



**INSPIRED CHAMPIONS  
SCHOOL OF MINISTRY (ICSoM)**

**STUDY GUIDE**

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## **PREAMBLE**

The Inspired Champions School of Ministry (ICSoM) is a church-based training institute for those who have the call of God upon their lives and desire to deepen their ministerial and social competencies. This program is competence-based and it leads to an award of specialized qualification known as Ministerial Professional Qualification (MPQ). This qualification qualifies participants to work in the International Charismatic Bible Church. It may also qualify the graduates to work in some NGO'S and some other Christian denominations.

## **Mode of delivery**

The program consists of 80% (48ECTS) online studies and 20% (12ECTS) contact lessons. The contact lessons include the work placement (8ECTS) and Project Work (5ECTS). The contact lessons are expected to be carried out in Finland. The purpose of this is to expose the students to the rich culture of Finland and inform them of the respect for human dignity in the Christian Churches in Finland. However, if a student does not get a visa to travel to Finland, then the entire program would be done in the student's home country and online.

## **Medium of delivery and the Learning Mode**

Google Connect, Google classroom, Google Hangout, and Skype should be the media through which the program would be delivered. Students would work in teams and individually, as well as in churches as practical trainees.

### **Extent of the study unit**

The extent of the study is (60ECTS) which is compatible with the credit systems used in the European Union.

### **Support services available for students**

**Before studies begin:** Orientation to introduce learners to the learning environment and the program, Guidance and Counseling.

**At the beginning of the studies:** students prepare their Personal Study Plans (PDPs) with their counselors

**During studies:** Assessment of study processes and students' progress of learning as well as competencies developed are made throughout the studies. Students' assessment is done by both the students and the Guidance and Counselors.

Also, guidance and counseling for students in need of such services are provided throughout their studies.

**At the end of the studies:** Students and teachers and the responsible workplace instructors assess teaching and learning together and improvement pursued afterwards.

### **The System of Assessments**

This course is competence-based. This means that assessment of students' competences is not about giving of points/grades. It is about whether or not the desired or required competences for the work of the Ministry have been achieved. Our assessment/grading system is:

1. Competence Highly Commendable
2. Competence Commendable and
3. Competence not Commendable

It should be noted that this grading system is not directly equivalent to a grading scale of 1-3 as used in the Finnish Vocational Colleges (i.e. Ammattikoulu). Students would be required to demonstrate the realization of the achieved competencies through theory and practice. If a student fails to demonstrate a particular competence to an appreciable level, he or she would be required to re-demonstrate that particular competence until he or she gets it right. This means that students may not be asked to re-sit the whole module but the sub-course in the event that the student falls short of some specific competence(s).

If a student has previously achieved a particular competence from previous studies or from experiences gathered at the workplace, it would be credited to him/her after demonstrating such competence to the responsible instructor.

## **ENTRY REQUIREMENTS**

1. A minimum of Bachelor's degree in any discipline is a pre-requisite to be accepted into the program. However, under some conditions, a Senior High School Diploma,/General Certificate of Examination (GCE `O` or `A` Level) or an equivalent qualification in any program or discipline may be accepted. Your religious denomination, creed, race, disability, sexual orientation or gender is not a hindrance to study.
2. The Professional Ministerial Qualification program (PMQ<sup>(R)</sup>) is suitable for every individual whose English language skills are sufficient to pursue academic studies. Applicants would be interviewed to ascertain whether or not they would be able to study in English language.
3. This program is to prepare people for offices in the International Charismatic Bible Church but any individual irrespective of their denominations, creed, sexual orientation, race, or gender may apply.
4. Access to a computer and working internet is a must.

### **Mature Applicants**

1. Old age is not a limitation to study.
2. A mature applicant must have completed at least a Senior High School Education or under a certain condition, a compulsory Basic Education Certificate with five years of relevant work experience.

3. This program is suitable for you if your English language skills are sufficient to help you to pursue academic studies. Applicants would be interviewed to ascertain whether or not they would be able to study in the English language.
4. Access to a working computer and internet is a must.

