

# Training

**FOR CROSS-  
CULTURAL  
MINISTRIES**

Volume 1 Number 2

October 1990

## Established colleges open new training courses

*Two new mission training programs have  
begun during September 1990 :*

### **Africa**

NEGST (Nairobi Evangelical Graduate School of Theology) has commenced a programme leading to an MA in Missions. The new 2 year programme is described as "a beautiful blend of academic and practical training preparing candidates for effective church planting and to be missionary trainers in an authentic African setting".

### **South Pacific**

CLTC (Christian Leaders' Training College) in the highlands of Papua New Guinea has established the CLTC School of Cross-Cultural Ministry and introduced a 9-week pilot course in missions. This is being used as the "formal" module of a training programme being introduced by the PNG Missionary Association. The course contains 4 other modules using informal and non-formal education. Most of the candidates are the fruit of visits from the OM ship DOULOS and the growth of an indigenous missionary movement named Global Prayer Warriors.

## **Editorial**

*... this vision  
of missionary  
training has  
tapped a live  
nerve of felt  
needs*

"It's a galvanizing issue and rings people's bells loud and clear. We are in desperate need of the right kind of missionary selection and pre-field training." That's the kind of response I continue to receive from mission leaders of Africa, Asia, South Pacific, Latin America & the Caribbean. When they and their North American/European colleagues hear of the INTERNATIONAL MISSIONARY TRAINING PROJECT of the WEF Missions Commission, the general attitude is : "How can we encourage and get behind you in the IMTP ?"

In September I spoke on the IMTP at the triennial conference of the North American missionary associations IFMA & EFMA. Veteran leaders came up afterwards expressing their support. The IFMA Latin America Committee shared with us their Spanish & Portuguese language research project cataloguing all missions publications. They have now converged their vision with ours and have invested heavily in the Latin American text-book project.

One key USA church in Texas has committed \$8,000 this year for the IMTP and others are coming on board. In Korea, John Davis of TEAR FUND U.K. and Director of mission studies at

Moorlands Bible College, dialogued with us about becoming part of this training movement for the Two-Thirds World.

Our bulletin TRAINING is articulating this vision and may soon appear in Spanish & Portuguese editions. If mission leaders from other continents wish to produce their own language edition, please contact Dr Ray Windsor.

A unique volume, INTERNATIONALISING MISSIONARY TRAINING : A GLOBAL PERSPECTIVE will be out in early 1991 : 23 chapters by authors from 13 nations, presenting 12 training models and with 6 chapters on educational issues. Already we are working on translation and adaptation of the book for other continents and realities.

In short, I am excited about and profoundly committed to the WEF Missions Commission vision on missionary training. It has tapped a live nerve of felt needs, and under the Spirit's direction can radically impact the missionary movement not only of the TwoThirds World but also of North America & Europe. May this be the case !

**William D Taylor**

Missions Commission

**WORLD  
EVANGELICAL  
FELLOWSHIP**



*Quarterly bulletin of the INTERNATIONAL MISSIONARY TRAINING FELLOWSHIP  
A global network of centres and individuals dedicated to training for cross-cultural mission  
Co-ordinator : Dr Raymond Windsor 707A New North Road Auckland 1003 New Zealand*

## Latin America update

# Guatemala consultation

Salvadoran Roberto Bustamente, former missionary to Spain, said it emphatically during a recent one-day consultation on missionary training in Guatemala City. "I see that we Latins are in desperate need of two things: 1) a biblical missiology and 2) adequate missionary training for our cross-cultural workers."

And Roberto should know because he was a key member of the first wave of Latin American missionaries to serve overseas, having departed for Spain with his family, full of enthusiasm and commitment but with minimal training for the task.

The Guatemala meeting on October 13 brought together 50 missions promoters, pastors and other leaders with a double purpose: to consider the challenge of serious pre-field training for Latin American missionaries; and to lay the groundwork for the April/May regional consultation on training for Central America/Mexico, organized by COMIBAM (Latin American Missions Co-operation) in partnership with the WEF Missions Commission. We met for an intensive day, men and women from Panama, Costa Rica, Honduras, El Salvador, Guatemala and Mexico. Hosted by the Central American branch of Wycliffe Bible Translators, the day was transformed into high significance.

