



International College of Bible and Missions **Prospectus** 2023



ICBM

*Equipping the faithful
to proclaim Christ to the world*

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Message from the **PRINCIPAL**

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.

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).

Our Principals

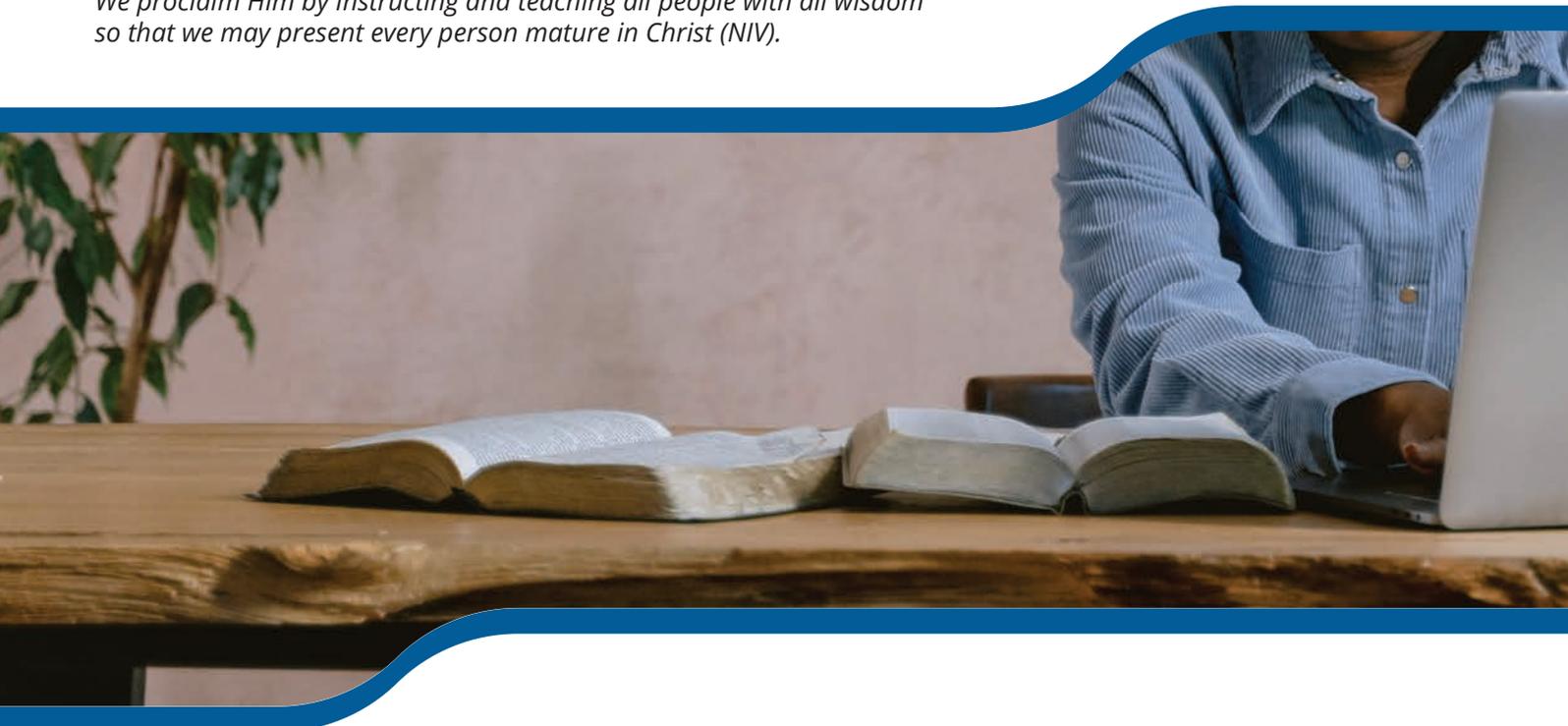
ICBM has a long history of godly men who have led the college in training Christian leaders.

