

Trainer's Guide

Welcome to the great privilege of being a trainer! As a trainer God will use you to impact the lives of others and equip them for service in His Kingdom. Training is also essential to the existence and effectiveness of Power to Change. You have taken on a huge responsibility, as well as an exciting privilege, and you will need all the help you can get! So make sure you are constantly relying on the Holy Spirit for strength, wisdom, insight, courage and enthusiasm. Get to know the contents of this Trainer's Guide – it is designed to help you train effectively and to save you time and effort. Draw on the experience of other trainers. Ask questions, brainstorm ideas, prepare well and pray heaps! Expect God to use you to equip others to become Christ-centred labourers.

This Guide contains information about how our training modules fit into the Power to Change movement, the training structure, how to prepare your training and expectations.

So Why Training?

Power to Change is on about “a movement on every campus and the gospel for each student” in order to help fulfil the Great Commission on university campuses (and beyond). So how does the training scheme fit in?

Obviously small groups, personal discipling, weekly meetings, personal devotions, and events like summer projects and conferences provide opportunities for God to grow students in their faith and equip them for service. Power to Change training modules, however, offer concentrated time to learn about specific aspects of ministry, the motivation of learning with others, opportunities for having a go at new ministry skills in a safe environment, and experienced trainers to learn from. Our training modules are concentrated fuel packages that can launch students into new ministry and thus develop labourers for campus ministry, and leaders for the movement. In addition, developing labourers and leaders is the only way to reach our vision.

Big Idea

Training is crucial to the Power to Change movement and the task of equipping Christ-centred disciplers

Our Vision

Encounter Jesus today...
Impact Australia
tomorrow...
Reach the nations for
Eternity

Our Mission

Connect, build and send
Christ-centred
disciplers who
launch and lead spiritual
movements

Our Values

- Bold Faith
- Character Growth
- Fruitfulness
- Interdependent Community

The Training Structure

Power to Change training is packaged as 4 hour modules. The modules train participants in ministry skills essential to being a Christ-centred disciplemaker, focussing on Spirit-filled living, evangelism, discipling and building movements.

“Breaking New Ground” (BNG), “Into the Harvest” (ITH) and “Leading Christianity Explained” (CE) are to be taken first and in that order.

Beyond these three, the order of training modules students take is flexible. There is an order of progression to the training but taking the training beyond the initial three depends upon application of previous training and readiness for more, and is determined by an individual student’s discipler. We do not want students to undertake training just for the sake of it, and not use it.

If a student is not ready for more training, their discipler should encourage them to apply previous training. This flexible training structure allows students to develop at their own pace, and yet continue to receive challenging training.

The order of training beyond BNG, ITH and CE is Building Movements (BM), “Multiplying Disciplemaking 1” (MD1), then “Leading a Core Group” (LCG).

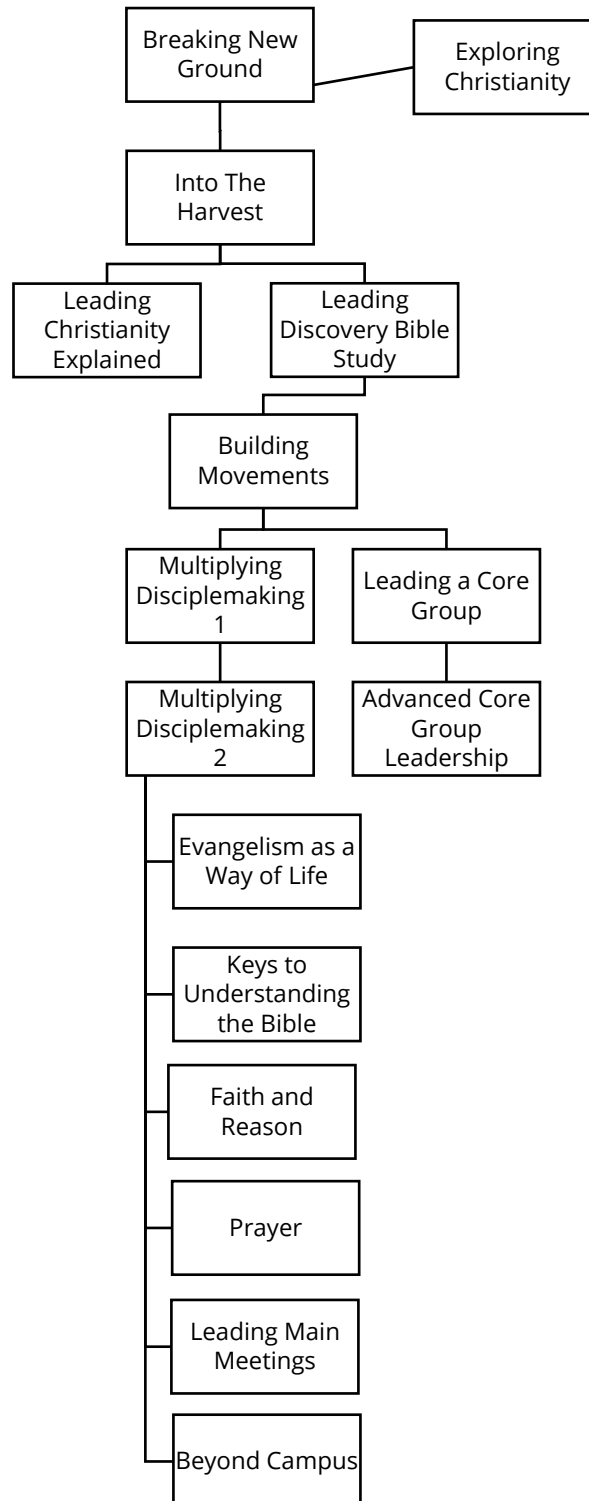
After these “Multiplying Disciplemaking 2” (MD2), “Advanced Core Group Leadership” (ACGL) and “Evangelism as a Way of Life” (EWOL), “Keys to Understanding the Bible” (KUB), “Faith and Reason” (F&R) and “Leading Main Meetings (LMM)” may be taken in any order. “Beyond Campus” (BC) is completed at a student’s final conference, usually MYC. “Exploring Christianity” is offered at our events for non-Christians.

