

# iServe Africa Ministry Training Course Curriculum



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# Convictions

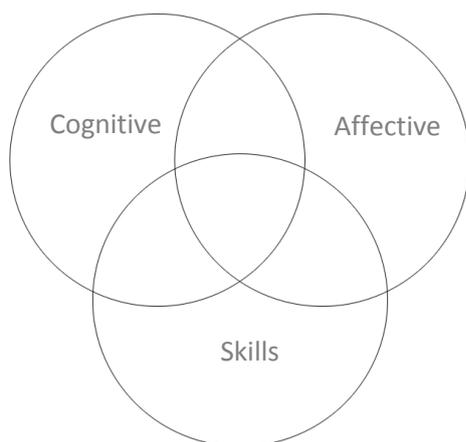
The convictions driving the MTC curriculum are particularly:

- a) *The Word does the work.* Real change happens not through human stories and rhetoric but as the Bible is open and the Spirit reveals the face of Christ in the pages of Scripture (2 Cor. 3:14-18). We want the Bible to be our teacher, setting the agenda, giving us our content. So the MTC weeks are really driven by walking through books of the Bible.
- b) *The Gospel is what changes people.* We are strong on gospel doctrine because that is what changes lives. This is how the NT letters work – the truth leads to godliness. We must get to talking about application and instruction on practical issues, servant leadership, right relationships, integrity, daily godliness (Titus 2:1-10) but it all flows out of a firm grasp of gospel realities and faith in the returning Saviour (Titus 2:11-14).
- c) We teach *people* who we *love*, beloved brothers and sisters in Christ, with all gentleness and patience (2 Tim. 4:2).
- d) *Spiritual truths are spiritually discerned.* So we teach *prayerfully* with the awareness that the most important things learnt will only be learnt when God opens hearts and minds to what is being taught (Matt. 11:25-27).
- e) The *goal* is “transformation of all of life and thought into a Christ-honoring unity”.<sup>1</sup> The aim of the MTC is to directly serve the vision of iServe Africa: a continent transformed through servant leadership. We want to pursue *holiness* with a passion equal to our passion for the gospel.<sup>2</sup>

# Pedagogy

The iServe Africa apprenticeship programme targets three domains:

1. Cognitive (head) – knowledge, understanding
2. Affective (heart) – attitudes, values, desires, convictions
3. Skills (hands) – competence, ‘How to...’

