za raporo zose z'imirimo ya E.E.A.R akazigeza kubuvugizi bwayo ;
- Niwe wakira inzandiko akaziyobora aho zigomba kujya;
- Niwe ukora inyandiko mvugo z'inama y'inteko rusange (A.G.) n' inama y'ubuyobozi;
- Niwe ubika inzandiko zose n'inyandikomvugo bya E.E.A.R mubunyamabanga bwa EEAR.

Ingingo ya 34:

Inshingano z'umubitsi (Tresure) wa E.E.A.R. :

- Ashinzwe kubika neza amafaranga, inyandiko zinjiza n'izisohora amafaranga
- Gutanga rapport y'imyinjirire n'imikoreshereze y'amafaranga murwego rubishinzwe
- Kuzuza neza ibitabo by'umutungo
- Gufatanya n'umwiringirwa mu micungire n'imikoreshereze y'imitungo ya EEAR

Ingingo ya 35

Inshingano z'Umwiringirwa wa E.E.A.R

- Ashinzwe gucunga umutungo wa E.E.A.R. ;
- Kugenzura buri gihe uko za konti zikora;
- Kubika inyandiko zose zirebana n'imitungo y'umuryango yaba iyimukanwa cyangwa itimukanwa.
- Gutegura inyandiko zirebana n'amasoko yaba ari atanzwe na E.E.A.R cyangwa ayo ipiganwamo.
- Gutegura ingengo y'imari ya E.E.A.R. afatanije n'abakozi bashinzwe imari n'icungamutungo.

Ingingo ya 35:

Inshingano z'Inama Itunganya ya E.E.A.R:

Inama Itunganya ni urwego rushinzwe gushyira mu bikorwa ibyemezo n'ibyifuzo by'inama y'ubuyobozi ya EEAR rukita no kumicungire ya buri muni Y'ibyo bikorwa. Igizwe n'aba bakurikira:

- Umuvugizi akaba n'umubwiriza mukuru
- Umuvugizi wungirije
- Umubwiriza mukuru wungirije
- Umuyobozi w'inama
- Umubitsi
- Misiyoneri uhagarariye abandi abamisiyoneri

Ingingo ya 36:

Akanama k'umupasitori:

Ni akanama Kagizwe n'abapastori barambitsweho ibiganza, n'abayobozi b'amatorero ku rwego rwa gishumba n'undi muntu wese kabona watanga ibitekerezo byakubaka itorero.

Ibyo gashinzwe:

- Gufasha pastori kureba cyane cyane imibereho y'abanyetorero no kubafasha muby'ubugingo bushya.
- Gufasha ndetse kakanasuzuma abanyetorero bakwiye kwakirwa bwa mbere n'ubwa kabiri n'ibindi bifasha guteza itorero imbere.
- Gafasha umupasitori gukomeza kuzuzanya inshingano ze.
- Gakurikirana ibikorwa byaburi muni ku itorero
- Kagenya umurongo ngenderwaho (igenamigambi) w'imikorero y'itorero
- Gutanga inama ku inyigisho nzima no kurinda ubusugire bw'itorero
- Gaterana igihe cyose umushumba abonako hari ibyo bakwiriye kunguranaho ibitekerezo n'ibyo bifuzwa ko byakorwa mu itorero ariko byakabaye byiza ko umushumba atarenza ukwezi kumwe adatumije aka kanama.

Ingingo ya 37

Akanama k'ivugabutumwa:

Igihe Yesu yari agiye kujya mw'ijuru yategetse abigishwabe ngo bajye guhindura amahanga yose kuba abigishwa be kandi abasezeranya kuzabana nabo.

Aka kanama niko gategerezwaho gushaka uburyo bwo gukwiza ubutumwa bwa Yesu Kristo ahandi, Matayo 28:19-20; Mariko 16:16

Inshingano zako ni:

- Gutuma abo kujya kuvuga ubutumwa mu Rwanda no mubindi bihugu
- Gutangiza amatorero ahandi hashya no gushaka abakozi bo gukora ahandi hashya
- Gufasha amatorero mashya atarakomera cyane
- Gusuzuma iby'inama z'ukwezi z'agateganyo
- Gutuma abo kwigisha abasirikare, imbohe, abarwayi mu mavuriro no mu mashuri n'ahandi byaba ngombwa.
- Kuvuga ubutumwa kuri radio na television, gushyira indirimbo kuri za bande cassettes, CD, na DVD n'ubundi buryo bwose bwa Media nka Internet kumbuga nkoranyambaga.
- Guteza imbere imirimo y'ibyanditswe by'ubukristo (litterature)
- Gukangurira ibyo kugirira abandi imbabazi n'impuhwe, mu gufasha imfubyi, abapfakazi, impunzi, abahuye n'ibiza n'ibyorezo, intambara n'ibindi byakenera ubutabazi.

Ingingo ya 38

Akanama k'Abiringirwa:

Kuberako ibyo abantu b'Imana bafite byose biva kuriyo, bakwiye kwemera kubikoresha nk'uko Imana ibayoboye kugirango bayiheshe icyubahiro. Aka kanama niko kita kubyo kwigisha no guteza imbere ibyerekeye guha Imana n'uko abanyetorero bakwiye gufata neza ibyo Imana yabahaye. Abiringirwa nibo bafasha gucunga amafaranga n'indi mitungo ya EEAR yose naho iboneka.

Bakwiye kuba bazi amategeko y'igihugu kubyerekeye ibibanza n'ibindi bireba imirimo yabo.

Dore inshingano z'aka kanama:

- Gushaka ibyangombwa n'impapuro mpamo by'umutungo wose waba uwimukanwa cyangwa utimukanwa wa EEAR bakurikije amategeko n'amabwiriza ya EEAR, babifashijwemo n'ubuvugizi.

- Kugenzura amafaranga no kwakira raporo zose zerekeye amafaranga n'indi mitungo yose
- Kwakira ingengo y'imari yose Y'itorero no kubishyira imbere y'inama igakuriye ngo byemerwe.
- Gusuzuma ibitabo by'amafaranga n'ibyumubitsi n'iby'utundi tunama gakuriye.
- Gushishikariza amatorero n'abashinzwe imitungo mu matorero mu kugira uruhare mugutegura amafaranga y'ingengo y'imari
- Kugenzura no gucunga ibinyabiziga bya E.E.A.R n'imishinga y'itorero
- Gucunga imitungo y'itorero iyimukanwa n'itimukanwa y'aho itorero ritagikorera.

