

Volunteer Training Dialogue #1

Bill Allison & Dave Garda

TRAINING

MAKES

ALL

THE

DIFFERENCE



www.cadreministries.com

TRAINING MAKES ALL THE DIFFERENCE

Training makes all the difference!

by Bill Allison and Dave Garda

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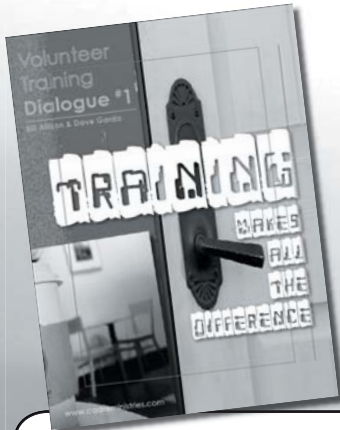
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VOLUNTEER TRAINING DIALOGUE #1



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TRAINING MAKES ALL THE DIFFERENCE

Why this is a *dialogue*...not a *book*

Most of our bookshelves are a kind of “Hall of Shame” of life-changing ideas we read about—maybe even got a little excited about—but never quite got around to doing anything about!

So instead of writing just another book, we’ve attempted to write a series of practical, interactive, biblically-based discussion prompts that can help **you** initiate an Ephesians 4:11-12 dialogue for your life and ministry.

Why are we after dialogue instead of just book-reading?
Reading a book is a solo act with some value. A dialogue requires an ongoing conversation, engagement and exchange of ideas with others. *The opportunity for impact and life change is exponentially greater if ideas are discussed with others.*

Volunteers should use this dialogue as a means to prompt conversations with other volunteers—as well as with the pastor and staff with whom you serve. *So, whatever you do, don’t read this dialogue like... a book!*

Along the journey, regularly stop reading to reflect, respond and dialogue!

Stop reading. Reflect. Respond. Dialogue!

VOLUNTEER TRAINING DIALOGUE #1



Reading

We remember about 10 percent of what we read.

Dialoguing

We remember about 70 percent of what we discuss with others.

* Research from William Glasser

1. **Stop**—when you are prompted.
2. **Reflect**—think deeply about how what you are reading applies to you and your ministry.
Do you agree? Disagree? Why?
3. **Respond**—write in this dialogue. Underline and makes notes in the margins.
4. **Dialogue**—share your thoughts and ideas with others.
Who are the key people in your church (volunteers, staff and students) to whom you can email this and get a dialogue rolling about training volunteers? **List at least three:**

* _____
* _____
* _____

(Be sure to ask first—before you email them the pdf.)

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Why you and your church are in the business of training volunteers to do ministry...

*He [Jesus] is the one who gave these gifts to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. **Their responsibility** [the apostles, prophets, evangelists, pastors, and teachers] **is to equip God's people** [volunteers] **to do his work....** —Ephesians 4:11-12 (NLT, brackets and bold ours)*

Look at these verses very carefully and answer these two simple but life-changing questions:

1. Whose job is it to equip others to do God's work?

2. Whose job is it to do God's work?

What's Your Perception?

Place an "X" on the continuum below that represents your perception of how most people in your church think:

We pay the pastor to do ministry—it's the pastor's job!

Our volunteers function as helpers to our pastor (and/or church staff).

Our church leaders train volunteers to lead and do the work of the ministry.



Place an "O" on the continuum above that looks closest to the Ephesians 4:11-12 model of ministry.

VOLUNTEER TRAINING DIALOGUE #1

di-a-logue n.

1. A conversation
between two or
more people

2. An exchange
of ideas or
opinions

Stop.
Reflect.
Respond.
Dialogue!

TRAINING MAKES ALL THE DIFFERENCE

Jesus the Trainer: who he selected

In *Eating Problems for Breakfast*, Tim Hansel shares this fictitious letter that a modern day consulting company might have written to Jesus about his choice of disciples:

To: Jesus, Son of Joseph

From: Jordan Management Consultants

Dear Sir:

Thank you for submitting the resumes of the twelve men you have picked for managerial positions in your new organization. All of them have now taken our battery of tests; and we have not only run the results through our computer, but also arranged personal interviews for each of them with our psychologist and vocational aptitude consultant.

