

True Jesus Church Training Work Guidelines

IA Department of Training (DTA)

Verses: Matthew 28:19-20

I . Basis:

The amendment in IA Training Work Symposium on Jan 16 to 19, 2009.

II . Purpose :

To establish a sound system for training members, and to ensure that all departments understand their responsibilities and have a systematic way of edifying members and improving their spirituality, as well as cultivating talented workers to promote overall growth in the holy work.

III. Rationale :

1.Currently the faith of the members is not strong.

The members in the early church had abundant spiritual experience and good foundation of faith. However, some members in the 2nd and 3rd generations have no steadfast conviction to the faith and are easily to be wavered. Therefore, it is necessary to strengthen cultivation.

2. Although there are many church activities, church growth has been limited.

Today's churches have too many activities, but they are not completely beneficial to the spiritual needs. As a result, the spirituality of our members does not show any improvement. Therefore, we shall utilize more time on spiritual cultivation.

3. The number of churches has grown due to branching of churches. However, with the lack of workers' training and disparity of qualities, this is also a factor hindering church growth.

From now on, the branching of churches must be considered with discretion, and the cultivation toward the core holy workers shall be emphasized. With sufficient believers and dedicated workers, a church can be set up independently.

4. In the current training system, the division of responsibilities between IA, GA, and CB is unclear, and the classes are often overlapped. This affects the attendees' willingness of participation and the effectiveness of learning. Also, training and actual practices are not well coordinated.

IA shall gather the resources of all the churches and build up a sound training system. This enables and strengthens common understanding, division of responsibilities and sharing of resources.

In addition, the past practice is to use the appointed workers first and then conduct training for them. As a result, not many of them are willing to attend the training. Therefore, it is better to train the members first and they will be appointed to serve according to their gifts.

IV. Method :

1. Setting up the training system

- a. According to types of believers:
 - i. Basic doctrines class for general believers
 - ii. Training class for church workers
 - iii. Training class for ministers (holy workers)

- b. According to departments:
 - i. The duty of the local church
 - ii. The duty of the GAs (including the regions), and CBs
 - iii. The duty of IA
2. Setting up a training website
- IA collects the training materials and categorizes them according to the Training Plan. The training website is to be set up in Chinese and English. The respective GA/CB may translate the materials into other languages and store the materials in their websites. This enables a unified training system for all the churches.
3. Training for building up faith
- a. Set up a sound RE system. Apart from RE for children and teenagers, we must set up an Adult RE system for working youths, middle age group, and senior members.
 - b. The adult truth seekers and the newly-baptized members are assigned to different classes with systematic materials to strengthen their knowledge of the basic beliefs before joining the Adult RE program. Truth-seeking and newly-baptized teenagers and children will be in-charged directly under the RE department.
 - c. Purpose of training
 - i. To establish a steadfast foundation of truth and the conviction of the TJC.
 - ii. To cultivate a Christian life to overcome the worldly temptation and challenge.
 - iii. To be filled with spiritual power and correct attitude in servitude.
 - d. The department in-charge
 - i. The GAs and CBs are responsible for planning and promoting the system. They shall provide teaching materials and train teachers. Local churches will cooperate in executing such plans.
 - ii. The pioneering areas will be taken care by either IA Department of World Mission (DWM), GA or CB.
 - iii. RE teaching materials, truth seekers class, and newly-baptized believers' class will be provided by USGA (English) and Taiwan GA (Chinese). Other languages are to be provided and assisted by the respective GA, CB or IA Department of Literary Ministry (DLM).
 - e. "Member's Guide" published by Taiwan GA should be translated into every kind of languages as training materials for all the churches.
4. Training for church workers
- a. Church workers training
 - i. Every church should train the workers frequently, such as hymnal leading, piano playing, ushering, visiting, accompanying truth seekers, follow-up work, service leading, interpreting, bible study leading, personal evangelism and administrating to church affairs.
 - ii. IA to entrust USGA collect the related training materials, DLM to assist posting those Chinese and English versions on website. The materials in other languages shall be translated by GA and CB.
 - iii. The demand for teachers shall be provided and cultivated by GA or CB.
 - b. Holy work personnel's cultivation
 - i. The holy work personnel are including sermon leaders, RE head teachers, team coordinators, fellowship coordinators, and family service leaders.
 - ii. Execute theological training for youths and adults; to equip and cultivate

