

Consultant Development and Management Initiatives

updated: 27 January 2025

[CDM Published Google](#) webpage

Current Consultant Development & Management Team - *Phil King, Paul Kimbi, Bibi Nédellec, Fraser Bennett, Brian Kelly, Michael Jemphrey, Brian Migliazza, Linda Humnick, Dan Jones*

- (George Shultz) - The goal of the CD&M Team is to learn from these CD&M initiatives and share findings with others. The CD&M Team liaisons will try to connect with the contact person of the CD&M initiative every quarter to inquire about 1) the goals of the initiative and what they are currently doing, 2) how well they are doing (results), and 3) what they are learning that they could share with others. They will prepare a short report to share with the CD&M Team and possibly include it in the CD&M Bulletin.

Background

In March 2018, Andy Clark listed a growing number of consultant development and management initiatives being proposed and led by SIL and partner organisations:

- [SC] Partnering with the SC National Scholars initiative in the Areas – [national Bible scholars become translation consultants - report](#)
- [WGA] Working with Bryan Harmelink (*WGA Global Consultant for Bible Translation and Collaboration*) and the Alliance on the “whole translation process” – [“review the concept and role of translation consultants in the translation process” - WOs develop curricula for Bible translation training: Indonesia and Philippines](#)
- [SIL] A focused study of key issues in development and management of consultants (Francophone proposal) - [study consulting in Francophone Africa looking at \(a\) developing consultants \(b\) managing the consultant pool, and \(c\) how consultants interact with translation and other work processes.](#)
- [YWAM+] Gaining expertise in new approaches e.g. Oral Bible translation –
 - [Bryan Harmelink and University of the Nations develop new experimental curriculum](#)
 - [Render – Forum on Oral Bible Translation](#)
- [WUSA] Global schemes proposed by Wycliffe USA like the global pool and fast-tracking expat consultant development –
 - [Global Consultant Pool, deploy consultants strategically in partnership with WOs](#)
 - [Wycliffe USA Fast Track Pilot initiative, 3-year translation consultant training program](#)
- [4.2.20 and JCBT] OT Translation –
 - [Jerusalem Centre for Bible Translation and 4.2.20 are concentrating on Hebrew programs based in Israel](#)
- SIL ILS planning two new initiatives to produce OT helps: an OT Key Terms tool (KTOT) and experimenting with a new approach to Translators Notes for OT (ENOTT - Bamboo)
- [SIL] Competency-based approaches – [develop competency-based consultant certification system](#)

Since that time, additional initiatives have been developed and some have been dropped. The initial seven initiatives have increased to nineteen initiatives.

Purpose - The aim of maintaining a link to these programmes is (1) to see if they are successful, (2) if they are successful then understand why they are successful, (3) and learn what can be passed on to others who are seeking to do consultant development.

26 - Initiatives that CDM is tracking (listed below)

- **18 - Development Programs**
 - **8 - CiT Training Programs**
 - (2) [Convergence](#) (Phil King) Bryan Harmelink/ Dave Mcneill
 - (7) [SC Translation Consultant Development/ Residency Program](#) Dan Jones
 - (18) [SIL Translation Consultant Initiative](#) (WUSA) (Brian Migliazza)
 - (26) [SIL Asia TCDW](#) (Translation Consultant Development Workshop) (Brian Migliazza) Angie Foo
 - (27) [SIL Americas SILTEC \(SIL Taller de Entrenamiento en Consultoría\)](#) (Brian Migliazza) Alejandra Guajardo & Rick Floyd
 - (33) [AFTRAC](#) - Anglophone Africa Training and Consultant Development (Dan Jones) Jonathan van Den Broek
 - (34) [DTRAD](#) - Francophone Translation Consultant Development (Michael Jemphrey) Drew Maust
 - (23) [DIU - Graduate Certificate in Translation Consulting](#) Diploma (Phil King) George Payton
 - **5 - MA training programs**
 - (5) [CanIL](#) (Phil King) Joost Pikkert
 - (6) [Whole Word Institute](#) (Michael Jemphrey) Randall Buth - formerly IBLT-4.2.20
 - (14) [YWAM QA Processes](#) (MALiBT) (Brian Kelly) Bryan Harmelink
 - (23) [DIU - MA in Translation Advising](#) Diploma (Phil King) George Payton
 - (35) [Dallas Christian College](#) Master of Arts in Language Development & Translation (Phil King) Rebecca Pruett
 - **3 - Ongoing Professional Development Programs**
 - (8) [Training Consultants in Mentoring](#) (Michael Jemphrey)
 - (24) [NT2OT Hebrew Training Cohort](#) (Brian Migliazza)
 - (32) CBBT-QA : [Church Based Bible Translation](#) -Quality Assurance (Phil King)
 - **0 - Sign Language**
 - None at this time
 - **2 - Orality Programs**
 - (10) [Equipping Consultants to Serve Oral Translation](#) Projects (Nathan Payne)
 - (21) [Spoken Worldwide initiative for church-centric OBT quality assurance](#) (Brian Kelly) John Stark
- **6 - Management & Deployment Programs**
 - (1) [GCP - Global Consultant Pool](#) (Brian Migliazza) Bill Bivin
 - (22) [Consultant Think Tank](#) (Translation) (Phil King)
 - (25) [SIL Asia Area Translation & Consultant Tracking System](#) (Bibi Nedellec) Amber Jasa
 - (28) [Translation Consultant Marketplace](#) (Phil King) Matt Merritt
 - (29) [I55 Consultant Tracking](#) - (Andy Clark) Richard Gravina
 - (30) [Nigeria Consultant Tracking](#) - (Brian Migliazza) Mark Gaddis
- **2 - Global Tools**
 - (3) [CBC](#) (Bibi Nedellec)
 - (20) [Digital Training Library](#) (Phil King) Hans Combrink
- **10 - Deleted - Completed**
 - (4) [SC National Scholars Program](#) (Brian Kelly)
 - (9) [Render Trainers](#) (Brian Kelly)
 - (11) [Equipping Consultants to Support OT Translation](#) (Brian Migliazza)
 - (12) [Expanding Translation Consultant Corps](#) Through Regional Training (Michael Jemphrey)
 - (13) [WGA Consultant Development Cohorts](#) (Brian Kelly) Bryan Harmelink

- (15) [OBT Consultant Development](#) (Brian Kelly)
- (16) [Training Consultants for Sign Language Translation](#) - Alan Yam
- (17) [Translation Consultant Retention Pilot](#) (Brian Kelly)
- (19) [OT Training Hebrew Poetry](#) (Michael Jemphrey)
- (31) [Johnson University](#) MA Intercultural Studies with Translation Concentration (Phil King)
Steve Whitmer



32 Initiatives and their Status Updates

1. [Global Consultant Pool](#). *Bill Bivin*. (Brian Migliazza)

Description –Wycliffe USA and SIL are collaborating in the development of a global consultant pool to address respective organizational goals and priorities. The Global Pool addresses Wycliffe USA’s need for a readily deployable corps of consultants for Common Framework projects while providing SIL with the opportunity to experiment with alternative deployment models. The goal is a well-functioning team of qualified translation consultants managed at a global level. Consultants will be assigned to projects in a region where they have language proficiency and cultural knowledge.

Status Sep 2022 - [Global Consultant Pool Evaluation Report](#) (For General Audiences) 18 August 2022. A new Director should be in place by November 2022.

Status Jun 2022 - Bill Bivin stepping down in July, looking for a new director. Discussing whether it will continue to stay under ITS or move elsewhere. Evaluation was generally positive, but needed help in administration and finance and marketing of GCP to the wider areas. GCP might be a model for setting up other “Global Domain Practitioners.”

Status, Sep 2021 - Monthly cohort meetings for professional development. Checking being done by Zoom, but wants to get back to more F2F. Evaluation due 2021, but paused at the moment because David Tute not available.

Status, April 2020 - The GCP has 15 members and 2 CiTs. These past months consulting projects have been completed in Indonesia (3), Malaysia (2), Mexico (3), Bangladesh (1), other, i.e. sensitive (1). We are still engaged in helping plan a project in Panamá. Consultant travel has been canceled. Checking is done by video conference if available. Plans for consulting this year are in jeopardy.

Status, Dec. 2019 – The initiative has been functioning for 18 months. There are 11 team members, and consulting is being done or planned for projects in Indonesia (3), Malaysia (2-3), Mexico (2), Canada (1), Bangladesh (1), and one sensitive location. The consultants are USA, Brits, Swiss, Dutch, and Australian. No evaluation of effectiveness has yet been done when trying to check the translation in new areas. They are preparing to do a survey of remotely working consultants in early 2020 to find out about their management and assignment processes, how staff care is addressed, and in general how they feel about their working situation.

