IBSTE
FACULTAD DE TEOLOGÍA
BARCELONA

POLICY PLAN 2025-2028

Asociación Cristiana Evangélica Betania (ACEB), operating through
Facultad Internacional de Teología IBSTE
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Introduction

Asociación Cristiana Evangélica Betania (ACEB) is a legally registered religious association in Spain, founded in 1974 with the mission of promoting theological education, interchurch collaboration, and social outreach.

To fulfill its educational mission, ACEB established the *Facultad Internacional de Teología - Instituto Bíblico y Seminario Teológico de España (FIT-IBSTE)*, which has served as its academic institution for over 50 years.

ACEB carries out its theological education through the Facultad Internacional de Teología IBSTE (FIT-IBSTE). The Faculty forms part of ACEB and has no separate legal personality. ACEB owns the property used by the Faculty and is responsible for its finances. This policy plan describes the Faculty's educational work within ACEB's mission.

Facultad Internacional de Teología - IBSTE is a Protestant entity dedicated to the biblical, theological and spiritual formation of God's people. Its aim is to impact Spain and the Spanish speaking world with sound, conservative theology and practice. We understand that our impact consists of a gradually increasing influence exercised through the students that go through our plan of studies. Our goal is that our graduates will have a solid foundation to serve as pastors, teachers, evangelists and Christian servants in different areas.

Undoubtedly, we face important challenges. We understand that theological education may not be a popular choice among youth. It is true that there are not that many conversions among the national Spaniards (even though there is certainly an increase of presence and conversions of people from Latin América or Rumania). We also battle with the difficulty to find accredited teachers in Spain, and, due to our financial limitations, we cannot offer a full-time salary for more teachers; we rely on missionaries.

However, we continue to press on to what we understand the Lord calls us, to grow and exercise a significant influence among God's people with sound, conservative theology and holy lives. We thank the Lord for the growth we are seeing in our student body since Covid. We also thank the Lord for a significant response this year to a one-year program we have offered for youth leaders, deacons praying that the Lord will call those students to complete the four-year program and serve as ministers.

With the support of Spaanse Evangelische Zending (SEZ), ACEB/FIT-IBSTE began expanding its online and hybrid education programme in 2023/2024. ACEB/FIT-IBSTE has submitted an application to the Spanish authorities for recognition of its hybrid teaching model. In 2026, the application is still under consideration.

We are receiving the help of Horizon (horizonednet.org), a Christian entity dedicated to help teaching entities with formation and technological assistance in Moodle. Through their courses we are advancing towards a hybrid accredited education and an online private education which will be offered through internet also to Latin American countries.

Concerning this hybrid and online expansion, in our request to the government, we are committing ourselves to have implemented our hybrid model in five years. This is as far as official education is concerned. At the same time, we will be offering online private education internationally (in general, it is not possible at this moment that Spain would offer accredited degrees to non-European residents). We have already had and we do have students from Chile, Ecuador or Mexico.

ACEB/FIT-IBSTE has another important challenge: complying with City Hall regulations for our Student Residence building. When our Seminary was founded in 1974, not being able to be registered as a Seminary, was registered as a church-association. In 2019 the City Hall notified us that in order to operate as a Seminary and use our main building for student-residence, we need to obtain a specific License and comply with present regulations. This requirement initially meant a project of 400.000 €.

Responding to that remodeling challenge, our fundraising has till this moment provided enough to complete about 50% of the project as it was initially considered. We continue in contact with some sound Christian entities, like MissionInvest, to see if the Lord provides for the rest, and we trust he will do.

Part of our ministerial experience since 2007, both regarding institutional relationships as well as financial contribution, is the presence in our facilities of a conservative Chinese Seminar, ICBSIE http://icbsie.org/. They rent some of our facilities to have their offices, their classes, as well as rooms for their students. Their conservative and solid faith is a blessing to us, but also the contribution of renting rooms and classrooms to them contribute to our income.

The ministry of ACEB/FIT-IBSTE has gone through different periods, victories and struggles; however, we rejoice in our recent decades and present situation, in which we can see the Lord's hand of help and blessing.

Dr. José Herrero Nogueira
President of ACEB/FIT-IBSTE
IBSTE

Dr. Manuel Martínez Ortega
Rector of Facultad Intl. de Teol.

1. Mission/vision

Facultad Internacional de Teología IBSTE (FIT-IBSTE) was founded in 1974. Legally, being under Franco's dictatorship, it had to be initially registered as a church, a religious association, with the title of *Asociación Cristiana Evangélica Betania (ACEB)*.