Ingingo ya 39:

Akanama k'Indero n'amashuri

Hamwe no kwiga iby'Imana aribwo bwenge bwo kubaha Uwiteka abantu bayo bakwiye no kwiga ubundi bwenge bw'ibyo mw'isi ngo batere imbere bafashe abandi. Aka kanama rero kagerageza kubitunganya. Abatorewe muri aka kanama bakwiye kuba abantub'ubwenge bikomeye, bashoboye ibyo guteza imbere abantu mu kwiga iby'Imana no kwiga ubundi bwenge.

Ibyo gashinzwe:

- Gutora abayobozi no gutegura gahunda y'ishuri ryo ku cyumweru na VBS
- Amashuri ya Bibiliya y'icyiciro cya mbere, icyisumbuye na kaminuza
- Amahugurwa y'ubwoko bwose yateza itorero imbere
- Kugenzura no gusuzuma abahawe imirimo mubigo by'amashuri n'indi mishinga ko bafite ubuhamya bwiza n'ubushobozi bw'inshingano zabo
- Gutegura ibyo kwigisha iyobokamana mu mashuri mato n'ayisumbuye
- Gushakira abanyeshuri za scholarship (bourses) no guhitamo abazikwiye
- Gutegura ingando (camps) z'abanyetorero

- Kwigisha gusoma no kwandika, amashuri y'inshuke, n'ibindi birebana n'amashuri haba amashuri yisumbuye n'amakuru aho ari hose mu gihugu.

Ingingo ya 40

Inama z'umwaka nshya:

Iyo igihe kigeze cyo gushyiraho inama y'umwaka nshya, abifuza kugira iyo nama nshya bandikira inama y'umwaka isanzwe basaba gushyiraho inama y'umwaka mu karere batuyemo hashobora kuba igice cy'inama y'umwaka isanzwe cyakwimurirwa mu nama y'umwaka nshya.

Byashoboka kandi ko ibice bibiri cyangwa birenze by'inama z'umwaka zisanzwe byafatanywa bikaba inama y'umwaka imwe. Kugirango ibyo bikorwe, bakwiye kumenyesha akanama ko gukwirakwiza ubutumwa hirya no hino (akanama k'ivugabutumwa) k'inama y'umwaka isanzwe aho abo bantu baturutse. Hamaze kubaho igihe gihagiye cyo kubisuzuma no kubyemera, iyo nama y'umwaka isanzwe isabwa gushyiraho inama y'umwaka nshya.

Ikwiriye gutuma abantu batarenze icumi ngo bajye kuyihagararira mu mihango yo gushyiraho iyo nama nshya bitwaje urwandiko ruyishyiraho. Inama z'umwaka zisanzwe zerekana ko zinejewe n'uko inama y'umwaka nshya ishyirwaho mu buryo bwo gutuma intumwa ku munsu wo kuyishyiraho.

Ingingo ya 41:

Inshingano z'abayobozi ba za départements (amashami) bavugwa mu ngingo ya 20 ni izi:

- Guhuza ibikorwa by'imirimo ya burimunsu ;
- gusobanura no gushyiraho intego z'ibikorwa n'imirimo bagomba gukora nibikenewe kugirango bigerweho ;
- kugira inama umuvugizi, abashumba bahagarariye za region, abashumba ba za paroisse mugufata ibyemezo biri tekiniki ;
- gutegura imishinga igomba kwemezwa n'inama y'ubuyobozi ;
- kuyobora no guhuza imirimo igomba gukorwa ;
- gutegura ingengo y'imari y'urwego /ishami ;
- gukurikirana no kugenzura ibikorwa by'amashami.

Ingingo ya 42:

Inshingano z'Inama Y'Ubuyobozi ya E.E.A.R:

- Inama y'ubuyobozi niyo ihagararira inama y'umwaka mu bintu byose byo mu itorerero mbere y'uko inama y'umwaka iterana.
- Ikora ibyo inama y'umwaka yayitegetse gukora.
- Ifite uburenganzira bwo gutunganya ibyananiranye mu nama z'ukwezi no mu nama z'amezi atatu ziri muri yo.
- Inama y'ubuyobozi kandi yafasha abagirirwa nabi kubwo guhamya Yesu mu bukristo bwabo. Bashobora rero kubaza Leta cyangwa abayihagarariye mu karere k'aho abagirirwa nabi bari. Basaba umuvugizi mukuru w'itorero kubafasha muri iyo mirimo.
- Inama y'ubuyobozi niyo itegura gahunda y'inama y'umwaka. Ikwiriye gufasha umubwiriza mukuru gutegura ibizakorwa igihe inama y'umwaka izaterana. Ibyo bikorwa hasigaye nibura amezi atandatu kugirango inama y'umwaka iterane.
- Inama y'ubuyobozi niyo ishyiraho, ikanayobora abakozi bo munama y'umwaka.. Niyo itora umubwiriza mukuru n'abasimbura be, bagatekereza kubihembo by'abo bakozi ikabishyira imbere y'inama y'umwaka ngo ibyemeze cyangwa ibihakane. Itora nanone abakozi bahagararira itorerero ry'Ivugabutumwa ry'Inshuti mu Rwanda mu miryango ifatanya na ryo.
- Ninayo kandi ishyiraho abo bakozi igasuzuma ibikorwa byabo ikabahugura ibonye bikwiye. Niyo ibamenyesha imirimo ibashinze gukora.
- Igomba gusuzuma yitonze inyandiko yose ijya imbere yayo, izanywe n'umukozi cyangwa akanama ko mu nama y'umwaka
- Ifite ubushobozi bwo gusuzuma ahakenewe gutangizwa umurimo w'ivugabutumwa mu gihugu no hanze yacyo, ikareba ibikenewe kugirango iryo vugabutumwa rishoboke. Nyuma hagatangira itorerero hifashishijwe itorerero cyangwa urwego rwa EEAR ruhegereye ngo bagerageze kuhakora umurimo.

