



# International College of Bible and Missions **Prospectus** 2024

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## Message from the **PRINCIPAL**

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Why is formal experiential ministry training essential? If we require formal training for all medical doctors in caring for our physical needs, then the same ought to be true for ministry leaders who care for our spiritual needs. We have highly qualified and well experienced faculty that equip our students. We develop intentional relationships with local churches and para church organisations to equip their members for ministry. Our students receive a good balance of knowledge, practical skills, and workplace experience to develop the needed competencies to effectively minister in their own ministry contexts.

I am reminded of Paul's instruction to Timothy his protégé in 2 Timothy 2:15 saying, "Make every effort to present yourself to God as a proven worker who does not need to be ashamed, teaching the message of truth accurately." I trust that your equipping journey with ICBM will bear good fruit – that you will also learn through your discipleship and mentoring relationships to teach "the message of truth accurately" within your ministry context.

A handwritten signature in black ink, appearing to read 'A. Alard', written in a cursive style.

**DR ARTHUR J. ALARD**  
Principal, ICBM



# Our College

## Our History

ICBM began in January 2000 through the vision of Dr Stewart Snook and ten other committed Christian leaders. After the closing of another Bible college in 1999, twenty-five students desired to continue their Bible training. ICBM was founded to train these students and many other students like them.

Dr Snook had been involved in theological education in South Africa since 1966. The other Christian leaders were committed pastors, missionaries, and businessmen. They saw the strategic need for accessible Bible based theological education. They offered accredited programmes through the Council on Higher Education. ICBM continues training Christian leaders through our Occupational Qualifications accredited through the Quality Council for Trades and Occupations (QCTO).

In 2024, ICBM and Baptist Theological College (BTC) of Southern Africa entered into a training partnership where ICBM could serve as a learning community offering the BTC Bachelors of Theology (Honours) and Masters of Theology degree programmes.

## Our Principals

ICBM has a long history of godly men who have led the college in training Christian leaders.

- Dr Stewart Snook served as ICBM's first principal from 2000-2002
- Dr Gordon Gregory served as ICBM's second principal from 2003-2004
- Dr Frank Shayi served as ICBM's third principal from 2005-2014
- Rev Ndaba Mazabani served as ICBM's fourth principal from 2014-2016
- Dr Arthur Alard has been serving as ICBM's fifth principal since 2017

## Our Verse

Colossians 1:28

*We proclaim Him by instructing and teaching all people with all wisdom so that we may present every person mature in Christ (NIV).*



# Our Logo

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The logo illustrates the mission of the college: reaching the world to make disciples of Christ (the cross and the Bible) by the power of the Holy Spirit (the dove).



## Our Name

The name, International College of Bible and Missions, indicates several distinctives of the college and supplies the rationale for its existence.

Firstly, the college has an **international** make-up. The faculty come from various countries and have served in South Africa and other parts of the world. The student body comes from different church and cultural groups. They bring diversity that adds to the educational experience as we provide inclusive and accessible education.

Secondly, the college's curriculum is **Bible** based. The Bible forms the foundation of all we believe and do. Thus, the students should teach the Bible to transform society where they serve.

Finally, the college's main purpose is to equip men and women for ministry. The word **Missions** emphasises the desire to see our students fulfil the Great Commission of Jesus to go into all the world and make disciples of all nations.

## Our Motto

Equipping the Faithful to Proclaim Christ to the World

## Our Song

The Mission

# Mission

ICBM is established to enable those called of God to develop their God-given gifts, to prepare them for the ministry of the propagation of the Gospel of the Lord Jesus Christ and to teach them to live by a Christian world view.



# Vision

- To see men and women equipped for vocational Christian ministry, so that they will be effective in making disciples of all the nations.
- To provide a learning centre for the Christian community.
- To be a resource to the churches for workshops and seminars in their areas of need and ICBM's areas of expertise.
- To train Christian leaders to be highly effective ministers in their churches and highly effective members of their communities.
- To multiply our efforts in Southern Africa.

# Keys to Success

*Important keys help ensure success:*

1. Qualified faculty that have practical experience in ministry and skill in transferring knowledge
2. Well managed administrative system
3. Excellent learner management system
4. Strong student support system
5. Innovative teaching
6. Intentional church and para church ministry partnerships for establishing effective workplace experiences
7. Good student assessment and feedback practices



# Philosophy

As a formal training institution, ICBM is committed to training Christian leaders in South Africa through SAQA registered Qualifications or Part-Qualifications. The College provides skill orientated qualifications to students through training in classrooms and via online learning.

ICBM has diverse and educated staff with many years of accumulated knowledge and experience. Our staff provides excellent administrative and financial infrastructure. Our registered board of directors offers oversight. Our management team runs daily operations.



## Statement of Faith

*All ICBM faculty must hold to a historical/ grammatical hermeneutic and be in full agreement with the Statement of Faith below.*

### **We believe:**

1. *The Bible is the inspired inerrant Word of God in the original writings, the written and trustworthy record of God's revelation of Himself, and the way of salvation to humanity, absolute in authority for life and faith, profitable for instruction in righteousness, and final in its content. 2 Pet 1:21; 2 Tim 3:16; Psa 19; Psa 119:160; Jn 17:17; Rev 22:18-19; Prov 30:5-6.*
2. *God, who created the universe and who reveals Himself through creation and the Bible is One and eternally exists in three co-equal persons: Father, Son, and Holy Spirit. The Father, Son, and Holy Spirit share the same divine nature and attributes. Gen 1:1; Psa 19; Ex 20:3; Deut 4:35; 1 Cor 8:4-6; Eph 4:3-6; Isa 48:16; Matt 28:19; 2 Cor 13:14.*
3. *Although humans were created by God in His image, they sinned and incurred the penalty of death, physical and spiritual. All human beings are now lost, alienated from God and dead in sin. They inherit a sinful nature and prove through their acts of sin that they are worthy of eternal condemnation. Gen 1:27; Rom 3:23; Rom 5:12-21; Rom 6:23; Eph 2:1-3; Col 1:21; John 3:17-18; 5:24.*
4. *Salvation is only by grace, the free gift of God, through faith in the finished work of our Lord Jesus Christ, who died for our sins according to the Scriptures. Those who receive Christ by faith have their sins forgiven, their hearts cleansed, are born of the Spirit, become children of God, and are made new creations in Christ. They obtain eternal life and are rescued from hell. Jn 3:16; Eph 2:8-9; 1 Cor 15:3; Rom 3:24; 1 Jn 1:7; Jn 1:12; Gal 4:5; 2 Cor 5:17; Lk 19:10.*
5. *Jesus Christ is equally God and a human being. He was born of a virgin and is Himself very God. He died as a substitutionary sacrifice so that all who believe in Him can be justified on the grounds of the shed blood. Our Lord Jesus rose from the dead in His own physical body now glorified. Jn 1:1; Rom 9:5; Phil 2:6-11; Matt 1:18, 23; Jn 5:18; 10:30; 20:19-20.*
6. *The Holy Spirit regenerates believers into new life in Christ and He seals them unto the day of redemption. He sanctifies them through His progressive work of conforming them to the image of Christ. He equips and empowers believers in their service and ministry. Tit 3:5-7; Eph 1:13; Jn 3:5; 1 Cor 6:19; Rom 8:26-27; 1 Cor 12:8-11; Gal 5:16-23.*
7. *The Church is the whole company of those who have been redeemed by the Lord Jesus Christ and regenerated by the Holy Spirit. New birth and personal confession of Christ are therefore essentials of Church membership in the Body of Christ. The Church on earth is the Body through which Christ acts in His worldwide command to make disciples of all nations. The Church observes two ordinances: Baptism and Holy Communion. Matt 28:19-20; Eph 1:22-23; Tit 3:5-7; Jn 13; 1 Cor 11:23-29.*
8. *The Lord Jesus Christ will return again to earth the second time, personally, bodily, and visibly. He will rapture His Church, judge the world, and reign a thousand years on the earth. He will create a new heaven and earth. Zech 14:4; Matt 25:31-46; Heb 9:28; 1 Th 2:19; 4:16-17; 1 Cor 3:11-15; 1 Pet 5:4; Rev 20:4-6, 11-15; 21:1-22:7.*