Still, ACEB used the name of *Facultad Internacional de Teología - Instituto Bíblico y Seminario Teológico de España* for its public name (hence the acrostic that we have kept FIT-IBSTE). Our properties and legal bylaws are of ACEB, even though in those bylaws it specifies that FIT-IBSTE is the 'teaching arm', vehicle and public name of ACEB.

The foundation of ACEB came about through Greater Europe Mission, who established teaching centers to develop Christian pastors and workers in different parts of Europe: e.g. Italy, Germany and Spain. Protestant presence in Spain was barely beginning to exist with some freedom (law of religious tolerance in 1967).

Statutory objectives ACEB
The statutory objectives of Asociación Cristiana Evangélica Betania (ACEB), as outlined in its Statutes (Article 3), are as follows:

- To honor God in public and private **worship** and inspire members in their religious life.
- To disseminate the Christian faith using all available communication means, providing **instruction** in the knowledge of God and Christian doctrines to all who seek it.
- To establish and maintain local sections, places of worship, and centers for biblical and **theological education**.
- To engage in evangelical **social commitment**, expressing the Christian faith through social initiatives that support disadvantaged individuals and those at risk of social exclusion by addressing their physical, material, psychological, social, and spiritual needs.
- To **train and equip ministers** of worship, religious educators, and theological instructors, providing academic, practical, and spiritual preparation for future pastors, religious workers, and church leaders.
- To promote **interchurch collaboration**, fostering unity among evangelical churches and institutions while respecting different theological traditions within evangelical Christianity. ACEB also seeks to establish partnerships and exchanges with other theological training centers and evangelical institutions.

Considering the scarcity of teaching entities, ACEB/FIT-IBSTE was founded with the vision to be a conservative non-denominational entity to serve believers from any denomination that would be willing to come. Students initially came mainly from Baptist, Brethren, or non-denominational churches. Now, especially with the abundant presence of Latin American believers and churches, the diversity has increased.

Since its inception, ACEB/FIT-IBSTE had as its mission the formation of the believer biblically, practically and spiritually to serve the church in its diversity and the world, defending the full, verbal and inerrant inspiration of Scripture. We are an interdenominational college, officially accredited in the E.U. that offers especially classroom teaching, presently expanding to a hybrid/online mode of teaching.

Our goal or vision focuses on:

- Be a useful entity, helpful to the local church
- Be a voice of guidance on relevant issues of our time
- Strengthen national teaching staff
- Maintain our educational project with our own resources

Our values are:

- Excellence in teaching, procedures, and management
- Biblical and living spirituality
- Positively critical thinking
- Evangelism and missions
- Edifying relationship between IBSTE and local churches
- Enriching interdenominational and multicultural coexistence

1.2 Goals

Our goal is the formation of the believer biblically, practically and spiritually to serve the church in its diversity and the world, defending the full, verbal and inerrant inspiration of Scripture.

1.3 Strategy

Our strategy is eminently the pursuit of excellence in our teaching, protocols and administration as we teach the Scriptures and associated disciplines with a conservative perspective. Our teaching is what students value the most of their experience through the four years of our program: the possibility to interact with their teachers, seeing their lives and receiving their instruction.

Two things we have implemented which have given us a significant fruit and desire to confirm and/or expand. One is the configuration of a one-year program for young people in their “gap” year, or for deacons or elders who might desire a basic training in the Word. Secondly, the year 2023-2024 we added one person to work with publicity through the social media as well as in the admissions team, and we have seen a good fruit of it. During 2025, FIT-IBSTE continued to promote the Fundamentos programme in Spain and abroad and took further steps towards implementing hybrid education. In 2026, the institution intends to expand these activities further.

Our expansion towards the teaching online has brought the need to equip both our administration as well as our teachers with technical formation and support. This we have begun, particularly in the Moodle platform and the help of Horizon (horizonednet.org) for technical support and hosting. This training in Moodle is

being done presently by part of our faculty, desiring to include the rest of the teachers in this training during the next four years.

2. Organization

Asociación Cristiana Evangélica Betania (ACEB) with FIT-IBSTE as its executing organism and public name, is a non-profit organization in Spain, able to extend tax-deductible receipts to donations from Spain.

2.1 Organizational structure

FIT-IBSTE (Facultad Internacional de Teología IBSTE) operates as the executing entity and public name of Asociación Cristiana Evangélica Betania (ACEB), a non-profit organization in Spain. Apart from IBSTE, ACEB has no other entities. Its governance structure ensures transparency, accountability, and compliance with good governance principles, preventing conflicts of interest and maintaining independent decision-making.

