


STAFF TRAINING – LEAD 152


PRESENTED BY NATALIE NOBLE – FOR NORTH AMERICAN DIVISION AYM -PLAYBOOK 2020



JUST STAND THERE...



Everything is a learning process: any time you fall over, it's just teaching you to stand up the next time

 www.brainquotes.org

- Joel Edgerton
Perseverance Quotes

THOUGHTS AFLOAT...

- What does it mean to “Just Stand There?”
- What resonates with you when you think of staff training?
- What is the true purpose of staff training?



HEBREWS 5: 11-14 (ESV)

- About this we have much to say, and it is hard to explain, since you have become dull of hearing. ¹² For though by this time you ought to be teachers, you need someone to teach you again the basic principles of the oracles of God. You need milk, not solid food, ¹³ for everyone who lives on milk is unskilled in the word of righteousness, since he is a child. ¹⁴ But solid food is for the mature, for those who have their powers of discernment trained by constant practice to distinguish good from evil.

A QUOTE FOR YOU

- Better to train someone and lose them, than to not train them and keep them.

-Zig Ziglar

QUESTIONS TO PONDER AS WE SET THE STAGE...

- What training did you receive for the position you currently hold? Conference? Union? How often?
- What kind of training did you provide to your current staff?
- And even deeper...what kind of training do all your locally elected leaders in your churches receive?

ICEBREAKER I

- Grab another device and go to www.menti.com. Enter the code 90 90 90 and respond to the prompt: When you hear the words STAFF TRAINING what end result comes to mind? What should be the expected result of staff training in a leadership of club ministries role?



ICEBREAKER I RESULTS



FALSEHOODS TOLD

- ***You'll be fine! After all, you were a kid once!***
 - Ministry takes talent. It takes time. It takes effort. It takes commitment. It takes training. Training requires more time and energy, but it is well worth it. Be honest and up front when you estimate time commitments needed. This lets volunteer staff know if they can work it into their current schedule. Be aware that directing a club well typically requires so much time, that it may well be the only ministry in which you can participate.

WHY DO WE ENGAGE IN TRAINING?

- New information and passing on
- New traditions
- Lovers of youth but never had exposure
- Potential raw talent to be discovered/unearthed
- Ongoing training for everyone – “sharpens the saw”
- To ensure things run smoothly
- ‘one time use’ only staff

WHAT KIND OF TRAINING IS NEEDED

- BASIC VOLUNTEER EDUCATION
- CLUB SPECIFIC TRAINING
- JOB SPECIFIC TRAINING

BASIC VOLUNTEER EDUCATION

- Not necessary for experienced volunteers
- Extremely necessary for greener recruits
- Time should be spent on basic youth volunteer concepts
- Avoids huge problems down the road
- Should occur in a low-stress, one-on-one setting (for e.g. shared meals/ sitting in your living room)

TOPICS TO INCLUDE IN BASIC VOLUNTEER EDUCATION

- Really, there's no pay for this work
- On the other hand, you might be willing to pay to do the job because it is so fulfilling
- Issues of commitment and keeping commitments
- Issues of character
- What to expect from, and how to deal with the age group with which they are working
- What is going on in current student/pop culture
- Leading a young person to Christ

CLUB SPECIFIC TRAINING

- Needed for every new staff
- Has no exception – no matter skill/experience – everyone gets trained
- There are always questions- even unspoken...anticipate and cover wide cross section
- Training should range from practical to philosophical

ITEMS TO CONSIDER FOR CLUB SPECIFIC TRAINING

- **PHILOSOPHICAL CONSIDERATIONS:**

- What is the mission of your club?
- What is your purpose?
- What are the long term and short term goals of the club?
- What is the history of the club and how does the local church's history supplement?
- What is the personality of the club as a whole, along with each of the current staff members?
- How does the club and the church interact?

ITEMS TO CONSIDER FOR CLUB SPECIFIC TRAINING

- How is the club active and expected to participate/represent in non-club ministries and other programs of the church?
- How is the church and its board and members supportive of club ministries?
- How is that support fostered?
- How will the club minister to and interact with parents?
- What is the disciplinary philosophy and practice of the club? Who helped to craft? Who are the stakeholders?