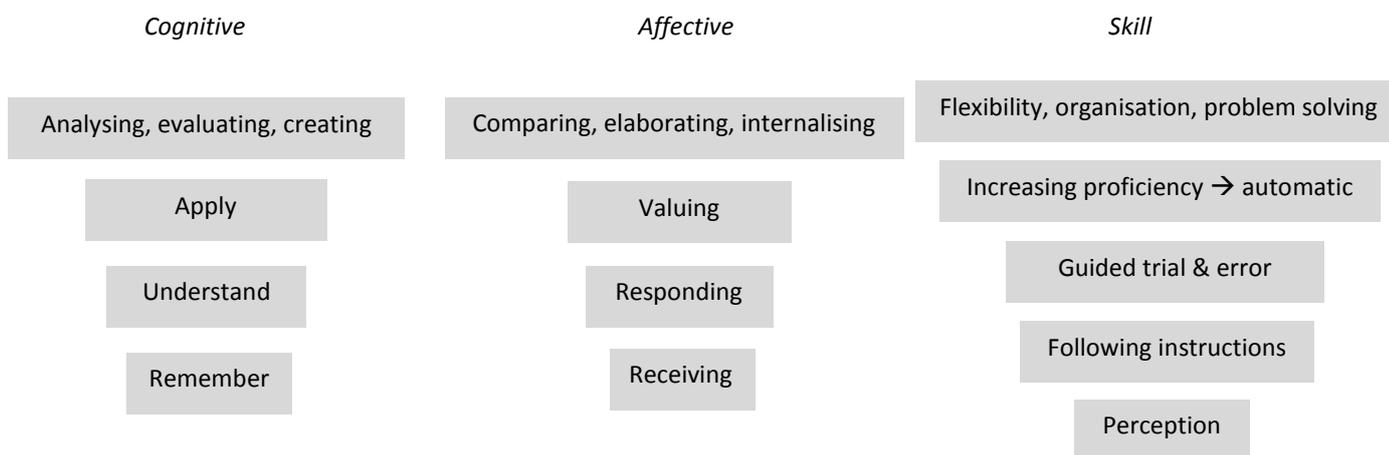


These domains overlap and inter-relate in important ways - e.g. heart convictions are formed largely from understanding of biblical truth and skills will draw on knowledge and be shaped by affections. Each learning experience should explicitly address at least two of these three domains and should have all three in mind.

Those who study the process of learning suggest that there are hierarchies within each of these domains ([see below](#)). It is important to note that we will focus on the higher levels of formation – analysis, evaluation, creation, conviction, flexibility (especially in the case of second year apprentices) – while recognising that the lower layers (facts, attention) are a necessary foundation.

<sup>1</sup> John Piper, *The Marks of a Spiritual Leader*.

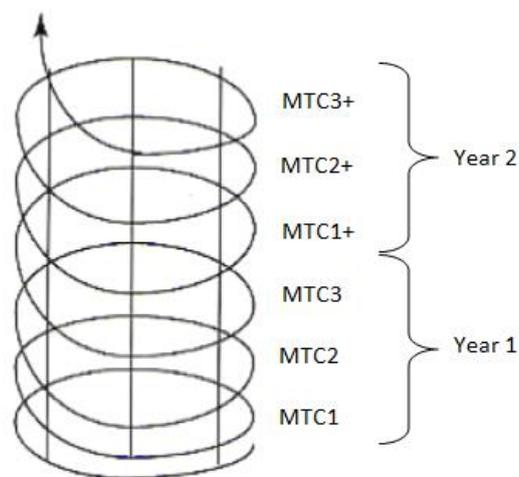
<sup>2</sup> See DeYoung's *The Hole in our Holiness* and Charles Simeon's three aims of preaching: "To humble the penitent, to exalt the Saviour and to promote holiness."



Much of this learning should happen in the placement through [practical apprenticeship and mentoring](#) but the MTC also has an important part to play.

There are five key emphases of the MTC (see below) and each MTC week addresses all five of these areas at progressively higher levels, revisiting and building on previous understanding (a spiral curriculum).<sup>3</sup>

This a) preserves a balance in each MTC; b) allows apprentices to see the interconnections between the different emphases; c) means that they do not need to wait until the final MTC before getting to practical guidance; d) means that it is not a disaster if an apprentice misses one MTC; e) means that an apprentice can join in Aug/Sept or Dec/Jan and still receive training on all areas at their first MTC.



## The five emphases

MTC works towards the following five key, overarching learning objectives:

<b>Servant leadership</b>	Apprentices have a true biblical understanding of gospel ministry, understand themselves as servants and are servant-hearted.
<b>Faithful Bible Teaching</b>	Apprentices understand what is meant by expository preaching, are convinced that it is <i>the</i> way to teach the Bible and are growing in skill in teaching the Bible faithfully and effectively.
<b>Gospel</b>	Apprentices understand the gospel clearly, appreciate and are convinced of the centrality of Christ crucified and the priority of word and prayer ministry, and begin to have their life priorities, goals and decisions shaped by this gospel.
<b>Gospel partnership</b>	Apprentices understand & appreciate the concept, are committed to it in practice and are growing in the skills of partnership development at all levels of ministry.
<b>Mission</b>	Apprentices see mission as firstly God’s mission then as their role in the proclamation of the gospel to all nations and develop a 24/7 mission mindset.

<sup>3</sup> See the work of [Jerome Bruner](#).