2.2 Governance IBSTE in relation to ACEB

The General Assembly is ACEB's highest governing body. It approves the annual budget and the financial report for the preceding year. It also approves FIT-IBSTE's academic plan, which the Rector submits on behalf of the Faculty.

The majority of the board members (six out of nine) are independent and not involved in IBSTE's daily academic or administrative operations, ensuring external oversight and preventing conflicts of interest.

FIT-IBSTE itself is managed by an Academic Board, responsible for academic operations, curriculum development, and student affairs. This board consists of six members, including key academic and administrative leaders. Three of these members also serve on the ACEB General Assembly, ensuring IBSTE's interests are represented while maintaining independent governance.

This structure is chosen to align with good governance principles, maintaining a clear distinction between governance and management.

2.3 Members of the ACEB General Assembly (9)

<u>Independent members (6):</u>

- José Herrero Nogueira – President of the Board. Coordinator of PROEL, an entity dedicated to missionaries who translate and take the gospel to nations and groups of minoritarian languages.
- Felipe Redondo – President of the Association of Brethren's Assemblies of Spain. He serves as an elder in the church of El Escorial, Madrid.
- Mariano Blázquez – He was Executive Secretary of the Federation of Evangelical Religious Entities of Spain (FEREDE) for about three decades. He has been instrumental in many advancements in favor of the

Evangelical/Protestant churches before the government. He was instrumental in the accreditation given to five colleges. His task in the board has been to improve our bylaws in order to reflect our "college" personality in documents originally portraying a church-association.

- Soraya Marín – She is the Board of the mission World Venture. She had been serving for nine years in IBSTE and since January of 2021 returned to the US to be in the board of her mission. She is one of our contacts for fundraising in the US.
- Carmen Arenas Mérida – Pastor's wife whose husband serves in Puertollano, Ciudad Real. She is graduate of IBSTE.
- Dámaris Bakker Zafra – Graduate of IBSTE. She is serving in the promotion of small-Bible-study-group dynamics in Spain with Entrust.

Representatives IBSTE Academic Board (3)

- Manuel Martínez Ortega (IBSTE) – Rector of FIT-IBSTE
- Arturo Terrazas Calderón (IBSTE) – Part of the board as Academic Dean.
- Matt Leighton (IBSTE) – Missionary serving as a teacher with IBSTE for a couple of decades, serving in the board as Foreign Relationships and Fundraising in USA.

2.4 IBSTE Academic and executive board members (6)

IBSTE, which is the public, teaching expression of ACEB, has an executive board, which is the Academic Board. The Academic Board, as the day-to-day working organism at IBSTE, proposes initiatives, maintains quality and transparence in its actions, and is accountable to ACEB's Board. The Academic Board, for example, proposes, interviews teachers, and after being proved proposes them to ACEB's board for confirmation. The same is with things related to budget and any other items pertaining to FIT-IBSTE.

Its members are:

- Manuel Martínez Ortega – Rector
- Arturo Terrazas Calderón – Academic Dean
- Matt Leighton – Missionary serving as a teacher with IBSTE for a couple of decades, serving in the board as Foreign Relationships and Fundraising in USA.
- Carlos Moya Hernández – Students Dean
- Enrique Méndez – Director of Prácticum, Chapels, and pastoral attention to the students.
- Sara Pesquera – Responsible for publicity in social media

Other relevant data
Tax Identification Number of ACEB: R-0800302-B
ACEB registered in the Ministry of Justice with number: 015739
FIT-IBSTE Registro de Universidades Centros y Títulos nº 08072103
Web page: www.ibste.org

2.5 Remuneration

Under Article 28 of ACEB's Statutes, positions within the association are unpaid unless the General Assembly expressly decides otherwise. In practice, ACEB pays no remuneration for service on its governing body. Where a member also holds a paid teaching or administrative position, the salary is paid solely for the work performed in that separate role.

2.6 Employees

FIT-IBSTE has the following employees (full time, 40 hrs):

- Arturo Terrazas Calderón –Academic Dean and teacher
- Manuel Martínez Ortega – Rector and teacher
- Carlos Moya Hernández – Secretary of the Academic Board, Dean of Students and teacher
- Esther López – Administrative, bookkeeper

Part time (24, 20 hrs. respectively)

- Marc Torrent – Academic Secretary and Maintenance coordinator
- Sara Pesquera – Communications and publicity, social media

2.7 Present situation

We believe that our present situation is encouraging, even though our numbers, particularly of students, are low in comparison with other teaching entities (not in Spain). Our numbers are equal or above the other three Evangelical accredited Colleges in Spain.

