

NAIROBI EVANGELICAL GRADUATE SCHOOL  
OF THEOLOGY

*The Effectiveness of Rubura Theological Baptist Institute's  
Curriculum in Equipping Pastors for the Local Church  
Ministry in Burundi*

BY  
NYANDWI, JEAN-BAPTISTE

*A Thesis Submitted to the Graduate School in Partial  
Fulfillment of the Requirements for the Degree of Master  
of Arts in Christian Education*

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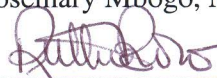
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**STUDENT'S DECLARATION**

THE EFFECTIVENESS OF RUBURA THEOLOGICAL BAPTIST INSTITUTE'S  
CURRICULUM IN EQUIPPING PASTORS FOR THE LOCAL CHURCH MINISTRY IN  
BURUNDI

I declare that this is my original work and has not been submitted to any College or  
University for academic credit

The views presented herein are not necessarily those of Nairobi Evangelical Graduate School  
of Theology or the Examiners.

(Signed) Nyandwi, Jean-Baptiste  
Nyandwi, Jean-Baptiste

July, 2005

## ABSTRACT

This study was an evaluative research, which attempted to discover the graduates' perception of the effectiveness of Rubura Theological Baptist Institute's (RTBI) curriculum in equipping them for the local church ministry in the Union of Baptist Church in Burundi.

The main source of data was the RTBI's alumni ministering in the local churches, which formed the Union of Baptist churches in Burundi. Three research questions, from which the researcher produced twenty-eight questionnaire items, guided the study. The eleven closed-ended and seventeen opened-ended questionnaire items were used to collect the study data. The closed-ended questionnaire items were rated in the model of Likert- scale. The responses were analyzed quantitatively with frequency count and then percentages calculated followed with the interpretations, while the informants answered the open-ended questionnaire in which they expressed their own perception of the effectiveness of Rubura Theological Baptist Institute's curriculum in equipping pastors for the local church ministry in Burundi.

The analysis and interpretation of findings revealed that the training of RTBI offered an effective preparation for the local church ministry. The relevant skills and knowledge enabled the alumni ministers to serve effectively in the local church. In general, the training helped pastors to respond to the needs of church members. Based on the findings, the researcher has further recommended the following to the RTBI's administration and the UBCB as a whole:

1. The program of RTBI would be re-prepared to reflect the actual realities of Burundi, considering that alumni ministers would be involved in ministries of justice and reconciliation, leading communities characterized with ethnic, social, economic and intellectual diversity and the HIV/AIDS pandemic and its consequences.
2. The RTBI's administration should provide the teaching material of first necessity, qualified personnel, building the modern library for the sake of updating the institution and its products.
3. The curriculum must have a high degree of dynamism and flexibility.
4. Rather than having one level of material in the program, it might be fair to have the certificate, diploma, and degree level in different fields of learning at RTBI.
5. Students' recruitment procedures could be examined in order to allow in students from other evangelical churches from within and outside the country.
6. Apprenticeship, at least one year, is to be introduced in order to provide a learning situation that permits students to apply theories learnt into practice before they start the ministry after graduation.



## **DEDICATION**

To Rev. Samuel Mugendashamba and Frediana Nyirarugendo, my beloved parents, because of the offering of your love, wisdom, and prayers, I have identity. I lay my tribute and I shall forever be indebted.

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## **LIST OF ABBREVIATIONS**

**ABIM:** American Baptist International Ministries

**NEGST:** Nairobi Evangelical Graduate School of Theology

**RTBI:** Rubura Theological Baptist Institute

**UCBC:** Union of Baptist Churches in Burundi

## CHAPTER 1

### INTRODUCTORY STATEMENT

As far as my knowledge is concerned, since independence, Burundi has been in civil war caused by tribalism, regionalism, and ethnicity. This political instability has affected and continues to affect people's lives. The economical, social, political, intellectual and spiritual situations are weakened. Nevertheless, people praise God for the peace talks, which took place in Arusha, Tanzania, and the cease-fire agreement between the warriors. As a country Burundi is moving toward stability.

The pastors in Burundi are involved in ministries of justice and reconciliation, leading communities of faith in coping with ethnic, social, economic and intellectual diversity, and the HIV/AIDS pandemic and its consequences.

The Union of Baptist Churches in Burundi is experiencing a shortage of trained religious leaders, a shortage of theological institutions, and difficulty in sending students abroad, a need of unity and reconciliation and a need for theological training. The only theological institute preparing pastors for the local Baptist church ministry in Burundi is the Rubura Theological Baptist Institute. This Institute started earlier in the 1950's as Rubura Baptist Seminary. Ronne (2004) wrote,

The first groups of pastors from Rubura school were: Jean Mirango-first pastor at Runyomyi Baptist Church, and then at Kirabo. Eliakimu Gituro, who went to Nyantanga, Paul Sandugu who served at Musema Baptist Church. Daniel Rutondiye who went to Nyankanda Leprosy Center and later to Bwari Kayanza, his home church. Ezekiel Nyankamwe from Rubura died in 1972. This first group graduated and was ordained on the day of Pentecost 1962.

Did the training help to better service in the respective local Baptist Churches which formed the Union of Baptist Churches in Burundi? The training ministry was a means to the preparation of ministers for the ministry in local Baptist Churches. Niels (2004), another Danish Baptist Missionary in Burundi, continued saying,



After this period the school faced a lot of difficulties. The school shifted from here and there due to the insecurity. The school moved to Mataba and my wife and I served from 1977 to 1985. It moved there because the missionary who was responsible was denied a visum to stay in Burundi. We took over 8 students who graduated later 1981 and were ordained in Musema. We went for leave and when we came back the major concentration was made on practical theology rather than academic theoretic ones. We had some good years but suffered from lack of library, qualified teachers. The courses offered that time were the Old & New Testament theology, homiletic and Hermeneutic, English, and French courses (Niels 2004).

Education is possible when there is security and peace, but the whole life of the country is unstable when there is a trouble. The lack of materials of first necessity and the shortage of trained people do manifest the issue which is on my heart need to be looked at for the relevancy of the Rubura Theological Baptist Institute for the sake of preparing pastors for the ministry in the local Baptist Church. Ronne said:

In 1994 the following student pastors graduated from Rubura and were ordained at Bwari in August. Job Bagorikunda, pastor at Mataba for a short period. Habonimana Abraham; Fanuel Niyonkuru from Ruhinga; Nsengiyumva Emmanuel from Munyange. Sengiyumva Julien from Bujumbura (a single man, was not ordained); Nsengiyumva Leonidas, pastor in Musema, Ntakizana Etienne from Yanza- Kibati and Sinzubwenge Joseph, pastor at Kijumbura and the President of the Union of Baptist Churches of Burundi. The last group from Rubura graduated in 2003 and was ordained on August 31, the day of jubilee of 75 years of Union's existence. Since its beginning, the Seminary has been providing pastors for local Baptist Churches in Burundi. (Ronne 2004).

#### Problem Statement

The present study was an attempt to find out the effectiveness of Rubura Theological Baptist Institute in equipping pastors for ministry in local churches in Burundi from the perception of Rubura Theological Baptist Institute's alumni.

#### Purpose of the Study

The purpose of this study was to discover the graduates' perception of the effectiveness of the Rubura Theological Baptist Institute's curriculum in equipping them for local church ministry in the Union of Baptist Churches in Burundi.

### Delimitation

The study was limited to twenty alumni of Rubura Theological Baptist Institute who have at least one year of experience in applying what they learnt from the institution. The alumni's perception was meant to lead the researcher in the evaluation of the effectiveness of Rubura Theological Baptist Institute's curriculum in equipping pastors for local church ministry in the Union of Baptist Churches in Burundi.

### Limitations

The study was limited to the effectiveness of Rubura Theological Baptist Institute's curriculum in equipping pastors for local church ministry in Burundi. The questionnaire items were defined and administered to twenty alumni of the Rubura Theological Baptist Institute. The questions reflected the alumni's perception of the Rubura Theological Baptist Institute's curriculum, the reality of the ministry they are doing, and the impact of their ministry on their personal and spiritual growth.

### Significance of the Study

First, the study was a means to help the Union of Baptist Churches in Burundi to learn if the curriculum is effective in preparing the whole person as an effective minister with integrity. Second, the findings were meant to give a lead to the Rubura Theological Baptist Institute in the formation of guidelines on curriculum development suitable to the local Church in the Union of Baptist Churches in Burundi.

### Research Questions

The study will be guided by the following research questions:

- R.Q.1 What are the perceptions of the alumni of Rubura Theological Baptist Institute of the effective preparation for the local church ministry?
- R.Q.2 To what extent does Rubura Theological Baptist Institute offer the relevant skills and knowledge that enable the alumni minister to serve effectively in the local Church in Burundi?



R.Q.3 How is the training offered in the Rubura Theological Baptist Institute helping pastors to respond to the needs of church members in Burundi?

#### Definitions of Terms

**The curriculum:** In this study the curriculum is defined as an educational road map used to achieve the intended aim of the institution in order to meet the needs of a given population.

**Equipping:** nurturing with biblical knowledge and skills to utilize the word of God as a called, gifted, approved men in carrying on Christ's priestly ministry in the local church (Miller 1969, 209).

**Local church:** The author defines the local church as a family of baptized Christians, under the Lordship of Jesus Christ, aiming to accomplish the Great Commission by nourishing the soul, the body, and the mind. Sjoberg defines the local church as "the body of those called out by God through his word and Spirit to be a community of his people in communion and divine fellowship" (Sjoberg 1974, 16). In short, the local body of baptized believers is a church in which the transformed ones aim to transform the unbelievers into the saving faith.

**Ministry:** This is the service whereby one is seen as a servant in the service of God, for the church. An area of Christian service which God has called individuals to serve.