Each MTC week will address these five emphases but not quite with equal time. The weight falls particularly on our organisation's twin focus of SL and FBT. There is clearly great overlap between the areas – e.g. mission coincides to a very large extent with FBT and Gospel cuts across all areas. A full list of the training objectives within each of these five areas can be found in the [Appendix](#) below.

## First Year

The MTC year involves a 4 day induction workshop, 3 termly MTC training weeks (6 days each) and a debrief retreat of 3 days.

<p><b>Induction Workshop</b>  <b>Theme:</b> Setting Sail For Mission  <b>Big idea:</b> To clarify the gospel, clarify expectations, begin to get apprentices excited about mission and about our focus on SL and FBT, and to equip the apprentices as well as possible to do PD in the following 2 months  <b>Key texts:</b> Philippians, Titus, Matthew</p>
<p><b>August/September MTC</b>  <b>Theme:</b> Faithfulness in Gospel Mission  <b>Big idea:</b> Orientating and equipping the apprentices for faithful service at their placements  <b>Key texts:</b> 2 Timothy and Colossians</p>
<p><b>December MTC</b>  <b>Theme:</b> Total Gospel  <b>Big idea:</b> To introduce the apprentices to the greatness, hugeness, all-comprehending-ness of the gospel. To see the gospel more clearly, to see its centrality and start to see its sufficiency for and impact on all of life.  <b>Key texts:</b> Acts &amp; 1 Thessalonians</p>
<p><b>April MTC</b>  <b>Theme:</b> Steadfast 24/7  <b>Theme verse:</b> 1 Corinthians 15:58  <b>Big Idea:</b> To be courageously, joyously, lovingly steadfast in gospel ministry for the long term in the face of suffering because of the hope of resurrection. Preparing apprentices for the Next Step.  <b>Key texts:</b> Job &amp; Ephesians</p>
<p><b>Debrief Retreat</b>  <b>Theme:</b> Looking back and looking forward  <b>Big Idea:</b> Processing experiences, reflection, expression, testimony, forgiveness &amp; reconciliation, constructive feedback, prayer and counsel  <b>Key texts:</b> 2 Peter, Acts 20, Jude</p>

## A Second Year with iServe Africa

### *Introduction*

The iServe Africa apprenticeship programme is initially a one year commitment and experience in mission and ministry. However an increasingly large percentage of apprentices are opting to stay for a second year. Some apprentices are keen to see through particular aspects of ministry in their present placements and together with their supervisors they trust God to make it possible through another year of service. Others want to seek further experience elsewhere to build on the learning

and experiences of their first year apprenticeship. Those seeking a second year will very often be those who are clearly moving in the direction of full-time gospel ministry. Taking a second year, in the right circumstances is something we are very much in favour of. The key thing is that all those involved – apprentice, iServe Africa staff and the placement are very intentional about making this a very valuable experience, a step up from the first year and with a clear view to the future.

### *Aims*

- To test further a likely gifting for long term full-time gospel ministry.
- To take things up to the next level – especially in the areas of Faithful Bible Teaching and servant leadership.
- Moving the emphasis from receiving to actually modelling apprenticeship and mentoring to others.

### *Placement possibilities*

1. Continuing in a placement – this has the advantage of being able to learn from successes and mistakes of the first year, to build on the relationships and trust developed over the first year to establish a ministry and even to begin to reap a harvest. If the apprentice is to stay in your present placement, iServe Africa will work with them and their supervision to agree a revised job description for you that moves them and their placement to the next level rather than keeping everyone standing still.
2. Moving to a different placement – this would give the opportunity to experience a different culture and/or different area of ministry. In this case we will talk this through with the apprentice, build a strong case for service in a different placement and seek the best possible environment for further growth. An alternative placement could be either in Kenya or, in some cases, elsewhere in Africa or overseas.

N.B. In contrast to the first year placements in which the apprentice rarely has input, with the second year placement the apprentice has a lot of input into the choice of placement and the office endeavours to find the very best placement tailored to the needs and direction of the apprentice.