ITEMS TO CONSIDER FOR CLUB SPECIFIC TRAINING

- **PRACTICAL CONSIDERATIONS**
- Location and time of meeting
- Staff organization and chain of command
- Access to meeting location – keys/ passwords, etc.
- Attendance requirements
- Staff uniform and expectations
- Volunteer perks

ITEMS TO CONSIDER FOR CLUB SPECIFIC TRAINING

- Extended family perks/expectations
- Out of pocket protocols/reimbursements for supplies
- Restrictions/ Tax exemption permission/non-permission
- Transportation for minors – protocols established – approvals/ insurance requirements
- Security clearance – Shield the Vulnerable/ Verified/ sterling Volunteers - \$\$/ deadlines
- General Expectations/ Attendance/ participation
- Expectations from the sidelines
- Storage of club supplies/equipment/medical equipment/permission slips/etc.

JOB SPECIFIC TRAINING

- The training challenge is the same as the work challenge
 - *The leader does it all*
- Staff wears overlapping hats naturally
- Cross training is needed
- Focus on the training the individual for their primary role/task
- **LOCAL** Level Training
- **CONFERENCE** Level Training
- **SPECIALTY** Coordinators Training

LOCAL CLUB LEVEL TRAINING

- Counselor
- Instructor (Award, Honor and /or classwork
- Associate Director
- Treasurer
- Secretary
- Drill Instructor
- Equipment Manager
- Food Service Director
- TLT Coordinator
- Adventurer / Pathfinder Family Network Coordinator

CONFERENCE LEVEL JOB SPECIFIC TRAINING

- Area Coordinator
- Assistant Area Coordinator
- Event Coordinators
 - Adventurer Family Weekend/Camporee
 - Fun Day/ Fair
 - Activity event such as Pine Wood Derby, Rain Gutter Regatta, etc.
 - Pathfinder/ Adventurer Bible Experience
 - Staff Training

SPECIALTY COORDINATOR TRAINING

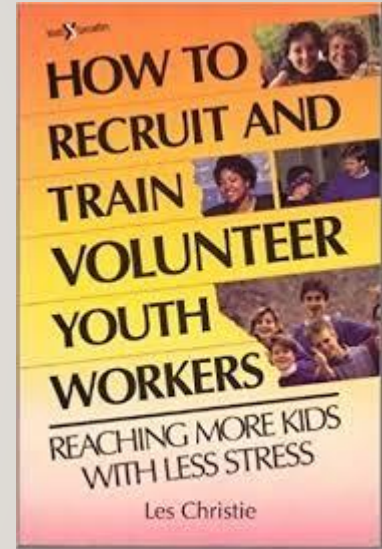
- Award & Honor
- Outdoor Education/ Naturalist
- Public Address and AV / Communications
- Praise Team
- TLT Coordinator

ICEBREAKER II

- *INSTRUCTIONS: Think of yourself as a fruit that may be in season. The fruit must begin with the first letter of your last name. How does that fruit compare with your work as leaders in youth ministry?*
- For example, my last name is Noble
- My in-season fruit is naseberry (from the sapodilla family)
- The work I engage in with youth is notorious because I get to meet new youth everyday and I am impacting lives that will some day become notorious in their own way.

WHEN IS TRAINING REQUIRED?

- Begin training while recruiting.
- Host a training event for new club staff
- Sponsor/ Take them to conference provided training events
- Provide a resource library
- Hold brief training sessions during staff meetings
- Practice constant on-going training like you do with children and youth
- Utilize the resource book for additional ideas or study “*How to Recruit and Train Volunteer Youth Workers*” by Les Christie. Zondervan Publishers



MORE OF THE WHEN FOR TRAINING

- Church/ Club **should** cover the cost for training - real investment in ministry of local club
- NAD **provides** curriculum and resources for club ministry staff training
 - Adventurers – Basic Staff training (BST) & Adventurer Leadership Growth
 - Pathfinders – Following the new Adventist Youth Ministries Training (AYMT) format. Training Certifications are available in a number of areas including Basic Staff training, specific roles and general fields of study
 - TLT Curriculum
 - Master Guide Curriculum
 - Senior Youth Leadership

TRAINING TIPS

Ideally your introductory training should begin before your program starts, so your staff knows exactly what they are getting into.