# Core Christian Doctrines

*All ICBM students and support staff must hold to the following core Christian doctrines:*

## **1. The Authority and Inerrancy of Scripture**

We believe that all of Scripture, both the Old and New Testaments, is the complete inspired Word of God; and that its inspiration and authority extends fully to all parts of Scripture; it is a trustworthy record of God's revelation of Himself and the way of salvation to humanity and is absolute in authority for life and faith, final in its content, and is without error (Psalm 119:105; Luke 21:33; 24:27; 1 Corinthians 2:13; 1 Thessalonians 2:13; 2 Timothy 3:16; 2 Peter 1:19-21; Revelation 22:18-20).

## **2. The Trinity**

We believe in one God who exists eternally as three co-equal persons, God the Father, God the Son and God the Holy Spirit; I also believe that the Father, Son and Holy Spirit share the same divine nature and attributes (Deuteronomy 4:35; 6:4; Isaiah 45:22; Matthew 3:16-17; 28:19; Mark 12:29; John 1:3; 15:26; 1 Corinthians 8:4-6; Ephesians 4:4-6; Hebrews 1:1-3; Revelation 4:11).

## **3. The Full Deity and Humanity of Christ**

We believe that Jesus Christ is fully man and fully God, that He was born of a virgin and that He lived a sinless human life on earth (John 1:1-3; 1:18; 2:25; 5:23, 25; 8:46; 14:23; 16:30; 20:28; Colossians 1:16,17; Hebrews 1:8; 4:15; 1 John 3:5).

## **4. The Spiritual Lostness of Mankind**

We believe that all of mankind is lost, alienated from God, and dead in their sins. Although mankind was created in God's image, original sin resulted in the penalty of both physical and spiritual death. Mankind thus inherited a sin nature for which God alone provides the solution. (Genesis 1:26; 2:7,16,17; 3:15; Psalm 14:1-3; Isaiah 64:6; John 3:5,16,18; Romans 1:18-32; 3:10-12; 5:8,12; Ephesians 2:1).

## **5. The Substitutionary Atonement and Bodily Resurrection of Christ**

We believe that Jesus Christ accomplished our redemption through His death on the cross as a Substitutionary sacrifice and full Propitiation for our sins, and that our redemption is made sure to us by His bodily resurrection from the dead (Romans 3:24,25; 8:34; Hebrews 4:14-16; 1 Peter 1:3-5; 1 John 2:1,2).

## **6. Salvation by Faith Alone in Christ Alone**

We believe that salvation is a free gift from God through His grace and is received by personal faith in the Lord Jesus Christ (John 1:12; 3:16; 5:24; 10:28; Romans 8:28-39; Ephesians 2:8,9; 1 Peter 1:18-23; 1 John 5:10-13; Hebrews 7:25; Jude 24).

## **7. The Physical Return of Christ**

We believe in the imminent, personal second coming of the Lord Jesus Christ to the earth to establish His kingdom (1 Corinthians 15:23,24; 1 Thessalonians 4:13-17; Revelation 20:4,5).



# Registration and Accreditation

## International College of Bible and Missions is registered:

1. as a Not-for-Profit Company (NPC) - Reg no: 2001/004872/08
2. as a Section 18a Public Benefit Organization with SARS – PBO no: 930 011 975
3. with the Department of Social Development as a NPO Reg. No: 062-988-NPO

ICBM is accredited by the Quality Council for Trades and Occupations (QCTO, Accreditation number: 07-QCTO/SDP080922082137 as a Skill Development Provider (SDP), in accordance with the Skills Development Act (SDA), 1998, (Act No 97 of 1998) Chapter 6C Section 26J (b) and (e).

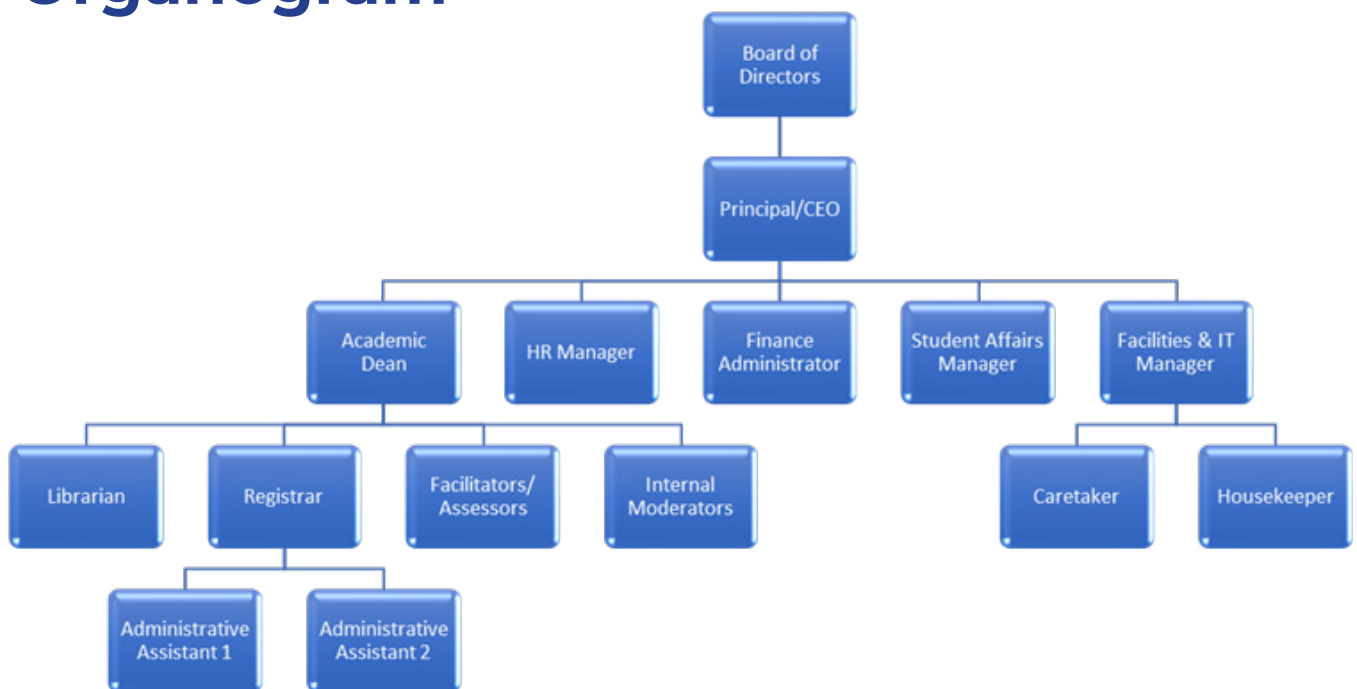
## Accredited Programmes

1. Occupational Certificate: Christian Religious Practitioner NQF Level 2, 156 Credits, SAQA ID: 101997, Curriculum Code: 2636010004
2. Occupational Certificate: Christian Religious Professional NQF Level 5, 237 Credits, SAQA ID: 101571, Curriculum Code: 2636010005

