



EURO-ASIAN ACCREDITATION

ASSOCIATION OF EVANGELICAL SCHOOLS

Fatheron the Accreditation Visit

Name of the educational institution: Bible Institute, Almaty.

Dates of visit: February 2-4, 2021

Status of accreditation visit: Evaluative visit

Composition of the Accreditation Commission:

Alexander Zigalenko – Chairman of the Commission, representative of the EAA office
Mikhail Khromyak – Member of the Commission, Executive Director of EAAA
Ivan Makarenko – member of the commission
Mikhail Medvedev – member of the commission

Assessment Program: Bachelor of Christian Leadership

Purpose of the visit: Evaluation of the C level program for the possibility of extending the status of full accreditation.

At the invitation of the Bible Institute leadership, the EAA Council, by a decision dated November 16, 2020 (No. 64), appointed a Commission to evaluate and extend the status of full accreditation of the Bachelor of Christian Leadership program. The visit was held online in the "Zoom" program.

The Commission began its work with a meeting with the leadership of the Institute, which was attended by: Director Karjakov A. Q., academic dean Skurydin Y. A., Dean of the Bachelor of Christian Leadership Program, G.A. Gelgans E. A., academic secretary Konyshev R. Q., the head of the research department Kadyrkulov S. At the meeting, the work plan was agreed and the areas of activity of each member of the Commission were determined:

Ivan Makarenko assessed the organizational, administrative and financial aspects of the institute's activities;

Mikhail Medvedev evaluated academic activities, the educational process, programs, the work of teachers and libraries;

Mikhail Khromyak assessed student life, living conditions, spiritual formation and practice with students, work with graduates;

Alexander Zigalenko solved organizational issues with the leadership of the Institute and the Commission, took part in meetings and provided advice to members of the Commission on emerging issues.

Members of the Commission held a number of meetings with the leadership of the Institute, students, held a meeting with the teaching staff. A meeting was held with the Chairman of the Council of PopWriters and the Chairman of the Union of ECB of Kazakhstan. Also, each member of the Commission individually spoke with the staff of the Institute. The Self-Assessment of the School was sent to the mission in advance, and the opportunity to view irrelevant documents and materials during the visit was provided.

During the work of the Commission, the Institute, as well as its teachers, staff and students, showed complete openness, an atmosphere of trust and mutual respect reigned. The staff of the Institute has been replenished with new young employees and sets itself high goals in Christian education, which, of course, pleases.

Members of the Mission thank the leadership of the Institute for their sincere dedication and interest in maximizing the training of future ministers for the Kingdom of God in Kazakhstan and Central Asia.

The Commission also cordially thanks the entire staff of the Institute and personally the Director Alexander Karyakov for the good organization and atmosphere of the visit, despite the fact that it was held online.

ORGANIZATIONAL AND ADMINISTRATIVE PART

Status of the Institute and statutory documents

Missionary Statement and Evangelical Character of ABI

On the recommendation of the commission (during the evaluation visit), the missionary statement was revised by ABI leadership. At the moment, the school adheres to the already adopted wording:

"Almaty Bible Institute is the highest theological Theological Educational Institution of the Union of Churches of Evangelical Christians Baptists of Kazakhstan, carrying out its activities in the field of education, spiritual education and training of Christian ministers for significant church and public service, both in Kazakhstan and abroad."

The theological identity of ABI is reflected in the Doctrine of the Union of Churches of the ECB of Kazakhstan (see Appendix 2.4). It can be viewed on the website of the Union (http://baptist.kz/index.php?option=com_content&view=article&id=99&Itemid=28).

ABI's doctrinal position is based on evangelical beliefs. These beliefs are realized in following two basic gospel principles: the belief in the infallibility of Scripture and the priority of evangelism.

The Bible Institute defines its work as serving the Lord in the fulfillment of the Great Commission of Jesus Christ: **"... teach all nations... teaching them to keep all that I have commanded you"** (Matt. 28:19-20).

Statute

The Commission notes the vulnerability in the status and capabilities of ABI in the current situation. In the context of the current legislation in Kazakhstan, a theological educational institution can be established only by a regional or republican religious association, and also educational activities can be carried out only after appropriate state licensing.

ABI faced these two challenges. Since the Union of ECB of Kazakhstan has not yet been re-registered, while being the founder of ABI, there is an obstacle both for the re-registration of ABI legal entity and the subsequent licensing of the Institute's training programs.

