

SELECTING AND TRAINING SPIRITUAL WORKERS

INTRODUCTION

You are here today, because you are faithful men and women of God. I imagine you would like to know why we should be training faithful men. So, we are going to share the process and the results or benefits with you.

It should put the whole ministry back in proper focus again.

A. Outline

- I. The Biblical Mandate for Training Faithful Men
- II. Nine Benefits of Training Faithful Men
- III. Ten Essential Commitments
- IV. The Selection of Faithful Men
- V. Taking Action – Finding and Selecting Faithful MEN
- VI. Role and Use of New Life Materials

B. Objectives

1. **To motivate** your group (by looking at the Biblical mandate and benefits) of training faithful men in the context of their own local church. (Often this is called church-based training).
2. **To enable** the MEN to review and further understand the role of New Life for Churches as a tool for training faithful men and how the materials can be used as a platform for helping to disciple others.
3. **To enable** a brother in your group to evaluate with his pastor what role he can play in the training of faithful men in his local church (i.e., Is he the right man to lead a group at this level or should he wait for the **Basic Christian Life** materials?)
4. **To enable** a brother to list and understand the practical and Biblical guidelines in selecting men for his own local church based training group .
5. **To equip** a man with some practical “how to’s” in the selection and initial formation of his own group. (This is his project assignment).

We have all-ready seen that you must be selective. You do not want to train everybody. So, to some people you have to say, “No, our materials do not meet your needs. We cannot help you.”

I. THE BIBLICAL MANDATE FOR TRAINING FAITHFUL MEN

A. Training faithful men is Christ’s mandate

He said, “Therefore go make disciples... teaching them to obey everything I have **commanded** you.” (Matthew 28:19, 20).

1. **The central verb of this verse is not “to go,” but it is to “make disciples.”**

Now in our old English Bible it says to “teach.” I believe that is what it says in your Bible. But “make disciples” is more accurate. According to the original Greek it should really be “to make disciples,” which is something totally different. I can stand here, give you a lecture for 45 minutes and then say, “All right. Goodbye. I am done. That is it. I have taught you something.” But to make disciples is something

completely different. It is to make a **follower** of somebody, an **imitator** of somebody, so that other people will say, "He is one of them."

2. "Teaching" is a part of the discipleship process.

But content alone does not change lives. There needs to be spiritual conviction over the content. This will be developed through spiritual disciplines in life situations.

3 The other idea in this verse is "to obey."

That word looks at application, not just content. This is where many seminary and Bible college models break down because students cannot practice **obedience in ministry**. Obedience is one of the most serious problems we are facing with our present Christian leaders. We have many highly educated people, but that does not mean they are highly spiritual people.

4. Christ said to teach them "everything."

Now there are many other Christian organisations: people who distribute literature, people who hold seminars or camps, or outreach ministries. But only the church is to continue one generation after another. Ultimately, we learn more through the local church than any other place.



B. Training faithful men was Christ's method

Mark 3:13-16, tells us "Jesus went up on a mountainside and called to him those he wanted, and they came to him. He appointed twelve -- designating them **apostles** -- that they might be with him and that he might send them out to preach and to have authority to drive out demons. These are the twelve he appointed..." Remember that Christ chose these people for 3 reasons:

1. "To be with Him"

The model that Christ gave here is one person with a small group. Not only could He teach the truth, but He could realistically model it.

2 Then to "send them out"

Jesus' purpose in choosing the twelve was ministry. The harvest is ready. I cannot do it alone. You pray and you go out.

3. To "give them Authority"

Jesus indicated that He would make them successful. This is a very beautiful thing. Because in John 15:8 we read that His plan for us is to be very fruitful.

C. Training faithful men was Paul's mandate

Jesus demanded it. And Paul demanded it, "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others." (2 Timothy 2:2)

Paul describes himself as "an apostle of Christ Jesus by the command of God our Savior and of Christ Jesus our hope." Paul is writing this letter because of his mandate, "to Timothy my true son in the faith." (1 Timothy 1:1-3)

Another reference that may help you to explain it to your team is Acts 16:1-3.

