# Reformed University Fellowship
## Training Disciples Conference
### *Session 3: Foundational Principles of Training*

I.  A Cautionary Tale.
    A.  Peter's soccer team.
    B.  Virginia Tech.
    C.  This story happens every day in churches and Christian fellowships all over the world.

II. The Purpose of Christian Training.
    A.  Provide additional laborers for the church.
    B.  Increase the skill and effectiveness of people presently serving.
    C.  Develop the individual.

III. The Foundation of Christian Training.
    A.  The trainer and trainee must know God.

    B.  The trainer and trainee must be members and involved in a sound church.
        1.  Commitment to the Bible.
        2.  Sound theology.
        3.  Biblical Philosophy of Ministry.
        4.  Vibrant, Bible-based vision.

    C.  The trainer and trainee must be growing spiritually.
        1.  Understanding and commitment to the Bible as the foundation of all knowledge.
        2.  Understanding and appropriation of justification as the means of peace with God.
        3.  Understanding and growth in sanctification as the way of fellowship with God.

    D.  Done properly, training is hard work. It takes solid commitment to Christ and the gospel.

IV. The Nature of Training.
    A.  God is the trainer who develops servants for the church.
        1.  God uses us in His training process.
        2.  God is at work!
        3.  Our task is to understand how God develops people and join Him in His work.

    B.  Training is personal.
        1.  God is a person.
        2.  God primarily uses people to train other people.
        3.  Classes, conferences, books, etc. can help a person train someone else, but they do not do the training for you.
        4.  Thus the trainer-trainee relationship is vital to the success of training.
        5.  People are trained by people.

    C.  Training includes learning.
        1.  Maturity is not infused, nor does it come through special experiences alone, but by a series of related events called the *learning process*.
            a.  "Learning is a divinely ordained process by which a person comes to understand and commit himself to the truth in a unique and personal way." Paul Kooistra.
            b.  Learning was not added as an accommodation to the fall.
            c.  God made man so that he grows from infancy to maturity, and this involves a specific process called learning.
            d.  Jesus matured through the learning process (Luke 2:52; Hebrews 5:8-9).
            e.  Training is using the learning process to accomplish a specific goal.

    2. Elements of learning.
       a. **Knowledge**: facts, information.
       b. **Interaction** with knowledge: discussion, thought.
       c. **Use** of knowledge: incorporating into life events.
       d. Most efforts at teaching emphasize knowledge to the neglect of interaction and use.

    3. Process of Learning.
       a. **Receiving** the knowledge: lecture, reading.
       b. **Interacting** with the knowledge: discussing, workshop, role play, worksheets, assign-ments.
       c. **Doing** something with the knowledge: implementing the new knowledge in everyday life.
       d. Learning occurs when we interact with knowledge and join it to experience.

    4. Goal of Learning.
       a. Not merely knowledge.
       b. Not merely enthusiasm.
       c. Not merely different behavior.
       d. But completely transformed lives (Romans 12:2).

    5. Defective Learning.
       a. Overemphasis on knowledge (too much teaching) creates people who know a lot of information don't know how it should affect their lives and don't use it.
       b. Overemphasis on interaction (too much discussion) creates people who think they know something when they don't, and are accomplishing when they aren't.
       c. Overemphasis on doing (too much application) creates people who don't know much and are busy doing things which may not really serve God.

  D. The Essence of Training.
    1. Know the material.
    2. Know your students.
    3. Connect the students and the material in a systematic way.

  E. The power in training is the Holy Spirit.

  F. The Nature of Training.
    1. Participating with God as He takes people through the process of learning how to fulfill a specific responsibility.
    2. People are trained as they receive knowledge, interact with it, and use it in some way.
    3. People are trained by people.

V.   Elements of Training.
  A. Trainer – personality, gifts, beliefs, knowledge, skills, experiences, and character.
  B. Trainee – personality, gifts, beliefs, knowledge, skills, experiences, and character.
  C. Environment – given (community, work), created (ministry)
  D. Curriculum.
  E. Motivation.
  F. Process – TDOEE.
  G. Review.

VI.   The Trainer.
    A.  A man of godly character.
    B.  Has mastered the subject.
    C.  Possesses enthusiasm for his subject.
       1.  Enthusiasm springs from mastery of the subject.
       2.  Mastery and enthusiasm give students confidence and eagerness for the subject.
    D.  Skilled in training.
    E.  Practices what he teaches.
    F.  Effectively uses scripture and prayer in training.
    G.  Loves the trainee.
       1.  Committed to him.
       2.  A servant before he is a trainer.
       3.  Gives generously of his time to the trainee.
       4.  A good listener.
       5.  Transparent with his own life.
       6.  Goes at the trainee's pace.