# Board of Directors

- Dr Douglas Forsyth (Director/ Chairman)
- Dr Arthur Alard (Director/ CEO)
- Dr Frank Shayi (Director)
- Rev Ndaba Mazabani (Director)
- Advocate Jane Appasamy (Member)
- Rev Wesley Ebrahim (Member)
- Rev Sam Govender (Member)
- Mr Henry Lombard (Member)
- Mr Roy Nagan (Member)
- Mr Mandla Mathebula (Member)

# Organogram



# Our Team

## Management

**Dr Arthur Alard**  
Principal / CEO



**Dr Stephen Briix**  
Academic Dean

**Rev Busisani  
Dereck Siziba**  
Student Affairs  
Manager



**Ms Yvette Barnes**  
Registrar / HR  
Manager

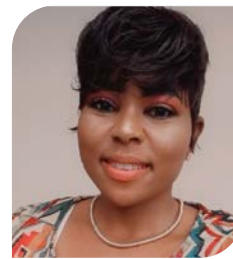
**Mr Mark Qualls**  
IT Manager / Facilities  
Administrator



**Mrs Jennifer Thomas**  
Finance Administrator

## Support Staff

**Mrs Mapule Ngobeni**  
Administrative  
Assistant



**Ms Zime Thusi**  
Administrative  
Assistant

**Mrs Rodalle Nanthambwe**  
Librarian



**Mr James Makgolo**  
Caretaker

**Mrs Elizabeth Matloporo**  
Housekeeper



**Mr Donovan Blamire**  
Facilities Coordinator/  
Assessor

## Facilitators / Assessors

Those also serving as an internal moderator are marked with an \*

**Dr Arthur Alard\***

PhD in Pastoral Studies  
North-West University



**Dr Stephen Briix\***

PhD in New Testament  
North-West University

DMin Pastoral Leadership  
Dallas Theological  
Seminary

**Rev Busisani Dereck Siziba\***

BA Honours in Theology  
ICBM



**Ms Yvette Barnes**

BA in Theology  
ICBM

BTh Honours  
SATS

**Rev Ndaba Mazabani**

Master of Theology  
Olivet University



**Dr Douglas Forsyth**

PhD Practical Theology  
University of Pretoria

**Dr Olga Alard**

ThM Intercultural Studies  
Dallas Theological  
Seminary



**Ps Kevin Khosa**

BTh in Theology  
Christ Baptist Seminary

**Mrs Nomathamsanqa Thipe**

BA in Theology  
ICBM



**Mr Donovan Blamire**

Assessor  
BTh in Theology  
Northwest University

## Internal Moderators

**Mrs Dianna Penner**

Masters of Theology  
SATS



**Mrs Anne Forsythe**

MA in Biblical Studies  
Dallas Theological  
Seminary

# Christian Religious Professional



## ***A qualified learner will be able to:***

1. Lead the faith community in spiritual formation that nurtures their relationship with God.
2. Develop and nurture fellowship and mutual care within the faith community.
3. Facilitate the holistic well-being of people within the faith community by developing proactive and reactive (coping) life skills and a Christian value system.
4. Provide visional leadership that leads to obedience to vocation, as well as the well-being and sustainability of the faith community.
5. Develop a missional practice that shares the good news of Jesus Christ and serves the holistic wellbeing of the entire community.

## **OCCUPATIONAL QUALIFICATION - NQF 5**

Qualification Title	SAQA ID	NQF Level	Credits
Occupational Certificate: Christian Religious Professional	101571	5	237

## **Purpose and Rationale of the Qualification**

### **Purpose**

The purpose of this qualification is to prepare a learner to operate as a Christian Religious Professional. A Christian Religious Professional directs and conducts the ministry functions in a faith community to facilitate spiritual formation; nurture fellowship and mutual care within the faith community; helps members to develop a Christian lifestyle; provides strategic leadership that leads to obedience to vocation as well as well-being and sustainability of the faith community, and develops a missional practice that shares the good news of Jesus Christ and serves the holistic well-being of the entire community.

### **Rationale**

Religious ministers serving churches and Christian groups in Southern Africa come from two distinct backgrounds. The first is deemed more formal in nature (also referred to as the so-called historic churches) while the second is seen as less formal and originated from more recent development processes. This second group includes what is referred to as Pentecostal and Charismatic churches and the large group of African Initiated Churches (AICs). Recent estimates indicate that there are around 186,000 pastors (ministers of religion) in this less formal group, compared to the number of around 9,000 for the historic churches.

There are currently no formally recognised qualifications for religious practitioners within the Christian tradition, apart from the Higher Education qualifications registered through the different tertiary educational institutions. With the introduction of the new occupational certificate, society will benefit from the assurance that large numbers of spiritual leaders who did not have a proper training opportunity in the past, will now have training available to develop a relevant set of competencies.

The Occupational Certificate will be accessible to existing spiritual leaders who did not have the benefit of proper training in the past, and who do not have access to tertiary training at universities or private training institutions. It will also be accessible to newcomers to the profession who want to be trained as pastors, but who do not have access to tertiary training or who prefer to go the occupational training route.

# Christian Religious Professional Overview

The programme offers a balanced approach with a blend of knowledge, practical skill, and workplace training. The programme can be completed in two years full-time or four years part-time. Students may take the programme blended or fully online.

