



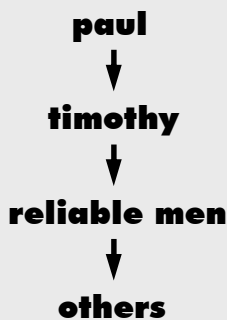
meeting one to one

the MINISTRY PAPERS

teach a man to fish?

We have long ago taken hold of the idea that we need to do more than give a man a fish... we need to teach him to fish. But there's another step needed when it comes to ministry ... we need to teach others to teach others to fish. In 2 Timothy 2 we see Paul teaching Timothy to teach others to teach others...

"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).



A vital principle guiding these MINISTRY PAPERS is the notion of 'span of care': how many people one person can care for? e.g. a growth group leader can care for up to six people, but a larger group will need an assistant. The same principle applies to our ministries. e.g. rather than a youth group leader trying to care for thirty young people, it's better for them to train and support five other leaders, who each care for six young people each.

The issue here might be called 'span of training' - how many people can you train? So, while Ephesians 4 challenges pastors to train everyone, 2 Timothy 2 reminds us that this will only be achieved through a chain of one-to-one relationships. Everyone is a trainer. Everyone is a trainee.

'the ministry training church' paper introduced the big picture of the training model adopted in these MINISTRY PAPERS, focusing on the role of pastor-teachers. This paper 'meeting one to one' fills out the relational aspects of the model, and broadens the focus to the role of other key leaders. It is vital background for all coaches/leaders before looking at their specific growth group or ministry team papers.



read 1 Timothy 4

1. What will happen in later times?

2. What does Paul say Timothy's response to this should be?

3. What role should knowing the truth play for Timothy?

4. What role should godliness play for Timothy?

5. What role should using his gifts play?

6. What do you think Paul means by "progress" in verse 15?



what will it mean for you to make progress?

* knowing the **truth**?

* growing in **godliness**?

* using your **gifts**?

you will expand on these notes when doing the **exercise on page 3**

training relationships

Training is often approached in a scatter-gun way. Read this book here, go to that event there, get together when we can. The hope is that the cumulative value will sort of add up. But often the sum of the parts is far less than something whole. Fundamentally, training isn't just events. It isn't just books. It isn't just bits and pieces. Training is relationships...



who's training who?

pastors & teachers

Trains 3 or 4 growth group coaches and/or 3 or 4 ministry coaches (e.g. kids church, kids club, youth group). The focus is helping them develop the leaders in their team...

growth group coaches

Trains up to 6 growth group leaders. The focus is helping their growth group leaders to be trainers, as they care for and encourage those in their group...

growth group leaders

Trains up to 6 growth group members. The focus is helping their group members in living as a Christian in their family/household; and equipping them in personal evangelism.

growth group

Are being trained through the ministry and example of their leader as apprentice/assistant leaders who increasingly share in the ministry of their leader.

ministry coaches

Trains up to 6 ministry leaders. The focus is helping their ministry leaders to be trainers, as they care for and encourage other leaders in their ministry team...

ministry leaders

Trains up to 6 ministry members. The focus is helping their ministry members in living as a Christian in their family/household; and equipping them in personal evangelism.

ministry members

Are being trained through the ministry and example of their leader as apprentice/assistant leaders who increasingly share in the ministry of their leader.

and how...

So far we have a relationship diagram. But we don't yet have relationships! It's what happens *within* the structure that's all-important. The structure has value: it puts everyone in a position to be trained/cared for. But unless those within the structure have a sense of what they're doing, it amounts to nothing. Here's a few key thoughts in moving from diagram to reality...

one-to-one

The training model is built upon the concept of span of care/training. It allows each person to have a realistic number of people to care for/train. Unless the trainer can meet with their trainees one-to-one on a regular basis (e.g. at least an hour per week), the model fails.

teams

As well as catering for one-to one training relationships, the model also provides scope for peer-to-peer team relationships. So, for example, the pastor-teacher might meet weekly with each growth group coach, but also get all the coaches together once a month.

modeling

pastors/teachers need to be devoted to these training relationships. If they give only token support to coaches/leaders then the same token effort will be modeled throughout the structure.

the whole person

1 Timothy 4 (study on page 1) showed us how integrated training needs to be: theological development, personal godliness, growth in gifts. Head, heart and hands. The whole person. Although the training relationship might have a specific focus, e.g. youth ministry, to really grow as a youth group leader is to grow in all these areas. Indeed, if we abstract skills from godliness, we train dangerous people! Page 3 is a great tool for setting 'whole person' goals in a one-to one relationship... review it at least annually...

remember the *pathway*

These MINISTRY PAPERS have been developed with a pathway to Christian maturity in mind. Connect. Grow. Serve. After **connecting** to God through trusting in Christ, a vital way we can **grow** is through involvement a growth group and a vital way we can **serve** is through involvement in a ministry team.

