
*Report To The
Association*

For the Period Covering
January – December 2007

Strategic Objectives
2005-2010

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Mission Statement

The verein (non profit organization) of **RHEMA** Germany exists to serve the greater Bonn-Köln (Cologne) area, the Rheinland, Germany, greater Europe and the world with a high quality, multi-lingual, Bible-based education for all age groups.

We provide a supportive learning and teaching environment, which will benefit the whole man; spirit, soul, and body. This enables each person to develop and fulfill his or her potential, assume individual responsibility and develop respect for self and others.

As an international ministry, we actively promote an appreciation for diverse cultures and languages. We guide our members and students in becoming skillful in acquiring and applying Bible-based knowledge creatively, realizing that they have a lifetime of learning ahead of them.

2007 Annual Report - Director

John F. Grunewald

The Annual Report for RHEMA Germany – provides an opportunity for us to reflect on our activities and achievements over the past 12 months, review our continuing transition and growth, and get a brief look at how RHEMA Germany fits into the overall network of RHEMA Worldwide.

RHEMA Germany has a brief history. **RHEMA Bible Church** was founded in May of 1999, **RHEMA Bible Training Center** in October of 1999, and RHEMA Europe (European division of RHEMA Worldwide) in 2001. The choice of Bonn, Germany as our European headquarters seems to be meeting the necessary local and regional criteria to expand the existing work to the next phase.

Since our move to Bonn in March of 1999, with a courageous group of four volunteers, this work has grown in every area.

The dedicated staff, consisting of paid staff, missionary supported staff, and volunteers which make up the **RHEMA** Germany team, come from diverse backgrounds but share a common purpose and vision. They are uniquely qualified to meet the challenges of this type of International organization.

Since **RHEMA** Germany is an international multi-lingual organization we continue to have classes, class material, books, and all church services in both English and German. In addition to this, some people are still using Bibles in their mother tongue. It makes for some challenging but fun situations. All of this requires additional, full time, part-time and volunteer staff.

RHEMA Bible Church – Bonn, Germany (*RBC*)

From the first meeting in May of 1999 with 39 in attendance, our 2007 Sunday morning attendance has grown to 220. In addition to Sunday morning church services there are weekly home group meetings that meet throughout the region.

It is part of our vision to minister to and train every age group. In 1999 we started with adults and one separate group of children 0-6 years old. In the latter part of 2000 this was expanded to separate groups of 0-5 years and 6-12 years for every service. Then in 2001 this was expanded yet again with three groups ages 0-2, 3-5, and 6-12. In November 2001 weekly Youth Meetings were started. This became possible with the addition of a full-time Youth Pastor. In late 2004 the 10-12 year olds began to meet separately as often as possible on Sunday mornings. The Children and Youth are a major part of our vision. By reaching these age groups we can greatly affect their lives for a better future.

Life Groups (LG)

In 2000 a few home groups were started which are called Life Groups. 2001 brought additional progress in this area and by the fall of 2002 a major part of the LG Program was launched, which is for LG's to meet on a weekly basis. In 2003 and 2004 this area of LG ministries was strengthened.

In March of 2005 we helped our Life Group Pastor plant a church in Cologne (Köln) Germany. Cologne is 30 miles north of Bonn. This new church is doing very well. During 2005 we made a few adjustments and changes to the Continuous LG's and implemented the Curriculum LG's. Curriculum LG's will meet for a specific number of weeks and focus on a particular subject. During 2006 and 2007 these groups maintained the course and continue to be a vital part of the church life.

Leadership Pipeline

As the demands on leadership have grown it was necessary to reproduce ourselves in others. During 2007 a Leadership Pipeline was developed and put into place. Any person who comes through the doors of the church can see what it would take to be part of leadership. To be in leadership a person must grow and develop their leadership skills.

This is accomplished through church services, foundations class, church partnership course, Life Groups, Leadership Training and serving in the church.

RHEMA Bible Training Center (RBTC)

RBTC is one of 14 International RHEMA Schools. RBTC Germany's first school year ended in May 2000. Since RBTC is currently a two-year training program diplomas are not given until the successful completion of the students 2nd year.

