



Baptist Theological Seminary of Zambia
SEMINARY HANDBOOK
AND
PROSPECTUS
2022

© Baptist Theological Seminary of Zambia
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SEMINARY HANDBOOK AND PROSPECTUS 2020
Baptist Theological Seminary of Zambia

Contents

I. INTRODUCTION	4
BRIEF HISTORY OF THE SEMINARY	4
ACCREDITATION AND RECOGNITION	4
PURPOSE OF THIS HANDBOOK	4
LOCATION	5
PURPOSE OF THE SEMINARY	5
OBJECTIVES	5
VALUES STATEMENT	6
ARTICLES OF FAITH.....	6
II. ORGANISATION AND ADMINISTRATION	9
STUDENT BODY	9
GRADUATES	9
BOARD OF GOVERNORS	9
FACULTY	10
POSTSECONDARY FULLTIME FACULTY	11
POSTSECONDARY ADJUNCT FACULTY.....	12
LIBRARY	13
STUDENT HOUSING	13
GRADUATION.....	14
III. FACILITIES	14
BAPTISTRY.....	14
CHAPEL.....	14
CLASSROOMS.....	14
CONFERENCE CENTER.....	14
RECREATION AREAS	14
IV. ADMISSION PROCEDURE.....	15
APPLICATION AND INTERVIEWS:	15
SCHOOL FEES	16
V. PROGRAMMES OF STUDY AND ACADEMICS	16
GRADUATE PROGRAMME.....	16
GRADUATE GRADING SYSTEM	17
SCHEDULING OF CLASSES	18
POSTSECONDARY PROGRAMME.....	18

SCHEDULING OF CLASSES	19
WOMEN'S MINISTRY PROGRAM	19
POST-SECONDARY AND CERTIFICATE GRADING SYSTEM.....	20
SCHEDULING OF CLASSES	20
VI. COURSE SUBJECT AREA OBJECTIVES.....	21
BIBLICAL COURSES	21
THEOLOGICAL/HISTORICAL COURSES.....	21
CHRISTIAN EDUCATION COURSES	21
PRACTICAL MINISTRY COURSES	22
GENERAL EDUCATION COURSES.....	22
FIELD EDUCATION COURSES	22
VII. COURSE DESCRIPTIONS.....	23
GRADUATE PROGRAMME COURSE DESCRIPTIONS	23
POSTSECONDARY PROGRAMMES COURSE DESCRIPTIONS.....	26
WOMEN'S MINISTRY PROGRAMME COURSE DESCRIPTIONS	36
VIII. CURRICULUA DESIGN.....	40
GRADUATE CURRICULUM DESIGN	40
POSTSECONDARY CURRICULUM DESIGN	41
WOMENS' MINISTRY PROGRAMME	43
IX. ADDITIONAL POLICIES	45
LIBRARY POLICY	45
PLAGIARISM POLICY	47
STUDENT RECRUITMENT POLICY.....	48
WORK-STUDY SCHOLARSHIP POLICY	49
EXAM MANAGEMENT POLICY.....	51
CONTINUING EDUCATION AND FACULTY IMPROVEMENT POLICY	52
X. ACADEMIC CALENDAR - 2021	53

I. INTRODUCTION

Continuing the task ...

*And the things you have heard me say in
the presence of many witnesses entrust to
reliable men who will also be qualified to
teach others. 2 Timothy 2:2 (NJV)*

When the Apostle Paul wrote the words of Timothy 2:2, he challenged Timothy to continue the task of theological training which as begun in him by teaching reliable people who would also teach others. Paul knew that training of church leaders would be a never-ending process. The Baptist Theological Seminary of Zambia (BTSZ) has accepted the challenge to continue the task of teaching those who would teach others.

The Baptist Theological Seminary of Zambia is a theological training institution owned and operated by the Baptist Fellowship of Zambia (with 2000+ churches). While the main concern of theological training is for students from the churches of the Baptist Fellowship of Zambia, the Seminary also welcomes students from other Christian denominations and from other countries.

BRIEF HISTORY OF THE SEMINARY: The Baptist Theological Seminary of Zambia was established in January 1967. Classes began with five men and four women. The first classes of the school were held at the Baptist Building near downtown Lusaka on the Great East Road. After an initial beginning of classes there was a break, and classes were started again in September 1969. The first graduation was held in 1972 with 10 students being graduated. The graduation speaker for the first graduation ceremony was His Excellency, Dr. Kenneth D. Kaunda, president of the Republic of Zambia. As of November 2019, there have been 40 graduations producing hundreds of graduates.

ACCREDITATION AND RECOGNITION: The Baptist Theological Seminary is affiliated with the Accrediting Council for Theological Education in Africa (ACTEA) and maintains the highest academic standards. Seminary graduates have been well-received in institutions in Zambia, South Africa, Kenya, South Korea, and the United States of America. The Seminary is currently seeking ACTEA reaccreditation of its postsecondary programmes of study. The Seminary is also seeking to have its programmes recognized by the Higher Education Authority of the Republic of Zambia.

PURPOSE OF THIS HANDBOOK: The handbook is intended to introduce the Baptist Theological Seminary of Zambia to people who desire basic knowledge and information about the school. It may be used to make clear the purpose, programmes, policies, and procedures that the Seminary has been authorized to follow. It may also be used by prospective and current students, teachers, staff, missionaries, pastors, and church members to gather a clear picture of the Seminary and to aid in achieving its goals.

The contents of this handbook, having been approved by the Board of Governors of the Seminary, are to be considered the latest statement of policies and procedures for the Seminary and will remain in effect until changed by the Board. Any exceptions to these guidelines must be approved by the Board of Governors.

LOCATION: The Seminary is located on a 22-acre tract of land in south-eastern Lusaka at plot 1343/M Twin Palm Road. It is located 12 kilometres from downtown Lusaka in a rapidly developing residential area of Lusaka that provides opportunity for community-based ministry.

PURPOSE OF THE SEMINARY: The primary purpose of the Seminary is to provide quality theological education for men and women preparing for Christian ministry in Baptist churches. Students from other denominations may also attend provided they are not antagonistic to the school, its doctrine, or its policies. This training shall reflect Baptist faith, polity, and practice.

OBJECTIVES: To fulfil the stated purpose, the following educational objectives are maintained to guide the academic philosophy of the Seminary:

- A. To provide theological training for each student which will result in spiritual growth and maturity at the individual, family, and community levels.
- B. To provide theological training which results in an in-depth knowledge and application of the Scriptures in the life of each student.
- C. To provide theological training for each student so that the student will be able to interpret the Scriptures and make application of these interpretations in his/her life and ministry.
- D. To provide theological training through well planned group and individual Christian activities which will help each student to develop his/her own ministry skills for the purpose of leading churches to grow in spiritual maturity, depth of ministry, and numerical membership.
- E. To provide theological training which will give each student an understanding of how biblical doctrine comes together to form a theology which is both practical and beneficial for living in God's will.
- F. To provide theological training which will give each student deeper insight into biblical ethics, focusing on Christian attitudes and actions through the study of the life and teachings of Jesus and the teachings of the Holy Spirit as found in the Holy Scriptures.
- G. To provide theological training which will give each student a basic understanding of church history, that is, on how God has used the church in history to make His will and purpose both experienced and known.
- H. To provide theological training in basic practical skills which will enable each student to function more efficiently and effectively in a church leadership position.

VALUES STATEMENT: The common motto of the Baptist Theological Seminary of Zambia reflects three of our central values. “*Biblical Preaching, Contextual Teaching, Bold Witnessing.*”

We value biblical preaching because we embrace the sixty-six books of the Bible as the sufficient, authoritative, inerrant revelation of God in all that it seeks to affirm. Through the public and clear proclamation of the Scriptures, the redeeming and sanctifying grace of God which transforms lives and builds up the church is communicated to the world.

We value contextual teaching because we recognize that God’s people must be attuned to the original context of Scripture and the immediate context of our culture to communicate God’s Word effectively and meet the pressing issues of our time. Our students are equipped to think, write, and speak effectively about the Scripture in this time, place, and culture.

We value bold witnessing because we know that Christ has commissioned us to reach neighbours and nations, persons and peoples with the gospel. Faith alone in Christ alone is necessary for salvation, and the BTSZ aims to promote and participate in evangelism and mission work.

ARTICLES OF FAITH: The following are the Articles of Faith stated in Seminary constitution and by-laws. Teaching in the Seminary will be in accordance with and not contrary to these Articles of Faith. Faculty are required to sign a copy of these articles, affirming their belief in these tenets.

1. The Scriptures - The Scriptures of the Old and New Testaments were given without error by inspiration of God, and are the only sufficient, certain, and authoritative rule of all saving knowledge, faith, and obedience.
2. God - There is but one God, the Maker, Preserver, and Ruler of all things having in and of Himself, all perfection and being infinite in them all; and to Him all people owe their highest love, reverence and obedience.
3. The Trinity – The One God is revealed to us as three eternal, distinct, coequal Persons - Father, Son, and Holy Spirit - without division of nature, essence, or being.
4. Jesus Christ the Son- Jesus Christ, the only begotten Son of God, is the divinely appointed mediator between God and man. Having taken upon Himself human nature, yet without sin, He perfectly fulfilled the law, suffered, and died upon the cross for the salvation of sinners. He was buried, and rose from died on the third day, and ascended to His Father at whose right hand He ever lives to make intercession for His people. He is the only Mediator, Prophet, Priest, and King of the Church and the Sovereign of the Universe. He is God.
5. The Holy Spirit - God's Holy Spirit is the expression of God Himself. His work is to magnify Jesus Christ, to convict of sin, righteousness, and judgment. He indwells every believer at the very moment of receiving Christ as Savior and Lord. The Holy Spirit is to be worshipped and glorified together with the Father and Son, Who spoke through the prophets.

6. Providence - God from eternity, decrees or permits all things that come to pass, and perpetually upholds, directs, and governs all creation and all events; yet God is not the author of sin nor does He destroy the free will, responsibility, and accountability of mankind. Due to the fall, man has lost all spiritual good accompanying salvation.
7. Election - Election is God's sovereign choice of persons unto everlasting life, not because of foreseen merit in them, but because of His mercy "in Christ before the foundation of the world," in consequence of which choice, they are called, justified and glorified. Therefore, nothing can separate them from the love of God in Christ Jesus.
8. The Fall of Man - God originally created man in His own image, and free from sin. But, through temptation by Satan, man transgressed the command of God and fell from his original state of holiness and righteousness as well as from God. Man's posterity inherited a spiritually corrupt nature which is wholly opposed to God and His law. As soon a man's posterity is capable of moral action, they become actual transgressors of God and His Law and fall, deserving His righteous and just condemnation of sin in their lives.
9. Regeneration - Regeneration is the spiritual change of man's heart, brought about by the Holy Spirit, who convicts the spiritually dead of their trespasses and sins against God, spiritually enlightening their minds and hearts unto salvation in Jesus Christ in order that they can love God and practice holiness. Regeneration is the work of God's free and special grace alone.
10. Repentance - Repentance is a radical spiritual change brought about in man's heart by the Holy Spirit resulting in man's turning from sin and self and at the same time turning to God. Evidence of repentance as a radical spiritual change is manifested by righteous and holy acts as opposed to sinful acts. Repentance is identified with belief in Jesus Christ's Saviour and Lord which results in the forgiveness of sin and walking before God in order to please Him in all things.
11. Faith - Saving faith is the belief, on God's authority, of all things which are revealed in His Word, the Holy Scriptures, concerning Christ; accepting and resting upon Him alone for justification, sanctification, and eternal life. Faith is brought about in the heart of man by the Holy Spirit. It is made manifest by the fruit of the Holy Spirit, which leads to a life of holiness.
12. Justification - Justification is God's gracious and full acquittal of sinners, that is, those who believe in Christ as Saviour and Lord, from all sin through the satisfaction that Christ has made in His death on the cross as atonement for the sin of mankind. Justification is not given to man for anything which is morally or spiritually good in man or done by man; rather, it is given on account of the obedience and satisfaction of Christ unto God. Man, by faith, receives and rests on Christ and His righteousness.
13. Sanctification - Man who has been regenerated and justified in Christ is also sanctified by the indwelling of the Holy Spirit and evidenced by obedience to God's Word. This sanctification is progressive in the life of all believers through the supply of divine strength given unto them by the Holy Spirit.
14. Perseverance of the Saints - Those whom God has accepted in the Beloved, Jesus Christ, and sanctifies by His Spirit, will never totally nor finally fall away from the

state of salvation grace but will certainly persevere to the end. And though they may fall, through neglect and temptation, into sin whereby they grieve the Holy Spirit impair their spiritual graces and Christian witness, bring reproach on the Church and temporal judgments on themselves, yet they will be renewed again unto repentance, and be kept by the power God through faith unto salvation.