Each country gave a report, updating us on the progress of the missionary movement. This in turn led to concerted prayer and a time of planning for the first regional training seminar-consultation for April 27/May, 3 1991. This will be the first of a series of 4 such meetings to be held throughout Latin America in 1991.

Rudy Giron (a Guatemalan architect, pastor and continental President of COMIBAM) reported on the Asian trip he had made to

Singapore, Madras, Bangalore and Seoul with Rev Frederico Bertuzzi of Argentina (President of Misiones Mundiales and Training Co-ordinator for COMIBAM) visiting Asian training centres. They also took part in the Asia Missions Congress, including the IMTF training seminars.

The primary purpose of the tour was to observe, learn and apply relevant lessons to the Latin American missionary training programs to be developed. It became a revelatory trip for Giron and Bertuzzi, providing a platform of experience and on-site observation of Asian models.

It is also part of the IMTF vision to bring to Latin America teams of gifted missionary trainers from centres in Asia, Africa and the South Pacific.



*Rudolfo Giron*



*Frederico Bertuzzi giving a status report on COMIBAM plans - Bill Taylor interprets*

## Abstract

of a paper presented during the IMTF Training seminars at Asia Missions Congress in Seoul, Korea October 1990

by David Tai Woong Lee

The Korean missionary movement is at a stage where many pioneer missionaries are needed as well as those who will serve in international mission agencies.

The pioneer missionary needs a more thorough preparation. He is expected to make many difficult decisions. Often he must establish an infra-structure on the field with very little guidance from the home side as well as from an experienced field leader. Where there is a well-established field leadership, persons may be able to function well with less training. A short, intense orientation course may be all they need. Usually they will spend up to two years in language study. This period can substitute for pre-field training.

For Koreans who opt to serve in an international agency, longer training is advisable, bearing in mind the need to cope with the missionary culture as well as the target culture.

There are currently eleven different missionary training agencies. These can be divided into three categories:

### 1. Seminary based missionary training

It is predicted that an increasing number of seminaries will offer academic degrees in missiology in the coming days. At present there are only two of this kind: ACTS offers an MA and ThM in missiology; while a missions minor is available to MDiv students in a Presbyterian seminary (Tonghap).

In order for these programs to be effective, they must be supplemented with patterns of informal and non-formal education. The Presbyterian seminary therefore requires that all its candidates attend a certain number of seminars and experience some communal living.

### 2. Missionary Training Modules

A very convenient way of receiving training while retaining one's own vocation or ministry. It can serve the purpose if there is a balanced curriculum and guidance in learning and character building. At best this kind of program can only be for those who minister under well-established leadership. For pioneers and those opting to serve

with international agencies a more tightly controlled program of training is more suitable.

### 3. Training Institutes with Community Living

The basic differences in comparing this approach with seminary based training are these: It is more than a class-room experience; it touches on the whole person and his life.

To make this kind of training effective at least five points should be considered: 1) a homogeneity with high motivation for cross-cultural mission is needed; 2) good teachers who can serve as coach and guide are vitally important; 3) a cross-cultural experience is needed at different stages of learning; 4) a communal life setting must not be too remote from an actual life situation; 5) the student-teacher ratio must not be too high - perhaps not exceeding 10:1.

Note: Overseas missionary training centres are usually designed to train Westerners. Language is a barrier. Having to learn English while receiving training in a white-dominated group is extremely difficult. There is also a limit on the Western teacher's understanding of the Korean world-view and Korean culture. This makes it hard to get to the heart of a problem a Korean student may be facing, especially a deep psychological one. Language limitation compounds the problem.

## Factors affecting Missionary Training in Korea

1. *Cultural factor* Korean culture has undergone tremendous changes over the past century. An average Korean is not sure now of what is really Korean culture. Missionary trainees need to be made aware of their own root culture.

2. *Educational factor* Korean education can be characterized as teacher centred, dominated by rote memory, with its main focus on passing the university entrance exam. Missionaries trained this way may be weak in problem solving.

It is an inadequate way of bringing significant changes in individual character as well as developing team skills.

The trainer must not only change the learning method but also deal with the whole area of life-style, relationships and character development.

3. *Theological factor* Korea has borrowed much from the West. It needs to re-evaluate to make theological education contextualised and indigenous. Missionary training should attempt to provide tools to contextualise theological learning in different cultural contexts.