Muri iyo mirimo mishya Inama y'ubuyobozi ifatanya n'akanama ko gukwirakwiza ubutumwa bwiza k'inama y'umwaka.

Ishobora kandi guhuza abakristo bari mu nama z'ukwezi zitandukanye babashakira aho basengera hafi no gutangiza amatorero mashya ahandi hantu.

- Ibyemezo by'abakozi batumwe n'inama y'ubuyobozi gukora ahandi ibyemezo bitangwa n'Umuvugizi mukuru. Ashobora gutanga ibyemezo aribyo affectations cyangwa recommandations kubabwiriza bemewe cyangwa abakozi b'itorero bashaka gukora umurimo w'ubupasitoro ukwiriye gukorwa ahandi cyangwa gukwirakwizwa ubutumwa bo mu rwego rw'inama y'umwaka. Naho kubakozi uherye kuri region ukamanuka, bahabwa ibyemezo na n'urwego babarizwamo.
- Amafaranga yo gutunganya imirimo y'inama y'ubuyobozi: Iyo inama y'ubuyobozi ikeneye amafaranga yo gutunganya imirimo yayo bayasaba umubitsi w'amafaranga w'inama y'umwaka hakurikijwe ingengo y'imari yemewe n'inama y'umwaka.
- Raporo: Inama y'ubuyobozi yandika ibyo yagezeho byose, bakabimenyesha inama z'amezi atatu, kandi bakabimenyesha inama y'umwaka yateranye.
- Inama y'ubuyobozi yiga ibyingingo y'imari byananiranye ikabishakira ibisubizo.

Inshingano z'umushumba wa région:

Ingingo ya 43:

- Ni umuhuzabikorwa w'imirimo ikorerwa muri région ayoboye, ariko ntacunga ku buryo buhoraho imishinga y'umuryango iri muri iyo region.
- Gukoresha inama zihuje abayobozi ba za paroisses bakorera muri région ayoboye;
- Gukoresha amahugurwa muri région abyumvikanyeho n'ubuyobozi bwa paroisse;
- nGuharanira guteza imbere umurimo w'Imana muri région ayoboye;
- Gukusanya amaraporo agatanga raporo ya région ayoboye;
- Guhagararira umuvugizi mu butegetsi bwite bwa Leta mu ntara arimo, ariko akaba nta masezerano yakorana n'indi miryango cyangwa Leta atabihereye ububasha n'umuvugizi w'umuryango.

- Gnutanga raporo y'ibyakozwe muri region buri gihembwe cy'amezi atatu ku cyicaro gikuru cy'umuryango/EEAR.

Ingingo ya 44 :

Inshingano z'umushumba wa paroisse :

- Kuyobora paroisse ;
- Gutegura igenamigambi
- Kwigisha ijambo ry'Imana no gusura abakristo;
- Kuyobora imihango yose y'Itorero muri paroisse ayoboye;
- Gushishikariza abakristo gukora, kwiteza imbere mu mwuka no muburyo bw'imibereho myiza
- Guhuza imirimo yose ikorerwa muri paroisse ayoboye;
- Guserukira itorero mu nzego zo mu karere itorero rikoreramo;
- Gukora amahugurwa kubayoboke b'itorero nyuma yo kubimenyesha umushumba wa region.
- Kubana n'abakristo igihe basenga, kugirango abahugure kandi abarinde inyigisho z'ubuyobe(heresies);
- Mu gihe Rév.Pasteur adahari asimburwa n'umupasitori yasigiye ububasha.
- Gutanga raporo y'ibyakozwe k'umushumba wa region buri kwezi.

Ingingo ya 45:

Inshingano z'umupasitori:

- Kuyobora gahunda z'Itorero;
- Gutegura igenamigambi
- Kwigisha ijambo ry'Imana;
- Gusura abakristo;
- Kugira abakristo inama zishingiye ku ijambo ry'Imana;
- Gutanga raporo k'umushumba wa paroisse y'imirimo ashinzwe;
- Gukora imihango y'itorero igihe yabihereye uburenganzira n'umushumba wa paroisse;
- Inshingano z'umupasitori zose azikora muni y'ubuyobozi bwa Paroisse.

Ingingo ya 46:

Inshingano z'umudiyakoni /umudiyakonikazi :

- Kwakira abashyitsi;
- Gutegura igenamigambi ry'ibyo ashinzwe
- Gusura abagize ibibazo bitandukanye atumwe n'umushumba w'itorero cyangwa babyibwirije ;
- Gukora isuku;
- Kwakira amaturo akayashyira abiringirwa

UMUTWE WA III. IBYEREKEYE IMICUNGIRE Y' ABAKOZI

A.ISHYIRWAHO RY'ABAPASTORI

Ingingo ya 47:

Umuvugizi ari nawe mubwiriza mukuru, Umuvugizi wungirije, Umubwiriza mukuru wungirije, umuyobozi w'inama y'umwaka, n'umwungirije, Umubitsi, Umwanditsi n'umwungirije, abayobozi bamashami (Utunama) n' umushumba wa region batorwa n' inteko rusange; Umushumba wa paroise, ashwirwaho n' inama y'ubuyobozi, aba pasitori bayoboye amatorero bashwirwaho n'ubuyobozi bwa region, Abadiyakoni bashwirwaho n'ubuyobozi bw' itorero.

Ingingo ya 48:

Abavugwa mu ngingo ibanziriza iyi batorerwa manda y' imyaka ine ishobora kongerwa rimwe gusa, ishobora gukomeza gukora kugeza hatowe abasimbura ariko nanone icyo gihe ntigishobora kurenza iminsi mirongo itatu uherye igihe manda yarangiriye.

Ingingo ya 49:

Mu gihe cy'amatora y'ababavugwa mu ngingo ya 31, abatorwa batorwa ku ubwumvikane (par consecus).

