TRAINING METHODOLOGIES

EVERYONE: Global, low-cost delivery systems

Viral Training Materials
- Ebooks & things that can be sent as email attachments,
- YouTube videos
- TED Talk style videos
- Short podcasts
- Audio books
- Quotes, stories, sayings, proverbs
- Diagrams that are easy to memorize and draw for others
- Booklets, three fold brochures, easy to print out, photocopy..

PLATFORMS
- Wi-Fi / Wi-Max/ WiFi hotspots + content e.g HDD
- BlueTooth
- SD Cards, SDHC cards — SD card duplicator, Sd cards get content from master repository
- Internet
- CD/DVD/USB drives
- HDD, multiTB collections
- Learning Management Systems e.g Moodle
- Radio: FM, AM and Short-Wave
- SMS, Twitter, Frontline SMS — SMS: direct content, bible verse, saying, link to content, question,response to content, event reminder / meeting reminder
- Social media : Facebook, Twitter, MySpace — creates awareness of where the content is / how it can be obtained, creates 'appetite'
- Phone Apps — e.g. bible apps,instructional apps
- Freeware/ Shareware computer programs — E-Sword etc
- File Sharing: Create Torrents e.g. Living Torrents — For very large content files
- Asterix System — Mobile phone to asterix then asterix phones back, with menu navigation to content
- Skype / VOIP solutions — conferences, small group discipleship, training facilitators

KEY FACTORS
- **Ease of Application In The Real World**
  - Produce: Love, Faith, Hope, Obedience
  - Can connect with community, be sent to "friends"
  - Can mesh with existing (and accepted) educational and church systems e.g Sunday School, bible studies etc
  - Theory + "How-To" Step by Step + Examples / Stories of Best Practices + Links To Other Practitioners and Experts
- **Ease of Distribution**
  - Must not require printing and binding or similar high cost/high labor tasks
  - Fun to distribute, some small social reward for "passing it along"
  - Ideally: 3 clicks to distribute: one to download, one to save to disk, one to send to others
  - Low cost for the one sending it along
  - Secure (if applicable)
- **Ease of Comprehension**
  - cultural relevance
  - storying/ orality in some areas
  - uses culturally adapted pedagogies
  - bite-sized learning modules
  - appropriate level language for the concepts
  - assessment that is straightforward
- **Ease of Access**
  - Fast
  - Affordable
  - Understandable technology
  - Technology that people have access to must be the starting point
  - Clear instructions on how to get the content

Communities of Delivery and Practice
- **Master Repository Level**
  - carefully curated
  - meta=tagged in Ibidem or similar
  - held by central organization
  - multi-Terabyte collections
  - legal and copyright issues are the main filter
  - Generic doctrine within historical Christian faith
  - Pass along to trusted associates at the national level — Chains of trust...
  - Perhaps made available online?
- **National Level**
  - Very large collections, carefully curated by technically adept national leaders — GMI , MAF etc
- **People group level**
  - Filtered by language and culture and learning styles
  - InterDev collaborative partnerships etc
- **Denominational / Large Network level**
  - Filtered by immediate, pragmatic training needs and theological concerns
- **Association / Clergy conference level**
  - Cost is a major factor
  - Technology needs to be appropriate
- **Local Church level / House church level**
  - Filter: What do we need in the next 3 months?
  - Personal preferences of pastors and leaders
  - Congregational demand
- **Program level e.g Sunday School curriculum, bible college curriculum**
  - Filtered by conventionality (is this the way we have always done it)
  - Filtered by utility
  - Filtered by capacity of faculty/ trainers
  - Needs to be modular to fit into their already established curriculum / pedagogy etc
- **Individual level**
  - Take material from many sources, personal preference filtering
  - Pass along by email, Bluetooth, photocopying, printing out etc

