



Theological Education by Extension in Zambia

An Ecumenical Program of Several Churches

USPG⁺

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Delivery of Theological Education- Problems and Promises: A Case for TEEZ

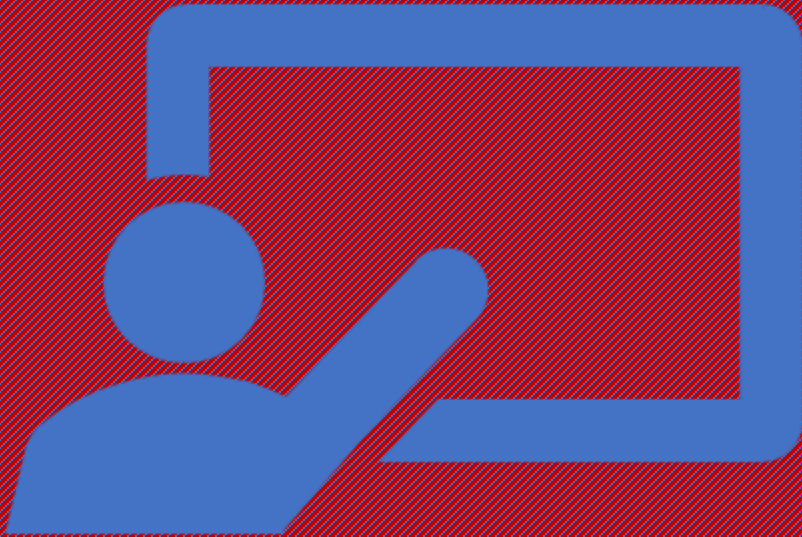
BUILDING STRONG AND SUSTAINABLE THEOLOGICAL EDUCATION

7-12 NOVEMBER 2022

GABORONE, BOTSWANA

Revd Canon Dennis Milanzi

PRESENTATION LAYOUT



- Introduction
- History of TEEZ
- Vision & Mission
- Core Values
- Model of TEE -Zambia
- Problems and Promises
- Conclusion

INTRODUCTION

- ❑ Fraternal greetings from the Theological Education by Extension in Zambia (TEEZ).
- ❑ It is a great honour and humbling experience to be part of this vital conference meant to address the 'Building Strong and Sustainable Theological Education.
- ❑ The focus on the 'Delivery of Theological Education- Problems and Promises' is very appropriate as we reflect during this time here in Gaborone, Botswana, together.
- ❑ Let us walk through together as we zero in on Theological Education by Extension

History of TEEZ

- ❑ Theological Education by Extension in Zambia (TEEZ) was founded in 1979 by the Anglican Church and United Church of Zambia
- ❑ It is registered with the Registrar of Societies under the Laws of the Government of Zambia and the USA federal laws as a Global Outreach Ministry Partner of the Global Ministries under 501(3)
- ❑ It is an Ecumenical Ministry of several Churches, with its current Membership standing at nine denominations



Vision

To prepare All God's
People for works of
Christian Service.
Eph 4:12

Mission

To equip Christians with relevant theological and social development tools and knowledge through non-residential theological and community development training for effective participation and service for a vibrant, healthy Church and Society.



- The acronym of ACTS is what identifies our core values as TEEZ.

CORE VALUES

- Accountability
- Creativity
- Transparency
- Sustainability

Zambia- Religious Context Status

- Zambia's population as at 2022 is 20.01 Million people (Macro Trends website).
- The Zambia Statistics Agency (Zamstats) estimates that 95.5% of the country's population is Christian.
- This is broken down as follows:
 - (a) Protestant/Evangelicals identity is at 75.3%
 - (b) Roman Catholic at 20.2% as.
- Many congregations do not have resident pastors to lead the congregants. Many depend on church elders and deacons who have little or no theological training at all.
- Through the work of TEEZ, a good number of lay people have been trained, thereby helping the work of the clergy.

TEE Z Ingredients

- There are three main ingredients for a TEE programme to be fruitful:
 1. An obedient, Strategic and Visionary Church;
 2. Good courses and programs; and
 3. A well-organized, creative and implemented operational plan.