2. **Convergence: Wycliffe USA Accelerated (Fast Track) Consultant Development.** *Bryan Harmelink / Dave Mcneill* (WGA Global Consultant for Bible Translation and Collaboration) - Phil King

- o [Convergence](#) on Wycliffe USA website
- o [Convergence Prospectus](#) document
- o Convergence [brochure](#) and [video](#) (MJ) - Brian Kelly

Description – This pilot program is a collaborative, inter-organizational effort to explore effective ways of accelerating the selection and training of Bible Translation Consultants. This pilot project tests recruitment of candidates without Bible translation experience and trains and mentors them to serve in a global Bible translation context, if they are considered suitable. This program results in people becoming translation consultants. The initial pilot will develop 19 certified Translation Consultants. This Wycliffe US pilot program focuses on developing translation consultants:

- recruiting seminary grads (ThM or MDiv)
- join Wycliffe, raise support
- 3-year mentoring process as a cohort
- 2 intensives per year
- Field assignment, with a primary focus on serving the church with global partners (working regularly with one particular programme there)

June 2022 (Brian Kelly) - Convergence has 3 cohorts currently running. The first will soon have CiTs being certified as TCs (Emily Gaddis, Nathan Payne, and one more person). The second is being led by Teryl G. The third started recently and is being led by Dale Hoskins. (First was Bryan Harmelink) They have added use of the [Digital Training Library](#) Foundations in Bible Translation Certificate (at least with the 3rd cohort) and will resume participation in the Nida School of Bible Translation (NSBT) in Rimini, Italy this October.

- Linda H - the area coordinator has asked some challenging questions about the possibility of serving as a consultant without experience serving in a project in Eurasia - not sure if the three year internship is enough to give that experience. Andy C: Eg. do people have adequate understanding of the Islamic context? (or other specific cultural contexts) Brian K to reach out to Teryl to see if there is feedback from OUs about how it has been going.

September 2021 (Brian Kelly) – The first (3 participants), a second (5) and a third cohort (5) have been set up. There have been delays due to COVID-19 and due to changes at the Nida Institute's School of Bible

Translation (NSBT). The second cohort has made some progress participating in the Master in Applied Linguistics for Bible Translation (MALiBT - led by Bryan Harmelink) through YWAM's University of the Nations.

September 2020 – The first cohort (3 people) is progressing but there have been delays due to COVID-19. They are moving forward with the second cohort of 5 or 6 participants. The training is the same as in the MA in Applied Linguistics through YWAM's University of the Nations, and the first training event will be a joint event with the new cohort of YWAM MA students and the Wycliffe USA CiTs.

Status - May 2020 (BK) – Wycliffe USA and WGA (Bryan H) continue to partner in this. They are making good progress on forming a second cohort, currently 6 or 7 possible candidates. Because of the pandemic, they are uncertain how or when they'll be able to start.

3. [Competency-Based Consultant Certification](#). *Bibi Nédellec*.

Description –This pilot will create a consultant certification system that will enable any organization to certify their own consultants or have them recognized by others using a mentored, competency-based process, stating requirements in terms of demonstrated knowledge and skills. It will empower organizations to train and certify consultants, effectively growing the quality assurance labor pool and strengthening local and national organizations. The project will also create a web-based tool for consultants-in - training and mentors to track their progress.

Status, July 2022 (Bibi N) - Rollout a few weeks ago with the trainers and mentors (now only Asia remaining). Software now available in Spanish and French for the domains that asked for translation. Some glitches in the interface still. Waiting for interface translation in Portuguese. **French:** Anthropology, Language Technology, Linguistics, Literacy & Education, LPM and Translation. **Portuguese:** LPM and Translation. **Spanish:** Linguistics and Translation. Currently working on process of integration with Workday, and there is some progress there. Once that is sorted, will look at issues of ongoing tech support - language tech? Richard G is going on sabbatical, which could be an issue for tech support during that period. Ongoing business model: currently SIL has borne the cost of developing CBC, from next year other orgs will have some costs for using it - and they are aware of this. Ongoing plan for support is that SIL will be the mediator with the CABEM company

Status, June 2022 (Phil K) - Software is now live and available to be used. SIL Areas and others are beginning to start integrating it into their processes (and discovering further bugs and challenges). Current emphasis from the development team is on identifying useful resources for developing competencies and [building websites](#) where they can easily be accessed.

Status, Sep 2021 - (Phil King from ITS news) Over the past few weeks, area translation coordinators met together to seek consensus on the scores needed to 'qualify' as a translation consultant within the new Competency-Based Certification (CBC) system. The full list of competencies is publicly available on the [ILS Training website](#). Software is nearly complete, hope to be able to run pilot testing in October 2021. Bibi has now made contact with UBS, including presentation to Esteban Voth who is in charge of consultants, and meeting with the person responsible for UBS current system for consultant development on Canvas. Phil has initiated conversation with Nathan Payne about oral translation consultants, whether they should be considered a 'specialism' or a 'skill', and whether the general translation consultant competencies 'fit' with OBT.

- Bibi Nédellec: 7 out of 8 SIL domains are keen to use CBC, except for Language Technology although their competencies are all ready to go. Challenge with details and methodology. Not quite willing to change what they have set up with Smartsheets. Richard and Bibi trying to know what to do:
- Strongly encourage them to at least try out and play with it

- or do we let domain 'do what they want';
- or do we say 'Your leadership is saying that you should really use CBC'".

Status, Mar.2021 - B.Nédellec. Contract with a software company signed in Feb 2021. . Six partners SC, PBT, SIL, ALEM, FCBH and Teryl G (WGA/WUSA) will do pilot testing (May 2021) once the software is configured. (March-April). Meanwhile all domains are working hard at defining 'scoring' (assessment criteria) for their competencies. Communication with all areas and external partners is happening. CBC administrators in Areas and with partners is under way (identification + training planned). CBC Roll out in late summer 2021?

Status, November 2020 – Bibi Nedellec. The development of competencies for consultants began with translation and now 12 other domains are working on competencies: Orthography, Language assessment, IMS, Anthropology, LPM, Linguistics, Literacy, Translation, Scripture Engagement, Sign Language, LACA, and Language Technology. The CBC task force (Richard G, Linda H, Matthew Lee, Bibi N.) is working on software requirements by interviewing experienced consultants in all domains and Area leaders. The task force has been meeting with GTIS (JimBob G, Todd Langille, Julie Chew) every week since June 2020. There are two options for the software to use for CBC and we will decide with input from BT Partners: SC, PBT, SIL, ALEM, FCBH and Teryl G (WGA/WUSA). The first week of December there were two meetings with BT partners for demos with real data. The software will assess and track competencies, identify growth areas, assign and track growth activities, and show summaries of CiTs' progress. Pilot testing will be done beginning in March 2021 in four domains. Areas will be asked to nominate mentors and CiTs in those domains to participate in the pilot. The CBC will be launched in June 2021. Areas need to provide a liaison for the CBC, consultants, CiTs, and mentors. ILS domains need to complete the list of competencies. Nov 2020 [CBC Update](#).

Status, March 2020 - A virtual meeting with 22 participants from 14 Bible translation agencies (WGA, ALEM, KARTIDAYA, SIL, DOOR INT'L, CRU, FCBH, ETHNOS 360, SC, UBS, WftW, PBT, BIBLICA, and 4.3.20) studied the competencies needed for entry-level consultants in the Bible translation ministry. The participants considered baseline competencies in the areas of interpersonal skills, linguistics, exegesis and hermeneutics, translation, language and culture, working on multi-cultural teams, mentoring and training, consulting process, technology, and project management. Participants sent drafts of their work to the steering committee, and a final list of competencies was presented April 20, 2020. Link to [CBC Dublin Virtual Consultation Report](#)

Status, Jan. 2020 –This initiative made a big step forward with a very positive meeting in Orlando with translation coordinators where they agreed on a standardized list of translation competencies for the certification process.) Dick Kroneman's report describes the competencies. The competencies were shared with Teryl Gonzalez and UBS. The next step is to review the competencies. This will be done during the next meeting in Dublin March 2 when the list of competencies will be shared with 23 people from several organizations.

4. [Seed Company National Scholars Initiative](#). *Roman Stefaniv*.

Description – The goal is to identify national Bible scholars to aid Bible translation by checking Scripture translations, providing exegetical advice, teaching at workshops, or writing exegetical resources.