1. The model here is often: one person with another person.

Paul's scheme many times was smaller than Jesus' schemes. But again we see the "**with**" emphasis. The relational aspects of personal development and discipleship is again emphasised.

2. The content dimension is especially clear from the Scripture and the Gospel Paul was preaching.

3. The purpose, or the result, was again ministry.

The illustration of a chain could also be used in explaining 2 Timothy 2:2. A good way to do that is to ask your people whom you're talking to, "How many links are there in this chain?" Then ask them to identify these links. Paul, Timothy, faithful men, and others.

D. Training faithful men was not only Paul's mandate, but also his method.

Timothy and Titus are clear examples of that.

E. Training faithful men produced the model church.

We find examples of that in 1 Thessalonians 1:7, and chapter 2:11 where Paul reminded the Thessalonians, "And so you became a model to all the believers in Macedonia and Achaia...For you know that we dealt with each of you as a father deals with his own children." In addition to the Thessalonian church, the church of Antioch is a very good example. There was a group of men teaching there, and then the Holy Spirit separated some of them to go and do missionary work. And when they went, they took a disciple with them.

II. NINE BENEFITS OF TRAINING FAITHFUL MEN

1. It will multiply your ministry

Often, we hear testimonies of a new group starting and other brothers growing and of people being blessed. Training will enable you to both expand the scope and the depth of your ministry. By equipping others to do the work of the ministry you will lighten your own burden of responsibility and be freed up to expand into other areas.

The idea is something like this: you are one of the leaders in a church of maybe a hundred people, and you have to preach many times, you have to lead the choir, you make some home visits, you help do evangelism, and your wife complains that you are never home. You come in the door and the children run away. They start crying and they say, "Mommy, who is this stranger?" And she says, "It is Uncle John." How are you going to solve your problem? You need to focus on training a few other people in the church. A few other men. And after the courses of **Practical Evangelism** and **Establishing Disciples**, some of those men are going to do a part of the ministry. And you can stay home. You lead them through the course on how to preach. Then you only have to preach once a month instead of every Sunday.

So shared ministry lightens the workload of everybody a little bit. With this freedom and time, you can expand into other areas. Maybe God is leading you into a new area that before you could not even think about. Or you never had time for. Maybe you discover a new talent. Ephesians 4:11&12 says, *"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up"*.

2. It will accelerate in-depth growth in a few

It will enable you to help a few faithful men to grow more rapidly in the areas of **academics**, ministry **skills**, and especially **character**. This is because you are focusing on a few individuals rather than preaching to a large crowd. Your own lives are testimonies to this rapid growth. Here is a test of genuine truth in the ministry. Will it last? Many people have told me about the Jesus film. Three million converts! Where are they? Are they in your church? Are they in your church? I have not met them yet. But just from studying a few **Basic Christian Life** lessons we had several testimonies recently. God called us that we should bring forth fruit that will remain. Jesus said, *"You did not choose me, but I chose you and appointed you to go and bear fruit, -- fruit that will last."* (John 15:16). I have yet to discover a better method than this. The disciples that Jesus prepared remained even after the crisis.

3. It will enable you to better use your gifts

Training faithful men will enable you to more strategically exercise your gifts of pastor and teacher. Because other people are now involved in different parts of the ministry, you can begin to concentrate on doing the things you really like to do. You can begin to concentrate on the things you are really good at doing. By concentrating on a few men, the potential for outreach and shepherding is greatly expanded. Sadly, pastors all over the world have forgotten this concept. Somehow, they think they need to do everything themselves. But you need to develop leaders in the church who will concentrate on the gifts God has given them.

