



Developing global ministry outcomes

Background/Reality Check

Studies show that over 90% of all pastors do not have a formal theological education. According to statistics, that equates to well over 2 million Protestant pastors worldwide. In addition, every year thousands of new Protestant churches are established, very often without a trained pastor or preacher. The biggest crisis facing the evangelical, global church today is the fact that most pastors, missionaries, Christian leaders and laity have no formal theological training. Re-Forma has set as its goal to fundamentally remedy this situation.

Foundational Statement

Re-Forma is responding to the crisis of insufficiently trained church leadership. Founded on outcome- and impact-based assessment, Re-Forma provides recognised benchmarks for informal and nonformal biblically-based ministry through 2 distinctive programs:

- A. Guidelines for evaluating the over 40000 training programmes for ministry competency; and
- B. Guidelines for start-up organisations wanting to train many thousands of church leaders annually, to narrow the gap.

The world desperately needs Christian leaders who know the Scripture and can effectively serve the church. For these servants, Re-Forma awards a globally recognised Certificate, underwritten by the World Evangelical Alliance.

Important: Re-Forma does not tell ministry organisations what to do or how to do it, but rather provides resources to assist them in achieving the goals *they* have formulated. It does not focus its work on traditional, formal theological education, but rather on non-formal/informal leadership formation needs which exist at all levels, from grass-roots upwards. The outcomes we prescribe

are ***extremely simple*** and can be demonstrated by students at any level, including those who only have a primary school education.

Vision

To ensure that millions of pastors and church leaders are biblically-trained by providing a recognised, global standard for outcome- and impact-based assessment.

Mission

Re-Forma exists to serve informal and nonformal training programs worldwide by

- Developing a system of affirmation for quality assurance
- Helping to unify, simplify and complement the numerous ministry training programs
- Providing a platform for outcome- and impact-based assessment
- Encouraging and supporting start-up programs

Statement of Faith

Re-Forma subscribes to the [Lausanne Covenant](#) and the [Statement of Faith](#) of the World Evangelical Alliance.

Governance

Re-Forma

1. is constituted as an independent entity (a self-governing organization). It is not under any other organization, but is affiliated with the WEA.
2. has an Advisory Council with representatives from different continents.
3. has a legally constituted international Board with representatives from various continents, organizations, and church groups. The Board is solely responsible for the governance of Re-Forma. This Board meets annually, always during the second week of March. Board membership will be for three years, but can be renewed.

The current members are:

President:

Rev Dr Manfred Kohl (Canada)

Executive Board Members:

Rev Dr Manfred Kohl (Canada)

Bishop Dr Thomas Schirmmacher (Germany)

Pastor Andreas Kammer (Germany)

Other Board Members:

Rev Steven Loots (South Africa)

Rev Dr Paul Sanders (France)

Rev Dr Riad Kassis (Lebanon)

Rev Dr Roger Kemp (Australia)

Rev Richard Flemming (Canada).

Joining in March 2020:

Dr Theresa Lua (Philippines)

Rev Dr John Bernard (USA)

Rev Dr David Ramirez (Latin America).

4. has a President responsible for the overall leadership, including the legal set-up, constitution, job descriptions, etc. He is part of the Board. (Dr Manfred W. Kohl, Ambassador for Overseas Council International, is the current President. His email address is manfred@overseas.org).
5. has a Project Manager responsible for implementation of Re-Forma's various activities, including fundraising, staff recruitment and management, and the carrying out of Re-Forma's objectives. He is responsible to the President. (This position is currently held by Dr Reuben van Rensburg, former President of the South African Theological Seminary. His email address is reubenvanrensburg1@gmail.com).
6. has an Advisory Council consisting of the following members:
 - Mr Percy Deng
 - Rev Raymond Lombard
 - Rev Rob Hayes
 - Rev Dr Wilmer Estrada-Carrasquillo
 - Rev Al Bridges
 - Rev Dr David Bennett
 - Rev Dr Ronald Freeman
 - Ms Melba June Mason
 - Rev Dr Bob Harris
 - Rev Kobus Grobler
 - Rev Willie Crew
 - Dr Bill Houston
 - Dr Dave Deuel
 - Dr Ashish Crispal
 - Dr Lionel Young
 - Dr Ramesh Richard.

7. is registered as a legal entity in Germany (for Europe), plans to also register in South Africa (for Africa) and in North America, with bank accounts, offices/sub-offices, etc.
8. is establishing prayer groups, lists of supporters, friends, and newsletter recipients, etc.

