

Yearly Personal and Ministry Evaluation

Gary & Laurie Scheer

WorldVenture – Rwanda

We would hope that most everything a missions committee might want to know about us will be found in this document. If you find there is a question you have not covered below, please write us and we'll try to answer it for you. It will be updated at the end of each calendar year (last updated March 26, 2009).

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Next home-assignment: January to July of 2010

1. Ministry overview

We are missionaries sent out by WorldVenture. In Rwanda we work under a national organization called New Creation Ministries (NCM). The mission statement of NCM is to help the churches in Rwanda function as the Body of Christ. We do this through discipling leadership for the churches. We don't want to do what the churches should be doing; rather we want to enable the churches to do their work better. Our main ministry at this time is the Pastoral Training School (PTS). In it we train only pastors who currently lead churches. These pastors have but a primary school education and no prior formal Bible or ministry training – 80% of the pastors in Rwanda are in this category and no one else is discipling them! They come from some 12 different denominations in Rwanda, Uganda and Burundi. We train them while they continue to pastor their churches – we do this through block classes. It is a 4-year program. The program is a creative combination of classroom instruction, small group discussion and problem solving, personal counseling and discipleship, and practical out-in-the-field implementation. In addition we are working at establishing a children's ministry, which again, is to help the churches function as the Body of Christ in respect to children and youth. This ministry has 4 goals:

- * *Training teachers of children and youth in the churches*
- * *Developing materials for the teachers to use in teaching and discipling*
- * *Establish a network for cooperation of those working in children and youth ministries in Rwanda*
- * *Provide a service of evaluation and counsel to children and youth programs in Rwanda*

Finally, we are planning to open a bachelor's level Christian leadership program by 2011. The level of education in Rwanda is rapidly rising. Though today most pastors have a low level of education, in 10 years many pastors will need to have a university level degree. We want the fresh and innovative training of the PTS to be made available at the degree level.

2. Job description/responsibilities

- a. *Leader of the WorldVenture missionary team – responsible for:*
- 1) *leading them in ministry*
 - 2) *maintaining team functioning and spirit*
 - 3) *orienting to ministry, language and culture*
 - 4) *maintaining coordination and teamwork between the missionary team and the NCM team of nationals*
 - 5) *pastoral care of the team*

- b. Director of New Creation Ministries – responsible for:
 - 1) directing the overall work of NCM
 - 2) overseeing the staff and facilities of NCM
 - 3) promote NCM
 - 4) raise funds for NCM
- c. Discipleship and teach:
 - 1) teach in the Pastoral Training School
 - 2) visit students in their homes and churches
 - 3) prepare teaching materials and translate books and articles
 - 4) preach and teach in other outside opportunities
- d. Maintain relationships with our supporters in the States
 - 1) monthly email updates
 - 2) periodic home assignments
 - 3) maintain a website
 - 4) keep up on correspondence with them

3. Ministry Accomplishments

- a. What ministry goals were met in the last year? What were some of your key ministry accomplishments/highlights? What in your ministry encouraged you?
 - 1) *600 Club – we've so far raised 40 \$600 subsidies for the Pastoral Training School students. It has been amazing and rewarding for us to see that even in these economic hard times these people are continuing to give!*
 - 2) *We have a great missionary team that now includes 3 families and 1 single woman. We have 3 other "units" (singles or families) who are seriously interested in joining the Rwanda team.*
 - 3) *We hired a new Rwandese staff person who will be a pastor to the students, counseling them, visiting them regularly, overseeing their practical work in the the churches. This is a tremendously valuable addition to the work we do with these pastors who are our students.*
 - 4) *We accepted another class of 36 pastors into the Pastoral Training School.*
 - 5) *It is common here in the Rwanda (though it must be surprising to you) that many pastors themselves do not know salvation in Christ and have never experienced it. Thus, as this new class started we saw 22 of them come to a knowledge of salvation for the first time!*
 - 6) *We had the second graduation of 12 students from the PTS in December.*
 - 7) *Of course we continued with the 3rd year students in the PTS, teaching, visiting and discipling them.*
- b. On the average, how many people did you share the Gospel with daily or weekly? How many people have come to Christ? How many people have you baptized? How many churches have you planted or established?

All these questions I'll answer together. We are not in an evangelistic or church planting ministry, so we don't keep track of these figures for ourselves. We do gather statistics on the pastors we are training and here's what they looked like for 2008:

 - 1) *There were 61 students in the Pastoral Training School (PTS) in 2008*
 - 2) *They were responsible for pastoring over 19,000 believers in their churches*
 - 3) *They baptized 801 new believers in 2008.*
 - 4) *They had 8,500 Christians in 649 small groups.*
 - 5) *They were involved in planting 59 churches.*

Our ministry is to enable and empower the Rwandese pastors to do the work of pastoring well. These statistics help to show that as we enable and empower these pastors, we are having an indirect impact on thousands in significant ways. In fact, the impact is exciting!
- c. How many people are you discipling? How many indigenous pastors/missionaries have you developed?