## Duration

Part – time: 3 years

## Modes of Delivery

Blended: Face to face and online  
E-learning

#	MODULE TYPE	MODULE NAME	MODULE CODE	NQF Level	Credits	237 Total Credits
1	Knowledge	<b>ESSENTIALS AND CHARACTERISTICS OF RELIGIOUS PRACTITIONERS</b>	263601005-KM-01	4	6	6
2	Knowledge	<b>THE BIBLE AND BIBLE INTERPRETATION (02.1 - 02.4)</b>	263601005-KM-02	5	7.5	30
		• Hermeneutic process on NT Letters	263601005-KM-02.1			
		• Hermeneutic process on OT Prose	263601005-KM-02.2			
		• Hermeneutic process on Poetry, Wisdom Literature, & Prophecy	263601005-KM-02.3			
		• Hermeneutic process on the Gospels	263601005-KM-02.4			
3	Knowledge	<b>BASIC CHRISTIAN CONCEPTS</b>	263601005-KM-03	5	8	8
4	Knowledge	<b>CHRISTIAN ETHICS</b>	263601005-KM-04	5	8	8
5	Knowledge	<b>HISTORY OF THE CHURCH AND AN OVERVIEW OF A VARIETY OF CHRISTIAN TRADITIONS</b>	263601005-KM-05	5	6	6
6	Knowledge	<b>PRINCIPLES OF BUILDING THE FAITH COMMUNITY</b>	263601005-KM-06	5	8	8
7	Knowledge	<b>PRINCIPLES OF PREACHING</b>	263601005-KM-07	4	8	13
	Practical Skill	Prepare sermons that will address the spiritual and contextual needs of the faith community	263601005-PM-01	5	5	
8	Knowledge	<b>PRINCIPLES OF CONDUCTING SERVICES</b>	263601005-KM-08	4	6	26
	Practical Skill	Conduct worship services within the faith community	263601005-PM-02	5	5	
	Workplace	Prepare and conduct worship services	263601005-WM-01	5	15	
9	Knowledge	<b>SPIRITUAL FORMATION, LIFE SKILLS TRAINING AND VALUE SYSTEM DEVELOPMENT</b>	263601005-KM-09	5	10	33
	Practical Skill	Interact with groups and individuals in order to facilitate spiritual growth	263601005-PM-03	6	4	
	Practical Skill	Nurture fellowship among members of the faith community	263601005-PM-04	5	4	
	Workplace	Plan and conduct teachings, and develop ministry activities, to enhance the quality of fellowship and mutual care	263601005-WM-02	5	15	
10	Knowledge	<b>PRINCIPLES OF PASTORAL COUNSELLING IN A CHRISTIAN CONTEXT</b>	263601005-KM-10	6	12	37
	Practical Skill	Lead the faith community to show loving care in times of need or crisis	263601005-PM-05	6	6	
	Practical Skill	Lead the faith community to live according to a Christian value system and Christian virtues	263601005-PM-06	5	4	
	Practical Skill	Develop pro-active and reactive (coping) life skills in the faith community through preaching and teaching and mentoring	263601005-PM-07	6	5	
	Workplace	Develop pro-active and reactive (coping) life skills and nurture Christian values in a faith community	263601005-WM-03	5	10	
11	Knowledge	<b>THE MISSIONAL CALLING OF THE CHURCH</b>	263601005-KM-11	5	7	27
	Practical Skill	Mobilise the faith community to share the good news of Jesus Christ with the world	263601005-PM-12	5	4	
	Practical Skill	Plan and execute outreach programs to deal with socio-economic and other relevant needs in the wider community	263601005-PM-13	5	3	
	Practical Skill	Initiate and / or participate in interventions to deal with needs and emergency situations in the community	263601005-PM-14	5	3	
	Practical Skill	Participate in inter-denominational community development initiatives	263601005-PM-15	5	3	
	Practical Skill	Plan and manage the effective use of media	263601005-PM-16	5	2	
	Workplace	Plan and execute an outreach or community development project in a community	263601005-WM-05	5	5	
12	Knowledge	<b>PRINCIPLES OF CHURCH LEADERSHIP AND MINISTRY MANAGEMENT</b>	263601005-KM-12	5	8	21
	Practical Skill	Lead a faith community through visionary spiritual leadership	263601005-PM-08	5	4	
	Practical Skill	Build the spiritual leadership capacity of the congregation / faith community	263601005-PM-09	5	4	
	Workplace	Engage the leadership of a faith community in discussions on visional leadership and operational management practices	263601005-WM-04	5	5	
13	Knowledge	<b>CHURCH ADMINISTRATION, ACCOUNTABILITY, AND FINANCIAL MANAGEMENT</b>	263601005-KM-13	4	6	14
	Practical Skill	Facilitate effective ministries in a faith community (operational management as a spiritual discipline)	263601005-PM-10	4	4	
	Practical Skill	Facilitate stewardship processes in the faith community (stewardship as a spiritual discipline)	263601005-PM-11	4	4	

# Structured Curriculum

Curriculum Code: 263601005 (Christian Religious Professional)

This qualification is made up of the following compulsory knowledge, practical skill and workplace modules:

<b>KNOWLEDGE MODULES</b>			
<b>MODULE CODE</b>	<b>MODULE NAME</b>	<b>NQF LEVEL</b>	<b>CREDITS</b>
263601005-KM-01	Essentials and characteristics of religious practitioners	4	6
263601005-KM-02	The Bible and Bible interpretation	5	30
263601005-KM-03	Basic Christian concepts	5	8
263601005-KM-04	Christian ethics	5	8
263601005-KM-05	History of the church and an overview of a variety of Christian traditions	4	6
263601005-KM-06	Principles of building the faith community	5	8
263601005-KM-07	Principles of preaching	4	8
263601005-KM-08	Principles of conducting services	4	6
263601005-KM-09	Spiritual formation, life skills training and value system development	5	10
263601005-KM-10	Principles of pastoral counselling in a Christian context	6	12
263601005-KM-11	The missional calling of the Church	5	7
263601005-KM-12	Principles of church leadership and ministry management	5	8
263601005-KM-13	Church administration, accountability, and financial management	4	6
<b>Total number of credits for knowledge modules</b>			<b>123</b>

<b>PRACTICAL SKILL MODULES</b>			
<b>MODULE CODE</b>	<b>MODULE NAME</b>	<b>NQF LEVEL</b>	<b>CREDITS</b>
263601005-PM-01	Prepare sermons that will address the spiritual and contextual needs of the faith community	5	5
263601005-PM-02	Conduct worship services within the faith community	5	5
263601005-PM-03	Interact with groups and individuals to facilitate spiritual growth	6	4
263601005-PM-04	Nurture fellowship among members of the faith community	5	4
263601005-PM-05	Lead the faith community to show loving care in times of need or crisis	6	6
263601005-PM-06	Lead the faith community to live according to a Christian value system and Christian virtues	5	4
263601005-PM-07	Develop pro-active and reactive (coping) life skills in the faith community through preaching and teaching and mentoring	6	5
263601005-PM-08	Lead a faith community through visionary spiritual leadership (strategic management as a spiritual discipline)	5	4
263601005-PM-09	Build the spiritual leadership capacity of the congregation/faith community	5	4
263601005-PM-10	Facilitate effective ministries in a faith community (operational management as a spiritual discipline)	4	4
263601005-PM-11	Facilitate stewardship processes in the faith community (stewardship as a spiritual discipline)	4	4
263601005-PM-12	Mobilise the faith community to share the good news of Jesus Christ with the world	5	4
263601005-PM-13	Plan and execute outreach programs to deal with socio-economic and other relevant needs in the wider community	5	3
263601005-PM-14	Initiate and/or participate in interventions to deal with needs and emergency situations in the community	5	3
263601005-PM-15	Participate in inter-denominational community development initiatives	5	3
263601005-PM-16	Plan and manage the effective use of media	5	2
<b>Total number of credits for practical skill modules</b>			<b>64</b>

WORK EXPERIENCE MODULES			
MODULE CODE	MODULE NAME	NQF LEVEL	CREDITS
263601005-WM-01	Prepare and conduct a worship service to nurture the relationship with God	5	15
263601005-WM-02	Plan and conduct teachings, and develop ministry activities, to enhance the quality of fellowship and mutual care	5	15
263601005-WM-03	Develop pro-active and reactive (coping) life skills and nurture Christian values in a faith community	5	10
263601005-WM-04	Engage the leadership of a faith community in discussions on visional leadership and operational management practices	5	5
263601005-WM-05	Plan and execute an outreach or community development project in a community	5	5
<b>Total number of credits for work experience modules</b>			<b>50</b>

## Spiritual Formation

As a part of ICBM's programmes, all NQF5 students can take part in a free Spiritual Formation module. Students will read through the Bible learning major themes and discuss theological topics with other students.

