

Reformed University Fellowship Training Disciples Conference

Session 4: Process of Training¹

- I. An Instructive Tale.
 - A. Daniel's soccer team.
 - B. Hopkins Christian Fellowship Bible study leaders.
 - C. This story *could* happen every day in churches and Christian fellowships all over the world.

- II. Training Process.
 - A. There is a natural process of training.²
 - 1. Selection – choosing someone to train.
 - 2. Association – spending time with him.
 - 3. Consecration – growing in commitment to Jesus.
 - 4. Education – learning the responsibilities of the job.
 - 5. Demonstration – showing how the job is to be done.
 - 6. Observation – watching him do the job.
 - 7. Delegation – giving him responsibility to do the job.
 - 8. Supervision – monitoring performance and providing feedback.
 - 9. Reproduction – the trainee training someone else in this job.

 - B. Jesus followed this pattern in training His disciples.

 - C. There is a logical progression in this process, but in practice there is a lot of overlap in the steps.

 - D. The nature of the individuals involved and the situations where they are placed should determine how these steps are covered.

 - E. Be careful not to neglect any part of this process.

- III. Selection.
 - A. Choose the right person to train.
 - 1. Do not wait for volunteers.
 - 2. You know best the sort of person you need – look for him and recruit him.
 - 3. Some volunteers will be unsuitable for the job.
 - 4. This is not elitist or exclusive if the two of you are serving others.
 - 5. The goal is to serve many in the church by training one person who will be more effective in ministry.

 - B. Fundamental Requirements of a Trainee.
 - 1. A learner (disciple), eager to learn.
 - 2. Not necessarily: “success story”, attractive, athletic, popular, intelligent, knowledgeable in scriptures (I Cor. 1:26).
 - 3. Already shows some love for God, love for people, obedience to scripture, responsibility, trustworthiness.
 - 4. The twelve disciples (John 1:35-42).
 - a. Followed John the Baptist.
 - b. Believed scriptures.
 - c. Listened to Jesus.
 - d. Brought others along, too.
 - 5. Mike (my friend), an unbeliever at first.
 - a. Eager to discuss God's claims.
 - b. Defended scripture before his friends.
 - c. Believed, obeyed scripture.
 - d. Eager to serve and grow.
 - e. Love of God and people.

6. The trainee must be teachable.
 - a. Humility.
 - b. Respect for the trainer.
 - c. Willing to do what is required of him.
 - d. Has the time and ability to be trained.

IV. Association.

- A. Spend large amounts of time with your trainee.
 1. Little time together = little training.
 2. This was Jesus' training method (Mark 3:14).
- B. Do not merely tell him what the job is and then move on.
 1. Work together with him in ministry.
 2. Let him see you doing ministry.
 3. Continually teach him.
 4. Involve him in other facets of your life – home, recreation, work, friends.
- C. You may need to adopt a new schedule, new recreation, new interests, etc.
- D. Christian training requires sacrifice of privacy and leisure.

V. Consecration.

- A. There must be a growing commitment to Jesus.
- B. Jesus, not the job, must be the center of our lives.
- C. Luke 16:13.
- D. Luke 14:26-33.
- E. John 14:15, 21, 23, 24; 15:10, 12
- F. Mark 8:34-38.

VI. Education.

- A. Carefully explain the responsibility – provide a Job Description.
- B. Purpose and goals for the responsibility.
 1. Why are we doing this job at all?
 2. How does this job serve God and others?
 3. Where does this job fit into the big picture of what God is doing in history and in the world?
 4. How does this job help our ministry fulfill its goals?
- C. Qualifications required in someone with this responsibility.
- D. Specific responsibilities of the job.
 1. Actions to be accomplished.
 2. *How* the actions are to be performed.
 3. *When* the actions are to be performed – deadlines.
 4. *Who* is to be involved.
- E. Information necessary to fulfilling this responsibility.
 1. Biblical knowledge.
 2. Strategic role in the whole ministry.
 3. Technical skills required.
 4. Knowledge accumulated in the past.
 5. Problems that may arise.
 6. How others might be involved.
- F. Supervision.
 1. Who will be supervising.
 2. How supervision will occur.

- VII. Demonstration.
 - A. The trainer shows how the task is to be performed by doing it in front of the trainee.
 - 1. In a controlled environment; e.g. role play, workshop.
 - 2. In real life situations – on-the-job.
 - B. A skilled trainer must be working side-by-side with the trainee in a real ministry environment.
 - C. Jesus provided His disciples with ample demonstration of how to minister.
 - D. This will happen naturally if Association is happening.
- VIII. Observation
 - A. The trainer watches as the trainee tries to do the task.
 - 1. In a controlled environment; e.g. role play, workshop.
 - 2. In real life situations – on-the-job.
 - B. This step cannot be skipped.
 - 1. “I’ve never heard of a correspondence course in swimming....You’ve got to get wet.”
 - 2. Trial lawyer professor: “I’d rather have my students lose in here and win out there than to win in here and lose out there.”
- IX. Delegation.
 - A. The trainee performs the task on his own
 - B. Jesus delegated tasks to His disciples (Mark 6:7-13).
- X. Supervision.
 - A. Jesus supervised His disciples all the time (Mark 6:30-8:21).
 - B. Critical feedback is necessary.
 - C. Based on first-hand observation of the trainee’s performance.
 - D. According to the expectations described in the Job Description.
 - E. Both written and oral.
 - F. Balance negative and positive comments.
 - G. Provide steps for improvement.
 - H. Positive feedback is necessary to encourage the trainee.
 - I. Restoring vision.
- XI. Reproduction.
 - A. Train in such a way that the trainee can then train others.
 - B. Jesus expected His disciples to pass on the ministry, and they did. (Matthew 28:18-20)
 - C. Paul expected Timothy to train succeeding generations of leaders. (2 Timothy 2:2)
 - D. Impart a conviction of the importance of reproduction.
 - E. Train him how to train.
- XII. Common mistakes in training.
 - A. Expecting people to volunteer.
 - B. Selecting someone you like, but is unsuited to the job or not very teachable.
 - C. Failing to make a friend of your trainee.
 - D. Becoming friends, but failing to do the training and hold him accountable.
 - E. Focusing on the job instead of Jesus.
 - F. Failing to explain the job adequately.
 - G. Neglecting to demonstrate how the job is to be done.
 - H. Casting him out on his own before he is really ready.
 - I. Neglecting to supervise him.
 - J. Forgetting to encourage him in the work.
 - K. Failing to correct mistakes
 - L. Failing to inspire him with the vision to pass on this training to others.

XIII. Resources.

- A. Robert Coleman, *The Master Plan of Evangelism* (Grand Rapids, Michigan: Fleming H. Revell, 1993).

XIV. Review.

- A. Selection – choosing someone to train.
- B. Association – spending time with him.
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- H. Supervision – monitoring performance and providing feedback.
- I. Reproduction – the trainee training someone else in this job.

Endnotes

1. Some of the material here was gleaned from John Milton Gregory, *The Seven Laws of Teaching* (Grand Rapids, Michigan: Baker Book House, 1992); Howard G. Hendricks, *Teaching to Change Lives* (Portland, Oregon: Multnomah Press, 1987); Robert Coleman, *Master Plan of Evangelism* (Grand Rapids, Michigan: Fleming H. Revell, 1993)
2. These steps are taken with minor changes from *Master Plan of Evangelism*.