15. The Church - The Lord Jesus Christ is the Head of the Church. The membership of the church is composed of all who have experienced salvation through Him by faith. In Him is supremely invested all power for its government according to His ministries. Christians are to associate themselves with particular congregations or churches; and to each of these churches He has given the necessary authority for administering order, discipline, and worship which He has appointed unto the church. The regular officers of a church are pastors and deacons.
16. Baptism - Baptism is an ordinance of the Lord Jesus Christ, obligatory for every believer. The mode of baptism is by immersion in water in the name of the Father, and of the Son, and of the Holy Spirit as a sign of the believer's fellowship with the death and the resurrection of Christ, of remission of sin, and of his giving himself to God. Baptism does not impart salvation in any way whatsoever to the believer during or after immersion. Baptism is prerequisite for church membership and for participation in the Lord's Supper.
17. The Lord's Supper - The Lord's Supper is an ordinance of the Lord Jesus Christ, to be administered with the elements of bread and the fruit of the vine, and is to be observed by His churches until the end of the world. It is in no sense a sacrifice, but is designed to commemorate His death and to confirm the faith and other spiritual graces of Christians. It is a bond, pledge, and renewal of believers' communion with Him and of their church fellowship. The Lord's Supper does not impart salvation in any way whatsoever to the believer during or after partaking of the elements of the ordinance.
18. The Lord's Day - The Lord's Day, Sunday, is a Christian institution to be regularly observed by Christians and should be employed in the exercise of public and private worship and spiritual devotion and the resting from worldly employments and amusements. Works of necessity and mercy should be the only exception by Christians to its observance as a day of public and private worship.
19. Liberty of Conscience – God alone is Lord of the conscience. He has left it free from the doctrines and commandments of men which may be in any way contrary to His word or not contained in it. Civil magistrates are ordained of God. Christians are to be yield unto all lawful matters under their authority not only because of judgment, but for conscience's sake also. The only occasion for a Christian not to yield to matters under a magistrate's authority is when those matters are directly opposed to the commandments of God as in written in the Holy Scriptures.
20. Resurrection and the Last Things – The bodies of men after death return to dust, but their spirits return immediately to God - the righteous to rest with Him; the wicked to be reserved under darkness until the Judgment. On the Judgment Day, the bodies of all the dead, both just and unjust, will be raised. The unjust – those persons with no redemptive relationship with Jesus Christ – will be raised to conscious, everlasting

punishment in the Lake of Fire with Satan and his fallen angels. The just – those persons who are reconciled to God through faith in Jesus Christ – will be raised to conscious, everlasting life in a recreated universe, in joyful fellowship with God forever.

Recognizing that these articles are a summation of essential Christian doctrines along with some matters that are not necessary unto salvation, students and graduates who deviate from the essential doctrines contained in these articles are subject to expulsion from the Seminary or the recall of their credentials.

In addition to these articles, the Seminary also affirms the Africa Baptist Theological Education Network's (ABTEN) *Confession of Faith 2020*. Faculty are also required to wholeheartedly agree with this more detailed and contextual statement of doctrine and practice.

II. ORGANISATION AND ADMINISTRATION

STUDENT BODY: The student body is composed of all enrolled students, full-time or part-time, whether resident on campus or commuting. In the case of married students, both husband and wife are expected to be students if they are to be in residence at the Seminary. Exceptions may be made by the Board of Governors in certain situations. While students come mainly from Zambia, many have come from other countries. The Student Handbook shall be the guide for the practice and action of student matters. The Student Handbook must be consistent with and subservient in all points to the Constitution and By-laws of the Seminary. The Board shall make all rules and regulations for the operation of the Seminary. The Seminary shall provide a copy of the Student Handbook to each student unit upon arrival on campus for enrolment as students. The Faculty and Board shall review the Student Handbook periodically. Students are to be informed of all changes enacted by the Board. The student body organization is governed by a student body constitution and by-laws. The student body constitution may not be in conflict with the Seminary constitution, the Student Handbook, or the Seminary Handbook. Students relate to the Seminary administration through an executive committee elected annually by the student body and to the Board of Governors through the Faculty. Students are expected to commit full-time to their studies, not serving as members of the Baptist Fellowship of Zambia executive committee, other committees, or boards of national church bodies.

GRADUATES: BTSZ graduates qualify to serve in many types of Christian ministries. Graduates serve in both rural and urban settings. Some BTSZ graduates have gone on for further studies both locally and internationally, obtaining higher levels of education.

BOARD OF GOVERNORS: The Seminary is governed by a Board of Governors as directed in the constitution and by-laws of the Seminary. The Board is composed of six elected and three *ex-officio* members. The six elected members are appointed by the Baptist Fellowship of Zambia for two-year terms and are eligible for re-election. The Principal of the Seminary, the Executive Secretary of the Baptist Fellowship of Zambia, and the Strategy Coordinator of the Baptist Mission of Zambia are *ex-officio* (non-voting) members of the

Board. The Board meets a minimum of two times a year, with extraordinary meetings when necessary. Students of the Seminary, Seminary staff members, or full-time faculty members may not serve on the Board of Governors.

The Board shall be responsible for the implementation of all policies stated in the Constitution. It appoints the principal, the vice principal, the academic dean, the registrar, the director of field education, and the business manager. They must also approve all full-time Zambian faculty members. The Board is responsible to see that the Seminary's financial affairs are in order and that annual audits are completed. The Board approves the rules and regulations concerning student life. It is the responsibility of the Board to ensure that classroom teaching is in agreement with the articles of faith of the Seminary. The Board relates to the Seminary faculty, staff, and student body through the Principal.

AFFILIATE AND PARTNER DENOMINATIONS: The Seminary provides a pathway for other like-minded Christians to affiliate and partner with the BTSZ, under the umbrella of the BFZ's ownership and leadership. Denominations that agree with the Articles of Faith, supporting them fully, are invited to first become an Affiliating Denomination. Affiliate Denominations experience the same student tuition discount provided to BFZ students, and they enjoy a "no-poaching" policy, wherein none of their students will be actively recruited by the BFZ or another affiliate/partner denomination. These Affiliate Denominations are encouraged to support their enrolled students' tuition fees.

After five years of affiliation, an Affiliate Denomination may request to become a full Partner Denomination, wherein the denomination may begin to directly support the seminary, have a seat on the Board of Governors (in addition to the number previously mentioned), and have qualified persons apply for faculty roles. A final decision regarding full partnership will require an affirmative majority vote from every level of BTSZ leadership – the faculty, the Board of Governors, and the BFZ. As of 2021, the BTSZ has no current Affiliate or Partner Denominations.

FACULTY: All full-time and part-time faculty members of the Seminary are academically qualified to teach at their assigned levels and meet the Accrediting Council for Theological Education in Africa (ACTEA) accreditation requirements for faculty. Guest lecturers are used from time to time to give students a wider range of academic and practical experience. Each faculty member brings a rich background of practical experience to enhance his or her academic proficiency. Every faculty member sincerely holds the evangelical faith of the Old and New Testaments and works in full harmony with the expression of that faith as contained in the articles of faith of the Seminary. With intellectual competence, every faculty member demonstrates personal holiness, spiritual gifts for teaching, and absolute submission to the authority of the Holy Scriptures.

The Seminary grants three titles for active instructors within the Seminary. First, adjunct (part-time) instructors are all granted the title of "lecturer," regardless of the degrees held or length of service. Second, full-time instructors are granted the title Associate Professor if they have cumulatively served less than five years at the Seminary and/or other institutions (full-

time). Third, full-time instructors are granted the title “Professor” if they have (1) cumulatively served five years with the Seminary and/or other institutions (full-time), (2) published scholarly writing (e.g. books, theological journals), and (3) faithfully participated in theological conferences and gatherings (e.g. ABTEN Conference, Faculty Improvement meetings). Once these conditions are met, the Principal motions for the faculty member’s change of title before the Board of Governors. Note that the Seminary does not employ a formal tenure system, and differences in title have no bearing on compensation and terminability.

Furthermore, the Seminary identifies four broad departments within the curricula and programs of the Seminary. Based upon their qualifications and experience, Seminary faculty are assigned to roles within one or two departments, though not to the exclusion of participating in the others. The departments are Biblical Studies, Christian Education, Pastoral Ministries, and Theological Studies.

The following are the current faculty of the Seminary:

POSTSECONDARY FULLTIME FACULTY

Dr. Rodney Masona (Principal, Professor of Pastoral Ministries and Theological Studies)

Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 1991;

Master of Divinity: Nairobi International School of Theology (Kenya) 1999;

Master of Theology: Southwestern Baptist Theological Seminary (USA) 2009;

Doctor of Philosophy: Southwestern Baptist Theological Seminary (USA) 2016.

Dr. Scott MacDonald (Academic Dean, Associate Professor of Theological and Biblical Studies)

Certificate in Biblical Studies: Berkshire Institute for Christian Studies (USA) 2005;

Bachelor of Arts: Moody Bible Institute (USA) 2010;

Master of Theology: Stellenbosch University (South Africa) 2013;

Doctor of Theology: University of South Africa (South Africa) 2017.

Dr. Ezron Musonda (Principal Emeritus, Professor of Pastoral Ministries and Christian Education)

Diploma in Public Health (Royal Society, UK) 1974;

Higher Diploma in Hospital Administration: South Bank University (UK) 1979;

Certificate of Achievement Examination Techniques, Effective Management (Zambia) 1993;

Technical Teacher' Diploma: University of Zambia (Zambia) 1990;

Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 1997;

Master of Arts: University of Pretoria (South Africa) 2002;

Doctor of Philosophy: Southwestern Baptist Theological Seminary (USA) 2019.

Dr. Misheck Zulu (Business Manager, Professor of Pastoral Ministries and Theological Studies)

Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 1995;

Master of Arts: University of Pretoria (South Africa) 2000;
Doctor of Philosophy: Southwestern Baptist Theological Seminary (USA) 2019.

Dr. Art Doolittle (Physical Plant, Professor of Theological and Biblical Studies)

Bachelor of Science: Emporia State University (USA) 1977;
Master of Divinity: Central Baptist Theological Seminary (USA) 1980;
Master of Arts: Vanderbilt University (USA) 1995;
Doctor of Philosophy: Pensacola Christian College (USA) 2004.

Dr. Nathan Gunter (Bible School Coordinator, Associate Professor of Christian Education and Biblical Studies)

Bachelor of Arts: Hannibal-LaGrange University (USA) 2003;
Master of Religious Education: Liberty University (USA) 2010;
Doctor of Education: The Southern Baptist Theological Seminary (USA) 2016.

Rev. William Chanda (Director of Field Education, Associate Professor of Pastoral Ministries and Biblical Studies)

Diploma of Theology: Baptist Theological Seminary of Zambia (Zambia) 1995;
Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 2004;
Master of Theological Studies: Southeastern Baptist Theological Seminary (USA) 2016.

Mr. Clement Pelyashi (Registrar, Office Administrator)

Diploma of IMIS; National Institute of Public Administration (Zambia) 2004;
Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 2015;
Master of Theology: Baptist Theological Seminary of Zambia (Zambia) 2023 (in progress).

Mrs. Faith Chimfumpa Chibanga (Librarian)

Certificate in Library Studies: Evelyn Hone College (Zambia) 1997;
Diploma in Library and Information Science: Evelyn Hone College (Zambia) 2011.
Bachelor of Arts: University of Zambia (Zambia) 2020.

POSTSECONDARY ADJUNCT FACULTY

Mrs. Theresa Zulu (Part-time Lecturer)

Primary School Teacher's Certificate 1982;
Diploma in Special Education: University of Zambia (Zambia) 2008;
Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 1995;
Master of Arts: University of Pretoria (South Africa) 2002.

Rev. Emile Masabarakiza (Part-time Lecturer)

Diploma of Humanities: Lycee of Musema 1996;
Diploma in Teaching: Lycee de l' Esperance 1998;
Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 2005;
Master of Divinity: Golden Gate Baptist Theological Seminary (USA) 2009.

Rev. Collins Sakalunda (Part-time Lecturer)

Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 2005;

Master of Theological Studies: Southeastern Baptist Theological Seminary (USA) 2016.

Dr. Todd Stewart (Part-time Lecturer)

Bachelor of Science: Cumberland College (USA) 1986;

Master of Divinity: The Southern Baptist Theological Seminary (USA) 1994;

Doctor of Ministry: The Southern Baptist Theological Seminary (USA) 2009.

Rev. Ebby Musika (Part-time Lecturer)

Diploma of Theology: Baptist Theological Seminary of Zambia (Zambia) 2004;

Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 2006;

Master of Divinity: Kosin University Graduate School of World Mission (South Korea) 2013.

Rev. Jonathan Musonda (Part-time Lecturer)

Bachelor of Theology: Baptist Theological Seminary of Zambia (Zambia) 2003;

Master of Theological Studies: Southeastern Baptist Theological Seminary (USA) 2016.

Rev. Randy Windham (Part-time Lecturer)

Bachelor of Arts: University of Arkansas (USA) 1989;

Master of Arts in Religious Education, Southwestern Baptist Theological Seminary (USA) 1992;

Master of Arts in Marriage and Family Counseling, Southwestern Baptist Theological Seminary (USA) 1992.

LIBRARY: The Seminary has a library and resource centre with over 17,000 volumes providing sources of information for both faculty, students, and library members. Students are encouraged to take advantage of the library as a learning tool. Library regulations are to be strictly followed. The library is not available to the public without a membership. For more information, see the Library policy in Section IX.

STUDENT HOUSING: Admission to the Seminary does not automatically guarantee accommodation on campus. Admission and accommodation are separate matters. A two-bedroom house, **when available**, is provided for student families and their own children only. Exceptions are permitted under rare circumstances with the approval of the Board of Governors. A student family may bring only four children with them when beginning studies. Single students will be provided with a private or semi-private room. Single students may not keep any other person in the residence while at school. **In the case of a couple, both husband and wife must be enrolled. If only one spouse is enrolled for studies, housing may not be available. Preference is given to couples where both spouses are students.** Each student is responsible for the cleanliness of their accommodation. Toilet rolls, brooms, mops, soaps, floor polish, and light bulbs are not provided by the Seminary, but are the responsibility of the residents.

To facilitate the simultaneous enrolment of husbands and wives in the Seminary programs, the seminary provides subsidized housing rates (which include electricity and water), which are far below the cost of renting elsewhere in urban Lusaka. For this reason, the seminary will not permit sequential enrolment (i.e. a husband enrolls and when he graduates, then the wife

enrols) as a means to claim six to eight years of subsidized housing. **In the event of a sequential enrolment, subsidized housing will only be provided as long as the study program of the first student.** Afterward, the seminary reserves the right to rent out the home to a new student/family, or it will charge a more reasonable rate in line with normal Lusaka rental fees, at least double the subsidized rate.