The growth group, however, is the primary goal. It provides the teaching and support to underpin our service. It nurtures... growth. Growth in relationships. As the table shows, all relationships in the believer's life should be addressed through the growth group.

a growing relationship with **God**, especially through personal Bible reading and prayer

growing relationships with **other believers**, especially through the growth group

growing relationships with those in their **family/household**, as servants

growing relationships with unbelievers, especially through **personal evangelism**

growing relationships with the **whole church** in mission, serving in a ministry team

ministry skills			personal godliness			theological reflection					
what areas to be addressed?			how you will do it? <small>(reading, tasks, ministries, etc)</small>			what should progress look like?			what happened? <small>what progress made?</small>		

'be diligent in these matters; give yourself wholly to them, so that everyone may see your progress' **1 Timothy 4:15**

training pathway

The worksheet on page 3 provides a great tool for personalising one-to-one training. It helps keep training flexible: responding to the individual. It also helps keep training wholistic: theology, godliness, and skills. With all that in mind, however, it can be helpful, to develop some sort of standard training pathway people can step through. It fills out the 'grow' & serve' parts of the connect grow serve pathway in more detail, with ideas for how to make progress. While it needs to be adapted for the individual, there are certain tools that are useful for everyone.



Below is a possible 'curriculum' or pathway for training (see 'the ministry training church'). Depending on the person, units could be done on a semester or a yearly timetable. Be flexible, using the one-to-one planner, and then decide how that might gel with the pathway below.

	aims	tasks	reading	min. paper
intro	establish one-to-one relationship	one-to-one planner	the Bible short steps for long gains Guidance and the voice of God Phil Jensen & Tony Payne	meeting one to one
1	growing	join growth group	A Fresh Start John Chapman A Call to Spiritual Reformation Don Carson	joining a growth group
2	servicing	'entry level' ministry— basic roster tasks & evangelism	Know & Tell the Gospel John Chapman Gospel & Kingdom Graeme Goldsworthy	personal evangelism personal apologetics Christian households hospitality
3	teaching the Bible to others	join ministry team	Intro to the Bible (Moore correspondence) Their God is so Big Stephanie Carmichael No Guts no Glory Ed Vaughan & Al Stewart	school scripture kids church ministry youth group ministry
4	deepening ministry mindset	other ministry tasks/ teams	Knowing God Jl Packer Children's Talks Sandy Galea The Experience Trap Kel Willis	kids talks music ministry sound ministry welcoming ministry excellent sundays
5	'passing it on' - one-to-one ministry	start meeting one-to-one, to mentor someone else	The Blueprint Matthias Media The Story of the Church Alan Harman Inside Out Larry Crabb	meeting one-to-one
6	leadership roles	trained as assistant growth group leader	Growth Groups Col Marshall Building a church of small groups Donahue Leading Better Bible Studies Rod & Karen Morris	leading a growth group leading church
7	teaching roles	write a bible study prepare a gospel talk	Giving the Talk [video] John Chapman Biblical Preaching Haddon Robinson Preaching the whole Bible Graeme Goldsworthy	preaching that connects

who cares?

The training model presented in these two introductory papers, 'the ministry training church' and 'meeting one to one' is built upon a simple connect, grow, serve pathway. Every believer, having **connected** to Christ and his people, **grows** through a growth group and **serves** in a ministry team. The consequence of this, clearly, is that every believer has two main leaders they relate to: their growth group leader and their ministry leader.

An important question to clarify then is: who cares? Which of these leaders has primary care for the person? Who takes main responsibility for encouraging their growth in the three strands of theological reflection, ministry skills and personal godliness.

It is important to see that the growth group is primary. Our service in a ministry team is supported through the teaching, encouragement and prayer of our growth group. Indeed, even our involvement in a particular ministry team ideally emerges from our growth group leader helping us to identify needs in the church their gifts can be applied to. In this way, the growth group leader is the primary carer.

Of course, the growth group leader needs to have contact with the ministry leader to help fulfil this role of care. And in terms of the ministry skills strand, the ministry leader will play a significant role. But there may be other aspects of ministry that the growth group leader will be working on too.

With this key role of growth group leaders again before us, it's another reminder that these leaders need support from pastors/coaches. And they need assistance from other mature Christians in their group to carry out their ministry effectively.