



ICDM Newsletter

"Learning community that serves the deprived with love and professionalism"

www.icdm-alumni.org

International Community of Diaconic Management

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ICDM Newsletter



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Greetings from Board



My fellow Sisters and Brothers,
I greet you in the wonderful Name of Our Lord and Saviour Jesus Christ. The first half of 2021 is almost done, and ahead lies the next 6 months. I am sure many of us had hoped that covid would be something of the past in 2021 and that we can continue with a kind of a new normal. Well, many of you might be able to say that, but in many countries, we are still continuing with this struggle of covid. We are losing so many loved ones on a daily basis. As a diaconic manager and pastor, I am daily confronted with people losing their jobs, poverty has increased in ways I did not think was possible. As Pastor it is also expected to be there when someone needs you, and to attend to the sheep and make sure you are at every funeral. And so, each one of us, are facing our own battles trying to make sense of what is happening in our world. But also find new ways in living out our calling as diaconic managers, pastors and even PhD students.

As a Board of ICDM, we would like to encourage you to do the work God has called you to do. At times, it might be difficult, but we serve a God that can do the impossible. We pray that God will command His angels to take care of you and protect you where you are doing your work.

Rev. Claudette Williams
ICDM General Secretary



International Master of Diaconic Management (2011 - 2021)

Celebrating 10 Years of Studying Globally, Managing Contextually, Acting Responsibly! Celebrating 10 Years of imparting leadership and management competences for diaconia and church! It's been 10 Years of Academic Caravan! It's been 10 Years of Diversity!

The International Master of Arts Diaconic Management - IMADM was initiated by the United Evangelical Mission (UEM) after many calls from its member churches particularly in the global south requesting for sharpening the competences and leadership skills of its workers in the administration and management of diaconic institutions and churches. UEM then sought an academic partner to realize this



IMADM K1 (2011-2013)

vision which led to the establishment of cooperation between the Institute for Diaconic Science and Diaconic Management-IDM, Wuppertal/Bethel. The first cohort – K1 of twelve (12) students were admitted in 2011 and successfully completed in 2013. In September 2020, the fourth cohort – K4 graduated and for the first time with final exams conducted digitally due to the Covid-19 Pandemic. The IMADM can boast of producing top executives for churches, theological institutions, universities, diaconic institutions and PhD candidates



IMADM K2 (2013-2015)

totaling fifty-two (52) over the last ten (10) years. The Alumni in year 2015 established the International Community Diaconic Management (ICDM) as the association with its regional branches in Africa, Asia and Germany. Ten (10) students have been admitted to the fifth cohort (K5) which is expected to start in September 2021 and also for the first time digitally due to the coronavirus pandemic.



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Looking back to ten years of IMADM, the conclusion could only be ten years of transformative diaconia taking center stage in churches in the global south. It's been ten years of building and sharpening competences, skills, and knowledge. The official celebration of the 10th Year anniversary will take place later this year in November 2021 in Cameroon during the ICDM 2021 Meeting.

(Godwin Ampony, K3)



IMADM K3(2016-2018)

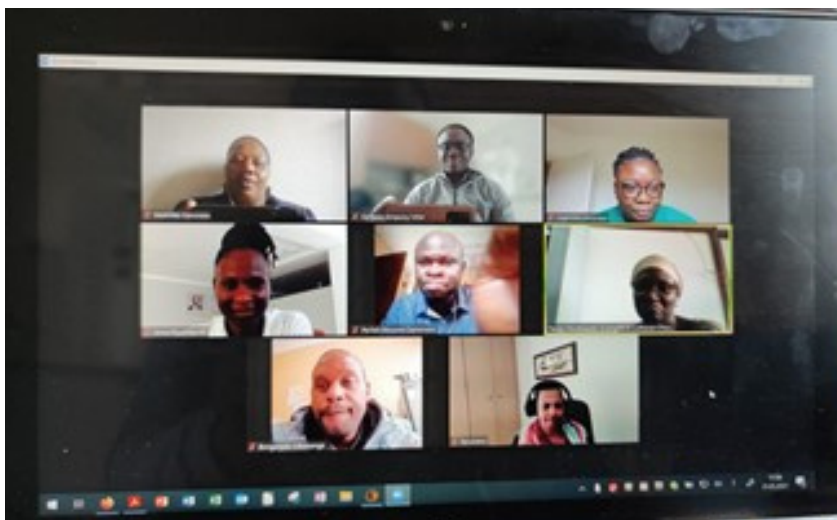


IMADM K4(2018-2020)