GRADUATION: Candidates for graduation must demonstrate spiritual and vocational development as well as academic proficiency. Candidates for graduation are to be evaluated by the faculty who will determine the student's suitability for graduation and recommended candidates for graduation to the Board of Governors. The Board of Governors is the final authority in granting credentials of graduation. Graduation requirements must include satisfactory academic performance in the relevant course of study. ACTEA accredited programmes must meet the ACTEA requirements for graduation including the length of the programme and the average weeks per year and hours per week in class. Candidates for graduation must complete all financial obligations with the seminary before graduating. The planning of the graduation ceremony is the responsibility of the faculty who will plan the graduation programme in accordance with the purposes of the institution as a spiritual institution.

III. FACILITIES

The Seminary has several facilities that are available for use by outside groups. A nominal fee is charged for use of the facilities. Bookings are made through the business manager.

BAPTISTRY: The Seminary has an outside baptistry that is available for use by churches that do not have a baptistry and wish to baptize people.

CHAPEL: The Seminary has a chapel seating approximately 380 people. It has a piano and a stage, and it can be booked through the business manager by groups wishing to conduct larger seminars or meetings.

CLASSROOMS: Classrooms are available for use by churches or groups needing a place to conduct training sessions or small meetings. The classrooms are available only when not being used by the Seminary.

CONFERENCE CENTER: A conference centre catering for small conferences, seminars, and retreats is located at the back of the campus. The centre accommodates about 40 people for overnight stays and between 150 and 200 for daytime meetings. A kitchen is available for the preparation of meals. The primary purpose of the conference centre is to accommodate the Non-Residential Theological Training Institute (NRTTI) and special seminars conducted by the faculty. For information concerning availability and rates, contact the Seminary Business Manager.

RECREATION AREAS: The Seminary has a football pitch, volleyball court, and a basketball court on the campus. The recreational facilities are primarily for the use of

Seminary students and staff but are available for use by churches and small groups. For information concerning availability and rates, contact the Seminary Business Manager.

IV. ADMISSION PROCEDURE

APPLICATION AND INTERVIEWS: Individuals who sense that God is calling them to prepare for Christian ministry by studying at the BTSZ should write a letter of interest giving a brief explanation of who they are, their educational background, and why they would like to study at the Seminary. Applicants must fill in a request for application form and submit it together with a non-refundable application fee. The applicant will then receive an application form that he/she must fill in and return to the registrar for processing. The application process includes, among other things, evaluation of referee comments, recommendation from the applicant's local church, a medical examination, and an evangelism and personal discipleship questionnaire. In the case of married students both husband and wife are expected to be students if they are to be in residence at the Seminary, and they must apply separately. Exceptions must be approved by the Board of Governors. Applicants, if married, must show that their marriage conforms to the scriptural qualifications of a church leader. No polygamist or Christian divorcee will be accepted as a student. **Prospective applicants must begin with their local church and association, seeking an endorsement before writing the Seminary.**

All full-time applications must be completed and returned to the registrar no later than 31 November of the year before study is to begin. Part-time applicants must submit their applications at least two weeks prior to the term they intend to join. Expenses for the move to the Seminary at the beginning of studies and the move away from the Seminary at the termination of studies is the responsibility of the student and/or sponsoring church or organization. Full instructions will be sent to those wishing to pursue the application process. **All applicants must submit letters of sponsorship and/or guarantee of school fees and personal support before being admitted.**

Applicants who successfully complete the application process will be invited for an interview with an admissions committee. Expenses for travel, lodging, and food during the time of the interview are the responsibility of the applicant or sponsoring church or organization. In the case of married couples, both husband and wife must attend the interview. **Both husband and wife must be students unless one spouse is exempted from study. Where only one spouse is a student, campus accommodation will not automatically be provided.**

Residential students will be expected to take a full classroom workload of an appropriate number of hours weekly while at the Seminary. Students are on automatic probationary status for the first year. If at the end of the first year they have proven that they are both serious and capable students, the probation will be removed. **Part-time students must live off campus.**

For information concerning a theological education with the Baptist Theological Seminary write to:

The Registrar
Baptist Theological Seminary of Zambia
P. O. Box 320034 Woodlands
Lusaka, Zambia
or Email:
baptsem@zamnet.zm

SCHOOL FEES: Students and/or their sponsoring organizations are responsible for a part of the cost of the student's education through payment of school fees. The Seminary Board of Governors sets the school fees annually, and fees are payable on or before registration day before the beginning of each term. Students are not permitted to attend classes until cleared by the business manager. Non-Zambian students must pay the fees for obtaining study permits and renewals. **Any student in arrears by more than two terms will not be allowed to attend classes and must move away from campus.**

The school fees for 2022 are K0000 per student per term.

Non-residential students will pay a registration fee of K450 per term and K350 per class hour. This fee includes instruction and books (when available). It does not include housing or other benefits provided to residential students.

V. PROGRAMMES OF STUDY AND ACADEMICS

The Baptist Theological Seminary of Zambia offers programmes of study at both postsecondary and graduate levels for qualified applicants. When needed, the Seminary also offers a Women's Ministry Programme for student wives who do not meet the basic educational requirements for other levels of study. The course descriptions for each programme of study are found in Section V of this handbook. The language of instruction at the Seminary is English.

GRADUATE PROGRAMME: The graduate programme offers the three-year, part-time Master of Theology degree (M.Th.). It requires the completion of courses in a focused range of disciplines. These disciplines include: biblical studies, theological studies, practical ministry courses, and advanced writing classes. Also, M. Th. students are given opportunities to utilize their education through teaching.

The educational requirements for the M.Th. degree are as follows: (1) completion of a Bachelor degree in a biblical or theological field through a recognized institution (ACTEA or HEA accredited preferred), (2) at least five "O" level credits with at least one of the passes being in the English language, (3) at least twelve combined undergraduate credit hours in the Greek and Hebrew languages, and (4) evidence of good academic and moral standing from their prior institution. In addition to the academic qualifications, applicants must give evidence that they meet the scriptural qualifications for Christian ministry.

For applicants who possess a Bachelor level degree which is not recognized or lacks sufficient language credits, the BTSZ can arrange remedial courses as needed, that the applicant may enter M.Th. studies without pursuing an additional degree.

The required course hours for the M.Th. are as follows:

	M.Th.
Biblical Studies	12
Historical/Theological	33
Field Education	4
Practical Ministry	6
General Education	3
Master's Thesis	23
Total Hours	81

GRADUATE GRADING SYSTEM:

The Seminary employs a 12-point grading system for our Graduate Programme based on the scale below:

Letter Grade	Numerical Grade	Grade Points
A	95-100	12
A-	92-94	11
B+	89-91	10
B	86-88	9
B-	83-85	8
C+	80-82	7
C	77-79	6
C-	74-76	5
F	0-73	0
I	Incomplete*	0
WF	Withdrew Failing	0
WP	Withdrew Passing	0

*The grade designation "I" is given for work that is completed by the end of final exams for any term. This designation may be removed upon satisfactory completion of the course requirements, with the consent of the course instructor. If the work is not completed by the end of the first thirty (30) days of the following term, then an "I" becomes an automatic "F".

At the end of each term the student can access a grade report from the Seminary office containing a letter grade for each course completed. The letter grade will be determined by the numerical scale listed above. The corresponding numerical value for each letter will also be recorded for each course. The number of course hours (class sessions per week) is

multiplied by the numerical value to determine the number of grade points for each course. The total number of Grade Points for all graded courses (excluding pass/fail courses such as choir) will be recorded as Total Quality Points. Grade Point Average (GPA) for the term will then be determined by dividing the Total Quality Points by the Total Quality Hours (graded course hours per week).

SCHEDULING OF CLASSES: The school year is divided into three terms of 3 weeks each. Classes are scheduled from Monday afternoon through Saturday afternoon. Though not the normal practice, classes may also be held during the breaks between terms when determined necessary by the administration. Classes are dismissed for gazetted holidays. The academic year runs from about the beginning of January through the end of November or beginning of December. See the Academic calendar for details. Attendance regulations are found in the *Student Handbook*.

POSTSECONDARY PROGRAMME: The postsecondary programme offers the four-year, full-time Bachelor of Theology degree (B.Th.) and the three-year, full-time Diploma of Theology (Dip.Th.). Both of these programmes require completion of courses in a wide range of educational disciplines. These disciplines include: biblical courses covering surveys of the Bible and exposition of individual books, hermeneutics, and biblical languages; historical/theological courses covering church history, systematic theology, ethics, world religions, and philosophy of religion; Christian education courses covering age group ministries, psychology of religion, teaching, and music ministry; practical ministry courses covering counseling, preaching, pastoral ministry, evangelism, administration, and anthropology; general education covering English usage; and field education in supervised ministry in local churches.

Furthermore, the Bachelor of Theology degree has two distinct tracks – Pastoral Track and Education Track. In addition to essential theological training, the B.Th. Pastoral Track focuses on skills which are pertinent for pastoral and Christian ministry. In contrast, the Education Track is designed to specifically equip graduates to succeed in the religious education field from a Christian perspective.

Basic educational requirements for the B.Th. degree are a minimum of five "0" level credits with one of the credits being in English language. The basic requirements for the Diploma of Theology are a minimum of five "0" level passes with one of the passes being in English language. In addition to the academic qualifications, applicants must give evidence that they meet the scriptural qualifications for Christian ministry.

The required course hours for the Dip.Th., B.Th. Pastoral Track, and B.Th. Education Track are as follows:

	Dip.Th.	B.Th. Pastoral	B.Th. Education
Biblical Studies	49	67	49
Historical/Theological	39	44	41
Christian Education	11	16	46
Practical Ministry	16	25	13

General Education	11	15	17
Field Education	6	6	6
Total Hours	132	173	172

SCHEDULING OF CLASSES: The school year is divided into three terms of 12 weeks each. The last week of each term is devoted to final examinations for the term. Classes are scheduled from Monday mornings through Friday afternoons from 08.00 -12.55 and from to 14.30-16.25 hours. Though not the normal practice, classes may also be held on Saturdays and during the breaks between terms when determined necessary by the administration. Classes are dismissed for gazetted holidays. The academic year runs from about the beginning of January through the end of November or beginning of December. See the Academic calendar for details. Attendance regulations are found in the *Student Handbook*

WOMEN'S MINISTRY PROGRAM: The Women's Ministry programme provides training for student wives who do not meet the basic secondary qualifications. The Certificate of Women's Ministry programme is a three-year, full time programme covering a wide range of educational disciplines. These disciplines include: biblical courses covering surveys of the Bible and exposition of individual books; Christian education courses covering age group ministries and literacy; practical ministry courses covering spiritual growth, congregational ministry, and evangelism; field ministry; general education courses covering English usage, home craft, and health.

The tuition for the Women's Ministry Programme (WMP) will be set at 60% of the tuition for secondary and postsecondary study. The regular WMP curriculum will be taught if there is a minimum of three (3) full-time students in the programme, otherwise courses will be arranged on a special tutorial basis at a cost arranged in consultation with the Business Manager. If available, part-time students will be allowed to take WMP classes at a cost determined in consultation with the Business Manager. Wives qualified for postsecondary programmes may enter the WMP at the aforementioned tuition at the time of their initial registration as a freshman student. However, should they take this option they must complete the WMP before applying for any other programme of study at BTSZ. Credits from the WMP will not be transferred into any other programme.

The required course hours for the Certificate of Women's Ministry are as follows:

	Certificate of Women's Ministry
Biblical Studies	18
Historical/Theological	2
Christian Education	8
Practical Ministry	20
General Education	13
Field Education	4
Electives	16
Total Hours	81

POST-SECONDARY AND CERTIFICATE GRADING SYSTEM:

The Seminary employs a 12-point grading system based on the scale below:

Letter Grade	Numerical Grade	Grade Points
A+	97-100	12
A	93-96	11
A-	90-92	10
B+	87-89	9
B	83-86	8
B-	80-82	7
C+	77-79	6
C	73-76	5
C-	70-72	4
D+	67-69	3
D	63-66	2
D-	60-62	1
F	0-59	0
I	Incomplete*	0
WF	Withdrew Failing	0
WP	Withdrew Passing	0

*The grade designation "I" is given for work that is completed by the end of final exams for any term. This designation may be removed upon satisfactory completion of the course requirements, with the consent of the course instructor. If the work is not completed by the end of the first thirty (30) days of the following term, then an "I" becomes an automatic "F".

At the end of each term the student can access a grade report from the Seminary office containing a letter grade for each course completed. The letter grade will be determined by the numerical scale listed above. The corresponding numerical value for each letter will also be recorded for each course. The number of course hours (class sessions per week) is multiplied by the numerical value to determine the number of grade points for each course. The total number of Grade Points for all graded courses (excluding pass/fail courses such as choir) will be recorded as Total Quality Points. Grade Point Average (GPA) for the term will then be determined by dividing the Total Quality Points by the Total Quality Hours (graded course hours per week).

SCHEDULING OF CLASSES: The school year is divided into three terms of 12 weeks each. The last week of each term is devoted to final examinations for the term. In addition to occasional evening classes, classes are scheduled from Monday mornings through Friday afternoons from 08.00-12.55 and from to 14.30-16.25 hours. Though not the normal practice, classes may also be held during the breaks between terms when determined necessary by the

administration. Classes are dismissed for gazetted holidays. The academic year runs from about the beginning of January through the end of November. See the Academic Calendar for details. Attendance regulations are found in the *Student Handbook*.

