



The Re-Forma Informa

May 2026 (Issue #14)

I have loved you with an everlasting love

"Though the mountains be shaken and the hills be removed, yet my unfailing love for you will not be shaken nor my covenant of peace be removed," says the Lord, who has compassion on you.

Isaiah 54:10

A first milestone!

10,000+ Certificates have been issued!

We celebrate our **national coordinators**, who tirelessly mentor the facilitators / church leaders; also the **facilitators** who, in turn, faithfully guide their **groups** through the 37 outcomes. However, visionary Dr Manfred Kohl, reminds us that there are many, many more church leaders without proper biblical training. This is just the start!



Dr Manfred Kohl

How did Re-Forma start?

- **Thailand, 2016.** The shocking lack of formal theological training among church leaders – 90% in the Majority World – is revealed at a conference.
- **Halifax, Canada, end-2016.** Dr Manfred Kohl assembles 25 experts in theological training to seek solutions to equip church leaders through informal training.
- **Cleveland, Tennessee, 2017.** At this and subsequent meetings, about 10 theologians (including Dr Reuben van Rensburg) outline what a church leader needs to know, do and be, to be competent in God's work. 35 Competencies are identified and distilled into 37 outcomes. These are approved by the World Evangelical Alliance.
- **Schmittgen, near Frankfurt, Germany, 2019.** Re-Forma is established as a legal entity to promote and assess the 37 outcomes.

Notes from the back of a motorcycle taxi

"31 March–5 April: 484 Km covered to and back from Kakuma refugee camps in Lodwar. Very hot, above 39°C, strong desert winds. Since 1992 camps have been shelters for 500,000+ refugees from violence and persecution in South Sudan, Somalia, Sudan, the DRC, Burundi, Ethiopia, and Uganda.

"Enormous hardship. Little water. Food cut to 40% of minimum ration by UN. Long power cuts. Children, mostly girls, can't access education. Many with no cash. Still the practice of early marriage and female genital mutilation. Obviously huge spiritual vacuum.

"**But so worth the visit:** 200 pastors attended Re-Forma promotional event, some from far distances – 80 signed up to study the outcomes. We aim, through Re-Forma's program to assist churches to comply with government requirements."

Maggie Gichuki,
on the way to
Kakuma
Refugee
Camps,
Lodwar,
Kenya.



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Mexico & Guatemala QATIs explode

From those attending the 3 QATIs (45 in Oaxaca, Mexico; 35 in Guatemala City; 35 in Xela), many new groups were registered. Guatemala has become the first Latin America country to exceed 100+ groups; while Mexico exploded from 14 to 55 registered groups!

To make this happen, here's a glimpse of the organizing team's To-Do list. From sending invites to finding venues, travel bookings to preparing presentations, arranging meals, audio-visual equipment and signage, to translating and printing course material, providing gifts for speakers to rescuing a 'lost' guest speaker from a bus station – all in a "day's work"!



QATI group, Oaxaca, Mexico.

- **Communications** (for invites, reminders, planning, travel, logistical, and financial arrangements – *conservative estimates*): 3000 WhatsApps; 160 phone calls; 20 staff phone calls and Zoom Meets; 350 emails; 1 radio interview; 320 hours.
- **Venues**: 11 considered; 1170 meals at 3 venues; 2000+ teas and water.
- **Printing**: 160 booklets, 180 name badges, 195 programs, 350 brochures, 150 sets of outcomes, 22 assessment guidelines, 14 graduation certificates processed for a group facilitator attending the QATI.
- **Re-Forma database**: for electronic invitations, registrations, logistics reports, the waiting list, attendance register, attendance certificates.
- **Challenges**: time zones (i.e. late-nights), exchange rates, money transfers, language.
- **Thank you!** To 4 volunteers, across the 3 cities, for their time and commitment
- **The team**: Jolene, Chris, Vicky, Gawie, Beverley, Reuben, Barbara, and Jaycee.
- **Travel stages for presenters**: 14 – flight and road.

From east to west - Re-Forma grows



Hearing about Re-Forma: Mr Subba in Nepal examines the program.



Involved in Re-Forma: Ronald Gonzalez and Josué Mendez at the QATI in Seteca, Guatemala.



Equipped through Re-Forma: A proud group of Re-Forma graduates from Ganta, Liberia.

Followers of Jesus are victimized and ostracized in many countries, by governments, mobs, or other religious groups. **Amit from South East Asia** and **Juan from Mexico** (*not their real names*) represent those who experience persecution. They share their introduction to Re-Forma.

Amit: I am a first-generation Christian and lay pastor. My father-in-law is no longer able to serve due to illness, so I now lead two small churches in our remote tribal region. I have no formal Bible training. Benny paid us a ministry visit, which involved four hours by car and a 5 km walk. He introduced Re-Forma at a pastors' fellowship. I knew at once that I needed this training. Re-Forma will help me and others in remote regions to be faithful leaders.

... but also tyranny from east to west ...



Juan: My wife and I have been teaching children, teenagers and young adults for about five years, helping them find their ministry gift and calling from Father God. When we encountered Re-Forma's program through Chris, we realized that the same need exists all over – the need for a sound teaching method on how to engage with God's calling, and God Himself, to be face to face, and heart to heart with Him. Re-Forma offers us a way to be even deeper and more efficiently involved.

Spotlight on Tanzania



This month we get to know Tanzania better as we follow the flight of the magnificent grey-crowned crane, iconic to that country.