### *Training for 2nd year apprentices*

- At the placement - it will be even more important than in the first year to ensure that the supervisor is of high quality in terms of servant leadership and faithful Bible teaching and worthy of the full respect of the apprentice.
- Our expectations will be much higher for second years. We'll expect the apprentice to model apprenticeship to the first year apprentices in all aspects including placement commitment and fulfilment of objectives, devotional lifestyle (Bible study, prayer, fasting, journaling etc), Scripture work, study, partnership development, communications, budgeting, accountability and general organization among others.
- Apprentices will be asked to conduct a more extensive and in-depth **research project** (3000-3500 words). A staff member will sit down with each 2nd year apprentice at the beginning of their year to discuss where their passions lie, what might be the most valuable area to investigate in relation to their own personal growth, and to agree a research timeline.
- Apprentices will receive a new, more stretching and personally tailored reading list.
- For apprentices within Kenya there will be an enhanced MTC curriculum with additional parallel sessions. Also, apprentices will also be asked to take a leadership role at MTC (e.g.

organising logistics, introducing sessions, mentoring 1st year apprentices, facilitating small groups, leading or teaching a session where appropriate, preaching a model exposition).

- Kenya-based second year apprentices will also be invited to attend the Raising the Bar preaching and leadership conference.
- For apprentices in Nairobi – regular attendance at staff morning devotions with opportunities to preach and receive feedback, regular mentoring from iSA staff, membership in the monthly Nairobi preachers’ group.
- For apprentices not in Nairobi – a) sermons they are working on can be emailed to the office and receive feedback; b) we will explore distance learning options such as the Moore College course.
- For apprentices placed outside Kenya – we would require whatever arrangement is made to include a continued emphasis on practical service together with rigorous training in faithful Bible teaching which takes this up to a higher level. We would also look to a very good quality church placement and strong mentoring and pastoral care arrangements.

## Visiting, mentoring and monitoring

- Short written tests are sometimes used during MTC.
- In addition to MTCs and on-field mentoring, iServe staff will keep in regular contact with the apprentice and visit or at least meet face-to-face once per quarter.
- There will also be a mid-year report and an end of year report, both to be completed by apprentice and supervisor and debriefed by a member of iServe staff.
- Apprentices will be involved in at least one short term mission or weekend challenge during the year alongside other apprentices, alumni and staff members.

## Appendix: Master list of First Year Learning Objectives

	<i>Need / learning objective</i>
<b>Servant Leadership</b>	6. To reject an understanding of Christian leadership and ministry as being about the exercise of worldly or spiritual power and move to an understanding of ministry as walking the way of the cross, preaching the Cross and glorying only in the Cross
	7. To understand servant leadership as service of Christ and service of his church
	8. To understand the correlation between faithful Bible teaching and servant leadership.
	9. To develop the right affections for Christian living – especially humility, love and servant-heartedness
	17. To grow in emotional intelligence and ability to handle conflict well
	46. To understand and appreciate the place of discipline in the Christian life and particularly to submit to the disciplines expected by iSA
	47. To understand the concept of apprenticeship and mentoring
	49. To be proactive in seeking mentoring and making the most of mentoring (e.g. asking good questions)
	51. To understand civic duties and the need to observe law and order
	52. To be faithful and skilful in time management
	53. To be faithful and skilful in managing money
	54. To be faithful and skilful in office management