### **The Need to Enroll for this Program**

1. To provide you with life-long and life-wide opportunities to learn from home as you work or remain at post.
2. You are already serving in a church or in a Ministry as a Pastors/Lay Pastor or other and you need to have sufficient competencies or tools required to function successfully.
3. You are a church leader/Bible Study teacher and you desire to deepen knowledge on Pentecostal and Charismatic Theology.
4. You desire to receive in-debt knowledge on the tools needed to effectively serve your generation.
5. You also have the opportunity to acquire social and pedagogical competencies that make you successful in today's multicultural world.
6. The program is also suitable for you because you would be an effective and responsible leader in Christian ministry or in your community.
7. The program addresses human right and ethical issues in our contemporary societies with regards to Scriptures.
8. The program gives you formal qualification to serve in Pentecostal and Charismatic Churches as ordained Clergy.
9. Individual modules could be studied as Continuous Professional Development (CPD) for those who are already in professional life.
10. Final but not least, the program is to help you to identify your passion, gift/calling and to receive the tools required to develop it.
11. 1ECTS=27 hours of student's work. This means that to complete the whole program a participant would need to study for  $27 \times 60 = 1620$  hours.

## **Quality Assurance Methods**

Periodic review of the content and methods of teaching and learning as well as the instructors, by the Board members and the program participants would be carried out. There would also be regular peer review of both the processes of implementation and the content. Continuous Evaluation by students/learners would be encouraged in order not to compromised quality. The Inspire Champions School of Ministry (ICSoM) is seeking to gain accreditation from an international accrediting body.

## **The need for reflective learning in Online Education**

Reflective learning plays a key role in the teaching and learning of professional education such as ICSoM. Taylor (2001) citing the work of Moon (1999) on reflection, writes that reflection is a process that begins with looking back on a situation, thinking over it, learning from it and then using the new knowledge to help you in future similar situations. Reflection, which is learning through experience, is not a new concept. Humans naturally reflect on their surroundings and experiences. The fact is, the conscious, deliberate and ordered process of using reflection as a learning tool in our professional practice is much more challenging. It is a complex activity that behooves the individual to develop a set of skills required for problem solving (Moon, 1999).

Rather than describing events and situations, the focus of reflection should be on the effect the experience has had on you, the learning that has occurred and your future learning needs. Jasper (2003) further clarifies Gibbs' cycle into simple stages as detailed below.

### **Stage one: Description of the event**

Describe in detail the event being reflected on. For example where you were; who else was there ; why were you there ; what were you doing ; what were other people doing ; what was the context of the event; what happened; what was your part in this; what part/s did other people play; what was the result? Must be included in the reflection

### **Stage two: Feelings**

Here, try to recall and explore the things that were going on, on the inside of you, i.e. why does this event stick in your mind? Add e.g. how you were feeling when the event started; what you were thinking about at the time; how did it make you feel; the way other people make you feel; how did you feel about the outcome of the event; what do you think about it now?

**Stage three: Evaluation**

Remember to evaluate or make a judgment about what has happened. Include what was good and bad or what did not to go down well with you.

**Stage four: Analysis**

Break the event down into its component parts so they can be studied separately. Remember to add what went well; what you did well; what others did well; what went wrong or did not turn out as it should have done; in what ways did you or others contribute to this.

**Stage five: Conclusion**

You now have a lot of information to make your judgments. Here you have the opportunity to develop insight into your own and other people's behavior in terms of how they contributed to the outcome of the event. You must remember that the purpose of reflection is to learn from experience. During this stage, you should ask yourself what you could have done differently or better

**Stage three: Evaluation**

Remember to evaluate or make a judgment about what has happened. Include what was good and bad or what did not to go down well with you (Taylor, 2001.)