The Bi-Cultural Principle
- Paul: Jewish, Greek and Roman; Silas: Jewish and Dalmatian; Timothy: Greek and Jewish; Barnabas: Jewish & Cypriot, John-Mark: Jewish Cypriot etc. These people are ALREADY multi-lingual and multicultural and did not need to learn languages or cultures but could move as "natives" in their multiple worlds. Paul deliberately chose multi-cultural individuals of strong faith or itinerant traders (Priscilla and Aquila) who were global individuals.
- Linking Bi-Cultural Workers: John to Jose Keegan to a pastor in Venezuela to a mission station in an Amazon tribe. No one has to learn a new language, John speak to Jose in English, Jose speak to the pastor on Venezuela in Spanish, the Venezuelan pastor uses a local language to reach the mission station in the Amazon, which may then use a second local language to reach another tribe of indigenous people.
- If we start with workers in English plus (one or two of) the 10 or so major languages on the Internet (accounting for 82% of Internet users) we can "chain out" to reach the world.
- 10 major Internet languages: Chinese, English, Spanish, Portuguese, French (incl Francophone Africa), German, Russian, Arabic, Japanese, Korean.
- Other interesting major languages for this strategy: Hindi, Telugu, Urdu, Punjabi, Vietnamese, Tamil, Sinhalese, Italian, Polish, Thai, Bahasa Indonesia, Burmese, Kiswahili...
- Someone speaking the tribal language of Gogodala (Western Papua New Guinea) probbaly also speaks English or knows someone who speaks English + Gogodala so we can chain across to small language groups from the major trade languages.
- The Finno-Hungarian language group is an isolated European language substantially different from all other European languages. Yet of necessity all educated Finnish people will speak English, Russian or German and so we can chain into them that way..
- Requirement for the ideal Christian Internet worker becomes: English + another major trade language as a native speaker + solid Christian faith + willing to use and learn technology and operate in rather loose networks of influence.
- The Internet "creates" and gives us access to, many bicultural and multicultural individuals.
- To reach "everyone" we need to use Christian workers who know two or more cultures

MISSION: To train everyone in the world who is truly seeking God and who wishes to believe in Him and obey all of His commandments

Create high levels of faith, high levels of love, high levels of obedience
- **META-COMMANDMENTS: see 1 John 3:23 et. al.**
  - **Love One Another**
    - Fulfills the whole law and all commandments
    - New Covenant, New Commandment — powerful and intentional
    - Without love our training is "nothing"
    - Love is the goal, along with faith and a sincere conscience..
    - Love is the mark of a true disciple and therefore of good training outcomes
    - CREATE HIGH LEVELS OF AGAPE LOVE
    - "One another" commands are essential parts of discipleship and training — A leader w/out love is a selfish tyrant
    - This commandment summarizes the desired behavioral outcome of all Christian training
  - **Believe in Jesus Christ**
    - Essential for salvation
    - The content of the Gospel is Christ
    - All training should be Christocentric
    - CREATE HIGH LEVELS OF FAITH IN JESUS CHRIST
    - This commandment summarizes all essential theological content and worldview change,..
- Move with the movers
- Find seekers and learners
- Test then train, train then test — Train those whom you trust, and trust those whom you train,..
- Expect obedience, not just knowledge
- Learn in community: expect agape love among disciples

Focus on worldview change, behavior change
- "How-To", skills, techniques
- Develop good judgment & discernment
- Keys to decisions
- Mastery Pathways — How to wisely and effectively handle situations and decisions in life (in a godly way) and get good, strong outcomes
- Tear down strongholds of ignorance — Dispute the demonic idea
- Develop new attitudes towards learning, growth, leading
- Impart anointing and spiritual gifts, laying on of hands
- Prayer, worship, healing, see miracles
- Face significant challenges / undertake adventures
- Be Strategic Level: Do not focus on crises and immediate relevance..