- 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

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:

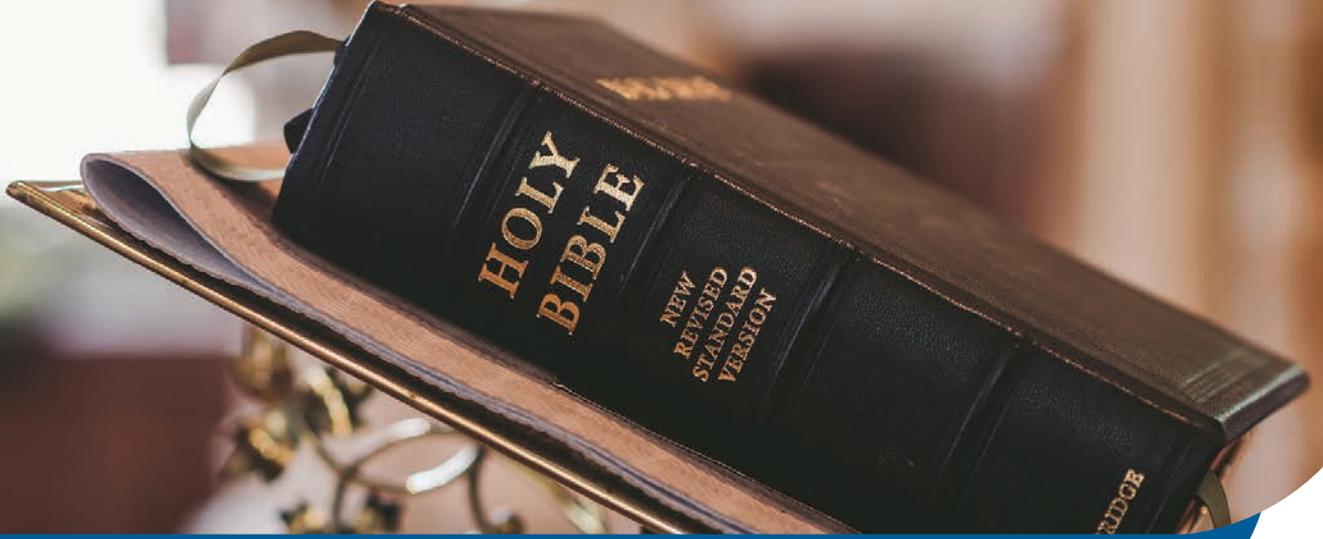
1. Qualified faculty that have practical experience in ministry and skill in transferring knowledge
2. Well managed administrative system
3. Excellent learner management system
4. Strong student support system
5. Innovative teaching
6. Intentional church and para church ministry partnerships for establishing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