- In June 2024 we received the final result of the Government's evaluation of our teaching and protocols. We passed the test with neither anything to correct nor recommendations. Everything "favorable".
- Even though we had a difficult first year in 2021-2022 for the non-success of some freshmen students, due to depression and anxiety disorders, we have not decreased in the number of students per course since Covid. In the following year our first-year enrollment is significantly encouraging, with 13 full time students, 2 full time online students, 2 part time, and 3 non-credit students. This year we expect 8 students to graduate, some of which are already serving as Pastors in churches.
- We are encouraged that having begun to experience with online teaching, we are now receiving the help of horizonednet.org. This gives us a very important backup and plan of development for our expansion online.

Another avenue our students have even requested us is the production of videos and audios to share our teaching and ministry through the social media. We have improved that, but not at the level of teachers creating videos on relevant issues, etc. This, among other possibilities, faces the limitation we have regarding resources, particularly human.

2.8 International recognition and collaboration

IBSTE holds a leading position within the Protestant community in Spain as a government-accredited, interdenominational academic institution. Its accreditation by Spanish authorities ensures academic excellence and theological rigor, making it a recognized center for ministerial and theological education.

IBSTE's reputation extends beyond Spain through its collaboration with internationally renowned universities and theological institutions. These partnerships contribute to the high academic standards of IBSTE and provide faculty and students with opportunities for academic exchange, research, and theological dialogue. Among its international partners are:

- Moody Bible Institute (Chicago, USA)
- Southwestern Baptist Theological Seminary (Fort Worth, USA)
- Dallas Theological Seminary (Dallas, USA)
- Columbia International University (Columbia, USA)
- Theologische Universiteit Apeldoorn (Apeldoorn, Netherlands)
- Theologische Universiteit Kampen (Kampen, Netherlands)

Through these collaborations, IBSTE maintains a global academic network, ensuring that its graduates are well-prepared for pastoral ministry, theological research, and leadership roles in evangelical communities worldwide.

3. Activities and priorities for 2025–2028

Academically, regarding our online expansion, we are presently involved in definite courses for Academic Secretary, for higher organizing roll of the online platform, as well as for the planification and building of subjects to be taught online. Furthermore, we are actively contacting and searching possible missionary teachers, officially accredited, who would see from the Lord to come and help us.

Regarding publicity, in 2024 we had the 50th anniversary of our institution. We published also in 2024 the first book from FIT-IBSTE. We have had the second edition of a Master's course on History of Doctrine. We have organized for five years the Conferences "Desafío XXI". It is our prayer that God will use these avenues to express Christian doctrine as well as be known in our circles, and hopefully see students come to be equipped to serve Him.

Regarding our facilities, we have completed the transformation of the first floor of our Residence building into offices, classrooms, etc. We are in negotiations with the City Hall, but also fundraising through different avenues to meet current building requirements.

3.1 Priorities for 2026–2028 and outlook to 2030

During the remainder of the 2025–2028 policy period, FIT-IBSTE will focus on the priorities set out below. Some of this work, particularly the development of online

teaching and the renovation of the residence building, is expected to continue beyond 2028. This section therefore also looks ahead to 2030:

- This year, 2026, we are required to reformulate the Memorandum document, where our degree is described in detail, according to a new law issued by the Spanish Government for all superior education. We will request to the Ministry of Education some adjustments for a better coordination of teachers, subjects and years of the four-year program.
- After several years of online expansion, mostly in synchronical mode, we are offering in the year 2026-2027 our first asynchronical subject. The student will be able to adapt his study to his schedule and needs. According to the response and experience of this first subject, we will prepare other subjects to be offered asynchronically.
- In the next two-three years we are facing a transition regarding teachers and leadership. Two missionary teachers return to their country and two others are coming. We preview a parcial retirement and consequent change of our Principal. These things require a number of Board meetings and discussions.
- In addition to our annual conferences, DESAFÍO XXI, we are promoting through different avenues and resources the advancement of our teachers in investigation. We desire to make specific goals, books or articles, to advance in the fulfillment of our values, such as, being present in the theological discussions of our context.