Minutes of the *Regional Meeting*

AFRICA

The 2nd Meeting of ICDM Africa Region virtually on 21st May 2021 was attended by nine participants. The meeting was begun by the sermon taken from John 20: 19-25, shared by Rev. Claudette William. It emphasized on the fear of the disciples of Jesus which occurred after his death when



they were together in a house. Jesus appeared to them and gave them peace: “PEACE BE WITH YOU”. Furthermore, Jesus did not blame them because they abandoned him, rather, he sent them after he has breathed on them the Holy Spirit. We, ICDM members therefore do not have to fear anything. Jesus gives us the Spirit and we are transformed. He gives the power for the mission entrusted to us.

Experiences during the pandemic covid-19

South Africa: the pandemic covid-19 is under control. Elderly people and other at high risks like health workers are being vaccinated. Habitants are requested to register for vaccination.

Cameroon: Vaccination is ongoing. Unfortunately, there are rumors being spread out that when people go to the hospital, the medical doctors would inject Covid-19 to them. At local church level, members support widows and young people during these uncertain times of covid-19.

Germany: ICDM AFRICA members living in Germany support their fellow citizen and relatives in their respective countries. Towards fundraising strategies, there is a need of long-term objectives and target to workout them.

DR Congo: by the time the meeting was held, RD Congo was experiencing new cases of covid -19. Also, Ebola reoccurred in the country. Access to vaccination is prioritized for health workers and elderly people. Diaconic managers in DR Congo have internal and external mobilization strategies. Local congregations collect financial means and support people in need. Staff salaries are catted down, and the rate of decrease is given to those who are severely affected by covid-19.

Tanzania: The situation is quite stable. There is no information about new positives cases of covid-19. People go to Church, do their works as usual as well as the operation of transportation. The impact of covid -19 is experienced by churches which are encountering the decrease of both, offering and tithing. No external mobilization against covid-19, they mobilize funds locally.

Rwanda: The situation is much better than before the pandemic covid-19. Vaccination is ongoing, more than 250,000 individuals at high risk including elderly, health workers are already vaccinated. No stay home anymore. Funds are mobilized at both levels, locally by the local church and at international level by getting involved international institutions like UEM and link Churches. One of the members informed that Pastors and some lay leaders of the Presbyterian Church in Rwanda do not get their monthly salaries simply because of the decrease of offerings in the Church.

ASIA



On Friday, 21st May 2021 the 2nd Meeting of Asia Region was held virtually. It was attended by fifteen participants. In this meeting, the participants attended a session on **DEALING WITH STRESS**. The topic of "Mental Health in the midst of Covid-19" was proposed due to the increasing of Covid-19 in most of our country (Indonesia, Sri Lanka, Philippine) as well as many Natural Disasters in Asia, which brings hard impacts personally, institutionally as well as nationally.

Mrs. Rev. Nursini Sihombing, a supervisor of Pastoral Clinic Education, who is a co-worker of UEM facilitated this session. She explained that **STRESS** is a pressure in a person caused by an imbalance between hope and desired reality,

both physical and spiritual desires. It can be caused by **painful experiences in the past, current and future burdens.**

There are two types of stress namely **Distress** and **Eustress**. Distress is negative stress and negative responses, while eustress is pressure that can trigger enthusiasm, so that it has a positive impact. Distress makes many people today lose the ability to smile and laugh healthily. Consequently, the body's immunity which is very much needed to face the Covid-19 pandemic will decrease. 75 - 85 percent of modern diseases are caused by distress. Eustress comes from the positive tension between "where we are" and "where are we going". It transfers the challenging / stressful realities of life for example in relation to work into the positive excitement, talents, and ability for good.