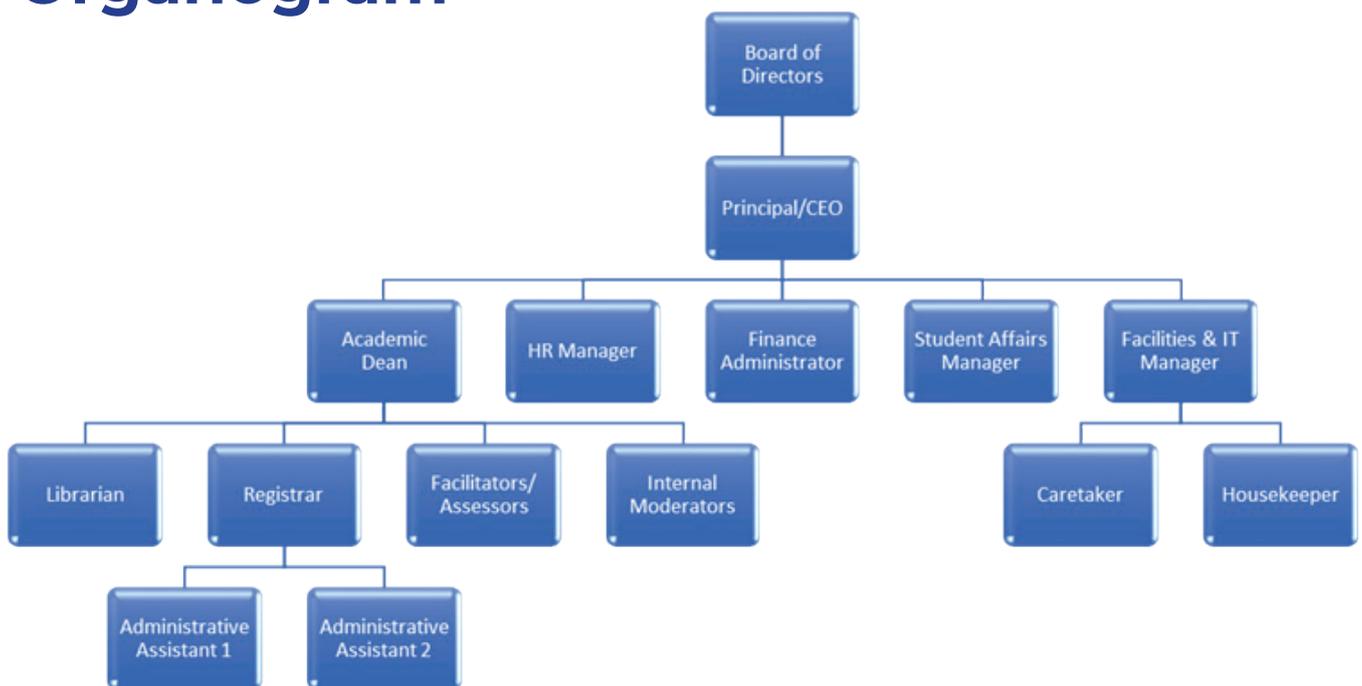
Accredited Programmes

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 B. Dereck Siziba
Student Affairs
Manager



Ms Yvette Barnes
Registrar / HR
Manager

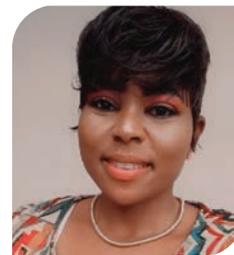
Mr Mark Qualls
IT Manager / Facilities
Administrator



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



Facilitators / Assessors

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

Dr Arthur Alard*
PhD Pastoral Studies
North-West University



Dr Stephen Briix*
DMin Pastoral
Leadership
Dallas Theological
Seminary

Rev Dereck Siziba*
BA Honours in
Theology
ICBM



Ms Yvette Barnes
BA in Theology
ICBM

Mr Donovan Blamire
Bachelor of Theology
North-West University



Dr Douglas Forsyth
PhD Practical
Theology
University of Pretoria

Dr Olga Alard
ThM Intercultural
Studies
Dallas Theological
Seminary



Rev Ndaba Mazabani*
Master of Theology
Olivet University

What you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also

2 Timothy 2:2

Christian Religious Practitioner



OCCUPATIONAL QUALIFICATION - NQF 2

Qualification Title	SAQA ID	NQF Level	Credits
Occupational Certificate: Christian Religious Practitioner	101997	2	156

Purpose and Rationale of the Qualification

Purpose

The purpose of this qualification is to prepare a learner to operate as a Christian Religious Practitioner. A Christian Religious Practitioner facilitates the effective practice of ministry work within a specific congregation/faith community to encourage spiritual formation, to nurture fellowship and mutual care within the congregation/faith community, to help members developing a Christian lifestyle, to provide Christian leadership, to ensure organisational well-being, and to facilitate appropriate responses of the congregation/faith community to needs in the wider society.

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.

A qualified learner will be able to:

1. Share the gospel in a specific context and to a specific audience.
2. Build caring relationships in the faith community and respond to the spiritual and physical needs of members.
3. Provide spiritual leadership and develop leaders in a faith community.
4. Arrange and oversee the day to day running of ministries and of the administrative and accountability processes of the faith community.
5. Share the gospel in a specific context and to a specific audience.