## International Comparability

Most countries have qualifications in the Higher Education Band. In addition, churches have seminaries that qualify their ministers to be ordained. Australia seems to be the only country that has registered vocational qualifications for ministry that are not denomination specific. Evangelism, missionary and other outreach organisations offer courses for people that want to pursue a calling in ministry, but these programs are not accredited.

The following equivalent qualification was found for a comparison with the qualification developed:

### Australia

1. Course accrediting body: The Australian Skills Quality Authority (ASQA).
2. Course Owner: Health and Community Services Workforce Council Inc.
3. Course Title: 10433NAT Certificate IV in Christian Ministry and Theology.

### United Kingdom

1. Course accrediting body: The Office of Qualifications and Examinations Regulation (Ofqual).
2. Course Owner: University of London (<http://www.londoninternational.ac.uk>).
3. Course Title: CertHE in Philosophy, Religion and Ethics.

*Note: All the above qualification information is taken from the SAQA Qualification Document*

## Fees

DESCRIPTION	FEES
Application fee (non-refundable)	R500
Registration fee per semester (non-refundable)	R1,000
Tuition fee	R21,330
Payment plan fee (per year) (non-refundable)	R550
Per credit fee	R90
RPL Application fee (non-refundable)	R800
RPL Assessment fee (non-refundable)	R200
Transfer credit fee (per credit)	R45
External Integrated Summative Exam (EISA) Fee	R1,000
Graduation Fee	R800
Workbooks - hard copies – per copy (non-refundable)	R150

# Estimated Total Costs

Christian Religious Professional

## Full Payment with 10% tuition discount

EXPENSE	TOTAL PAYMENT
Application	R500
Full Payment: Tuition and registration balance after discount	R25,697
Graduation	R800
EISA Exam (QCTO will determine final cost)	R1,000
<b>TOTAL ESTIMATED COST:</b>	<b>R28,597</b>

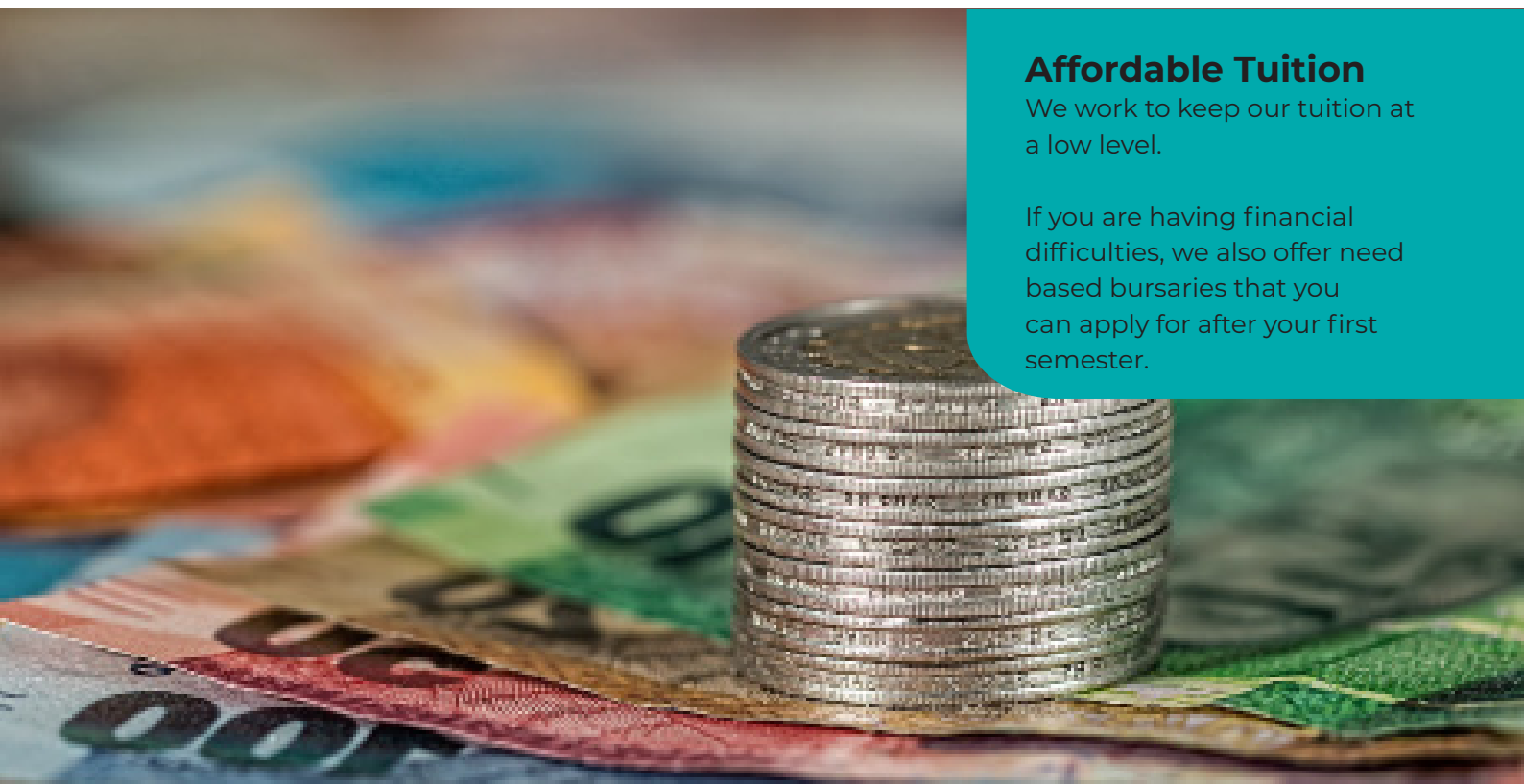
## Payment Plan: 36 months

EXPENSE	FEE	DUE
Application	R500	
Tuition Fee	R21,330	
First Semester Registration Fee	R1,000	3/1/2024
First Year Payment Plan Fee	R550	3/1/2024
Second Semester Registration Fee	R1,000	3/7/2024
First Semester Registration Fee - 2025	R1,000	3/1/2025
Second Year Payment Plan Fee	R550	3/1/2025
Second Semester Registration Fee - 2025	R1,000	3/7/2025
First Semester Registration Fee - 2026	R1,000	3/1/2026
Second Semester Registration Fee - 2026	R1,000	3/7/2026
<b>MONTHLY MINIMUM PAYMENT: (Tuition)</b>	<b>R592.50</b>	31/1/2024
Graduation	R800	
EISA Exam (Estimated cost: QCTO will determine final cost)	R1,000	
<b>TOTAL ESTIMATED COST:</b>	<b>R30,730</b>	