**The pastoral ministry:** Referring to Ephesians 4:12, the pastoral ministry is defined as all activities of the Minister, within the local church, toward the preparation of all God's people for the work of Christian service, to build up the body of Christ (Krass 1974, 3). Included in these activities are teaching, preaching, evangelism, worship leading, shepherding, enabling, administering, stewardship, and helping the needy. The servant as man of God is emulating Christ in preparing God's people for the work of Christian service. This is a service of building up the body of Christ (Krass 1987, 3). In this study, pastoral ministry is an ordained ministry of God.

**Needs:** In this study the needs which the pastor is supposed to meet for the congregation are physical, social, intellectual and spiritual needs.

## CHAPTER 2

### RELATED LITERATURE REVIEW

The Union of Baptist Churches in Burundi is a board of local Baptist churches in Burundi which builds its mission on the Great Commission found in Matthew 28:19-20: “Therefore go and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of age” (NIV).

In this Great Commission, the key phrase is “make disciples”. But what is to make disciples, and who is to make disciples? Many answers may be given according to everyone’s understanding, but in this study the researcher defines “making disciples” as winning the individual into a saving relationship with Christ, and a growing relationship with the body of Christ and bearing witness to all nations.

The pastor goes to win the people to Christ. The pastor baptizes one who confesses his/her sins. The words “go” and “baptizing” denote the process of achieving the commandment of making disciples. In order to achieve any goal, attention is to be given to preparation, education, and application. The Rubura Theological Baptist Institute exists to prepare the whole person as an effective man with integrity and knowledge in God’s word, skilled in carrying on the pastoral ministry. The Institute also equips men to be servants capable of building up the body of Christ in the local Baptist Church in Burundi. The pastor fulfils different ministries.

#### Pastor as a Teacher

The pastor plays an important role in the educational ministry of the local church. He oversees the educational ministry in the local church. The pastor nurtures and transforms his members with the word of God. The growth in the Word of God is to be experienced by every



Christian. The pastor as a teacher fulfils the Great Commission by making disciples.

Teaching for making disciples is to take place in every local church. This fulfils the Great Commission. Smart wrote,

The church must teach, just as it must preach, or it will not be the church. Responsibility for teaching rests upon the whole church even though on certain members undertakes specific teaching assignments. Teaching belongs to the essence of the church and a church that neglects this function of teaching has lost something that is indispensable to its nature as a church. It is a defective church if it is lacking at this point, just as a church in which the gospel ceases to be preached in its purity or a church in which the sacraments cease to be rightly administered is a defective church (Smart 1954, ii).

This shows that the pastor has a contribution to give in bearing fruit for Christ, by using his spiritual gift to build the body of Christ. Every pastor has a spiritual gift in the task of making disciples. The Bible is the source for the church's authority as it ministers to God's people. The Bible says,

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ (Eph.4: 11-13 NIV).

This passage does not only give the elements which form biblical truth for the church's educational ministry, but it shows that the pastor is a gifted person to build up the body of Christ. The pastor, as a teacher, is to imitate Jesus Christ. Teaching God's truth is the heritage of Baptist's Faith (Edgemon 1988, 33). Paul tells Timothy to carry on what he has learnt from him, "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others" (2 Tim. 2: 2 NIV)

Paul's formula for making effective disciples is to learn, commit and teach. Timothy was to give instruction with a total commitment and use appropriately what he has learnt from him. In the Biblical view, the Pastor- Teacher is a called person of God who aids people in understanding the meaning of life in a God-centered world, and guides them in finding, facing and fulfilling the divine will (Coleman 1984, 50).

A Pastor-Teacher is a guide, resource provider and evaluator to help people to get knowledge. A pastor is a discipler. Coleman says, “A disciple of Jesus Christ is a person who is willing to have his life changed by what he learns from his master. To disciple, in the Great Commission, means to lead individuals to acknowledge the lordship of Jesus Christ in repentance and faith and to submit oneself to a continuing process of instruction, which will radically alter their lives” (Coleman 1984, 30).

This is becoming a vessel of righteousness in shaping people’s lives through biblical truth for the glory of God. Sjoberg says, “the duty of the pastor is also to correct the erring souls, to heal the sick souls and bring back the sinning ones to the right fellowship with God and one another” (Sjoberg 1974, 41).

The church leaders must come to a point of accepting the common ground afforded by the death of Christ, and thus, seek to build believing communities whose ultimate aim is to serve, love and protect themselves (Buconyori 1993, 34). A schooled servant shares burdens, unveils spiritual gifts which help us to seek and live peaceful in the world. The gifts, which have been apportioned to us by God’s grace, are for building the body of Christ and doing work of service. The book of Ephesians 4:7, 12, 13 confirm this. God asks you and I to live interdependently in a covenant community that promotes the common enterprise of responsive discipleship.

#### Pastor as a Shepherd

Jesus said, “I am the good shepherd; I know my sheep and my sheep know me, just as the Father knows me and I know the Father- and I lay down my life for the sheep. I have other sheep that are not of this sheep pen. I must bring them also. They too will listen to my voice, and there shall be one flock and one shepherd” (John 10: 14-16 NIV).

If Jesus knows his sheep, what about the Pastor of the local church? The pastor of the local church ought to know the bleating, the cries of joy, sorrow, hunger, thirst and sickness of the sheep. A shepherd must love, feed, and defend the sheep. The pastor of the local church should lead the members to green pastures and still waters also. The local Baptist

Church calls its leader a pastor. A pastor is respected because of his wisdom and maturity in the faith. The Baptist Pastor is a priest like other believer(s). He is a church leader committed to Christ, so he is a servant. Good leadership traces its roots in biblical authority. Peter writes, “To the elders among you, I appeal as a fellow-elder, a witness of Christ’s suffering and one who also will share in the glory to be revealed: Be a shepherd of God’s flock that is under your care, serving as overseers-not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the chief shepherd appears, you will receive the crown of glory that will never fade away” (1 Peter 5: 1-4 NIV).

The Pastor must be a reliable, faithful and trustworthy man. Paul tells Timothy, his dear son, “Do your best to present yourself to God as one approved, and a workman who correctly handles the word of truth” (2 Tim 2:15, NIV).

#### Pastor as a Leader

The local church needs good leaders. The leadership is always of utmost importance. Without spiritual leadership there can never be good order, peace, unity, reconciliation, justice and development. The Pastor is to take heed. The pastor of the local church is given this responsibility. Sjoberg said, a pastor ought to be only one commander, only one captain on a ship. If all should take over the leadership; this would lead to confusion (Sjoberg 1974, 34).

Sjoberg continues saying that the elder, pastor or bishop must be of good character and such as the members of the church can trust. The pastor must also be able to lead, feed and protect the flock (Ibid, 37).

#### Pastor as an Enabler

In pastoral ministry, a pastor plays an important role in personalization. He enables a believer to become a self-reliant person in society. Man is subject to vertical and horizontal relations with God and other people. This is a reality in the sense that man is not an isolated being. The late President of Tanzania, Julius Nyerere said, “a self-reliant person is someone



who is able to realize himself, not only physically, mentally, but also morally, socially and emotionally” (Njoroge 1986, 245).

The pastor not only pays attention to the physical, mental, moral, social and emotional aspect of his church members, but also gives great consideration to the spiritual aspect of a person. The theological education enables the gifted servant to be more effective vessel in transforming a person, believer or non-believer, the way God wants. God wants people to be transformed for his glory. The theological education is to allow the student to keep the harmony of the society and the establishment of harmony between God, man, and the community.

In the process of physical changes as well as the spiritual change, God gives his people potentiality. Each is to find out his potential and develop it to make the best of his life here and hereafter. Tanyi says, education is the responsibility of the community which alone can ensure humata, social intelligence, practical intelligence, creative mind, a conviction in life and self-discipline and effectively prepare the individual to be of service to the community and himself (Tanyi 1984, 122).

#### Pastor as the Extender of the Ministry of the Local Church

There is an appraisal of the potential for ministry within the local Church. Jesus challenges every Christian to expand and develop the work of the local church within own localized situation. Everything is given and promised which is needed for the salvation of men and women: the preaching of the gospel, the sacraments, varying gifts and ministries. The local church is a full and perfect manifestation of the “ecclesia”, the congregation, the community, the church of God (Belben 1986, 7).

The local church is a factory of love, forbearance, mutual forgiveness, encouragement and mutual burden bearing. Under the leadership of the Holy Spirit, the local church and its pastor are to involve daily activities in a spiritual warfare. There is a necessity of identifying and cultivating the spiritual gifts in the body of Christ in order to move forward in this spiritual warfare. The pastor in enabling ministry does what is beyond a job. London says,

“To be pastor is more than fulfilling a job or doing well in an occupation; it is a way of life. It is a lofty vocation, a high calling that people will never experience” (London and Wiseman 1984, 21).

The pastor intends to nurture the member in biblical knowledge. The pastor focuses on Christ as the Lord. Christlikeness characterizes his pastoral ministry. Christlikeness is a marvelous magnetism in attracting and keeping people in the church. Christlikeness changes people to be like Christ. .

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### CHAPTER 3

#### METHODOLOGY AND PROCEDURE

In this chapter, the nature of the population, sampling procedures, instrument development and implementation were covered. In quantitative research, data collection aims at gathering information from individuals who can help one address research questions. This means one must determine the individuals and sites of study. In order to respect individuals and sites, one must obtain their permission before starting data collection (Creswell 2002, 159).

#### Entry

To carry out the research, permission was sought from General Secretary of the Union of Baptist Churches in Burundi. The General Secretary introduced the researcher to the intended alumni ministers of Rubura Theological Baptist Institute who are in pastoral ministry in local churches, which form the Union of Baptist Churches in Burundi. The researcher also got a letter of introduction to the General Secretary of UBCB from Deputy Vice-Chancellor of Academic Affairs from Nairobi Evangelical Graduate School of Theology (NEGST).