Christian Religious Practitioner Overview

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

Duration

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

Modes of Delivery

Blended: Face to face and online
E-learning

#	MODULE TYPE	MODULE NAME	MODULE CODE	NQF Level	Credits	156 Total Credits
1	Knowledge	<i>THE BIBLE AND BIBLE INTERPRETATION</i>	263601004-KM-01	2	20	20
2	Knowledge	<i>BASIC CHRISTIAN CONCEPTS</i>	263601004-KM-02	2	15	15
3	Knowledge	<i>WORSHIP SERVICES AND PREACHING</i>	263601004-KM-03	2	4	29
	Practical Skill	Share the gospel in a specific context and to a specific audience	263601004-PM-01	2	13	
	Workplace	Prepare and conduct worship services	263601004-WM-01	2	12	
4	Knowledge	<i>BASIC CHRISTIAN PASTORAL CARE</i>	263601004-KM-04	3	8	26
	Practical Skill	Build caring relationships in the faith community and respond to the spiritual and physical needs of members	263601004-PM-02	2	6	
	Workplace	Plan and conduct teachings, and develop ministry activities to enhance the quality of fellowship and mutual care	263601004-WM-02	2	12	
5	Knowledge	<i>CHURCH LEADERSHIP, ADMINISTRATION, AND ACCOUNTABILITY</i>	263601004-KM-05	2	7	43
	Practical Skill	Apply Christian leadership and develop leaders in a faith community	263601004-PM-03	2	6	
	Practical Skill	Arrange and oversee the day to day running of ministries and of the administrative and accountability processes in the faith community	263601004-PM-04	2	6	
	Workplace	Develop life skills and Christian living	263601004-WM-03	2	12	
	Workplace	Observe the leadership of a faith community on how they lead the community	263601004-WM-04	2	12	
6	Knowledge	<i>THE ROLE OF THE CHRISTIAN CHURCH IN THE WORLD</i>	263601004-KM-06	2	5	23
	Practical Skill	Help people in the faith community to share the gospel, support people in need and speak out for what is right and fair in the wider society	263601004-PM-05	2	6	
	Workplace	Participate in an outreach or community development project in a community	263601004-WM-05	2	12	



This programme will not only teach you the Bible and theology you need to know, but teach you how to practically use it in your life and ministry.

Structured Curriculum

Curriculum Code: 263601004 (Christian Religious Practitioner)

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

KNOWLEDGE MODULES			
MODULE CODE	MODULE NAME	NQF LEVEL	CREDITS
263601004-KM-01	Bible and Bible Interpretation	2	20
263601004-KM-02	Basic Christian concepts	2	15
263601004-KM-03	Worship services and preaching	2	4
263601004-KM-04	Basic Christian pastoral care	3	8
263601004-KM-05	Church leadership, administration, and accountability	2	7
263601004-KM-06	The role of the church (Christianity) in the world	2	5
Total number of credits for knowledge modules			59

PRACTICAL SKILL MODULES			
MODULE CODE	MODULE NAME	NQF LEVEL	CREDITS
263601004-PM-01	Share the gospel in a specific context and to a specific audience	2	13
263601004-PM-02	Build caring relationships in the faith community and respond to the spiritual and physical needs of members	2	6
263601004-PM-03	Apply Christian leadership and develop leaders in a faith community	2	6
263601004-PM-04	Arrange and oversee the day to day running of ministries and of the administrative and accountability processes in the faith community	2	6
263601004-PM-05	Help people in the faith community to share the gospel, support people in need and speak out for what is right and fair in the wider society	2	6
Total number of credits for practical skill modules			37

WORK EXPERIENCE MODULES			
MODULE CODE	MODULE NAME	NQF LEVEL	CREDITS
263601004-WM-01	Prepare and conduct worship services	2	12
263601004-WM-02	Plan and conduct teachings, and develop ministry activities, to enhance the quality of fellowship and mutual care	2	12
263601004-WM-03	Develop life skills for Christian living	2	12
263601004-WM-04	Observe the leadership of a faith community on how they lead the community,	2	12
263601004-WM-05	Participate in an outreach or community development project in a community	2	12
Total number of credits for work experience modules			60

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	R14,040
Payment plan fee (per year) (non-refundable)	R300
Per credit fee	R90
RPL Application fee (non-refundable)	R800
RPL Assessment fee (non-refundable)	R200
Transfer credit fee (per credit)	R45
Graduation fee	R800
External Integrated Summative Exam (EISA) Fee	R 1,000
Workbooks - hard copies – per copy (non-refundable)	R150



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.

