



Training Time

Coach' Em Up Principle:

Biblical training equips others for Kingdom work.

Training Value:

Leadership Teams (Teamwork)

Game Plan:

We desire for all staff to understand the importance of training within our ministry. Why, how and what do we train? Since one of our ministry distinctives is “volunteer intensive,” we need to be a ministry that is committed to training our staff and volunteers with excellence. Within FCA, training has been a top priority this past year and will be again for the upcoming fiscal year. We have invested time, energy and money into retooling our training resources and programs.

We have all witnessed athletes who could have been great, but missed the mark because they never received good coaching. They had the talent, skills and ability, but no one ever invested in them. Their potential was never converted into reality by teaching and training. We even say under our breath, “Can you imagine if that athlete had a great coach?”

In the world of ministry, would we ever say, “They had great potential to do the Lord’s work, but no one ever invested in them”? Staff and volunteers not trained properly will still lead and do FCA the way they think is best, but it won’t be best. There is freedom and flexibility within FCA; however, we have created firm foundation: a compelling vision, a clear mission and powerful values. We have boundaries with the 4 C’s of Ministry. We have a defined focus with our philosophy of ministry: “ministering to and through coaches.” Therefore, we have to be rigorously committed to training, teaching, equipping and coaching our leaders.

So, how are your staff and volunteers doing? Are you training them up? Do they know what is expected of them as they serve within FCA? Do they feel equipped? Everyone in FCA needs to think of themselves as trainers. We are “trainers of trainers” by giving the ministry away to others who will equip the servants.

If we are trainers, then we first need to be passionate about learning and growing. It has been said, “If you stop growing today, you stop teaching tomorrow.” The goal is be a life learner who is motivated by the desire to grow, not just to teach. Learn and grow because you desire for God to do a work in you. The overflow should be the teaching and training. Whether you have been on staff for one day or 20 years, always ask yourself, “How can I improve?” If you do, then you will always stay hungry to learn and grow. Howard Hendricks said, “As long as you live, you learn; and as long as you learn, you live.”

Next, we need to realize that as FCA leaders, we need to equip others. The best way to equip others is to train them. We take pride as FCA staff in the doing—not the equipping. I often hear staff talking about serving in the ministry by speaking at chapels, huddles, churches and leading coach’s studies. Sometimes, I think the unspoken work ethic of being an FCA staffer is someone who can do the work of ten people. That is the FCA way! Dale Galloway said, “A true leader is not someone who can do the work

of ten people but someone who can organize ten people to do the work.” Are you doing or equipping? Leadership means equipping. In FCA we need to be equippers who are committed to training.

In Luke 6:40, Jesus said, “A student is not above his teacher, but everyone who is fully trained will be like his teacher.” The goal is for FCA staff to be fully trained and equipped for the work that God has handpicked each member to do. Effective training ultimately leads to transformation. The **FCA Training Philosophy is to equip servant-leaders to fulfill FCA’s vision.** In Ephesians 4:12 Paul writes, “for the training of the saints, in the work of the ministry, to build up the body of Christ.” This is where our philosophy comes from, to equip servant-leaders to do the work to fulfill the FCA vision.

We communicate our training philosophy by weaving it into the FCA Core Values: Integrity, Serving, Teamwork and Excellence. Integrity is personal wholeness and deals with issues of the heart. Serving uses an individual’s skills and gifts for ministry. Teamwork is the ability to develop and mobilize teams to accomplish the ministry. Excellence is developing and sustaining ministry programs that glorify God.



Personal Wholeness (Integrity)

Pursuing Christ-like wholeness in all areas of life, both privately and publically. (1 Thess. 2:6-12)

- Spiritual Health
- Emotional Health
- Mental Health
- Physical Health
- Relational Health
- Personal Financial Health

Ministry Skills (Serving)

Applying gifts and skills to serve the Kingdom of God. (1 Tim. 4:6-7, 2 Tim. 2:15)

- Spiritual Gifts
 - Skills and Strengths
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- Strategic Planning
- Communication Skills
- People Skills
- Problem-Solving Skills

Leadership Teams (Teamwork)

Equipping committed teams to advance the ministry. (Eph. 4:11-16)

- Staff Development
- Volunteer Recruitment
- Adult Ministry Teams
- Training Competencies
- Leadership Boards
- Funding Initiatives

Ministry Programs (Excellence)

Glorifying God by developing significant ministry impact. (Matt. 4:18-19, Matt. 22:37-39, Matt. 28:19-29)

- Coaches Ministry
- Campus Ministry
- Camp Ministry
- Community Ministry
- Sport-Specific Ministry
- International Ministry

Our Training Philosophy is how we train at every level: local, national and international.

If you are an FCA leader but not equipping the saints for Kingdom work, then you are not the leader you need to be. Let's be committed to being a trainer of trainers. If all FCA staff would equip others to do the work, our staff and volunteers will be trained, equipped and part of God's work. Let's get training, because it's training time!

Make a Play:

It's time to make a play. Circle up with staff and ask each other these questions.

1. How are you learning and growing? What are you reading, listening to or studying in order to fill up your soul so that you can train out of the overflow?
 2. If we asked your staff and volunteers if they feel equipped because of the training you give them, how would they respond? Ask three people (staff and key volunteers) how you can get better as a trainer.
 3. How can you change your training and meetings to fit the Four Core Training Values: personal wholeness, ministry skills, volunteer teams, and ministry programs?
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