### Affordable Tuition

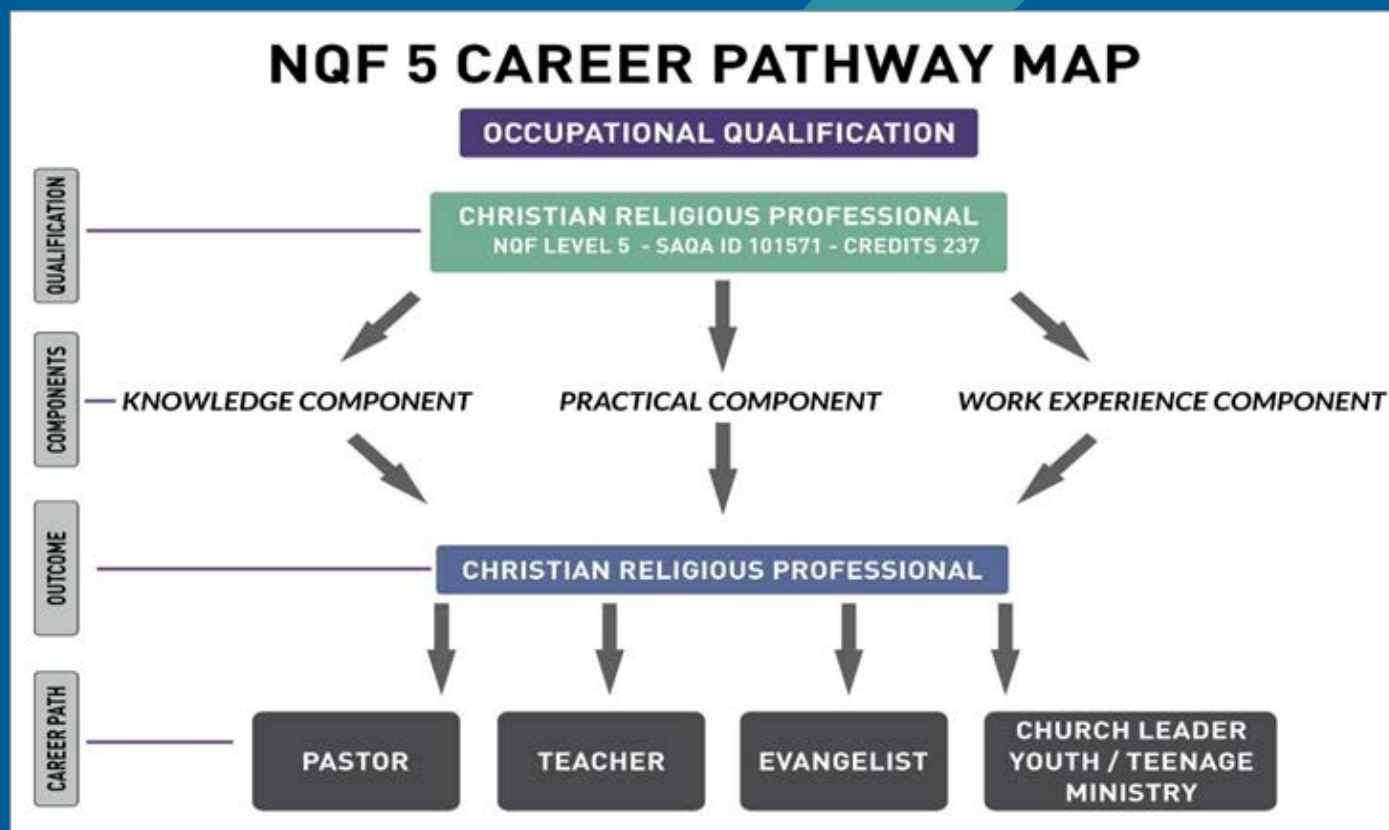
We work to keep our tuition at a low level.

If you are having financial difficulties, we also offer need based bursaries that you can apply for after your first semester.





# Career Pathway



## Articulation Options

### Horizontal Articulation:

1. Higher Certificate: Early Childhood Development, Level 5, SAQA ID: 23117
2. Higher Education and Training Certificate: Development Practice, Level 5, SAQA ID 23059
3. National Certificate: Labour Relations: Industrial Relation Support, Level 5, SAQA ID: 94078

### Vertical Articulation:

1. Bachelor of Arts: Theology: Christian Ministry, Level 6, SAQA ID: 15030

# Bachelor of Theology (Honours)



*The Bachelors of Theology (Honours) is offered in partnership with Baptist Theological College (BTC) of Southern Africa. Students will graduate with an accredited degree from BTC.*

## Academic Qualification - NQF 8

Qualification Title	NQF Level	Credits	Duration	Delivery Mode
Bachelor of Theology (Honours)	8	120	1 Year	Distance Learning

## Programme Description

The Bachelor of Theology Honours (BTh) is a one-year postgraduate degree which grounds students in classical theological subjects at an in-depth level. This programme also includes a strong emphasis on ministry competency through both research as well as practical exposure. This is also the qualification that is required for ministerial recognition in most denominations. Students may extend the duration of this qualification if they would like.

## Entry Requirements

NQF 7 (360 credits) in Theology (or equivalent).

## Further Study Opportunities

Students who complete the Bachelor of Theology Honours (NQF level 8) are able to articulate horizontally (on the same NQF level of study) to similar programmes offered by other institutions or vertically (to the next level of study) into the Master of Theology (NQF level 9) programme within the College. Articulation possibilities for further studies on NQF level 8 or where an NQF level 8 qualification is required for admission into a programme at other accredited institutions are available.

## Estimated Total Costs

Bachelors of Theology (Honours)

EXPENSE	TOTAL PAYMENT
Application Fee	R500
BTC Admissions Fee	R200
BTC Registration Fee per Semester	R700
BTC Technology Fee	R750
BTC Tuition	R33,000
ICBM Bursary	- R8,000

Payment plans are also available upon request.

# Bachelor of Theology (Honours) Overview

The programme offers a strong emphasis on ministry competency through research and practical exposure.

## Duration

Full-time: 1 year  
Part-time: 2+ years

## Modes of Delivery

Distance Learning

FIELD		SEMESTER 1	SEMESTER 2
<b>Biblical Studies</b>		<b>BBS 410</b> <i>Biblical Theology (Compulsory)</i> 12 Credits	
<b>Systematic Theology</b>		<b>BST 415</b> <i>Christian Theological Ethics (Compulsory)</i> 12 Credits	<b>BST 425</b> <i>Contemporary Theologies (Compulsory)</i> 12 Credits
<b>Biblical Languages</b>		<b>BHB 415</b> Biblical Hebrew 3 (Elective) 12 Credits	<b>BGK 425</b> Biblical Greek 3 (Elective) 12 Credits
<b>Practical Theology</b>	<b>Missiology</b>	<b>BMS 415</b> Missions Skills 1 (Elective) 12 Credits	<b>BMS 425</b> Missions Skills 2 (Elective) 12 Credits
	<b>Pastoral</b>	<b>BPS 415</b> Pastoral Care (Elective) 12 Credits	<b>BPS 425</b> Church Ministry and Management (Elective) 12 Credits
	<b>Youth</b>	<b>BYS 415</b> Youth Ministry in Age Group Context (Elective) 12 Credits	<b>BYS 425</b> Youth Ministry in Social Context (Elective) 12 Credits
<b>African Christianity</b>		<b>BAC 415</b> History of African Christianity (Elective) 12 Credits	<b>BAC 425</b> African Realities (Elective) 12 Credits
<b>Research</b>		<b>BSR 410</b> <i>Specialized Research (Compulsory)</i> 24 Credits	
<b>Ministry</b>		<b>BPM 410</b> <i>Biblical and Church Residency 4 - Ministry: Leadership, Management and Practice (Compulsory)</i> 12 Credits	