Estimated Total Costs

Christian Religious Practitioner

Full Payment with 10% tuition discount (full-time students)

EXPENSE	TOTAL PAYMENT
Application Fee	R500
Full Payment: Tuition and registration balance after discount	R14,636
Graduation Fee	R800
EISA Exam (QCTO will determine final cost)	R1,000
TOTAL ESTIMATED COST:	R16,936

Payment Plan: 12 months (full-time students)

EXPENSE	MONTHLY PAYMENT	TOTAL PAYMENT
Application Fee		R500
Initial Registration Fee (Deposit, registration and payment plan fees)		R2,800
MONTHLY MINIMUM PAYMENT: (Tuition and registration fee)	R1,129	R13,540
Graduation Fee		R800
EISA Exam (Estimated cost: QCTO will determine final cost)		R1,000
TOTAL ESTIMATED COST:		R18,640

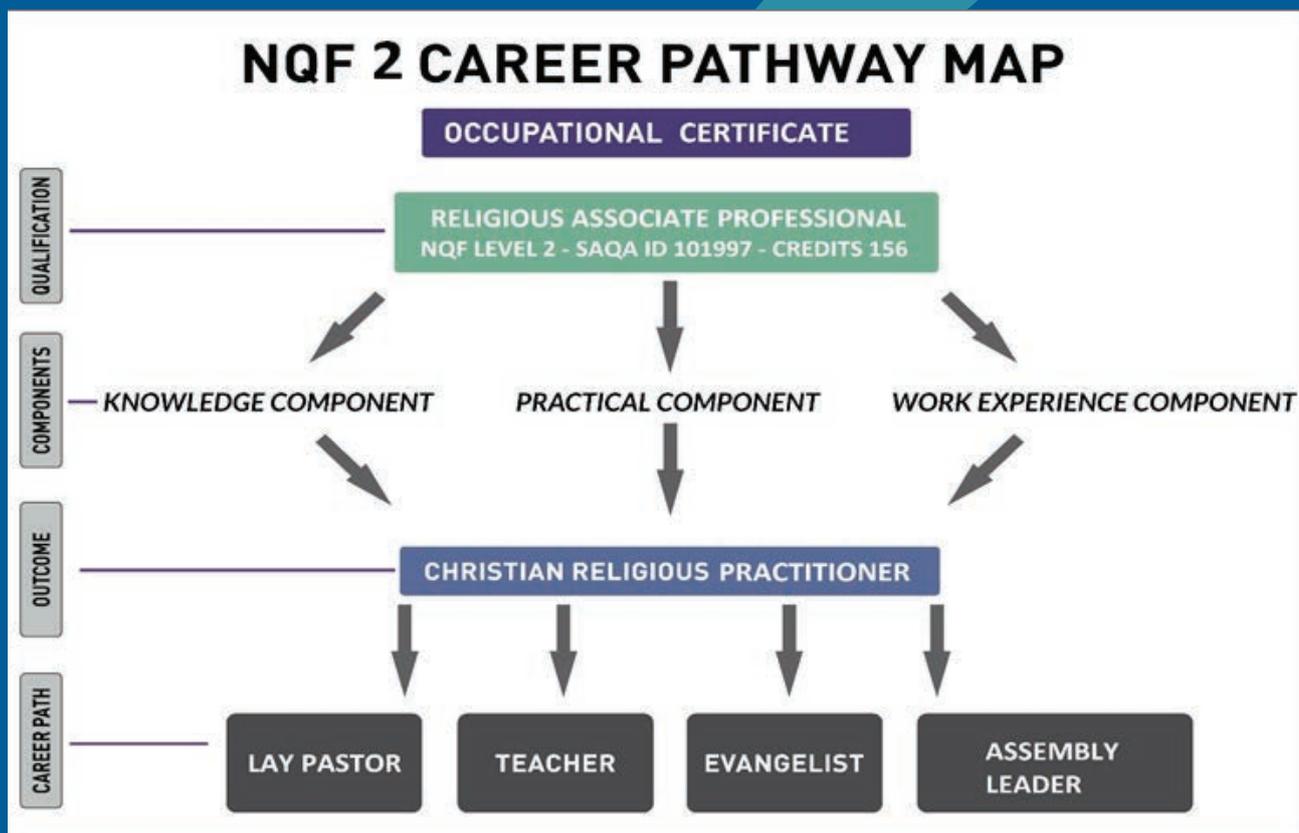
Payment Plan: 24 months (part-time students)