If a student has completed and is applying all the training modules offered at an upcoming training event, then they should be challenged to become a trainer.

Do not merely listen to the word, and so deceive yourselves. Do what it says.

James 1:22

Power to Change Training Structure



Training Events

Power to Change’s main training events are the Semester 1 weekend conference, MYC and Summer Projects. Training can be offered on campus during the semester or before Orientation Week. A four hour module fits easily into a weekend camp, a Saturday training event, or two evenings. Two modules are built into the programs for MYC and Summer Projects.

The following is a suggested schedule of training for the two events.

Weekend Conference	MYC	
	Hours 1-4	Hours 5-8
BNG	BNG	ITH
LCE/LDBS	LCE/LDBS	BM
LCG	MD1	MD2
MD1	EWOL	KUB
BM	BC	ACGL
EC	KUB	LMM
	Prayer	EC
	EC	

Choosing and Introducing Training on a Conference

It should be again noted that the choice of which training a student does is **not** their own, but rests with their discipler. This is so that students doing training are actually ready to apply it, even needing it, which will help group dynamics, enthusiasm, listening and application.

Students select what training modules they have completed when registering for the event. This requires registration forms to be checked by disciplers (and possibly campus registration coordinators) before being passed on to conference organisers.

It is usual for a brief introduction to training to be given at the same time that students are directed to training venues, before the first training session. This introduction need not outline modules for assisting choice (see above), but a quick overview of the training system is a good idea. Display the above structure diagram (page 3).

Say something like *“Training modules help equip us to live lives empowered by God and to get involved in evangelism, discipling, small group leading and building a campus movement. You should already know which module you are doing. If not, see a missionary.”* Then direct students to training leaders and venues.

“Spirit-Filled Life Talk”

For many years, the first night of a conference is a Spirit-Filled Life talk. It is a great way to begin a conference, since it is tremendously important for all of us to keep short accounts with God!

Please refer to Transferable Concept #2 – “How to Experience God’s Love and Forgiveness”, or the old Foundations trainer’s notes for basic content (Appendix 1). This basic material has been related in varied and creative ways over the years, and many staff are good resources for designing this talk.

“If we confess our sins, he is faithful and righteous to forgive us our sins and cleanse us from all unrighteousness”

1 John 1:9 (NASB)

Training Material

The training material has been created with the learning of the participants always in mind. There is usually time to get to know participants and their needs. The style is not simply a teacher delivering content, but also includes brainstorms, buzz groups, demonstrations, practice time, goal setting, learning checks and Question and Answer times. Please use these activities to their full potential by preparing them well, adapting them for the group and your own style, and putting in relevant stories of your own.

Modules are designed with a small group of participants (6-15) in mind. This size is ideal for effective participation and learning. **This may necessitate several groups doing the same module, and staff trainers leading an entire module.**

Module sessions are designed to fit in a one hour slot. There are trainer and student's versions of each module. Both include "The Big Idea", a quick summary of the main concept being conveyed in that particular session. This is found in the right hand sidebar at the start of each session. Both notes also include relevant quotes and stories in the sidebar, which are not usually referred to during sessions.