4. It will enable you to better use your time

Ephesians 5:15-16, *“Be very careful, then, how you live -- not as unwise but as wise, making the most of every opportunity”*. Every minister of God is given 168 hours a week. You cannot change that. There is nothing you can do about that. You are not going to get any more. Nobody will get 25 hours a day. Now if from the 168 hours you deduct 10 hours a day for sleep and meals there are still almost 100 hours a week that can be invested in ministries. You are going to use these hundred hours in your home, in the church, and in the community. To give some attention to multiplication is the best stewardship of your time. It was the best use of Jesus’ time also. He did not have many results from the miracles. But from training the disciples there was great fruit.

5. It will promote in-depth understanding of your people

It will better enable you to know the spiritual state of your church and the men in it. Because you are working in-depth with men, you get to know them very personally. You meet with them regularly. And through meeting with them you are discovering what is happening around them. They begin to share with you, and you find out what the members are really thinking, and doing, and wanting. And you find out what is going on in the minds of the leaders of your church. This means that ***there is unity***.

6. It will promote love and unity

Many church leaders are lonely. And many of them have a lack of personal spiritual growth. But now that you have contact with strong leaders on a regular basis, this will develop a strong bond of love between you. ***“Love is giving that which is valuable to you to meet the basic needs of another.”*** What is the most valuable item that church leaders have? **It is time**. As time is carefully invested in the lives of faithful men, they will be taught to do the same thing with others. That is why it is important to select faithful men.

7. It will promote a successful small group strategy in your church or churches

Because you are training faithful men and others are copying you, the philosophy of ministry which makes use of small groups will be promoted. Small cell-groups have been the backbone of growing churches from the very beginning of the first century until now. In the New Testament they did not have churches. They did not have big buildings. They had no platforms. Many times, we read, “Greetings to the church that meets in so-and-so’s home.” Small-group ministry.

8. It will promote your personal spiritual growth

Ministry in a small-group is a two-way street. Any time there is an in-depth interaction with other people there is a deepening of your own understanding and convictions. Preaching and lecturing is a ***one-way street***. You give what you have to somebody else and after a little bit you are empty. In a small group we are receiving what we call **feedback**. This is especially true when you are in a position to lead a small group of others in interacting on Biblical, theological, and ministry matters. The questions, reports, and examples of the men will be a constant challenge and stimulus to yourself. The pulpit does not provide these same dynamics.

9. It will lighten your counselling load

By helping others to develop as under-shepherds, the load of counselling will begin to be transferred. You will notice that originally there was a long line of people standing in front of Moses to ask all kinds of questions. Then he selected and trained some helpers. Joshua was one of those. Many pastors have the same problem. People want to see them, but they are busy, and people are lining up in the halls waiting, waiting, and waiting. If there were some other trained people, they could help, and nobody would have to wait. There will be others capable of giving wise counsel.

III. TEN ESSENTIAL COMMITMENTS

Ten essential commitments that you and every coach need to make. If you make nine commitments, you will have only ninety percent results. If you make eight commitments, you will have only eighty percent results. So, the results depend on your commitment.

1. A commitment to follow the example and teaching of Jesus and Paul in training faithful men

For many of you this will mean a commitment to begin developing a new ministry philosophy. Not focusing on preaching or on large evangelism groups, but a new philosophy: focusing on the **secret ministry** of Jesus.

2. A commitment to rearrange ministry priorities and time, in order to train faithful men

A brother and sister from Dnipro told me a beautiful testimony about how they helped their pastor to reorganize priorities so they could attend a Workshop. So, it can be done. So, develop a new philosophy of ministry.

3. A commitment to pray for and to only select faithful men

That is a job you need to begin to start doing right now. When you think of some of your churches, probably some good people pop into your mind. Some special people come to the foreground. "Oh, if George would help, now that would be something." Or "If Peter would take some training, now that would be fantastic." So, you write those names down in your **prayer notebook**. It will be your spiritual job this summer to pray for these people just like Jesus did. He went up in the mountain and prayed the whole night. You also must make that a **priority**.