*You will take the five compulsory courses and four electives of your choice.*



# Master of Theology



*The Masters of Theology is offered in partnership with Baptist Theological College (BTC) of Southern Africa. Students will graduate with an accredited degree from BTC.*

## Academic Qualification - NQF 9

Qualification Title	NQF Level	Credits	Duration	Delivery Mode
Master of Theology	9	180	2+ Years	Distance Learning

## Programme Description

The Master of Theology (MTh) is completed over two or more years and involves intensive research in a chosen field of study. The final product of this degree is a dissertation supervised by a subject expert which is defended through an oral examination.

## Entry Requirements

To qualify for entry into the Master of Theology programme students need to hold an NQF level 8 qualification in a field related to theology. In addition, they should have obtained an average mark of 65% or more in the final year of their previous qualification.

## Further Study Opportunities

Students who complete the Master of Theology (NQF level 9) are able to articulate horizontally (on the same NQF level of study) to similar programmes offered by other institutions or vertically (to the next level of study) into a PhD programme. Articulation possibilities for further studies on NQF level 9 or where an NQF level 9 qualification is required for admission into a programme at other accredited institutions are available.

## Estimated Total Costs

Masters of Theology

EXPENSE	TOTAL PAYMENT
Application Fee	R500
BTC Admissions Fee	R200
BTC Annual Technology Fee	R750
BTC Registration Fee (once off)	R4,100
BTC Annual Fee	R21,500

Payment plans are also available upon request.

# Master of Theology Overview

The programme offers a involves intensive research under a supervised subject expert.

## Duration

2+ Years

## Modes of Delivery

Distance Learning

YEAR 1	YEAR 2
<b>Research Ethics</b> (This is a TRREE 3- 3 hour long test students write.)	<b>Write Dissertation</b>
<b>Research Proposal</b>	<b>Defence of Dissertation by Oral Exam</b>
<b>Foundational Research Work</b>	<b>Produce Publishable Journal Article</b>



## Affordable Tuition

ICBM works to keep our tuition at a low level.

# Admissions

Our application process is easy.

Apply on our website:

[www.icbm.ac.za](http://www.icbm.ac.za)

**Please note:**

- Applicants must be computer literate and be able to read and communicate in English.



## Application Requirements



### NQF4 Bridging Course



### Occupational Certificate: Christian Religious Professional

NQF5 - SAQA ID 101571 - 237 Credits

If you do not have a Grade 12 Qualification / Matric pass and desire to enroll into the NQF 5 Christian Religious Professional programme, we have an option for you via our six-week online NQF 4 Bridging Course:

- The application documentation and process is the same as the NQF5.

The following documentation is required for the application:

1. A certified copy of your I.D. document / Passport
2. Certified copy of matric certificate or NQF level 4 Certificate, or higher accredited certificate/degree.
  - For those with foreign qualifications, a certified copy and a SAQA evaluation certificate ([www.saqa.org.za](http://www.saqa.org.za)).
3. Signed Memorandum of Understanding (MoU) from your church pastor / mentor. This document is for the workplace requirement.
4. For those applying for RPL, a certified copy of qualifications attained in theology (where applicable).

The application has a R500 non-refundable application fee. Proof of payment should be sent to Mrs Jennifer Thomas at [finance@icbm.ac.za](mailto:finance@icbm.ac.za).

NQF4 BRIDGING COURSE EXPENSE	TOTAL PAYMENT
Application Fee	R800
Registration Fee	R1000
Tuition	R800

*This programme will not only teach you the Bible and theology, but also how to practically do ministry.*

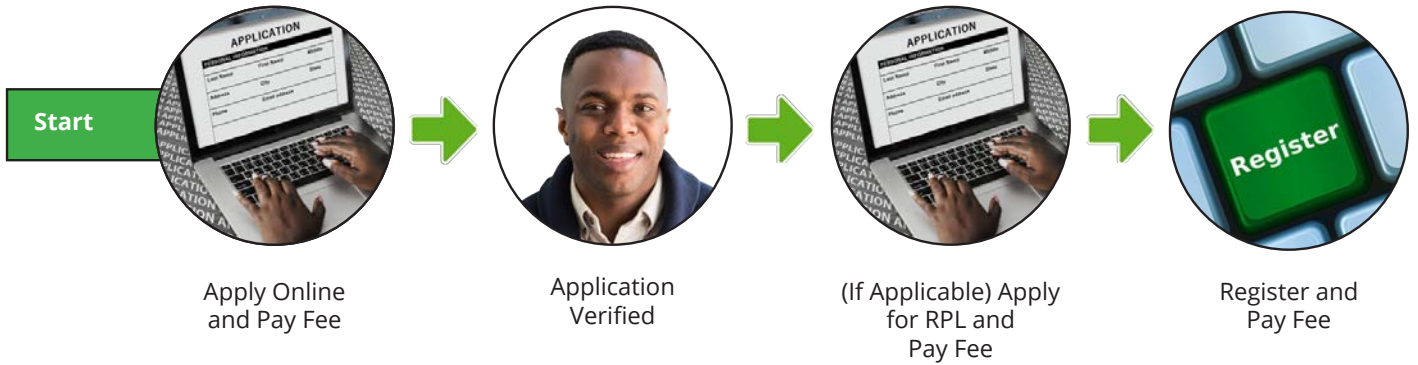


## Foreign Nationals

The following additional documents are required of foreign nationals residing in South Africa:

1. Certified copy of a valid visa: work permit or permanent residence permit or study permit or any other related visa/permit that allows the foreign national to study and work in South Africa.
2. In the case of refugees: a certified copy of Section 22 Asylum Permit or Section 24 Formal Refugee Status Permit Act No 130 of 1998.
3. SAQA verification of foreign qualifications.