Demographics: Population ± 72 m; a young population, 45% under 15.

Literacy: 80% of young people literate in the official languages (Swahili and English).

Ethnicity: over 120 distinct groups; the Sukuma ethnic group from the North West is the majority.

Happiness index: Low on 'happiness'; 136th out of 147 countries, measured by indicators reflecting economic, social, and psychological well-being.

Religion: ±62% Christian, 35% Muslim, ±2% folk religion.



Cities: Dodoma, capital (pop. ±250000). Dar es Salaam (pop. ±9 m). Zanzibar, off-shore: (pop. ±1 m).

Borders: Kenya and Uganda (north), Rwanda, Burundi, and the Democratic Republic of the Congo (west), and Zambia, Malawi, and Mozambique (south).

Coastline: Over 1400 km facing the Indian Ocean in East Africa, with sandy beaches, coral reefs, snorkeling, diving sites, and tourism experiences.

Striking features

The vast **Serengeti** – roughly 15,000 sq km of savannah and woodlands, a rich habitat for wildlife and the annual migration of ± 1.5 m wildebeest and zebra.

Mount Kilimanjaro – a dormant volcano; the highest free-standing mountain in the world; 2nd highest peak in the world after Mount Everest (nearly 5,900 m above sea level, 4,900 m above its plateau base; passes through 5 climate zones – rain forest to desert to arctic; hosting ± 30,000 summit attempts per year).

Re-Forma in Tanzania

Economic, political, cultural challenges – widespread poverty means many cannot afford a Bible, while financial strain drives the "prosperity gospel". Good health care is scarce, and clean drinking water is available to only 55% of the population.

The church faces increasing **intimidation from government surveillance**. Christianity is in tension with traditional beliefs and ancestor worship, and rising, violent Islamic extremism in the coastal areas and Zanzibar.

Re-Forma's work in this region is urgent and targeted, addressing the **crisis of untrained and undertrained pastors** and ministry leaders. 160 Groups have embarked on studying the course outcomes, and so far, 25 facilitators have completed and received their certificates.

Bishop Philipo Magwano is Re-Forma's national coordinator in Tanzania. What motivates him in this work?

Bishop Philipo Magwano

Philipo's God-story

Raised in a strict Christian home, I grew up going to church meticulously, and was baptized at age 12. Throughout high school, I also attended Bible vocation classes, which laid a strong spiritual foundation. During a youth camp, I had a life-changing moment when Jesus became real to me as my personal Savior.



Since then, the Word of God has been a daily source of guidance, comfort, and joy. I live with a sense of victory and confidence, abiding in Christ as He abides in me. Recently, I have been deeply inspired by a renewed understanding of the authority of Jesus (Mark 11:27-33) – authority given by Father God, demonstrated through truth, healing, and deliverance.

Through Re-Forma, I help equip untrained church leaders to correctly interpret Scripture, and avoid false doctrines such as the prosperity gospel and other strange practices. It is only through the Lord Jesus that we are made acceptable to God.

What is vision casting

James Achola, assistant NC for Kenya, explains. In a vision casting seminar Re-Forma staff share the purpose and goals of their training program with potential trainees and pastors – clarifying why the program matters, and how to be involved.

It explains the “**why**” by outlining the challenges Re-Forma addresses, such as leadership gaps, discipleship, and long-term impact.

It defines the “**what**” and “**how**,” describing the curriculum and duration, the guiding principles of mentorship, theological grounding and practical ministry, and the leaders it aims to develop.



Maggie Gichuki, NC Kenya, leads a vision casting seminar with pastors from the refugee camps.

The seminar invites attendees to **participate**, and to see their role in the broader mission. It also sets **clear expectations** regarding commitment, accountability, and spiritual growth.

For pastors, it creates **shared ownership** of the vision. Testimonies and real examples **inspire** attendees to leave motivated and ready to engage.



What is Competency-Based Theological Education (CBTE)

Competency-Based Theological Education links to the Head-Hands-Heart approach.

Head–Conviction: Understanding the **37 Outcomes** as sound, truthful, biblical knowledge, with the ability to interpret and share it accurately, growing in understanding our amazing God and His gift of salvation.

Hands–Capability: Applying the 37 Outcomes by handling real-life ministry situations skillfully, reflecting and imitating Jesus’ character and actions in community life.

Heart–Character: Living the 37 Outcomes, resulting in mature character, humility, and compassionate service, upholding God’s holiness and mercy, while deepening a personal relationship with Jesus marked by trust, friendship, and alignment with His heart.

Example of an Outcome

The 37 Outcomes reflect the competencies we believe pastors need to know, to do and to be, to truthfully represent the Lord Jesus Christ in their communities and in their culture. They reflect **Head competency** (knowledge), **Hand competency** (ability to apply), and **Heart competency** (a compassionate mature character). The outcomes are grouped into:



Outcome 4.3 – Shepherding God's people

Students will be able to comfort and assist others in times of crisis (namely death, marital problems, illness, etc.).



Join –

– **as partners** to Re-Forma, who, for the first time in church history, present a global standard for informal and non-formal ministry training.



Pray –

– for Re-Forma's **leadership and team, national coordinators, facilitators, and groups**, for strength, courage, wisdom and resilience, as they raise competent church leaders.



Support –

– Re-Forma's **work and programmes** as they expand rapidly around the globe. You can donate to this vital work on <https://www.re-forma.global/make-payment>.