

Discipleship System (Training & Development)

EXECUTIVE SUMMARY

Luke 10:1-2 – After these things the Lord appointed other seventy also, and sent them two and two before His face into every city and place, whither He Himself would come. Therefore said He unto them, The harvest is truly great, but the laborers are few: pray ye therefore the Lord of the harvest, that He would send forth laborers into His harvest.

Of note here, Jesus did not pick people and assigned them to duties that they never performed before. His disciples went about with Him for a considerable period of time, understudying Him. When the time of commissioning approached, He sent them out to the field test out all that they learnt while walking with Him. Believers in House of Glory should be seen to follow this practice as nothing can substitute training/education. A worker without the necessary education obviously will perform below his ability because of lack of understanding of the requirements of that office. When the apostles were scouting for whom to replace Judas Iscariot, the only requirement for their choice was that this replacement would have been seen to be with them while they followed the Master. Again, education was the key factor!

The importance of training and retraining cannot be overemphasized; training gives a worker an edge over the nominal member. Training brings about refinement and the ease with which an assignment/task is accomplished.

Who needs training? Every member, from the trainer to the new convert!

RECOMMENDATION

The following is the recommendation for Training and Development. These recommendations can be applied from a short-term to long term basis.

Recommendation	Goal	Execution Path	Range (short-, mid-, long-term)
I. Teaching of short, concise and practical message II. Identification of various resources available (teaching programs) III. Conduct timely/regular training IV. Conduct training for trainers	To have a deeper knowledge of God	I. Deep knowledge of the word of God II. Mandatory attendance of the various programs III. List out all training programs available/follow course IV. Attendance of training programs	LT
- Redefine the term “Workers” - Ensure that every worker perform as workers	Produce efficient Workers	- Require all workers to attend workers meeting - Fundamental changes to workers meeting structure (Prayer and discussion/Brainstorm of solutions for issues affecting the church) - To ensure attendance, appoint a provost to monitor workers - Workers must be able to identify deficient areas	ST
-Identify potential leaders throughout the church and provide focused advance training for them.	Create discipleship by encouraging mentorship	- Pair budding leaders with other noticeable leaders in the church. - Mentors should be experts in their respective fields and be willing and able to teach their mentees. - Mentorship is open to the whole church, but will be very selective(One must have the required qualities) Must be able to identify deficient areas	LT
Collaborations between ministries	Decrease miscommunication and increase communication	- Have an effective workers meeting with prayer, and the word followed by different department heads talking about what is going on in their departments (updates if any) - All heads of departments must have a written procedure of how they operate their department; this should include frequent written reports they have maintained throughout the year	LT
A system of training, where one cannot be a leader without first having a period of training and apprenticeship	Minimizing fault/ineptitude	- Identify potential leaders throughout the church and provide focused advance training for them.	

		- Focus on the members that are ready and interested in becoming leaders - Begin a workers-in-training class - Begin a Minister-in-training class	
Get members excited about absorbing the word and attaining Spiritual Growth	Increase attendance of members and increase church growth	Feed them the right word. It also has to be interesting, engaging and enjoyable <ul style="list-style-type: none"> • Teaching life applications of the word • Using examples that we can relate to • Word that is geared for certain group, youth, men, women • Time consideration (briefness) Create and effective Workers-in-training class (if members are consistent with all the required training requirements it will not only encourage disciples, that will also grow as a result)	

WORKSHEET

Training and Development (Coherent Discipleship System)

The church must have a system for maturing a person. Ideas and effective execution cannot happen without members involved, so members in the church should be empowered and released into ministry.