All classes and class material are in English and German. This requires a lot of extra work from the RBTC staff but they do an excellent job with all of it. Many of our student's mother tongue is neither English or German. You can imagine the fun situations that arise from this sometimes. Each student provides us with motivation and desire to do our very best in teaching and training. The diversity of the student body is truly a unique strength of the school. In RBTC's first 8 years students from nearly 25 nations have graduated.

The whole concept of a ministerial training center is not as well known or accepted in Europe as it is in some other parts of the world. Therefore slower, but steady growth is expected. Employment training and system flexibility does not make it easy for individuals to attend RBTC for two years and then return to a job in a previous area of training.

Marketing strategies have varied during these initial years of RBTC. There are several areas currently being expanded because of their effectiveness. Exposure to the right groups of people equals more students.

- RHEMA Germany website which can be viewed at www.rhema-germany.de
- Staff members making presentations to church congregations
- Open Seminar Weeks at RBTC, Summer Bible School and Mobile Bible Schools

Print advertising is utilized when and where it is deemed effective.

A Dedicated Teaching and Support Staff

Defining what needs to be done and who will do it has changed often these first 8 years. Yet, the dedication of this staff has been exceptional. The extra work they have

committed to (defining educational practices, documenting them and implementing them) has required an extraordinary effort on their part. During the past 8 years, the teaching staff has actively taken part in planning every step of the development phase of the school. They have worked hard to build curriculum and modify where necessary, provide extra assistance to students and grow through staff development exercises.

In addition, support staff members have done a variety of functions and very often taking on multiple roles.

Curriculum Development

Next to the students, a school's curriculum is its heart. RBTC has the benefit of using RHEMA USA curriculum as a model for both first and second year. Very few modifications are necessary for the first year program other than translation into German. RBTC Germany's second year program is not yet divided into specific groups like Pastors, Children's Ministry, etc, as is RHEMA USA. Therefore we have a lot of consolidation and modifications for the second year. Our concept at this point in time is that of giving well rounded training in many areas of church work and ministry as almost every student will either pioneer a church or be a part of a pioneering work. The number of independent churches in Germany and Europe is quite small in comparison to the 750 million people that call greater Europe home. As time goes on we foresee continual adjustments and growth in the second year program.

In second year we continue to have lecture style classes like first year, but we encourage much more interaction through discussion, question and answer time, role-playing, etc. This interaction helps us as a teaching staff to see if students are really learning. If they aren't learning, we aren't teaching.

During the 2004/05 school year for both first and second year classes was the introduction of small groups. Both students and faculty have enjoyed the feedback, interaction and Q&A time during these small group times.

RBTC Student Practicum

Starting in the fall of 2007 we added a Practicum to the RBTC two year program. This significantly increases the number of hours put in by each student before graduation. The

reasoning behind this addition is the overall qualifications of the individual to be a skilled laborer in a local church or the ability to pioneer a new church. This Practicum is full of hands on training and the opportunity to put to use what is learned in class right away. As leaders and instructors we will also better be able to evaluate how a student is doing overall.

RHEMA *mobile* Bible Training Center's

Statistics tell us the average German owns the same home 25 years, the average American 3 ½ years.

The whole of Europe is not as mobile a society as the USA. Where Bible Schools are very popular in the USA, they are not so popular in Europe yet. This is due in part because people just don't move around so easily and there are logical reasons why this is true in Europe. The challenge then becomes to attract new students from the "same pond" year after year. We have decided to take RBTC to some other areas of Germany through the vehicle of RmBTC.

A RmBTC is a mobile version or extension of a RBTC. It is in a fixed location and operates much the same as the main RBTC but with a more flexible schedule.

Currently there are RmBTC's running in;

- Berlin, Germany
- Bonn, Germany (an alternative to RBTC Bonn)
- Trostberg, Germany (Bavaria)
- Ulm, Germany
- Geneva, Switzerland/French side of border (French speaking)
- Drummondville, Quebec (French speaking)

During 2008 more RmBTC's will be started in Germany and other European countries.

