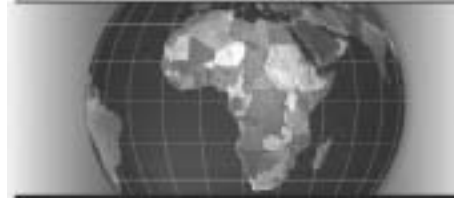


TIMOTHY LEADERSHIP TRAINING (TLT)



Through **Timothy Leadership Training**, Christian leaders can become effective trainers in their churches and communities.

THE CHALLENGE OF CHRISTIAN LEADERSHIP TRAINING

If you are a pastor, you have the responsibility to train others: evangelists, parents, women's group leaders, Sunday school teachers, etc. (Ephesians 4:12) Churches which provide training to parents and other leaders become effective witnesses as salt and light in the world. Churches which neglect this training lack strong foundations and effective ministry.

TLT can help teach you train others so that Christ's Kingdom will advance in the Church and in the world. TLT training manuals are available in electronic form by writing to timothyinstitute@calvinseminary.edu.

TLT is perhaps new to you. Even if you have not yet followed this training yourself, you can become a good trainer by carefully following these instructions:

QUALIFICATIONS TO BECOME A TLT TRAINER

TLT trainers:

- Put **into practice** what is taught in the manuals.
- See **changes** (also called *outcomes*) brought about in their church and community because of their practice.
- Are **enthused and convinced** that these same kinds of changes can take place in the churches and communities of others whom they train.
- Take the time necessary to train and support others.

HOW TO BECOME A TLT TRAINER

A beginning trainer must carefully work through the training manuals with at least one other person before teaching from them. You can work through the manuals:

- in a **small group** of church leaders like yourself,
- with a **partner** like your spouse or a colleague

Go through one lesson each week as indicated in the manual. Take one or two hours for each lesson. Take time to discuss the questions and prepare your action plans. Note your **reactions**, the **obstacles**

you face and the **joys** you experience as you put this training into practice. Never skip action planning and reporting. Your ability to make good action plans will determine your ability to become a good trainer. Take time to think about the changes and results that are happening as you put this training into practice.

If you prepare in this way, when the time comes for you to train others, it will be obvious that you are a **good trainer** because you are:

- **Putting into practice** what is taught in the manuals. For example, by making regular visits and by being a good listener. This is essential before you **train** others. You must see what happens when you do the activities in your Action Plan.
- **Seeing measurable changes** take place in your church and community when you work your plan.
- **Enthusied and convinced** that the benefits of your visitation, preaching, or stewardship ministry can be multiplied many times over by training others.

TRAINING OTHERS

After working through at least one manual with your small group, you can bring together a larger group from your church or area. It is important for all participants to have a photocopy of the manual, if possible with the translation. If possible, participants should pay the cost of their photocopied manual.

To teach well, it is important to encourage members of the group to **speak together** and to **listen to one another**. If you just read from the manual to the group, you will not teach well.

Follow carefully the four steps in each lesson:

- **Report** action plans
- **Discover** new ideas
- **Explore** these ideas through reflection and discussion
- **Prepare** the next action plan

Here is an example of how these steps work. This example is taken from a section of the manual **Caring for God's People**, pages 7-9.

Taking Initiative

DISCOVER

A good shepherd does not wait for the sheep to come to him. He goes to them even before they call for him. He shows his love for them even when they don't want his love. Psalms 23, Luke 15:2-7, I John 4:19, John 1:11.

Give time for the group to read the text in their language. Then, encourage anyone in the group to ask questions if they do not understand what has been read. It may be helpful to ask a participant to summarize what was learned.

EXPLORE

Ask good questions to encourage each participant to think about what was read. (A good teacher is always thinking of good questions to ask!)

Here are some questions that are asked in the manual:

Why is it important for a good shepherd not to wait for the sheep to come to him when they are in need?

Why is it sometimes difficult for a pastor to be a good shepherd?

Here is another possible question for reflection:

Does someone have a story about a person who needed a pastor but who didn't want a pastoral visit?

Give participants enough time to reflect on the questions personally.

When good questions are asked, participants are often eager to share their ideas in small groups or with the whole group.

Encourage participants to **respond** and to **listen carefully** to the responses of each other.

Acknowledge the value of good responses.

Encourage participants to complete each other's responses.

Respectfully correct wrong answers.

It is important to keep the attention of the group focused on the subject matter. Not all subjects can be discussed during the lesson!

PLAN

Finally, help participants prepare good action plans by asking questions and proposing concrete actions. For example:

Are there any "lost sheep" in your village or town that need to be visited?

Write down the name of at least one person whom you plan to visit before the next lesson.

Take time to share this plan with another person in the group and pray for each other.

Here are other possible questions for reflection:

Who in your church needs the attention of the pastor but will probably never ask for it?

Do the children in your church have needs which they don't talk about? Do older members also have needs they don't talk about?

It may seem easier and faster for you just to read the written information in the manual and then talk about it for a few minutes before going on to the next section. That would be a mistake, since the participants will not learn well. They will learn well and they will want to continue learning when they can share their ideas and do action plans.

IF YOU DON'T HAVE TIME TO FINISH A LESSON

Sometimes it is not possible to finish a lesson because of unexpected but important questions. This is understandable. Do not rush just to finish the lesson on time! If you cannot finish a lesson during your meeting, divide the lesson in half. Toward the end of the meeting, go directly to the last paragraph of the lesson on action plans. Never skip action planning at the end of each meeting even if you cannot finish the lesson. At the beginning of your next meeting, report on your action plans. Then finish the lesson and, at the end, make another action plan.

WHAT ORDER TO FOLLOW?

We suggest that you begin with the two manuals on **Christian Stewardship** and **Caring for God's People**. After that, choose the next manual according to the interests of your group.

- Biblical Preaching
- Teaching the Christian Faith
- Work and Worship

BEING PART OF THE INTERNATIONAL TIMOTHY LEADERSHIP TRAINING NETWORK

If you become a TLT trainer, we invite you to contact the International Coordination Team at timothyinstitute@calvinseminary.edu to receive the quarterly information bulletin. This bulletin—sent via e-mail—includes news, questions, and comments from TLT trainers throughout the world.