Status, Jan. 2020 –**The program has been terminated**. Lessons learned include the vision for the program was good but it was difficult to accomplish because scholars had many other responsibilities. A local champion is needed to make it work (e.g. Ghana). The vision of all participants needs to be aligned, and the scholars who are at the level of a consultant and those who are not needs to be clearly identified, and they need to agree on the distribution of funds for consulting fees. Field coordinators need a lighter workload in order to manage the projects. Scholars need to be deployed in projects. There is a need to look at every piece systematically and agree on how every person fits into the scheme. The project was done successfully in some local contexts where the local project leader had authority to make decisions, and the project worked better with scholars who were retired and not actively teaching. The cost for international travel was high. There should be a pilot project.

5. [CanIL Master's Training Program for Consultants](#). (Phil King) *Joost Pikkert*.

Description - This is a new translation consultant training program being developed by CanIL to provide an internationally recognized M.A. in Bible Translation (MABT) to foster credentialed Bible translation mentors and translation consultants by working with promising Bible translation consultants and seasoned mentors in the context of active Bible translation programs following a competency-based education approach.

Status, June 2022 - Update from Joost (Phil K): Five students, 9 months in.

1. Had some trouble getting the course launched during Covid shutdown in Canada because the Ethiopians were waiting for a "big event" to start everything going. Eventually we had an opening ceremony via zoom and things got rolling.
2. Students have gotten used to the format but the ministry/field mentors tend to relate directly with the students without posting their materials on the website; this means we sometimes feel out of the loop regarding progress made by the mentees.
3. While we tried doing the prior learning assessment online via Zoom, we never gave any credit because we were unhappy with our ability to actually ascertain the mastery of the students in the different outcomes. One of the main reasons we are going to Ethiopia is to finish the prior learning assessment and to do a workshop in translating Hebrew Poetry.
4. Our ministry mentor from the Bible Society for our student in Zambia got extra duties assigned to him and so has been largely absent. This has meant more work for the academic mentors here in Canada, including weekly zoom calls. We were able to recruit a pastor to help mentor with the Biblical studies side of the program.
5. We have found regular zoom calls are imperative to stay connected with the students and mentors.
6. We are in the process of translating the program into French and Indonesian and are about 50% finished.
7. We have a number of applicants from Nigeria but were unfamiliar with the tension between the different translation organizations. Our initial hope was to find an Academic mentor with a doctorate in Ethiopia who was willing to mentor students from different organizations but this is proving difficult. **We would really appreciate some help in drumming up academic mentors who have a passion for mentoring African students.** Given the tensions I felt about us coming on the scene in Nigeria (they perceived us as competition), I offered to help them set up a competency based M.A. in Nigeria at the Theological College of Northern Nigeria. I think setting up competency based programs in national institutions could be very helpful to speeding up the Bible translation movement.
8. The organizations with whom we work all think their ministry mentors can do their work off the side of their desk. Given that mentoring takes about an extra 2-4 hours/week per student, we want to start slow with new organizations so they get accustomed to how much time is required before they bite off more than they can chew.
9. More than half the MATS applicants were rejected because of poor academic preparation. This has led to some changes in the application process.

10. We have developed a Diploma program as (a) an off ramp for students who may not be able to finish and (b) for an applicant who is an unbeliever in a creative access nation but vital to the translation movement in this particular country. The program was stripped of all outcomes related to discipleship themes and vision casting but retained outcomes related to Biblical, linguistic and translation skills.
11. We have a lot of interest among national Bible translation organizations, and could move full steam ahead if we had more Academic Mentors with a D.Min, Ph.D. or Ed.D and translation experience.
12. Questions - why do mentors need a doctorate? do they have to be in country? could other domain consultants use this programme (typically value in cross-domain training)? What about scripture engagement and other domains of translation programmes?

Status, Sept 2021 - Update from Phil meeting with Joost. Cohort reduced from 11 to 5 following English test. 4 from Ethiopia and one from Zambia (FCBH). Starting programme in Sept 2021 - currently being inducted to the software. Have a flexible pay-per-month subscription module rather than pay-per-module, so students can work on their own choice of content from the competency list. Each student has two primary field mentors, an academic mentor and a network person to connect them with resources. Joost is reaching out looking for accessible quality resources to point students towards. Another issue we identified is that the programme was aligned with the competencies from SIL Area Trans Coordinators, but CBC has a somewhat updated list now - there need to be robust transparent processes between CBC and training providers to facilitate forward planning and alignment.

Status, January 2021 – Danny Foster. CanIL is processing 11 candidates from Wycliffe Ethiopia for the pilot program. They developed a [prospectus for the MA in Translation of Scripture](#).

Status, Sep. 2020 - The CD&M Team met with Danny Foster, Doug Trick, and Joost Pikkert and heard about the progress they are making in developing the MA in the Translation of Scriptures program (MATS), see a demo of the competency-based curriculum, and learn about the pilot cohort in Ethiopia that is scheduled to begin in January or March 2021. The development of the MA program is well done, incorporating the competencies that SIL has developed for the Competency-Based Consultant Certification. The CD&M Team recommended that they contact Teryl Gonzalez, with the Wycliffe Global Alliance, Jonathan van der Broek, the Translation Coordinator for SIL in Anglophone and Lusophone Africa, and Liz Thomson, SIL Language Programs Services Director for Anglophone and Lusophone Africa, to help identify potential mentors for the students in the pilot cohort.

Status, Oct. 2019 –Members of the CD&M Team met with Joost Pikkert and Doug Trick to review the proposal and found that the program design is well done. Fraser Bennet and the CD&M Team will make a recommendation to the SIL International Translation Coordinator regarding the program: 1) it is appropriate for consultant development (with a few questions to be resolved), 2) the structure is workable, 3) the choice of the location of the first cohort, with vetting by local organization, and 4) the choice of a local organization that can provide mentors. The curriculum is being developed now based on a list of competencies from SIL Area Trans Coordinators. The goal is to begin the program in September 2020.

6. [Whole Word Institute](#), - formerly Institute for Biblical Languages and Translation (IBLT) and 4.2.20. MA and Consultant Training. (Michael Jemphrey)
 - <https://wholewordinstitute.com/who-we-are/values/>
 - *Randall Buth*. IBLT webpage: <https://iblt.ac/> .
<https://iblt.ac/programs/ma-in-classical-hebrew-translation/> .
 - Senior Leadership - <https://4220foundation.com/leaders/senior-leadership/> .

- **Ricki Gidoomal** <Ricki.Gidoomal@4220foundation.com> / Chief of Staff. Institute for Biblical Languages & Translation. Int'l cell: +972-(0)52-721-0501 / Skype: rgidoomal.4220

Description – “The MA in Classical (Biblical) Hebrew and Translation Consulting, 2-year program, is a consultant training program consisting of source language and consultant skills training modules. This degree combines Hebrew training with translation consulting training and practical consultant work in Bible translation. A person who successfully completes this degree will have core competencies in Hebrew and in translation consulting to serve as a Translation Consultant. This 72-75 credit program consists of a 12-month residence in Jerusalem (School of Biblical Hebrew plus 1 additional quarter), and up to 12 months of supervised field internship coupled with remote learning courses.”

March 2023 - name change, [Whole Word Institute](#).

August 2022 (Michael J) -Here is a detailed report from one of the IBLT students. I think this is an excellent and fair picture from the inside , giving strengths and weaknesses. Preparations for the autumn program 2022 are about to start and I can provide an update on this later to CDM. Teryl too is preparing a review for Wycliffe Global Partners. So I think all this will give us a better picture of future potential for this program.

It is hard to describe in words the chaotic, confusing, rich and wonderful experience we had as members of staff for the IBLT summer program. Of 37 students (list attached) 5 were Wycliffe 2 SIL 1 Seed Co and the rest from a variety of other organisations or unaffiliated. There was the widest range of experience in translation from experience consultants to those who had never translated anything! The students were very motivated and it was a particular joy to get to know and work alongside 4 Ukrainians who communicated using Russian sign language. Their deep mature faith taught us all a lot.

I am forwarding an assessment written by Marcus Leman PhD, one of the students who experienced the whole year program. He was in my small group for the two weeks and was very engaged. I believe this is an excellent overview and fair assessment of the strengths and weaknesses of the whole program, a general perspective none of the staff could give.

Communication with the academic leadership of IBLT was a real difficulty. (The course administrator Ricki was a gem and saved the day- without him we would have been completely lost, But he wasn't in charge of the academic side of things) One illustration of the communication was that the way we found out that our courses had been changed and were to be offered online instead of in Jerusalem was by coming across it advertised as online on the internet with ourselves named as staff.

