

# Volunteer Training Dialogue #1

Bill Allison & Dave Garda

# TRAINING

MAKES  
ALL  
THE  
DIFFERENCE



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## TRAINING MAKES ALL THE DIFFERENCE

# Training makes all the difference!

by Bill Allison and Dave Garda

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## VOLUNTEER TRAINING DIALOGUE #1



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Here's what you can do to spread the word about the ***Volunteer Training Dialogues*** © '05 Cadre Ministries, Intl.

- Go to [www.cadreministries.com](http://www.cadreministries.com) and download the PDF of this entire dialogue for free.
- Email the PDF of the dialogue to your friends (be sure to ask them first) and involve them in the dialogue.
- Send them the link to [www.cadreministries.com](http://www.cadreministries.com) so they can download it themselves and join in the dialogue.
- Print out as many copies as you like.

*You can purchase the dialogue in book form at:*  
[www.cadreministries.com/store](http://www.cadreministries.com/store)

## TRAINING MAKES ALL THE DIFFERENCE

### **Why this is a *dialogue*...not a *book***

Most of our bookshelves are a kind of “Hall of Shame” of life-changing ideas we read about—maybe even got a little excited about—but never quite got around to doing anything about!

So instead of writing just another book, we’ve attempted to write a series of practical, interactive, biblically-based discussion prompts that can help **you** initiate an Ephesians 4:11-12 dialogue for your life and ministry.

*Why are we after dialogue instead of just book-reading?*  
Reading a book is a solo act with some value. A dialogue requires an ongoing conversation, engagement and exchange of ideas with others. *The opportunity for impact and life change is exponentially greater if ideas are discussed with others.*

Volunteers should use this dialogue as a means to prompt conversations with other volunteers—as well as with the pastor and staff with whom you serve. *So, whatever you do, don’t read this dialogue like... a book!*

**Along the journey, regularly stop reading to reflect, respond and dialogue!**

Stop reading. Reflect. Respond. Dialogue!

## VOLUNTEER TRAINING DIALOGUE #1



### Reading

*We remember about 10 percent of what we read.*

### Dialoguing

*We remember about 70 percent of what we discuss with others.*

\* Research from William Glasser

1. **Stop**—when you are prompted.
2. **Reflect**—think deeply about how what you are reading applies to you and your ministry.  
*Do you agree? Disagree? Why?*
3. **Respond**—write in this dialogue. Underline and makes notes in the margins.
4. **Dialogue**—share your thoughts and ideas with others.  
Who are the key people in your church (volunteers, staff and students) to whom you can email this and get a dialogue rolling about training volunteers? **List at least three:**

\* \_\_\_\_\_

\* \_\_\_\_\_

\* \_\_\_\_\_

(Be sure to ask first—before you email them the pdf.)

## TRAINING MAKES ALL THE DIFFERENCE

### Why you and your church are in the business of training volunteers to do ministry...

*He [Jesus] is the one who gave these gifts to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. **Their responsibility** [the apostles, prophets, evangelists, pastors, and teachers] **is to equip God's people** [volunteers] **to do his work....*** —Ephesians 4:11-12 (NLT, brackets and bold ours)

Look at these verses very carefully and answer these two simple but life-changing questions:

1. Whose job is it to equip others to do God's work?
2. Whose job is it to do God's work?

### What's Your Perception?

Place an "X" on the continuum below that represents your perception of how most people in your church think:

We pay the pastor to do ministry—it's the pastor's job!

Our volunteers function as helpers to our pastor (and/or church staff).

Our church leaders train volunteers to lead and do the work of the ministry.



Place an "O" on the continuum above that looks closest to the Ephesians 4:11-12 model of ministry.

## VOLUNTEER TRAINING DIALOGUE #1

*di-a-logue* n.

1. A conversation  
between two or  
more people

2. An exchange  
of ideas or  
opinions

Stop.  
Reflect.  
Respond.  
Dialogue!

## TRAINING MAKES ALL THE DIFFERENCE

### Jesus the Trainer: who he selected

In *Eating Problems for Breakfast*, Tim Hansel shares this fictitious letter that a modern day consulting company might have written to Jesus about his choice of disciples:

**To:** Jesus, Son of Joseph

**From:** Jordan Management Consultants

Dear Sir:

Thank you for submitting the resumes of the twelve men you have picked for managerial positions in your new organization. All of them have now taken our battery of tests; and we have not only run the results through our computer, but also arranged personal interviews for each of them with our psychologist and vocational aptitude consultant.