EXPENSE	MONTHLY PAYMENT	TOTAL PAYMENT
Application Fee		R500
Initial Registration Fee (Deposit, registration and payment plan fees)		R3,100
MONTHLY MINIMUM PAYMENT: (Tuition and registration fee)	R648	R15,540
Graduation Fee		R800
EISA Exam (Estimated cost: QCTO will determine final cost)		R1,000
TOTAL ESTIMATED COST:		R20,940

We offer different payment plans to make your studies more affordable.



Career Pathway



Articulation Options

Horizontal Articulation:

No horizontal articulation is currently possible due to a lack of available or related qualifications.

Vertical Articulation:

- Occupational Certificate: Health Promotion Officer: SAQA ID 94597, Level 3, 163 Credits
- National Certificate: Development Practice: SAQA ID 49600, Level 3, 120 credits

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.

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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

Full – time: 2 years

Part – time: 4 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	ESSENTIALS AND CHARACTERISTICS OF RELIGIOUS PRACTITIONERS	263601005-KM-01	4	6	6
2	Knowledge	THE BIBLE AND BIBLE INTERPRETATION (02.1 - 02.4)	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	BASIC CHRISTIAN CONCEPTS	263601005-KM-03	5	8	8
4	Knowledge	CHRISTIAN ETHICS	263601005-KM-04	5	8	8
5	Knowledge	HISTORY OF THE CHURCH AND AN OVERVIEW OF A VARIETY OF CHRISTIAN TRADITIONS	263601005-KM-05	5	6	6
6	Knowledge	PRINCIPLES OF BUILDING THE FAITH COMMUNITY	263601005-KM-06	5	8	8
7	Knowledge	PRINCIPLES OF PREACHING	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	PRINCIPLES OF CONDUCTING SERVICES	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	SPIRITUAL FORMATION, LIFE SKILLS TRAINING AND VALUE SYSTEM DEVELOPMENT	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	PRINCIPLES OF PASTORAL COUNSELLING IN A CHRISTIAN CONTEXT	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	THE MISSIONAL CALLING OF THE CHURCH	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-faith 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	PRINCIPLES OF CHURCH LEADERSHIP AND MINISTRY MANAGEMENT	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	CHURCH ADMINISTRATION, ACCOUNTABILITY, AND FINANCIAL MANAGEMENT	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:

KNOWLEDGE MODULES			
MODULE CODE	MODULE NAME	NQF LEVEL	CREDITS
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
Total number of credits for knowledge modules			123

PRACTICAL SKILL MODULES			
MODULE CODE	MODULE NAME	NQF LEVEL	CREDITS
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-faith community development initiatives	5	3
263601005-PM-16	Plan and manage the effective use of media	5	2
Total number of credits for practical skill modules			64

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
Total number of credits for work experience modules			50

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)	R300
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 (full-time students)

EXPENSE	TOTAL PAYMENT
Application Fee	R500
Full Payment: Tuition and registration balance after discount	R23,197
Graduation Fee	R800
EISA Exam (QCTO will determine final cost)	R1,000
TOTAL ESTIMATED COST:	R25,497