The team that we had was 7.

- Teryl Gonzlez, Project Management Tools
- Ray Gonzale, Michael, Larry, and Camy Robbins, Karen Degraaf (Cross cultural service and teamwork)
- Miranda Jemphrey (zoom and software technician)

We decided to hold the two courses morning and afternoon over two weeks , instead of one course one week and the second course the second week). This worked well.

Randall thought that one or two people could teach the cross cultural teamwork side. There was no way we could do that sort of interpersonal skills course , (with all its interaction in small groups)with one or two staff and we eventually negotiated to have the larger team.

We spent a huge amount of energy to adapt our courses online in the 2-3 months leading up to it. We pushed to get a staff meeting and eventually had one including Dick K (and Bryan H (communication theory and translation principles) and Steve Daley (orality) But staff orientation and an overview of goals was limited. The lack of coordination is reflected in Marcus Leman`s report.

Another major headache for staff - maybe the most difficult- was that we had to grade the students for their Masters in Bible Translation. The huge range in translation experience, ability in English, internet connections, etc meant that none of us felt satisfied with this.

Having said all that we had a lot of fun and bonding as a team to put together a course, we really enjoyed and were enriched by interaction with the students. Everybody I think staff and students learned a lot but it took so much energy and sorting out that none of would want to do it that way again.

After the summer we pushed for a debrief with Randall and that was eventually arranged via zoom. We were able to give him input on the above. My major recommendation for you, I mentioned at the debrief was that the course move to Competency Based Education approach. I pointed to the CANIL Masters program as something to learn from.

I haven't heard from IBLT since the debrief. Teryl was talking to me this week and she says that she has been asked to put together a module one or two weeks for which students would get some experience. She said that four of the students with no translation experience (YWAM) have been taken under the wing of Wycliffe Togo. I have no knowledge of how the other students are faring.

So a real mixed bag. Ideally I would want to see:

1. SIL have a coordinated response to the next invite that may well come our way in the coming months
2. IBLT move away from a graded approach to a Competency Based approach.
3. SIL and IBLT and Wycliffe Global Partners negotiate an MOU for a way forward with clear goals for the summer program
4. CLearer orientation, brief and debrief for staff

July 2022 (Michael J): It will be run again this year, partly online. Michael J's course (also taught with Teryl G) will be online. Starts in August 2022, and Michael's course in September for two weeks. The year-long program focuses on Hebrew and the summer courses focus on consultant and translation skills. Bryan H and Dick H handle the academic courses, Teryl G and Michael J focus on interpersonal skills. Students usually have academic backgrounds but little translation experience. Have been asking them to provide replacement staff that can be mentored to take over teaching the summer courses. Graduates from this program are NOT accredited as Consultants, but will need to get further experience and receive accreditation from their BT organization (sending organization).

September 2021 (Michael J) - Wasn't run in 2021. Planning for 2022 to do a reiteration of the summer programme (not many details accessible) - Dick, BryanH, Teryl, Michael all invited to go and be involved in the same programme. Looking for TAs to be involved with modules on mentoring and interpersonal skills - waiting for response on that.

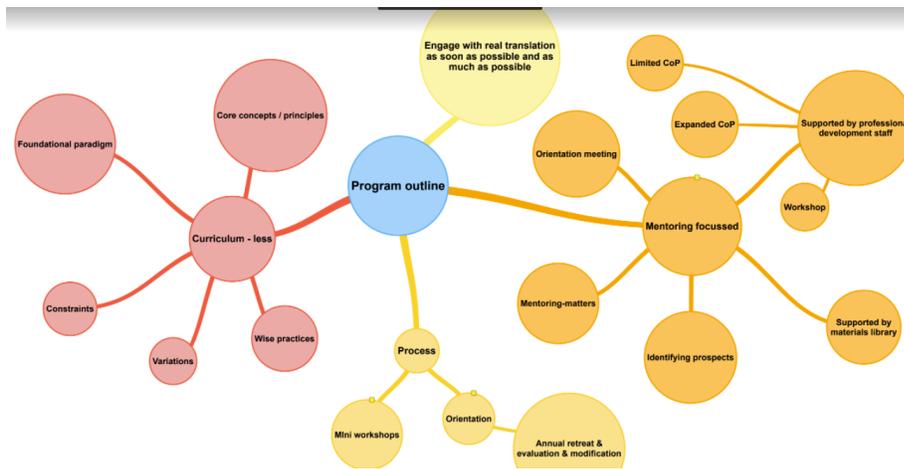
Status - Sep 2020. Still ongoing with one cohort through the program and another one forming. Michael Jemphrey (SIL), Dick Kroneman (SIL), and Teryl Gonzalez (formerly SC) have taught there in summer 2020, in the virtual online course. The students, 28 from 13 countries representing 10 organizations, were motivated. They were not vetted by SIL. There is a lot of potential in the students and in the program, but the summer program relies heavily on SIL staffing. If it is going to be sustainable it will require substantial discussion. The program needs better coordination and communication from the leadership. A staff meeting was requested. Students from YWAM with no translation experience are being mentored by Teryl. See [report compiled by Michael](#).

7. **Seed Company Translation Consultant Development (Residency)**. *Dan Jones*

Description - The focus of this consultant development process is the formation of qualified consultants, using a growth plan and a mentor, following a three-phase approach: Phase 1 – assessment and selection, Phase 2 – consultant in training, and Phase 3 – professional growth of a qualified consultant. Roman Stefaniw is preparing a 'curriculum-less' translation consultant development programme. Roman is putting this together for the Seed Company, based on mentoring. It seems to be in fairly early stages of development, but clearly a priority for Roman to get this moving.

Status Aug 2023 - :Dan Jones completed a six-month review of the program.

Status Aug 2022 - Brian Kelly update. ([SC Residency Outline](#); [Cohort Manager](#); [Residency Roadmap](#)) SC consultant development program (Residency, formerly CIT 100).



Status Nov 2021. Bryan Harmelink, Phil King and Michael Jemphrey were invited to give input on the initial development. Began with mindmaps exploring what is translation consultancy, essential tasks and skills, moving onto what topics should be covered, building a library of quality resources that would be accessible,

creation of a professional support structure / Community of Practice for those in the programme.

Status Sep 2021- basic initiative at the moment - “CIT100” - idea to invest heavily in developing / expanding an internal corps - recognising the demographics, but not to work on projects but rather with a strong focus on mentoring and then to be able to mentor CiTs from partner organisations. Roman is designing the training path for CiTs. Michael J has been recruited to be part of the team training the CiTs in mentoring.

8. **Training Consultants in Mentoring.** *Michael Jemphrey.* [Now ‘robust mentoring’ under HR] Description – This project will equip 85 current consultants from multiple organizations and deploy them as mentors for at least 170 new consultants-in-training in the next three years in order to have a sufficient corps of mentors for new quality assurance workers.

Status Feb 2023. Michael Jemphrey. Still gaining momentum - 3 courses this spring, a couple in English one in French, pretty well subscribed. Now across the board, not just consultants, but includes personnel from all domains at different levels. SIL Eurasia is building it into a workshop. SC has set up their own programme for mentoring after participating. Alliance Biblique (Bible Society - Marlon Winedt has taken the course and begun embedding in their context), Wycliffe Russia are planning on something. So making progress at this stage in BT movement, but not planning to take it beyond the BT movement for a little while yet (eg Tearfund). Have submitted an application to Innovate, in order to seek an income stream. Will review in 18 months about the idea to go beyond. Going to meet soon with Ian Hollman and Jake Waddesly, Marcelle Tanga, Jon Hirst to see where this could go. To work out the right questions to ask.

Status, September 2021. Michael has developed two courses with Eszter: Introduction to Mentoring (6 weeks), then follow up course Practical Mentoring, for those wanting to go further, already in a mentoring relationship, would go through some self directed modules, reflect on their own experience, debrief with a mentor - intended for first delivery in 2022.

Status, November 2020 – Michael Jemphrey. Robust mentoring goes with the CBC initiative and is consistent with the SIL transformation statement number 5, “growing, adapting, and applying our expertise.” Mentoring is a way to pass on competencies. Without robust mentoring the CBC will not succeed. The

mentoring initiative was endorsed by the ED. Currently mentoring in SIL is not robust but patchy, characterized by a lack of clarity, strategy, and training. The goal is competency in mentoring characterized by ability to mentor others successfully. Formal mentoring clarifies what is expected of the mentor, mentees, and supervisors. The strategy is to gather a group of people with experience in mentoring, develop a mentoring strategy, and explore cross-cultural challenges in mentoring. Pilot training has begun online with introduction to mentoring. By March 2021, mentoring skills will be taught online. Mentoring resources include a [website](#) and a [booklet](#) on mentoring.