#### Population

The population of this study was defined as all the pastors who graduated from Rubura Theological Baptist Institute and are in full –time pastoral ministry of the Union of Baptist Churches in Burundi. This population has a size of forty pastors. Today, the Union of Baptist Churches in Burundi has more than 120 churches. Some churches are under the leadership of evangelists who are answerable to an ordained pastor. Almost all pastors went through theological training at Rubura Theological Baptist Institute. Others went through



l'Ecole de Théologie de Butare, International Baptist Theological Seminary of Eastern Africa, Université Théologique de Kinshasa, Institute Evangelique de Mweya and others were among the first converts who grew up spiritually and intellectually from the Danish Missionaries who brought the Gospel to Burundi.

During the study, the researcher contacted twenty pastors who went through Rubura Theological Baptist Institute, which mainly aims to respond to the goals of the Union of Baptist Churches in Burundi.

### Sampling

The sample was made in order to reduce the cost in monetary terms and duration of the study. Selltiz et al. said, it is generally much more economical in time, effort...to get the desired information for only some of the elements with the intention of finding out something about the population from which they are taken. This group of elements is referred as sample (Selltiz et al. 1959, 510)

The researcher limited the respondents to twenty pastors for the study. The key characters are the alumni of Rubura Theological Baptist Institute who have at least one year of experience in applying what they learnt from Rubura Theological Baptist Institute. In this study the random sampling method was used. The questionnaires were distributed during the general meetings that took place at the beginning of the year 2005.

The researcher selected randomly twenty pastors who represented the whole population. The selection is done randomly as a way of seeking to make the sample as representative of the population as possible. Selltiz et al., in the literature, mentioned that what the researcher finds out about the sample is true about the population as a whole ( Selltiz et al., 510). From the alumni, the researcher hopes to find out what may be the opinions and challenges the alumni have come across that have affected their pastoral ministry in Burundi, and what their suggestions are for the provision of guidelines on the curriculum development.

### Designing and administering the Instruments

The study was an evaluative research. The collection of data was based on use of the open-ended and closed- ended questionnaire. The questionnaire items were formulated to receive the relevant answers. The questionnaire was translated into French, the language used by the alumni ministers. The researcher translated the questionnaire. Due to the meetings of the pastors of the Union of Baptist Churches in Burundi, which respectively took place on January, March and May 2005, the researcher traveled to Bujumbura to administer the questionnaire to the considered informants.

The follow up procedure was easier for those who were slow in returning the questionnaire. Apart from enabling the follow-up, the person administering the instrument has an opportunity to establish rapport, explain the purpose of the study, and explain the meaning of items that may not be clear (Best and Kahn 1989, 181).

The researcher asked the alumni ministers to answer the questions in regard of what they have learnt at RTBI and what they have experienced in their ministries. In open-ended questionnaire, the alumni ministers gave their opinions. These factors would help the Union leadership to develop a curriculum, which might respond to the reality of the local church ministry in Burundi.

### Reliability and Validity of the Instrument

Validity and reliability are qualities that are very crucial to the effectiveness of any data gathering (Ibid. 153). The instruments such as questionnaire, which are at the same time closed and open-ended questions, will meet the criteria of validity and reliability applicable to data collection (Borg and Gall 1996, 290).

To carry out the study, the closed and open- ended questionnaire items were administered to the twenty alumni of the Rubura Theological Baptist Institute. Creswell said, reliability means that individual scores from instruments should be nearly the same or stable on repeated administrations of measurement error, and they should be consistent (Creswell 2002, 180). Before the administration of questionnaire to the alumni ministers, some

precautions were taken in consideration. The researcher formulated the questionnaire and then the instrument was examined on the following basis:

- The researcher administered the questionnaire to five pastors of the Union of Baptist Churches in Burundi who graduated from other theological institutions. These five pastors are selected because they are full-time in pastoral ministry in local churches in Burundi, are experienced pastors, with good will and cooperation, who are eager to help in research, not people who can thwart the researcher's process. The remarks from the five pastors helped to take away ambiguous questions before the questionnaires were taken to the intended informants.

#### Pilot Testing

Leedy said all questionnaires should be pre-tested for precision of expression, objectivity, relevance and suitability to the problem situation (Leedy 1985, 12). In order to ascertain the reliability, clarity and validity of the instruments, the questionnaire was pilot-tested among five pastors who are in ministry in the Union of Baptist Churches in Burundi. The five pastors went through theological education from other theological institutions, but they are doing the same ministries in local Baptist churches in Burundi.

This pilot testing intended to sort out questions that will not yield the desired information and correct any items in the instrument that the respondents can't understand. In short, the pilot test enabled the researcher to see that the questionnaire items were clear, reliable and valid.

#### Data collection

The researcher distributed the questionnaire to the alumni ministers who were in general annual meeting of the Union of Baptist Churches in Burundi. In order to facilitate the data collection and minimize the subjectivity in quantitative analysis (Mugenda & Mugenda 2003, 75), the researcher used the Likert-type scale. The Likert-type scale is described as the best statistical instrument to collect data in an opinion survey (Borg and Gall 1989, 432) such as the one to be used in this study. For this reason the questionnaire were constructed in such



way that the alumni ministers indicated their opinion by making a tick mark the appropriate number in one of the five categories for each item:

1. Strongly disagree
2. Disagree
3. Undecided
4. Agree
5. Strongly agree.

In addition, the alumni ministers answered the open-ended questionnaire in which they expressed their perception on the effectiveness of Rubura Theological Baptist Institute's Curriculum in Equipping Pastors for the Local Church Ministry in Burundi. This study of the effectiveness of the RTBI's curriculum in equipping pastors for local church ministry in Burundi was conducted among twenty pastors. The open-ended and the closed-ended questionnaire items were used to collect the study data. The purpose of the closed-ended questionnaire items was to quantify the responses that could be quantified. The open-ended items enabled the alumni ministers to say what they had in mind in their own words. The researcher distributed the instrument to the intended alumni ministers during the general meeting of pastors. It was made to prevent loss or delay of questionnaires, and some clarifications were given. The researcher received input from pastors based on their practical experience. The Union's educational leadership, together with Rubura Theological Baptist Institute's administration, could develop the school's curriculum in order to cope with the realities of the Union of Baptist Churches in Burundi, and the Burundian evangelical churches in general.

#### Data Analysis

Quantification has been defined as numerical method of describing observation of characteristics, attitudes, or opinions of a population by studying a sample of that population. From the sample results, the researcher generalizes or makes claims about the population

(Creswell 2003, 153). Best and Kahn agree that quantification is a numerical method of describing observation of materials (Best and Kahn 1989, 160). In data analysis the researcher described opinions and indicated the percentage responses from the alumni ministers. The researcher used the Likert (strongly agree, agree undecided, disagree and strongly disagree).

The following steps were followed in data analysis:

- (i) Information about items regarding the statistics in percentages of the responses.
- (ii) Description of outcome on each question
- (iii) Discussion of information in response to the average responses on each questionnaire item.
- (iv) Overall discussion and interpretation on each research question.
- (v) Concluding statement to each observation in response to statistical procedure.

### Research Design

For this study, information was collected from the Alumni ministers of Rubura Theological Baptist Institute using the close and open-ended questionnaire. The data obtained through the questionnaire were used to represent the alumni's perception of the effectiveness of the curriculum of the RTBI in equipping pastors for local church ministries in the Union of Baptist Churches in Burundi. An instrument is a tool for measuring, observing or documenting quantitative data (Creswell 2002, 173).

Both the open and closed- ended questionnaires were designed as a data-gathering instrument for this study. Best and Kahn say, a closed-form questionnaire is entirely satisfactory. It is easy to fill out, takes little time, keeps the respondent on the subject, is relatively objective, and is easy to tabulate and analyze. They continue saying that the opened –ended form questionnaire calls for a free response in the respondent's own words (Best and Kahn 1989, 183).

The questionnaire was designed to determine the opinions of the respondents who went through RTBI's curriculum and are in local Church ministry in Burundi. The questionnaire was defined in terms of the realities of the ministry and the complexity or

diversity of the members in the churches and the alumni's opinion toward the curriculum. The goal was to help the Union's leadership, through its educational departments, and the administration of RTBI, to come out with a curriculum, which would respond to need of the local church ministry in Burundi.

## CHAPTER 4

### ANALYSIS, FINDINGS AND INTERPRETATION

The researcher collected the data by using the closed and opened-ended questionnaire items. The questionnaire items were distributed to the respondents who were in pastoral ministries in the Union of Baptist churches in Burundi. The distribution of these instruments during the meeting of pastors was intended to prevent a lot of loss, but three questionnaires did not return to the researcher due to an incident, which took place during the completion of the questionnaires. On the ground of the Rubura Baptist church a tree fell on a child who was playing around and he passed away on the spot. Three pastors, who were completing the questionnaire, went with copies hoping to complete them, but they did not return.

The data obtained through the questionnaire, completed by seventeen alumni ministers who graduated respectively in 1985, 1994 and 2003, were used to present the graduates' perception of the effectiveness of the curriculum of the Rubura Theological Baptist Institute in equipping them for local church ministries in the Union of Baptist churches in Burundi. Note that of the total twenty copies of questionnaires distributed, seventeen were completed and collected, representing 85%. This percentage resulted from a close follow up process of questionnaire distribution and administration by both the coordinator of Christian Education in the Union of Baptist Churches in Burundi and the researcher.

**Table 1. Rate of questionnaire distributed and returned**

Source	Distributed	Returns	Percentage
Alumni of RTBI in Pastoral ministries in local church	20	17	85



### Identification of the Respondents

The study secured personal identification of the intended respondents in two aspects: by position in the local church, and by length of time in this position.