Pillars of TEE

- For theological education by extension, to be effective and efficient, it leans greatly on the three (3) pillars, which provide a good balance for success
- The 3 Pillars of Theological Education by Extension, are:
 - Individual Study - Reading, writing, studying and preparing assignments on your own
 - Group Study - Meeting together and learning with others allows the students to engage in discussions, promotes cooperation, and the gaining of new ideas and insights
 - Practical Work - an opportunity is given to students to practice their skills in their local congregation or community. For instance, those who have completed a course are given a chance to perfect and sharpen their skills.

TEEZ Training Practice

□ Tutors

Tutors work directly with the group to guide individual members in their studies. In turn, the students gradually grow in knowledge and can acquire the necessary skills required to complete training. Thus, TEEZ conducts Tutors Training Courses across the country to build a strong cohort of dedicated tutors to facilitate the different TEEZ Courses.

□ Study and Workbooks

TEEZ chooses the appropriate course books for the group depending on the kind of course. The books may be either for the tutor or the students. Some course materials have been translated into local languages to accommodate students with different educational backgrounds.

Integrated Model of TEE Z

- TEEZ initially focused on the congregation-based form of Theological Education training
- This was especially true in the period from 1979 to 2003.
- In 2003, TEEZ incorporated the business component. This business started experiencing sustainability challenges ten years later and, by 2016, was almost collapsing.
- In 2018, TEEZ designed a TEE transformational process under the hashtag 'Innovation, Transition and Transformation.'

Phases of TEEZ Model

1979-2002

Theological
Education

2003-2016

Theological
Education

Income
Generation
Initiative

2017- To date

Theological
Education

Church
Community
Service

TEAC- Financial
Sustainability
Enterprise
BED



Problems

- TEEZ, like any TEE Institution, faces challenges and problems associated with doing routine in its approach to ministry.
- This is based on my personal experience in the last five years of being at the helm of TEEZ
- Lack of creativity almost brought TEEZ to a halt.
- The routine in Tutors, Basic and Advanced courses meant that our students would be able to complete the training within 3-4 years; after which they have nothing to do with TEEZ
- Thus, Stakeholders began to disengage from the institution



PROMISES

- ❑ Even amid detachment by members of TEEZ Churches, we found an opportunity that brought **PROMISES** to revamp the institution that gave it a sigh of life.
- ❑ One of the promises was to enhance creativity in the way TEEZ was implementing its theological education programs and courses.
- ❑ This proved to be the best way to resuscitate the life of TEEZ
- ❑ TEEZ redesigned its training packages to meet the growing contemporary trends of doing ministry
- ❑ Furthermore, TEEZ enhanced its due diligence process through adherence to its Core Values of ACTS

PROMISES – PRACTICAL STEPS



Restructure the organogram



Built capacity of all staff



Introduced more training packages and Resource Mobilisation Strategy



Improved conditions of service and emoluments for all our staff



Improved our Annual Performance Appraisal Systems for all staff to determine eligibility for renewal of contracts (Performance based Employment)



Developed models for monthly, and quarterly departmental reports



Sharing our information to current and prospective partners through our Annual Reports



Networking locally and globally

PRACTICAL STEPS—STORIES OF CHANGE



PRACTICAL STEPS - BRANDING & REBRANDING

TEEZ's rebranding process has created different brands based on a 3-tier system.

Christian Education

1. CCDMZ
2. CCTV
3. Timothy Leadership Training (TLT)

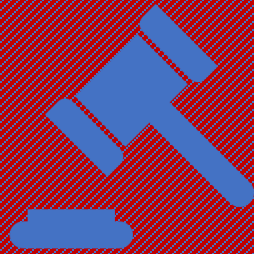
Church Social Programs

1. LIFE Gender Equality
2. WISE Green Initiative
3. Good Couples Campaign Against GBV
4. ENGAGE Youth Ministry
5. DECIDE HIV/AIDS Ministry
6. FAITH Empowerment Savings
7. BETTER Church & Society

Business

TEAC
Theological Enterprise & Agribusiness Corporation

Conclusion



- TEEZ is grateful to USPG for according us an opportunity to be part of this conference.
- To the Anglican family and its Leadership gathered here in Gaborone, Botswana, I urge you all to consider developing consortia programs and projects that will enhance our Theological Education relevance and conduct more research on issues affecting the Church and its people.
- **TOGETHER**, we can transform families, Churches and Society
- **Thank You for Your Attention.**