Ingingo ya 50:

Umuvugizi, umuvugizi w'ungirije n'umubwiriza mukuru w'ungirije batorwa n'inama y'ubuyobizi bakemezwa n' Inteko rusange, abandi bayobozi bakuru batorwa n'inteko rusange. (Byasubiwemo)

Ingingo ya 50:

Umukandida ushobora gutorerwa umwanya w'umuvugizi akaba n'umubwiriza mukuru agomba kuba:

- Yarize nibura icyiciro cya kabiri cy'amashuri makuru mu by'iyobokamana;
- Yarize andi mashuri makuru afitanye isano n'ibya bibiriya;
- Ari umupasitori ufite uburambe mu murimo nibura bw'imyaka irindwi;
- Afite nibura imyaka 40 y'amavuko kandi yubatse;
- Ari indakemwa mu mico no mu myifatire;
- Ashobora kunoza umubano hagati ya E.E.A.R. n'abaterankunga bose;
- Kuba ari umunyarwanda akaba azi icyongereza n'igifaransa cyangwa kimwe muri ibyo.

Ingingo ya 51:

Umukandida ushobora gutorerwa umwanya w'umuvugizi wungirije agomba kuba:

- Yarize nibura icyiciro cya kabiri cy'amashuri makuru mu by'iyobokamana;
- Yarize andi mashuri makuru afitanye isano n'ibya bibiriya;
- Ari umupasitori ufite uburambe mu murimo nibura bw'imyaka itanu;
- Afite nibura imyaka 35 y'amavuko kandi yubatse;
- Ari indakemwa mu mico no mu myifatire;
- Ashobora kunoza umubano hagati ya E.E.A.R. n'abaterankunga bose;
- Kuba ari umunyarwanda azi icyongereza n'igifaransa cyangwa kimwe muri ibyo.

Ingingo ya 52:

Umukandida ushobora gutorerwa umwanya w'umubwiriza mukuru wungirije agomba kuba:

- Yarize nibura icyiciro cya kabiri cy'amashuri makuru mu by'iyobokamana;
- Ari umupasitori mu gihe kitari munsi y'imyaka irindwi;
- Afite imyaka y'amavuko itari munsi ya 40 ;
- Indakemwa mu mico no myifatire;
- Umufatabanga ubizwiho;
- Kuba yarashatse yubatse urugo
- Afite ishyaka ry' umurimo;

- Kuba ari umunyarwanda azi ururimi rw'igifaransa n'icyongereza cyangwa rumwe muri izo;

Ingingo ya 53:

Umuyobozi w'inama y'umwaka

Umukandida ushobora gutorerwa umwanya w'umuyobozi w'inama y'umwaka agomba kuba:

- Azi neza amategeko ngenga mikorere y'itorero ry'Ivugabutumwa ry'Inshuti mu Rwanda kandi ashobora kuyakurikiza neza.
- Umukrisito wizerwa muri byose kandi afite impano yo kuyobora inama azi n'uburyo bwo kuyiyobora
- Agomba kuba ari umunyetorero wakiriwe kandi wemerwa.
- Kuba ari umunyarwanda azi icyongereza n'igifaransa cyangwa rumwe muri izi.

Ingingo ya 54:

Umukandida ushobora gutorerwa umwanya w'umubitsi agomba kuba :

- umunyamuryango wa EEAR afite uburambe mu kazi butari muni y'imyaka 5 ;
- Yarize amashuri mu bijyanye n'icungamari;
- Umufatabanga w'umwizerwa;
- Indakemwa mu mico no mu myifatire;
- Ashoboye gutegura ingengo y'imari no gusobanura neza imikoreshereze y'umutungo wa E.E.A.R.

Ingingo ya 55:

Umukandida ushobora gutorerwa umwanya w'Umwanditsi n'umwungirije agomba kuba:

- Umupasitori cyangwa undi mukrisito wo mu itorero w'umwizerwa ufite uburambe mu kazi butari muni y'imyaka 5 ;
- Yarize amashuri makuru mu ishami iryo ari ryo ryose akaba afite impano yo kwandika neza;
- Azi kuvuga, kwandika no gusoma neza ikinyarwanda, icyongereza cyangwa igifaransa;
- Azi neza gukoresha mudasobwa;

- Ugira ibanga w'umwizerwa;
- Indakemwa mu mico no mu myifatire;
- Ashoboye gutegura, gucunga no gushyingura inyandiko zose z'inama za E.E.A.R.

Ingingo ya 56:

Gutora abakandida bikorwa umunsi w'amatora kandi akarangira uwo munsi.

Ingingo ya 57:

Abayobora amatora batorwa n'inama y'urwego rufite amatora.

Ingingo ya 58:

Imyaka y'izabukuru ku ba pasitoro (pension) ni imyaka mirongo itandatu n'itanu (65 ans), ariko ababyifuza bashobora kwemererwa gukomeza gukora nk'abakorerabushake b'umuryango.

B.IMYITWARIRE MYIZA (Discipline) N'IBIHANO

Ingingo ya 59:

Itorerero rya E.E.A.R. ntiryemera umuyobozi utwaza igitugu.

Ingingo ya 60:

Nta muyobozi ugomba kuyobora itorerero mu buryo bunyuraniye n'amategeko ndetse na gahunda risanzwe rigenderaho.

Ingingo ya 61:

Umuntu wese agomba kumenya ko ari munsi y'amategeko agenga E.E.A.R.

Ingingo ya 62:

Umuntu wese agomba kubaha no kumvira inzego zimukuriye.

Ingingo ya 63:

Umuntu wese uzumva ananiwe n'imirimo itorerero ryamushinze cyangwa biturutse ku mpamvu ze bwite agomba kubimenyeshya ubuyobozi bumukuriye mu nyandiko mu gihe cy'ukwezi kumwe kugirango imirimo itadindirira. Utubahirije ibi akazafatwa nk'uwataye inshingano ze nta mpamvu.

Ingingo ya 64:

Umuntu wese uzigisha amacakubiri, ivangura ry'amoko, inzangano; akoresheje inama rwihishwa cyangwa kumugaragararo, uteza invururu n'ibindi bikorwa byose bibujijwe n'amategeko y'igihugu azirukanwa burundu mu muryango nta yindi nteguza ndetse anashikirizwe inzego z'igihugu zibishinzwe.

Ingingo ya 65:

Umuntu wese wifuzza kujya mu yindi mirimo itari iy'itorero agomba kubanza kubimenyesha mu nyandiko urwego rw'itorero rumukuriye kugirango rusuzume niba icyo mirimo azayibangikanya niy'itorero.