**Table 2. Profile of respondents by position in the local church**

Position and Responsibilities	Frequency	Percentage
Pastors	17	85.0
Head of Department	3	15.0
Total	17	100

Table 2, which deals with the alumni ministers' position in the local church ministry in Burundi, reveals that 17 are functioning as pastors of the local church and at the same time three of them are heading departments. All the alumni ministers informed the researcher that the training they received at RTBI enabled them to serve as church leaders/pastors.

**Table 3. Profile of alumni ministers by length of time in the pastoral ministries**

Age gap of service	Frequency	Percentage
One year and half	10	50.0
Between 2-10yrs	1	5
Beyond 10-25yrs	6	30.0
Total	17	85.0

Table 3, which deals with the profile of alumni ministers by length of time in the pastoral ministries in the local church ministry in the Union of Baptist churches in Burundi shows that the majority of pastors had served for a short time, that is one year and a half. This population represents 50%. The pastors who had served between two to ten years were very

limited. Only 5% comprise the alumni ministers. The pastors who had served beyond ten to twenty-five years represented 30% of the alumni ministers.

#### Findings in the Closed-ended Questions

Below are the descriptions of the data obtained through closed-ended questionnaire items. The treatment was done in consideration of areas of attention in correspondence of three research questions elaborated to seek the graduates' perception of the effectiveness of the Rubura Theological Baptist Institutes curriculum in equipping pastors for local church ministry in the Union of Baptist churches in Burundi. In research question 1, the concern was on the perceptions of the Alumni of Rubura Theological Baptist Institute on the effective preparation for the local church ministry. The following was the research question:

**Research Question 1:** What are the perceptions of the alumni of Rubura Theological Baptist Institute of the effective preparation for the local church ministry?

The related questionnaire item was to define on the effective preparation for the local church.

The questionnaire item 1 read, "The training of RTBI is effective for the local church ministry in Burundi."

**Table 4. The effective preparations for the local church pastors**

Responses	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	-	-
Agree	11	65
Strongly agree	6	35
Total	17	100

The result showed that 65% of the alumni ministers affirmed the training received at Rubura Theological Baptist Institute as effective for the local church ministry in Burundi, and 35% strongly agree with the statement that the training at RTBI was effective for the local church ministry in Burundi.

### ***Outcome of Research Question One***

These indicated that the majority of alumni ministers agreed that the training received at Rubura Theological Baptist Institute was effective for the local church ministry in Burundi. A small proportion of these alumni ministers replied that the training was strongly effective for the preparation of local church ministry.

### **Discussion**

The study was limited to twenty alumni ministers of Rubura Theological Baptist Institute, who had one year to twenty-five years of experience applying what they learnt from the institution. The results on the item confirmed that the majority of alumni ministers perceived that the training given at Rubura Theological Baptist Institute is effective for their local church ministry in Burundi. In an earlier statement, it was mentioned that all of the respondents were alumni ministers, doing pastoral ministries in their respective local churches, which form the Union Baptist churches in Burundi. This caused the researcher to say that people from the same Institution to an extent think, feel and act similarly. People of the same educational background seem to have the same opinions with regard to issues.

### **Relevant skills and knowledge offered at RTBI**

This area intended to determine at which extent RTBI offers the relevant skills and knowledge to the alumni ministers in serving effectively in the local church in Burundi. The following research question was formulated:

**Research question 2:** To what extent does RTBI offer the relevant skills and knowledge that enable the alumni minister to serve effectively in the local church in Burundi?

Four different questionnaire items were developed. Questionnaire item 3 stated: “The training I received at RTBI enables me to manage the resources of the local church. The formulation of this questionnaire item was to see if the skills and knowledge received at RTBI were relevant to enable the alumni minister to serve effectively in the local church in Burundi.

**Table 5. Relevant skills and knowledge enable the alumni to serve effectively in the local church in Burundi**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	1	5
Agree	11	65
Strongly agree	5	30
Total	17	100

The findings showed that the skills and knowledge offered at RBTI were relevant to some extent. The results revealed that 65% agreed. On the other hand, 30% strongly agree with the statement.

The questionnaire formulated from the Research question 2, were items 4, 8, 10. The questionnaire item 4 reads: “The training I received at RTBI enables me to do the teaching ministry in the church”. A summary of the respondents’ ideas on these three items are presented in the following tables:



**Table 6. Relevant skills and knowledge offered enable the alumni minister to be effective in the teaching ministry of the church**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	2	11.0
Agree	7	42.0
Strongly agree	8	47.7

It was observed that in table 6 above, the extent of uncertainty in response to this item was 11%. Forty-two percent agreed that the skills and knowledge offered at Rubura Theological Baptist Institute enable the alumni minister to be effective in teaching ministry of the church, and 47% strongly agree to the statement.

The next questionnaire item 8 reads. “The training I received at Rubura Theological Baptist Institute enables me to recruit church members in ministry” The respondents’ opinions on this item are summarized and presented in Table 7.

**Table 7. The relevant skills and knowledge enable the Alumni minister to effectively recruit church members in ministry**

Responses	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	1	7.0
Agree	11	64.0
Strongly agree	5	29.0
Total	17	100

It was found here that 7% of the alumni ministers have showed an uncertainty while 64%, which forms the majority of the alumni ministers agreed with the statement. Twenty-nine percent of the alumni ministers strongly agreed that the training received at Rubura Theological Baptist Institute offers relevant skills and knowledge to recruit church members in ministry.

The questionnaire item 8 reads: “The training I received at RTBI enables me to train church members for Sunday school teaching”.

**Table 8. Summary of opinions collected on questionnaire items 8**

Responses	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	2	11.0
Agree	11	65.0
Strongly agree	4	24.0
Total	17	100

On this questionnaire item, the minority of alumni ministers was undecided. Sixty-five percent were in agreement with the statement, and 24% strongly agreed. The four questionnaire items formulated from the research question 2 sought to find out to what extent did RTBI offer the relevant skills and knowledge that enable the Alumni minister to serve effectively in the teaching ministry, recruiting church members in ministry, and training church members for Sunday school. In all these questionnaire items, the majority of alumni ministers repeated an agreement with the statement.

### ***Outcome of Research Question Two***

The research question one read: “To what extent does Rubura Theological Baptist Institute offer the relevant skills and knowledge that enable the alumni minister to serve

effectively in the local church in Burundi?" In order to get the alumni ministers' opinions, the questionnaire items aimed to raise four objectives, the ability to manage the resources of the local church, to engage church members in the teaching ministry, to recruit church members in ministry and to train church members for Sunday school teaching.

The alumni ministers' opinions at higher level were divided in two whereby on one hand the majority was in agreement and at some extent the strongly agree level was not negligible. In terms of determining to what extent the relevant skills and knowledge enabled the alumni ministers managed effectively the resources of the local church 5% represented an undecided level. The alumni ministers were in agreement that the training they received at Rubura Theological Baptist Institute enabled them to manage the resources of the local church, while the 47% of the alumni ministers strongly agreed.

It was found that in the area of engaging church members in the teaching ministry in the church there was an uncertainty. Eleven percentages of alumni ministers were undecided. As for to agree level, 42% said relevant skills and knowledge offered enable the alumni ministers fulfill the teaching ministry in the local church. The remaining percentage 47% of the alumni ministers strongly agreed that the RTBI offered the relevant skills and knowledge to effective accomplish the teaching ministry in the local church. Sept percent of the alumni ministers were undecided and the majority of alumni ministers, 64%, were in agreement with the statement, and the remaining 29% strongly agreed that relevant skills and knowledge helped the alumni ministers to recruit new members in the church. To the concern of training church members for Sunday school, the small number manifested the uncertainty. A high level, those who were in agreement, were many compared to those who were in strong agreement.

The different opinions, to my point of view, depended, as it was mentioned earlier, on the length of time in pastoral ministries. This may explain how the alumni ministers, all of whom are graduates of RTBI, could be doubting in decision- making on the relevant skills and knowledge offered at RTBI enabled the ministers to serve effectively in managing the

resources of the local church, engaging church members in teaching ministry, recruiting church members in ministry, and in training church members for Sunday school.

## Discussion

The relevant skills and knowledge are needed for the minister who is called to serve effectively in the local church in Burundi. To the research question, “To what extent does RTBI (Rubura Theological Baptist Institute offer relevant skills and knowledge that enable the alumni minister to serve effectively in the local church in Burundi? Findings on this question revealed that the majority alumni ministers were in agreement with the respective statements. On the whole, findings on the relevant skills and knowledge received at the institute were generally considered appropriate to the pastoral ministries in the local church in Burundi.

The response to the needs of church members in Burundi

This area aimed to discover the graduates’ perception of whether the training offered in the RTBI helped pastors to respond to the needs of church members in Burundi. The great concern was to discover whether or not training enabled pastors to meet the needs of the congregation or not. The related research question was:

**Research question 3** “How is the training offered in the Rubura Theological Baptist Institute helping pastors to respond to the needs of church members in Burundi?”

Questionnaire items 2, 5, 6, 7, 9 were defined respectively to reflect on the challenges in the local church, engaging church members in evangelism, discipleship, fellowship, worship and conflict resolution/conflict management and reconciliation.

### *Training as a means of dealing with Challenges in the Local Church*

Questionnaire items 2 reads: “The training I got at RTBI helps me to deal with the challenges in the local church ministry in Burundi”. Table 9 gives the statistics of the participants’ opinion on this item.



**Table 9. Training helps to deal with challenges in the local church**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	1	5.0
Agree	11	65.0
Strongly agree	5	30.0
Total	17	100

The findings exposed that 5% were undecided. On the other hand, 65% agreed with the statement, whereas another 30% strongly agreed.

### *Evangelism Ministry*

The questionnaire item 5 was defined to determine the engagement of church members in evangelism. The item reads, “The training I received at RTB enables me to engage church members in evangelism”.

