

Training Masterclass: Becoming a training church

8 Jan 2021

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MAXIMIZE

 9:38

My Influences & Unconscious Bias!



My Ambitions for this Session

Refer you to:

- Josh Monteiro's Masterclass Session: Discipleship in the Greenhouse
 - Orlando Saer – Raising our game in ministry training
- (both available at [Building a Training Culture](#))



Foundational Biblical Assumptions

FOR CHRIST

1 Timothy 6:20 ‘Timothy, guard what has been entrusted to your care’.

2 Timothy 1:14 ‘What you heard from me, keep as the pattern of sound teaching, with faith and love in Christ Jesus. Guard the good deposit that was entrusted to you—guard it with the help of the Holy Spirit who lives in us’.

2 Timothy 2:2 ‘You then, my son, be strong in the grace that is in Christ Jesus. And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others’.

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Foundational Biblical Assumptions

FOR CHRIST

¹¹ So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, ¹² **to equip his people for works of service**, so that the body of Christ may be built up ¹³ until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Ephesians 4:11-13

[*Ephesians For You - Richard Coekin | The Good Book Company*](#)

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Shape of the Session

1. What are we talking about when we talk about training?
2. What are the reasons that we don't train?
3. Why should we be training?
4. Who could we be training?
5. What kind of training should we be providing?



My Operating Assumptions

1. We minister in different contexts: That's going to drive what you should do and how you should do it.
2. We have different resources at our disposal: That's going to shape what we do and how we do it.
3. We lead churches at different stages of their growth dynamic: That's going to limit what we do and how we do it.
4. We have different ministries in our churches: That's going to impact what you can do and how you can do it.



What is Training?

‘Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age’.

Matthew 28:18-20

1. Theological **Convictions**: we want them to believe the right stuff
2. Godly **Character**: we want them to be made of the right stuff
3. Ministry **Competency**: we want them to be able to do some stuff

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Knowledge	Head	Convictions
Character	Heart	Character
Skills	Hands	Competency



What are the reasons that we don't train?

FOR CHRIST

1. Head issues: we're not persuaded that we need to train others
2. Heart issues: we're not willing to bring ourselves to train others
3. Hand issues: we're not able to provide what's needed to train others



Issue	Reason	Solution
Confidence	I don't think I could do this	Have a go
Convictions	I don't think we need this	Face the facts
Circumstantial	I don't think we have what we need	Lower your expectations
Competency	I'm not very good at this	You'll get better
Capacity	I can't find the time to do this	Short term pain, long term gain
Character	I don't want to do this	Deal with your idols



Why Do We Need to Train?

1. The sustainability of your ministry life
2. The limitations of your ministry skillset
3. The multiplication of ministry activity
4. The preservation of the ministry mindset



Who Should We Train?

1. Those with **godly character**
2. Those with **leadership potential**
3. Those who are **readily available**
4. Those you **believe in**
5. Those who are **already committed**
6. Those who **take direction**



Who Should We Train?

1. Character: Can you trust them?
2. Convictions: Can they distinguish what matters matter?
3. Chemistry: Can they play nicely with others?
4. Competency: Can they actually do anything?
5. Capacity: Can they graft?



Questions to Ask

1. What are the theological **convictions** that you want to see embedded in your leaders? What do you need to help you with that?
2. What type of **character** traits do you especially want to see embedded in your leaders? What do you need to help you with that?
3. What are the **competencies** that you want to see developed in your leaders? What do you need to help you with that?



Totally Disinterested Unbelievers → Fully Devoted Disciples

What	Who	How
Engaging	The neighbourhood	Through contact
Evangelising	The open minded	With the gospel
Establishing	The new believer	In the Bible
Equipping	The servant hearted	With training



FOR CHRIST

	Engage	Evangelize	Establish	Equip
How are we going to do it?	Meeting people in our community through Door to Door Visitation	Helping all our people read Mark's Gospel one to one with a friend, colleague or neighbour	CONNECT our midweek small group Bible Studies	The Leadership Project
What training is required?	Practical hands on experience Dealing with people on the doors	Learning how to read the Bible one to one Getting to grips with Mark's Gospel	How to handle the Bible & How to handle a Group!	Convictions Character Competency
Who is going to deliver it?	Adrian Yeboah	BCP Preachers	Richard Perkins	Local Pastors Training Team

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What Kind of Training?

1. Knowledge - intellectual training
2. Character - ethical training
3. Skills - practical training



What Kind of Training?

The Exhausting if not Exhaustive List

FOR CHRIST

- Give them time
- Give them feedback
- Give them yourself
- Give them responsibility
- Give them experience
- Give them opportunities
- Give them problems to solve
- Give them people to love

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What Kind of Training? The Shorter Version

FOR CHRIST

1. Give them projects to start and strengthen
2. Give them people to look after and grow
3. Give them problems to identify and address

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A Framework for Developing Training

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1. Where are we now?
2. Where do we want to get to?
3. What's stopping us from getting there?
4. What do we need to do to change that?
5. How far along the journey are we?



Further Reading

1&2 Timothy, Titus, Acts 20

Gospel DNA, Richard Coekin, The Good Book Company

Passing the Baton: A Handbook for Ministry Apprenticeship, Colin Marshall, Matthias Media

Wisdom in Leadership, Craig Hamilton especially Chapter 28 Doing Things Badly, Chapter 34 Fail Forwards, Chapter 45 Find the Awesome, Chapter 48 Treat Them Like Children

The Vine Project, Colin Marshall and Tony Payne, Matthias Media

Training Leaders, Paul Williams, Evangelical Press



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