4. A commitment to be a worthy example in character and actions

We are going to look at 2 Timothy 3:10-11: "You, however, know all about my teaching, my way of life, my purpose, faith, patience, love, endurance, persecutions, sufferings -- what kinds of things happened to me in Antioch, Iconium, and Lystra, the persecutions I endured. Yet the Lord rescued me from all of them." So we see that Paul was sharing his life with his followers. *"Whatever you have learned or received or heard from me or seen in me -- put it into practice. And the God of peace will be with you."* (Philippians 4:9).

So be a worthy example. And one of the best ways is to occasionally share that you have **shortcomings**. To occasionally share that you **struggle** with things in your Christian life so that they know that, yes, you are normal. Sometimes there are problems in your family, too. This will help people to identify with you. Otherwise, some people put you on a pedestal, like a monument, and they say, "Well, you know, that is him. But I could never be like this, so forget it. I am not going to try."

5. A commitment to view the men in your study group as individuals, not just as part of a program

"You teach a Bible class, do you not?" "Yes." "How many men are in your group?" "Oh, I do not know, nine, eleven. Something like that I think." You must have a commitment to each individual. You must know them by name, pray for them by name, and know something about their **family**. Sometimes you can help them with something little, maybe some medicine, or a piece of clothing, or some other item perhaps.

6. A commitment to be prepared for every session that you are leading

When I was a pastor, I required my Sunday school teachers to work on the lesson for a minimum of fifteen minutes **every** day. Many people just prepared Saturday evening. They were shocked that nothing happened. I required that on Sunday afternoon they would read the next lesson. On Monday they would pray about it. Tuesday they would make a lesson plan. And Wednesday they would think of some illustrations. And on Thursday they would kind of pre-teach it one time, go through the lesson one time. And you know what happened? The Holy Spirit began to teach them while they were preparing. And then when they came to Sunday school, they taught completely different.

Let us say there were two different Sunday school teachers. One prepared Saturday evening and came to Sunday school, and said, "Well, the book says this. My lesson plan says this." Well, he might as well give the books to the kids to read; they can read it themselves. The other one had an experience with the Holy Spirit during that week of preparation. He would come to class and say, "Guess what happened to me on Tuesday!" And he shares a personal experience. "And you should know on Thursday when I was thinking about the lesson, God gave me this beautiful idea." And he spoke like Jesus did, **with authority**, because he had given the Holy Spirit time to work in his own heart and life for several days and then shared the results with the Sunday school people. That is what you need to learn to do. Prepare well enough in **advance** so that the Holy Spirit has a chance to work in your life before you go to class.

7. A commitment to maintain a sense of systematic study and accountability

This means meeting on a regular basis and going through the materials together systematically. I have been to groups where one student was doing lesson seven, another one was doing lesson four. The coach did not really know where they were, but he thought somewhere in the middle, and there was not much of an intelligent discussion. Somebody would start speaking about something and half of the group would say, "Where is that? Oh, on page 90. Wait, I cannot find it."

You need to work on a system of accountability, and you need to teach that system to your men. The requirement is that they are ready, prepared to come to class and make a **contribution** and be a blessing to the other brothers. Now that is very, very different from ordinary methods of learning. Many men just do not understand that. They think, "Well? So, I am not prepared. It does not matter. I will just sit there and listen." So, you must make sure that they know the meeting times well in advance and what lesson you are expecting to cover at what time. They need a date.

I have found it extremely helpful each seminar, to go over the material to be studied at home with the brothers and have them **write down** in their notebook what they must do to be ready for the next seminar. Generally, much of the confusion arose from the fact that they did not **write it down**. When they got home, they would not remember, "Do I have to do the exam, too? And how many of those homework assignments do I need to do? Two, or three?"

The commitment to accountability also includes keeping accurate records. When the New Life representative comes for a visit, he should be able to see, "Oh, this student has missed twice. That student did not do one of his homework assignments." It should all be accurate, just like that. In essence, you want to help the students to be accountable to reach their personal development goals. One of the **fruits of the Spirit** is self-control. And one of the **character** developments that the students experience is self-control. After studying with you for two or three years they will know how to make their own plans, make their own calendar, and follow their own system without being told like children.