VI. COURSE SUBJECT AREA OBJECTIVES

BIBLICAL COURSES

The biblical courses are designed to achieve the partial fulfilment of the objectives of the Seminary as presented on pages 5 and 6 of this *Handbook*. Specifically, these courses seek to fulfil goals A, B, and C that are as follows:

- A. To provide theological training for each student which will result in spiritual growth and maturity at the individual, family, and community levels.
- B. Provide theological training which results in an in-depth knowledge and application of the Scriptures in the life of each student.
- C. To provide theological training for each student so that the student will be able to interpret the Scriptures and make application of these interpretations in his/her life and ministry.

THEOLOGICAL/HISTORICAL COURSES

The theological/historical courses are taught in order to achieve the partial fulfilment of the objectives of the Seminary as presented on pages 4 and 5 of this *Handbook*. Specifically, these courses seek to fulfil goals B, E, and F that are as follows:

- B. To provide theological training which results in an in-depth knowledge and application of the Scriptures in the life of each student.
- E. To provide theological training which will give each student an understanding of how biblical doctrine comes together to form a theology which is both practical and beneficial for living in God's will.
- F. To provide theological training which will give each student deeper insight into biblical ethics, focusing on Christian attitudes and actions through the study of the life and teachings of Jesus and the teachings of the Holy Spirit as found in the Holy Scriptures.

CHRISTIAN EDUCATION COURSES

The Christian education courses are designed to achieve the partial fulfilment of the objectives of the Seminary as presented on pages 4 and 5 of this *Handbook*. Specifically, these courses seek to fulfil goals A, D, and H that are as follows:

- A. To provide theological training for each student which will result in spiritual growth and maturity at the individual, family, and community levels.
- D. To provide theological training through well planned group and individual Christian activities which will help each student to develop his or her own ministry skills for the

purpose of leading churches to grow in spiritual maturity, depth of ministry, and numerical membership.

- H. To provide theological training in basic practical skills which will enable each student to function more efficiently and effectively in a church leadership position.

PRACTICAL MINISTRY COURSES

The practical ministry courses are taught in order to achieve the partial fulfilment of the objectives of the Seminary found on pages 4 and 5 of this Handbook. Specifically these courses seek to fulfil goals A, B, D, and H that are as follows.

- A. To provide theological training for each student which will result in spiritual growth and maturity at the individual, family, and community levels.
- B. To provide theological training which results in an in-depth knowledge and application of the Scriptures in the life of each student.
- D. To provide theological training through well planned group and individual Christian activities which will help each student to develop his/her own ministry skills for the purpose of leading churches to grow in spiritual maturity, depth of ministry, and numerical membership.
- H. To provide theological training in basic practical skills which will enable each student to function more efficiently and effectively in a church leadership position.

GENERAL EDUCATION COURSES

The general education courses are designed to achieve the partial fulfilment of the objectives of the Seminary beginning on page 5 of this handbook. Specifically these courses seek to fulfil goals D and H that are as follows.

- D. To provide theological training through well planned group and individual Christian activities which will help each student to develop his/her own ministry skills for the purpose of leading churches to grow in spiritual maturity, depth of ministry, and numerical membership.
- H. To provide theological training in basic practical skills which will enable each student to function more efficiently and effectively in a church leadership position.

FIELD EDUCATION COURSES

The field education courses are taught in order to achieve the partial fulfilment of the objectives of the Seminary beginning on page 5 of this Handbook. Specifically these courses seek to fulfil goals A, D, and H that are as follows.

- A. To provide theological training for each student which will result in spiritual growth and maturity at the individual, family, and community levels.
- D. To provide theological training through well planned group and individual Christian activities which will help each student to develop his/her own ministry skills for the

purpose of leading churches to grow in spiritual maturity, depth of ministry, and numerical membership.

H. To provide theological training in basic practical skills which will enable each student to function more efficiently and effectively in a church leadership position.

VII. COURSE DESCRIPTIONS

GRADUATE PROGRAMME COURSE DESCRIPTIONS

(Class hours are in parenthesis.)

TH 501: Old Testament Theology (3)

TH 502: New Testament Theology (3): This course involves the study of the major theological themes as they are presented by the various New Testament writers, with a view to convey the essential elements of New Testament teaching. The focus of the course is to familiarize the learners with the principles and procedures for understanding and interpreting the Bible and particularly the New Testament, applying its contents to the contemporary world.

GE 501: Advanced Writing (3): This course guides graduate students to successfully express themselves in written form. Students will learn the Turabian writing style and how to employ it for the remainder of their graduate classes and the composing of their MTh thesis. As the students compose a paper, research instructions will be provided, and the dangers of plagiarism will be explained.

BS 501: Greek Exegesis (3): This course deals with intermediate Greek, including the grammar and exegesis of the New Testament. Students develop an understanding of and demonstrate basic skills in exegetical method, including translation, grammar, syntax, structure, and contextual/theological interpretation through the analysis of 1 John. Exegetical competence is practiced and evaluated through the writing of a research paper on a passage selected from the Greek New Testament.

BS 502: Hebrew Exegesis (3)

PM 501: Missiology and Church Planting (3): This course focuses on Missions and Church Planting with particular emphasis placed on the practical implementation of the principles that encourage the advance of the Gospel in Zambia and abroad. It is designed to guide the students through an in-depth study of Biblical, Historical, Cultural, and Strategic perspectives regarding the missionary expansion of Christianity. (The Global South is now experiencing fast church growth which brings vibrancy to the missionary enterprise, and the course covers what God is doing around the world and in the Zambian context.)

TH 503: Apologetics (3)

TH 504: Psychology of Religion (3): This course offers an exploration of the empirical scientific literature on the psychological study of religion. The course will embrace the major psychological perspectives on religion, faith, and religious experience. In addition, the course will also accord students the opportunity to explore the empirical, scientific literature related to the psychological study of religion. It provides an academic environment for discussion of issues and topics in the realm of psychology of religion. Finally, the psychological study of religion within theological institutions across the globe and Zambia in particular will illustrate tensions and opportunities that exist between psychology and religion.

PM 502: Homiletics (3)

TH 605: Christology (3)

TH 606: Early Patristics (3)

BS 603: Genesis (3)

TH 607: Pneumatology (3): This course involves a closer look at the biblical and theological foundations for the doctrine of the Holy Spirit. In addition to addressing common Charismatic questions, the role and purpose of the Holy Spirit in the church today in Africa will be explored.

TH 608: Reformation and Revival (3)

BS 604: Ephesians (3)

TH 609: Pneumatology and Spiritual Warfare (3): This course begins with an in-depth study of biblical demonology. Upon that biblical foundation, a contextual analysis of the broader pneumatological world is built, specifically addressing African concepts of spirits and ancestors. Finally, practical applications are provided through the analysis of prevailing issues in Christian spiritual warfare practices.

TH 610: Issues in African Christian Theology (3)

TH 611: Baptist Theology (3)

MT 701: Thesis Proposal (7): In keeping with the student's research interests, the student is assigned a supervisor, and with their guidance, the student will construct a thesis proposal (2-3 pages of concept material, outline, and bibliography). When the supervisor believes it is ready, the supervisor will then take it to be approved by the faculty.

Note: If minor changes are required, the faculty can still move forward the thesis proposal, contingent upon the student effecting the required changes. Once the changes are complete, then the Principal or the Academic Dean will verify and confer the faculty's approval.

If major changes are required, the faculty will reject the proposal and require a rewrite. The student will then rewrite the proposal, and the proposal will be resubmitted at the next sitting of the faculty.

Once the thesis proposal is approved, the student may begin composing the thesis as soon as they wish, in counsel with their supervisor.

FE 701: Teaching Practicum 1 (2): Under the direction and monitoring of their supervisor, each graduate student will research, prepare, and deliver an undergraduate lecture. Instruction to improve lecture content, curriculum development, and teaching method is provided.

MT 702: Thesis Composition (7): Under the supervision of a Seminary supervisor, each MTh student will continue their research, gain direction from faculty, and prepare for the conclusion of their thesis writing. Each supervisor proactively seeks to schedule office time with their graduate students during this time, evaluating their progress and providing ongoing support and direction.

FE 702: Teaching Practicum 2 (2): Under the direction and monitoring of their supervisor, each graduate student will research, prepare, and deliver an undergraduate lecture. Instruction to improve lecture content, curriculum development, and teaching method is provided.

MT 703: Thesis Defence (9): This module encompasses the preparation and execution of the defence of a student's MTh thesis. It specifically includes the following:

- The draft must be edited and finalized.
- Copies for the faculty must be presented by the beginning of week 2.
- Any presentation materials must be prepared.
- The defence will be scheduled in week 3. It will last for one hour, with a minimum of three graduate faculty members present. The student's supervisor must be present, and the supervisor will not vote.
- The faculty members may vote to pass a thesis in entirety. In addition to the submission of a PDF copy, the student will then proceed to have a book bound edition of the thesis printed (in accordance with the library standards) and submitted to the faculty prior to being admitted to graduation.
- The faculty members may vote to pass a thesis, contingent on minor changes. Once the student has made those changes, the supervisor will verify the changes. In addition to the submission of a PDF copy, the student will then proceed to have a book bound edition of the thesis printed (in accordance with the library standards) and submitted to the faculty prior to being admitted to graduation.
- The faculty may vote to fail a thesis, providing significant and substantial reasons as to why the thesis is unsatisfactory. The student will then be given an opportunity to enrol for an additional year to rewrite the thesis and resubmit the thesis. If the student refuses or declines to make the changes necessary, the student will be asked to withdraw from the graduate program.
- In some cases, students may be encouraged to pursue the publication of their thesis work, with the written permission of the seminary administration.

POSTSECONDARY PROGRAMMES COURSE DESCRIPTIONS

(Class hours are in parenthesis.)

GE 1: Theological English 1 (3) – This class is a detailed study of English grammar including parts of speech and sentence constructions which will enable the student to speak and write more effectively in English-language theological studies. Prerequisites: None.

GE 2: Electronic Tools for Theological Studies (2) – This course discusses the basics that a student needs to be computer literate for theological studies. As a foundational course, this program gives the student an overview of computer software, hardware, networks, the internet, and other electronic resources in the context of their education and ministry goals. Prerequisites: None.

GE 3: Research Methods and Writing (1) – This course serves as an introduction to the world of academic standards. Students will learn how to use the library (and online resources) effectively and how to avoid plagiarism. Prerequisites: None.

GE 4: Theological English 2 (3) - This is designed to teach students the basics of English composition. The purpose of this class is not to dictate standards, but to develop within students a knowledge of and sensitivity to language that will make them more effective communicators in English-language theological studies. Prerequisites: GE 1, GE 3.

GE 5: Introduction to Philosophy (2) – Students will encounter philosophy as a framework for their future studies. The basics of Western and African philosophy will be supplied, along with a primer on major worldviews. Prerequisites: None.

GE 6: Creative Writing (2) – Education students will learn different kinds of literature and how to craft their own writings in poetic, short-story, and didactic forms. Prerequisites: GE 4.

OT 1: Old Testament Survey 1: Pentateuch (3) – This course gives the student a general survey of the first five books of the Old Testament known as the Pentateuch. Emphasis will be placed on the content and relevance of all five books, their significant place within the canon of Scripture, notable theological interpretations found within them, and contemporary applications of these books. Application is made to the African context. Prerequisites: None.

OT 2: Old Testament Survey 2: History and Wisdom Literature (3) – This course is the second in a series of basic but thorough surveys of the Old Testament. This course is designed to cover the books from Joshua through the Song of Solomon. Application is made to the African context. Prerequisites: OT 1.

OT 3: Old Testament Survey 3: The Prophets (3) – This course is designed to provide the student with a general survey of the prophetic books of Isaiah through Malachi in the Old Testament. Application is made to the African context. Prerequisites: OT 2.

OT 4: Exposition of the Psalms (3) - This course is an expository study of the book of Psalms addressing structure, themes, theology, problems of interpretation, and application. This course is an in-depth Bible course designed to help the student gain a deeper understanding of the Psalms, with devotional, critical, and sermon development in mind. Prerequisites: OT 2.

OT 5: Women of the Bible (3) - This course introduces the student to the status and contribution of women in the Old and New Testaments. The study addresses the relation between the Bible and the ministry of women in the church today. Prerequisites: OT 3.

OT 6: Exposition of Job (3) - This is an expository study of the Old Testament book of Job including issues related to the book's authorship, production, literary forms, and doctrinal contributions. Emphasis will be placed upon both historical background and present-day application in the African context. Prerequisites: OT 2.

OT 7: Exposition of Ruth and Esther (3) – This is a study through the biblical stories of Ruth and Esther. Emphasis will be placed upon the major themes of the books along with their contribution to Christian women today. Application is made to the African context. Prerequisites: OT 2.

NT 1: New Testament Survey 1: The Gospels (3) - This is a survey course which considers the context, production and major themes of the Gospels. This course is a prerequisite for later exposition courses on individual books of the New Testament. Application is made to the African context. Prerequisites: None.

NT 2: New Testament Survey 2: Acts and the Pauline Epistles (3) - This is a survey course which considers the early New Testament church context, setting, critical issues, and major themes for Acts and the Pauline epistles. Application is made to the African context. Prerequisites: NT 1.

NT 3: New Testament Survey 3: Other Epistles and Revelation (3) - This is a survey course which considers the context and major themes of the non-Pauline epistles and the Revelation of John. Application is made to the African context. Prerequisites: NT 2.

NT 4: Exposition of John (3) - This course is an in-depth exposition of the Gospel of John addressing structure, themes, theology, problems of interpretation, and application. It is designed to help the student gain a deeper understanding of the Gospel of John. Application is made to the African context. Prerequisites: NT 1.