**The**

**MODULES**



Course/ Competence	Content	Learning Outcome	Course Materials accessible free of charge from NTSLibrary, etc.
1. Biblical Interpretation/Exegesis (5Cr)	<ul style="list-style-type: none"> <li>-Expository Bible Studies</li> <li>-Preparing Sermons &amp; Preaching</li> <li>-Inductive &amp; Deductive Bible Study</li> <li>-Contextual Theology</li> <li>-Applied Theology</li> <li>-Black Theology</li> </ul>	<p>By the lesson students should be able to:</p> <ol style="list-style-type: none"> <li>1. Prepare and preach expository sermons</li> <li>2. Interpret biblical texts in contexts</li> <li>3. Lead bible discussions successfully, both at home and in church</li> </ol>	<ol style="list-style-type: none"> <li>1. Dungun D.R. Hermeneutics: a text book (2nd ed).</li> <li>2. Elmer L. Towns 1997. How to study and teach the Bible.</li> <li>3. Sacred Hermeneutics</li> </ol>
2. Old Testament Studies (5Cr)	<ul style="list-style-type: none"> <li>-Background to the OT</li> <li>-History of Israel</li> <li>-Soteriology/Doctrine of Salvation</li> <li>-The Law and the grace of God</li> <li>-The Gospel in the Old Testament.</li> </ul>	<p>By the end of the course, students should be able to:</p> <ol style="list-style-type: none"> <li>1. Discuss in detail, the divisions of the O.T much competently</li> <li>2. Analyze the Central themes in the O.T concerning salvation</li> </ol>	<ol style="list-style-type: none"> <li>1. A Journey through the Old Testament: a story of how God developed His people in the Old Testament, by Elmer L. Towns</li> <li>2. Survey of the Old Testament part 1, 2 &amp; 3</li> </ol>
New Testament Studies (5Cr)	<ul style="list-style-type: none"> <li>-Background to the NT</li> <li>-The Gospels</li> <li>-Jesus's use of Parables</li> <li>-Baptisms</li> <li>-Pastoral Epistles</li> <li>-Pastoral Care</li> </ul>	<p>By the end of the course, students should be able to:</p> <ol style="list-style-type: none"> <li>1. Give a brief background to the books in the NT</li> <li>2. Discuss the unity and diversity in the NT</li> <li>3. Describe various baptisms</li> <li>4. Explain the various parables Jesus gave</li> <li>5. Teach proficiently and discuss how to maintain discipline in the church</li> </ol>	<ol style="list-style-type: none"> <li>1. Introduction to the New Testament, 2004 by Louis Berkhof</li> <li>2. New Testament Survey, 2001 by David Padfield.</li> </ol>

3. Christian Mission (5Cr)	<ul style="list-style-type: none"> <li>-The Christian Mission</li> <li>-Evangelization &amp; Evangelism</li> <li>-Doing Mission in the Contemporary World</li> <li>-Paradigm shift in Missions</li> </ul>	<p>By the end of the course, students should be able to:</p> <ol style="list-style-type: none"> <li>1. Discuss the broader meaning of Missions</li> <li>2. Develop evangelistic tools in the multicultural societies</li> <li>2. Analyze church expansion strategies that result in church growth</li> <li>3. Analyze the role of the church in societies</li> </ol>	<ol style="list-style-type: none"> <li>1. Biblical basis of missions: your mission as a Christian, by Avery T. Wills Jr.</li> <li>2. Working for God: a sequel to waiting on God, 2000 by Andrew Murray.</li> </ol>
4. Women in Ministry (3Cr)	<ul style="list-style-type: none"> <li>-The Creation Story and the fall of Man</li> <li>-Fundamental differences between men and women</li> <li>-The Role of Biblical Women</li> <li>-Exemplary women in the Bible</li> </ul>	<p>Students should be able to:</p> <ol style="list-style-type: none"> <li>1. Analyze gender issues from the point of view of both the O.T &amp; N:T</li> <li>2. Discuss the roles of women in the Bible and in human societies</li> </ol>	<ol style="list-style-type: none"> <li>1. Why not women? A fresh look at Scripture on women in missions, ministry and leadership, 2001 by Loren Cunningham &amp; David Joel Hamilton</li> <li>2. Women in Ministry: a brief look at the role of women within the Christian church, 2009 by Andrew Ross</li> </ol>
5. Church Administration & Leadership (5Cr)	<p>Stewardship,</p> <ul style="list-style-type: none"> <li>-Church finances</li> <li>-Basic Accounting &amp; Auditing</li> <li>-Dealing with human behavior</li> <li>-Multicultural Group Management</li> <li>-Loyalty &amp; Disloyalty</li> </ul>	<p>Students should be able to:</p> <ol style="list-style-type: none"> <li>1. Develop or deepen competence in Charismatic and Pentecostal church administration.</li> <li>2. Discuss leadership styles among Charismatic and Pentecostal church leaders</li> <li>3. Manage people's competencies/gifts</li> <li>4. Demonstrate mentoring skills</li> <li>5. Balance basic financial accounts</li> </ol>	<ol style="list-style-type: none"> <li>1. Keeping your parish financially healthy: an easy-to-read guide to parish finances for people without financial background, 2005 by Harold B. Averkamp</li> <li>2. Church administration and management, (1st ed) by Dag Heward-mills</li> </ol>
6. Professional Ethics and Human Right	<ul style="list-style-type: none"> <li>-Fundamental Human Rights &amp; Capabilities</li> </ul>	<p>By the end of the course, students should be able to:</p>	<ol style="list-style-type: none"> <li>1. The Holy Bible, Quran and other religious books or</li> </ol>