God's Priorities As Our Training Priorities
- Strategic level revelations to key leaders who can carry them out /teach others — Raising up people of destiny e.g Samuel etc — Paul, Daniel, Joshua etc
- Helping and protecting people who are ready to change — Samaritan woman — discernment, mercy, evangelism, compassion, etc
- Winning battles / defeating powers and principalities — Joshua, Ephesians — spiritual warfare, endurance , courage etc
- Providing needs, maintaining order — Psalms, Daniel 4 — doctrine of Providence, respecting God's order etc
- Establishing righteousness and justice — Enacting judgments — teaching wisdom, justice , boundaries,.
- Showing mercy to the merciful, broken etc — Gospels
- Healing, restoring, blessing — anointing, imparting spiritual gifts
- Directing the spread of the gospel — Creating faith in God — how do we build faith?
  - Acts — miracles, healing, evidence of the supernatural...
- Answering the prayers of the faithful — Abraham, Revelation etc — prayer, worship,intercession, saintliness,.
- Imparting wisdom and knowledge to willing learners — Teaching ministry of Jesus — teaching strategies for the masses
- **Cosmic Change**
  - Creation, The Cross, Resurrection, Ascension, Return of the Lord etc
  - Curses, Blessings, Inheritances
  - A new heaven and a new earth in which righteousness dwells
  - Christians being found in the image of Jesus Christ
  - A new humanity made up of born-again people who are holy and who love one another

INFORMATION TO TRANSFORMATION

- Goal is to make disciples who are in the image of Jesus Christ

Action In Living Community + Reflection In a "Mobile Cloister" of Godly Practioners
- Who are the leaders that God is seeing as leaders e.g. the woman at the well?
- Those "in the basement" constructing theology purely from books, on the basis of intellectual, philosophical or logical guidelines, without real life reflection on the applicability, utility or congruence in the real world of the theology so the conclusions end up being toxic to the Christian practice of the Church. Theology needs to "look out the window" at God, people and Creation and compare conclusions with reality and be open to tension and ambiguity. We need to train those who are open to "looking out the window" at God and life, rather than the defenders of "basement" philosophies.
- Training / equipping organizational / heirarchical leaders is not always a good goal as such leaders can at times be sinful and even psychopathic
- Information has to be delivered in the context of a living community of practice

Praxis – action/ reflection
- REACTION SCHEMA:
  Good + Rational/Wise = Negotiate;
  Good + Irrational / Unwise = Educate;
  Evil + Rational /Wise = Dominate;
  Evil + Irrational / Foolish = Isolate or Eliminate
- Teaching people discernment as a part of wise practice.

- Accountability for putting the teaching into practice — Goal is "obedience of the Gentiles"
- Knowledge is not an end-point goal though is important — Goal is not "graduates" but "disciples"
- Prayer and spiritual formation is very important

Are they actually believing the teaching?
- Are prejudices, worldviews, deep-seated opinions changing?
- Are they less covetous / less worldly?
- Have they grasped an eternal perspective?
- Do they rely on God in a crisis?
- Are love and faith clearly on display?

Thoughts on Training Projects
- **Projects**
  - About people & processes, not projects and products
  - provide training and support for national leaders who are managing and implementing projects
  - consist of national leaders in whom God has already planted a vision for building up the church through training
  - are about discipleship, not just knowledge transfer
  - are engaged in what the national church is asking to be done
  - are projects that are holistic in nature
  - seek to build sustainability into the projects for longer-term viability
  - support the Global South workers working in the region
  - support the underserved, where the needs and potential impacts are great
  - They are willing to make the products of collaboration available to the entire region
  - We don't want to do a work that the national church can do for itself
  - We don't want to be involved in projects that "hinder" the national church from caring for itself
  - We want to avoid "pushing" a product. We want to feel the "pull" for a service and identify and partner with works where MAF's strengths would significantly increase the effectiveness of the ongoing Kingdom building work.

Training Philosophy
- Serves illiterate, orally literate and literate
- Serves those with either primary, secondary, tertiary education
- Fosters community and individual transformation
- Meets real situations faced by those being trained
- Fits the context of those being trained
- Focuses on building competency and not just knowledge formation
  - Competency is defined broadly and includes spiritual competency

4 Kinds Of Information Are Necessary
- Theory: Contextualized and with real life interaction in the selection of theory
- "How-To" : step by step instructions, even illustrated, "Dummies" style, How-To Wiki etc
- Best Practice Examples: What works, What doesn't, "War Stories"
- Community & Connections: to experts, funders, other practitioners etc

Categories of Resources
- Information
- How Tos
- Best Practice Examples
- Connections to Community of Practice
- Benefits of a broader approach to resource libraries
  - Increases potential for usefulness
  - Encourages and facilitates adaptation to fit local situations and contexts
  - Increases potential for moving beyond knowledge formation to transformation