

Staff-Development

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I. Introduction.

- A. Staff development procedure is still “in theory.”
- B. It is first important to clarify the objective.
- C. Growth is also key to the ministry. (Deuteronomy 7:22)
- D. The objective is to contribute to the Great Commission by building laborers, which has to do with growth.
 - 1. We live, multiply and possess the land. (Deuteronomy 8:1)
 - 2. We must plant and be good seed.

II. How to measure results in a Christian work.

- A. A great teacher awakes the interest of a student and makes them eager to pursue the subject for themselves.
- B. The development of a man on the job and in the spirit of training is key.
 - 1. This needs to be guided. Training needs to be in the area that will be practiced.
 - 2. It needs to be tailored to the individual.
 - 3. What is done ought to be in line with the larger organization.

III. The objective.

- A. The Great Commission. (Matthew 28:18-20, Mark 16, Luke 24:46-47, John 20:21, Acts 1:8, Acts 26:16-18, 2 Corinthians 5:19-20, Isaiah 49:6)
- B. The end product for the Navigators is always laborers.
 - 1. A laborer “is” something.
 - 1. This is a Christian who is a disciple.
 - 2. He is committed and maturing.
 - 2. A laborer “who can do” something.
 - 1. He can bear witness to Christ.
 - 2. He can reproduce.

3. A laborer “who is related to” something.

1. He is related to Christ.

2. He is properly related to his family, the Body of Christ and the world, which he lives.

IV. The activity to engage to get laborers.

A. Recruiting.

1. This refers to new personnel.

2. This refers to multiplication.

B. Requirements. (Acts 14:22-23)

1. Evangelism.

2. Discipleship.

1. This is teaching - accumulation of facts.

2. This is also training - acquiring of a skill.

3. Then there is launching.

4. There is enlargement of the vision.

5. There is getting the man to properly relate to the body.

3. Capabilities. (Acts 2:25)

1. He has to know certain things - God, the Bible, people.

2. He has to do certain things - evangelize, make disciples, teach, pray, make decisions, plan, organize, direct, coordinate, control.

V. The theory.

A. The central idea is a planning report. The expectation is that an area man would prepare this.

B. This would be an address of three areas.

1. His objective for the next period.

2. The activity to accomplish those objectives.

3. The timetable for completion of the objectives.

C. The area man would set his own objectives.

D. Objectives, activities and results would be evaluated with suggestions for improvement. Needs would be discovered and addressed this way.

E. Objectives ought to be obtainable, measurable and in order of priorities.

F. Performance evaluation is at one level.

G. There is room within the broad guidelines for support roles.

H. Staff development is the number one priority in the ministry.

Application questions

1. What is the objective of the Navigator ministry and how is it achieved?

2. What do you see as some of the strengths and weaknesses in the speaker's staff development theory?

3. List five goals you have for ministry and make objectives for those ministry. How can you hold yourself accountable to achieving these goals?