Concerning the remodeling of our residence and academic building according to city hall regulations:

- The conversations with the City Hall are coming to a conclusion. The only issue that our Architect needs to work out with the Fire Department is how to solve the need to have a circle of 15 meters for a Fire Truck to be able to have a 180º turn. If fundraising falls short, ACEB may consider selling an apartment it owns in Castelldefels to help finance the renovation.
- After the permit is given buy the City Hall and the work is started, we will have two years to complete the project with the possibility to have a one year extension.

4. Finances

Income and expenditure for the year ended 31 December 2025, as reported under "Resultados a 31/12/2025" in the Graficos worksheet.

Income

Item	Amount (€)
ICBSIE (facilities, accommodation and services)	102,816.63
Donations	105,075.07
Academic fees and student accommodation	87,037.73
Apartment rental	13,200.00
Summer accommodation	5,051.69
Other income	2,176.15
Sale of a parking space	17,048.00
Total income	**332,405.27**

Expenses

Item	Amount (€)
Salaries and employer social security contributions	211,411.92
Utilities and communications	38,915.54
Teaching and library expenses	11,948.67
Repairs and maintenance	14,978.87
Property owners' association charges	29,435.02
Student support and other assistance	5,514.70
Recording studio and classroom technology	2,919.21
Insurance	4,666.41
Events and promotion	9,762.41
Taxes and levies	3,644.57
Breakfasts, cleaning supplies and household equipment	8,333.18
FEREDE fees	3,556.00
Office supplies, IT, photocopying and postage	3,869.47
Transport and board expenses	2,032.58
Professional and banking fees	3,697.25
Other membership fees	873.00
Total expenses	**355,558.80**

4.1 Explanation financial report 2025

For the year ended 31 December 2025, ACEB reported income of €332,405.27 and expenditure of €355,558.80. Expenditure exceeded income by €23,153.53.

The worksheet also shows total receipts of €336,359.01. This figure includes a separately recorded gift of €3,953.74 for computers. It lists two further payments separately: €3,687.60 for computers and €2,830.09 for renovation. The year-end figures in the tables above exclude these three entries.

Donations (€105,075.07) included €47,648.00 for the Academic Dean, €2,700.00 for Berend Coster, €2,500.00 for bursaries and €1,000.00 for the library, all recorded under SEZ. Salaries and employer social security contributions accounted for 59.5% of expenditure.

The Board monitors the financial position through the annual budget and periodic comparison of budgeted and actual income and expenditure. The deficit for 2025 will be evaluated in relation to the organisation's available reserves and the budget for subsequent years.

4.2 Observations

Our finances have been affected very positively by the collaboration with our Dutch partner organizations Spaanse Evangelische Zending (SEZ) and Zending Gereformeerde Gemeente (ZGG). The support of our Academic Dean's salary, in addition to the digital equipment, bursary program, library, and support for a Dutch teacher, has impacted our numbers. Our collaboration has been renewed in 2025 for three more years.

Management and use of assets
The majority of ACEB's assets consist of real estate directly used for its educational and charitable activities.

ACEB/FIT-IBSTE has an emergency fund of 75.000 € in order to supply an unexpected change in our financial operation. There is also the property of an apartment in the city of Castelldefels, which the Board considers as a possibility to sell in case that our fundraising for our Residence/Academic building is not successful. This would be a sad and last recourse, but it is a possibility.

Upon dissolution, assets will be transferred to a non-profit organization with similar objectives, in accordance with Spanish law and ACEB's statutes.

Fundraising
It is evident that our college subsists with missionary help, either in the form of missionary teachers or donations. Matt Leighton, from Colorado, USA, and Soraya Marín (World Venture Mission) residing in Colorado, are our connection to churches and donors in the US who have donated, fruit of their contact and communication. We have a yearly contribution of the mission World Venture, but most contributions are one-time offerings, a response to a presented need.

5. Future

As it is common among evangelical entities like us in Spain, we face difficulties, but the Lord helps us in every step of the way. Some of the difficulties that lay before us is the retirement, partial or total, of some of our teachers and workers. The age of some of our teachers could be a challenge in our expansion to the online environment. Some of our teachers are retired, which means that the time of their collaboration, at the most, is limited. And it is not easy to find good, sound teachers. Some of our present workers are also approaching retirement. They are very significant in each of their own rolls, and it is not easy to replace them.

Of course, the evolution of Evangelical Christianity does not seem to encourage a solid theological training. Secularism seems to affect conversions and particularly the youth. However, those circumstances are not strange to the progress and development of the Lord's work. We have full confidence and determination that only a sound, solid teaching of Scripture and theology, relevant to the needs of our world, is what brings life to souls and strengthens the church. The Lord's presence and help in the present gives us confidence for the future.