- workers with biblical truths and prepare them in serving.
 - iii. Execute RE teachers' seminars, holy work personnel seminars to train and prepare workers with basic qualification in servitude as future church leaders.
 - iv. To entrust USGA to plan the holy work personnel seminar.
 - v. Hold advanced classes for church workers, such as the RE teachers seminar, the counselors training, and other classes for different types of church works. GA and CB to execute it as required.
 - c. Training for volunteering missionary workers
 - i. The materials of the classes for South East Asia volunteering missionary training are to be uploaded by IA Taiwan office.
 - ii. The materials of the classes for Africa volunteering missionary training are to be provided by UKGA.
 - iii. Every GA and CB can refer to these materials for execution.
 - d. IA Department of Training (DTM) to compile the materials of spiritual cultivation and servitude, so that every unit may upload it for their training materials.
5. Training for ministers (holy workers)
- a. Church Council Members Prestart Training
 - i. The elders/deacons and elected department officers share the works of various departments. There shall be a training seminar for the church council members before they start serving. The contents of the seminar include holy work practices, church organization administration, spiritual cultivation, etc.
 - ii. Every GA and CB needs to compile the materials according to the needs. The materials of Taiwan GA (Chinese) and USGA (English) are to be supplied as reference.
 - b. Elders and Deacons Pre-ordination Training
 - i. GAs and CBs should be cautious about recommending candidates as holy workers. After approval, the candidates shall attend the holy work seminar and then they can be ordained.
 - ii. The Pastoral Department of Taiwan GA shall use the current materials and revise them for the training. IA shall translate them into English. Every country may translate them into their respective languages.
 - c. Current Church Council Members Spiritual Cultivation
 - i. IA DTM to draft the Current Church Council Members Spiritual Cultivation Plan (as attached) to be a long term study for elders/deacons and department officers.
 - ii. IA to entrust Taiwan GA to form a team to take charge in the training, so that they may collect, amend the materials and information and draft up a practical method.
6. Training for full-time ministers
- a. The theological centers of our church in Taiwan, USA, and South East Asia (Singapore, Sabah, Indonesia) will serve as a training center of full time preachers. They shall be established gradually and promote communication.
 - b. DTM will send regularly the recruitment notices to churches in the regions with no theological centers, and to entrust the theological centers in respective unit to train the students on behalf of IA.
 - c. If there are regional needs for the preachers training, it can be coordinated through the corresponding GA or theological center. IA DTM can resolve them in a flexible manner.

- d. IA DTM shall hold an overseas evangelical training and recruit current preachers for foreign language training and cultivate them as workers for world evangelism.

7. Training for teachers

- a. Suggest every GA and theological center to select and train new workers using a buddy system. The new workers can be cultivated under the guidance of the experienced instructors.
- b. Taiwan Theological Research Center is to serve as the special center for training instructors for the Theological Seminary, theological research topics and other important advanced classes. Encourage USGA to be the next training center for instructors when more qualified teachers become available.
- c. Request each theological center to hold advanced short-term (1-3 months) classes. Each department will send relevant workers to attend the training.
- d. DTM will invite specialized workers to teach specific advanced classes.

8. Ensure that the service is run smoothly

The current training and serving system is not well coordinated. It requires more research to build up a united system for training and serving.

- a. After the holy work personnel seminar is widespread, our churches may coordinate with the attendees and let them put the learning into practice. They may then become the best candidates of departmental officers. If there is a work plan for cultivating the holy workers, they shall be capable to take up responsibilities of the church.
- b. The Youth Theological Seminar shall adjust the contents. Apart from theology, there should be practical courses. Local churches shall provide the opportunities for holy work internship. The list of the graduate students shall be sent to the related churches. They can assign holy work to the students according to their gifts. Those who are outstanding can be recommended to join GA (CB/CC), regions, or IA voluntary groups.
- c. There should be practical training arranged in the classes, and they can graduate only after passing the internship. The list of graduates shall be sent to the relevant units, and they may actively invite them to participate in holy work.
- d. To enhance the communication between the ministers (holy workers) and ease issues related to servitude.