Status, Feb. 2020 - This project was launched in September 2019 with a 5-day workshop in Burkina Faso, financed by ETEN, with 28 people, 7 staff + 21 participants, 25 from SIL, 2 from WOs, 1 from SC, 13 from Anglophone Africa and 15 from Francophone Africa. The first part was to articulate a vision of what robust mentoring would look like in our contexts, and the second part was to formulate a strategy to implement the vision that mentoring becomes part of the DNA of our organisations. They are pursuing the goals of the project with mentoring processes and community of practice meetings, but more advocacy with OU leadership is needed to encourage a commitment to a formal mentoring system. This commitment may come with the implementation of the Competency-Based Consultant Certification system.

9. **Develop Render Trainers.** *Faith Comes By Hearing & Wycliffe USA* (Brian Kelly)

Description - **The program has completed its goals.** Faith Comes By Hearing, national and regional partners, and Wycliffe USA are partnering to build capacity for oral Bible translation projects using Render, an oral Bible translation software. The goal of the project is to develop 4 Render Trainers in each of 7 languages or regions and 15 Project Technician Trainers.

Status, Sept 2021 – Brian Kelly. This program achieved its initial goals. FCBH has become a member of the Wycliffe Global Alliance and is working directly with Bible translation partners in designing, managing and funding projects. CD&M can probably suspend monitoring this program.

Status, Apr 2020 – Brian Kelly. Wyc USA brought on Wairison Mbutia (Kenyan) to be their lead person for oral strategies. He is essentially their Oral Translations Services Coordinator. He is with SIL in Kenya and seconded to Wyc Global Partnerships team. His primary assignment is to develop trainers who can lead the 3 week Render-OBT workshop developed by FCBH. WycUSA funds the training and participants (and their organization) sign an MOU that requires they give 4 weeks per year to lead workshops organized by WycUSA.

10. **Equipping Consultants to Serve Oral Translation Projects.** *Nathan Payne / Brian Kelly*

Description – This is a collaborative effort of SIL, Wycliffe Global Alliance, and the Nida Institute to equip 36 consultants from multiple organizations to support oral translation projects. Participants will be selected strategically to serve as a core group for training and mentoring in each region of the world.

Feb 2023 - Brian Kelly - nothing new since last update, and nothing active going forward - ongoing discussion about integrating oral orientation into TCDW. Oral landscape of practice has stalled at the moment - was the same thirty people time and time again, so paused for a while - moved to doing one off things on EMDC instead.

June 2022 - Brian Kelly and SIL's Nathan Payne has continued development and offering of various versions of VOOOTS. Likewise, material has been adapted and added to the Asia TCDW.

Status , Sept 2021 – Brian Kelly. In Oct-Nov 2020 SIL, in partnership with staff from DIU and Cru JF, hosted the Virtual Online Orientation to Oral Translation Strategies (VOOOTS) workshop. A similar version of the workshop was done again in Aug 2021. Seed Company is now offering a scaled down version of this workshop as well. This program is well-established as a virtual workshop and is no longer seeking ETEN funding.

Status , Apr 2020 – Brian Kelly. First meeting was in Nov in Italy. Meeting was organized in partnership with WGA (Bryan H) and Nida (James Maxey & Dan Fitzgerald). Many organizations participated. We were not sure

what consultants expected, whether consultants would want formal professional development training or prefer to share experiences as colleagues. We went with second approach. Over half the consultants did not have much experience; future events will include professional development training in addition to sharing experiences. As of March had four requests for dates for future events. Everything on hold due to Covid (e.g. many people evacuated from PNG, so it is best to wait for busy as usual). Will make do with funding for 2020, more funding in 2021; hardest thing is to know when to restart.

11. **Equipping Consultants to Support OT Translation.** *Dick Kroneman, Bill Bivin.* (Brian Migliazza)

Description - **The program has terminated.** This pilot project will equip 22 translation consultants for Old Testament projects in different parts of the world by through additional training in biblical Hebrew and Old Testament studies. Three existing training opportunities will be utilized and evaluated in reference to relative effectiveness and cost.

Status, January 2021 - Brian Migliazza. This initiative was not funded. There is a definite shortage of Old Testament consultants. There has been some talk about combining this initiative with the GCP Old Testament Capacity Building initiative for Hebrew training in Israel. It will be up to the Translation Services Department to pursue that idea. At this time, this initiative has not started so it does not need to be monitored.

12. **Expanding Translation Consultant Corps Through Regional Training.** *Michael Jemphrey, John Oo, Marc Schwab, Linda Humnick, David Nicholls, and Mark Gaddis.*

Description - **The program has terminated and gone inactive.** The goal of this multi-organizational effort, spearheaded by SIL, is to prepare new translation consultants through regular regional consultant development workshops in six regions of the world: Asia, Eurasia, Francophone Africa, Anglo-Lusophone Africa, Latin America, and the Pacific. The goal is 81 new consultants in the next 3 years and an additional 90 new consultants-in training engaged in a consultant development growth plan.

Feb 2023 - these were packaged together because of ETEN funding, but that's no longer in the picture

Status, Oct2021 - Need further update from Michael Jemphrey.

Status, January 2021 - Michael Jemphrey. This initiative is moving online in Asia, Africa, and Latin America. The training will be coordinated internationally. They are planning an online event in July 2021 in Africa using an inverted classroom model. This eliminates the need for international travel. Participants will be given material to read and videos to watch, and they will meet in different locations with a consultant in each group for discussion and evaluation. They are experimenting with a joint translation and linguistics consultant training event in Africa. During the first week, all consultants are together to develop competencies held in common across domains, and during the second week, the focus will be on competencies specific to the two domains.

13. **WGA Consultant Development Cohorts.** Brian Kelly (*Bryan Harmelink* - WGA Global Consultant for Bible Translation and Collaboration)

Description - **The program has terminated or been taken forward in other tracked options.** Wycliffe Global Alliance plans to develop curricula for Bible translation training and processes that serve the changing contexts of Bible translation movements, and to develop appropriate processes for accrediting Bible translation consultants. Wycliffe USA is partnering with the Alliance in an effort to develop national consultants in a cohort- based initiative characterized by a theological and missiological focus responsive to the worldwide Church's intentionality to engage with the Bible translation movement.

Feb 2023 - Brian Kelly - The main areas are YWAM (#14) and Convergence (#2), which have become their own things. Bryan Harmelink does still relate to Sebastian Floor and the Bible Institute of Southern Africa, but more focused on advisors rather than consultants

June 2022 - Brian Kelly - The program in S. Africa described below is its own program, separate from WGA, i.e. Convergence (see #2). The other programs in Asia-Pacific have proceeded independently, but I am not aware of the development of any formal regional programs.

Status, Oct2021 - Brian Kelly - will provide further update. .

Status, Sep. 2020 - At the invitation of Sebastian Floor, Bryan Harmelink offered a training series to a group in South Africa, primarily Seed Company staff, in partnership with the Bible Institute of S. Africa in Capetown. The first cohort has experienced some delays, so they are finishing the training online. A second cohort is starting soon. The Bible Institute is getting the program accredited so it will be a full MA for this second cohort. This South Africa program makes a strong contribution, but is not a specific pathway to becoming a consultant. The WGA Asia-Pacific team organized some training in Singapore which is geared towards equipping

potential trainers to offer the appropriate training needed for their contexts. The goal is for the participants to internalize the core concepts out of which translation related curriculum emerges.

14. **YWAM Quality Assurance Processes.** *Bryan Harmelink* (WGA Global Consultant for Bible Translation and Collaboration) - Brian Kelly

Description - YWAM, Wycliffe Global Alliance, and Wycliffe USA are partnering to develop a process to support and affirm entrepreneurial initiatives in translation and assist Church leadership in ensuring accuracy and quality of translated texts in order to eradicate Bible poverty.

Feb 2023 - Brian Kelly. MALiBT (Masters in Applied Linguistics for Bible Translation) had around 50 participants, most finishing their projects and graduating. Will do a MALiBT again virtually, ending 2024. At the end of March thru first week of April, they have taken some of them to work on a MALiCT programme, and will end up in Israel. (Consultant Training) Looking to facilitate a consultant development process as YWAM is looking to develop it. Brian Kelly is participating in it, so that he can bring back what he knows to SC and this group for discussion. Bryan Harmelink is leading.