RHEMA Europe

Headquartered in Bonn, RHEMA Europe comes under the legal entity of RHEMA Germany e.V. but is the division of RHEMA Worldwide that plans strategies and oversees the networking and expansion of RHEMA and RHEMA Alumni in geographical Europe.

There are currently four International RHEMA Bible Training Centers in Europe (Germany, Austria, Italy, and Romania). Also there are over 1200 RHEMA graduates throughout Europe from a wide variety of the RBTC's and RmBTC's worldwide.

During 2005 we had two strategy meetings in Bonn with a group of alumni Pastors from around Europe. A Master Plan for RHEMA Europe that involves regionalization, networking, connecting and overall increased communication was discussed. January 2008 is the target date for submitting the RE Master Plan for regionalization. Together we can plant more churches, start more training centers and schools and strengthen more churches.

Alumni Events

Alumni are always welcome and encouraged to visit classes. Special alumni events are scheduled throughout the year and usually as part of a conference in Bonn or other cities where RHEMA graduates are having conferences.

We also hold alumni luncheons and functions in other parts of Europe throughout the year. In 2007 we had special alumni get togethers in a number of countries. The other RBTC's in Europe also hold alumni events in their respective countries.

With regionalization becoming a reality it will greatly increase the number of alumni events that can take place each year.

RHEMA Germany Special Programs and Events

Correspondence Bible School (CBS)

For years we have had many requests for a Correspondence Bible School. During 2005 we took the concept to the development stage. In 2006 the Correspondence School went through a testing phase with a few students. Some adjustments were made and during 2007 CBS was launched. Advertising will not begin until 2008. CBS consists of books, special handouts, CD's and DVD's. CBS will give every believer a great foundation or an exceptional continuing education. It doesn't take the place of RBTC but it goes where RBTC cannot go – right into homes and it is in German.

Book Translation

RHEMA Germany is more than just a church, school, and alumni association. In 2000 book translation was started. It began with books that were needed for school that were already published in English. This has been a slow process, but much progress has been made. In 2004 and 2005 a number of books were reprinted in association with a RHEMA graduate who owns a book publishing company in Germany.

Book translation and distribution is a part of the RG vision but because of the restrictions in German tax laws, the publishing and selling of books, tapes, videos, etc. will eventually have to be done through a for-profit business instead of the non-profit RG now operates under.

Website

The **RHEMA** Germany website can be viewed at www.rhema-germany.de.

Building / Site Development

Since RG's beginning in Bonn we have met at a city complex (Stadthalle Bonn-Bad Godesberg) that is designed for trade shows, seminars, specialized meetings, etc. This has worked well while in Phase 1 of our strategic objectives, which has been to decide if

Bonn is the right city for RHEMA Europe Headquarters, RBTC Germany and RBC. See more about this topic under [Strategic Objectives \(Page 14\)](#).

Events

Every year RG hosts a variety of special events. The church and the school do these events jointly and they are all open to the public. The students of RBTC take an active role in the project planning of the scheduled event and then fill a variety of positions during the event. This becomes part of their training especially in the second year program.

European Prayer & Healing Conference (EPHC)

The EPHC highlights the importance of prayer and healing and exposes more of the public to the different ministries we offer.

Build Seminar (BS)

This is a three-day seminar to help Pastors and church workers. A variety of classes are included such as; Children's Ministry, Youth Ministry, Leadership, Legal & Tax Issues for the church, etc. Any subjects that will help "BUILD" the church.

Summer Bible School (SBS)

Week long school with classes for anyone who wants to learn more of the Bible and get a taste of what RBTC would be like.

Summer Healing School (SHS)

Week long school focused on two areas, one, if you needed healing and two, if you wanted to learn how to minister healing to others more effectively.

CEO and Leaders Workshops

Training leaders is an exciting part of the ministry and something that extends way beyond Bonn. During 2008 RG will host and help in trainings in Germany, Switzerland, England and The Netherlands.

Part of the International Community

Bonn sits on the southern tip of the highest population area in Germany. Approximately 20 million people live in this area.