Payment Plan: 24 months (full-time students)

EXPENSE	MONTHLY PAYMENT	TOTAL PAYMENT
Application Fee		R500
Initial Registration Fee (Deposit, registration and payment plan fees)		R3,100
MONTHLY MINIMUM PAYMENT: (Tuition and registration fee)	R952	R22,830
Graduation Fee		R800
EISA Exam (Estimated cost: QCTO will determine final cost)		R1,000
TOTAL ESTIMATED COST:		R28,230

Payment Plan: 48 months (part-time students)

EXPENSE	MONTHLY PAYMENT	TOTAL PAYMENT
Application Fee		R500
Initial Registration Fee (Deposit, registration and payment plan fees)		R3,700
MONTHLY MINIMUM PAYMENT: (Tuition and registration fee)	R559	R26,830
Graduation Fee		R800
EISA Exam (Estimated cost: QCTO will determine final cost)		R1,000
TOTAL ESTIMATED COST:		R32,830

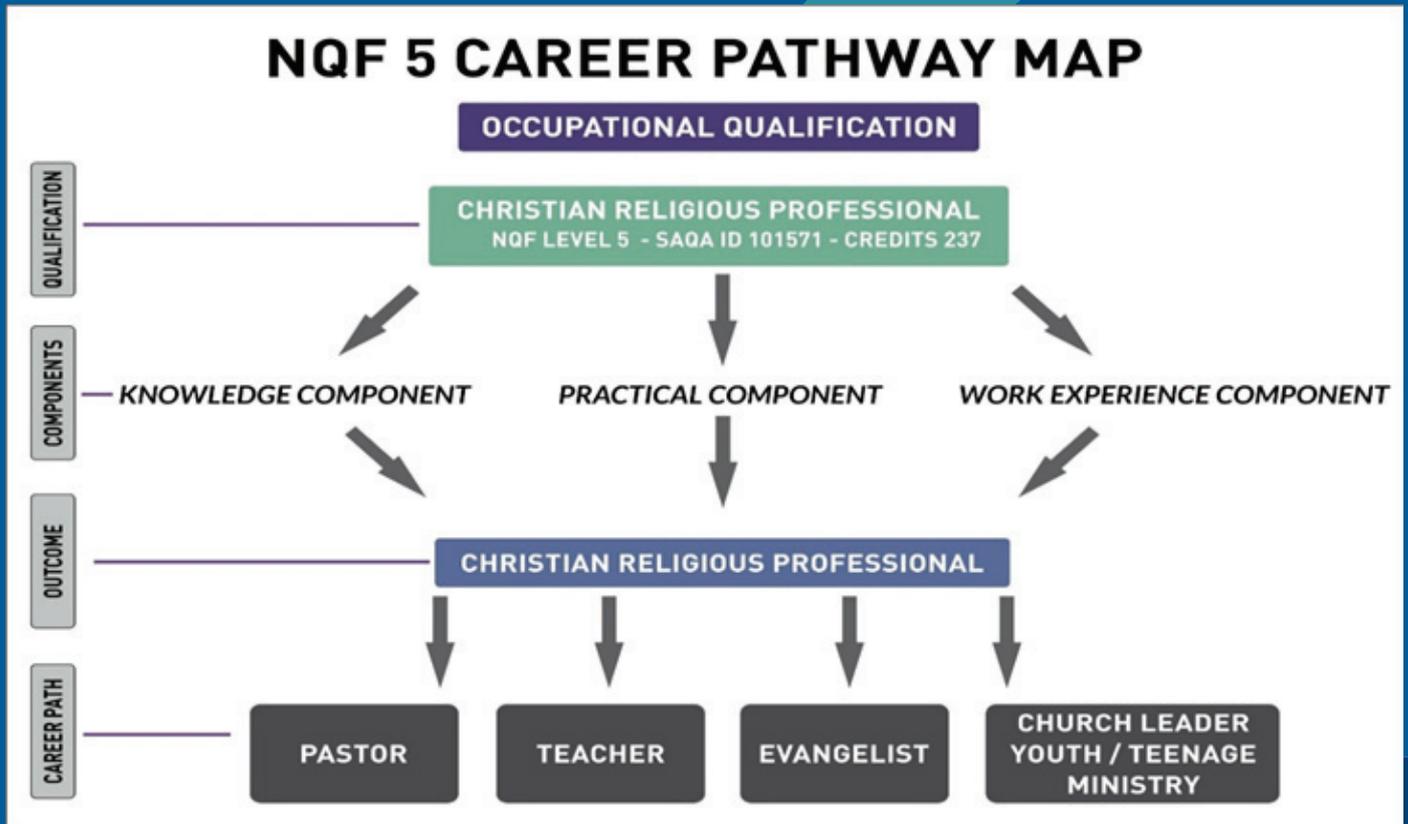
Affordable Tuition

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

Admissions

Our application process is easy.

Apply on our website:

<https://icbm.sis.educativetech.com/application>

Please note:

- ICBM cannot admit people living outside of South Africa into our QCTO programmes.
- Applicants must be computer literate and be able to read and communicate in English.



Application Requirements