Ingingo ya 66:

Umuntu wese agomba kubaha ubuyobozi bw'Igihugu, ubuyobozi bw'itorero, akubaha n'abo bakorana ndetse n'abakristo nta kurobanura abantu ku butoni.

Ingingo ya 67:

Umuntu wese akwiriye kwigisha no gukurikiza inyigisho zishingiye kuri Bibiliya kugirango yirinde inyigisho z'ibinyoma cyangwa se z'ubuyobe.

Ingingo ya 68:

Umuntu wese ufite inshingano muri E.E.A.R. agomba kuzubahiriza, akirinda kwivanga mu z'abandi.

Ingingo ya 69:

Umuntu wese ukuwe cyangwa uhinduriwe imirimo agomba gutegura no gukora ihererekanyabubasha (remise et reprise) mu minsi 15, mu gihe atabyubahirije azahatirwa kubikora n'urwego rumukuriye cyangwa n'ubuyobozi bwa Leta. Ashobora no kuryozwa ibyangiritse cyangwa ibyakoreshejwe muri icyo gikorwa.

Ingingo ya 70:

Umuyoboze wese uzagaragarwaho gusebya, kugambanira n'ikindi gikorwa cyose gitesha umuryango agaciro ashobora guhagarikwa byagateganyo, kwirukanwa burundu mu muryango ndetse no kuba yashikirizwa izindi nzego z'igihugu zibishinzwe.

Ingingo ya 71:

Umuntu wese agomba kuba ugira ibanga, uzagaragara ko ari umumena banga azafatirwa ibyemezo n'urwego rumukuriye harimo ibivugwa mu ngingo ibanziriza iyi.

Ingingo ya 72:

Umuntu wese wimuriwe ahandi amaze guhabwa ibaruwa imutuma, agomba kuba yageze mu mirimo yatumwemo mu gihe giteganyijwe mu ibaruwa imutuma (lettre d'affectation) keretse agaragaje impamvu zikemerwa n'urwego rwamutumye.

Ingingo ya 73:

Haseguriwe ibivugwa mu ngingo zibanziriza iyi ku birebana n'ibihano, umuntu wese uzagaragaraho imyitwarire mibi mu nshingano ze, ashobora gufatirwa ibihano bikurikira n'urwego rumukuriye:

-gusabwa gutanga ubusobanuro mu nyandiko

-kugawa mu nyandiko

-guhagarikwa by'igihe gito (hakurikijwe ingingo ya 86 Itegeko ry'Umurimo)

-gukatwa amafaranga k'umushahara (hashingiwe ku ngingo za 86, 88 Itegeko ry'Umurimo) kubahembwa gusa.

-gusezererwa burundu.

Ku makosa akomeye si ngombwa gukurikiza uru rutonde rw'ibihano.

Ingingo ya 74:

Umupasitoro uje gufatanya na E.E.A.R. ntabwo yakirwa nka Pasitori, ahubwo yakirwa nk'umuvugabutumwa w'ubushake abanje kugaragaza impamvu zatumye ava iyo yabaga. Nyuma y'igenzura yagaragaza imbuto z'ubwungeri akabona guhabwa inshingano.

C. ABAKOZI BAGENGWA N'AMASEZERANO Y'AKAZI.**a) Ingingo Rusange****Ingingo ya 75:**

Uburyo bw'ishyirwa mu myanya ry'abakozi bukurikiza ibi bikurikira:

. Kumenya umwanya upiganirwa

. Kumenya ibisabwa kuri buri mwanya

- . Itangazo rihamagarira abantu gupiganwa
- . Ijonjora ry'amadosiye y'abapiganwa
- . Ikizamini cya nditse ndetse n'icy'ibiganiro giteguwe n'akanama gashinzwe ibizamini.
- . Kumenyeshya amanota ya buri wese wakoze ikizamini.
- . Gutumiza abatsinze ikizamini.
- . Kwakira no gusinya amasezerano y'igeregeza ku batsinze.
- . Kwerekana abakozi bashyashya mu nzego z'imirimu za E.E.A.R.
- . Gutangira no kurangiza igihe cy'igerageza.
- . Guhabwa amasezerano y'umurimo.

Ingingo ya 76:

Akanama gashinzwe ibizamini ni urwego rushinzwe itegura n'itangwa ry'akazi gasaba ipiganwa. Kagizwe n'aba bakurikira:

- Umuyobozi w'akanama k'indero ya gikristo n'amashuri
- Umupasitori w'urwego akazi gatangiwe
- Umukoresha mukuru w'aho ako kazi kari
- N'undi wese wakwiyambazwa bibaye ngombwa.

Aka kanama gashinzwe:

- Gutegura ibizamini, kubikoresha no kubikosora
- Gutangaza amanota yabapiganwe
- Gutanga rapport y'ibyavuye mu ipiganwa kurwego rukuriye iyo komisiyo

Abari muri aka kanama bagomba kuba bujuje ibi bikurikira:

- Kutabogama
- Kugira ibanga
- Kuba inyangamugayo
- Kugira ubushishozi n'ubushobozi n'ubumenyi muby'amategeko agenga imitangire y'akazi.
- Kubahiriza igihe cyo gutangiraho uko abatsinze barushanyijwe

Aka kanama karangiza inshingano zako kakimara gutangaza uko abarushanyijwe.

Ingingo ya 77:

Amasezerano y'akazi ni amasezerano yanditse cyangwa atanditse umuntu agirana n'undi mugihe yemeye kumukorera agamije kubona igihembo. Akorwa kuburyo

bunogeye bene kuyagirana kumpande zombi. Ashobora kuba aray'igihe kizwi, kitazwi cyangwa se kugikorwa kizwi neza.

Ingingo ya 78:

Haba amasezerano y'igeragezwa ku murimo iyo umukozi n'umukoresha mberey'uko bagirana amasezerano adasubirwamo bemeraniye ko umukoresha asuzuma cyane cyane imikorere y'umukozi n'umusaruro we. Umukozi nawe akagenzura cyane cyane imiterere y'akazi, iy'imibereho, iy'umushahara, iyubuzima, iyo kwirinda impanuka n'iy'ubusabane bw'abo bakorana muri icyo kigo.