VII.  The Training Environment.
    A.  People are *not* trained by lectures or in conferences.
       1.  Remember the nature of training!
       2.  Lectures, conferences, and other programs may *assist* in training people, but they do not do the training for you.

    B.  People are trained by people who are competent for this task.

    C.  People are trained in an environment where both the trainer and trainee are involved in *doing* ministry *together*.

    D.  The trainer must have a clear, accurate understanding of the community where he and the trainee are placed (external, given environment).

    E.  The whole ministry must contribute to developing people (internal, created environment).
       1.  Foundation: the beliefs that shape the thinking of a group.
          a.  Bible.
          b.  Theology.
          c.  Philosophy of Ministry.
             i.  Presuppositions – assumed fundamental beliefs.
             ii.  Principles – what people need to learn in order to mature.
       2.  Organization (Group): a body of people with shared interests engaged in group activities.
          a.  Staff (People): What are your people like?
          b.  Skills: What skills do your people need for the group to function effectively?
          c.  Structure: What is the hierarchical relation of the people?
          d.  Systems (Programs): What activities and events will your people do?
          e.  Strategy (Ministry Dynamics): What steps shall we take to build this group and reach our goals?
          f.  Style: How shall we dress, talk, entertain, eat, etc.?
          g.  Values (Character): How shall we describe the character of these people?
       3.  Direction: where the group is going.
          a.  Purpose: Reaching Students for Christ, Equipping Students to Serve.
          b.  Goals.
             i.  Growth in Grace.
             ii.  Fellowship and Service.
             iii.  Evangelism and Missions.
             iv.  Biblical Worldview.

F.  Evaluating your ministry.
    1.  Is the Large Group teaching cultivating servanthood among your people?
    2.  In particular, is the Large Group teaching imparting the convictions and values necessary for Christian service?
    3.  In Large Group do students see servanthood in action? Do they see the campus minister and other students relating to other individuals and drawing them into the group?
    4.  Do the small groups impart the convictions and values necessary for Christian servanthood, or are they directionless?
    5.  In small groups are students actively caring for other students?
    6.  Are students steadily being grounded in knowledge of the Bible, theology, and philosophy of ministry?
    7.  Are students steadily being called to biblical purpose and goals?
    8.  Is it obvious that serving God is rewarding, or do leaders in your group burn out?
    9.  Is the focus of our ministry Jesus, or RUF?

G.  The Ministry Team is the primary context for training people.
    1.  The Ministry Team exists to minister to students. Its members are partners with the campus minister in ministering to the group.
    2.  The Ministry Team and its members are involved in ministry: leading Bible studies, serving on the worship team, doing publicity, organizing the missions trip, etc.
    3.  Training occurs as students are involved in these acts of service.

H.  Conferences play an important supplemental role.
    1.  Training conferences provide concentrated information and interaction.
    2.  Year-end and winter planning retreats help students incorporate what they are learning into the overall ministry.

I.  Individual interaction between people is the heart of training.

VIII.  Summary.
A.  The Purpose of Christian Training.
    1.  Provide additional laborers for the church.
    2.  Increase the skill and effectiveness of people presently serving.
    3.  Develop the individual.

B.  The Foundation of Christian Training: Trainer and trainee have a growing walk with God.

C.  The Nature of Training.
    1.  Participating with God as He takes people through the process of learning how to fulfill a specific responsibility.
    2.  People are trained by people.
    3.  People are trained as they receive knowledge, interact with it, and use it in some way.

D.  The Trainer.
    1.  A man of godly character.
    2.  Master of the subject.
    3.  Skilled in training.
    4.  Loves the trainee.

E.  The Training Environment.
    1.  People are trained by people who are competent for this task.
    2.  People are trained in an environment where both the trainer and trainee are involved in *doing* ministry *together*.
    3.  The whole ministry must contribute to developing people (internal, created environment).
        a.  Foundation: the beliefs that shape the thinking of a group.
        b.  Organization (Group): a body of people with shared interests engaged in group activities.
        c.  Direction: where the group is going.
    4.  The Ministry Team is the primary context for training people.