

# COURSE COACH PREREQUISITES AND COMMITMENTS

## INTRODUCTION

These are things that you must do and have before you can develop a good CBLT Center. I am not talking about students. I am talking about course coaches. I am talking precisely to you folks here in this room, who at the end of this conference will \_\_\_\_\_, “Yes, I want to participate in Church Based Leadership Training” or “No, this is not for me”.

## I. MINISTRY PHILOSOPHY / VISION

There must be a commitment to see the church grow and multiply by training others to help do the work of the ministry. So, the number one requirement for you is to have a philosophy, a vision. Without that the people perish. What must your vision be all about? Your philosophy? You are to have a philosophy about making the church grow and multiply! How are you going to do that? Through evangelism? No! Through prison ministries? No! Through doing missionary work? No! Through printing Christian literature? No! You are going to make the church grow through \_\_\_\_\_ new leaders. That is your vision. That is your plan. That is your goal.

When a foreigner comes and says, “Well, we have a thousand dollars here and we would like to do a prison ministry, could you do that?” you say, “Praise God, that is a beautiful ministry. Please find another brother who would like this thousand dollars because my philosophy and my vision is to train others.” Later, your students will do evangelism and missionary work and all those other things that are necessary.

## II. TRAINING PHILOSOPHY

We must have a philosophy about training. There must be an understanding of and a commitment to training men; not only in the area of **academics** but also in the areas of **ministry skills** and personal **character**. First of all your philosophy must include your desire to do \_\_\_\_\_ training, and not stationary classroom approach training. Let us look at the reasons for choosing church based training in preference to the stationary institutional training approach:

### A. Institutional Training

Institutional training has several limitations.

#### 1. *It is training for future ministry.*

People are there for three or four years in a building, studying, studying, studying, hoping in the future to do something for Jesus.

#### 2. *Stationary training is very expensive.*

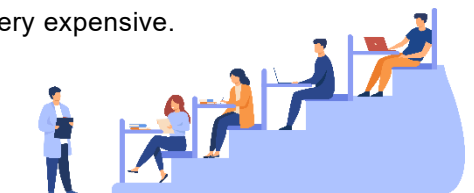
You need dormitories, cafeterias, and classrooms. All of that is very expensive.

#### 3. *It is an isolated ministry.*

It is away from the practical situations in the churches.

#### 4. *Its emphasis is academics.*

So it cannot do very much with ministry skills and character development.



These are some of the liabilities of stationary training. Now about Church Based Training.

## **B. Church Based Training**

This is where the course coaches go to each local church and hold the class right there in the local churches. So let us look at a few of the \_\_\_\_\_:

- 1. *The student stays right with his family.***
- 2. *He is not culturally removed from his place of ministry, and from his place of living.***
- 3. *He maintains his job, so he does not need financial assistance.***
- 4. *It is much cheaper. They do not need big buildings or dormitories.***
- 5. *He stays with his church to do ministry immediately.***

We call this, training in ministry. Usually the student is an older person, he already has a spiritual ministry, and he is being trained while \_\_\_\_\_. In a stationary program he is trained for future ministry, but with CBLT he is trained in ministry. While he is ministering, he is developing ministry skills and his personal character. Academics alone are not sufficient for Christian training. High moral standards and spirituality are extremely important for believers.

## **III. STUDENT SELECTION**

There must be a commitment to select only men who meet the following qualifications. The apostle Paul said to Timothy, "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). Give it to reliable and faithful men, who will give it to other capable men. Paul was saying to Timothy, "You must be selective. Do not give it to everybody."

Perhaps somebody comes to you and says, "I would like to study that Bible course." You may have to say, "Well, you are a nice guy, but I am sorry, no, because right now you do not qualify yet for this." You have to be selective. Selective means saying "\_\_\_\_\_" sometimes. There are certain people you cannot train or you cannot help. And those people usually give you a bad name. So it is much better not to start with them. Tell them to wait a little bit, that they should grow, or that they should study something else.

Things you need to consider, when selecting students:

### **A. Approval from the church leadership**

Every student must have a signed letter from the pastor or elder, possibly with a stamp from the church on it, that he can officially be a student in your program.

### **B. Capable men**

These are men who have demonstrated some abilities in studying spiritual material and so forth. If they finished the *Basic Christian Life* (Nav. Series 2:7) course for instance, then you know they will qualify. Check it because some people do not have an adequate level of training.