June 2022 - Brian Kelly. MaLiBT has continued to go well, with over 50 looking to finish the program possibly as soon as this September. The program consisted of translation training and practicums, and learning biblical Hebrew. Students can read Ruth or Jonah in Hebrew. Approximately 15 were invited to participate in an intensive Consulting/Mentor program. That program started in March 2022 and is being led by Bryan H and Marcia Suzuki. Likewise, additional trainer training is being provided to some July 2022, so participants can go lead OBt training workshops in their contexts.

Status, Oct 2021 – Brian Kelly. MaLiBT has gone well. Has had a particular Hebrew focus. 60 participants (huge cohort). Want to keep the programme running going forward. This cohort will finish in the latter part of 2022 (projects dues Aug/Sep 2022)

Status, Sept 2021 – Brian Kelly. This program has come together under the vision statement by YWAM of starting translation projects in 1,000 bibleless communities using an oral approach to translation. Two training programs have been set up so local YWAM bases can participate in OBt 1000. These two programs are a School of OBt and a Master's in Applied Linguistics for Bible Translation (MALiBT). In a meeting in Sept, YWAM, WGA and Seed Company staff designed a training and mentoring program for YWAM to develop their own translation consultants, translation advisors, and oral exegetical tool resource developers. This program builds off of the School of OBt and MALiBT.

15. **OBt Consultant Development.** *Rhema for the Nations & Wycliffe USA* (Brian Kelly)

Description - **The program has completed its goals.** A partnership with Rhema for the Nations/Beulah Ministries, this pilot will develop an oral process for the development of Oral Bible Translation Consultants. The goal is to train 11 candidates through a uniquely oral process to accepted standards of certification as Translation Consultants.

Status Oct 2021 - Not sure what the final results were.

16. **Training Consultants for Sign Language Translation.** *Alan Yam.*

Description - **The program has completed its goals.** The SIL Global Sign Language Team will train 8 new sign language translation consultants who will be deployed in cooperation with partners and deaf organizations.

Status May 2023 - (Bibi) Terry still the Director. Three Associate Directors: Albert Bickford, Associate Dir GSLT <aad_ips_gslt@sil.org>, Alan Yam (Operations), Yuki (Translation Coord). Possible interest from SC in helping with funding. Alan Yam email update: This was the Wycliffe USA funded project (originally supposed to be funded by ETEN) that was started before the pandemic and which ended this past September 2022. Due to various reasons (political, pandemic, personal), we only graduated four consultants by September 2022. Of the other five CiTs that we had expected to graduate within the

three year program, three withdrew from the program while two others continue in the program and whom we hope to name as new consultants in the next little while. There is a second cohort of translation CiTs (made up of four people) who started a little later than the original nine. These people are progressing well with their growth plans. There is no external funding for the 2nd cohort.

Status Jun 2022 - has been progressing slower than anticipated due to the pandemic but has picked up with the relaxing of Covid restrictions with some of the CiTs having been able to have onsite mentored checking sessions with the translation projects. We were also able to have a 6-week online workshop on Naturalness with participation from translation and linguistic consultants and CiTs – speakers for the workshop came from both inside and outside SIL. Unfortunately, due to health, new duties and additions to the family, two CiTs who we had hoped to be named translation consultants by the end of FY22 will not happen. There are currently six people in the CiT program and hopefully two of those should be named as translation consultants in the next fiscal year. For now, the 2.75 year program has graduated 4 CiTs to translation consultant status with the latest being named last week.

Status, Oct 2021 - still active and going as well as can be expected with the COVID situation.

Status, Sep 2021 - one more TC appointed Jul 2020, and one more expected by Sep 2021. Formal education elements of development programs are largely on track, but most checking and mentoring has had to happen online because of COVID. Internet connectivity has been an issue for 1 CiT in Africa.

Status, March 2020 – This project is slightly behind due to a delayed start from July 2019 because of a delay by ETEN/Wycliffe USA in providing funding and factors in Asia with C*, where one of the CiTs was removed from the program because of lack of opportunities to get translation experience and travel restrictions hindered training and mentoring opportunities. Visa problems in another country delayed another CiT's development. A third CiT is not able to develop the required analytical skills. One CiT was appointed to be a SL translation consultant with two more expected by Fall 2020. All the current CiTs (5) have mentors and a growth plan in place. The get-together for FY20 is scheduled for the July to September timeframe. The ETEN funding for FY19 was received in January 2020 and was less than expected but since some of the activities were not done, the funds received will be sufficient until the FY20 funds arrive. The goal of 8 CiTs appointed as consultants may not be reached but there may be 5 or 6 by the end of 2021.

17. **Translation Consultant Retention Pilot.** *Wycliffe USA*

Description - **The program has completed its goals.** This pilot, in collaboration with national organizations, will develop and test systems and structures to enable organizations to retain quality assurance workers. It will assist organizations as they transition consultants-in-training to full-time fee-for-service translation consulting work.

Status, September 2021 – Brian Kelly. In June 2021 an ad-hoc group from interested organizations was formed called the Translation Consultant Think Tank (TCTT; see #22 below). The group has focused primarily on a common TC management system. This group is hosted by SIL & SC. Of interest also is consultant retention.

Status, January 2021 – Brian Kelly. There was no proposal submitted for funding for this initiative, but there is still a felt need for a consultant retention program. Brian Kelly is doing research on this and is inviting others to contribute ideas. [See Google doc.](#) At this time, this initiative has not started so it does not need to be monitored.

18. **SIL Translation Consultant Development Initiative.** *Brian Migliazza.*

Description -In order to accelerate the development of SIL Translation consultants, Wycliffe USA is providing funding for SIL Translation CiTs (Consultants-in-Training) covering their expenses for the last two years of their growth plan. These expenses include mentored checking travel, TCDW, other workshops, and other expenses relevant to their certification as consultants. - travel, training workshops, on site mentoring, etc.

22Mar23 Update - This is a WUSA funded program to provide financial assistance to SIL staff members who are in their final two years of a Translation CiT program. As far as results, this has been highly successful over the past 3 years that it has been running - with 6 CiTs all completing on time, and receiving their certification as new Translation Consultants from

their Area Translation Coordinators. As far as participation, there has not been much “interest” from the SIL Areas and OUs - WUSA was able to fund 40+ CiTs in this program, and we’ve only had 8 participants so far - 6 have successfully completed and the two remaining ones are slated to complete in Sep 2023 (Ryan Davis) and Dec 2024 (Alice Reed). GCP has been the biggest participant - they’ve had 5 out of the 8 total CiTs in the program. The average CiT has had a budget of \$15,000+ for their two-year program.

Status - Sep 2021 There are 7 CiTs in the program: 3 from GCP, 3 from Asia (2 Indonesia, 1 MSEA), and 1 from Americas (Brazil). One more is in the pipeline.

Status - (12 Feb 2020) Two CiTs from Bill Bivin’s GCP group have been approved. Six more from the Asia Area are in the pipeline. One expression of interest from Francophone Africa.

19. **OT Training, Hebrew Poetry.** (Michael Jemphrey)

Description – This workshop is for translation consultants and translation teams to familiarize these two groups with the text of the Psalms, the features of Hebrew poetry, and ways and means of creating poetic renderings of such texts, and to provide tools for the two groups to continue the translating and checking of OT poetic texts.

Status Mar 2023 - kind of withered during COVID. No current plans to pick this up again.

Status October 2021 - Drew Maust and Lynell Zogbo are actively collaborating with Elizabeth Robar, director of the Psalms Layer by Layer project. Her team gave a [presentation](#) during this year’s BT conference. They are interested in coming to Yaoundé in February 2022 to help with our Hebrew poetry workshop and to test their exegetical materials on Psalms 1–6. Elizabeth has ETEN funding which we believe will cover costs of this.

Status - April 2020 – Esther Ernst and Drew Maust in Cameroon in collaboration with Lynell Zogbo are preparing this project, budget prepared and project linked to ETEN values and a longer-term strategy. This could also be used in Anglophone Africa. Michael Jemphrey will check on the need for a service fee to be added to the budget and submit project to ETEN for funding before August 2020.

20. **Digital Training Library.** (Phil King) Hans Combrink.

Description – the [Digital Training Library](#) (DTL) is an online learning platform designed to provide guidance, training, and knowledge to the network of Bible translation specialists in order to improve quality assurance [Digital Training Library](#) or the entire Bible translation movement. It grew out of a desire to provide the global Bible translation movement with training resources to accomplish the task of reaching the [ETEN All Access Goals](#) so that every language community will have access to at least a portion of God's Word by 2033. As the pace of Bible translation accelerates to achieve these goals, DTL helps ensure that the quality of translation keeps pace with the quantity. DTL is a collaborative effort by all ETEN implementing partners to make relevant translation training content available to individuals and agencies across the globe through an integrated online training platform based on a robust pedagogical model. This will benefit the entire Bible translation movement and contribute to translations of the highest possible quality. The Digital Training Library hopes to improve the start-to-finish performance and quality of an entire network of translation specialists, including translators, next-level checking assistants, and translation consultants. This will be achieved through the completion of a number of certificates in translation.