Issues in Ministry (5Cr)	<ul style="list-style-type: none"> <li>-Making Informed Decisions</li> <li>-Human/religious freedom</li> <li>-Lesbians, Gays &amp; Transgenderism in your congregations</li> </ul>	<ol style="list-style-type: none"> <li>1. Familiarize themselves with human right issues in the UN’s Human Right Documents</li> <li>2. Identify socially ethical challenges confronting their communities and denominations and develop tools to help curb them.</li> <li>3. Identify and discuss key issues of human rights in the Holy Bible.</li> </ol>	<p>literature</p> <ol style="list-style-type: none"> <li>2. Frontiers of Justice: disability, nationality, and species membership, 2006 by Martha C. Nussbaum.</li> <li>3. Rights of LGBT: Perceptions of Ghanaians Living in Finland.</li> </ol>
7. Ministry & Entrepreneurship (5Cr)	<ul style="list-style-type: none"> <li>-Administration, Management,</li> <li>-Human Resources Management,</li> <li>-Human and Organizational Development,</li> <li>-Economics &amp; Business Management</li> <li>-Business Law,</li> <li>-Logistics and Supply Chain</li> </ul>	<p>By the end of the course, students should be able to:</p> <ol style="list-style-type: none"> <li>1. Develop self-management skills to cope with working and family life.</li> <li>2. Use their available and acquired competencies to generate income for themselves and their Ministries</li> <li>3. Manage their available resources in the most efficient way.</li> </ol>	<ol style="list-style-type: none"> <li>1. The reading materials would be supplied soon.</li> </ol>
8. Developing Charisma. (6 Cr)	<ul style="list-style-type: none"> <li>-Charisma</li> <li>-Holy Spirit</li> <li>-The fruit of the Holy Spirit</li> <li>-The gifts of the Holy Spirit</li> <li>-The concept of self</li> <li>-Building presence, power and control.</li> <li>.Public speaking</li> </ul>	<p>By the end of this course, students would be able to:</p> <ol style="list-style-type: none"> <li>1. Describe in detail the Holy Spirit and His operations in creation (including man)</li> <li>2. Identify who they (students) really are (i.e. “self”)</li> <li>3. Identify their inherent competencies and develop them</li> <li>4. Live life of integrity and character</li> <li>5. Build presence, power and create warmth.</li> </ol>	<ol style="list-style-type: none"> <li>1. The Bible</li> <li>2. The charisma myth: mastering the art of personal magnetism, 2012 by Olivia Fix Cabane</li> </ol>
9. Pastoral care & Counseling	<ul style="list-style-type: none"> <li>-Basic counseling skills</li> <li>-Pre-marital and post</li> </ul>	<p>At the end of the course, students should be able to:</p>	<ol style="list-style-type: none"> <li>1. Biblical counseling seminar material, 1992 by Dr. Edward Watke Jr.</li> </ol>