Delivery

Re-Forma provides training of trainers and its website enables partner educational organizations to connect and to facilitate delivery. It includes

- Extremely simple, creative and innovative outcomes
- Standards
- Links to providers
- A network of programme providers and teachers
- Resources

Providers can use various delivery methodologies, e.g.,

- Multi format (written, digital, visual, audio)
- Online, multi-platform
- Hybrid

Quality Assurance Institutes

Re-Forma conducts regular Quality Assurance Institutes in various places around the world. At these events, those who teach the outcomes, whether they be pastors, teachers, etc., are given specific training in various aspects of the outcomes.

Audience

Organisations involved in training for ministry, which aim to equip

1. People in ministry who need training, many of whom are at grass-roots level
2. Trained pastors (to renew their passion, vision, know-how to train others – to make disciples)
3. Leaders involved in Christian ministry: for example, educators, Bible study leaders, missionaries, lay workers, etc.

Outcomes

Re-Forma has developed two sets of extremely simple outcomes:

- A. The first is for existing providers, i.e., those organizations which are already using a curriculum to train their students (see **A** below).
- B. The second is for new providers. i.e., those organizations which do not have any curriculum (see **B** below).

Those providers who already have a curriculum may only need to supplement their existing outcomes with any not listed in the Outcome Areas listed below, while new providers may choose to adopt the New Provider Curriculum outlined below. In both cases, however, students need to show that they have successfully demonstrated *all* the outcomes before being awarded the Certificate.

The list of Re-Forma outcomes is available free of charge to any provider wanting its students to qualify for the Re-Forma Certificate, which is underwritten by the World Evangelical Alliance. Please note that this not an accredited programme, but the Certificate provides an international standard for non-formal/informal training. If a provider already has a curriculum and its students have successfully demonstrated all Re-Forma's outcomes, they will automatically qualify for the Certificate. If they have demonstrated only *some* of the outcomes, the provider will be required to supplement its curriculum with the missing outcomes to be able to fulfil the required outcomes. The awarding of the Certificate will cost a nominal administration fee of \$5US per student in the developing world and \$10 per student elsewhere.

You will find helpful resources for many of the outcomes on our website <https://www.re-forma.global>. We will also focus on key aspects of the curriculum in our Quality Assurance Institutes, which are held in various parts of the world.

All our outcomes will be regularly refined as we receive feedback from the providers who use them.

A. Outcome Areas for organizations (Bible Schools, Leadership Courses, churches, online providers, missions organizations, etc.) which already have a training programme for Christian ministry

Important! In all cases, students must be able to apply what they have learnt to their context. Please send a completed Assessment Sheet (downloadable at <https://www.re-forma.global/assessment-sheet>) for each student at the end of the programme, to the address provided on the sheet. Useful questions for each outcome are available at www.re-forma.global.

All the outcomes begin with “Students will be able to ...”

1. **Knowing the Scriptures**, usually called Biblical Theology, Old Testament and New Testament Surveys
 - 1.1 Recount 10 of the main events in the Old Testament and share the stories of at least 10 of the main characters in the Old Testament
 - 1.2 Explain by using 5 examples how Jesus fulfils Old Testament prophecy
 - 1.3 Summarise at least 5 major teachings of Jesus
 - 1.4 Explain why the death and resurrection of Jesus is so important
 - 1.5 Explain the significance of Jesus’ relationship with His disciples for discipling others today
 - 1.6 Describe 10 main events in the book of Acts
 - 1.7 Explain at least three of Paul’s key teachings

2. **Living by Faith**, usually called Practical Theology, Hermeneutics, Children’s Ministry, Church Management, Relationships
 - 2.1 Preach or teach effectively
 - 2.2 Successfully explain a Bible passage to a group of people
 - 2.3 Bear the fruit of the Spirit in all areas of life and practise humility, integrity and simplicity
 - 2.4 List, explain and exercise the spiritual disciplines

- 2.5 Apply biblically ethical principles to relationships with the congregation
 - 2.6 Demonstrate compassion, welcome and forgiveness in all relationships, including relationships with people who have special needs
 - 2.7 Practise kindness and hospitality
3. **Outreach**, usually called Evangelism, Missions, Discipling
- 3.1 Motivate others for mission
 - 3.2 Effectively share the gospel with family, friends and strangers
 - 3.3 Mentor at least one person in a specific form of evangelism or mission
 - 3.4 Explain why the Bible is more important than culture
 - 3.5 Use technology and social media for ministry
 - 3.6 Demonstrate servant leadership
 - 3.7 Identify and train at least 3 others to serve in some form of church leadership
4. **Listening and Encouraging**, usually called Counselling, Family
- 4.1 Comfort and assist others in times of crisis, namely death, marital problems, illness, etc.
 - 4.2 Help a couple prepare for their marriage
 - 4.3 Recount at least 7 stories in the Bible where God used children
 - 4.4 Explain how Jesus' attitude towards children should change the church
 - 4.5 Involve themselves in ministry to, with and by children and teens
 - 4.6 Nurture faithfulness and love in marriage and family
 - 4.7 Describe the impact of absentee fathers
5. **Trustworthy Faith**, usually called Systematic Theology, Ethics, Church History, Stewardship
- 5.1 Summarise and explain the key doctrines of the New Testament
 - 5.2 Explain 3 of the most important events in the history of the Church