	55. To understand the value of etiquette and relating well to others
	58. To know how to present/introduce a speaker
	59. To know how to lead a prayer meeting
	64. To know how to lead a meeting
	65. To grow in book reading capacity and to know how to review a book
<b>FBT</b>	8. To understand the correlation between faithful Bible teaching and servant leadership.
	10. To be confident in the truthfulness, authority, sufficiency and relevance of the Bible
	11. To be convinced that when God's word is humbly read and faithfully taught God's voice is truly heard
	12. To see the shape of the whole Bible as one story of salvation
	13. To understand the Bible as promise and fulfilment
	14. To see that the Bible is all about Jesus and only secondly about us
	15. To be skilled in IBS for personal devotional reading and as foundational to FBT
	16. To be skilled in leading IBS small groups
	18. To understand what is meant by Expository Preaching and FBT and be convinced that this is the only way to faithfully teach the Bible
	19. To reject imposition and using God's Word
	20. To be skilled in moving from text to talk in three genre
	21. To appreciate the priority of prayer and word ministry
	22. To have an opportunity to consider whether they might personally be gifted and drawn to full-time prayer and word ministry
	42. To understand children's & youth ministry as word and prayer ministry
	43. To become increasingly skilled at teaching the Bible faithfully and effectively to children and youth, whether in large groups, small groups or 1-to-1 discipleship
	50. To begin to explore a complementarian understanding of manhood and womanhood
	57. To know how to give and receive feedback (especially in relation to preaching)
	60. To know how (and when) to use a Bible commentary
	63. To gain a clear positive understanding of the place of music and song, rooted in the gospel and the Scriptures, for the building up of the church
<b>Gospel</b>	1. To understand the gospel clearly (the cross of Christ as a God-given sacrifice propitiating the wrath of God)
	2. To be able to communicate this gospel clearly and lovingly to a non-believer
	3. To recognise the personal and pastoral importance of the atonement being a finished once-for-all work
	4. To understand the centrality of the gospel and the way it should drive and shape every aspect of life and ministry
	5. To understand themselves in the light of the gospel – to see the Christian life as firstly about being and identity rather than doing
	31. To see the importance of theology for Bible reading, FBT, mission and evangelism
	32. To have a taste of sustained Bible research
	33. To see that the concept of 'God' is not obvious
	34. To see that Jesus is the full and only revelation of God
	35. To come to a biblical understanding of prayer, seeing its intimate connection to the gospel, and beginning to embrace a lifestyle of dependent prayer in line with God's desires as revealed in his Word.
	36. To understand the depravity and powerlessness of man and grasp the implications of this for evangelism and the Christian life

	37. To understand and rejoice in salvation as a work of God rather than a work of Man
	38. To develop a Christian worldview, begin to see context & contemporary issues from a gospel perspective and develop gospel responses
	39. To see how the gospel defines marriage, relationships and family life – to be equipped to handle life challenges such as parenting, singleness and marriage
	40. To see how gospel priorities and convictions guide us in our life/career decisions
	41. To see how the gospel speaks to the issue of death – both personally (assurance, freedom from fear, altered perspective on life) and for others (facing the challenges of grief and bereavement)
	48. To understand discipleship as going deeper into the gospel and applying gospel truths to the whole of life
<b>Partnership</b>	28. To understand, embrace and practice the development of gospel partnerships as reciprocal multi-stranded bonds
	29. To become increasingly skilled and confident in partnership development
	30. To be skilled and faithful in communication – especially prayer letters and more appropriate and efficient use of ICT
<b>Mission</b>	23. To understand mission as firstly God’s mission
	24. To understand mission as primarily Word and prayer ministry
	To understand mission as primarily gospel preaching
	To see how an eternal perspective and focus on the return of Christ shapes our engagement with the world, our priorities, and gives urgency to missions
	25. To understand the place of the local church in mission
	26. To understand and have an ongoing passion for mission as something that happens at ‘home’ and ‘abroad’
	27. To have an opportunity to consider whether they might be gifted and drawn to cross-cultural mission
	44. To be prepared for the process of transition
	45. To be prepared for crossing cultures
	56. To be prepared for ongoing gospel ministry alongside another job (esp. market place evangelism)
	61. To know how to share their story of Jesus
	62. To be provided with suggestions and guidance in relation to the Next Step

If you have any further questions regarding iServe Africa and the Ministry Training Course please do not hesitate to contact us:

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