thoughts.on.elevate

Don’t you appreciate it when people listen to you? Well, we heard you, and not only did we hear you, but we understand the challenges. You have asked a lot of questions that focus on how to improve the training that occurs before the start of each class year.

Here is the second installment of the answer to your questions. A new issue of ELEVATE extra – just for Servants Team Members and focused on pre-class training. Read on for fresh ideas and inspiration.

teach it quick.make it stick

Need a strategy that will cement information in your leaders minds? One that always works? This is it – Teach It Quick, Make It Stick!

Here’s the theory behind it: shorter segments of instruction are better than longer ones and learners remember more when they are involved in learning.

Think for a moment about one of the presentations you will give during training. Organize it into three or four main points. Give each of your leaders a pad for notes and ask them to write TAKEAWAYS at the top of the page.

Be sure that each main section of training/teaching lasts only 10-15 minutes. Then between the main divisions of your presentation, pause for about 2-3 minutes, ask leaders to record the two or three key things they want to remember from that segment. Ask some to share their choices. These will stick with the individual and the group.

You have just accomplished a no-fail strategy – Teach It Quick, Make It Stick!
What to do with them?
The question has been asked over and over again…
how can training be energized and varied for
returning leaders who know the information and new
leaders that need to hear the information for the first
time? Here are a few suggestions:

1. Classes with children’s programs can use Craft
Day to begin training new core leaders. The TD
and one other ST member can meet with new core
leaders and subs for an extended time of training
moving through the core leader section together for
the first time. Provide lunch and create an informal
atmosphere so questions can be raised and
answered. New leaders will then be prepared as they
meet for pre-class training with returning leaders. On
training day(s) create core leader sessions that delve
more deeply into topics like shepherding, use of
technology, starting the year well, etc.

2. Spice up training with a new twist - Rotation
Training.
The schedule begins with all of leadership in one
room. Start with an icebreaker. Follow that with a
devotion and vision talk given by the TD. Once this
is complete, break the leadership up into groups
and rotate to different rooms to hear the remainder of
training. Why do it this way?
A. It is a way to engage and encourage interaction
among your leaders.
B. It keeps training elements fresh and interesting.
C. It reinforces key concepts in smaller group
settings.
D. It allows for time for questions and the sharing of
ideas.
E. There is movement….you are not sitting all day!
A different ST member teaches/facilitates the same
room as each small group rotates through, ensuring
that every leader hears the same information.

Check it out on
http://www.communitybiblestudy.org/
leadershipdevelopment/trainers-toolbox/
training-themes/

Get a head start on this year’s lessons.
It's a win/win for the new teachers as well as
those more experienced teachers. Take the
first few preschool lessons and/or Primary/
Junior lessons and start Unit Planning. Let
experienced teachers present the story using
a variety of methods - flannel board, rice box,
drama, puppets. New leaders will see how
the first few lessons can be shared as the
story telling is modeled in different ways and
experienced leaders will feel valued.

Children's Directors, are you looking for
a theme for training? Click here for a great
idea! An engaging theme, God's Garden,
includes presentation instructions and can be
found on the LD Website on the Resources
Menu tab - Children’s Teaching Tools.

Looking for a creative way to remind your
leaders of those CBS guidelines that must
be reinforced with all class members?
Wishing you could engage core members
on the first class day with a clever slant to
orientation?
Available now on the CBS Leadership
Development website is a
presentation that
communicates all
those important
guidelines.
Based on the “in-
flight” instructions
given by airline
attendants, the
presentation informs
through both an oral presentation and
PowerPoint slides. The slides and script can
be edited and tailored to your class.
“CBS Air” serve as take home reminders of
CBS guidelines. How can you beat an idea
that has two such practical uses?

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General

- Include a session on the CBS core values. Nothing increases a leader’s passion for CBS more than a firm grasp on the vision and foundational goals of the ministry. Find a fully developed training session on the Core Values at the **LD Website** under the Resource menu. Included there are both speaking notes and a PowerPoint presentation.

- Coordinators and ATDs – Remind core leaders how the process works for tracking the attendance of core members and intentionally following up with those who are absent multiple times. Refer back to ELEVATE vol. 2 issue 2, fall 2013, in the article written for coordinators. When you click on ELEVATE on the home page at the **LD Website**

- Has a Servants Team member recently been to Leadership Training in Colorado Springs? Have you harvested all the good from that – training session ideas, areas where your leaders can change and improve, understanding of CBS vision? Ask them to share what they heard and observed. Be the best class you can be!

Children’s Ministry

- The Child Protection Policy must be covered at training every year and must be signed by anyone working with CBS children on a regular basis.

- Anyone working with students who are 13+ needs to fill out a SSMA and submit it to the TD.

- If you plan to use pictures of children during the year, the parent must sign a photo release form and that signed copy must be kept in your files for 7 years.

- Remember to address the issue of student allergies. Communicate this to the teachers on the rosters or on name tags. One way to indicate a student’s allergy is by coloring the lamb’s ear and then indicating the allergy on the back with a sharpie.

- Refer to the Servants Team Manual, chapter 5 “Training for Children’s Leaders” for the schedule and topics to cover during training.

Worship Arts

- Renew your CCLI membership annually. If you use PowerPoint or print song sheets in your class you need a CCLI license.