**Table 10. Training helps to engage church members in evangelism.**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	1	5.0
Agree	7	42.0
Strongly agree	9	53.0
Total	17	100

The finding showed that 5% of the alumni ministers were undecided, while 42% of the alumni ministers agreed. Fifty-three percentages of alumni ministers' opinions strongly agreed with the statements that the training received at Rubura Theological Baptist Institute enabled the Alumni minister to engage church members in evangelism. This traced how the ministers gave a time to fulfill the Great Commission. The ministers affirmed that engaging church members in evangelism is obeying the commandment of Jesus given to the disciples, "Therefore go and make disciples of all nations, baptizing them in the name of the Father, and the Son and Holy Spirit" (Matt. 28:19, NIV).

### ***The Ministry of Discipleship***

Questionnaire item 6, "The training I received at RTB enables me to engage church members in discipleship." The participants' opinions on the mentioned items are found in the table that follows:

**Table 11. Training helps to engage church members in discipleship**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	1	6.0
Undecided	2	12.0
Agree	8	47.0
Strongly agree	6	35.0
Total	17	100

It was found here that 47% of the alumni ministers were in agreement while 35% strongly agreed. However, some alumni ministers, 12%, were undecided, while 6% disagree with the statement. Table 12 gives the summary of opinions on the statement, "The training I received at RTBI enables me to engage church members in discipleship".

**Table 12. Training helps to engage church members in fellowship**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	-	-
Agree	11	65.0
Strongly agree	6	35.0
Total	17	100

The findings revealed here that 65% of the alumni ministers agreed, while 35% strongly agreed, with the statement that the training received at RTBI enables the alumni to engage church members in fellowship. The questionnaire item 9 read: “The training I received at RTBI enables me to involve church members in fellowship”.

Table 13 summarizes an opinion of the alumni ministers on statement 9 that read: “The training I received at RTBI enables me to involve church members in worship”.

**Table 13. Training helps to involve church members in worship**

Response	Frequency	Percentage
Strongly disagree	-	-
Disagree	-	-
Undecided	1	6.0
Agree	9	53.0
Strongly agree	7	41.0
Total	17	100

The results stated that there was a high percentage of agreement. These represented 53% of the alumni ministers. However, 41% of the participants strongly agreed, and 6% were undecided.

In terms of finding out the effectiveness of the training received at RTBI to enable the Alumni to resolve or to manage conflict, a questionnaire item 11 stated: “The training I received at RTBI enables me to resolve conflict resolution/conflict management and reconciliation”. Table 14 shows the summary of the participants’ opinions.

**Table 14. Conflict resolution**

Response	Frequency	Percentage
Strongly disagree	1	6
Disagree	-	-
Undecided	1	6.0
Agree	12	70.0
Strongly agree	3	18.0
Total	17	100

It was found that the percentage of alumni ministers’ opinions was undecided with 6%, while 6% of the alumni ministers strongly disagreed. The majority of the alumni ministers, 70%, agreed with the statement, while 18% of them strongly agreed that the training received at RTBI enabled them to resolve conflicts.

### ***Outcome of Research Question Three***

Research question three read: “How is the training offered in the Rubura Theological Baptist Institute helping pastors to respond to the needs of church members in Burundi?”

To answer this research question, the Alumni ministers’ opinions were looked after aiming in the following areas: dealing with the challenges in the local church ministry in



Burundi, engaging respectively church members in evangelism, discipleship, fellowship, worship and conflict resolution. Opinions on these areas of focus were mixed. A small number of participants affirmed that the training received at RTBI is not sufficient while another portion was undecided. In terms of agreement and strongly agreement the opinions were divided in two categories where the majority was in agreement with the statements while the other part of alumni ministers, were in strong agreement.

### Discussion

A big number of the alumni ministers affirmed that the institute equipped the pastors to meet the needs of the local church. The local church ought to have a minister who faces and deals with challenges. In the local church, to engage a church member in evangelism is a must, not an option. The findings show that the majority strongly agreed with the statements. The ministry of discipleship is the key to spiritual growth and key to strong relationships between the believers. A considerable percentage of respondents supported the idea that training received at RTBI enabled the minister of the local church to engage his church members in discipleship. To make disciples is Christian mandate. Just like the moon reflects the light of the sun, so church leaders and church members should reflect the light of Christ. In this sense, a new Christian in any local church must not only be taught to grow in Christ, but he must also be taught to bear witness and follow up his fellow believers who respond to Christ. This is what makes a local church to fulfill the Great Commission.

A believer is to be a multiplier who trains fellow believers to reproduce themselves. In a local church where reproduction takes place, it is evident that fellowship becomes strong. It is the local church's mission to correct the falling souls, to heal the souls which are ill and bring the sinning souls to fellowship with God and one another. The fellowship is the key in Christian worship. The believers are to worship in a better way, which is to worship God in spirit and truth. The believers of any congregation must come together to worship God.

The results revealed that 53%, which was the majority of alumni ministers, agreed that the training received at Rubura Theological Baptist Institute enabled the Alumni to

resolve conflict. Conflicts are found everywhere human beings get together. It would be unrealistic to think of a local church without conflicts or misunderstanding.

In the local church in Burundi, there is much reconciliation needed: between persons and God, between persons and other persons, between one's own split self, and between human beings and nature. The ministers of the gospel are to be on the spot and let others smell Jesus' aroma in them. Jesus Christ calls all of us to the great work of being peacemakers. Effort is to be made so that whatever the local church does in Burundi may be emulating Jesus Christ, the Prince of Peace.

#### Findings on the Open-ended Questionnaire Items

The opened-ended questionnaire items were formulated to allow and incorporate the Alumni's personal convictions in their own words about the effectiveness of Rubura Theological Baptist Institute's curriculum in equipping pastors for the local church ministry in Burundi. Also, the researcher wanted to include opinions that could have been ignored through the closed-ended questionnaire items. These sought free responses and suggestions. The open-ended questionnaire items focused on four areas:

- The ministries of the local church in which the alumni minister is involved
- The alumni minister's contributions in the local church ministry.
- The challenges experienced in ministry.
- The relevance of the training to meet the needs of the local church ministry in Burundi.

Seventeen questions invited the alumni ministers to respond freely and make their suggestions and recommendations. Even though not all of the alumni ministers answered all of these questionnaire items, answers that were given contributed a lot in providing useful information for this study.

*The Ministries of the Local Church the Alumni Ministers are involved in*

Perspective questionnaire items 1, 2, 3, and 12 invited alumni ministers to give ministries, which they do, in the local church. This was an attempt to establish whether or not the training received at RTBI equipped the ministers for the local church ministry in Burundi. The answers given for the respective questionnaire items are summarized in the following table.

**Table 15. Ministries in the local church**

Ministry	Frequency	Percentage
Evangelism	6	35.2
Bible Study	5	29.4
Preaching Sermon	17	100
Project of auto finance	2	12
Adult Leadership	8	47
Reconciliation & counseling	10	59
Awareness on HIV/AIDS	4	23
Church Planting	7	41
Funeral Ceremony	11	64
Wedding ceremony	6	35
Baptismal Service	9	52
Holy Communion	15	88
Dedication of children	3	17
Choir members	1	6
Church meetings	17	100
Prayer warriors	9	47
Church administration	5	29

Table 15 is a summary of ministries pastors fulfill in their respective local churches in Burundi. At least seventeen different ministries have been mentioned. In their descending order, these were identified as: preaching sermons 100%, church meetings 100%, Holy communion 88%, funeral ceremony 64%, reconciliation and counseling 59%, baptismal services 53%, Adult leadership 47%, prayer warriors 47%, church planting 41%, evangelism 35%, wedding ceremony 35%, Bible Study 29%, church administration 29%, awareness on HIV/AIDS 23%, dedication of children 17%, project of auto finance 12%, choir member 6%.

### Discussion

The training offered at Rubura Theological Baptist Institute equipped the ministers with relevant skills and knowledge necessary for the ministries in the local church. This was affirmed from the alumni ministers' answers that they participated to fulfill different ministries as they were listed in table 15. Few of the seventeen different ministries alone in the local church were done without deep training, that is to say, mass media evangelism, reconciliation and counseling, awareness on HIV/AIDS, project of auto finance, church administration. Other ministries were mentioned to answer the questionnaire item 3, which dealt with the ministries of the local church the alumni ministers are involved in that Rubura Theological Baptist Institute did not prepare them for.



**Table 16. Ministry of the local church in which the ministers' alumni are involved in and not prepared for**

Ministries done, but not prepared for at RTBI	Frequency	Percentage
Mass – Media Evangelism	5	29
Reconciliation counseling	10	58
Awareness on HIV/AIDS	8	47
Project of auto finance	6	53
Church administration	9	52
Church discipline	9	52
Technology: computer skills and knowledge	8	47

Table 16 revealed that the Alumni ministers were involved in ministries of the local church for which they were not prepared at the institution. Fifty-eight percent of alumni ministers were involved in ministry of reconciliation and counseling without adequate information. At the same time these alumni ministers were doing church administration and church discipline with their self-initiative. The finding also revealed that 52% of the alumni ministers not being equipped for the above mentioned ministries. In the same line, the following percentage affirmed that 47% of alumni ministers ministered without awareness of HIV/AIDS, use computer skills and knowledge with self-instruction, while 35% of alumni ministers were involved in project of auto finance and 29% used mass – media evangelism for example film of Jesus without the training necessary by Rubura Theological Baptist Institute.

Questionnaire item 12 called for the alumni ministers to give a general perception on the effectiveness of the education offered by Rubura Theological Baptist Institute in equipping pastors for the local church ministry in Burundi. This was a further attempt to establish whether or not the education was effective for ministering in the local church. The results would indicate the opinions of the Alumni ministers in the question: “In your opinion,

is the education offered by RTBI effective in equipping pastors for the local church ministry in Burundi?”