The Pastoral Training School: We ended 2008 with 61 students in this 4-year program. They are all pastors in the work. They continue to pastor as they study, coming for 3 weeks of intensive study 4 times each year for 4 years.

- d. What were some ministry challenges or disappointments in this last year?
- 1) *Continued incarceration of Laurent Katabirora – going on 2 years waiting for his appeal trial*
 - 2) *The pastors we teach come into the PTS with minds and hearts filled with all kinds of false conceptions of God, Salvation, and the Christian life. It is a constant struggle to first tear down these strongholds so the truth can be built. It seems often they come out with a mixed building – parts of the ruins of the old built in with the truth of the new!*
 - 3) *Tim and Jessica Brubaker left for Home Assignment in August. It is always hard to have our close friends and colleagues leave for a year!*
 - 4) *Audrey Sorensen, the director of our children's ministry finished language and culture learning and has been looking for a Rwandese to partner with her in this ministry. Not only would they work together, but Audrey would train her to lead the ministry after Audrey leaves. It has been nearly 8 months since she started looking for this person and to date, she has not found her! This is a BIG disappoint and set-back. She cannot move ahead without this person. This is a big prayer request.*

4. Ministry Direction and Goals

- a. Describe the vision you have for your ministry and what directions do you see your ministry going in. *Our mission in Rwanda is "to help the Rwandan church function as the Body of Christ." The primary way we see to accomplish this is to disciple, enable and empower Rwandese leaders. In the coming years we will do this through:*
- 1) *Training the present pastors – 80% of the pastors in Rwanda have no training at all and but a primary school education. We are training these men through the PTS. It is a creative combination of classroom instruction, small group discussion and problem solving, personal counseling and discipleship, and practical out-in-the-field implementation. All the students are pastors from 12 different denominations. They study in blocks so that they can continue to pastor their churches. It is a 4-year program.*
 - 2) *Training future pastors – the pastors of tomorrow will have a university education. We are starting a bachelor's level program. We hope to accept the first students in late 2010 or early 2011. This is a huge step of faith for us – exciting. We want this school to be as fresh and innovative as the PTS is at its lower level.*
 - 3) *Discipling children – we want to enable and empower the Rwandese church to disciple their children through the children's program of NCM. We envision helping the Rwandan churches to develop strong ministries to children and youth by:*
 - * *Training teachers of children and youth in the churches*
 - * *Developing materials for the teachers to use in teaching and discipling*
 - * *Establish a network for cooperation of those working in children and youth ministries in Rwanda*
 - * *Provide a service of evaluation and counsel to children and youth programs in Rwanda*
- b. What are your goals for your ministry in the upcoming year?
- 1) *Continue the PTS. We will graduate our third batch of pastors in December 2009.*
 - 2) *Recruit a new class to begin in 2010.*
 - 3) *Continue to lay the foundation of the children's program as Audrey Sorenson a hire her partner in ministry.*
 - 4) *Continue to raise on-going funding for the Center through the 600 Club – people or groups pledging \$600/year to subsidize the study of one student. We have 40 subsidies as we end 2008. We are praying that many of these contributors will become long-term supporters of the program. We'd like to add 20 more long-term members of the Club.*
 - 5) *Continue working towards the establishing of the bachelor's level program:*
 - * *Raise funds both for ongoing expenses and for initial capital expenses*
 - * *Establish the library (we have 10,000 books donated to the library that should be shipped and arrive in Rwanda mid-2009!)*
 - * *Build the main building*
 - * *Hire the first full-time staff*

5. Professional Development

- a. What type of training have you recently received or are you planning on taking that better equips you to do your ministry?
- I'm in no formal program of study, but I have a personal program of reading and study to keep progressing in my ability to relate to and teach the Rwandese.*

- b. Describe your language and cultural acquisition status at present.
We do everything in Kinyarwanda. We feel we are fluent, at least we can say we know Kinyarwanda better than any other expatriates we know working in the country at this time. We are constantly studying the culture and reading books that will help us understand the culture better.