## Application Procedure



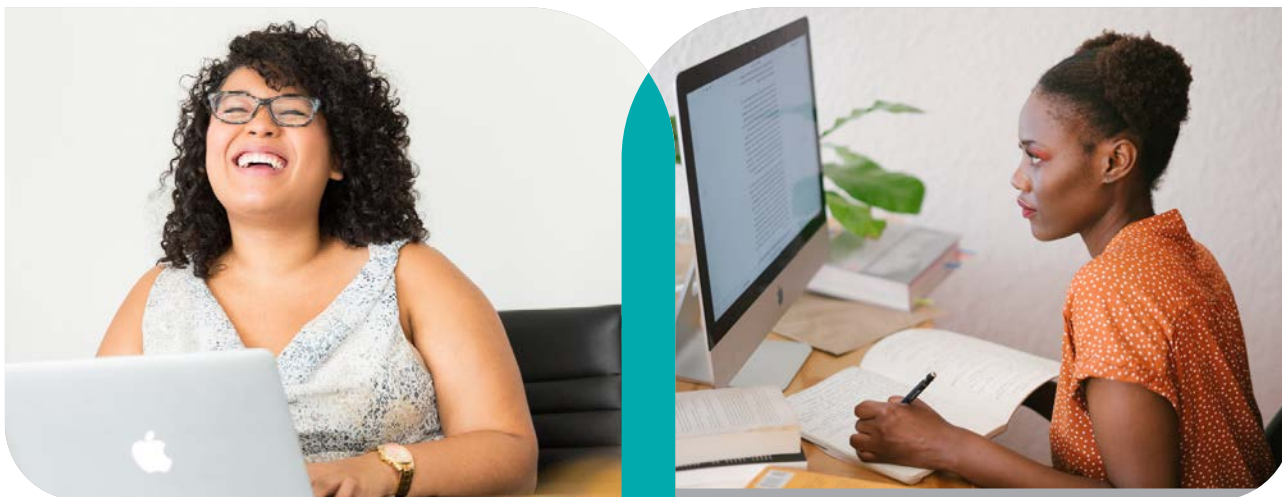
## Student Support

Student support is available when needed. Contact us via email, phone or in person.

info@icbm.ac.za,  
(27) 011 760 4681  
(27) 011 760 6252  
16 Mare Street Roodepoort  
Tuesday - Saturday 8:00 - 16:00

# Recognition of Prior Learning

Quality Council for Trades and Occupation (QCTO) has interpreted the policy on Recognition of Prior Learning (RPL) by South African Qualification Authority (SAQA). The QCTO defines RPL (within the Occupational Qualifications Sub Framework OQSF) as a process by which candidates who have gained skills and knowledge through informal, non-formal or experiential learning can be assessed, recognised and awarded credits for such learning if it meets the requirements of an NQF registered occupational qualification or part qualification (QCTO RPL Guidelines and Policy 2014: RPL-001/14).



## RPL Documents Required

- ✓ Completed RPL application form (found on our website)
- ✓ Proof of payment of RPL fee
- ✓ Portfolio of evidence

The college may ask for more evidence if considered necessary

### Portfolio of evidence:

- Training certificates from non-registered institutes (Certified).
- A certified letter of experience/verification from the Churches or organizations
- All the written exams, assessments, assignments and transcripts (certified).
- Video evidence of practice or practical demonstration.
- Detailed Curriculum Vitae aligned with the required documents for RPL

# Disability Policy

ICBM acknowledges that people with disabilities have the same right to reach their academic potential as people who do not have a disability. Therefore, reasonable provisions are made to assist and accommodate students with disabilities in the teaching and learning environment:

1. Recorded audio sessions will be available upon request where necessary.
2. Additional time will be provided to complete assignments and formative assessments.
3. In the case of External Integrated Summative Assessments (EISA), ICBM will inform the QCTO and Quality Assessment Partner to make the necessary arrangements accordingly.
4. Access will be provided for students with physical disabilities as far as facilities on the campus can accommodate this.

It is the right and responsibility of a prospective disabled student to declare his or her disability when he or she applies for admission, and to familiarise him or herself with the policies and procedures regarding disabilities in order to negotiate support from the institution.





## Bursary Policy

ICBM has limited funds available for student bursaries because of generous donations. Those who wish to apply for this financial assistance must consider the following requirements:

1. The student must first successfully complete his / her first semester at ICBM before being eligible to apply for a bursary.
2. The student's academic record must reflect faithfulness in completing assignments.
3. The student's life must give clear testimony to a walk pleasing to the Lord and this should be confirmed by the students' church pastor / mentor.
4. The student needs to demonstrate that he or she has a need for financial assistance.

## Refund Policy

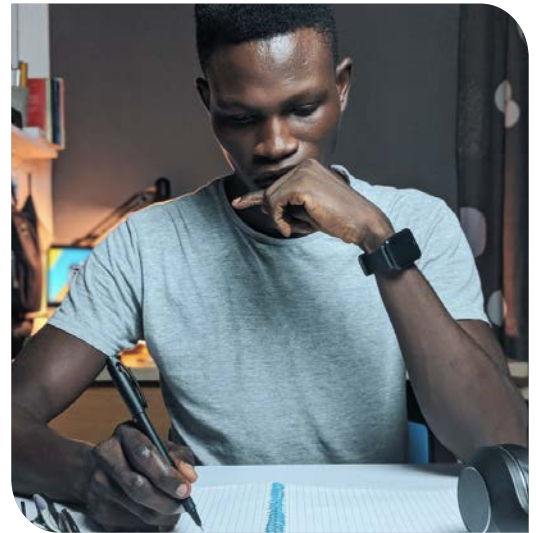
1. When a programme is terminated by a student within 3 months of registration, 50% of the tuition fees paid will be refunded on request.
2. If the programme is terminated by a student within 6 months of registration, 25% of the tuition fees paid may be refunded on request.
3. No further refunds will be made after 6 months.

*ICBM has policies and procedures in place to equip you to serving God more effectively.*

# Student Induction

ICBM understands that the student induction session is the initial stage of the guidance and support for learners. All learners will receive an induction that aims to:

1. Ease the transition to studying at the ICBM
2. Introduce learners to the three components of the Occupational Qualification:
  - Knowledge modules,
  - Practical Modules and
  - Workplace Modules.
3. Orient students to the use of the LMS (Canvas)
4. Establish learners as part of the ICBM Community



## External Integrated Summative Assessment (EISA) and Certification

1. EISA is the final national assessment after the full course has been successfully completed and learners received full competency credits for all modules.
2. After the successful completion of the EISA learners qualify for the Occupational Certificate for Christian Religious Practitioner, or Christian Religious Professional.
3. For more information, please visit: <https://www.qcto.org.za/for-learners.html#certification-faqs>

## Partnerships

1. Partnership agreements are available for churches in the form of a Memorandum of Understanding for workplace experience in the church for learners.
2. Please contact Rev Dereck Siziba our Student Affairs Manager at [StudentAffairsManager@icbm.ac.za](mailto:StudentAffairsManager@icbm.ac.za) to enquire about the workplace experience requirement for learners in our programmes.

## Banking Details

Bank Name:	Standard Bank
Account Name:	International College of Bible
Account #:	221 200 886
Account type:	Business current account
Branch:	Clearwater Mall
Branch code:	001206
SWIFT address:	SBZA ZA JJ

*We proclaim Him by instructing and teaching all people with all wisdom  
so that we may present every person mature in Christ (NIV).*

Colossians 1:28



*Equipping the faithful  
to proclaim Christ to the world*



Physical Address

16 Mare Street Roodepoort Gauteng 1724



Postal Address

P.O. Box 2214, Roodepoort Gauteng 1725



011 760 4681

011 760 6252



[info@icbm.ac.za](mailto:info@icbm.ac.za)

[www.icbm.ac.za](http://www.icbm.ac.za)

# International College of Bible and Missions **Prospectus**