We need to make peace with stress. Making peace with stress is the ability to manage stress as a sign of applying new pressure so that the relationship with oneself grows well. In making peace with stress, we firstly need to recognize it and then to increase our spirituality. Stress is harmless but the way we deal with it can put us in danger. That is why we need to deal with stress calmly; clean the mind's memory from unnecessary things; facilitating the thought with a good thing and give our worries over to God (Matt. 11: 28-30). Let us move on and think positively.

At the end of the session, all participants felt refreshed and relieved through the material that had been presented. That stress is a natural thing and not always negative but the ways we deal with stress often make it worse.

GERMANY

The 2nd Meeting of ICDM Germany Region was held on 19.05.2021 at 19:00-20:30, also virtually. It was attended by three participants. Two participants expressed that their works are still strongly affected by Covid19. Below are topics and questions have been shared and discussed the meeting:

1. Related to IMADM:

- The Coordinator of the Studies of IDM Mr. Ralf Pahmeyer shared to a member of ICDM German Region that the International Master of Arts in Diaconic Management (IMADM) will be linked to University of



Bielefeld. This will give access to the students to the digital literatures and the degree will be internationally acknowledged.

- The IMADM Course 5 (K5) will be done in 3 meetings: Stellenbosch, Dumaguete and Bielefeld combined with digital courses. One of the participants of the Meeting of Germany Region expressed her thought regarding the modification of the IMADM in to three, instead of six meeting that it will possibly bring some difficulties and disbenefits to the students. One possible challenge of digital learning is how to organize the study program that all can profit despite different learning cultures. In general, ICDM-German Region finds that it is ethically good to have three “face to face” meetings, especially regarding climate change.
- Interesting to observe that only men have applied for the enrollment at the new course of PhD study program of IDM 2021.

2. It is not possible to do the Alumni Meeting 2021 in in the Philippines this year. The plan is to do it in Cameroon. The idea is to have a hybrid meeting if possible or a digital one.

3. Future of the ICDM-Alumni meeting: How to finance it? Can we find sponsors? DAAD is financing all two

years in amount of 120.000 euro. 60.000€ was budgeted for 35 participants of the Annual Alumni Meeting. In 2022 we are expecting to have 50 participants.

4. There is the question whether the other ICDM-members living in Germany can join the ICDM Germany meeting. It would be interesting to include their perspectives and get their input to complete the impressions of current issues in the German context.

5. The ICDM Germany Regional expressed their appreciation to the effort of the publication of the newsletter. The proposal is, to initiate a second WhatsApp-Group only for ‘information’. This should avoid the overlook of important information.



After much deliberation, the Board has decided not to have the Alumni meeting in Philippines this year. However, we do have some good news. We have decided to move the Alumni meeting to **Cameroon** from **8-12 November 2021**. Members can start arriving from **5-7 November** and depart from **12-14 November 2021**. This will be in the form of a **hybrid meeting** where some members will be present face to face and others join via Zoom. We therefore urge each member that will attend the meeting face to face to register by no later than **31 July 2021**.



Since, May 04, 2021, **Rev. Rama Yanti Simorangkir** (Indonesia, K2) has been appointed as Head of Diaconia Departement in Huria Kristen Indonesia (HKI). She is responsible for all units of ministry under the Diaconia Department, namely:

- a. **Social services**, consist of: Capacity Building of HKI Diakonia Team, Zarfath-Orphanage, Disaster Response Unit, Diffable programs, Drugs and HIV / AIDS-Ministry.
- b. **Education services**: Managing and integrating all HKI Schools.
- c. **Health services**: Health and Employment Insurance for full-timer of HKI.
- d. **Ecology**: Advocacy and Empowerment base on Eco-Theology.
- e. **Community Development Vocational Training Centre**, Credit Union, Community Development Bureau.

f. Pension Fundraising Program.

g. Beside this, she has responsibility also in building networking in domestic, national, and international level that has related to diaconia issue.



Ramayanti shared that the Diaconia Management studies has enabled her in conducting strategy and formulating work programs in all units of Diaconia Services.