At this stage, ABI is in the process of preparing for re-registration. This situation was discussed with the Chairman of the Board of ABI Trustees (Andretsov A.V.) and also with the Chairman of the Union of the ECB of Kazakhstan (Thyssen F.G.). The brothers assured the Commission of their intentions and efforts to resolve the issue of re-registration of the ECB and ABI union.

International dimension of work

A positive factor in the work and ministry of ABI is that the school continues to train ministers for the churches of Central Asia. For this reason, all training is conducted in Russian language. Accordingly, students are expected to have a good command of the Russian language. Training is also conducted in the Kazakh language, which is the state language in Kazakhstan. Significant efforts in the educational activities of ABI are made to teach students English.

Management bodies of the Institute and records management

The Board notes the positive developments in ABI's records management. Following the recommendations (evaluation visit), the necessary regulations, job descriptions and minutes of working meetings were developed. There is a clear management, organizational and control structure of ABI, the budget and the staffing table. All the necessary documents reflecting the work of all departments of ABI are available.

Recommendations of the Commission:

1. Bring the entire workflow to a general uniformity (fonts, table of contents, numbering, etc.). Regulations, protocols, orders and other official documents must be duly executed, certified by a seal and signed by the leadership of the Institute.

2. Develop options for the development of internal fundraising (Soyuz ECB, various churches, friends and partners of Eurasia) in order to reduce the high dependence of ABI on foreign partners, which is 70% of the budget for 2020-2021.

3. To organize from the board grid of ABI employees, based on the economic situation in the country, the school budget, the personal involvement of employees in the work of the Institute. Financial incentives for teaching staff can be increased differentially, taking into account educational and academic merits, academic degree and titles.

4. Conduct an annual audit of the financial activities of the school for reporting to the state authorities and the ABI trustees.

5. To make an inventory of all the property of the Institute, to draw up the relevant acts with the official seal and signatures. This is important for preparing for the process of licensing and for general reporting Covetu bakechitelei.

6. To introduce specific aspects into the Strategic Development Plan of ABI: personal responsibility for the conditions and development of projects (for example, the development of a research center) for the next 5 years; plan expenditures for the development of projects and add them as a separate item in the annual budget. Engage external experts to analyze and develop the ABI's strategic plan.

ACADEMIC PART

Teaching staff

62 teachers are involved in the educational process of the Institute. The entire teaching staff of the Institute is divided into three main categories: 1) full-time teachers (12 persons); 2) hourly teachers (32 persons(a)); 3) foreign teachers – guests (12 people). Despite the fact that there are no teaching posts in the staffing table of the Institute, all full-time teachers are employed in administrative positions, combining administrative activities with teaching activities under GPH contracts.

It should be noted that over the past 3 years, the workload of teachers has increased. This is due to the emergence of a new program: "Scriptura Bible School", which is taught in 4 locations: Almaty, Taraz, Pavlodar and Tashkent (Uzbekistan). To develop the Evangelism program in the Kazakh language, the Institute is making efforts to increase the Kazakh-speaking teachers on an hourly basis. Special preference is given to graduates of the Institute who have completed the bachelor's program and continue their studies in the magistracy.

It was difficult for the Commission to determine the average teaching capacity of full-time teachers, as it ranges from 33 to 4 credits per academic year. In accordance with paragraph 4.4.3. According to the EAA standards, teachers who are part of the administration of the educational institution, as a rule, should be loaded with teaching no more than 60% in relation to teachers, free from administrative responsibility, depending on the amount of their main administrative load. In this regard, it should be noted that the training load Karyakov A. V., Skurydin Yu. A. and Hagegans E. F. overstated and may need to be adjusted.

On the recommendation of the previous EAAA commission, the Pedagogical Council was developed. According to the developed regulation, the Pedagogical Council consists of the deans of the programs, the academic dean, the director and invited teachers. Meetings of the Pedagogical Council are held as necessary, but the protocol part is conducted irregularly.

In general, the educational level of teachers meets the requirements of the EAA. Most teachers have more than 3 years of experience, which is a sufficient basis for mastering the skills of methodological work and approach to teaching their subject, taking into account the specific features of the Central Asian context.

Advanced training of academic qualifications and scientific activity

The Institute ensures that teachers constantly improve their qualifications and develop their professional skills. Since 2011, the Institute has been training in the TCMI Master's program (Vienna, Austria), which is a basic platform for improving the educational level of teachers who do not have a master's degree. In addition, in January 2020, the academic dean of the Institute began his doctoral studies at IBTSC/VU University. Two teachers with a master's degree (MA) continued their studies to obtain a second master's degree (MDiv). One teacher entered the master's program of St. Petersburg State University.