Ingingo ya 79:

Amasezerano y'akazi y'igeragezwa hamwe n'iyongerwa ryayo bigomba kuba byanditse kandi ntarenze igihe cy'amezi atandatu (6).

Ingingo ya 80:

Amasezerano y'igihe kizwi ni amasezerano agaragaza igihe azarangirira, ahita arangira iyo icyo gihe cyateganijwe kirangiye.

Ingingo ya 81:

Amasezerano y'akazi y'igihe kitazwi ni amasezerano akorwa kubwumvikane hagati yabayagiranye ariko igihe azarangirira ntikigenwe akaba ashobora guseswa igihe cyose umwe mubayagiranye abishatse ariko kumpamvu zumvikana. Iseswa ryamasezerano y'akazi n'integuza hakurikizwa ibiteganwa n'itegeko rigenga umurimo mu Rwanda mungingo zaryo za 27, 28,29,30,31 n'iya 32.

Ingingo ya 82:

Amasaha y'akazi kubakozi ba E.E.A.R ni mirongo ine n'atanu (45) mu cyumweru. Icyakora bitewe n'imiterere y'akazi, amasaha y'akazi mu cyumweru ashingira ku bwumvikane bw'impande zombi. Umukozi wa E.E.A.R ahabwa ikiruhuko cy'umunsi umwe mu cyumweru.

Ingingo ya 83:

Ikiruhuko cya buri mwaka, umukozi wese wa E.E.A.R umaze nibura amezi cumi nabiri akurikiranye akora afite uburenganzira bwo guhabwa ikiruhuko kingana n'iminsi 2.5 buri kwezi ni u kuvuga iminsi mirongo itatu (30) ku mwaka.

Ingingo ya 84:

Ikiruhuko cy'ingoboka, umukozi wese wa E.E.A.R afite uburenganzira bw'ikiruhuko cy'ingoboka kubera ibintu byiza cyangwa ibihe bibi ashobora kugira mu muryango we. Iyo yabyaye , umukozi wese wa E.E.A.R afite uburenganzira bw'ikiruhuko cy'iminsi ine (4) y'akazi, iyo ya pfushije uwo bashakanye afite uburenganzira bw'ikiruhuko cy'iminsi cyumi n'ibiri(12) y'akazi, iyo yapfushije umwana we afite uburenganzira bw'ikiruhuko cy'iminsi irindwi (7) y'akazi, iyo yapfushije umubyeyi afite uburenganzira bw'ikiruhuko cy'iminsi irindwi (7) y'akazi, iyo yapfushije umuvandimwe afite uburenganzira bw'ikiruhuko cy'iminsi itatu(3) y'akazi, iyo yapfushije nyirabukwe cyangwa sebukwe afite uburenganzira bw'ikiruhuko cy'iminsi itatu(3) y'akazi, n'iyi umukozi y'imuriwe mu yindi ntara gukorerayo ahabwa ikiruhuko cy'iminsi itatu (3) kugirango abashe kwitegura kwimuka.

Ingingo ya 85:

Ikiruhuko cyo kubyara, umukozi wese wa E.E.A.R w'umugore afite uburenganzira ku kiruhuko cyo kubyara cy'ibyumweru icumi na bibiri (12) bikurikirana.

Umugore wabyaye umwana upfuye cyangwa upfushije umwana utaramara ukwezi ahabwa ikiruhuko cy'ibyumweru bine (4) uhereye igihe ibi byabereye.

Umukozi w'umugore na none, mugihe cy'amezi cumi nabiri (12) uhereye ku ivuka ry'umwana afite uburenganzira bwo gufata ikiruhuko cy'isaha ku munsu, kugira ngo abone uko ajya konsa.

Ingingo ya 86:

Ikiruhuko cy'uburwayi, umukozi wese wa E.E.A.R afite uburenganzira bw'ikiruhuko cy'uburwayi ariko mubihe bikurikira:

- Iyo yerekanye icyemezo cyatanzwe na muganga wemewe na Leta mugihe kitarengeje amasaha mirongo ine numunani (48).
- Ikiruhuko cyo kunywa imiti ntikigomba kurenza iminsi cumi nitanu (15).

Ingingo ya 87:

Mu gihe umukozi w'umupasitori uhembwa apfuye asize umuryango, umuryango we ugomba guhabwa umushahara we wuzuye mu gihe cy'amezi atandatu. Nyuma y'amezi

atandatu umuryango ugahabwa 1/2 cy'umushahara cy'uwamusimbuye agezeho mu gihe cy'umwaka umwe.

Ingingo ya 88:

Mu gihe umukozi arwaye igihe cy'amezi atandatu azahabwa umushahara we wose. Arengeje icyo gihe, ubuyobozi bw'itorero buzasuzuma ikibazo cye uko giteye bagifatire umwanzuro.

Ingingo ya 89:

Umushahara ni ikiguzi cy' umurimo wakozwe. Uretse ubwumvikane hagati y'abagiranye amasezerano y'akazi cyangwa mubihe biteganwa n'amategeko, udakoze ntamushahara abona, ingano y'imishahara y'abakozi ba E.E.A.R bigenwa n'inama y'ubuyobozi.

Ingingo ya 90:

Abakozi ba E.E.A.R bashobora kujya mu butumwa bw'akazi mu gihugu cyangwa hanze y'acyo. Icyo gihe bahabwa amafaranga y'ubutumwa agenwa n'inama y'ubuyobozi, raporo y'ubutumwa n'itegeko ku wabugiyemo kandi ikaba itagomba kurenza iminsi irindwi (7) uhereye igihe yabuviriyemo.

b) Abakozi

1. Abayobozi b'amashuri, ab'amavuriro n'ab'indi mishinga.

Ingingo ya 91:

E.E.A.R ifite uburenganzira bwo gushyiraho ibigo bitandukanye bifasha abanyarwanda muri rusange n'abanyamuryango bayo by'umwihariko. Ni nayo ifite ububasha busesuye bwo gushiraho no kuvanaho abayobozi babyo.