NT 5: Exposition of Luke (3) - This course is an in-depth exposition of the Gospel of Luke addressing structure, themes, theology, problems of interpretation, and application. It is designed to help the student gain a deeper understanding of the Gospel of Luke. Application is made to the African context. Prerequisites: NT 1.

NT 6: Exposition of Romans (3) - This course is an in-depth expository study of the New Testament book of Romans. Course materials discuss issues related to the book's authorship, date, purposes, historical background, and doctrinal teaching. Application is made to the African context. Prerequisites: NT 2.

NT 7: Exposition of Acts (3) - This course is an in-depth expository study of the book of Acts addressing structure, themes, theology, problems of interpretation, and application. This is an in-depth Bible course designed to help the student gain a deeper understanding of the book of Acts, with devotional, critical, and sermon development in mind. Application is made to the African context. Prerequisites: NT 2.

NT 8: Exposition of Revelation (3) - This course is an in-depth expository study of the New Testament book of Revelation. Course materials discuss issues related to the book's authorship, date, purposes, historical background, and doctrinal teaching. Application is made to the African context. Prerequisites: NT 3.

NT 9: Exposition of Hebrews (3) - This course is an in-depth expository study of the New Testament book of Hebrews. Course materials discuss issues related to the book's authorship, date, purposes, historical background, and doctrinal teaching. Application is made to the African context. Prerequisites: NT 3.

NT 10: Exposition of 1 Corinthians (3) - This course is an in-depth expository study of the New Testament book of 1 Corinthians. Course materials discuss issues related to the book's authorship, date, purposes, historical background, and doctrinal teaching. Application is made to the African context. Prerequisites: NT 2.

CH 1: Church History 1: Pre-Reformation (3) – This is the first of a two-term introductory course on the history of the Christian Church. The course will cover important events, persons, and developments regarding the Church from the early church through the 15th century AD. Prerequisites: None.

CH 2: Church History 2: Reformation to the Present (3) – This is the second of a two-term introductory course on the history of the Christian Church. The course covers important events, persons, and developments regarding the Church from the Reformation through the present time. Prerequisites: CH 1.

CH 3: Baptist Heritage (3) – This is a survey of significant persons, beliefs, and practices among Baptists. These persons and practices are discussed within Baptist history from its beginnings to the present, including Baptist life in Zambia. Prerequisites: CH 2.

CH 4: African and Zambian Church History (3) - This is a historical survey of significant persons, beliefs, and practices among African Christians. Zambian church history is specifically emphasized. Prerequisites: CH 2.

BS 1: Biblical Backgrounds (4) – This course is a study of archaeological, political, historical, cultural, and geographical information relating to the biblical record. This assists students in correctly interpreting Scripture and understanding the reliability of the Bible. Prerequisites: None.

BS 2: Hermeneutics (3) – This introductory course is designed to provide the student with a basic understanding of how to approach and interpret the Bible. Emphasis will be placed on the nature and origin of the Bible as well as historical and contemporary hermeneutical practices. Principles of biblical interpretation will be employed by the student and applied to their ministry context. Prerequisites: BS 1.

BS 3: Greek 1 (3) - This course is the first of three courses in a basic, but thorough, study of New Testament Greek. Special attention is paid to lexical study (vocabulary and word meanings), grammatical study (Greek forms and their basic functions), and practical application. Prerequisites: None.

BS 4: Greek 2 (3) - This course is the second of three courses in a basic but thorough study of New Testament Greek. Special attention is paid to lexical study (vocabulary and word meanings), grammatical study (Greek forms and their basic functions), and practical application (i.e. the ability to derive some exegetical significance from the original language). Prerequisites: BS 3.

BS 5: Greek 3 (3) - This course is the third of three courses in a basic, but thorough, study of New Testament Greek. Special attention is paid to lexical study (vocabulary and word meanings), grammatical study (Greek forms and their basic functions), and practical application (i.e. the ability to derive some exegetical significance from the original language). This section of the course will also focus on application of all that has been covered by translating the book of 1 John. Prerequisites: BS 4.

BS 6: Hebrew 1 (3) – This course deals with the essentials of the Old Testament biblical Hebrew with an emphasis on phonology and vocabulary. Emphasis will be placed on pronunciation of letters and vowels, vocabulary words and verbal forms. Prerequisites: None.

BS 7: Hebrew 2 (3) – This course covers the second part of biblical Hebrew. The student will be encouraged to memorize new vocabulary words and be acquainted with new tenses and grammatical study. Special attention will be given to translating certain parts of the Old Testament Hebrew Bible. Prerequisites: BS 6.

BS 8: Hebrew 3 (3) – This covers the third part of biblical Hebrew. The student will be encouraged to read Hebrew fluently, translate more effectively, and faithfully exegete the Scriptures. Prerequisites: BS 7.

BS 9: Introduction to Greek and Hebrew Tools (3) – This course is designed to help students who will not be studying Greek and Hebrew in depth. The students will be

introduced to basic study methods and resources for the Greek and Hebrew languages.
Prerequisites: None.

PM 1: Personal Evangelism (2) - This course is an in-depth study of modern evangelism in the personal life of the believer and the corporate life of the local church. The course addresses theory, theology, methodologies, and practical instruction in all areas of evangelism and personal soul-winning. The course also includes instruction in the extension of the evangelistic programme of a local church and in planting new congregations.
Prerequisites: None.

PM 2: Pastoral Ministry and Ceremonies (3) – A course dealing with the life and work of the pastor, including the divine mission of the church, roles of the pastor in ministry, and the integration of pastoral activities into the overall programme of the church. Attention is given to the levels of pastoral ministry and the servant role of the minister in a biblical perspective, along with the various responsibilities of the pastor in common Christian ceremonies.
Prerequisites: None.

PM 3: Counseling 1 (3) - This course explores the principles involved in Christian counseling and presents a biblical basis for counseling. The course also introduces a model of counseling which can be integrated into the ministry of the local church. Prerequisites: None.

PM 4: Preaching 1: Sermon Preparation (3) - This course covers the nature and basic elements of the sermon. The student will receive both instruction and experience in the development of the classic parts of a message, including: text, introduction, body, conclusion, and transitions. Also, the basic types of sermons, including topical and expository, will be explained. Prerequisites: None.

PM 5: Preaching 2: Sermon Delivery (3) – This course is a practical “how to” course addressing elements of exegesis, exposition, and sermon construction. The primary focus of the course is a theoretical study of sermon delivery coupled with practical application within the classroom. The student will gain a deeper understanding of sermon delivery, and at the same time develop their own personal delivery and technique. Prerequisites: PM 4.

PM 6: Church Administration (2) - This course deals with basic ideas and practices in the area of church administration. The church requires good administration to be effective. This course equips the student to understand these issues and be a good leader and administrator of a local church in the Zambian setting. Prerequisites: PM 2.

PM 7: Contemporary Pastoral Issues in Zambia (2) – The Zambian church context has its own unique challenges. This course serves to address common ecclesiological, charismatic, and practical issues which arise in pastoral ministry, equipping students to critically consider them through a biblical lens. Prerequisites: PM 2, TH 1. (TH 2, 3, 4, 7, and 8 are recommended.)

PM 8: Decentralized Theological Education Practicum (2) - The course is designed to develop competence in the planning and implementation of a program of Decentralized Theological Education in a Zambian context. Prerequisites: TH 4.

PM 9: Counseling 2 (2) - This course will emphasize the application of methods and skills learned in Counseling 1. "Role playing" of various case studies will be employed to sharpen skills in listening as well as in assisting the counselee in dealing biblically with their problem. Prerequisites: PM 3.

PM 10: Cultural Anthropology (3) - This course provides the student with an overview of human behaviour as developed and expressed in various cultures. The course includes a study of scientific principles of cultural study with special application to Christian ministry and missions. Prerequisites: TH 5.

TH 1: Ethics (2) - This course leads the student to confront various approaches to the study of moral human behavior. An overview of general ethics leads into the discussion of Christian ethics, the latter being the focus of the course. Prerequisites: None.

TH 2: Systematic Theology 1 (3) - This is the first of three courses covering Christian theology. The doctrines of Bibliology, Theology Proper, and Angelology are investigated, including topics such as general and special revelation, the attributes of God, and angels and demons. Application is made concerning the impact of these doctrines in Zambia. Prerequisites: OT 3, NT 3, BS 1.

TH 3: Systematic Theology 2 (3) – This is the second of a three-term introductory course on Christian Theology. The course will cover the doctrines of Anthropology, Christology, and Soteriology. Application is made concerning the impact of these doctrines in Zambia. Prerequisites: TH 2.

TH 4: Systematic Theology 3 (3) – This is the third of a three-term introductory course on Christian Theology. The course will cover the doctrines of Pneumatology, Ecclesiology, and Eschatology. Application is made concerning the impact of these doctrines in Zambia. Prerequisites: TH 3.

TH 5: African Neo-Pentecostalism (2) – This course ushers students into one of the dominant movements taking place across Africa. African Neo-Pentecostalism is outlined, including its origins and features. Students also see how Baptist churches are increasingly “pentecostalized” and invest time in evaluating a local church. Prerequisites: None.

TH 6: Missions (3) - This is a course designed to familiarize the student with historical mission movements and current missiological debate and development. Completion of the course will equip each student to determine their approach to issues such as evangelism, church planting, and support ministries. Prerequisites: None.

TH 7: African Traditional Religion (3) – This is a study of the various expressions of African traditional religions (ATR), including concepts of religion, life after death, creation, and humanity. The student is guided in evaluating these ideas from a biblical perspective and distinguishing them from African Christian Theology where needed. Prerequisites: None.

TH 8: African Christian Theology (3) – This course discusses the major themes, personalities, and distinctives found in the expression of Christian theology by Africa writers. Biblical foundation and cultural impact will also be covered, along with evaluation from a biblical perspective. Prerequisites: TH 7.

TH 9: Marriage and Family (2) – This course provides instruction in the Christian family as described in the Bible, including biblical foundations, purposes, and roles in the family. The course includes discussion of child rearing and the major causes of failure in African marriages. Also, the student is challenged to confront cultural issues such as bride price, polygamy, and divorce from the perspective of Christian teaching. Prerequisites: None.

TH 10: Cults, Sects, and World Religions (3) – The course instructs each student in the nature and doctrines of selected cults and sects active in contemporary Zambian life, along with global religions. The beliefs and practices of each party are evaluated on the basis of biblical truth. Prerequisites: TH 4.

TH 11: Historical Theology (3) - This course is designed to give the student an overview of the basic doctrines and major writings of the historical church. Attention will also be given to the official dogma that grew out of these doctrines, along with the historical context and personalities involved. Prerequisites: CH 2, TH 4.

TH 12: Philosophy of Religion (2) - This course is a study of issues related to religious study from a philosophical perspective. The approach will be primarily, though not exclusively, Christian in content. Issues discussed will be considered within the framework of the classical divisions of philosophy. Prerequisites: GE 5.

ST 1: Senior Thesis Methodology (2) - This course is designed to provide each student with guided experience in the research and writing of seminar papers. Planning, research, and organizational skills will be discussed. After the submission of a research proposal, the instructor provides individual counsel on issues related to the selection of materials to be included or omitted, the thesis statement, title, and outline of the paper. Issues of proper form and citation will also be covered. Prerequisites: GE 4.

ST 2: Senior Thesis (2) – This course helps each student as they construct and conclude their senior paper. The submission of a rough draft is required, and the student will be expected to receive correction and submit a final work befitting of the conclusion of Bachelor studies. Prerequisites: ST 1.

FE 1: Field Education 1 (2) - This course is the first in a series of three courses which are designed to instruct the student in the basics of practical ministry. This course involves a study of both personal growth within spiritual leaders and various ministries within the local church. Emphasis will be placed on self-study and student presentations in class. Each student will investigate and lead a class discussion about topics from both personal and church ministry, designing a project to be conducted in a local church during the second and third terms. Prerequisites: None.

FE 2: Field Education 2 (2) – This course is the second in a series of three courses which are designed to instruct the student in the basics of practical ministry. This course involves a study of the role of the pastor as a leader and administrator in the local church. It will also introduce the fundamentals of parliamentary procedure and church polity. Emphasis will be placed on self-study and student presentations in class. Each student will also continue the church ministry project from FE 1. Prerequisites: FE 1.

FE 3: Field Education 3 (2) - This course is the third in a series of three courses which are designed to instruct the student in the basics of practical ministry. The issue of extra-congregational relationship is explored in this class. Students receive guidance in the cooperative relationships between the local church and associations, conventions, and expatriate mission organizations. Specific emphasis is given to relations among Zambian bodies and the Baptist Mission of Zambia SBC. Prerequisites: FE 2.

CE 1: Choir 1 (1) – This course teaches students the importance of music in worship and provides opportunities for practical experience in group rehearsal and performance. Prerequisites: None.

CE 2: Choir 2 (1) - This course teaches students the importance of music in worship and provides opportunities for practical experience in group rehearsal and performance. Prerequisites: None.

CE 3: Choir 3 (1) - This course teaches students the importance of music in worship and provides opportunities for practical experience in group rehearsal and performance. Prerequisites: None.

CE 4: Spiritual Disciplines (2) – This course is designed to allow the student to study and practice the regular exercises that are necessary for spiritual growth within the Christian faith. Disciplines to be discussed and practiced include Bible study, prayer, fasting, service, confession, solitude, and worship. The students are challenged to explore disciplines that they have never encountered before. Prerequisites: None.

CE 5: History and Development of Education in Zambia (3) - This course is designed to study the development of education in Zambia from 1939 to the present. It will look at the challenges of education as well as the guiding principles of educational development in

Zambia. It will examine the current state of education in light of its history and development. Prerequisites: None.