In addition, the educational department encourages teachers to write scientific articles for the purpose of their further publication. At the moment, 6 employees are regularly published in local and international publications. In 2019, the leadership of the Institute decided to establish the theological journal "Lepta: Theology of Central Asia" and is working to publish the first collection of articles. Over the past few years, the Institute has organized and held 3 international scientific and practical conferences and 4 Central Asian ones, during which teachers acted as speakers.

Course and Instructor Evaluation

As recommended by the EAAA Commission, the Institute has developed a questionnaire for the implementation of the analysis of the quality of teaching, with the help of which since 2016. on a regular basis, feedback is carried out between the teacher and students in particular, and the quality of education in general is assessed. Comments and suggestions are discussed at pedagogical councils, as a result of which objective recommendations are made to teachers for further work.

Library

At the disposal of the library there are four rooms: the main fund, a reading room on the 2nd floor, a warehouse for storing literature and a librarian's working room. The library is equipped with one computer, printer, scanner and copier. In the reading room there is high-speed Internet. Working hours of the library: from Monday to Friday from 9:00-17:00.

At the time of the audit, the library fund numbered **6650** names, of which **795** were in English and **5855** in Russian language, respectively. The classification of books is carried out according to the Dewey Decimal Classification. Cataloging of books is carried out using an electronic accounting program developed by local programmers. The library has "Rules for the Use of the Library" approved by the Institute, which indicate the rights and obligations of readers.

On the recommendation of the EAAA commission, the Library Council was formed, which includes a librarian, representatives of all faculties. The work of the council is supervised by the academic dean. Meetings are held remotely as needed. Minutes of meetings of the Library Council are kept. In 2019, the process of transition to the Automated Library Information System Koha was initiated and a new employee was engaged to implement this task.

In general, the book fund does not yet meet the requirements of the "EAA Accreditation Guide" in terms of the total volume and quality of literature declared for the extension of the status of full accreditation of the C level curriculum. The Institute developed and presented a five-year plan for the development of the library to the number of 8,000 titles by 2020, which remained incompletely implemented. For example, in 2016–2020 years, only 720 titles of books were purchased, while in order to achieve the goal, it was necessary to increase the library fund by 460 titles annually.

Academic Programs

Brief description of educational programs

Currently, the Institute provides education and training of students in the following programs: "Bachelor of Christian Leadership a" (level C, duration 5 years); "Service of Evangelism" (level B, duration 2.5 years); "Pedagogy and Methods of Primary Christian Education" (level B, duration 2.5 years); "Musical Ministry" (level B, duration 2.5 years) and "Advanced training of ministers" (level A, duration 2 years or more).

Submission of the program for the renewal of full accreditation status and

In 2016, based on the results of the evaluation visit and by the decision of the EAAA Council, the Bachelours Christian Guidelines a program was awarded the status of "full accreditation".

The program represents a level of basic higher theological education and is designed to train clergy and religious staff for a variety of religious organizations. The duration of the training is 5 years and includes 15 two-week sessions. Upon graduation, graduates are issued a confessional diploma with the degree of "Bachelor of Ministry" in specialization and "Christian Leadership".

The description of the program consists of an explanation of the general purpose of the program and objectives, the qualification characteristics of the graduate, the requirements for applicants and the conditions of admission. In addition, there is a working curriculum of the program with a detailed description of the academic load, broken down by year and session. The study load by year is distributed as follows: 1 year – 34 credits, 2 year – 33 credits, 3 year – 37 credits, 4 year – 37 loans and 5 year – 39 credits.

The scope of the program and the breakdown of subjects is carried out according to the following main blocks: the general educator on humanitarian cycle, the biblical cycle, the cycle of theoretical and historical theology and the cycle of practical theology, which corresponds to the requirements of the EAA for programs of level C. The order of subjects in the program is arranged on the principle of "from general to particular, from simple to complex, from knowledge to skills." The total amount of the study load is 180 credits, of which 14 credits are given to practice and 8 credits to writing a diploma project in specialization, which in turn is a means of final certification of students.

In general, the curriculum of the "Bachelor of Christian Leadership" program meets the general academic requirements of the EAAA for C level programs.

Evaluation of the "Bachelor of Christian Leadership" Program

After the evaluation visit of the accreditation commission in February 2016, the management of the Institute took effective steps to finalize the program and make appropriate changes. Important adjustments include the following: increasing the period of development of the educational program to 5 years; introduction into the curriculum of the discipline "Methods of writing term papers and diploma papers"; inclusion in the applicant's questionnaire of a clause on the availability of compulsory complete secondary education; the system of assessing students' performance has been revised; to improve the quality of office work, the post of secretary of the educational part has been added to the staffing table; The regulation on archiving and storage of documents was worked out; the regulation on writing and registration of course and diploma papers was developed; the regulation on the plan of the subject (manual for the teacher) was finalized.