## A Korean model -

### Global Ministry Training Center (GMTC)

Based on the assumption that the Korean missionary movement is still in need of pioneer missionaries as well as those who will serve in international agencies.

A. GENERAL GOALS Aim of training the whole person. Search for balance between academic learning and practice. Emphasis on true servanthood, in accordance with the need of both the Korean context and that of the Two-Thirds World. Classroom experience and communal living in a real life situation with the whole family will provide a fertile ground for training.

B. SELECTION OF CANDIDATES Priority is given to those who have already been accepted by responsible mission boards. Even then a thorough interview is given before the candidate is accepted for training.

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### C. PRINCIPLES OF ADMINISTRATION

Except for a few office staff, teachers and staff are expected to live like missionaries themselves. This means they do deputation and follow a simple life-style as closely as they can. They also enlist prayer supporters. Trainees, trainers and prayer supporters look together to the Lord to supply every need.

### D. METHOD OF TRAINING

Aims at following the pattern used by Jesus. Without neglecting the formal way of teaching (Matt. chapters 5/7) he moved from formal to non-formal and informal.

There is a total of 582 hours of classroom education plus a one month overseas field trip, one week of vocational experience, one week of Korean suburban evangelism and one week of a preaching seminar. Formal lectures take about 20 weeks and the other 20 weeks are given to different forms of learning.

### E.. CURRICULUM DESIGN

How one designs a curriculum is one thing ; it is another thing for the student to follow the designed curriculum faithfully. The success of a training program depends on how much guidance is given in the context of warm fellowship.

Actually there are two levels of curriculum :

1. *Explicit curriculum*, including a general knowledge of missions, the theology of mission, other religions, the importance of the church and cross-cultural communication.

2. *Implicit curriculum*. First the missionary trainee can experience personal and spiritual growth through intense worship on Wednesdays, focussing on themes such as servanthood, the crucified life, obedience, faith and the power of the Holy Spirit. Each day at noon trainees pray for world missions. A day of prayer each month also helps the students to trust the Lord as a community. Trainees are expected to keep a daily devotional time with personal devotions a primary concern.

Second, one can learn about leadership through a "house-parent" system. A family takes turns in giving leadership to the whole community, taking responsibility for household affairs. Third, a family life emphasis prepares families for cross-cultural living.

Note : This curriculum is being regularly evaluated with feedback coming from both the field and changes in the Korean mission scene.

### F. COMMUNAL LIVING

One of the strengths of the program. Trainees are expected to live in a close knitted community divided into three houses for over 9 months. In an initial orientation the following areas are given special attention : 1) Inter-personal relationships; 2) maintenance of the property; 3) family life, marriage and child-rearing

Communal life can have a detrimental effect if appropriate care is not given. On the other hand it is through this means that trainees train each other and teachers can give attention to in-depth problems that may be hidden.

## Conclusion

Official Korean missionary training began in 1973 by decision of the Asia Missions Association. The East-West Center for Missionary Research and Development was the first such training program established.

Since then numerous models of missionary training have come into being. One such has been described above. It is not certain how long this thorough-going training will be needed. However at this time in the Korean missionary movement when more pioneer missionaries are seeking training as well as many who will serve with international agencies, I am convinced that this model will serve its purpose.

DAVID TAI WOONG LEE

Director, Global Ministry Training Center

# IMTF seminars at AMC '90

About 50 of the participants at the Asia Missions Congress held in Seoul, Korea during October attended the series of 4 seminars for missionary trainers.