Anna Lucas Nyumba (Tanzania, K4), who is working as social work coordinator in one of the Districts of Eastern and Coastal Diocese called South-Western District, has been entrusted to a second position as Project Assistant in Mlandizi Vocational Training Centre for Youth with Mental Disabilities.



In August 2021 **Annika Huneke (Germany, K4)** will leave her previous position at the head office of youth work of Evangelische Kirche von Westfalen (Protestant Church of Westphalia). She will start a new job as research assistant at the 'Protestant University of Applied Sciences Rheinland – Westfalen – Lippe'.

Ordination of Deacon Peter Imponge

"My vocation as a Deacon goes back a long way"

It was since 2010 that I had to be ordained as a Deacon. But given the time that did not allow me to take things in hand, I always told my parish pastors to wait when the time came. Being ordained as a deacon is not an easy thing for a Christian because it requires a lot of sacrifice.



Since March 2021, I have followed the training of deacons in my parish where I serve my God as Head of Diaconia. This was under the direct supervision and guidance of the Parish Pastor of CADELU Kinshasa / Limete, Reverend David Bobuya.

After a month and a half, on 23rd of May 2021, I was ordained as a deacon with four other people including a mother from my parish. The long-awaited dream was fulfilled, and today we must continue to serve the Church of God with much anointing and spirituality for the edification of his work.



My master's degree in Diaconic management had opened several doors for me on a scientific and professional level. The knowledge acquired at IDM allowed me to face the intercultural and professional realities which have enabled my Church to benefit much knowledge from a managerial point of view and diaconal work.

On the ICDM side, I am delighted that it is a platform that not only allows us to exchange new knowledge and raise our level but also it allows us to create a communion with the newcomers of the different batches that follow one another. It also allows us to visit different churches and institutions that do diaconal work.

May Almighty God fill us with his Grace. Many thanks to my Pastor and to the whole church of Kinshasa / Limete. Also thanks to IDM, UEM and ICDM.

Peter Imponge
Deacon

Congratulations. !

May God make you strong enough to fit into your new role





PhD-Research of ICDM-Member

Francis Yao Amaglo (K1, Ghana) has been awarded with the Doctor of Management Degree by the Institute Avrio de Genève 2018. His dissertation's title: Strategy for Churches to Engage in Occupational Safety and Health Management Systems in Ghana. The objective of the research is to sensitize the church to engage in the formulation and enforcement of Laws/Policies for Occupational Safety and Health Management Systems (OSHMS and design a Strategy for Churches engagement in OSHMS implementation in Ghana. Abstract Background: In Ghana workers in public or self-employment, suffer death, accidents or are prone to exposures of chemical, physical, ergonomic and biological agents. This Dissertation conducted Assessment of risks within five occupations and designed a Management Model for Churches to engage in OSHMS in Ghana. The Problem being investigated is that there is no one national body, policy nor process that govern OSHMS in Ghana. Road Safety Commission exists but with little standards, guidelines and impact on the safety of the transport sector. The Minerals Commission has the Mining Regulations 1970, which contains limited guidelines but does not cover small scale miners (Illegal ones called Galamsey). No thorough standards; low compliance or non-enforcement for existing policies, unfamiliarity with the existing guidelines.



CONGRATULATIONS



New Publication on International Handbook on Ecumenical Diakonia 2021

INTERNATIONAL HANDBOOK ON ECUMENICAL DIAKONIA



Godwin Ampony, Martin Büscher, Beate Hofmann,
Félicité Ngnintedem, Dennis Solon, Dietrich Werner

The International Handbook on Ecumenical Diakonia was a collaboration between Bread for the World, Institute for Diaconic Management and the United Evangelical Mission. What gave birth to the Handbook project was the English literature gap that has been identified in the teaching of the International Master of Arts Diaconia Management-IMADM, which was initiated in 2011 by the United Evangelical Mission with the German academic Partner Institute for Diaconic Management-IDM/KiHo in Wuppertal/Bethel and subsequently by other universities namely Stellenbosch University in South Africa, Silliman University in Dumaguete-Philippines, Sebastian Kolowa Memorial University-Tanzania, Jakarta Theological

Seminary-Indonesia and Tumaini University Dar Es Salaam College-Tanzania. Teaching and learning about diakonia and the theology of diakonia, particularly for students from the Master course, became crucial because many textbooks are available for this subject in the global south. Therefore, the institutions above came together with support from other affiliate institution to publish the Handbook.