**Table 17. The effectiveness of education offered by RTBI in equipping pastors for the local church ministry in Burundi**

Opinions	Frequency	Percentage
Ineffective	1	6
Effective education	7	41
Foundation for high training in seminary	9	53
Total	17	100

From the findings it was clear that 53% of the alumni ministers considered the education offered by RTBI in equipping pastors for the local church ministry in Burundi as the foundation for high level of training in seminary, while 41% of the alumni ministers considered the education by RTBI as effective. Only 6% of alumni ministers said that the education offered by Rubura Theological Baptist Institute in equipping pastors for the local church ministry in Burundi was ineffective.

The alumni ministers' opinions were divided in three categories. Starting by the low percentage, the alumni minister who suggested that the education was ineffective gave their reasons such as lack of clear curriculum relevant to equipping pastors. At the same time, those who considered the education offered by RTBI being effective, supported this by various reasons such as yes, the education offered by RTBI is effective because we learned how to serve God by pastoring the church and the results are great.

Fifty three percent of alumni ministers, who said that the education offered by RTBI in equipping pastors for the local church ministry in Burundi is a foundation for high training in seminary, suggested that there should be improvement so as to be updated to the progress of the country and the world in general. The training offered at Rubura needed to include courses which could enable the Alumni to minister to other evangelical churches, rather than

being limited to the Baptist doctrines and many courses related to the church history. They were few courses offered and the books were not available. The majority alumni ministers urged the RTBI's administration that there should be training that could allow a pastor to develop other areas of life in order to respond to the needs of the local church and the country as a whole. Courses such as community development, computer services, church administration, principles of leadership, counseling, conflict resolution and management, principles teachings could be incorporated in the new curriculum of RTBI.

#### Discussion

In relation to the research question one, the alumni ministers RTBI perceived that the preparation for the local church ministry was being effective in ministering to the local church. The questionnaire items formulated from this research question enabled the researcher to be aware that the alumni ministers were involved in ministries which they were not prepared for. These kinds of different opinions might help to carefully plan how the institute would have a suitable curriculum, whereby the suggestions given may be incorporated in the workload of the school for the sake of improving the training offered by RTBI. The alumni ministers suggested courses, which meant a lot to their ministries in the local church. Courses such as Community Development, Computer Sciences, Church Administration, Principles of Leadership, Pastoral counseling, Conflict resolution and Management, Bookkeeping & Finances, Principles of Teaching might be incorporated in the curriculum.

#### ***Alumni's Contribution to the Local Church Ministry***

Five open-ended questionnaire items 4, 5, 6, 15, 16 were formulated from research question two in order to determine the contribution of the Alumni to the local church. The following table represented the findings on 4,5,6,15,17.

**Table 18. Contributions in local church that came from the training received from RTBI**

Contributions	Frequency	Percentage
Edification of Christians (qualitative growth)	9	53
Agro-pastoral prospect	2	12
Planting new churches	5	29
Quantitative growth	9	53
Biblical	3	17

The findings revealed in this table that 53% of the alumni ministers contributed to the edification of Christians or qualitative growth. Fifty-three percent of the alumni ministers also contributed to the quantitative growth of the local church. Twenty-nine percent of the alumni ministers did their contributions in planting new churches in the Union of Baptist churches in Burundi. And 17% of alumni ministers offered a biblical leadership (servanthood leadership), while 12% of the remaining was involved in agro-pastoral project contribution.

### ***Outcome of the Open-ended Questionnaire Items***

The opened-ended questionnaires formulated enabled one to find out the Alumni ministers' contributions in the local church ministry. The findings revealed that the great contributions are respectively made in:

- Edification of Christians, or, in other words, qualitative growth.
- Quantitative growth (numerical growth).
- Planting new churches in the Union of Baptist Churches in Burundi and expansion of the church in new areas of the country where the Baptist ministry was not yet started.



- Servanthood leadership.

### Discussion

The opinions of the alumni ministers revealed that the output of Alumni of RTBI was considerable. Because of the relevant skills and knowledge received from the RTBI, alumni ministers have contributed to the qualitative growth of church members. New churches have been planted which did not only allow the expansion of the church in Burundi, but also the growth in membership. In short, this is the indication of numerical and spiritual growth and acceptable leadership which allows cooperation, contact, mutual relationship although where people are, conflicts occur. In general, it would be said that these performances were due to the knowledge and skills alumni ministers received during their schooling.

### The challenges experienced in ministering the local church

The questionnaire items 7 called for the alumni ministers to talk about the challenges they have experienced in their ministries for which they were prepared for at RTBI.

**Table 19. The challenges experienced**

Contributions	Frequency	Percentage
Fight for positions in local churches	5	29
False teachings (sects)	6	35
Lack of finances	7	41
Division/conflicts	7	41
Moral issues	7	41
Salary	8	47
Poor organization, administration and communication	5	29

The table 19 revealed the challenges the ministers have been experiencing in their pastoral ministries. That is to say, 29% of the alumni ministers encountered the fight for position in local church, 35% of the alumni ministers faced the false teachings; 41% represented the challenge of lack of finances, 41% of alumni ministers experienced the challenges of moral issues such as polygamy and alcoholism, while 47% of the alumni ministers were serving without salary, and 29% faced the challenges of poor organization and administration of the local church.

**Table 20. Suggestions to the administration of RTBI to address the challenges**

Suggestion	Frequency	Percentage
Seminars	9	52
New courses in existing curriculum	5	42
Regular recruitment of students	7	41
Building the library	10	59
Provisions of books related to the pastoral ministries	12	70
Qualified personnel	11	65

Table 20 above gave a summary of suggestions given by the Alumni to RTBI administration to help in dealing with challenges in the field/ministry. In descending order, the following suggestions were given: Provision of books related to courses and pastoral ministries were represented by 70% of alumni ministers, while 59% suggested the building of a library, 52% of alumni ministers suggested that seminars were to be conducted, 42% of alumni ministers suggested the introduction of new courses, 41% of alumni ministers demanded the school to adapt the system of recruiting students on a regular basis.

Relevant training to meet the needs of the local church ministry in Burundi

The questionnaire items 10, 11, 13 and 14 were designed to reflect on the help of RTBI's training to respond to the needs of church members in Burundi.

**Table 21. How the training is helping to meet needs of the local church members**

RTBI is training to meet needs	Frequency	Percentage
Physical	9	52
Social	10	59
Intellectual	8	47
Spiritual	11	65

From the high to the lower percentage, the information represented in table 21 revealed that 65% of the alumni ministers used the RTBI's training to meet the spiritual needs of the local church ministry in Burundi, 59% of the Alumni ministers affirmed that the social needs are met, while 52% met the physical needs, and lastly, 47% of the alumni ministers used training received at RTBI to minister intellectually to the need of the local church members.

#### Discussion

To overcome the challenges experienced in ministries is another tool to measure someone's ability. In doing different ministries in the local church, findings revealed that challenges existed. Such challenges were lack of salary, dealing with moral issues (for example polygamy, and alcoholism), conflicts, and lack of finances to carry on ministries, poor organization in administration, communication and fighting for position in church. However, from a positive side, the training offered in the Rubura Theological Baptist Institute helped pastors to stand the challenges and to continue with the pastoral ministries in their respective local churches.

In terms of suggesting solutions to help the RTBI address the challenges, the findings indicated that seminars are to be conducted to deal with issues that rise in church setting, and in the surrounding community. The alumni ministers suggested also that incorporation of new courses on the existing curriculum is a necessary. The regular recruitment of student is strongly encouraged. Building the library, and provisions of books especially those related to the courses taught at RTBI and pastoral ministries, are means to help face the challenges. The alumni ministers also mentioned the need of qualified personnel. This study made clear that it is unwise to have a permanent curriculum elaborated many years ago that does not cope with the changing needs in the Burundian Baptist church. The RTBI's curriculum is to be a dynamic curriculum, which incorporates tradition and the modern era.

Posing the issue of responding to the needs of church members in Burundi, is at stake. People have physical, social, intellectual and spiritual needs. To help in meeting someone's needs is emulating the Good Samaritan. In narrating the parable, (see Luke 10:36 NIV), Jesus essentially answered that anyone in need becomes our neighbor, especially one who is near. Help or care is to be offered to any one whom God through chances and circumstances brings across the path. It is true that fellow Christians and close relatives will have special claim upon assistance, but the teachings of scripture calls for compassion to be given even to those who have no claim on the individual. Any physical, social, intellectual and spiritual responses must be grounded in the triune God. Love because God loves. Practice justice because God is just. Be righteous because God is righteous. Be concerned for widows, orphans, the poor, the unfortunate, and the helpless: because God is concerned about these people. The responses indicated that the needs are met partly because of training they have undergone. The general observation from the findings is that the pastors were equipped for the local church ministry in Burundi. The training helped the Alumni ministers to meet the needs of the local church and church members in Burundi by using the relevant skills and knowledge received at RTBI.



## CHAPTER 5

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

This study assessed the effectiveness of Rubura Theological Baptist Institute's curriculum in equipping pastors for the local church ministry in Burundi. The main sources of information for the study were the alumni ministers who graduated from Rubura Theological Baptist Institute. The length of experience of alumni ministers in ministry ranged from one year to twenty-five years of experience. The alumni ministers were requested to respond to both eleven closed – ended and seventeen open – ended questions. In total, twenty-eight questionnaire items were designed to collect data for the study. Three research questions (R.Q.) guided the study. These were:

R.Q.1. What are the perceptions of alumni ministers of Rubura Theological Institute of the effective preparation for the local church ministry?

R.Q.2. To what extent does Rubura Theological Baptist Institute offer the relevant skills and knowledge that enable the alumni ministers to serve effectively in the local church in Burundi?