8. A commitment to meet individually with members of your group

This is one of the reasons that we suggest that you come **30 minutes early** and you stay at least **30 minutes** afterwards, or as long as the last man needs you. One of the problems that we have at the workshops is that some people always come a little bit late and leave a little bit early. We have found that it is those very people who after a year or so begin to have a lower level of performance in their province. They take in the lectures, but they do not see the value of fellowship, talking with one another, or listening to some of the discussions. And we have found that there is a lot of benefit in those things.

In meeting with your people individually your goal is to **personalize**, encourage and guide them in the development of their ministry **skills** and **character**. With personal contact they will experience much greater growth in these areas. The New Life materials themselves provide assignments in these areas, but sometimes you may have to adjust them to fit a local situation. Maybe a certain thing cannot be done in their village, so you have to think of some other project. The idea is that you help them to be successful in applying the skills to their ministry. These assignments will give you the opportunity for **ministry, observation, evaluation, instruction** and **encouragement** in the lives of each of these brothers. If you write these key words down, then later on you can review, "Did I do this? Did I do this?"

Now for **pastors** this will mean **changing roles** somewhat. You will change the use of your time. Instead of doing things for people, now you will counsel them and listen to them and see how well they did it. How much time is that going to take? That depends on your vision and your willingness to train others to do what you are doing. If you pour more time into these people, they will grow quicker, and the results will be faster.



9. A commitment to be available to men you are training when needs or problems arise in their personal lives

How can one man, one pastor, meet all the needs of 700 church members? I think it is impossible. But for you to shepherd a group of 10 men and have each of them look after 70 members, I think that is a reality. And many people, wives and children, will be grateful to you.

10. A commitment to pray for the men and their families

Colossians 1:9, "For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding."

IV. THE SELECTION OF MEN

So, who are the men you want to see participate? We already decided that for the **Basic Christian Life** course you can just select anybody that would like to study the Bible. But for training potential leaders you are going to say "no" to some people. You are going to be selective. You understand that you cannot help everybody. Your program is not to train children. It is not to have lessons for new believers. It is not to do evangelism in or through Bible studies. It is to **train church leaders**. So, each student must have the potential over a period of several years to become a church leader.

After these men have taken some lessons and you have discussed about training leaders. Ask them to list the kinds of things that they feel would be necessary spiritual and practical requirements for someone else taking leadership training. Discuss their answers and note the following.

You are looking for a growing, committed believers

A. Has this man a desire to help shepherd the flock of God.

1 Timothy 3:1 says, *"If anyone sets his heart on being an overseer, he desires a noble task."* You are looking for a growing, committed believer who has a desire to shepherd the flock of God. Someone who desires to be ministering to others. Some men just want academic knowledge. That is just one of the distinctions you must learn to make.

B. Is he progressing in his Christian character as measured by the leadership qualities necessary in 1 Timothy 3 and in Titus 1.

We progress in Christian character. In Timothy 3 and in Titus 1 we read what they should be like in order to be church leaders. Now that is not what your people should be like when they start, but you should see them making progress in that direction. We have had the privilege of hearing many testimonies how people's lives have been changed. They progressed in their spiritual journey. That is very exciting to me. Sometimes it is easy to think of just the church missionary work, and it is very easy to forget the individual. It is just so nice to hear your testimonies of personal growth in the Lord.

C. Has he access to ministry opportunities.

One requirement for all participants is to have a ministry outlet. If they do not have one, then you are the person to create such an opportunity for them. You can counsel with them. You can ask other church leaders about a possibility for him. And you can explore new opportunities that he himself has not thought of or does not know about.

D. Has he a teachable spirit.

There are some good believers whom you just cannot help. One may say, "I have read that book already. Oh, it was okay. I do not see why I really need to study it more." Or another one may say "Yes, I know this is kind of good, but we have always believed it this way, so why should we change now? I do not want to change. I want to live just like my father taught me, and like my grandfather taught me." Or somebody may say, "Well, I really do not see how this is going to work. How are you going to help us? You never went to seminary or a university or anything."

