

## The Law of Equipping

### Introduction:

- Read 2 Timothy 2:2. This discipleship model wasn't surprising to Timothy, because Paul had brought him down a similar discipleship process. Paul was all about multiplying himself.
  - Acts 16:1-3
  - Acts 17:14-15
  - Acts 19:22
  - 1 Timothy 1:3, 1 Timothy 3, 1 Timothy 4:6,12
- In the book, the "Seven Laws of the Learner," there is a chapter that focused on the importance of equipping others and how to do it.
- I think it would be helpful for us to look at this together, because, the fact is, the key leaders of this church are sitting in this room around this table. If we don't how to replicate ourselves through training and equipping others, we will never be able to grow and reach more people with the gospel of Christ.
- Every single one of us, regardless of whether your primary job is pastoral or clerical, needs to be actively training others to be able to do what we do. God has called each and every one of us to equip others.
- The five steps of the equipping process will work in any place with and students and for any skill.
- They are equally effective if you are training a person to play tennis, ride a horse, preach a sermon, witness in the community, or run the household budget.

### Instruct

- When you are teaching a sport to a child for the first time, you start by "telling" them how the game is played. You explain the rules and strategy of the game. You can't move on to actually playing until these key bits of information have been understood.
- In the same way, when you are teaching someone how to do something new, you begin by telling them verbally how to accomplish the task.
  - Use the copy machine.
  - Add entries to Fellowship One
  - Teach a LIFE Group
  - Answer phones
  - Share the gospel
- To take things up a notch, put your "verbal training" on paper into a written manual or "how-to" sheet. Why do think this is helpful?

### Illustrate

- This is when you move the person you are training from "I understand," to "I see." "You Watch Me."
  - In sports, this step would be when the coach demonstrates how to field a ball or how to swing a bat.
- Tragically, the vast majority of equipping never leaves the first step of "telling."

- Most people think they've trained a person to do something when the person knows the theory behind the skill.
- We must not allow ourselves to define equipping as merely the ability to repeat information from memory.
- Knowing how to do something in our mind is not the same as doing it in real life.
  - Story Illustration: During witnessing course, which lasted 3 months, the only tests the teacher gave were to see if we could recall his notes. Not once did we see the professor attempt to demonstrate what "witnessing" would look like in real life.
- In that story, training was limited to information. Many of the students in the class were no more skilled at witnessing after the final exam than they were at the start of class. Neither did they practice it any more frequently.
- We all know how confusing it can be to told something verbally by someone who "gets it" already, but then still feeling completely confused and discouraged about accomplishing the task- for me, that's if someone tries to tell me over the phone how to build something. (also mention English teacher in school skipping this step and jumping to involve.)
- But we can be just as guilty. We already know how to do something, and maybe we've been doing it for so long, that we don't even remember when we first learned it. So in your mind, a verbal explanation or a written manual is enough. But if we all took a second to sit back and reflect on when we first learned the skill, someone probably had to show us to do it to. If we, as paid staff people, had to be shown how to accomplish something, why would we ever think that a volunteer would be fine with a verbal explanation.

### **Involve**

- This is when you move someone from "I understand" and "I see" to the "I'm doing it stage." "We Do Together."
- Until this step, the trainee remains passive. In the first step they hear about the skill, in the second step they watch the skill. Now they practice the skill themselves.
- Beach evangelism illustration:
  - Instruct- Explain how it worked.
  - Illustrate- Demonstrated it himself at a youth group meeting and on the beaches.
  - Involve- Encouraged her to participate in the process. She drew the sketches as I did the talking.
  - Involve- Encouraged her to do the talking while I did the drawing.
  - Involve- By the end of the day she was doing it all by herself.

### **Improve**

- At this step, the students need to develop and become more efficient and perform the skill over and over again.
- Every person's needs varies. Some need to be pushed out of the nest while others need to be held in the nest until they develop a few more feathers.
- Illustration: Boy who was afraid to witness.

## Inspire

- This is when you move the person that you have equipped past the “I’m doing it” and “I’m getting better” to the “I’ll keep it going.” stage.
- This is when your student is now so competent that he or she is training someone else.
- This was the final step in Timothy’s progression, and this is what Paul was referring to in 2 Timothy 2:2.

## Conclusion:

- This model works!
  - Me- Learning how to teach, learning how to put together a Junior Church Order of Service
  - Adam- Teaching on Sundays
  - Robby- Jesse Silvis
- The question isn’t whether or not you can get volunteers to agree to help you do what you do, the question is will you equip them to be able to succeed.
- You know you have done a great job training a volunteer when that volunteer could teach another person how to accomplish the skill.
- Honestly- I’m not naturally good at this. I get impatient with the process of equipping, and many times settle for just doing things myself. But over the long term, I’m actually wasting time because I’m using addition instead of multiplication.
- Equipping is investing in people. You never know who the person that you equip will equip! Certain investments will reap returns of 50, 100, or a thousand fold.
  - Edward Kimball
  - D.L. Moody (Moody was saved in 1855)
  - Wilbur Chapman
  - Billy Sunday
  - Mordecia Ham
  - Billy Frank (Graham)
  - Franklin Graham
- No matter what you do, as a staff person or as a lay person here at the church, you’ve got to pass it on! If any group people in this church must be committed to 2 Timothy 2:2, it has to be us!
- Before we pray, I’d like you to write your name on a piece of paper. Now, to the left of your name, I’d like to write the names of 1-3 people that had a significant role in equipping you as a believer or as a worker in the ministry. Now the right, I want you to write 1-3 names of people that you are investing in now, or are going to pray about investing in.