

## Solution for Developing Teachers

Teachers Service Team

# Development of the Global ICOC Teachers Service Team

OCTOBER 2021

## NEED TO MEET/OR PROBLEM TO SOLVE

There is a need to further decentralize and expand our Teaching ministry.

## PROPOSAL

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his 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. Ephesians 4:11-13 (NIV)

The vision of the ICOC Teachers Service Team (TST) is for the teachers to work alongside the elders, evangelists, and other gifted disciples of Jesus to promote biblical literacy and spiritual maturity in our fellowship—to mature the body of Christ. As teachers, we believe this requires both theological rigor and being actively involved in local church-building. It also requires teamwork, mutual respect, and humility with the elders and evangelists.

We also recognize that there is much work to do to develop the teaching ministry around the world. As of the writing of this proposal, in our more than 700 churches, we only have 72 recognized teachers in the ICOC. Our plan is to both build global representation with the TST and to help raise up more teachers. This proposal reflects both.

Over the past few years, the following regions have been represented by teachers on the TST:

- Africa: Emmanuel Emeh
- Asia and the Pacific: Dr. Rolan Monje
- Caribbean: Dr. Courtney Bailey
- Central and South America (excluding Brazil): Arturo Elizarraras and Steve Brown
- Europe: Andy and Tammy Fleming

The recent development of the teaching group in Africa is a timely example of the years of labor, education, and relationships needed to develop and mature teachers in regions that

---

haven't had teaching ministries. Years of Ministry Training Academies, BEAM programs, mentoring, and partnership with teachers and evangelists have been vital to raise up teachers across the African continent. Fifteen teachers have recently been recognized and Emmanuel Emeh was selected by the group to chair the team. Emmanuel represents the African team on the global TST.

The plan for the next iteration of the TST, 2021-2024, is to further decentralize the TST, continue to raise up teachers, and establish connections that will expand the ICOC teaching ministry around the world.

Many qualifications are necessary to serve as a teacher, particularly on the global TST. While that discussion is beyond the scope of this proposal, a few vital qualities are important:

- The ability to navigate complex theological issues
- A life worthy of respect
- The humility to work as a team with the other teachers and the RFCs, delegates, and elders
- The humility to acknowledge areas of expertise and limits to personal training and education

Over the next three years the plan is for the global TST to actively develop seven multi-regional teams of teachers. As more teachers are recognized and these groups grow, more teams will be added. The USA will start with three teams because of the number of teachers. Other groups have so few current teachers that we want them working with others to help them. The eventual goal is to have a teacher's group in each of the 33 regional families.

We are proposing the following multi-regional teaching teams for 2021-2024:<sup>2</sup>

1. Sub-Saharan Africa (5 regional families, 99 churches / 13,671 members / 15 teachers)
2. Asia/Pacific (5 regional families, 199 churches / 27,092 members / 2 teachers)
3. Europe/Middle East (5 regional families, 101 churches / 10,279 members / 5 teachers)
4. Latin America (5 regional families, 85 churches / 13,309 members / 7 teachers)
5. USA Central/Canada (4 regional families, 56 churches / 10,720 members / 12 teachers)
6. USA East/Caribbean (6 regional families, 124 churches / 24,710 members / 26 teachers)
7. USA West (3 regional families, 46 churches / 12,658 members / 5 teachers)

This will move us towards greater representation as we develop functioning teaching teams around the world. The Africa group is the first of seven.

<sup>1</sup> At the global TST level, we need some of our team to be specialists. Just as we would rather see a cardiologist instead of a nurse practitioner when we have a heart problem, we need a place for our specialists to work together to solve problems and develop other teachers around the world.

<sup>2</sup> See the appendix below for the suggested groups of regional families

---

**Each of these seven regional teams of teachers along with the RFCs in their region will work together to elect a chairperson who will represent them on the Global TST.** This includes the RFCs in the selection process of who sits on the global TST.

There are also specialized ministries which serve the greater fellowship.

- Advancement of Women's Teaching
- Continuing & Advanced Education (MTA's, RMSMT, etc.)
- Culture and Reconciliation
- Teleios: A Journal to Promote Holistic Spirituality
- Annual Teachers Conference

The TST would be composed of the chairperson elected by the delegates, the seven multi-regional representatives, and the other representatives that the chairperson would select to meet these needs and other needs that surface.