Status May 2023: Currently Beta testing the first few modules of the Sign Language Foundations in Translation certificate. Developed 3 mini-courses with Fuller Equip. They are smaller companion courses that Fuller has already developed. The courses are now live. Orality certificate and level 3 of both biblical languages are also now live. The certificate launch for the rest of the year - OT & NT modules to be released next quarter. Discourse and Worldview & Culture certificates planned for Q4. [DTL Archive](#) link.

Status June 2022: 'Foundations' and 'intro to Greek' now available in English, French, Hindi, Spanish, Indonesian. Working on beginner and intermediate Hebrew, and intermediate Greek. In the pipeline for later 2022 are the certificate in orality (developed with CoS), Intro to NT and Intro to OT. Hopefully certificate in discourse (with SIL) by early 2023. First round of scholarship applications in Nov 21 had 37 applicants. Second round in June 22 had 144 applicants - more than expected. Future priority langs for translation of content are: Arabic, Mandarin Chinese, then: Swahili, Portuguese, Russian, Hausa, Fulfulde EIL, Vietnamese

Status, Oct 2021. YWAM purchased 94 seats to the DTL and those learners are currently engaging with the Foundations of Bible Translation certificate--incorporating it into their own translation training curriculum for their Mega OBT 1,000 School. Also been in close contact with Operation Agapé--a translation organization in India focused on Church Centric Bible Translation--which has had 100 seats in the beta version of the DTL. They are currently looking for funding to purchase 250 seats for translators who want to be trained. They currently meet on Zoom once a week to listen to 2-3 hour lectures, so having the DTL would fit their context perfectly and allow them to engage at a much deeper and more meaningful level with relevant translation training content. With that said, 150 of their translators would need the DTL in Hindi, so--given that--we've shifted priorities for the top five languages so that a Certificate in Hindi will be available right after the Spanish version that's already in progress.

Status, Oct 2021. The first three modules are available for free so people can test them. An App is being developed. A scholarship system is also in place. Applications are being accepted up to Dec 2021.

Status, Sep 2021. The first certificate of the [Digital Training Library](#) is nearing completion in English. This includes the following modules. The first three modules are currently available for free to try them out.

1. Language, Theology and Mission
2. Understanding and Meaning-Making
3. Introduction to Translation
4. How Language Works
5. The Role of Language in the Mission of God
6. Making Sense of Words in Context
7. Developing Understanding for Translation
8. Building Translation Competence
9. The Story of Language in the Mission of God
10. Translation and Community and Engagement
11. Translation through Technology

The next steps include translating the material into French, Spanish, Hindi and Indonesian. At the same time new certificates are being developed, including introduction and intermediate levels of Biblical Greek and Biblical Hebrew (in partnership with Bilingual), and hopefully a certificate on Discourse and another on Orality. Looking further ahead, the Content Steering Committee would like input on what future certificates should be planned. SIL are currently exploring questions around the contributor agreement and whether the expected model of radical generosity supports the sustainability of those contributing material. Fuller are charging \$950 per certificate, but contributors are expected to give content for free.

21. **Spoken Worldwide initiative for Church-Centric OBT Quality Assurance.** (Brian Kelly) John Stark.

Description – [Spoken Worldwide](#) link.

Status May 2023. They are 2 years into a joint program with SC. Brian Kelly will meet with them today (03 May 2023) and get updated on them.. Sudanese Arabic has completed a NT.

Status, Oct 2021. Using a very different approach for quality. An attempt at a church-centric approach for QA. Joint venture between SC and SPoken to develop an OBT department. Ongoing exploration of how to approach OBT, and specifically Quality Assurance. Exploratory still.

22. **Consultant Think Tank (Translation).** (Phil King).

Description – SIL and SC launched this Think Tank at FOBAI 2021 to answer questions around consultant inventory, development, and management. A multi-agency task force representing several BT organizations meets to address the following issues at a BT movement level:

- a global inventory of BT consultants
- consultant management software
- consultant compensation/sustainability

Status April 2022 - formation of two subteams - inventory subteam exploring issues around the development of a platform; compensation subteam, looking at issues around compensating consultants

Status Oct 2021 - Think tank has broadened to look at the supply chain more widely (recruitment, training, certification, management, compensation). Now moving into thinking about compensation of consultants as well. Looking at a working group to use some money available to WGA / SC to explore compensation for consultants. Also wanting a working group to look at inventory, deployment and management issues. Question is how to make progress in these areas - what structure can make these ideas available to others. Would ETEN be interested in a working group related to these things, or a FOBAI TDG subgroup?

Status, Sep 2021. An inter-organisational Translation Consultant Think Tank (initiated at [FOBAI](#) earlier this year) has been meeting for the past three months. The focus has been on building relationships and hearing ideas from each organisation, particularly about keeping track of available consultants and managing their engagement in projects. The intention is to explore possibilities of sharing consultants more easily and helpfully across organisations.

23. **DIU- Graduate Certificate in Translation Consulting & MA in Translation Advising** (Phil King) [George Payton](#).

Description – Final prospectus 2023 for [DIU Graduate Certificate](#) in Translation Consulting (GCTC). [Dallas International University](#) (DIU) has launched a new [MA in Translation Advising](#) program starting the fall semester 2021. This two-year program is designed to prepare entry-level translation personnel for working in an advisory role in translation projects. Alongside this is an initiative to develop a certificate in consulting. “In addition, we are considering developing an advanced certificate in Translation Consulting for CIT's who would benefit from distance-learning, competency-based training program” (Mar 21). The main components of the MA program are:

1. Biblical languages (Greek or Hebrew): Bible backgrounds, advanced exegesis and discourse analysis
2. Translation: theory, practice and a capstone course on translation advising
3. Linguistics: grammar, semantics & pragmatics, discourse analysis
4. Cross-cultural teamwork, mentoring, adult learning
5. Applied translation: SE and OBT .)

Nov 2023 - (George Payton) the “Graduate Certificate in Translation Consulting” (GCTC) fits better under “CIT Training Programs,” while the “MA in Translation Advising” stays under the “MA Programs.”

May 2023 - (Brian Kelly) this is in active discussion with SC, if there are reasons to have “certification” for mid-level QA roles in translation.

Jan 2023: GCTC prospectus finalised. 3 year cohort model - planning on ten in first year, ten in second year, then none following year, then repeat. Modules over a one year time frame, with clinical hours in situ and virtual connection to

Status May 2022: Interagency advisory panel has continued to meet to speak into course development. At the final stages of putting the prospectus together, for approval by DIU academic affairs during the fall semester. A key question from the last meeting is whether students should be required to have at least 2 years translation experience. Summary comment from George: "We DIU folk have felt strongly that the program should be designed for experienced people, which is why the 2-year requirement is in the prospectus. We will seek feedback from the wider circle of people who are involved with training consultants before making a final decision."

Status April 2022: interagency panel set up to speak into the development, had its first meeting. There was a general sense that the program is headed in the right direction. It was recognized that there is a need for training CITs that combines mentoring and work together with "academic" learning like biblical languages, exegesis and translation. The entry requirement of an MA is too high because it restricts people who would be able take the program to a small cross-section of BT workers. A new entry level is needed. [Could it perhaps allow people to take different tracks and build up a cert, an MA, or a doctoral award? But preference is to start with one track.] With a new entry level comes some specific entry requirements that are realistic and attainable for applicants. On DIU's side, we are aiming at the broadest pool of applicants, that is, the largest cross-section of people from all the organizations who are identified as translation CIT's that need training. The recognition that what has been developed so far is not set, rather, it is a working plan that will change as we all get clarity on what it should look like and who it is for. (From email from George Payton)

Status, Oct 2021. Advanced certificate in Translation Consulting still in development. Seeking input on necessary KSAs. Responded by pointing George to CBC.

Mar 2021. Message from George Payton: We have a committee that put together the MA in Translation Advising, and now we are working on the certificate which is a higher level grad certificate (which could be adjusted if someone wanted a proper MA degree). Things are still in the initial stages, we are currently "testing the waters" to see if there is even interest in the certificate. We are also in learner mode too.

24. **NT2OT - Hebrew Training for Translation Consultants.** (Brian Migliazza) Bob Carter.