However, for one reason or another, not all recommendations were accepted for implementation. In particular, the subject "English language" in the amount of 20 credits remained in the curriculum. The provision "On archiving and storage of materials" is a brief memo without specifying the place of storage, responsible for storage, etc.

Recommendations:

1. To begin the process of moving to the new EAAA academic standards, the ratification of which is scheduled for the EAA General Meeting in the autumn of 2021.
2. Given the lack of a pronounced specialization in the field of Christian leadership in the curriculum, consider the possibility of renaming the declared programs, according to the qualifications framework and nomenclature of specialties of the new EAA standards.
3. To consider options for the development on the basis of the basic program of higher theological education of specializations that, on the one hand, would correspond to the satisfaction of the actual needs of local churches, on the other hand, to the level, interests and vocation of students. To implement this task, provide in the program for the availability of a sufficient number of elective subjects for the chosen specialization and the writing of a qualifying coursework on the selected topic.
4. In the new version of the program, the "3 + 2" algorithm is provided, where the first three years of study are the first basic cycle of disciplines common to all students, at the end of which a diploma can be issued (ISCED-5 level, according to the new EAAA standards). (ISCED-6 level).
5. Teaching English can be included in the mandatory list of disciplines necessary to obtain the qualification "bachelor" in specialization (isced-6 level).
6. Increase the library fund to 8000 items.
7. Improve the quality level of diploma projects/course qualification works and bring them in line with the academic standards of the EAAA.
8. Reduce the average annual pedagogical load of full-time employees involved in the administrative sphere.

STUDENT LIFE

General situation

Currently, the Institute has eleven groups of students, where 200 students study at different programs and levels, of which 40 students study at the Bachelor of Christian Leadership program declared for accreditation: 24 students study in the fourth year, and 16 students in the first year.

In the magistracy, 14 students are trained in cooperation with TSML. 67 people study at "Night Scriptura Schools" (in Tashkent – 30, Almaty – 15, Online – 22). In the branch Omsk on the program "Christian Leadership" - 18 students.

Quantitative list of students of other programs:

Diploma level: "Pedagogy and Christian Education" 9 students

"Music Ministry" 16 students

"Evangelism" 27 students

"Kazakh Ministry" 9 students

Student life

The management of the Institute has implemented the recommendation of the previous two Commissions and prepared a job description for the Student Dean, which spelled out and approved the duties and responsibilities for this position. The responsibilities in the field of student practice are clearly described, but the responsibilities in the field of advertising, relations with churches and work with graduates should be finalized and detailed.

"Internal regulations" regulate the order of arrival and departure of students, relations with teachers and management of the Institute, household issues, rules of conduct, clothing and more.

For the organization of student self-government, life and representation of the interests of students, a headman and his deputy are elected to the administration. The warden or, on his behalf, other students keep records of attendance at lessons, monitor the general discipline, organize communications, duty and other activities.

Living conditions, food, leisure

According to the Report on Self-Assessment and Certificates of ABI Students, the living rooms are maintained at a fairly high level. There are 16 living rooms and 64 beds. Rooms equipped with bunk beds, wardrobes for things, tables, chairs and bookshelves. The hostel is divided by gender and is located in the same building with the educational part. There is all the necessary equipment for recreation and classes.

Students are provided with three meals a day in the canteen of the Institute. In addition, there is always an opportunity and time in the training schedule to prepare tea or coffee during breaks and in the evening after dinner.

The organization of students' leisure activities is mainly entrusted to the headman and the active group. To do this, on the territory of the Institute there are volleyball and football grounds, in the basement there is a gym with the necessary equipment for tennis and physical exercises.

Hikes to the mountains were organized for students, during the weekend they visit the sights of the city. Key leaders and the institute practice inviting groups of students to their homes for informal communication, which was witnessed by both ABI staff and students.

With the campaign and recruitment of students

To inform churches and work with applicants at the Institute an advertising brochure is being developed, which briefly describes the content of the programs, conditions and forms of training, living conditions and a list of necessary documents. There is

advertising on the Internet and in printed publications, as well as on the EBA website. Updated current addresses of former students. Ministers and churches receive information and advertising through Whatsapp and Telegram applications.