R.Q.3. How is the training offered in the Rubura Theological Baptist Institute helping pastors to respond to the needs of church members in Burundi? Considering the three research questions above, research questionnaire items were designed which helped in the evaluation of graduates' perception of the effectiveness of Rubura Theological Institute's curriculum in equipping pastors for local church ministry in the UBCB.

The impression from the findings is that the graduates perceived the training at Rubura Theological Baptist Institute in equipping pastors for ministry in the local churches in Burundi as being effective.

In terms of determining to what extent the relevant skills and knowledge enable the alumni ministers to serve effectively in the local churches in Burundi, findings revealed that

the training is relevant because it enabled ministers to manage the resources of the local church, to engage the church members in effective teaching ministry, and to train church members for Sunday school teaching.

On the whole, findings on the relevant skills and knowledge received at the Institute were considered effective to the pastoral ministries in the local church in Burundi.

### A Response to the Needs and Challenges

Responding to the needs of church members in Burundi was an issue at stake. People have physical, social, intellectual, and spiritual needs. To help in meeting someone's needs is emulating the Good Samaritan. Jesus said that anyone in need becomes our neighbor (Lk 10:36), essentially one who is near. Help or care is to be offered to any whom God brings across our path. The Biblical teaching calls for compassion to be given to fellow Christians, relatives, and even those who have no claim. Any physical, social, intellectual and spiritual responses must be grounded in the triune God and love.

A general opinion by a big number of the alumni ministers was that training offered at RTBI helps pastors to respond to the needs of church members in Burundi. This affirmed that the Institute equipped them with skills and knowledge to meet the various needs of the local church and the church members. The respondents affirmed that the local church ought to have a minister who faces and deals with the needs and challenges in the field of ministry.

In response to the needs of the local church ministry, the alumni ministers were able to engage church members in evangelism, discipleship, fellowship, worship and conflict resolution. To engage church members in evangelism is a must, not an option. The ministry of discipleship is the key to spiritual growth and strong relationship between believers. These helped to win the lost for Christ; so to make disciples is Christian mandate. To make disciples is the mission of the new people of God and the local church fulfilling spiritual ministry of teaching, spiritual maturity, and spiritual multiplication in the life of every born again Christian. This helps a local church to work towards fulfilling the Great Commission. An active local church reproduces herself. Here fellowship becomes strong and believers

worship in a better way, which is worshipping God in spirit and truth. The true worship produces vertical and horizontal fellowship. That is fellowship between men and God, and with one another. This is important because people are to be in peace with one another and with God.

#### Ministries of the Local Church for which Alumni Ministers were not Prepared

Concerning the ministries of local church involved in and not prepared for, the alumni ministers gave the following ministerial activities: reconciliation and counseling, creating awareness on HIV/AIDS, project of auto finance, church administration, communication, mass – media evangelism, church discipline. As a means of helping RTBI to address these issues, some suggestions were given for updating the curriculum, such as including new courses that could enable the Alumni to minister to other evangelical church rather than being limited to the Baptist doctrines. The majority of alumni ministers urged the RTBI's administration that there should be a training to allow pastors to develop other areas of life, in order to respond to the needs of the local church and the country as a whole.

Courses such as Community Development, Computer science, English language, Church Administration, Principles of Leadership, and Communication should be incorporated in the curriculum of RTBI. The alumni ministers also mentioned the need of qualified personnel, provision of books, and building a modern library.

#### Implications of Findings and Recommendations

The Alumni ministers have been involved in ministries such as preaching sermons, conducting church meetings, conducting holy communion, funeral ceremony, reconciliation and counseling, baptismal service, adult leadership, prayer warriors, evangelism, wedding ceremony, Bible study, church administration, creating awareness on HIV/AIDS, dedication of children, edification of Christians, planting new churches in new areas where the Baptist ministry was not yet started, and the project of auto finance.

It is fair to accept the effectiveness of Rubura Theological Baptist Institute's curriculum in equipping pastors for the local church ministry in Burundi. This is passed in

view of alumni ministers consensus that training offered at the RTBI is an effective preparation for the local church ministry. The training offered at the Rubura Theological Baptist Institute help pastors to respond to the needs of church members in Burundi.

From the findings, there is no doubt that to some extent the training offered at RTBI equipped the ministers with relevant skills and knowledge necessary to the ministries in the local church. This conforms to the alumni ministers' responses that they do participate in different ministries as they were listed above. And they play a major role in dealing with challenges encountered in pastoral ministries. However, the following suggestions and recommendations are to be considered:

1. The program of Rubura Theological Baptist Institute would be revised to reflect the actual realities of Burundi, considering that alumni would be involved in ministries of justice and reconciliation, leading communities characterized with ethnic, social, economic and intellectual diversity and the HIV/AIDS pandemic and its consequences.
2. The RTBI's administration should provide the teaching material of first necessity, qualified personnel, building the library for the sake of updating the institution and its products.
3. The curriculum must have a high degree of dynamism and flexibility.
4. Rather than having one level of material in the program, it might be fair to have the certificate, diploma, and degree level in different fields of learning at RTBI.
5. Students' recruitment procedures could be examined in order to allow in students from other evangelical churches from within and outside the country.
6. Apprenticeship, at least one year, is to be introduced in order to provide a learning situation that permits students to apply theories learnt into practice before they start the ministry after graduation.



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## APPENDIX

### A. ENGLISH VERSION

This questionnaire seeks to find out the effectiveness of Rubura Theological Baptist Institute's Curriculum in Equipping Pastors for the local church ministry in Burundi.

Dear Brethren, you are kindly requested to answer the questionnaire items. As you answer them, please feel free to express your personal convictions on the issues. Your opinions will be highly respected and utilized accordingly.

May God continue to grant us His grace and wisdom

Sincerely,

Your fellow- servant Nyandwi, Jean-Baptiste

#### Part 1: Personal data

My name: \_\_\_\_\_

Address: \_\_\_\_\_

My position(s) in the local Church: \_\_\_\_\_

Length of time in this position: \_\_\_\_\_

I am an alumnus of (name of the Institution attended/Year of graduation):  
\_\_\_\_\_  
\_\_\_\_\_

#### Part 2: Closed-ended questionnaire

This questionnaire seeks to find out the effectiveness of Rubura Theological Baptist Institute's Curriculum in Equipping Pastors for the local Church ministry in Burundi.

Dear Fellow- Servants, you are kindly requested to make a tick mark in one rectangle of each item provided below. Make a tick mark (√) to the response that best represents your answer.

Opinions	Strongly disagree 1	Disagree 2	Undecided 3	Agree 4	Strongly agree 5
1. My training at RTBI is effective for the local church ministry in Burundi.					
2. The training I got at RTBI helps me to deal with the challenges in the local church ministry in Burundi.					
3. The training I received at RTBI enables me to manage the resources of the local church					
4. The training I received at RTBI enables me to do the teaching ministry in the church.					
5. The training I received at RTBI enables me to engage church members in evangelism.					
6. The training I received at RTBI enables me to engage church members in discipleship.					
7. The training I received at RTBI enables me to engage church members in fellowship.					
8. The training I received at RTBI enables me to recruit church members in ministry.					
9. The training I received at RTBI enables me to involve church members in worship.					
10. The training I received at RTBI enables me to train church members for Sunday school teaching.					
11. The training I received at RTBI enables me to resolve conflict resolution/conflict management and reconciliation/peace making.					

### Part 3: Opened-ended questionnaire items

Write concisely in expressing your opinions about the effectiveness of Rubura Theological Baptist Institute's Curriculum in equipping Pastors for the local Church ministry in Burundi.

1. What do you do that you consider ministry (ies) in the local church in Burundi?

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2. What ministries of the local church are you involved in, for which you were prepared?

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3. What ministries of the local church are you involved in and you were not prepared for them?

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4. What are your contributions in the local church ministry, which came from the training you received from Rubura Theological Baptist Institute?

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5. Do you plant new local churches in the Union of Baptist Churches in Burundi?

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6. Do you contribute to the Union of Baptist Churches in Burundi, especially in the quantitative growth of the local church? Yes-No-Explain your answer

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7. As you do ministries, what challenges are you experiencing for which you were not prepared at Rubura Theological Baptist Institute?

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8. How would you like the challenges you face to be addressed by the administration of Rubura Theological Baptist Institute?

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9. As alumnus of Rubura Theological Baptist Institute, what changes would you suggest to Rubura Theological Baptist Institute in equipping the pastor for the local church ministry in Burundi?

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10. Would you say that the training you received at Rubura Theological Baptist Institute is relevant to meet the physical needs of the local church ministry in Burundi? Yes-or –No-Explain your answer.

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11. Would do you say that the training you received at Rubura Theological Baptist Institute is relevant to meet the social needs of the local church ministry in Burundi? Yes- No- Explain your answer.

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12. In your opinion, is the education offered by Rubura Theological Baptist Institute effective in equipping pastors for the local church ministry in Burundi?

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13. In your opinion(s), would you say that the training you received at Rubura Theological Baptist Institute is relevant to meet the intellectual needs of the local church ministry in Burundi? Yes-No-Explain your answer

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14. In your opinion(s), would you say that the training you received at Rubura Theological Baptist Institute is relevant to meet the spiritual needs of the local church ministry in Burundi? Yes-No-Explain your answer.

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15. Based on your knowledge, what are the leadership problems does the local Church has faced since you started pastoring the church?

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16. What improvements would like to see Rubura Theological Baptist Institute implement to equip effectively the pastor?

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17. Do you contribute to the Union of Baptist Churches in Burundi, especially in the qualitative growth of the local church? Yes-No-Explain your answer.

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## B. VERSION FRANCAISE

Ce questionnaire vise à découvrir, l' Efficacité du Curriculum de l'Institut Théologique Baptiste de Rubura dans la formation des Pasteurs pour le ministère de l' Eglise Locale au Burundi.