CE 6: Introduction to Christian Education (2) – The purpose of this course is to provide an overview of Christian education. The emphasis of this course is to give Christian educators a general background of the history, philosophy, scope, and need for quality Christian education. An introduction to the aims, methods and principles of Christian education is provided, with special note given to the mission field. This includes practice in planning the religious educational activities of the rural church. Prerequisites: None.

CE 7: Education Theories and Issues (3) - This course is a study of human learning and cognitive organization and process. The content will provide an overview of the development of learning theory and cognitive models. It is designed to introduce the education student to the learner and the learning process as negotiated within a classroom. The roles of educators and students in the learning process and the impact of the interactive classroom environment on learning are examined. Major theories concerning the learning process and their implications for the instructional process are investigated. Prerequisites: None.

CE 8: Education Administration and Management 1 (2) – This is an examination of the various administrative tasks and established organizational models and leadership theories. The student will be introduced to a variety of theories, models, and concepts that have pertinence to the field of education administration. Emphasis will be placed upon the process by which change is brought about in dealing with decision making, programming, communication, motivation, controlling, and evaluating. Prerequisites: CE 6.

CE 9: Teaching Methods 1 (2) - This course is designed to examine the teaching learning process and apply these methods in complex classroom contexts. The student will examine instructional practices with the view of their own classroom. The student will become knowledgeable and develop skills in instructional methods while applying and practicing these methods in a collaborative and constructive setting. Prerequisites: CE 6.

CE 10: Guidance 1 (3) - This course will assist prospective teachers in understanding the role of various members of a guidance and counseling system - in supporting students to address their future and social challenges. They will master the basic skills of school guidance and counseling by practicing these skills during their sessions. The course will also increase their ability to exercise active listening skills, reflect on students' concerns, assist students in arriving at solutions to problems, advise them on potential solutions to stated problems, and make responsible social choices and informed decisions. Prerequisites: CE 6.

CE 11: Education Administration and Management 2 (2) – This is an examination of the various administrative tasks and established organizational models and leadership theories. The student will be introduced to a variety of theories, models, and concepts that have pertinence to the field of education administration. Emphasis will be placed upon the process

by which change is brought about in dealing with decision making, programming, communication, motivation, controlling, and evaluating. Prerequisites: CE 8.

CE 12: Music Theory and Ministry (2) – The course in Church Music leads the student to discover the practical application and the biblical basis for music practices in the church which contribute to spiritual development. Readings, lectures, observations, videos, and examinations combine to help the student meet this goal. Application to the context of worship in Zambian churches is emphasized. Prerequisites: None.

CE 13: Age Group Ministry (2) - This course will enable the student to diagnose the capacities and needs of various age groups, and to understand the characteristics of each type of learner. Use will be made of the truths explained to minister among various groups in Zambia and beyond, in the church and secular context. Prerequisites: None.

CE 14: Psychology of Education (3) - This class investigates the primary issues and problems in educational psychology. It will examine problems related to development, cognition, behavior, problem solving, emotion, and culture. We will explore the major theories in these areas and how we can apply these theories to maximize learning in and out of the classroom. Prerequisites: CE 6.

CE 15: Teaching Methods 2 (2) - This class is a continuation of Teaching Methods 1. Its task is to further the learning process by examining characteristics of effective and intentional teaching, student influences in learning, planning for instruction, creating effective lessons using a variety of approaches, classroom management; assessment of student learning, and professional development. Prerequisites: CE 9.

CE 16: Principles of Teaching (2) - This course deals with key techniques in making the exercise of teaching effective in any situation, be it secular or spiritual. The student will develop competent attitudes and behaviour in relation to these techniques, becoming effective in their instructional task. Prerequisites: None.

CE 17: Discipleship and Church Planting Practicum (3) - This is a course designed to give students guidance and experience in activities which help Christians develop in spiritual maturity and practical ministry. The student is guided in the leadership of groups that encourage Christian growth with the Lord. Ultimately, the students will be challenged to birth their groups into new churches. Prerequisites: None.

CE 18: Senior Thesis Practicum (14) – This course challenges students to use their education training in the Zambian context for a term. Prerequisites: CE 17.

CE 19: Sociology of Education (3) - This class examines the structure and process of education in contemporary society with an emphasis in Zambian education and society. Topics include the contribution of sociology to understanding education and teaching; the relationship of education to other institutions such as the family, government, religion, and

the economy; demographic changes that affect education and consideration of current issues such as school funding, compensatory and special education programs, gender issues, and educational reform movements. Prerequisites: CE 6.

DS 1: Directed Study – A limited number of self-study courses are available. Self-study courses are available in consultation with the academic dean. The number of hours depends on the particular course. A student may take up to 9 hours of self-study courses. A lecturer will be assigned to work with the student on each course.

In all courses, instructors will aim to properly contextualize the subject material to the Zambian culture.

WOMEN'S MINISTRY PROGRAMME COURSE DESCRIPTIONS

(Class hours are in parenthesis.)

CR: Choir 1-6 (1) - This course develops competence in the choice, preparation, and presentation of Christian choir music. Songs to be presented include traditional and contemporary, African and non-African selections.

CE 1: Spiritual Growth (2) - This course confronts the student with the principles of prayer, Bible study, and service in order to develop spiritual maturity and the student's spiritual gifts. The result of this spiritual maturity is holy living and effective ministry.

GE 1: English 1 (2) - This course leads the student to develop competence in the use of English as a second language. Acquisition of vocabulary through reading and speaking enables each woman to minister in the English language.

GE 2: English 2 (2) - This is the second course in series of three to develop competence in the use of English as a second language. The use of basic grammatical skills enables each woman to begin speaking and writing in English for the purpose of ministry.

GE 3: English 3 (2) - This is the third course in a series of three to develop competence in the use of English as a second language. The composition and presentation of Christian truth in the English language enables the student to function effectively in local church ministry.

LT 1: Literacy (2) - This course provides the student with the methods and skills required to teach others how to read and write. Each student will gain practical experience in this ministry, enabling the learner to read Scripture.

OT 1: Women of the Bible (2) - This course introduces the student to the status and contribution of women in the Old and new Testaments. Study addresses the relation between the Bible and the ministry of women in the church today.

OT 2: Psalms (2) - The course deals with the nature, use, and doctrinal teachings of the Old Testament psalms. Application of relevant principles is made to worship and music in Baptist congregations.

OT 3: Exodus (2) - This course covers the nature, use, and doctrinal teachings of the Old Testament book of Exodus. Application of relevant principles is made to personal and congregational ministry in Zambia.

BS 1: Bible Survey 1 (2) - This course discusses the important movements, personalities, and doctrines found in the Pentateuch, History books, and Wisdom Literature of the Old Testament. Students are guided in the application of these themes to local church ministry.

BS 2: Bible Survey 2 (2) - This course discusses the important movements, personalities, and doctrines found in the Books of the Prophets in the Old Testament and Gospels in the New Testament. Students are guided in the application of these themes to local church ministry.

BS 3: Bible Survey 3 (2) - This course discusses the important movements, personalities, and doctrines found in Acts, the Epistles, and Revelation in the New Testament. Students are guided in the application of these themes to local church ministry.

NT 1: Life of Jesus (2) - This course enables student to grasp and apply the biblical lessons found in the life of Jesus Christ as recorded in the New Testament Gospels.

NT 2: Acts of the Apostles (2) - This course covers Luke's account of the establishment, development, and nature of the New Testament Church. Particular attention is given to issues of the Early Church relevant to contemporary Zambian churches.

NT 3: Second Timothy (2) - This course provides the student with instruction concerning issues of ministry and teaching in Paul's second letter to Timothy, with particular emphasis upon ministry and problems in the local church.

TH 1: Baptist Beliefs (2) - This course equips the student to understand and apply belief and practice. Historical development, issues of debate, local application, and biblical basis of Baptist principles constitute the content of this study.

PM 1: Disciple Building (2) - This course provides explanation and instruction in techniques of deepening spiritual vitality in the Christian believer. Topics covered include prayer, Bible study, worship, and evangelism.

PM 2: Christian Marriage (2) - This course instructs the student in the biblical teaching regarding marriage and family relationships. These biblical principles are applied to family life in cultural contexts of Zambia.

PM 3: Children's Ministry (2) - This course enhances the effectiveness of women in teaching and guiding children. The goal of this ministry to children is church service, biblical understanding, and conversion through commitment to Christ.

PM 4: Role of the Pastor's Wife (2) - This course prepares the student to understand and participate in local church ministry with her husband by dealing with the call, self-image, relationships, and work of the pastor's wife.

PM 5: Leadership Skills (2) - This course equips the student with skill in leadership within the local church and community. Biblical models, description, and application of leadership principles are used to grow Christian leaders.

PM 6: Christian Counseling (2) - This course prepares the student to function effectively as a counselor in the church and community. Class content includes biblical principles and examples of counseling in situations common to ministry in Zambia.

PM 7: Personal Evangelism (2) - This course instructs the student in how to share the gospel effectively in one to one ministry, and also how to present the gospel in 15 minutes using her testimony and scripture.

PM 8: Small Group Bible Study (2) - This course teaches the student how to lead small groups in discussion and learning. Each student will learn how to prepare for and lead small group discussions, especially Bible studies.

PM 9: Group Evangelism (2) - This course equips the student to share an evangelistic presentation with small groups, especially in her home. Each student will host and lead an evangelistic home meeting.

PM 10: Stewardship (2) - This course teaches the student the biblical principles and divine commands on stewardship of time, goods, and abilities. The goal is competence in designing and implementing a programme of Christian stewardship in the family and church.

PS 1: Home Ec. (Needlework) (2) - This course gives the student basic skills in sewing and designing clothing. Instruction includes both explanation and practical experience in sewing projects.

PS 2: Homecraft 1 (1) - This course provides the student with instruction in the use and maintenance of household goods as well as the purchase of household items and budgeting of family income.

PS 3: Homecraft 2 (1) - This course instructs the student in the purchase, preparation and management of nutritious foods that are available in Zambia.

PS 4: Homecraft 3 (1) - This course enables the student to understand and implement good principles of family health and child care, using methods and materials appropriate to Zambian society.

FE 1: Field Ministry 1 (2) - This course involves the student in the practice of Christian ministry in the home, community and church. Each student gains competence in tasks such as planning and leading ministry projects.

FE 2: Field Ministry 2 (2) - This course is the second of two courses that involve the student in the practice of Christian ministry. The student gains experience in the organization and completion of projects in evangelism, social ministry, and church development.

Electives (2) - These courses will be offered depending upon the availability of the class, allowing flexibility with volunteer instructors.

VIII. CURRICULUA DESIGN

GRADUATE CURRICULUM DESIGN BAPTIST THEOLOGICAL SEMINARY OF ZAMBIA

<p style="text-align: center;">Year 1</p> <p><u>January Module</u> TH 1: Old Testament Theology (3) TH 2: New Testament Theology (3) GE 1: Advanced Writing (3) Total = 9 hours</p> <p><u>May Module</u> BS 1: Greek Exegesis (3) BS 2: Hebrew Exegesis (3) PM 1: Missiology and Church Planting (3) Total = 9 hours</p> <p><u>September Module</u> TH 3: Apologetics (3) TH 4: Psychology of Religion (3) PM 2: Homiletics (3) Total = 9 hours, Year 1 = 27 hours</p>	<p style="text-align: center;">Year 3</p> <p><u>January Module</u> MT 1: Thesis Proposal (7) FE 1: Teaching Practicum 1 (2) Total = 9 hours</p> <p><u>May Module</u> MT 2: Thesis Composition (7) FE 2: Teaching Practicum 2 (2) Total = 9 hours</p> <p><u>September Module</u> MT 3: Thesis Defence (9) Total = 9 hours, Year 3 = 27 hours Thesis Correction and Submission required prior to November Graduation.</p>
<p style="text-align: center;">Year 2</p> <p><u>January Module</u> TH 5: Christology (3) TH 6: Early Patristics (3) BS 3: Genesis (3) Total = 9 hours</p> <p><u>May Module</u> TH 7: Pneumatology (3) TH 8: Reformation and Revival (3) BS 4: Ephesians (3) Total = 9 hours</p> <p><u>September Module</u> TH 9: Pneumatatology and Spiritual Warfare (3) TH 10: Issues in African Christian Theology (3) TH 11: Baptist Theology (3) Total = 9 hours, Year 2 = 27 hours</p>	<p style="text-align: center;">Year 4</p> <p>Additional thesis year available by application.</p>