For students, a commission of employees is formed at the university. Institute and entrance examinations are held. For the program applied for accreditation, the exams consist of a test of knowledge of the Bible and an interview with the applicant. Based on the results of exams and interviews, the commission decides on the enrollment of the student. There is also a procedure for admitting students with higher secular or spiritual education.

The Commission notes a positive factor in the recruitment of students from the local population with instruction in the Kazakh language. We recommend that this practice be developed and expanded in the future, involving representatives from neighboring countries. This is especially relevant in view of the geographical location of the school in Central Asia and the relative freedom to conduct educational activities in Kazakhstan.

Financial side

The Institute has a fixed amount of tuition fees, which includes both a partial contribution from the student and an expected contribution from the church that sent him to study. As a partial tuition fee, you can take the fact of involving students in the duty in the kitchen, cleaning classrooms and bedrooms. In addition, students monitor the cleaning of the territory, which allows the school to save money on these works.

It should be noted that the amount of the student's donations covers 1/10 of the real costs of the student's education, and the contributions from the students do not provide even 5% of the operational budget of the Institute. During the meeting of the EAA Commission with the students, they noted that they are aware that their financial contribution is relatively low.

Spiritual formation of students

The teaching and institute recognizes the importance of biblical foundation in the learning process and the responsibility for the spiritual formation of the student as a mature Christian and minister. It has been confirmed with students and students that ABI strives to spend quiet time in prayer and Bible reading. Also, every day (during the session) from 8:30 to 9:00 there are Bible hours in which students and staff of the Institute take part.

There is a practice of informal communication between teachers and students, both on ABI campus and at home with the staff of the Institute. At least once a session, either a joint supper or a joint worship service is held, where students worship God and acquire the skills to carry out such events.

On Sundays, students travel to the countryside to conduct evangelistic projects or participate in church services.

The program manager is directly responsible for spiritual formation and personal counseling.

Internship of students

During the previous visit to the commission, recommendations were made to develop and approve the Writing of the internship course with the main sections: content, goals, objectives, requirements, educational and practical load, assessment. It was also recommended to keep records of practice diaries and analyze the ministry of students. These recommendations were taken into account. It should be especially noted that during the pandemic of 2020-2021. ABI was able to move to the MUDL platform and students were given the opportunity to upload all the necessary documentation online about the passage and practice.

At the same time, it should be noted that at the time of the work of the EAAA Commission, no more than 1/4 of the students of the group of the accredited program had submitted all the necessary reports and diaries on the passage of practice. The Institute should think about how to motivate students to more actively record their practical service.

To create bridges between the educational institution and local churches, it should be considered to invite as mentors and / or guest lecturers ministers of the Union of ECB of Kazakhstan, graduates of the Institute and other professional practitioners.

Work with alumni and churches

Work with alumni is mainly carried out on a personal level as a result of personal contacts of ABI employees with graduates, or through events to which graduates of the Institute are invited. It follows that work with graduates is conducted, but not systematically enough and needs to be improved. Graduates should be involved in the revision and improvement of the graduate's profile and program competencies.

Recommendations:

1. Finalize the duties of the Student Dean, detailing his functional responsibilities in the field of advertising, relations with churches, work with graduates, etc.
2. Improve the Description of the internship course in more detail, prescribing the process of internship and its assessment.
3. Develop and approve a five-year strategy throughout the year to gradually increase contributions from students and churches in order to diversify budget revenues.
4. Develop a system of incentives and disciplined students to keep practice diaries.
5. Consider the possibility and develop a mechanism for inviting as mentors and / or guest lecturers ministers of the ECB of Kazakhstan, graduates of the Institute and other professional practitioners.
6. Develop and approve a plan and procedures for the regular involvement of ABI graduates in the revision and improvement of the graduate profile and program competencies, as well as an advertising campaign and fundraising.

Final recommendations:

1. Bring the entire workflow to a general uniformity. Regulations, minutes, orders and other official documents must be duly executed, stamped and signed by the management of the Institute. To work out options for the development of internal fundraising.
2. Start the process of transition to the new EAAA academic standards. To improve the quality level of diploma projects/course qualification works and bring them in line with the academic standards of the EAAA.
3. Improve the Description of the internship course, involving ABI graduates in the formulation of competencies of the program profile, describing in more detail the process of internship and its assessment. Develop a mechanism for inviting mentors and / or guest lecturers and professional practitioners.

Final recommendation:

The Commission recommends that the EAAA Council:

1. Extend **the status of full** accreditation to the Bachelor of Christian Leadership program of the Biblical Institute of Almaty.
2. Conduct the next valuation visit in the spring of 2025 after receiving the report on the Camooprice (two months before the visit).

Signature:

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