It is the staff opinion that most of your nominees are lacking in background, education and vocational aptitude for the type of enterprise you are undertaking. They do not have the team concept. We would recommend that you continue your search for persons of experience in managerial ability and proven capability.

Simon Peter is emotionally unstable and given to fits of temper. Andrew has absolutely no qualities of leadership. The two brothers, James and John, the sons of Zebedee, place personal interest above company loyalty. Thomas demonstrates a questioning attitude that would tend to undermine morale. We feel that it is our duty to tell you that Matthew had been blacklisted by the Greater Jerusalem Better Business Bureau; James, the son of Alphaeus, and Thaddaeus definitely have radical leanings, and they both registered a high score on the manic-depressive scale.

One of the candidates, however, shows great potential. He is a man of ability and resourcefulness, meets people well, has a keen business mind, and has contacts in high places. He is highly motivated, ambitious, and responsible. We recommend Judas Iscariot as your controller and right-hand man. All of the other profiles are self-explanatory.

We wish you every success in your new venture.

Sincerely,

Jordan Management Consultants



## VOLUNTEER TRAINING DIALOGUE #1

**What lessons do you see in this letter?**

Why did  
Jesus pick  
people who  
needed  
training?

Where would these  
disciples be without  
Jesus training them?

How does  
*Jesus' selection  
of disciples*  
encourage you?

Stop.  
Reflect.  
Respond.  
Dialogue!

## TRAINING MAKES ALL THE DIFFERENCE

Throughout history, God has used some of the most unlikely people from some of the most ordinary places to make an extraordinary difference for him.



D.L. Moody

*I have seen few persons whose minds were spiritually darker when he came into my Sunday school class, or one who seemed more unlikely ever to become a Christian of clear decided views, still less to fill any sphere of extended public usefulness.*

Those were the words of D.L. Moody's Sunday school teacher.

***What do you think?*** What potential problems are created in our ministries when volunteers are selected through the lens of what the world calls success?

**Check out 1 Corinthians 1:26-31.** Why does God often choose to use the *foolish, weak, lowly and despised* for his purposes?

## VOLUNTEER TRAINING DIALOGUE #1

*Brothers, think of what you were when you were called. Not many of you were wise by human standards; not many were influential; not many were of noble birth. But God chose the **foolish** things of the world to shame the wise; God chose the **weak** things of the world to shame the strong. He chose the **lowly** things of this world and the **despised** things—and the things that are not—to nullify the things that are, so that no one may boast before him. It is because of him that you are in Christ Jesus, who has become for us wisdom from God—that is, our righteousness, holiness and redemption. Therefore, as it is written: “Let him who boasts boast in the Lord.”*

—1 Corinthians 1:26-31 (bold ours)

## TRAINING MAKES ALL THE DIFFERENCE

## Jesus the Trainer: who he didn't select!

*In Twelve Ordinary Men: How the Master Shaped His Disciples for Greatness and What He Wants to Do with You*, John MacArthur writes: “Have you ever considered who Jesus didn’t choose for His inner circle? He didn’t select a rabbi. He didn’t recruit scholars. He didn’t look within the religious establishment to build His team. Instead, He assembled a ragtag bunch of folks with unimpressive resumes. The men the Savior chose were ordinary. Hopelessly human. Remarkably unremarkable.”

Yet, under the training ministry of Jesus, this band of seemingly insignificant and all-too-normal guys became an authentic cadre.

Ultimately, these trained men loved Jesus so much that they did everything and anything they could—including dying horrible deaths—for the cause of making disciples (Acts 17:6).

**How were these regular men transformed into a mighty ministry cadre?** We believe that the training genius of Jesus welded them into a disciplemaking force whose influence continues to change the world today!

**Honestly...to what degree do you believe that training makes all the difference? Mark your spot with an X.**

No difference                      Some difference                      All the difference

Explain your answer...

## VOLUNTEER TRAINING DIALOGUE #1



**Cadre:** *A tightly knit group of zealots who are active in advancing the interests of a revolutionary cause.*

(The American Heritage® Dictionary of the English Language, Fourth Edition)



How did Jesus turn this bunch of apparent insignificants—a small group of painfully average and all-too-normal followers—into a true cadre?

*We suggest:*

**Training makes a difference!**

## TRAINING MAKES ALL THE DIFFERENCE

### **You be the storyteller**

Pick one of the options below and tell your story—it doesn't need to be about ministry.