See, there are lots of ways that people can show you that they are not teachable. When Jesus called the disciples, we read that they got up and followed Him immediately. They did not have excuses. They did not say that they were not ready, or another time would be better. They were ready to be taught. So, look for people with a teachable spirit.

E. Does he exhibit a desire for training.

There are all kinds of conferences available to people. There are a number of people who just offer intensive courses. You study for one or two weeks and you learn everything you ever needed to know. That is not the New Life way of doing things. The minimum requirement you ask is for a student to finish the course he starts. He does not have to make a commitment to do all ten courses.. But you really want him to make a commitment to stick with it for three or four months and finish that course he is signing up for. You will explain to him that there are other opportunities. That there are many other materials and more courses, and that if he is blessed with this course and he wants to go on, you will be very happy to help them. But the minimum commitment is not to begin but to **finish** this particular course.

F. Has this man the time necessary to study and to meet weekly.

Normally we figure at least a few hours of study a week. A few people who have gone to university or who know how to study or who are very intelligent can maybe do it faster . But there are also many people spending more time . That is a lot of time. That is why it is important that the wife of the potential student is in agreement with her husband to study New Life materials. If she is opposed to it, it will be very difficult for him to find that quiet time in his small apartment.

G. Is this man's educational level appropriate for the material.

We have found that for the older people starting with the *Galatians* course was very difficult. They had simply been out of school for such a long time that they did not really know how to study or how to make notes. They would read something, but afterwards still nothing would be here in their head. It would still all be there where it was in the first place, in the book.

That is why we suggest to use the **Basic Christian Life** course as an in-between course. It is much easier. It takes up less time. It is not academic; it is **character** development. So, in just a few weeks people are being blessed, and they are learning to study once again. Then when they are going to do the *Galatians* or *Romans* course, they are motivated, and they have new capabilities.

Occasionally it can be very wise if you would help a certain brother individually to get started. If you look up the lecture on "**Successful Study Habits**," you can use some of those ideas also to help these people initially. Maybe there is a certain brother in the class that can really be blessed if he takes the course, but you make only half the requirements for him. You see that he is on fire for God. You see that he does many, many things for the Lord. He is the most active person in that little church. But studying from a book is just difficult for him. Please try to find a way that you can make it possible for him to at least partially study, and also grow in the Lord, and become more effective.

V. : TAKING ACTION: FINDING AND SELECTING FAITHFUL MEN

Now we have a nice practical assignment to finish the lecture with. I know you would feel very uncomfortable if you went home without any practical assignments. So, I do not want to disappoint you.

A. After praying, select a few serious people who want to study the Bible with you.

There is already a NLC university website to help you. Look for new churches or regions in your province where nobody has worked yet. So, the idea this year is to start many new groups. Many years ago, we started the New Life ministry in Ukraine with the first group of people, And then in September they started with 1,600 students. That is a lot of students. Everybody was totally shocked.

B. Remind yourself that the training of faithful men is not an option if you want to see things happen.

It is not just another Bible study in the church. It is the very thing that made the difference between Jesus Christ being a **failure** or being **successful** in starting the church that has existed for 2000 years. You will feel like quitting sometimes. You will get discouraged sometimes. It will not always go smoothly. There will be opposition; you can be sure of that. At those times, remind yourself, "This is not an option."

C. Remind yourself that God has gifted others as well as yourself.

That can be threatening sometimes. You find some people, you begin a study together, and soon you discover that a student can lead a discussion much better than you can. That can be uncomfortable. Soon let him do some co-teaching with you. Later they may even tell you, "Well, next year maybe he can lead a group here. So, you are free. And you think, "Huh?" what anew opportunity to expand, praise God.." So just be aware of that. God has a perfect plan for you, so do not worry about a thing. Okay? If you obey God, listen close to Him, and live a holy life, He will use you to the fullest potential.