It is the staff opinion that most of your nominees are lacking in background, education and vocational aptitude for the type of enterprise you are undertaking. They do not have the team concept. We would recommend that you continue your search for persons of experience in managerial ability and proven capability.

Simon Peter is emotionally unstable and given to fits of temper. Andrew has absolutely no qualities of leadership. The two brothers, James and John, the sons of Zebedee, place personal interest above company loyalty. Thomas demonstrates a questioning attitude that would tend to undermine morale. We feel that it is our duty to tell you that Matthew had been blacklisted by the Greater Jerusalem Better Business Bureau; James, the son of Alphaeus, and Thaddaeus definitely have radical leanings, and they both registered a high score on the manic-depressive scale.

One of the candidates, however, shows great potential. He is a man of ability and resourcefulness, meets people well, has a keen business mind, and has contacts in high places. He is highly motivated, ambitious, and responsible. We recommend Judas Iscariot as your controller and right-hand man. All of the other profiles are self-explanatory.

We wish you every success in your new venture.

Sincerely,

Jordan Management Consultants

VOLUNTEER TRAINING DIALOGUE #1

What lessons do you see in this letter?

Why did Jesus pick people who needed training?

Where would these disciples be without Jesus training them?

How does *Jesus' selection of disciples* encourage you?

Stop.
Reflect.
Respond.
Dialogue!

TRAINING MAKES ALL THE DIFFERENCE

Throughout history, God has used some of the most unlikely people from some of the most ordinary places to make an extraordinary difference for him.



D.L. Moody

I have seen few persons whose minds were spiritually darker when he came into my Sunday school class, or one who seemed more unlikely ever to become a Christian of clear decided views, still less to fill any sphere of extended public usefulness.

Those were the words of D.L. Moody's Sunday school teacher.

What do you think? What potential problems are created in our ministries when volunteers are selected through the lens of what the world calls success?

Check out 1 Corinthians 1:26-31. Why does God often choose to use the *foolish, weak, lowly and despised* for his purposes?

VOLUNTEER TRAINING DIALOGUE #1

*Brothers, think of what you were when you were called. Not many of you were wise by human standards; not many were influential; not many were of noble birth. But God chose the **foolish** things of the world to shame the wise; God chose the **weak** things of the world to shame the strong. He chose the **lowly** things of this world and the **despised** things—and the things that are not—to nullify the things that are, so that no one may boast before him. It is because of him that you are in Christ Jesus, who has become for us wisdom from God—that is, our righteousness, holiness and redemption. Therefore, as it is written: “Let him who boasts boast in the Lord.”*

—1 Corinthians 1:26-31 (bold ours)

VOLUNTEER TRAINING DIALOGUE #1



Cadre: *A tightly knit group of zealots who are active in advancing the interests of a revolutionary cause.*

(The American Heritage® Dictionary of the English Language, Fourth Edition)



How did Jesus turn this bunch of apparent insignificants—a small group of painfully average and all-too-normal followers—into a true cadre?

We suggest:

Training makes a difference!

TRAINING MAKES ALL THE DIFFERENCE

You be the storyteller

Pick one of the options below and tell your story—it doesn't need to be about ministry.

1. Tell about a time when the training you received really made a difference.

2. Tell about a time when you were asked or required to do something, but did not get the training you needed to succeed.

VOLUNTEER TRAINING DIALOGUE #1

Your story here!

Send your story about how training made a difference to dialogue@cadreministries.com. We'll put a few examples here in the future and post them online to encourage others.



Cadre: *A small group of team-spirited people: a tightly knit, highly trained group of people.*
(MSN Encarta Online)

TRAINING MAKES ALL THE DIFFERENCE

Where is the training genius of Jesus today?

While the speaking, teaching and preaching ministry of the church gets plenty of attention and play, we'd argue that authentic ministry training—in the model of the master trainer, Jesus—is conspicuously missing from most churches today.

The *Volunteer Training Dialogues* are designed to help you think and converse about what an Ephesians 4:11-12 approach could look like in your ministry and church?

What could an Ephesians 4:11-12 approach look like in your ministry?

Training makes the difference!

VOLUNTEER TRAINING DIALOGUE #1

In *The Lost Art of Disciple Making*, Leroy Eims writes, “In our preaching and teaching we often clearly emphasize Christ’s ministry of redemption, and we certainly should do that. But we also need to study, understand, and proclaim His ministry of training....”