*1. Tell about a time when the training you received really made a difference.*

*2. Tell about a time when you were asked or required to do something, but did not get the training you needed to succeed.*

## VOLUNTEER TRAINING DIALOGUE #1

### Your story here!

Send your story about how training made a difference to [dialogue@cadreministries.com](mailto:dialogue@cadreministries.com). We'll put a few examples here in the future and post them online to encourage others.



**Cadre:** *A small group of team-spirited people: a tightly knit, highly trained group of people.*  
(MSN Encarta Online)

## TRAINING MAKES ALL THE DIFFERENCE

### **Where is the training genius of Jesus today?**

While the speaking, teaching and preaching ministry of the church gets plenty of attention and play, we'd argue that authentic ministry training—in the model of the master trainer, Jesus—is conspicuously missing from most churches today.

The *Volunteer Training Dialogues* are designed to help you think and converse about what an Ephesians 4:11-12 approach could look like in your ministry and church?

**What could an Ephesians 4:11-12 approach look like in your ministry?**

**Training makes the difference!**



## VOLUNTEER TRAINING DIALOGUE #1

In *The Lost Art of Disciple Making*, Leroy Eims writes, “In our preaching and teaching we often clearly emphasize Christ’s ministry of redemption, and we certainly should do that. But we also need to study, understand, and proclaim His ministry of training....”

**Where do you see this study, understanding and proclamation of Jesus’ ministry of training today?**

*And the things that you have heard me say among many witnesses, the same commit to faithful men, who shall be able to teach others also. —2 Timothy 2:2, NKJV*

What does 2 Timothy 2:2 teach about the importance of multiplying your training through others?



How many generations of training can you find in 2 Timothy 2:2?

## TRAINING MAKES ALL THE DIFFERENCE

### **Jesus the Trainer: he trained a cadre**

Christologists (people who study the life and ministry of Jesus Christ) suggest that out of three and a half years of public ministry, Jesus strategically invested the last year and a half training the disciples to do ministry.

In *A Harmony of the Gospels*, Robert L. Thomas and Stanley N. Gundry synthesize the four gospels into 259 sequential events in the life of Jesus. The training emphasis of Jesus' ministry in the *Harmony* is notable—almost 200 out of 259 events listed of Jesus' life involve Jesus training the disciples.

**If you divided your life into 259 events, how many would be related to training?**

Think about all the events in your ministry over the course of the past year. How many of these events were designed to train and equip others for ministry?

## VOLUNTEER TRAINING DIALOGUE #1

$$200/259 = 77\%$$

Jesus understood the importance of training the disciples (not just teaching them or preaching to them). Why this laser-beam focus on training? Jesus modeled that...

**Training makes all the difference!**

## TRAINING MAKES ALL THE DIFFERENCE

### **Jesus the Trainer:** He taught everyone... but trained a few

Would you rather speak to a crowd of 500 or invest in training a handful of disciples? What's the difference?

According to the Billy Graham Center for Evangelism, Jesus strategically invested nearly three times as much time with his disciples as he did with the crowds.

*Why do you think this matters?*

**Stop. Reflect. Respond. Dialogue!**

Instead of leaving a well-taught crowd (who was not necessarily well-equipped for discipling) Jesus left a cadre of discipling-makers. *He taught everyone but trained a few. Because he trained a few, everyone could be taught.*

## VOLUNTEER TRAINING DIALOGUE #1

Jesus understood that great teaching can create a crowd of students, but it takes intentional and personalized training to mobilize disciples to carry on a movement of discipling.

We believe training is required to create a true cadre.  
A cadre is not built by teaching and preaching alone. The training value must also be in place.

**Training makes all the difference!**



**Cadre:** *A nucleus of trained personnel around which a larger organization can be built and trained.*

(The American Heritage® Dictionary of the English Language, Fourth Edition)

## TRAINING MAKES ALL THE DIFFERENCE

### **Disciple**

A learner

### **Apostle**

A sent one

*He appointed twelve—designating them apostles—that they might be with him and that he might send them out. —Mark 3:14*

Can you name a person whom you have trained to train others? Whom have they trained?

*Stop and ask God to prepare you for his training plan. Thank him in advance for how he will use you to transform learners into sent ones! We're early in the process...but not too early to begin to pray.*

## VOLUNTEER TRAINING DIALOGUE #1

Teaching, speaking...

and training!