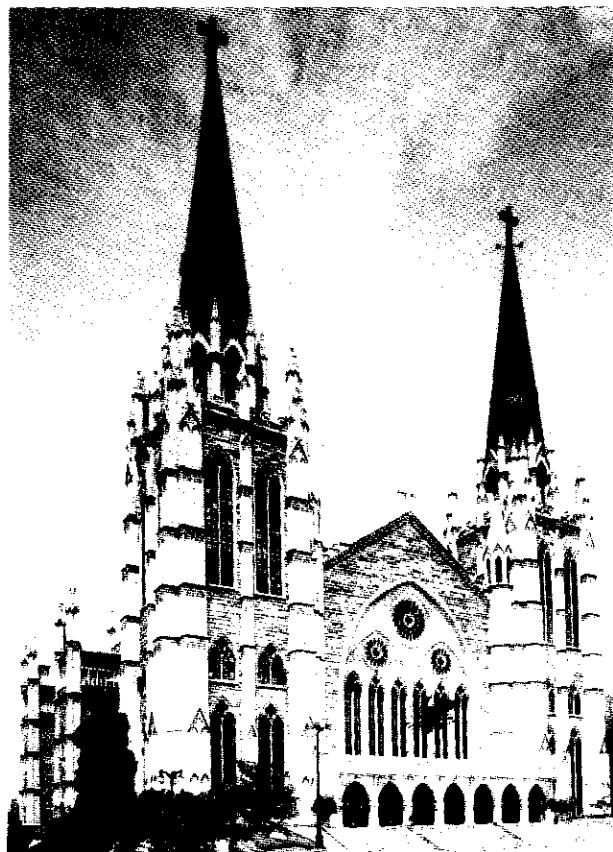
**Bill Taylor**, Executive Secretary of WEF-MC, opened with a comprehensive look at the topic Missionary Preparation, following the scheme which was featured in the first issue of the bulletin TRAINING.

This was followed by a real keynote presentation of an Asian perspective on Missionary Training by **J K Ogawa**, General Secretary of the Japan Evangelical Free Church. One of the most experienced Asian missionary leaders, Dr Ogawa served for 18 years as a missionary to Indonesia with the OMF. He then became the Founding Dean of the Asia Missionary Training Institute in Singapore.

Two Asian models were presented on the second day; one from Korea and one from India. Both highlighted a much lesser emphasis on formal education, the clear goal being to prepare people for practical ministries in a cross-cultural context rather than provide them with a degree or diploma. Many of their students had had the formal training elsewhere.

The different balance between formal education and learning through non-formal and informal approaches was highlighted by **David Tai Woong Lee** in describing the Global Ministry Training Centre in Seoul. Founded in 1986, it is currently training its fourth group of trainees. Extracts from his insightful paper are enclosed as a loose sheet. A fuller account is given in one of the chapters of the compendium "Internationalizing Missionary Training: A Global Perspective" (editor Willam D Taylor) to be published early in 1991.

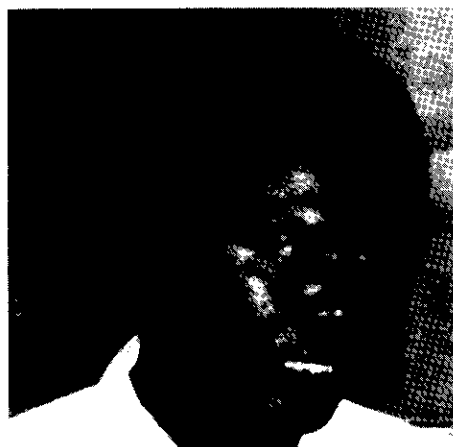
The focus on non-formal and informal learning experiences was continued by **Rev Prakash George** in describing the Outreach Training Institute (founded 1976) of the Indian Evangelical Mission. The centre was deliberately placed in a rural setting, with the aim of simulating the living situation which the majority of IEM missionaries will face - complete with 4 cobras killed on the compound during the first few weeks! The situation has also placed them in the midst of an unreached people group, providing excellent practical experience and an ongoing attempt by a succession of trainees to build an indigenous, self-propagating church. The final session gave opportunity to hear from other continents. That Asia was a decade or so ahead of



*AMC venue : Choong Hyun Presbyterian Church*

other Two Thirds World countries was evident and these visitors were enthusiastic about what they had learned during the congress. **Frederico Bertuzzi** of Argentina reported on the partnership forged between COMIBAM and the WEF-Missions Commission for joint planning of regional training workshops in Latin America over the next 12- 18 months.

It was refreshing to hear also from **Walo Ani** of Papua New Guinea, founder of an indigenous mission, Global Prayer Warriors. He spoke of the unique mission history of the South Pacific, where the missionaries who took the Gospel from island to island were not from the colonial powers but islanders themselves, travelling by deep sea canoe. While the islands have been Christian for over a century, the churches have become largely nominal. An Evangelical Fellowship of the South Pacific has been formed and appointed its Missions Commission in December 1989. Commission members are embracing the "frontier missions" strategy and have identified a people group to reach (outside the South Pacific). Therefore they are eager to learn how best to go about training cross-cultural missionaries.