Cher Serviteurs, nous demanderions de bien vouloir répondre aux questionnaires. Lorsque vous répondez, voudriez-vous vous sentir libre d'émettre vos convictions personnelles sur ces éléments. Vos opinions, seront hautement respectées et utilisées dans leurs intégralités.

Que Dieu vous accorde sa grâce et sagesse!

Sincèrement,

Votre Collègue- Serviteur Nyandwi, Jean-Baptiste

### Partie 1: Identification

Mon nom et prénom: \_\_\_\_\_

Mon adresse: \_\_\_\_\_

Ma position dans mon l' église locale: \_\_\_\_\_

Durée de temps dans cette position: \_\_\_\_\_

Je suis ressortissant de l' Institut: \_\_\_\_\_

Année de colation des grades académiques: \_\_\_\_\_

### Partie 2: Questionnaire fermé

Ce questionnaire cherche à découvrir, l' Efficacité du Curriculum de l' Institut Théologique Baptiste de Rubura dans la formation des Pasteurs pour le ministère de l' Eglise Locale au Burundi.

Chers Collègue Serviteurs, Nous vous demanderions de cocher dans un rectangle ci-dessous pour chaque point. Cochez (✓) la réponse qui correspond à votre opinion.



Opinions	Fortement contre 1	Contre 2	Indecis 3	Pour 4	Fortement pour 5
1. Ma formation à l'Institut Théologique Baptiste de Rubura est efficace pour le ministère de l'église locale au Burundi.					
2. La formation que j'ai subit à l'Institut Théologique Baptiste de Rubura m'aider à traiter les problèmes/défis dans le ministère de l'église locale au Burundi					
3. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura m'aider à gérer les ressources de l'église locale au Burundi.					
4. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable au ministère d'enseignement dans l'église					
5. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à initier les membres de l'église à l'évangélisation					
6. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à initier les membres de l'église à la formation des disciples					
7. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à initier les membres de l'église locale dans la communion fraternelle.					
8 La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à édifier les membres de l'église locale dans le ministere					
9. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à initier les membres de l'église dans l'adoration.					
10. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à initier les membres de l'église dans l'école de dimanche/étude biblique					
11. La formation que j'ai reçue à l'Institut Théologique Baptiste de Rubura me rend capable à initier les membres de l'église dans la résolution/gérance du conflit/réconciliation/restauration de la paix					

### Partie 3: Questionnaires ouverts

Ecrivez d'une façon concise en exprimant vos opinion sur l'Efficacité du Carriculum de l' Institut Théologique Baptiste de Rubura dans la formation des Pasteurs pour le ministère de l' Eglise locale au Burundi.

1. Que faites-vous comme ministère (s) dans l'Eglise locale?

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2. Quels sont les ministères de l'Eglise locale que vous exercez et pour lesquelles vous étiez formé a l'Institut Théologique Baptiste de Rubura?

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3. Quels sont les ministères de l'Eglise que vous exercez et pour lesquelles vous n'étiez pas formé à l'Institut Théologique Baptiste de Rubura?

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4. Quelles sont votre contribution dans le ministère de l'église locale, provenant de la formation que vous avez reçu de l' Institut Théologique Baptiste de Rubura?

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5. Implantez-vous des nouvelles Eglises locales dans l'Union des Eglises Baptiste au Burundi?

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6. Contribuez-vous à l'Union des Eglises Baptiste au Burundi particulièrement dans le cadre de la croissance numerique? Oui-Non-Expliquez votre réponse.

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7. En faisant vos ministères, quels son les défis que vous rencontrez pour lesquelles vous n'étiez pas formé a l'Institut Théologique Baptiste de Rubura?

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8. Comment souhaiteriez-vous que les défis que vous rencontrez soient traités par l'Administration de l'Institut Théologique Baptiste de Rubura?

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9. Comme ressortissant de l'Institut Théologique Baptiste de Rubura, quels changements aimeriez vous proposer à l'Institut pour former efficacement le pasteur pour le ministère de l'Eglise locale au Burundi?

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10. Pourriez-vous dire que la formation que vous avez reçue à l'Institut Théologique Baptiste de Rubura est pertinente pour subvenir au besoin physique du ministère de l'Eglise locale au Burundi? Oui-Non-Expliquez votre réponse

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11. Pourriez-vous dire que la formation que vous avez reçue à l'Institut Théologique Baptiste de Rubura est pertinente pour subvenir au besoin social du ministère de l'Eglise locale au Burundi? Oui-Non-Expliquez votre réponse

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12. En votre/vos opinion (s), l'éducation offerte par l'Institut Théologique Baptiste de Rubura est-Elle efficace dans la formation des Pasteurs pour le ministère de l'Eglise locale au Burundi?

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13. Pourriez-vous dire que la formation que vous avez reçue à l'Institut Théologique Baptiste de Rubura est pertinente pour subvenir au besoin intellectuel du ministère de l'Eglise locale au Burundi? Oui-Non-Expliquez votre réponse.

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14. En votre/vos opinion(s), pourriez-vous dire que la formation que vous avez reçue à l'Institut Théologique Baptiste de Rubura est pertinente pour subvenir au besoin spirituel du ministère de l'Eglise locale au Burundi? Oui-Non-Expliquez votre réponse.

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15. À votre connaissance, quels sont les problèmes du leadership que l'Eglise locale Baptiste rencontre depuis que vous avez commencé l'encadrement pastoral de l'église locale?

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16. En votre opinion, quelles sont les améliorations que vous voudriez voir auprès de l'Institut Théologique Baptiste de Rubura pour la formation efficace du Pasteur?

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17. Contribuez-vous à l'Union des Eglises Baptiste au Burundi particulièrement dans le cadre de la croissance qualitative? Oui-Non-Expliquez votre réponse.

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# NAIROBI EVANGELICAL GRADUATE SCHOOL OF THEOLOGY

P.O. Box 24686 - 00502 Karen, NAIROBI, KENYA

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24<sup>th</sup> Jan., 2005

The General Secretary  
The Union of Baptist Churches of Burundi  
Rev. Isaac Bimpenda  
B.P. 291 Bujumbura  
Burundi

## **TO WHOM IT MAY CONCERN**

Dear Sir/Madam,

## **RE: RESEARCH WORK**

The bearer of this letter, Nyandwi Jean-Baptiste a student at Nairobi Evangelical Graduate School of Theology (NEGST) and is doing research towards the completion of the Master of Arts in Christian Education degree. The research is on **“The Effectiveness of Rubura Theological Baptist Institute’s Curriculum in Equipping Pastors for the Local Church Ministry in Burundi”**.

Any assistance that you can give to Jean-Baptiste will be much appreciated.

Sincerely,

George L. Huttar, PhD  
Ag. Deputy Vice-Chancellor for Academic Affairs



Union des Eglises Baptistes du Burundi

UNION OF BAPTIST CHURCHES IN BURUNDI

B.P. 291 BUJUMBURA - Telefax (257) 232362 E-mail:uebb@usan-bu.net

To  
Nyandwi Jean – Baptiste  
Nairobi Evangelical Graduate School of Theology  
P.O.Box 24686 – 00502 Karen  
Nairobi - Kenya

Bujumbura 21/03/2005

**REF: RECOMMANDATION OF CONDUCTING THE STUDY ON THE  
EFFECTIVENESS OF RUBURA BAPTIST THEOLOGICAL INSTITUTE'S  
CURRICULUM IN EQUIPPING PASTORS FOR THE LOCAL CHURCH MINISTRY  
IN BURUNDI**

Dear Jean-Baptiste Nyandwi,

Greeting in the name of Jesus Christ,

I am in receipt of your courteous and mannerful letters, respectively from the NEGST Deputy Vice-Chancellor for Academic Affairs, Prof. George Huttar and yours. I am much impressed by your obligations and respects towards the study on the Effectiveness of the Rubura Baptist Theological Institute's curriculum in Equipping pastors for the local Church ministry in Burundi and I must encourage you on that score. I have consulted the pastors who graduated from Rubura Baptist Theological Institute now ministering different local churches into the Union of Baptist Churches in Burundi and I have the pleasure in informing you that all of us have consented to your request.

Please make it convenient to join us on March 23 –31st 2005 to distribute and administer your questionnaires.

Best wishes and success in your study.

Yours Faithful,

**General Secretary  
of the Union of Baptist  
Churches in Burundi  
Rev. Isaac Bimpinda**

## **Curriculum Vitae**

### **Personal Identification**

Name: Nyandwi, Jean-Baptiste  
Date of birth: June 23, 1972  
Nationality: Burundian  
Marital Status: Single  
Professional (calling): Pastor, Christian Educator

### **Academic Qualification**

Kibati-Musema Primary School, 1987  
Diploma of Education: Lycee Maranatha de Kivoga 1995  
Diploma of Theology: International Baptist Theological Seminary of Eastern Africa-  
Arusha, Tanzania, 2000  
Bachelor of Christian Education: Int'l Baptist Theological Seminary of Eastern Africa-  
Arusha, Tanzania, 2003  
Master of Arts in Christian Education: (anticipating to graduate on July 9, 2005) Nairobi  
Evangelical Graduate School of Theological, Nairobi, Kenya, 2005

### **Work Experience**

Teacher in Public School, 1997  
Part time Lecturer: Arusha Baptist Seminary Branch, 2002  
Int'l Baptist Theological Seminary of Eastern Africa, 2003  
Coordinator of Youth Department: Arusha International Baptist Church, 2000  
Church Secretary- Kielelezo Mount Meru Baptist Church, 2003  
NEGST Admissions Officer-Assistant: 2004

### **Professional Seminars and workshop**

Strategy in Urban Church' Growth, Arusha, Tanzania, 2001  
BEST-NEGST Consultation, Nairobi, Kenya, 2004  
Ted Ward Consultation, Nairobi, Kenya, 2004