The objectives for each training module, materials required by the trainer and prerequisites for participating, are at the start of the trainer's notes. The trainer's notes also include the objectives for each session, instructions on how to run activities, suggested questions and answers to questions.

Role of a Trainer

Being a trainer requires far more than simply preparing a few hours worth of material and delivering it. **You are responsible for helping students actually learn and start to apply the training.**

Delivery without application is just entertainment! [See Bruce Wilkinson's "Seven Laws of the Learner" videos, esp. "The Law of the Learner".]

Our goal is Christ-centred labourers who are used by God to build His Kingdom. That means application on the part of participants. And that means hard work for the trainer! We must think about who the participants are, what their experience and needs are, and how best to meet those needs which are aligned with the training objectives. If you don't know these things, take some time to find out! Try to learn the names of all participants.

Expect to work hard in preparing for training, but also expect students to learn and God to use them, equipped by the training, to build His Kingdom.

Big Idea

As trainers we need to take responsibility for the students to learn, and do all in our control to help that happen.

A teacher has not taught until the students have learned.

Bruce Wilkinson

Preparation

Spiritual

Leading training is engaging in spiritual work. It is seeking to equip students with God's heart for making disciples, and with practical skills of how to do that. Therefore, you need to prepare spiritually:

- Are you practising spiritual breathing? Confess any known sin, and put Jesus back on the throne of your life. Receive the Spirit's direction and empowering.
- Are you living out the truths you are going to communicate?
- Pray for yourself and that God would transform the lives of those you are teaching.

Material

One of the keys to great training is thorough preparation. Effort has been put into making the training interesting, but your part is to communicate well, be enthusiastic and facilitate application. **Expect to take a few hours to prepare a module you have not led before, and finish your preparation at least 1 week before the event to allow time for a supervised practice run.** For subsequent presentations of the same session, expect to spend time implementing past evaluations, adapting for a different group, etc

- Read through the entire training. Know how the objectives of each session build to meet those of the whole training.
- Work through each module thoroughly, transcribing answers, activities, etc onto a copy of the student's notes. **Do not take the trainers notes into your training module.**
- Be creative, whilst also reaching the objectives of the session within the allotted time. Put in your own stories, though be relevant and don't ramble!
- Obtain and prepare the required material aids. Practice any demonstrations or role plays yourself.
- If this is the first time you have led this session, practice it at least once with an experienced staff member. **[This is expected of all trainers, whether staff or student, when they prepare any session for the first time. MAWL is crucial to good teaching, so do not neglect Watch!]**
- Pray for your teaching and for the participants to learn and apply.

"A great teacher is not simply one who imparts knowledge to his students, but one who awakens their interest in it and makes them eager to pursue it for themselves. He is a spark plug, not a fuel pipe."

M J Berrill

"A teacher affects eternity; he can never tell where his influence stops."

Henry Brooks Adams

During the Session

- Be enthusiastic. Take the time to sow some vision of how God can use this training, and each participant, to build His Kingdom.
- Keep an eye on time, and stick to the timing guide.
- Pray to begin and end sessions.
- Maintain good eye contact.
- Check understanding by spot quizzes about concepts from previous sessions.
- Expect application and talk about how application has impacted your own life.
- Make the experience fun. Use lollies, jokes, smiles, etc.
- Highlight the top priorities for learning (see “Big Idea” and “Objectives”).
- Make sure you start and finish the module with a bang i.e. enthusiasm, vision and activity.
- Evaluate your teaching and the training material. Write down what worked well and what didn't , and some ideas for doing things better next time you teach this session.
- Pray that God will use the students in your training to accomplish His work on campus.

Back To Campus

Power to Change training is designed to equip students for ministry, but is only useful if it is applied back on campus. Our movements require new labourers to be trained and given opportunity to apply that training. Campus leaders need to plan such opportunities e.g. witnessing, personal discipling, group leading etc. Disciplers must track what training their disciples have done and encourage them to apply what they have learnt.

A student should be ready to have a go at one to one discipling after participating in MD1. They should be ready to have a go at co-leading, or even leading, a Core Group after LCG. MD2 and ACGL are essential to skilled ministry in these areas and should be undertaken as soon as possible, though only after gaining some experience.

"It is a sin to bore people when discussing the things of God."

Howard Hendricks

Therefore go and make disciples of all nations...

Jesus Christ



*Encounter Jesus today, impact Australia tomorrow,
and reach the nations for eternity*