D. Rearrange your schedule to make it a priority to train faithful men.

Please re-study the lectures on how to make a **weekly plan**, a **monthly calendar** plan, and a **yearly plan**. So, you should be clearly aware right now that your main ministry is at the times when other people have their free time. So, while other people have their free time in the evenings and on Saturday and Sunday, that is just the prime time for you to lead these groups. Your wife and family need to understand that. You need to develop a new lifestyle around those new priorities. You will need to organise another free day for **family time**, and other time that you can spend **quiet time with your wife** and quiet time alone with God. If you do not do that, you will burn out in about two years' time. So that is a must.

It also means that some things just will not get done. You will need to ask other people to help you with some projects or some of the needs that you have. You will be very busy in September, so you will have no time to dig out the potatoes. That leaves you with two choices. Either they freeze and you have no potatoes this winter, or you find somebody else to dig up those potatoes for you.

E. Review the qualifications.

Make sure that you know the qualifications for these people. Who are you looking for?

F. Be on the alert for indications of faithful men.

During this year you will be visiting some churches perhaps two, three, or four times. Sometimes on Sunday, sometimes on Wednesday. You will be hearing things about brothers. "Oh, that brother, he is our most wonderful preacher." So, you will ask, "Oh, he is? What is his name? Do you have his telephone number?" That is contact number one. Somebody else says, "Oh, you know, you should meet brother so-and-so. He is the best deacon we have." You say, "Oh, I would love to meet him. What is his name? What is his address? Telephone number?" That is contact number two. And so, you make contacts.

Then you start phoning these people and telling them that you have been hearing good things about them. You want to show them some special lectures or books that you have received that are really good, or you would just like to have a little talk with them. Another thing you can do is discuss these people with your wife; ask your wife if she knows of any people.

You will be speaking or preaching in these churches and one of the brothers comes to you after church and he says "Oh, thank you for that message. That was just fantastic. You know, that was just for me. I have been praying about this, and it was just a perfect answer. And I really thank you that you came. I hope you will come again." And so pretty soon you say, "Maybe God is talking to him." So, you write it down: name, address, and telephone number. And you say, "Yes, I would love to come and share again." The second time when you are there you say, "You know, I have been thinking of something. I have been checking the bus schedules, and I think maybe I could come once a week here on Tuesday night and we could have just a little study together".

G. Pray for God to give you insight regarding who to choose.

Luke 6:12-13 tells us about Jesus choosing his disciples. "One of those days Jesus went out to a mountainside to pray and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, who were also designated apostles." After choosing them, you should also pray that God would be preparing them. God needs to prepare their hearts.

H. Take the initiative to approach individually each of the men you have selected.

So, you must make that initiative. Please listen to the lecture on the "**Ten Commandments of Human Relations**" and then you should know just how to do that. Naturally it is your relationship with these men will affect how you will do that. But eventually you want to come to the place where you show them your vision and your training materials. You want to communicate to him that you love him; you think a lot of him. And you think that **both of you could be blessed** if there was a long-term relationship on a weekly basis.

See what his reaction is. “Well, what are we going to do every week? What do you mean, studying the Bible a little bit together?” If there is a positive interest, you share with him the possibility of studying several lectures or a few courses this coming winter. You share with him some of the materials you have taken, and how they have blessed you, and how you took them in a small-group. And you invite him to go through the same materials with you. Then again, if there is a positive response you mention the commitments that you feel are important for this individual.

It is wonderful to train men for God. It is wonderful to think about the next generation and prepare spiritual leaders. **May God make you fruitful!**

Blessings to you, our dear friends!

We are happy to present the video, audio and paper materials that have been prepared by **New Life for Churches**. You have the privilege upon completion of your practical assignment to use this lecture with others.

VI. ROLE AND USE OF NEW LIFE MATERIALS IN TRAINING FAITHFUL MEN

The key idea is to disciple people. Most people cannot do that unless they have a tool, a plan, an outline--a thread that they can follow. NEW LIFE presents **3** sets of materials to train spiritual workers.