Jesus' teaching and speaking ministry is worth meticulous study and emulation. However, it's when speaking and teaching are combined with Jesus-like training that a movement of disciplinemaking is created.\*

**Training makes all the difference!**

\*Want to explore the difference between speaking, teaching, preaching and training? Then you'll want to interact with *Volunteer Training Dialogue #2*.

## TRAINING MAKES ALL THE DIFFERENCE

### Jesus the Trainer: training that lasts

Psychologists speak of *the honeymoon effect*—the idea that people who learn something new often start out enthusiastically, but within about six months drift back to their old patterns of living. The honeymoon is over.

#### ***Not so with Jesus' training of the disciples!***

What do you think made the difference? Consider the connection between impacting people long-term and training them.

#### **Stop. Reflect. Respond. Dialogue!**

One read through the book of Acts clearly shows that Jesus' relational training marked the disciples forever! The disciples carried out Christ's mission so powerfully and precisely that people "took note that these men had been with Jesus" (Acts 4:13). It is fascinating that people ***did not say***, "these men have been taught by Jesus," but rather that they "had been with Jesus."

Paul echoed this relational delivery when he said, *We loved you so much that we were delighted to share with you not only the gospel of God [teaching content] but our lives as well [training context] because you had become so dear to us.*

—1 Thessalonians 2:8, brackets ours



## VOLUNTEER TRAINING DIALOGUE #1

Perhaps the greatest test of a leader is what the people under his or her charge do when the leader is not physically present.

When have you seen a leader leave a legacy that grows after departure?

When have you seen a leader leave with disastrous results?

**Stop. Reflect. Respond. Dialogue!**

## TRAINING MAKES ALL THE DIFFERENCE

### **Still wondering if training can make all the difference?**

On September 11, 2001, a small band of extremely well-trained men changed the world as we know it.

These men were not just well-taught. These were not your run-of-the-mill religious folks. These men were “fully devoted disciples” of their sect. They did not just know a set of beliefs or know how to execute their intended purpose. They were intentionally, proactively and systematically trained to carry out their mission with precision.

In the end, it was not their superior intelligence, weaponry or money that enabled them to take one of the world’s most powerful nations by surprise. It was their masterful training. So effective was this combination of convictions and training that it empowered them to disregard the strongest of human drives—self-preservation—so they could die for their cause.

And though they were small in number—just nineteen—they changed our world forever. These men were an evil “cadre” and should be a constant and painful reminder that—for good or evil...training can make all the difference.

## VOLUNTEER TRAINING DIALOGUE #1

How few is too few to make a difference?

Where else have you seen a few passionate and equipped people make all the difference?

Who are the few that can join YOU to make all the difference?

Stop.  
Reflect.  
Respond.  
Dialogue!

## TRAINING MAKES ALL THE DIFFERENCE

**If training really does make all the difference—  
what are you going to do about it?**

*We want you to own the life-changing value that training makes all the difference!* If you want God to use you to initiate the dialogue about training volunteers in your ministry—you must study his Word first! The brief Bible study that follows is your starting point.

## VOLUNTEER TRAINING DIALOGUE #1

### Training Makes All the Difference...

1. According to 2 Timothy 3:16, what should be our training manual?
2. According to 2 Timothy 3:17, what is the purpose of training?
3. According to 1 Timothy 4:7 who is the first person we are to train?


This greek word for “train” is where we get our word “gymnasium.” *What is your mental picture of “training” yourself to be godly in the context of a spiritual gym?*

4. According to Titus 2:4, what is one specific way the church should be a place of training?
5. What does Hebrews 5:11-14 teach us about spiritual immaturity? Spiritual maturity?
6. What does Hebrews 5:14 teach us about the difference training makes between a spiritually mature person and someone who is immature?
7. What does Ephesians 6:4 say about training?
8. **Read Ephesians 4:11-15.** What kinds of people does Jesus give as gifts to the church? (4:11) For what purpose (singular purpose) does Jesus give these people to the church? (4:12)


*According to Ephesians 4:11-12a, what is your pastor's job?*

*What is the job of those who receive training from these gifted people? (4:12)*

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**According to Ephesians 4:11-12, what is your job?** Don't answer this too quickly. Think about it... Is your role personally on the 4:11 or the 4:12 side of the equation? Does being an evangelist, apostle, prophet or pastor-teacher require employment? Can a volunteer in the church be sent by God into these roles?