- If you are looking for some worship DVD’s for use during class openings go to the **LD Website** and click on CBS Resource Store. You will find the Worship Arts resources as you scroll down the page on the right hand side.

Do you ever wonder why God made some people to be in charge and others to be content in the background? Use this FUN activity that will improve leader relationships for years to come! A time efficient and entertaining personality inventory developed by Dr. Gary Smalley and Dr. John Trent educates leaders about themselves and others.

Easy to take, interpret, remember and communicate, this assessment will reveal individual personality traits while you laugh together and learn about each other. Understanding one another’s temperaments promotes appreciation for fellow leaders and their gifts and skills.

Click on the link below and make copies of the personality test as well as the personality interpretations. Be sure to read the interpretations out loud as each personality group stands to be recognized.

If you want to extend the activity, divide your leadership into the different animal categories. Give them an assignment and then let them report on their results and the process they went through to arrive at a conclusion. Personalities will emerge and they will be affirmed in their types. Sit back and enjoy the fun as you learn one another’s personality traits.

Have you thought about introducing a topic with a video? Videos engage your audience – they are attention grabbers. Below you will find a few to consider. (Some will require a purchase.)

### Teamwork

**http://skitguys.com/videos/item/teammwork** The duo of Johnny and ChaChi unite to teach the value of teamwork through a humorous and interesting melody. They remind us that a team working together can accomplish far more than even the most dedicated individual.

**http://skitguys.com/blog/post/importance-of-teamwork-and-collaboration** - Using the verses in 1 Cor.12:12-13 this Skit Guys blog post illustrates the importance of teamwork.

**http://www.sermonspice.com/product/10981/a-lesson-from-geese** - Did you ever wonder why geese fly in a “V” formation? This two and a half minute video shows the importance of working together and supporting one another.

**http://www.sermonspice.com/product/10222/mission-accomplished** - The Apollo 11 moon landing was the result of thousands of workers coming together to achieve a common goal. Every person’s role was critical to the success of the mission. This short two minute video illustrates the importance of working together.

### Shepherding

**http://www.sermonspice.com/product/11664/icare** - This one and a half minute parody shows the difference between caring and not caring for others.

**http://www.cathyfamily.com/resources/videos/every-life-has-a-story.aspx** - Chick-fil-A video – Every Life Has a Story – a great reminder that each leader and class member has unique life circumstances.

Please read the legal information that indicates the terms of use for this video. The Cathy family has graciously allowed organizations to use this video for training and teaching purposes.

### Prayer

**http://skitguys.com/videos/item/the-skinny-on-prayer** - This four and a half minute video shows us that prayer is more than checking something off our list. It is about communing with the God of this universe. (Remember to review chapter 14 in the Servants Team Manual, “A Guide to Conversational Prayer”.)

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Now we would like to hear from YOU! Would you take one minute to share how we might serve you better? It is so helpful to know what your needs are as we move forward. Click on the Leadership Development Survey and answer five short questions. The CBS Leadership Development Team thanks you in advance for partnering with us toward excellence for God’s glory.

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TD’s and ATD’s

Are you looking for a commentary or a book to assist you in preparing your teaching? Go to the CBS Resource Store and scroll down to the bottom of the page to locate the Resource Finder. Select the course you are teaching and a list of suggested resources will appear. For example, the selection of 1 & 2 Peter will suggest *Hope Again: When Life Hurts and Dreams Fade* by Charles R. Swindoll.
training.themes

Are you studying Romans this year? Why not use an Italian theme and travel through Rome. Serve pizza or pasta!

Are you studying I and II Corinthians? Consider a theme on Crossroads. The City of Corinth sat at an important geographical crossroads. Tie that idea into spiritual crossroads in shepherding, leading, and serving.

Are you studying Return to Jerusalem? GOALS – an overriding theme of this study. Man’s goals and God’s goals. Use this theme and incorporate concepts like Preparation – On Your Mark, Logistics, Persevering, The Finish Line.

Are you studying Christian Living? This study will challenge your understanding of truth and love. LOG IN is a great theme. Using tech props, illustrations and decorations (if you’re so inclined) remind your leaders of how they need to log in to do their jobs well.

Be creative! Think of your own theme. The idea is to convey the information while creating an atmosphere of interaction and fun. During mealtime use thoughtful and/or fun activities so leaders get to know one another.

Created a training theme in the past that worked well? Share it with us so we can pass it along. Contact Jenny Shropshire, Director of Leadership Resources at jenny.shropshire@communitybiblestudy.org.

look.back

In the summer of 2013, the first issue of ELEVATE Extra offered ideas on the topic of pre-class training. Don’t miss out on the great suggestions that were included there. Visit the LD Website and click on ELEVATE. Follow that link to the archives and click on Elevate Extra vol. 2 issue 1, Summer 2013. Additional tools and resources on the topics covered in training are listed in the topical index for ELEVATE and in the general Resources menu.

Are you in need of summer reading materials? Order some great books when visiting the CBS Resource Store. Take a look at the store at http://cbs.christianbook.com/ Once you have entered the Christian Book Distributors site through the CBS Resource Store, any purchase that you make benefits the ministry of Community Bible Study. Happy Reading!