(5 Cr)	marital Counseling -Family Counseling/Therapy -Conflict management and resolution -Stress management -Biblical-focused Counseling	1. Successfully prepare singles for marriage, 2. Provide counseling to newly married people in the church 3. Identify family patterns in dealing with issues families might have 4. Apply tools acquired in handling conflict in families 5. Should be able to adequately counsel and assists families with spiritual challenges	2. Family therapy basis, 1994 by Mark Warden 3. The Concise Dictionary of Pastoral Care and Counseling 2010, edited by Glenn H. Asquith Jr.
10. Practical training in Pentecostal and Charismatic Churches (216 hrs: 8 Cr)	Practical training: 1. Networking & partnership 2. Teamwork competence 3. Social pedagogy 4. Cultural sensitivity 5. Preparing & delivering sermons	Students are expected to complete 216hrs of training in Pentecostal and Charismatic churches. They are expected to write reports afterwards and submit them to the responsible instructors. This would help the students deepen competence in Charismatic Theology and to familiarize themselves with the doctrines, and beliefs as well as the order of service and pastoral care, etc. in these churches.	Guide on implementing workplace instructor training, 2014 by Anne Lammi. Available at <a href="http://www.oph.fi/download/155761_guide_on_implementing_workplace_instructor_training.pdf">www.oph.fi/download/155761_guide_on_implementing_workplace_instructor_training.pdf</a>
11. Project Work/Long Essay (5Cr)	Research competence: 1. Identifying needs 2. Research ethics 3. Plagiarism 4. Writing academic paper	This could be the students' own reflections of the program. It could also be based on Ministerial or Biblical Scholarship or other as may be approved by the instructors	Materials are available at the "resources" on ICSOM website. The student is free to use any material deemed relevant for their projects

Most of the materials for the training program is accessible from the North Western Theological Seminary's website at <http://ntslibrary.com/>. A request letter was sent to them and we have been authorized to use their online library books. This means that participants would be able to access these materials free of charge through our school's website.

## **PROGRAM STUDY ADVISORS/FACILITATORS**

The study advisors are licensed professional education teachers in Finland-the country of a leading professional education.

1. **Seree Yeboa-Mensa.** Seree is the Lead Pastor, a Teacher, and an Ethicist in the Inspired Champions Bible Church. His insight in the work of the Ministry and the Bible is very profound. He teaches with his rich experience, and his use of real life examples in his teaching is commendable. He is very entrepreneurial, visionary and a motivator. He is a lover of morality and desires to see humans liberated from the evil forces in the world.

**Qualifications:** PhD in Theology from Northwestern Theological Seminary, USA, Vocational Teacher Education from Haaga-Helia University of Applied Sciences, Master of Theology (MTh) and Master of Health Care Quality Improvement and Leadership Development (MQI), both from Helsinki University. Also, Specialization Studies in Family Care from Laurea University of Applied Sciences, Bachelor of Social Services from Diaconia University of Applied Sciences and Bachelor of Science Education (BEd Physics) from University of Education, Winneba.

2. **Emmanuel Mukuka:** Emmanuel is an Evangelist, an Engineer and a Lecturer He handles the Word of work with humor and explains the Bible skillfully. He is committed to winning souls for Christ.

**Qualifications:** Vocational Teacher Education (HAMK), Master of Divinity (Nations University), M.B.A. in Business Management and Entrepreneurship, MSc (Tech) in Environmental Technology major in Bioenergy, (M.B.A) Master of Business Management-Marketing Management, and Bachelor of Engineering-Production Management

## **CONCLUSIONS**

It could be concluded that the above modules have been accepted by the Board of Directors of the International Charismatic Bible Church, Finland, as a body of knowledge to be studied to qualify as a Pastor, or Preacher within their churches. After going through the program, you would be able to competently and successfully discharge your duties as a faithful servant of God.