Ingingo ya 92:

Abayobozi bose b'ibigo n'ab'imishinga bakorerwa muni y'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabiherewe ububasha, batanga raporo zabo buri kwezi zigashyikirizwa ubwanditsi bw'umuryango ariko bagatanga kopi yazo ku bapasitoro b'aho ibyo bigo n'imishinga bikorerwa. Nibo babazwa imicungire ya buri muni y'ibigo bashinzwe.

Ingingo ya 93:

Abayobozi bavugwa mu ngingo ya 75 bemerewe gutanga ibihano bivugwa mu ngingo ya 59 ku bakuzi bashinzwe, uretse icyo gusezerera burundu umukozi gikorwa n'ubuyobozi bukuru bwa EEAR.

2. Umunyamabanga w'inteko rusange (Inama y'umwaka).

Ingingo ya 94:

Umunyamabanga akorera imirimo ye munsu y'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabihereye ububasha, akaba ashinzwe ibi bikurikira:

- . Kwakira no kohereza inyandiko zose zirebana n'umuryango ku bo bireba.
- . Gushyingura inyandiko zivuye mu ma serivisi yose ya EEAR.
- . Gutunganya za gahunda z'abayobozi bakuru ba EEAR.
- . Kumenya ibikoresho byo mu biro bikenewe na buri wese mu buyobozi bukuru.
- . Kwakira no gutanga gahunda z'abakeneye abayobozi bakuru b'umuryango.
- . Niwe ushinzwe ububiko bw'inyandiko zose z'umuryango.

3. Umucungamari w'inteko rusange

Ingingo ya 95:

Umucungamari akora imirimo ye ayobowe n'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabihereye ububasha, akaba afite inshingano zikurikira:

- . Guhuza ibikorwa birebana n'ibaruramutungo n'imari.
- . Gutegura ibitabo by'ibaruramari bya buri kwezi, buri gihembwe na buri mwaka.
- . Kwemeza inyemezabwishyu n'izindi nyandiko z'ibaruramari no kuzandika mu bitabo byabugenewe.
- . Gukora igenzura kuri za konti no kwandika ibizirihho mu bitabo byabugenewe.
- . Kunoza imikorere irebana n'imari, imisoro n'amahoro.
- . Kugira inama ubuyobozi ku byerekeye umutungo n'imari bya EEAR.
- . Guhuza no kugenzura za serivisi zo mu ntara ku birebana n'ibaruramari ndetse n'ikoresha ry'umutungo wa EEAR.
- . Kugenzura za lisiti abakozi bahemberwaho.
- . Kugenzura ububiko bw'amafaranga (caisse) n' ububiko bw'ibikoresho (stock).
- . Kwemera indi mirimo ahawe n'ubuyobozi bumukuriye.

4. Umubitsi (caissier).

Ingingo ya 96:

Umubitsi akora imirimo ye ayobowe n'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabiherewe ububasha, akaba afite inshingano zikurikira:

- . Kubika amafaranga (petit cash 40.000frw)
- . Kuzuza igitabo cya ndikwamo amafaranga ya buri muni (livre de caisse) n'ibindi bitabo bijyanye n'icungamutungo.
- . Kwishyura no guhamba ibikorwa bito byakozwe umunsi ku wundi.
- . Gusobanura imikoreshereze y'amafaranga no gusaba andi.

5. Ushinzwe ibinyabiziga. (Charroi)

Ingingo ya 97:

Ushinzwe ibinyabiziga akora imirimo ye ayobowe n'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabiherewe ububasha, akaba afite inshingano zikurikira:

- . Guhuza ibikorwa by'abatwara ibinyabiziga bya EEAR
- . Kwita ku mutekano n'ikorwa ry'ibinyabiziga bya EEAR
- . Guteganya no guhuza ibyakoreshejwe n'ibinyabiziga bya EEAR
- . Guteganyirizwa amafaranga yo gukoresha ibinyabiziga byagize ibibazo
- . Gutegura ibikenewe byose mu kugura, kugurisha no gushyingura ikinyabiziga cya EEAR.

6. Umuyobozi w'ikinyabiziga (Chauffeur)

Ingingo ya 98:

Umushoferi akora imirimo ye ayobowe n'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabiherewe ububasha, akaba afite inshingano zikurikira:

- . Gutwara ikinyabiziga cya EEAR
- . Gufata neza haba inyuma cyangwa imbere ikinyabiziga cya EEAR
- . Kumenyeshya Charroi buri gihe ikinyabiziga kigize ikibazo.
- . Kuzuza buri muni agatabo kabugenewe kaho ikinyabiziga kigiye, kivuye, ibirometero cyakoresheje n'amavuta cyatwaye.
- . N'indi mirimo yose ahawe n'ubuyobozi bumukuriye.

7. Intumwa (Planton)

Ingingo ya 99:

Umuplanton akora imirimo ye ayobowe n'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabiherewe ububasha, akaba afite inshingano zikurikira:

- . Kwifashishwa mu guhererekanya inyandiko mu mirimo itandukanye ya EEAR
- . Gufotora inyandiko zitandukanye,
- . Gukora amasuku muri za biro;
- . Gukora ibindi bikorwa byose ahawe n'umuyobozi we.

8. Umuzamu.

Ingingo ya 100:

Umuzamu akora imirimo ye ayobowe n'ubuyobozi bukuru bwa EEAR cyangwa undi wese wabiherewe ububasha, akaba afite inshingano zikurikira:

- . Kurinda inyubako za EEAR n'ibiyirimo byose
- . Indi mirimo yose ahawe yumvikanyweho n'umukoresha bitabangamiye akazi ke n'uburenganzira bwe.

UMUTWE WA IV: IBYEREKEYE UMUTUNGO N'IMARI.

A. UMUTUNGO:

Ingingo ya 101:

Umutungo wa EEAR ushobora kuba uwimukanwa (ibinyabiziga, ibikoresho byo mu biro, amatungo n'ibindi.), cyangwa utimukanwa (inyubako zitandukanye, ibibanza bitubatse, amasambu n'imirima), ugizwe na none n'imfashanyo, impano, isezerano ry'impano, umurage n' imisanzu y'abanyamuryango nk'amaturu, kimwe cya cumi n'ibindi.