Where do you see this study, understanding and proclamation of Jesus’ ministry of training today?

And the things that you have heard me say among many witnesses, the same commit to faithful men, who shall be able to teach others also. —2 Timothy 2:2, NKJV

What does 2 Timothy 2:2 teach about the importance of multiplying your training through others?



How many generations of training can you find in 2 Timothy 2:2?

TRAINING MAKES ALL THE DIFFERENCE

Jesus the Trainer: he trained a cadre

Christologists (people who study the life and ministry of Jesus Christ) suggest that out of three and a half years of public ministry, Jesus strategically invested the last year and a half training the disciples to do ministry.

In *A Harmony of the Gospels*, Robert L. Thomas and Stanley N. Gundry synthesize the four gospels into 259 sequential events in the life of Jesus. The training emphasis of Jesus' ministry in the *Harmony* is notable—almost 200 out of 259 events listed of Jesus' life involve Jesus training the disciples.

If you divided your life into 259 events, how many would be related to training?

Think about all the events in your ministry over the course of the past year. How many of these events were designed to train and equip others for ministry?

VOLUNTEER TRAINING DIALOGUE #1

$$200/259 = 77\%$$

Jesus understood the importance of training the disciples (not just teaching them or preaching to them). Why this laser-beam focus on training? Jesus modeled that...

Training makes all the difference!

TRAINING MAKES ALL THE DIFFERENCE

Jesus the Trainer: He taught everyone... but trained a few

Would you rather speak to a crowd of 500 or invest in training a handful of disciples? What's the difference?

According to the Billy Graham Center for Evangelism, Jesus strategically invested nearly three times as much time with his disciples as he did with the crowds.

Why do you think this matters?

Stop. Reflect. Respond. Dialogue!

Instead of leaving a well-taught crowd (who was not necessarily well-equipped for discipling) Jesus left a cadre of discipling-makers. *He taught everyone but trained a few. Because he trained a few, everyone could be taught.*

VOLUNTEER TRAINING DIALOGUE #1

Jesus understood that great teaching can create a crowd of students, but it takes intentional and personalized training to mobilize disciples to carry on a movement of discipling.

We believe training is required to create a true cadre.
A cadre is not built by teaching and preaching alone. The training value must also be in place.

Training makes all the difference!



Cadre: *A nucleus of trained personnel around which a larger organization can be built and trained.*

(The American Heritage® Dictionary of the English Language, Fourth Edition)

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Disciple

A learner

Apostle

A sent one

He appointed twelve—designating them apostles—that they might be with him and that he might send them out. —Mark 3:14

Can you name a person whom you have trained to train others? Whom have they trained?

Stop and ask God to prepare you for his training plan. Thank him in advance for how he will use you to transform learners into sent ones! We're early in the process...but not too early to begin to pray.

VOLUNTEER TRAINING DIALOGUE #1

Teaching, speaking...

and training!

Jesus' teaching and speaking ministry is worth meticulous study and emulation. However, it's when speaking and teaching are combined with Jesus-like training that a movement of disciplemaking is created.*

Training makes all the difference!

*Want to explore the difference between speaking, teaching, preaching and training? Then you'll want to interact with *Volunteer Training Dialogue #2*.

TRAINING MAKES ALL THE DIFFERENCE

Jesus the Trainer: training that lasts

Psychologists speak of *the honeymoon effect*—the idea that people who learn something new often start out enthusiastically, but within about six months drift back to their old patterns of living. The honeymoon is over.

Not so with Jesus' training of the disciples!

What do you think made the difference? Consider the connection between impacting people long-term and training them.

Stop. Reflect. Respond. Dialogue!

One read through the book of Acts clearly shows that Jesus' relational training marked the disciples forever! The disciples carried out Christ's mission so powerfully and precisely that people "took note that these men had been with Jesus" (Acts 4:13). It is fascinating that people ***did not say***, "these men have been taught by Jesus," but rather that they "had been with Jesus."

Paul echoed this relational delivery when he said, *We loved you so much that we were delighted to share with you not only the gospel of God [teaching content] but our lives as well [training context] because you had become so dear to us.*

—1 Thessalonians 2:8, brackets ours