- (1) A series of video lectures for individual or small group use. (with local applications).
- (2) Sets of Workshops – sequential 2-day sessions conference style. (with local applications).
- (3) Courses – for local small group self-teaching discussion format. (with local applications).

A. The design of the Lectures, Workshops and Courses

1. *We have academics, ministry skills, and character development.*

Most people still do not understand that. They still think education is reading a book, memorizing some facts, and doing an exam. What you need to explain is that the videos or the textbook and the workbook are teaching and accomplishing the academics. The character development takes place in the seminars: through attendance, being with one another, through discussion, learning to express your own thoughts, and through accountability to the leaders. The ministry skills then are the next thing, and they are done later on in the church or someplace else.



2. *Remember you do not need to be an expert teacher or an expert in the content.*

Your primary role is that of coach, not teacher. You can explain that to some of your colleagues. On top of this, each lecture and course comes with a leader's guide. In the leader's guide you find some questions or topics for discussion, and sometimes some additional information for a small lecture. For the courses you will also find the exams,

B. Limitations of the Lectures, Workshops and Courses

Mr. Bounds is known as a man of prayer. He was a very Godly man. This is what he wrote, “Men are looking for better programs, **God is looking for better men.**” Just having a good course will not necessarily accomplish a lot. The leader's role is discipling or mentoring the individuals into life skills. to accomplish practical applications. If you do that, then you will create future leaders. If you do not do that you will simply have a group of men who after a few sessions will begin to ask, “Why should I study all the time?” And they will want to drop out.

Jesus sent his disciples out. He gave them challenges. Have you noticed? “The harvest is ripe over there! You do not know what to do! Here, I will give you authority!” He was constantly challenging them into leadership.

C. Level of the courses

The courses are college level material. The **Basic Christian Life** course is what we call a screening course. It is about half as difficult as the other courses. It is not academically oriented. It does not try to teach ministry skills, but it does emphasize **character development**. Beyond the “*Basic Christian Life*” courses, the courses are not for new Christians or young Christians. They are for established Christians who want to be spiritual workers and have a ministry outlet.”

D. Basic course strategy

Generally, the group leader (coach) leads his men through courses that he has finished himself. To make his ministry successful he must organize a regular schedule for classes. So, he takes a course himself, then he organizes a plan for meeting with his group regularly. Then he holds them accountable by keeping records, giving exams and so forth. Now it is the leader’s responsibility to make sure every brother knows what the practical assignments are that he must complete, and that somebody is going to verify/follow-up these practical assignments. You follow up by talking with his pastor or with church members or the evangelistic team that he was with.

Usually (the coach), those who are leading a group, are themselves also taking a new course at the same time. So, after you finish taking course number one, you lead course number one, and you take course number two, and so on. The interval between learning and leading a group can vary. Usually, you would finish one course and then lead it while you take your second course. Sometimes it can be that you have finished half the course and already start leading the new group in the first lessons.

Practical assignment

Completed

Part ‘I’ — Following the first part of this lecture: Selection and Prayer

➤ Meet with your pastor to evaluate what role you can play in the training of faithful people in your church

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➤ Select people for further training

1. Pray for God to give you insight regarding whom to choose.

2. Review the qualifications.

3. Be alert for indications of faithful men.

4. Select an appropriate number of people to do a seminar with (5-10).

5. Individually approach those you have selected and invite them to study with you.

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➤ Make a calendar showing how you are making time to train faithful men, and bring it to the next conference

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Please note: Even though both Jesus and Paul had capable women who were actively involved in their lives and ministry, they spent their time **discipling MEN**, even though those men might not always have been as capable as the women. The principle that we see in the Scriptures is that God made men to be the leaders. For this reason, we recommend that **MEN disciple other MEN**, even though the women are often more capable and willing

Part ‘II’ — Following the second part of this lecture: Follow-up with ‘A’ and START A GROUP

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Then contact your New Life leader and report!