Ingingo ya 102:

Umutungo wa EEAR ugomba gukoreshwa mu mucyo n'ababifitiye uburenganzira. Ikoreshwa ry'umutungo rigomba gukurikiza ingengo y'imari n'igenamigambi rya kozwe

mbere y'icyo gihe. Abasinya kuri sheki z'umuryango ku rwego rw'igihugu ni umuvugizi w'umuryango, umuvugizi w'ungirije w'umuryango n'umubitsi, naho ku rwego rwa za regions na paroisse ni pasitoro ukuriye region, umuyobozi w'inama n'umwiringirwa wa region, umushumba wa paroisse, umuyobozi w'inama n'umwiringira wayo.

Ingingo ya 103:

Umutungo w'umuryango ugomba kuba uzwi kandi wanditswe mu bitabo by'ibaruramutungo byabugenewe ndetse no mu biro by'umubitsi w'inyandiko mpamo kubirebana n'ubutaka.

Ingingo ya 104:

Kugura no kugurisha umutungo wa E.E.A.R

Kugura umutungo wimukanwa:

Umutungo wose wimukanwa ushobora kugurwa n'urwego rwose rushaka kuwugura ari uko bamaze kubona ko bifitiye inyungu itorero habanje kwigwa no gusuzumwa n'akanama k'abiringirwa ko biri mu igenamigambi cyangwa ko babifitiye ubushobozi nyuma bikamenyeshwa urwego rubakuriye harimo n'umushumba w'itorero w'aho igikorwa gikorera.

Kugura umutungo utimukanwa:

Umutungo wose utimukanwa ushobora kugurwa n'urwego rwose rushaka kuwugura ari uko bamaze kubona ko bifitiye inyungu itorero habanje kwigwa no gusuzumwa n'akanama k'abiringirwa ko biri mu igenamigambi cyangwa ko babifitiye ubushobozi nyuma bikamenyeshwa urwego rubakuriye harimo n'umushumba w'itorero w'aho igikorwa gikorera nabo bakabisabira uburenganzira ku buyobozi bukuru bwa EEAR bikemezwa cyangwa bigahakanwa.

Kugurisha umutungo : umutungo uwo ari wo wose ugurishwa iyo bibaye ngombwa bimaze gusuzumwa no kwemezwa n'urwego rubakuriye rubifitiye uburenganzira.

Ingingo ya 105:

Amafaranga y'umuryango agomba kubikwa kuri compte y'umuryango.

Nta mafaranga ya EEAR agomba kubikwa munzu y'undi muntu, cyangwa kuri compte ye bwite.

Ingingo ya 106:

Amafaranga abikishwa n'abashinzwe ibaruramari n'undi muntu wese, ariko bakazana impapuro mu buyobozi bw'umuryango zigaragaza ko ayo mafaranga ayo mafaranga yageze kuri konti (bordereaux de versement).

Ingingo ya 107:

Amafaranga ari kuri konti y'umuryango abikuzwa kubera impamvu zemejwe n'inama y'ubuyobozi ya buri rwego.

Ingingo ya 108:

Nta waba umuyobozi w'Itorero ngo yongere ashingwe n'ibaruramari ryayo.

Ingingo ya 109:

Nta muyobozi wemerewe kwiguriza cyangwa se kuguriza undi mukozi amafaranga arenze ayo ahembwa mu kwezi.

Ingingo ya 110:

Umuyoboze cyangwa umuyobozi wa E.E.A.R. uzanyereza umutungo w'umuryango azafatirwa ibyemezo n'inzego zimukuriye harimo no gushikirizwa inzego z'ubutabera.

Ingingo ya 111:

Umusanzu utangwa buri mwaka n'umuyoboze wa E.E.A.R.wakiriwe, inteko rusange niyo yemeza umusanzu ugomba gutangwa.

Ingingo ya 112:

Inteko rusange niyo yemeza imikoreshereze y'amafaranga aturutse mu maturo, icyacumi, n'imisanzu byateganijwe mu ngengo y'imari

Ingingo ya 113:

Haseguriwe ibivugwa mu ngingo ya 79, abakozi bose ba EEAR bahemberwa kuri konti zabo ziri mu mabanki yemewe mu gihugu, kandi bagahembwa mu mafaranga y'u Rwanda.

Ingingo ya 114:

Kubijyanye n'inguzanyo mu mabanki inama y'umwaka yemeje ibi bikurikira:

- Inama y'ubuyobozi ifite ububasha bwo gufata inguzanyo itarengeje miliyoni makumyabiri (20. 000. 000 frw) mu mabanki mu gihe bibaye ngombwa bidasabyeko inteko rusange iterana. Amafaranga yarenga hagomba icyemezo cy'Inteko rusange kandi bagatanga ingwate mu mutungo w'itorero ikenewe, mu gihe bibaye ngombwa.

B. INGINGO Z'INZIBACYUHO N'IZISOZA

Ingingo ya 115:

Inama y'ubuyobozi niyo itegura amategeko ngengamikorere ya E.E.A.R.

Ingingo ya 116:

Gusaba guhindura itegeko shingiro rya E.E.A.R. (statuts) bikorwa n'inama y'ubuyobozi, bikemezwa n'inteko rusange,

Ingingo ya 117:

Aya mategeko ashobora kongerwa cyangwa agahindurwa mu gihe bibaye ngombwa bisabwe n'abagize inama y'ubuyobozi cyangwa undi wese mu nyungu za EEAR.

Ingingo ya 118.

Aya mategeko ngengamikorere atangira gukurikizwa akimara kwemezwa n'inteko rusange.

**INYANDIKO MVUGO Y'INTEKO RUSANGE ISANZWE YA EEAR
YO KUWA/...../2014**

IBIRI KUMURONGO W'IBYIGWA

Kwemeza amategeko ngengamikorere ya E.E.A.R

Inteko rusange ya E.E.A.R. kuwa..... yarateranye iyobowe n' umuyobozi wayo, itangira saa....., itangizwa ijamba ry'Imana no gusenga. Hahise hakurikiraho umuhango wo kwemeza amategeko ngenga mikorere y'umuryango wa EEAR hasuzumwa ingigo kuyindi .

Inama yarangiye saa..... hemejwe amategeko ngenga mikorere y'umuryango wa EEAR.

Bikorewe, I Kigali kuwa.....

Umuyobozi w'Inama

Umwanditsi w'Inama