The TST is also aware of the need to recognize and promote women as teachers. We have had four women on our team. There are presently three. We plan on continuing this practice. The TST needs the voices of women.

After these seven regional teams of teachers are established and functioning, the TST would work to continue advancing teacher development in areas that are under-represented. Leadership and representation will need to be reevaluated as this process unfolds.

The qualities needed for all TST members were recognized above: gifted with the ability to navigate complex theological issues, a life worthy of respect, the humility to work as a team and with other ICOC leaders, and the humility to acknowledge areas of expertise and limits to their training and education. These qualities are of the utmost importance for the chairperson. The TST members have unique insight into who can lead this team. As has been our practice since the inception of service teams, the TST would suggest a chairperson for the three-year term. This person would then be voted on by the delegates, along with any other person the delegates would put forward.

Submitted for consideration on September 27, 2021, by unanimous support from the ICOC Teachers Service Team:

Deb Anton

Ed Anton

Dr. Courtney Bailey

James Becknell

Steve Brown

Robert Carrillo

Arturo Elizarraras

---

Emanuel Emeh  
Andy Fleming  
Tammy Fleming  
Dr. Glenn Giles  
Joey Harris  
Dr. Douglas Jacoby  
Dr. Steve Kinnard  
Valdur Koha  
Suzette Lewis  
Dr. Gregg Marutzky  
Dr. Rolan Monje  
Dr. John Oakes  
Dr. Brian Perkins  
David Pocta  
Steve Staten

## **OLD PROCESS/or STRUCTURE**

No current Regional or Multi-Regional Plan exists.

## **WHY THIS IS BETTER**

The Teacher Service Team will be intentional about working toward the goal.

\*See appendix on next page for Proposed Teacher Groups.

## APPENDIX – Proposed Teacher Groups

	Teacher Group	Regional Family	#Countries	#Churches	2020 Members	Current Teachers
1	Africa	Central Africa	6	15	1926	1
2	Africa	East Africa	6	16	2101	4
3	Africa	French West Africa	8	19	2963	2
4	Africa	Southern Africa	12	22	2666	5
5	Africa	West Africa	6	27	4015	3
			<b>38</b>	<b>99</b>	<b>13671</b>	<b>15</b>
6	Asia/Pacific	Asia Pacific	2	33	5285	2
7	Asia/Pacific	Australia/South	4	11	1364	0
8	Asia/Pacific	China	2	28	3879	0
9	Asia/Pacific	South Asia	5	63	7338	0
1	Asia/Pacific	Southeast Asia	8	64	9226	0
			<b>21</b>	<b>199</b>	<b>27092</b>	<b>2</b>
1	Europe	Eastern Europe	15	25	2902	3
1	Europe	Eurasia	8	26	3711	1
1	Europe	UK, Ireland &	10	20	1951	1
1	Europe	Western Europe	8	14	1033	0
1	Europe	Middle East	14	16	682	0
			<b>55</b>	<b>101</b>	<b>10279</b>	<b>5</b>
1	Latin America	Andean	4	19	1568	1
1	Latin America	Brazil	1	11	2124	0
1	Latin America	Central America	7	12	2109	0
1	Latin America	Mexico	2	33	6824	5
2	Latin America	Southern Cone	4	10	684	1
			<b>18</b>	<b>85</b>	<b>13309</b>	<b>7</b>
2	USA	Canada	1	12	1933	1
2	USA	Heartland	0	9	1167	1
2	USA	Midwest	0	20	3998	5
2	USA	Texas/OK/LA	0	15	3622	5
			<b>1</b>	<b>56</b>	<b>10720</b>	<b>12</b>
2	USA	ACR	1	26	4726	9
2	USA	Caribbean	11	36	3377	1
2	USA	Florida	0	14	3539	2
2	USA	New England	0	10	3676	10
2	USA	New York	0	7	3277	2
3	USA	Southeast US	0	31	6115	2
			<b>12</b>	<b>124</b>	<b>24710</b>	<b>15</b>
3	USA West	Northwest US	0	16	1607	0
3	USA West	Pacific Southwest US	2	23	9730	4
3	USA West	Rocky Mountain	0	7	1321	1
			<b>2</b>	<b>46</b>	<b>12658</b>	<b>5</b>
			<b>#Countries</b>	<b>#Churches</b>	<b>2020 Members</b>	<b>Current Teachers</b>
		TOTAL all 33	147	711	114239	72