### **C. Faithful men**

These are men who are \_\_\_\_\_ to doing the work. These are men who are really committed to studying the course. Not just to be listeners. Men who make a commitment to come to the seminars prepared to enter the discussion. Men who are going to do the exams, and who will actually finish the course and not just start it.

#### **D. Men who have the time to study and meet**

It takes a lot of time to study these courses. The difficulty with that is that you are not isolated on a college campus, just going to class and doing nothing else. Family life goes on. Work has to continue. Spiritual ministry must continue. So studying a course is extra work. It means finding an extra 6 hours a week. That is a lot of time. You, as a good leader, should help every student to make a study plan per week in order for them to develop a schedule so that their wives know when they are studying and when they are free. In the seminar, later, you can ask them about it, "Are you following this schedule? Is it working for you?"

#### **E. Men who have some kind of regular ministry outlet**

All students must have a spiritual \_\_\_\_\_ of some sort. Maybe teaching Sunday school or maybe leading a *Basic Christian Life* (Nav. Series 2:7) group. Maybe a Bible study group with unbelievers. Maybe preaching regularly, or a variety of other things. But without a regular ministry, they cannot be a student.

#### **F. Men who are established Christians and are moving in the direction of the character qualities of a church leader in I Timothy 3:1-13 and Titus 1:6-9**

*"An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless -- not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it."* (Titus 1:6-9)

So you are looking for deacons, elders, pastors, other spiritual leaders in your churches. *"He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil."* (1 Timothy 3:6) There are other materials for newer Christians, for younger Christians. You are not starting an \_\_\_\_\_ Bible study class.

#### **G. Men who have a desire to teach or lead and serve in the local church**

We want to strengthen the local churches. And through the local churches we want to see daughter churches created.

### **IV. COURSE STRATEGY/GROUP MEETINGS**

There must be a commitment to develop a plan to systematically lead a course. That means before you begin you know precisely which night of the week, what time and you know precisely when the course will be finished. This includes meeting regularly with your students in small group seminars. So we are not talking about a large classroom full of people. You must also be committed to the purpose of these small groups. This purpose is: accountability, motivation, clarification, evaluation and application.

### **V. DISCIPLING/MENTORING**

Mentoring is more of an educational term. You must make a commitment to meet individually with members of your group in order to help them with their ministry skill and character development. The courses themselves provide assignments in these areas, and create opportunity for ministry, observation, evaluation, instruction, and encouragement. You need to think of these when working with your students \_\_\_\_\_.

**A. You have some opportunities to minister to them, and during the school year to encourage them.**

**B. Make observations of how they are doing and instruct them.**

**C. Evaluate, which means you discuss with them how well they are doing. You do not just have it in your own heart and mind.**



**D. Instruction, means you call them aside somewhere for five minutes or so, and you help them over a hurdle, or help them with a certain weakness.**

**E. Encouragement.**

This is not a correspondence course. It is the coach's responsibility that the student completes the course. For most of you this is a new commitment. Many of you are used to doing it yourself. You preach or you teach, and the people listen. Now however you are going to work through your students helping them to be workers/leaders.

I can smile because in my mind's eye I see your ministry a year from now. And all the things you wish you could do, and never were able to do, now are going to happen this year through the \_\_\_\_\_ of your student in your province. There is no way I could train eight thousand students myself. There is no way I could start a hundred churches myself. But it is happening. It is happening through others. When I go to bed I say, "God, thank you — it is happening! You are using me to change Russia into a spiritual country." So, instead of doing it yourself, you are now helping others to be successful.

## **VI.ADMINISTRATION**

You must make a commitment to administration. Good administration will foster a sense of accountability in a systematic study program. Without that it will only be a Bible club; it will never be a Bible College level ministry. There must be a commitment to do things decently and in order. The Bible requires you to do things decently and in order. You are to be \_\_\_\_\_ to the pastors in the province. To the provincial superintendent. To the provincial council. To the western people who are sponsoring you financially. To CBLT-Russia who supplies you with literature. To Abraham Bible who has been training you.

To do administration effectively, you need to commit yourself to three things:

### **A. Student and course records**

You must make a commitment to \_\_\_\_\_ accurate course records. If your records are not accurate, the provincial superintendent will look and say, "We will not lay hands on this man because we do not believe he was a good Christian student." It would be terrible if a good student was rejected simply because your records were not accurate. The other side is equally true. "Oh, look at our good students. Grades of five, five, four, five, four. We have only good students." Then they begin to do spiritual work and people say, "What is this?" Then they look in the students notebooks and they see half the work is incomplete. They cannot find the exams. "Well, how did you give them a five?" "Well, I lost some of the records so I thought, 'Well that will have to do. Give them a five and just forget about it.'"