Occupational Certificate: Christian Religious Practitioner

NQF2 - SAQA ID 101997 - 156 Credits



Occupational Certificate: Christian Religious Professional

NQF5 - SAQA ID 101571 - 237 Credits

The following documentation is required for the application:

1. A certified copy of your I.D. document / Passport
2. Signed Memorandum of Understanding (MoU) from your church pastor / mentor. This document is for the workplace requirement.

There are no educational requirements for this programme.

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

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.sqa.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.



NQF4 Bridging Course

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.

NQF4 BRIDGING COURSE EXPENSE	TOTAL PAYMENT
Application Fee	R500
Registration Fee	R1000
Tuition	R800

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.

Application Procedure



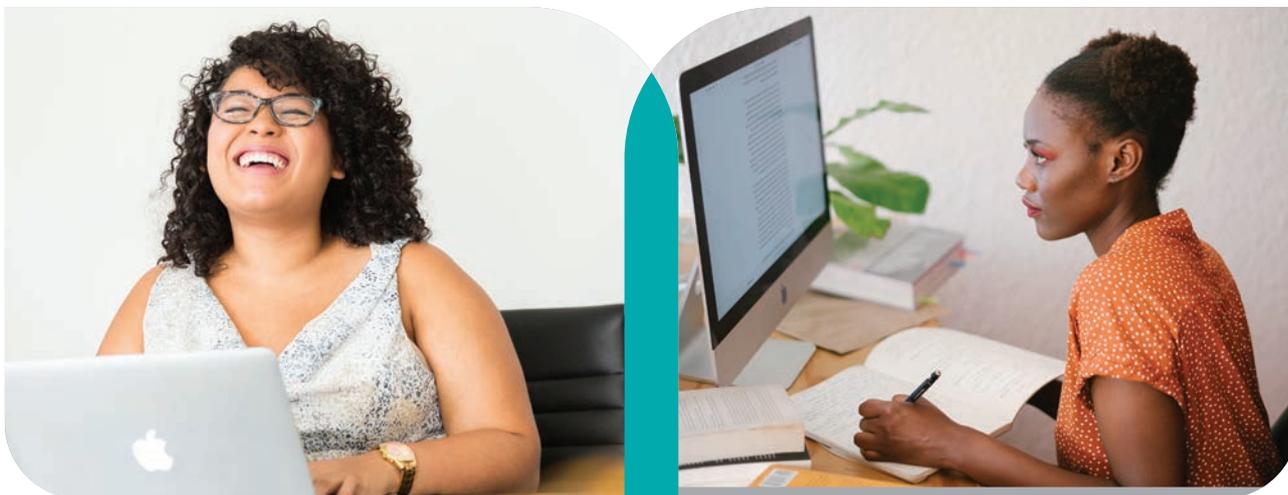
Student Support

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 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

www.icbm.ac.za

International College of Bible and Missions **Prospectus** 2023