5.3 Describe how their denomination (or church movement) came into being

5.4 Explain the biblical basis for stewardship, giving and offerings

5.5 Explain why the prosperity gospel is unbiblical and unethical.

(Note: If the prosperity gospel is not a problem in your region, then select the most important issue that is.)

5.6 Describe the importance of the church

If you would like the application form, assessment sheet and material to help you facilitate the outcomes, write to us at admin@re-forma.global or go to www.re-forma.global and click on the relevant links.

B. Curriculum for organisations which do not yet have a curriculum

Important! In all cases, students must be able to apply what they have learnt to their context. Please send a completed Assessment Sheet (downloadable at <https://www.re-forma.global/assessment-sheet>) for each student at the end of the programme, to the address provided on the sheet. Useful questions for each outcome are available at www.re-forma.global.

If you need help, see list of institutions which already offer the program, on the website www.re-forma.global.

Each of the 14 sets of outcomes should take students an average of 15 hours to complete. Note that “hours” refers to periods of 60 minutes *not* credit hours.

All the outcomes begin with “Students will be able to ...”

1. Reading and Knowing Scripture 1

Outcomes

- 1.1 Recount 10 of the main events in the Old Testament and share the stories of at least 10 of the main characters in the Old Testament
- 1.2 Explain by using 5 examples how Jesus fulfils Old Testament prophecy

2. Reading and Knowing Scripture 2

Outcomes

- 2.1 Summarise at least 5 major teachings of Jesus
- 2.2 Explain why the death and resurrection of Jesus is so important
- 2.3 Explain the significance of Jesus’ relationship with His disciples for discipling others today

3. Reading and Knowing Scripture 3

Outcomes

- 3.1 Describe 10 main events in the book of Acts
- 3.2 Explain at least three of Paul’s key teachings

4. Living by Faith 1

Outcomes

- 4.1 Bear the fruit of the Spirit in all areas of life and practise humility, integrity and simplicity
- 4.2 List, explain and exercise the spiritual disciplines

5. Living by Faith 2

Outcomes

- 5.1 Apply biblically ethical principles to relationships with the congregation
- 5.2 Explain why the prosperity gospel is unbiblical and unethical
- 5.3 Explain why the Bible is more important than culture

6. Relationships: Communicating and Forgiving

Outcomes

- 6.1 Demonstrate compassion, welcome and forgiveness in all relationships, including relationships with people with special needs
- 6.2 Practise kindness and hospitality

7. Loving your Spouse and your Children

Outcomes

- 7.1 Nurture faithfulness and love in marriage and family
- 7.2 Describe the impact of absentee fathers

8. Serving as Leaders: Equipping the Saints

Outcomes

- 8.1 Demonstrate servant leadership
- 8.2 Identify and train at least 3 others to serve in some form of church leadership
- 8.3 Motivate others for mission
- 8.4 Mentor at least one person in a specific form of evangelism or mission

9. The Trustworthy Faith: Believing and Living

Outcomes

- 9.1 Summarise and explain the key doctrines of the New Testament
- 9.2 Describe the importance of the church
- 9.3 Explain the biblical basis for stewardship, giving and offerings

10. Teaching: Helping People Learn

Outcomes

- 10.1 Preach or teach effectively
- 10.2 Successfully explain a Bible passage to a group of people

11. Listening and Encouraging

Outcomes

- 11.1 Help a couple prepare for their marriage
- 11.2 Comfort and assist others in times of crisis, namely death, marital problems, illness, etc.

12. Gospel: Hearing, Living, Telling

Outcomes

- 12.1 Effectively share the gospel with family, friends and strangers
- 12.2 Use technology and social media for ministry

13. Letting the Children Come

Outcomes

- 13.1 Recount at least 7 stories in the Bible where God used children
- 13.2 Involve themselves in ministry to, with and by children and teens
- 13.3 Explain how Jesus' attitude towards children should change the church

14. Remembering our Roots

Outcomes

- 14.1 Explain 3 of the most important events in the history of the Church
- 14.2 Describe how their denomination (or church movement) came into being

If you would like the application form, assessment sheet and material to help you facilitate the outcomes, write to us at admin@re-forma.global or go to www.re-forma.global and click on the relevant links.