6. Personal

- a. How have you used your spiritual gifts in your ministry?
My spiritual gift is teaching. My ministry is teaching/discipling church leaders. 70% of my time is spent in this.
- b. What has kept you going during the hard times? What brought joy to your heart?
- 1) *Heb.12:1-3. And "It is required of a steward that he be found faithful." Our commitment to be faithful to what God has called us to keeps us hanging in there with the Lord's provision --2 Cor.4:7-18.*
 - 2) *We've seen some big answers to prayer – the land coming through after 4 years of waiting and now some great buildings at the center; Gary Bennett married to Barbara and back on the field; finding some good Rwandese staff*
 - 3) *The fulfillment of seeing lives and churches changed as a result of our discipleship ministry*
 - 4) *A great missionary team who are not only great colleagues, but friends as well*
 - 5) *Taking periodic breaks to refresh*
 - 6) *See also the spiritual elements below*
- c. What are you doing on a consistent basis to grow spiritually?
- 1) *Attend church*
 - 2) *Personal devotions – 1 hour each morning*
 - 3) *Devotions with my wife*
 - 4) *Weekly prayer time with Team when on field*
 - 5) *Prayer and study once a week with the NCM staff*
 - 6) *Once/month a 6 hour period of extended prayer*
 - 7) *Fasting and prayer from time to time*
 - 8) *Yearly 8-day spiritual life retreat in Rwanda for expat Christian workers*
- d. What is your greatest spiritual need? How are you trying to meet it?
To trust in God more fully and more emotionally, so that faith is bright expectancy that brings joy and is a fuel for more love. Through prayer, scripture memorization, talking about it with spouse and others, trying to apply it in difficult situations.

7. Family Relationships

- a. How has living on the field affected the relationship with your spouse and family?
- 1) *It means now we live on separate continents from our children and grandchildren – that's hard. But because of that we're going to try to take home assignments (HA) ever 2 years, rather than every 4.*
 - 2) *Laurie and I live and work together, rather than each of us having our separate lives and coming together for dinner and the weekends only.*
 - 3) *We have been able to appreciate and be challenged by strengths in the Rwandese culture and spirituality in areas we wouldn't have been challenged in the States*
- b. Looking back over the past year, what concerns do you have for your spouse and children?
- 1) *Our youngest, Andrew, finished university in 2007. He then worked with Samaritan's Purse in Sudan for a year. Now that that's past, he's looking for a job in civil engineering in California – tough time to be looking for a job! We're also praying with him about his future long-term plans.*
 - 2) *Matthew (our middle child) and his wife, Ellie, have finished Moody's flight school. He's now working at Moody as an instructor. They've been appointed by Proclaim Aviation and are starting to raise support for future service in Africa. Ellie is pregnant with their first child.)*
 - 3) *Jamie (our first-born) and Eric are doing well as parents of Kaylie and Zachary. Eric has a job that seems to be stable in these economic hard times. They're hoping to buy a house soon, as they are having to move out of the house rental they're in.*
 - 4) *All of them are walking with the Lord and in good churches.*

- c. What are the greatest joys you have experienced with your spouse and/or your children this last year?
- 1) *The birth of our second grandchild, Zachary, to Jamie and Eric. Both Laurie and I were able to travel to the States to see them.*
 - 2) *Andy, after finishing his work in Sudan, came through Rwanda and spent a month with us over Christmas and into the new year.*
 - 3) *Hearing the news that Matt and Ellie are expecting their first child.*

8. Interpersonal Relationships

- a. Were your closest relationships with other missionaries or nationals?
Our closest working relationships were with Rwandese. Our closest relaxing friendships were with fellow expats.
- b. Do you have someone to share with and pray with, other than your spouse? If so, how often do you get together?
- 1) *Our missionary team gets together weekly for 2 hours of worship and prayer together*
 - 2) *We meet with our Rwandese staff once a week for prayer and study of the Word*

9. Financial Situation

- a. Are your medical and retirement needs adequately funded?
WorldVenture's medical plan is very good and comprehensive. There is basic provision for retirement through WorldVenture.
- b. Briefly describe your needed monthly support level and your actual monthly support level at this time.
We have WorldVenture's support package totally outlined in a document we can send you – we did not want to post this online. Send us an email and we'll send you the latest information we have.
- c. Please describe any special one-time project/needs you may have at this time.
- 1) *The 600 Club --It takes just over \$600 per year to put one student through the PTS. The student himself pays \$66 (as small amount by our standards, but a lot of money for rural pastors in Rwanda). We're asking individuals, groups or churches to make commitments of \$600/year to subsidize a pastor's studies. We are looking for people and groups interested in long-term support of this project. We have 40 commitments so far. We'd like to add 20 more this year 2009.*
 - 2) *\$5,000 will pay for one term of studies for 25 pastors.*
 - 3) *\$750 will pay for a session of the Wives Program. We bring in the wives of the pastoral students for 1 week of training twice a year.*
 - 4) *For the university-level program we are raising \$1.5 million for buildings.*

10. Short-term opportunities

Because we will be short staffed here (Brubakers are on HA until August, and Bennetts will leave for theirs in July, and we'll be preparing for ours at the end of the year!) we are not asking for any short-term teams at this time.

11. Current Prayer Requests

Our current prayer requests and prayer answers are found in our monthly email UPDATES. These are essential for anyone wanting to keep contact with us and what's happening in Rwanda. Email us and request to be put on the list if you're not receiving them. All past copies are found on our NCM Website – www.ncmrwanda.org.

12. Have your doctrinal positions changed in the past year? If so, please explain.

No, our doctrinal position has not changed. Every year we sign the doctrinal statement of WorldVenture which can be found on their website – worldventure.com.