Strengths	Sub Headings		Notes

		The word	<p><u>Learn/Observations</u></p> <ul style="list-style-type: none"> • The word is constantly being taught, it is not diluted. • We are a Bible believing church • We follow the principles of the Bible <p><u>Brainstorm</u></p> <ul style="list-style-type: none"> • Teaching life applications of the word • Using examples that we can relate to • Word that is geared for certain group, youth, men, women • Time consideration (briefness) • The word should be simple, straightforward and relevant to the present day
		Bible study	<p><u>Learn/Observations</u></p> <ul style="list-style-type: none"> • It is very In-depth • Encourages growth in one's Spiritual life • Teaches how to read and break down the bible • it is not diluted and you will truly learn from the word <p><u>Brainstorm</u></p> <ul style="list-style-type: none"> • Time Consideration
Weaknesses	Mentoring	Mentorship	<p><u>Learn/Observations</u></p> <ul style="list-style-type: none"> • No direct involvement between age groups • Lack of exchange of knowledge and wisdom from the old to the young • No building of relationship <p><u>Brainstorm</u></p> <ul style="list-style-type: none"> • Focus on Jesus and the 12 disciples • Identify potential leaders throughout the church and provide focused advance training for them • Pair this budding leaders with other noticeable leaders in the church • Mentors should be experts in their respective fields and be willing and able to teach their mentees • Mentorship is open to the whole church, but will be very selective (One must have the required qualities)

			<ul style="list-style-type: none"> • Must be able to identify deficient areas
	Communication	Communication gap	<p><u>Learn/Observations</u></p> <ul style="list-style-type: none"> • Lack of collaboration between ministries, <p><u>Brainstorm</u></p> <ul style="list-style-type: none"> • Regular (quarterly) Heads of Department meeting...discussing what they are doing and how it fits into the church as a whole....that way leaders can stay informed about what is going on within the different groups but they can learn from each other. • Have an effective workers meeting with prayer, and the word followed by different department heads talking about what is going on in their departments (updates if any) • All heads of departments must have a written procedure of how they operate their department; this should include frequent written report they have maintained throughout the year
		Members not connecting to the word	<p><u>Learn/Observations</u></p> <ul style="list-style-type: none"> • Lack of diversity in the word • How do we apply the word to our live? How is it relative for each age group? <p><u>Brainstorm</u></p> <ul style="list-style-type: none"> • Teaching life applications of the word • Using examples that we can relate to • Word that is geared for certain group, youth, men, women • Time consideration (briefness) • The word should be simple, straightforward and relevant to the present day • Suggestion Box • To inspire members to attend our conferences, we must encourage guest ministers to keep to time
Opportunities	Cohesive training	Mentoring and training (including leadership training)	<p><u>Learn/Observations</u></p> <ul style="list-style-type: none"> • Lack of structure & no period of apprenticeship • Members are ready to work but they are not being funneled through a structured system <p><u>Brainstorm</u></p> <ul style="list-style-type: none"> • A system of training, where one cannot be a leader without first having a period of training and apprenticing • Focus on the members that are ready and interested in becoming leaders • Begin a workers in training class

- should be an hour long on Sunday morning and should be mandatory
- Teaches members how to serve based on an approved manual
- Members must be tithers and must follow all expectations and policies of RCCG and HOG
- It is Mandatory for all workers in the church to attend. This includes members of the choir, ushering/protocol, technical departments and also the heads of every department/ group in the church (DOZ, MOF, Synergy etc)
- should consist of prayer followed by a discussion about how the previous service went, any issues that arose and how it can be made better. It will also consist of

Minister In Training

- Teaches how to minister, preach and teach

Programs/ Events

- We must go back to the foundation of redeem
- Proposal to have workshops/ training programs with each of them having a specific objective e.g training on time management or Leadership, speakers are probably going to be people from outside HOG
- We need to brainstorm on ways to encourage members of the church to attend these events
- It is also recommended that the Training and Development department have a their own financial purse to sponsor these programs.

The Process: New Members Recommendations

1. After the 3rd visit a visitor can be considered a new member
2. They can then be encouraged to begin taking new member's class which will consist of teaching RCCG's beliefs & Policies; HOG's Vision & Mission; the foundation and expectation of being a Christian.
 - a. RCCG's New member book can be used however if it is not relevant and effective another manual should be selected
 - b. All members that have not been baptized will be identified
 - c. Members with leadership qualities will also be identified
3. Members that have not been baptized will then graduated into baptismal class
4. All members will be encouraged to join workers- In - Training, however identified leaders will be focused on to join.
 - . Training will include all the recommendations listed above
5. After graduation from Worker-in- Training, members will then be transitioned to required members of workers meeting.