*Walo Ani*



*Edmund Mok*



*Prakash George*

# Publications from Missions Commission

## Prayer calendar

Kingston, JAMAICA

November 6-11, 1990

Caribbean Consultation on World Missions - sponsored by the Commission on Evangelism & Missions of the Evangelical Association of the Caribbean

Nairobi, KENYA

December 11/13, 1990

MISSION 120 - African Consultation on Missions - 120 mission and evangelical leaders wait on the Lord for directives and the different keys to the people groups in the entire continent.

GUATEMALA

April 27/May 3, 1991

Regional consultation on Missionary Training for Central America/Mexico

ARGENTINA July 1991

Regional consultation on Missionary Training for the "southern cone" countries of Latin America.

## new releases

### FUNDING THIRD WORLD MISSIONS -

The pursuit of true Christian Partnership by Luis Bush and Theodore Williams. A small monograph published by the WEF Missions Commission. Deals with the problems of funding TwoThirds World missions and urges the forging of a thorough partnership of interdependence between "missions out of poverty" to quote Theodore Williams' introductory chapter and missions from the more affluent sending countries. Can be purchased from WEF North American office in Wheaton, WEF International office in Singapore, Dr William Taylor in Texas or the Indian Evangelical Mission in Bangalore. Addresses are listed on the return slip enclosed together with the purchase price.

Handbook for Missions from the TwoThirds World by Denis Lane. :

### TUNING GOD'S NEW INSTRUMENTS

Commissioned by the WEF Missions Commission in response to the frequent question: "How do you start an indigenous mission?" Intensely practical, it answers simply and with great clarity a wide range of questions which arise inevitably at the start of every new mission enterprise. Published in partnership with Overseas Missionary Fellowship (OMF) and available from OMF offices in Singapore, North America and other sending countries. Price details on direct request to OMF.

## available in early 1991

**INTERNATIONALIZING MISSIONARY TRAINING : A GLOBAL PERSPECTIVE** edited by William D Taylor. Details of pre-publication price will be listed in the next issue of TRAINING.

### WORLD DIRECTORY of Missionary Training Programs.

Publication date has been set back to December 1990 due to the delay in receiving completed questionnaires from about 30% of the training centres it is hoped to list.

## newsletters

**BRIDGING PEOPLES**, a quarterly newsletter edited by Dr Larry Pate and published by O.C.Ministries Inc. in association with WEF Missions Commission and LCWE Strategy Working Group. Available free of charge to all non-Western missionary groups on request from O.C.Ministries Inc., 25 Corning Ave., Milpitas CA 95035, USA.

The IMTF bulletin **TRAINING** is likewise sent free of charge to all non-Western missionary training centres and teaching staff. There is no set subscription fee for Western centres and individuals; but it is suggested that a small donation be sent towards the costs of printing & postage.

For further details see the enclosed reply form.

## Meet the Associate Editor . . .



Raymond Windsor

A former heart surgeon from New Zealand, Dr Raymond Windsor went to India in 1963 as a medical missionary with the Bible & Medical Missionary Fellowship (BMMF). From 1970-82 he served as International Director of the mission, giving leadership to the 350 missionaries deployed in the Indian sub-continent and West Asia.

His eagerness to facilitate the training of Indian missionaries led to a partnership with Dr Theodore Williams in founding the INDIAN MISSIONARY TRAINING INSTITUTE in 1976 as a joint project of BMMF and the Indian Evangelical Mission. From that time, he and

Theodore Williams have shared a vision for just such an international network of training centres as the IMTF has made possible.

In 1982 Raymond Windsor left Asia to take up the post of Principal of All Nations Christian College, a leading missionary training centre in England.

He returned to New Zealand in late 1985 to direct the NZ Evangelical Missionary Alliance. In this capacity he joined the WEF Missions Commission and has served as Co-ordinator of the unit on training. He also represents the South Pacific region on the Executive Council of WEF.

The IMTF bulletin **TRAINING** for Cross-Cultural Ministries is published by Dr William D Taylor, Editor  
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