2022 MTh Curriculum; 81 hours

**POSTSECONDARY CURRICULUM DESIGN
BAPTIST THEOLOGICAL SEMINARY OF ZAMBIA**

Year 1	Year 3
<p><u>Term 1</u> OT 1: Old Testament Survey (3) NT 1: New Testament Survey (3) GE 1: Theological English 1 (3) GE 2: Electronic Tools for Theo. Studies (2) GE 3: Research Methods and Writing (1) CE 1: Choir (1) Total = 13 hours</p> <p><u>Term 2</u> OT 2: Old Testament Survey (3) NT 2: New Testament Survey (3) CE 4: Spiritual Disciplines (2) GE 4: Theological English 2 (3) GE 5: Introduction to Philosophy (2) CE 2: Choir (1) Total = 14 hours</p> <p><u>Term 3</u> OT 3: Old Testament Survey (3) NT 3: New Testament Survey (3) BS 1: Biblical Backgrounds (4) TH 1: Ethics (2) PM 1: Personal Evangelism (2) CE 3: Choir (1) Total = 15 hours, Year 1 = 42 hours</p>	<p><u>Term 1</u> CE 6: Introduction to Christian Education (2) TH 7: African Traditional Religion (3) PM 3: Counseling 1 (3) PM 2: Pastoral Ministry and Ceremonies (3) PM 4: Preaching 1 (3) FE 1: Field Education 1 (2) Total = 16 hours</p> <p><u>Term 2</u> OT 4/5: Exposition of the Psalms <i>or</i> Women of the Bible (3) PM 6: Church Administration (2) CH 4: African and Zambian Church History (3) CE 12: Music Theory and Ministry (2) PM 5: Preaching 2 (3) FE 2: Field Education 2 (2) Total = 15 hours</p> <p><u>Term 3</u> NT 8: Exposition of Revelation (3) TH 10: Cults, Sects, and World Religions (3) TH 8: African Christian Theology (3) TH 9: Marriage and Family (2) CE 13: Age Group Ministry (2) FE 3: Field Education 3 (2) Total = 15 hours, Year 3 = 46</p>
Year 2	Year 4
<p><u>Term 1</u> TH 2: Systematic Theology 1 (3) CH 1: Church History 1 (3) NT 4: Exposition of John (3) BS 3: Greek 1 (3) BS 2: Hermeneutics (3) Total = 15 hours</p> <p><u>Term 2</u> TH 3: Systematic Theology 2 (3)</p>	<p><u>Term 1</u> TH 11: Historical Theology (3) BS 6: Hebrew 1 (3) PM 7: Contemporary Pastoral Issues (2) NT 9: Exposition of Hebrews (3) PM 8: DTE Practicum (2) CE 16: Principles of Teaching (2) Total = 15 hours</p> <p><u>Term 2</u></p>

<p>CH 2: Church History 2 (3) NT 6: Exposition of Romans (3) BS 4: Greek 2 (3) TH 5: African Neo-Pentecostalism (2) Total = 14 hours</p> <p><u>Term 3</u> TH 4: Systematic Theology 3 (3) CH 3: Baptist Heritage (3) NT 7: Exposition of Acts (3) BS 5: Greek 3 (3) TH 6: Missions (3) Total = 15 hours, Year 2 = 44 hours</p>	<p>OT 6/7: Exposition of Job <i>or</i> Ruth and Esther (3) BS 7: Hebrew 2 (3) CE 17: Discipleship and Church Planting Practicum (3) PM 9: Counseling 2 (2) ST 1: Senior Thesis Methodology (2) Total = 13 hours</p> <p><u>Term 3</u> NT 10: Exposition of 1 Corinthians (3) BS 8: Hebrew 3 (3) TH 12: Philosophy of Religion (2) PM 10: Cultural Anthropology (3) ST 2: Senior Thesis (2) Total = 13 hours, Year 3 = 41</p>
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2022 BTh and DipTh Curriculum, Pastoral Track; 173 hours

BAPTIST THEOLOGICAL SEMINARY OF ZAMBIA

Year 1	Year 3
<p><u>Term 1</u> OT 1: Old Testament Survey (3) NT 1: New Testament Survey (3) GE 1: Theological English 1 (3) GE 2: Electronic Tools for Theo. Studies (2) GE 3: Research Methods and Writing (1) CE 1: Choir (1) Total = 13 hours</p> <p><u>Term 2</u> OT 2: Old Testament Survey (3) NT 2: New Testament Survey (3) CE 4: Spiritual Disciplines (2) GE 4: Theological English 2 (3) GE 5: Introduction to Philosophy (2) CE 2: Choir (1) Total = 14 hours</p> <p><u>Term 3</u> OT 3: Old Testament Survey (3) NT 3: New Testament Survey (3) BS 1: Biblical Backgrounds (4)</p>	<p><u>Term 1</u> CE 6: Introduction to Christian Education (2) TH 7: African Traditional Religion (3) PM 3: Counseling 1 (3) CE 7: Education Theories and Issues (3) PM 4: Preaching 1 (3) FE 1: Field Education 1 (2) Total = 16 hours</p> <p><u>Term 2</u> OT 4/5: Exposition of the Psalms <i>or</i> Women of the Bible (3) CE 8: Education Admin. and Management 1 (2) CH 4: African and Zambian Church History (3) CE 9: Teaching Methods 1 (2) CE 10: Guidance 1 (3) FE 2: Field Education 2 (2) Total = 15 hours</p> <p><u>Term 3</u></p>

<p>TH 1: Ethics (2) PM 1: Personal Evangelism (2) CE 3: Choir (1) Total = 15 hours, Year 1 = 42 hours</p>	<p>NT 8: Exposition of Revelation (3) TH 10: Cults, Sects, and World Religions (3) TH 8: African Christian Theology (3) CE 11: Education Admin. and Management 2 (2) TH 9: Marriage and Family (2) FE 3: Field Education 3 (2) Total = 15 hours, Year 3 = 46</p>
Year 2	Year 4
<p><u>Term 1</u> TH 2: Systematic Theology 1 (3) CH 1: Church History 1 (3) NT 5: Exposition of Luke (3) BS 9: Introduction to Greek and Hebrew Tools (3) BS 2: Hermeneutics (3) Total = 15 hours</p> <p><u>Term 2</u> TH 3: Systematic Theology 2 (3) CH 2: Church History 2 (3) NT 6: Exposition of Romans (3) GE 6: Creative Writing (2) TH 6: African Neo-Pentecostalism (2) Total = 13 hours</p> <p><u>Term 3</u> TH 4: Systematic Theology 3 (3) CH 3: Baptist Heritage (3) NT 7: Exposition of Acts (3) CE 5: History and Dev. of Education in Zambia (3) TH 6: Missions (3) Total = 15 hours, Year 2 = 43 hours</p>	<p><u>Term 1</u> CE 14: Psychology of Education (3) CE 15: Teaching Methods 2 (2) NT 9: Exposition of Hebrews (3) PM 8: DTE Practicum (2) CE 16: Principles of Teaching (2) ST 1: Senior Thesis Methodology (2) Total = 14 hours</p> <p><u>Term 2</u> CE 18: Senior Thesis Practicum (Entire Term) Total = 14 hours</p> <p><u>Term 3</u> NT 10: Exposition of 1 Corinthians (3) CE 19: Sociology of Education (3) TH 12: Philosophy of Religion (2) PM 10: Cultural Anthropology (3) ST 2: Senior Thesis (2) Total = 13 hours, Year 3 = 41</p>

2022 BTh Curriculum, Education Track; 172 hours

WOMENS' MINISTRY PROGRAMME
BAPTIST THEOLOGICAL SEMINARY OF ZAMBIA

(SUBJECT TO CHANGE)

Year 1	Year 2	Year 3
<u>Term 1</u> CE 1 Spiritual Growth (2) GE 1 English 1 (2) NT 1 Life of Jesus (2) Elective (2) CR 1 Choir (1) Total: 9 hrs	<u>Term 1</u> BS 1 Bible Survey 1 (2) PM 2 Christian Marriage (2) OT 1 Women of the Bible (2) Elective (2) CR 4 Choir (1) Total: 9 hrs	<u>Term 1</u> FE Field Ministry 1 (2) PM 7 Personal Evangelism (2) NT 3 2 Timothy (2) Elective (2) PS 2 Homecraft 1 (1) +* Total: 9 hrs
<u>Term 2</u> LT 1 Literacy (2) GE 2 English 2 (2) PS 1 Home Ec. Needlework (2) +* Elective (2) CR 2 Choir (1) Total: 9 hrs	<u>Term 2</u> BS 2 Bible Survey 2 (2) PM 3 Children's Ministry (2) PM 4 Role of Pastor's Wife (2) Elective (2) CR 5 Choir (1) Total: 9 hrs	<u>Term 2</u> FE 2 Field Ministry 2 (2) PM 8 Small Group Bible Study (2) OT 2 Psalms (2) Elective (2) PS 3 Homecraft 2 (1) +* Total: 9 hrs
<u>Term 3</u> TH 1 Baptist Beliefs (2) GE 3 English 3 (2) PM 1 Disciple-building (2) Elective (2) CR 3 Choir (1) Total: 9 hrs	<u>Term 3</u> BS 3 Bible Survey 3 (2) PM 5 Leadership Skills (2) NT 2 Acts (2) PM 6 Christian Counseling (2) CR 6 Choir (1) Total: 9 hrs	<u>Term 3</u> OT 3 Proverbs (2) PM 9 Group Evangelism (2) PM 10 Stewardship (2) Elective (2) PS 4 Homecraft 3 (1) +* Total: 9 hrs

TOTAL = 81 HRS

+Optional depending on ability of the group.

* Afternoon sessions open to all.

Credit hours in parenthesis.

IX. ADDITIONAL POLICIES

LIBRARY POLICY

1. Check out of books may be done only through the librarian or library assistant. No student may self-check a book.
2. No books may be removed from the library unless it has been checked out.
3. All faculty and current enrolled students may checkout materials from the library. No one can check out a book for another person.
4. Children may come to the library with parents. Parents must supervise their children while they are in the library. However, parents must check out books for their children. The parents are responsible for the care and return of the books checked for their children.
5. Former students must show a list of their materials to the Academic Dean for written permission to check them out. Written permission must be seen by the librarian or a library assistant on duty. If written permission is not granted, the former student cannot checkout the materials.
6. Missionaries of the Baptist Mission of Zambia may check out books with the approval of the librarian and/or academic dean for a period of ten days.
7. Reference materials, all periodicals (current and old), and vertical file material cannot be checked out. These materials do not leave the library.
8. Books may be checked out for ten days.
9. Non-book items (audiovisuals, video tapes, cassette tapes, filmstrips, films, DVDs etc.) may be checked out for three days with permission of the faculty or librarian.
10. Students will be notified when materials are overdue. There will be final notification at the end of each term. This service is offered as a courtesy. It is the responsibility of the student to know when his/her books are due and either turn them in or renew them.
11. Books may be renewed every ten days up to the full length of a term, provided that a hold has not been placed on a book.
12. A student who needs a book that has been checked out by someone else may request that a "hold" be placed on the book. When the book is returned, the student who placed the "hold" will be notified.
13. Multiple copies of some books have been provided for some classes and may be checked out by a student in the class concerned for a full term.
14. Without special permission, all books are due by the last check in date of each term.
15. With special permission from the librarian or the Academic Dean, students may be able to checkout books during the break between terms.
16. The overdue fine is K5 per book, increases double per day for any type of material until the material(s) are returned. The fine for a lost book is equivalent to its replacement value.

17. When a student or member has fines equal to or greater than K50, they will be unable to checkout any books until the bill is cleared. But they can continue to visit the library.
18. Overdue and lost materials fines must be paid by the last day of each term. Grades will not be released until these fines are paid in full. At the beginning of each term, students who have not paid overdue and lost book fines from the previous term will not be allowed to register for a new year until all library fines are paid in full. Graduation will not occur until all library fines have been settled.
19. Fines will be reviewed periodically, according to the changing value of the kwacha.
20. Reserve books may not leave the library. Some special reserve books may be checked out for a period of three days. Students must get written permission from the faculty to checkout a reserve book for the three-day period. Permission forms can be found at the circulation desk.
21. Damaged books shall incur a fine based on the degree of damage assessed by the librarian and faculty. Damage to books includes spine and cover breaking, defacing or marking of any kind in the book (highlighter, pen, pencil, etc.), or water and sun damage.
22. Only the librarian and library assistants should re-shelve library materials.
23. Library hours are as follows:
08:00–13:00, 14:00-18:00, 20:00-22:00
The library is closed for chapel/family groups from 10:00 – 11:00 hrs. every Tuesday through Friday.
The library is also closed on Sundays, on Wednesday evenings during Student Fellowship, and on Thursday afternoons during Student Recreation.
24. Theological students from other Bible colleges, Universities, and Seminaries who may wish for membership with the Baptist Theological Seminary Library may do so under the following terms and conditions:
 - a. A membership fee of K100 per year be paid
 - b. Membership is renewable once every year on the anniversary dates of joining membership.
 - c. A membership card will be issued in the name of the member and must be shown to the librarian at each visit.
 - d. If the book is not returned or renewed after two weeks, it will attract penalties. The library will charge a penalty of K5 for each day that the borrowed material is late.
 - e. Give personal details which include name, residential address, phone numbers, photocopy of National Registration Card, name of applicant's college, university or seminary, marital status and names of spouse.

PLAGIARISM POLICY

Plagiarism is a disease to any academic institution. It undermines creative and original thinking, and the learning process is stymied as plagiarists avoid self-development in the writing process. According to Plagiarism.com, the practice includes the following behaviors:

- *Turning in someone else's work as your own.*
- *Copying words or ideas from someone else without giving credit.*
- *Failing to put a quotation in quotation marks.*
- *Giving incorrect information about the source of a quotation.*
- *Changing words but copying the sentence structure of a source without giving credit.*
- *Copying so many words or ideas from a source that it makes up the majority of your work, whether you give credit or not.*

As a Christian institution founded upon biblical ethics, we also recognize that plagiarism violates the Law of God. While many may claim the practice to be simple copying, we assert the following:

- Plagiarism is theft, as another person worked and the plagiarist did not as they stole the efforts of another.
- Plagiarism is covetousness, since the plagiarist looked with covetous desire at what another had and took it without permission or credit.
- Plagiarism is deception, for the plagiarist steals from another and presents it as their own.
- Plagiarism violates the second great command of Christ, "Love your neighbor as yourself."