We tend to do training in the fall, when we launch all of our programs, and then we lighten up as the school year progresses.

Be consistent with training

Your staff needs training year round.



HOW TO TRAIN THE TRAINERS/VOLUNTEERS

- Team up new staff with more experienced staff.
- Use the excitement and experience of seasoned staff to pour into newer leaders.
- Use technology to help you train your volunteers
- Communicate weekly – links/ websites/articles/tips/ideas
- Create a FaceBook page to store reference materials (public/private)
- Record a computerized and alphabetized list of training topics offered. Add new topics that come to mind as situations arise. Use a reference point when developing training schedule

HOW TO TRAIN THE TRAINERS/VOLUNTEERS

- Include Teaching Techniques in training
- Training seminars specific to children vs. adults
- Child care services
- Breaks and refreshments provided
- Prep the location for training if necessary
- Continuous and on-going training. Reinforce through evaluation/ correct errors
- Encouragement and praise

HOW TO TRAIN THE TRAINERS/VOLUNTEERS

- Timeframe considered – max 75 minutes with 15 minute break – never lecture
- Do not force learning. Motivation and interest are key. Not everything will interest everyone
- If there is no accountability to implement learning within three days, they will not implement it
- Conduct training close to the time the skills will be needed.

TIPS

- If a staff discloses that they are struggling with engaging their students in discussion then maybe a training on discussion starters or asking questions that students have been exposed to.
- What other topics may generate a training and help strengthen your staff?

BRAINSTORM IDEAS FOR TRAINING TOPICS

- Group Activity...

DEVELOP YOUR STAFF WITH PERPETUAL TRAINING

- You do it – they watch
- You do it – they help
- They do it – you help
- They do it – you watch
- They do it – someone else watches

GENERAL TRAINING RESOURCE WEBSITES

- www.volunteerpower.com
- www.energizeinc.com
- www.cipd.co.uk/hr-topics/learning-development.aspx
- www.churchvolunteercentral.com

AYMT CERTIFICATIONS – CURRENTLY AVAILABLE

- NAD Pathfinder Ministries Department offers curriculum based training for a number of pathfinder roles.
- As of 2014, these have been issued officially with many more in the developmental stages
 - Basic Staff Training Certification
 - Counselor JumpStart Certification
 - Instructor Certification
 - Director Certification
 - Leadership Certification
 - Staff Leadership Certification

AYMT CERTIFICATIONS - FUTURE

- Adult Leader Trainer Certification (similar to the old PIA)
- Secretary/Treasurer Certification
- Area Coordinator Certification
- Camp Leader Certification
- Conference Lay Director Certification
- Counselor Certification (Parts I & II)
- Event Coordinator Certification
- Human Relations certification
- Outreach Leader certification

AYMT CERTIFICATIONS - FUTURE

- Social Issues Certification
- Spiritual Leader Certification
- Wilderness Leader Certification
- Club Planter Certification
- Communications Specialist Certification
- Drill Instructor Certification
- Food Service Certification

AYMT CERTIFICATIONS - FUTURE

Honor Specialist Certification

Human Relations Certification

Investiture Achievement Specialist Certification

Medical Specialist Certification

Pathfinder Bible Experience Leader Certification

Security and Safety Specialist Certification

TLT Specialist Certification

A FINAL BLESSING – EMPOWERING YOUTH

- With such an army of workers as our youth, rightly trained, might furnish, how soon the message of a crucified, risen, and soon-coming Savior might be carried to the whole world! (*Education*, p. 271).
- It's probably our church's best-known statement about training and developing leaders of our young people--and an unforgettable image for anyone who works with youth!