Does the Ephesians 4:11-15 model for equipping and sending differ from the one currently at work in your ministry? Be specific. ***Tell stories.***

## TRAINING MAKES ALL THE DIFFERENCE

### The 24-Day Training Genius of Jesus Challenge!

For the next 24 days, we challenge you to read through the book of Luke—one chapter a day—*with a trainer's eye!*

Record your training lessons from Jesus on the **pages that follow**. Share your findings with others in your church—both the volunteers and the paid staff. Share your findings with us, too—we'd love to hear how God is training you and how it affects your ministry: [dialogue@cadreministries.com](mailto:dialogue@cadreministries.com)

Luke 1

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Luke 2

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Luke 3

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Luke 4

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## VOLUNTEER TRAINING DIALOGUE #1

Luke 5

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Luke 6

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Luke 7

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Luke 8

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Luke 9

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Luke 10

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# TRAINING MAKES ALL THE DIFFERENCE

Luke 11

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Luke 12

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Luke 13

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Luke 14

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Luke 15

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Luke 16

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Luke 17

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## VOLUNTEER TRAINING DIALOGUE #1

Luke 18

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Luke 19

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Luke 20

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Luke 21

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Luke 22

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Luke 23

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Luke 24

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## TRAINING MAKES ALL THE DIFFERENCE

### A final challenge to dialogue... and action!



*Reading makes a man full, meditation a profound man, discourse a clear man.*

—Ben Franklin (emphasis ours)

Hopefully, we've made it very difficult for you to simply read this dialogue like a regular book. We've often invited you to stop reading, reflect, respond and dialogue. Have you?

**For those of you who took the time to stop reading, reflect, respond, and dialogue with others,** we'd love for you to share with us what you learned! Email us at [dialogue@cadreministries.com](mailto:dialogue@cadreministries.com). As a token of our appreciation, we'll send you a free PDF of a ministry training session you can use for training volunteers in your church.

**For those of you who just blitzed through this dialogue** like a regular book: NOW it's time to—as ol' Ben would say, “discourse” these ideas with others for clarity! Whatever you do, don't just put this on your Hall of Shame—books read, but never lived.

Who are the key people in your ministry (volunteers, staff and students) who need to join you in this dialogue?

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\* \_\_\_\_\_

\* \_\_\_\_\_

\*Email this dialogue to them and get the conversation started!

*Be sure to check out [www.cadreministries.com](http://www.cadreministries.com) for Dialogue #2 to explore specific ways training is different than speaking, teaching and preaching.*

## VOLUNTEER TRAINING DIALOGUE #1

### Need a nuts-and-bolts training tool you can use to train volunteers for ministry?



Check out Cadre's ***Grow, Minister, and Lead: Ten Training Sessions for Volunteers in the Church***. This resource is practical, biblical, highly interactive... and inexpensive.

#### **Training sessions include:**

- How to Develop and Follow Through on a Personal Growth Plan
- Biblical Secrets for Living a Sexually Pure Life
- How to Find an Accountability Partner
- How to Manage Time with God's Priorities First
- Biblical Principles for Working Well with People
- Ten Keys to Leading Meetings Well
- Developing a Prayer Base for Your Ministry
- How to Make Teaching Memorable (and Avoid Lecturing)
- How to Use a Curriculum Effectively
- How to Get the Most Out of a Training Workshop

#### **How you can use *Grow, Minister, and Lead* as a training tool:**

1. Challenge each volunteer to read one chapter at a time and complete the personal reflection/Bible study questions at the end of each chapter.
2. You, as the trainer, can use the personal reflection/Bible study questions at the end of each chapter to lead the training session/discussion to ensure application.

Check out ***Grow, Minister, and Lead***: [www.cadreministries.com/store](http://www.cadreministries.com/store)

## TRAINING MAKES ALL THE DIFFERENCE

**Cadre Ministries, Intl.** is a faith-based missionary cadre that exists to help the local church become the greatest volunteer training organization on the planet.

*You will regularly find our Cadre team*

*...staying up at night praying for God to lead us in ways to assist local churches in the equipping of God's people for ministry.*

*...prayerfully seeking God to raise personal financial support as we give our lives as servants to this cause.*

*...spending hours upon hours praying, thinking and dialoguing to strategically mobilize our limited time, money and energy to help local churches equip volunteers.*

*...publishing free monthly online training for volunteers around the globe.*

*...providing face-to-face training personally and through a cadre of non-staff trainers for one church at a time.*

Please check us out at [www.cadreministries.com](http://www.cadreministries.com)

*Your Cadre missionaries of encouragement...*

Bill Allison, Rennie & Dave Garda,

Doug Holliday & Laura Wampach

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