Considering the seriousness of this offence, the Baptist Theological Seminary of Zambia wishes to promote academic and ministry integrity. Plagiarism is openly and repeatedly addressed in Orientation and the class *GE 3: Research Methods and Writing*. The students are fully aware of plagiarism and its evils. If a student is found to be plagiarizing, the faculty will enforce the following penalties at the BTSZ:

- Upon a first offense, the plagiarized paper will be immediately failed. The professor of the course is permitted to offer a rewrite (with a penalty), but the student is not owed such an opportunity.
- Upon a repeat offense in any assignment or course thereafter, the plagiarist will fail the class in which the offense occurred and be placed on academic probation. Per the work scholarship policy which requires good academic standing, all work scholarship responsibilities and privileges will be stripped from the student.
- Upon a third offense in any assignment or course thereafter, the plagiarist will be expelled, and any attempt to reapply for studies with the BTSZ must commence at least two academic terms after the incident. Only after reapplication and an interview will the student's readmission be considered.

Baptist Theological Seminary of Zambia Faculty
March 4, 2019

STUDENT RECRUITMENT POLICY

While we have set times scheduled for seminary promotion in which the current body is mobilized, we need better utilize our best recruiters – current students. With that in mind, we enacted the following policy.

- The initial request for application form (RFAF) has been simplified to a one-page document, with a specific location for listing student referral.
- The submission fee for the RFAF has been lowered to K20, and then the remaining application fee of K80 will be charged as an interview/acceptance fee during the on-campus interview.
- Numerous copies of the RFAF have been made available for the students through the BTSZ office.
- Students are being informed that for every student that they successfully refer for 2020 studies at the BTSZ, their school bill will be credited as follows:
 - Full-time BTh student: K700
 - Full-time Diploma/WMP student: K500
 - Part-time off-campus student: K250
- Students are encouraged to take forms and routinely recruit among their peers and churches.
 - The BTSZ office will also keep a list of churches which are requesting a visit. (We can use Facebook to receive more requests.) In addition to Seminary Promotion times, we will also give out information to students who wish to promote throughout the year.
- For a current student to receive the recruitment credit, the prospective student must:
 - At the time of the submission of the RFAF, clearly state on the form that a specific current student recruited him. (Recruiting students are welcome to fill in their name ahead of time as they give out the RFAF form.)
 - Successfully complete the application and interview process.
 - Make payment(s) toward their 2020 school bill which exceeds the corresponding recruitment credit.

Lord willing, this could lead to what we all want: more trained Zambian leaders, pastors, and evangelists!

BTSZ 07.01.2019.

Amended 05.10.2021 to include WMP.

WORK-STUDY SCHOLARSHIP POLICY

The Baptist Theological Seminary of Zambia offers the opportunity of work study scholarships, in partnership between the Business Office and the other departments of the school (such as the Library and Facilities). This is designed to be a compassionate, yet constructive effort of the institution toward the students.

Why does the seminary value this work-study program and commit resources to this endeavour?

- (1) The work-study program assists needy students by lessening the weight of their school bills in exchange for accessible work opportunities on campus.
- (2) The work-study program assists students by training them in necessary work skills including diligence, punctuality, and attention to detail.
- (3) The work-study program assists the seminary by fulfilling roles and responsibilities in various departments of the seminary which would otherwise be vacant.

Who is eligible for the work-study program?

- (1) All work-study students must reside on-campus and be enrolled in BTSZ classes.
- (2) All work-study students must display exemplary Christian moral standards.
- (3) All work-study students must be able to demonstrate that they are in need of financial assistance.
- (4) All work-study students must be in good academic standing.
- (5) All work-study students must initially display and continue to develop good work habits.
- (6) All work-study students must be approved by the department in which they will serve along with the BTSZ Business Office.

How does a student apply for a work-study scholarship?

- (1) At the beginning of each school year, students interested in a work-study scholarship must first be approved by the Business Office. Students must be qualified for this assistance.
- (2) Out of the qualified students, the various BTSZ departments that possess work-study allocations will receive applications and interview applicants.
- (3) Departments will hire applicants based upon the department's needs and requirements, along with the amount of funds allocated to their department. Specific hours and school bill credit amounts for each work-study student will be determined by the department.
- (4) Each work-study position lasts until the end of the seminary's academic year, unless the student withdraws from enrolment or enters academic probation prior to that time.
- (5) Every work-study student must reapply for their position each year.

How does a department receive and credit work-study students?

- (1) At the beginning of each year, the Business Office calculates the available work-study scholarship funds for each month. This number is 9 times a credit hour (K350 in 2019). This means that the available work-study funds in 2019 was K3150 a month.
- (2) At the beginning of each year, each department will submit their needs at the January faculty meeting. The Business Office will then allocate portions of the

available work-study funds to each department in keeping with those needs. (If a department does not use all of its allocation for a month, it cannot use extra the following month.)

- (3) As each department hires work-study students, they will then assign hours and funds to those students. If a student works 16 hours in one month, the department will report to the Business Office that the student will receive a K128 credit on their school bill (from the department's allocation). If a student excels in their responsibilities and works 48 hours in one month, the department will report to the Business Office that the student will receive a K384 credit on their school bill (from the department's allocation). Thus, departments are free to encourage those who excel in their responsibilities and restrict those who do not.

How does the student receive compensation for completed work?

- (1) All students in the work-study scholarship program will be credited funds on their school bills. No physical cash will be paid, except in the rare case of a graduating student.
- (2) All students will be paid a minimum of K8 an hour in their various roles and departments, and some departments may choose to compensate at higher rates. While departments can increase or decrease the hours of a particular student (as long as it is possible within their department's scholarship allocation), students in a particular department cannot be paid different rates.
- (3) All students in the work-study program who do not work and fulfill their responsibilities during their assigned hours will be reprimanded and not received school bill credit. If poor work habits persist (including attempts to complete school assignments while on duty), the department can remove the student and hire another.
- (4) All students must keep track of their work hours, in partnership with their supervisor. Any reporting of falsified work hours will result in the student being removed from the work-study scholarship.

Baptist Theological Seminary of Zambia Faculty
November 2019

EXAM MANAGEMENT POLICY

The Baptist Theological Seminary of Zambia has three exam weeks per year. Each exam week is situated at the end of each of term of study. To assist the BTSZ, the faculty, and the student body, the following regulations are required in order to produce a fair and reliable evaluation of each student:

THE SEMINARY

- The Academic Dean of the BTSZ is responsible to publicly post the dates and schedule of an exam week at least two weeks prior.

THE FACULTY

- The faculty of each listed course prepares exams for their respective courses.
- Each faculty member must ensure that the prepared exam is not available to the student body, being separated from the student body by at least one locked door at all times prior to the administration of the exam. If a professor is particularly concerned, the Business Office will hold the exam documents in the Seminary safe.
- Each faculty member must ensure that their students are equipped with the information to understand and succeed in the examination.

THE STUDENT BODY

- Unless an extraordinary exception is given (e.g. death of a parent, sick in the hospital), students are responsible to receive and complete the exam in the allotted time on the correct day.
- Students must not seek to copy or spy upon another student's exam.
- Once completed, the student must submit the exam document directly to the professor or proctor, **not another student**.
- After the exam is delivered, the student must quietly exit the classroom.

Proposed August 2021.

CONTINUING EDUCATION AND FACULTY IMPROVEMENT POLICY

As the Baptist Theological Seminary of Zambia continually wishes to grow in every aspect, we value our faculty members and seek to strengthen their capabilities, even as they faithfully serve the institution and the students. To achieve this end, we are implementing the Continuing Education and Faculty Improvement Policy, consisting of two issues: Continuing Education Support and the regular Faculty Improvement Program.

1. While the Seminary is unable to fund the ongoing education of its faculty and employees, the Seminary provides the following to support and encourage the educational advancement of BTSZ employees. For those enrolled outside the Seminary, the Seminary will work with the employee concerning their Seminary responsibilities and their study requirements, accommodating both to the satisfaction of both the student and the Seminary. For those enrolled within the Seminary, the Seminary will also work with the employee concerning their Seminary responsibilities and their study requirements, accommodating both to the satisfaction of both the student and the Seminary. The Seminary will also afford the employee a 10% tuition discount for BTSZ studies.
2. In addition to the monthly faculty meetings, the faculty meet on-campus, once a term, for a faculty improvement program. Predominantly utilizing the strengths of various faculty members and also hosting outside speakers as well, the faculty are enriched through the presentation of a paper/lecture on a topic relevant to the BTSZ and its mission. For example, in Term 2 of 2021, the faculty were instructed concerning Zambian education history and standards by the late Lazarus Mwanza.

Who participates? The regular event is primarily for adjunct and full-time faculty of the seminary. (Depending on the subject material, the Librarian and other employees may be excused.) Also, potential BTSZ faculty and faculty members from other institutions may be invited to participate. Students may be permitted to observe.

If another external event or meeting is deemed to enrich the faculty during a particular term (i.e. an ABTEN conference, the BTSZ Continuing Education Conference), the need for a faculty improvement program for that term will be considered satisfied.

Ultimately, our aim is that our employees would continue to develop, both in learning from other scholars and in developing their abilities, benefiting the seminary and the church of Jesus Christ.

PROPOSED August 2021.

X. ACADEMIC CALENDAR - 2021

TERM 1

** NEW YEAR'S DAY 2021	01 JANUARY 2021
ARRIVAL OF NEW STUDENTS FOR 2021 INTAKE	07 JANUARY 2021
ORIENTATION FOR UNDERGRADUATE STUDENTS	08 JANUARY 2021
REGISTRATION: 1 st TERM 2021 STUDENT FEES DUE (MORNING)	11 JANUARY 2021
GRADUATE ORIENTATION (MORNING) AND CLASSES (AFTERNOON)	11 JANUARY 2021
CONVOCATION – UNDERGRADUATE CLASSES START	12 JANUARY 2021
MTH CLASS 1	11 – 16 JANUARY
MTH CLASS 2	18 – 23 JANUARY
MTH CLASS 3	25 – 30 JANUARY
BEGINNING OF YEAR FELLOWSHIP	JANUARY
** INTERNATIONAL WOMEN'S DAY	08 MARCH
** YOUTH DAY	12 MARCH
LAST DAY OF UNDERGRADUATE CLASSES TERM 1	26 MARCH
GRADUATE ASSIGNMENTS DUE TERM 1	26 MARCH
UNDERGRADUATE FINAL EXAMS TERM 1	29 MARCH – 02 APRIL
NONRESIDENTIAL THEOLOGICAL TRAINING INSTITUTE	04 – 10 APRIL
** GOOD FRIDAY, HOLY SATURDAY, EASTER SUNDAY, EASTER MONDAY	02 – 05 APRIL
NATIONAL PASTOR'S CONFERENCE	APRIL
** HEROES AND UNITY DAYS	05 & 06 JULY

TERM 2

GRADUATE REGISTRATION – 2 nd TERM STUDENT FEES DUE (MORNING)	26 APRIL
GRADUATE CLASSES START (AFTERNOON)	26 APRIL
MTH CLASS 1	26 APRIL – 01 MAY
** LABOR DAY	01 MAY
UNDERGRADUATE REGISTRATION – 2 nd TERM STUDENT FEES DUE	03 MAY
MTH CLASS 2	03 – 08 MAY
FIRST DAY OF UNDERGRADUATE CLASSES TERM 2	04 MAY
MTH CLASS 3	10 – 15 MAY
SPIRITUAL EMPHASIS WEEK AND EDUCATION CONFERENCE	18 – 21 MAY
** AFRICA FREEDOM DAY	25 MAY
** HEROES AND UNITY DAYS	05 & 06 JULY
LAST DAY OF CLASSES TERM 2	16 JULY
GRADUATE ASSIGNMENTS DUE TERM 2	16 JULY
UNDERGRADUATE FINAL EXAMS TERM 2	19 – 23 JULY
NONRESIDENTIAL THEOLOGICAL TRAINING INSTITUTE	25 – 31 JULY
** FARMER'S DAY	02 AUGUST
BAPTIST FELLOWSHIP OF ZAMBIA AGM	AUGUST

TERM 3

GRADUATE REGISTRATION – 3 rd TERM STUDENT FEES DUE (MORNING)	30 AUGUST
GRADUATE CLASSES START (AFTERNOON)	30 AUGUST
MTH CLASS 1	30 AUGUST – 04 SEPTEMBER
UNDERGRADUATE REGISTRATION – 3 rd TERM STUDENT FEES DUE	06 SEPTEMBER
MTH CLASS 2	06 – 11 SEPTEMBER
FIRST DAY OF UNDERGRADUATE CLASSES TERM 3	07 SEPTEMBER
MTH CLASS 3	13 – 18 SEPTEMBER
** PRAYER & FASTING DAY	18 OCTOBER
** INDEPENDENCE DAY AND INDEPENDENCE DAY OBSERVED	24 – 25 OCTOBER
NONRESIDENTIAL THEOLOGICAL TRAINING INSTITUTE	7 – 13 NOVEMBER
LAST DAY OF CLASSES TERM 3	18 NOVEMBER
GRADUATE ASSIGNMENTS DUE TERM 3	18 NOVEMBER
UNDERGRADUATE FINAL EXAMS TERM 3	19 – 24 NOVEMBER
GRADUATION DAY	27 NOVEMBER
** CHRISTMAS DAY	25 DECEMBER
** NEW YEAR'S DAY 2022	01 JANUARY 2022
ARRIVAL OF NEW STUDENTS FOR 2022 INTAKE	06 JANUARY 2022
ORIENTATION FOR NEW STUDENTS	07 JANUARY 2022

REGISTRATION: 1st TERM 2022 STUDENT FEES DUE (MORNING) 10 JANUARY 2022
GRADUATE CLASSES START (AFTERNOON)..... 10 JANUARY 2022
MTH CLASS 1..... 10 – 15 JANUARY 2022
CONVOCATION – UNDERGRADUATE CLASSES START..... 11 JANUARY 2022
** PUBLIC HOLIDAYS