RHEMA Germany has a unique role to play in the international community, locally, regionally, nationally, and internationally.

Bonn was the seat of government of Germany for 50 years. At the end of WWII the former capitol, Berlin was divided, East and West Germany were formed and the capital was moved. After German reunification in 1990 it was decided that the capital would move back to Berlin. The bulk of the move for the German government took place during 1999, followed by most of the Foreign Embassies. While most of the governmental international community moved to Berlin a surprising large international community remains in the Bonn area. The city of Bonn has embraced the international community and it continues to grow again.

As the former capital Bonn still hosts important state functions and at the same time is being built up as a city of international cooperation, of science and research, and future oriented industry and commerce. In addition to this the city has increasingly established itself as a stage for international dialog and for conferences of global importance.

In 1996 the blue flag of the United Nations was hoisted in the city and Bonn is the leading UN-City in Germany.

RBC, RBTC and RE already have an international flavor, with 30 nationalities represented and we are ready to meet the challenge of ministering to the German and International parts of the church at large.

Working Together To Build RHEMA Germany

Building a new International Church and Bible School requires years of hard, focused effort. Because of the nature of our work, it requires involvement from individuals,

churches, businesses, and organizations in a variety of ways. It's not just the locals, the people that everyone sees, but all those who help build and support this work from behind the scenes, through prayer, hard work, and financial support.

Bible schools traditionally don't pay for themselves just through tuition. Therefore they must be subsidized in some way. This is done through the local church they are part of and/or partners who share a common vision.

RHEMA Germany has made great steps forward during these first 8 years. A good foundation is being laid for the future and all the challenges that lie ahead. Pioneering works test the character of everyone involved especially in the beginning. We've witnessed strength of character and we've also witnessed another strength, the ability to be flexible and to adapt to rapidly changing circumstances.

A Final Thought

The strength of a nation and even a continent lies in the strength of the individual and the family. Providing help and answers for people's deepest and heartfelt needs can be interesting, challenging, frustrating, and fulfilling. RG fills an often overlooked but very important part of society. All of mankind has emotional, relational and spiritual needs, the desire to find purpose for living and direction for life.

We help people find their way, find meaning, and give them the tools to build strong healthy relationships where emotions have their place, but they don't rule.

We help people get over the failures of their past and their fears of the future so their dreams can become reality.

This all takes lots of resources, including a growing staff, but the value for the individual and the benefits for society are worth it all.

Thanks for taking the time to read this Report and for being a part of something great.

John F. Grunewald

RHEMA Germany e.V.

2005 – 2010 Strategic Objectives

The Development of RG is a 3 Phase Plan

Phase 1 (completed)

- Choose a location in Europe where a strong local and regional base could be built with a good international work force and at the same time have good access to the rest of Europe.

A number of countries and cities were considered, but in 1999 Bonn, Germany was chosen as the Phase 1 site.

- Form a strategic planning task force comprised of local and regional individuals involved in RG with diverse perspectives, experience and expertise.
- If the city chosen for Phase 1 meets the initial requirements then Phase 2 will be implemented.

Phase 2

- Acquisition of a building or building site that can adequately facilitate the current needs and growth forecasts for the next 5-7 years.
- Raising of necessary funds for the purchase of a building, building site, construction, remodeling, furnishing and the increased budget for this phase.
- In addition to the already established RHEMA Germany e.V. non-profit organization, a for-profit company (GmbH) and a foundation (Stiftung) will be established. These will help in the fund raising and “round out” the ability to fulfill RG goals and vision that the Verein cannot do on its own.
- The formation of another strategic planning task force to put the finishing touches on the RHEMA Europe master plan. This will include locations for additional RHEMA Bible Training Centers in Europe, expanding and strengthening the existing network and designating regions and regional directors.

This task force will be comprised mainly of RHEMA graduates residing and working in many different nations of Western and Eastern Europe.

Phase 3

- To implement and build on Phase 1 & 2 by maximizing the strengths of the network of graduates, churches, schools, individuals and organizations with the common purpose and vision for planting churches in greater Europe.