The book is structured into four main categories, namely i) theologies of Diakonia in Different Ecclesial and Social Contexts, ii) Concepts and Profiles of Diaconical Ministries in Different World Regions, iii) Trends and Crucial Concerns in Diakonia and iv) Models and Methods for Competency Building in Diakonia. The targeted users of the Handbook

include but not limited to students in the subject areas of Diakonia, Christian social service and development studies, Educators involved in the subject area, Researchers, Church leaders and lay Christians, as well as practitioners in the field of Diakonia. With over one hundred and six (106) eminent scholars and researchers, the Handbook has over one hundred (100) critical essays covering almost all major Christian traditions across the globe.

The handbook was edited by; **Godwin Ampony-UEM, Martin Büscher-IDM, Beate Hofmann-EKKW, Félicité Ngnintedem-IDM, Dennis Solon-IDM, Dietrich Werner-BftW.** (*Godwin Ampony-K3*)



Evangelical Church of Cameroon and Her **DIAKONIA**



Evangelical Church of Cameroon (ECC) is the product of three mission societies: The Baptist Missionary Society (1843-1884), the Basel Mission (1884-1914) and the Evangelical Missionary Society of Paris (1918 – 1957). It took its autonomy the 10th of March 1957. The diaconal activity of the ECC emanates from the action of the missionaries. Indeed, missionary societies had a triple implantation

that said the holistic nature of the gospel. They had a spiritual implantation through the parishes, a sanitary implantation through the hospitals and an educational implantation through the schools. It was around these three main axes that the diaconia of the ECC was built, which diversified itself in history to better respond to contemporary demands.

At the community level, each parish of the Church is a diaconal center. The believers feel the duty to support each other. In this context, there are deacons whose “essential role consists in creating a spirit of solidarity, assistance and mutual aid, so that the love of Christ is manifested”. Thus, in parishes, a special budget line is allocated to the diaconia, which is included at this level as the assistantship. From the health point of view, the management of the medical work of the ECC has six hospitals, eight medical centers and 40 integrated health centers that are attached to hospitals. From the educational point of view, the ECC is present at the kindergarten, primary, secondary and university levels. Today, the ECC has about 200 primary and nursery schools. It has 15 secondary schools. Now the ECC has a university called Evangelical University of Cameroon.

In addition to these main axes, there still exists at the ECC a set of nonaligned diaconal activity. This is the case of the Ndoungué farm school, Social Center for orphans in the village of Ntolo, the CAFRAD, known as the Center for Animation, Training, Research and Development Support, to "combat youth unemployment; the PADECO,

the Community Development Support Program to reduce poverty of poor populations. The ECC also has a Multipurpose Training Center in Mbouo, the Foyer du Marin, in partnership with the German Mission to Mariners. The latest achievement in this field is CAMED, the Mutual Evangelical Development Fund, which is a microfinance that wants to "contribute visibly and effectively to the struggle for progress through better access to finance Community Entrepreneurship". In the current context of the pandemic due to the Corona Virus, the church was not left out in the fight. it distributed masks, hydroalcoholic gels and water washing points to the most vulnerable populations. *(Parfait Ekoume Ngangue, K4)*



FRIENDS AND THEIR LIMITATIONS

Henri J.M Nouwen. *Bread for the Journey*. Harpercollins Publishers, 2007. p.152

We need friends. Friends guide us, care for us,
confront us in love, console us in times of pain.

Although we speak of “making friends,”
friends cannot be made.

Friends are free gifts from God.
But God gives us the friends we need when
we need them if we fully trust in God’s love.
Friends cannot replace God.

They have limitations and weaknesses like we have.
Their love is never faultless, never complete.
But in their limitations they can be signposts on our
journey toward the unlimited
and unconditional love of God.

Let’s enjoy the friends God has sent on our way!

-David Sihite, K3

