

Three Models for Training Workers in the Local Church

	In Workshops	In Ministry Teams	In Individual Instruction
Format	Group training whereby the trainer teaches and leads participants in application exercises. Nonformal, structured.	In the context of regular ministry team meetings. Informal or nonformal, some structure.	Intentional one-on-one meetings: Modeling, coaching, mentoring. Informal, minimal structure.
Purpose	Development of Initial ministry knowledge and skills, or expansion of the same.	Ongoing development of ministry skills and team effectiveness.	Individual character formation and/or development of specific skills.
Participants	Suited for both recruitment and training of new workers, as well as development of experienced workers.	Members of the ministry team, who are already involved in serving.	A few carefully selected persons with high potential and demonstrated faithfulness. Future leaders.
Time	Short-term: Several hours; often on a Saturday or over several evenings.	Ongoing: Time is set aside for training at the regular team meeting.	Short or long term: Trainer and trainee meet as needed until the trainee reaches the desired skill or maturity level.
Content	Mainly skills oriented, with necessary theory to perform the ministry. <i>Knowing.</i>	Mainly process oriented, dealing mostly with current cases and issues arising from the ministry. <i>Doing.</i>	Modeling and coaching are more skill oriented. Mentoring is more character oriented. <i>Being.</i>
Methods	The trainer presents material or demonstrates the skill. Participants then practice the skills and/or apply knowledge. <i>Know => do</i>	Case study, problem solving, readings, practical assignments, evaluation of ministry. <i>Do => know => do</i>	Primarily personal (one-on-one) instruction, guidance, counsel, discipleship etc. <i>Be <=> do <=> know</i>
Advantages	<ul style="list-style-type: none"> • Well suited for introducing specific tasks and skills. • Efficiency: Many workers can be trained in an short time. • May be led by qualified outside experts. • Easily repeated or standardized. 	<ul style="list-style-type: none"> • Direct application of training to current ministry. • Need oriented, relevant. • High motivation of participants. • Minimal extra time demand on participants. • Training is ongoing. • Group learning. 	<ul style="list-style-type: none"> • Maximum potential for character formation. • Highly effective. • Lead best to multiplication of leaders/workers.
Limitations	<ul style="list-style-type: none"> • Transfer of learning from workshop to actual ministry may be limited. • Minimal character formation. 	<ul style="list-style-type: none"> • Difficult to utilize outside resources. • Limited time and intensity. • Often irregular participation. 	<ul style="list-style-type: none"> • High time commitment • Possible with only a few persons. • Dependent on gifts and skills of the instructor. • Often unsystematic.