Description – this annual training cohort is designed to provide [Biblical Hebrew Training](#) for experienced Consultants who've formerly been working primarily in the NT, but now will be shifting to working with OT projects. The online communicative Hebrew Zoom course runs for 10 months (Oct to July - 40 weeks) and costs around \$1,000. It is organized by [Jerusalem Seminary](#), the parent organization of [Hebrew for the Nations](#), using native Israeli speakers. The online portion consists of 1.5 hrs/wk plus 3.5 hrs/wk of homework. The forty-week course is just the first part of the NT2OT program. The second part consists of going to Israel for a four-week intensive immersive Hebrew course in August, held at JCBT ([Jerusalem Center for Bible Translators](#)).

Status, Sep 2021. The class has 15 students registered - 3 SC staff and 12 SIL staff. 10 of the SIL staff are being funded through the 2021 Adair Foundation grant of \$50K through Paul O'Rear's application work. 1 SIL staff is being funded by Eurasia. And 1 SIL staff (GCP) is funded by Wycliffe USA CIT funding.

25. **MSEA Translation & Consultant Tracking System.** (Bibi Nedellec) Amber Jasa.

Description – This .

Status - Status, Sep 2021.

26. **SIL Asia TCDW (Translation Consultant Development Workshop)** (*Brian Migliazza*) *Angie Foo*.

Description – Held almost every year in-person in either Thailand or India. Now held online for the past three years.

Status - Status, Nov 2021.

27. **SIL Americas SILTEC (SIL Taller de Entrenamiento en Consultoría) Translation Consultant Development Initiative** (*Brian Migliazza*) *Alejandra Guajardo* & Rick Floyd & Mike Miller

Description – SIL Americas Translation Coordination Team holding annual training of new translation CiTs. [Alejandra Guajardo](#) (Americas Staff Development), [Rick Floyd](#), [Rodolfo Senn](#), [Mike Miller](#)

Status - Status, Nov 2023. SILTEC (SIL Taller de Entrenamiento en Consultoría) SIL South Region's Consultant Training program in Spanish. SILTEC 4 took place 4-15 March 24 in Lima, Peru.

Rick Floyd (29Apr24) - SILTEC stands for “SIL Taller en Consultoría”. Of course, the goal is the same, but it is structured entirely differently. I figured that since the Francophone program has its own name In the bulletin, It would be important to communicate that the program in Latin America is not a “translation” or simply a version of TCDW from Thailand . FWIW.

28. **Translation Consultant Marketplace** (*Phil King*) *Matt Merritt*.

Description – Prescience labs (Wycliffe Canada) is preparing an innovation initiative to develop a Translation Consultant 'Marketplace'. This has the potential to significantly disrupt the current models of consultant management.

Status - Status, Nov 2021. Matt presented to the Translation Consultant Think Tank, looking for feedback from them before pursuing too far with this idea. Is very keen to have input from various stakeholders from the beginning.

Hypothesis and Pilot Project Description

Hypothesis: Those trained within Quality Assurance (QA) roles would be well served by a service that provided them with opportunities to network, publish their qualifications and availability and apply to translation projects that are in need of their expertise.

Description: A recent survey of those within Eurasia who had participated in an internship process (Quality Assurance and Capacity Building roles) revealed that despite professional training and local job opportunities there was only a retention rate of 58%. One of the strategies to see all language communities have access to appropriate Scripture is through developing a growing workforce of trained international staff. However, the current paradigm is that international workers provide support for translation projects within their local context, and often have little opportunity to network and provide support for projects that are in different countries, areas or regions. Building on the need to supplement the growing group of retiring QA experts, and desiring to provide international workers with a fair wage, there exists a need to provide a 'marketplace'.

1. Develop a process for determining the number and capacity of Bible translation trained professionals in Eurasia.
2. Interview, observe, and experience alongside those in Eurasia, originally trained in a Bible translation role, regardless of their current role.
3. Engage with translation organizations operating within Eurasia and observe and understand the cultural approaches to management and authority.
4. Based on the feedback and research develop a prototype for communal support, fair market value wages and expanded networks for influencing and servicing projects in need of Bible translation professionals.

29. **I55 Consultant Tracking** (*Andy Clark*) *Richard Gravina*.

Description – Tracking of consultants and CiTs in Eurasia I55.

Status - Jun 2022 We're almost at the time of year when I update the consultant year plans. I'm hoping that Rev79 will take a lot of the hard work out of the process. It should be possible to view the goals where a particular consultant is involved, and get a listing showing their workload. There are some details to look into, but I'm expecting that we'll be moving consultant tracking to Rev79 for next year.

30. **Nigeria Consultant Tracking** (*Brian Migliazza*) *Mark Gaddis*.

Description – [Mark Gaddis](#) (*SIL Nigeria Translation Coordinator*) presentation at BT2021.

Tracking Bible translation consulting, especially at an entity level, can be a daunting task. Which project needs consulting next? Which project gets priority? Who should do the consulting? Once some consulting has taken place, what books are approved for publishing in print, digital, audio or video form? How do we avoid the miscommunication that ends up delaying publishing or forcing a rush job to meet a deadline? Which of our consultants might be overloaded? Which ones might be under-utilized? Which CiTs need more checking experience? And last but not least, how do I face the looming cloud of final approvals before typesetting?

The Consulting Registry helps answer all of these questions and more. Currently, it is a simple excel sheet that is expandable to fit any situation. The information is organized so that anybody can see at a glance the progress of BT consulting at an entity, project or individual level. It helps typesetters know who is ready for typesetting. It helps vernacular media folks know who is approved for recording. It helps administrators know who needs what kind of attention. It helps language projects know what is expected of them.

31. **Johnson University MA Intercultural Studies with Translation Concentration** (*Phil King*) [Steve Whitmer](#).

30Apr2024 - Rebecca Pruettt <rebecca.pruett@pbti.org> (Director of Training - Pioneer Bible Translators) says: I think this needs correcting. PBT has been coordinating that program for the last 11 years. I do not believe that Eshinee is associated with it. Also - and more importantly - the school chose to withdraw from our partnership and has shut down that program starting this spring. So, it no longer exists. I am in the process of building a new online competency-based MA program at a new school. There will be an MA in Language Development and Translation as well as an MA in Multicultural Engagement. The proposals are off at the accreditors at the moment so it is too early to advertise. Optimistically we will open the program to students this fall. I appreciate the bulletin and being included in the training opportunity list. When we have the new program further along, I'll send you more details.

Description – [Eshinee Veith](#) (*LBT Training Coordinator*) (*SIL Nigeria Translation Coordinator*)

Eshinee suggested adding this MA program at Johnson University, in Knoxville, TN (main campus) & Kissimmee, FL (secondary campus). Johnson University, in partnership with PBT offers a Graduate Certificate in Translation, Graduate Translation Consultancy Certificate, and [MA in Intercultural Studies with Translation Concentration](#). For information contact [Steve Whitme](#), on faculty there .

32. **Church Based Bible Translation-Quality Assurance** (*Phil King*)

Description – Phil’s report on [SAE training in PNG](#) Nov 2022 (Scripture Authentication Elder)

- CBBT-QA to the list of initiatives (Church Based Bible Translation)
- CBBT-QA - Scripture Authentication Elders - working with Innovation Lab QA branch, looking at QA approaches. (1) priority of oral approaches, (2) local church being at the center of QA, (3) more proactive multiplicative use of Consultants (group consulting, etc). TFIBA - trustworthy, faithful, intelligible, beautiful, appropriate. SAE is counting on native speaker intuition and sufficient Biblical literacy to provide good QA.

33. **AFTRAC - Anglophone Africa Training and Consultant Development** (*Dan Jones*)

Description – AFTRAC. Jonathan vdBroek (AngloLusophone Africa Translation Coordinator) and Milt Jones (SC) on restarting this TCDW for Africa (English). Date TBD.

34. **DTRAD - Francophone Translation Consultant Development** (*Michael Jemphrey*)

Description - Francophone Africa Translation Consultant Development Workshop (DTRAD). Workshop for the development of translation advisors. Registration is now open for this hybrid event, which will be held in French. Drew Maust ([Francophone Translation Coordinator](#)).

- [DTRAD23](#) - hybrid format. July - 04 August 2023. [Registration](#) page.

35. **Dallas Christian College - Master of Arts in Language Development & Translation** (*Phil King*)

Description - PBT new MA program at [Dallas Christian College](#). Contact: Rebecca Pruett rpruett@dallas.edu. Info from Eshinee Veith <Eshinee.Veith@lbt.org> (27 Jan 2025)