Group numbering.

Each group should have a number. For the purposes of CBLT-Russia, each province has two letters and each city uses two letters also. But for your CBLT Center purposes, each group needs to have a number also. You also need a number for each student. The numbering system is real simple: Let us say OmTa02 -

05. It stands for province Omsk and city Tara, 02 stands for group number two; and –05 stands for student number five. All numbers have two digits for computer use. That is why we use 02 or 05.

## B. Finances

CBLT offers a good standard bookkeeping system for CBLT Centers. You can use it either with a computer or by hand. We would like all of you to try and use this same system. Once a quarter you will bring your financial records to an LTS workshop and a financial specialist will look over your records. Then if there are any mistakes or if there are things you do not understand, we can help you and train you with that.



Partners do want financial accountability about your ministry. We may advise you about investments that we feel are unwise. And of course we will have to talk to some of your leaders if there is misuse of funds. In most CBLT Centers it has been discovered that if a person or the CBLT Center is very honest and accurate financially, they also are \_\_\_\_\_ and accurate with other parts of their ministry.

## C. Literature Records

You need to have a commitment to literature records. We need to know how many students you have and what courses they are taking so that you can come to the CBLT-Russia office and collect materials. Books will only be given if the person in charge receives a written request from the director of the CBLT Center, signed by the director of the CBLT Center.

You must make a commitment to only order books for qualified students in your CBLT Center groups. Many pastors and other spiritual leaders want to have books. They want to show that they have all these books in their library. Now just think, if in one province there are 80 churches, and for the *Practical Evangelism* course there are two books. Two times eighty is one hundred sixty. One hundred sixty books — gone. We do not have that many books and you do not have the money for them. There are also many friends and relatives in other cities and even other provinces that would like to have a copy. One of my students went to Japan for a year, to study. “Mr. Bible, can you send me the New Testament course so I can study that in Japan?” “Oh it is a wonderful idea brother and I would love to do that, but you know I am very sorry, I cannot. We have a policy that books and courses are only for students that meet weekly in a discussion group. You just would not be blessed by studying the courses in a correspondence form. But I love you, and as soon as you are back I will help all I can.”

## VII. PERSONAL COURSE PREPARATION

You must make a \_\_\_\_\_ to be personally prepared to go over the content of the course, prior to leading it. Before you begin leading a course, you should have a clear idea of the whole course. What is the goal of this course? How does each chapter fit into that goal? What are the separate sections about? Where does the course shift from Galatians to Romans, or from evangelism to discipleship?

No one is allowed to lead a course unless they have gone through it themselves as a student and finished it with a good grade. Of course this is a prerequisite for all your future course coaches and new team.

## VIII. SPECIAL TRAINING SESSIONS

You must make a commitment to \_\_\_\_\_ your skills as a teacher/course coach. The *Teach with Success* course is very helpful for improving your teaching. You have already had several training sessions, but you need more help as you get more involved in the ministry. Leading a small group and personal discipleship requires different skills than preaching. Therefore we are providing, for the next several years, some LTS workshops for those doing Church-Based Leadership Training, using CBLT materials. Usually they will be once a month.

## CONCLUSION

You should have a general document highlighting all the training and requirements you have for your coach team. Lectures like these should be on your list of required preparation for all future coaches, paid or un-paid. A written job description should be prepared for each coach. Furthermore we recommend that all coaches sign a work agreement with the CBLT Center. Such a written note or document eliminates a lot of misunderstandings.

Casting a \_\_\_\_\_ and communicating spiritual possibilities are a big part of the job of the director. Your team needs a vision. Many of these good lectures can help you with that. Make your team successful.

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.

## *Practical assignment*

The practical assignments for this lecture are mostly applicable for CBLT Center directors. Verify or implement the following with your team.

- You should have a general document highlighting all the training and requirements you have for your course coach team. Lectures like these should be on your list of required preparation for all future course coaches, paid or un-paid.
- A written Job Description should be prepared for each course coach.
- A simple CBLT Center work agreement signed by all course coaches. Such a written note or document eliminates a lot of misunderstandings.

## *Answer Key*

### INTRODUCTION

- decide
- I. training
- II. church based
  - B. advantages; in ministry
- III. no
  - C. committed
  - E. ministry
  - F. adult
- V. individually
  - E. involvement
- VI. accountable
  - A. maintain
  - B. honest
- VII. commitment
- VIII. improve

### CONCLUSION

Vision