

[I am indebted to Don Truex, Kyle Pope, and several others for the ideas presented here. Also, this is what I call a "living document," subject to change at any time depending upon the need of the moment. So, look at these as just general guidelines for a program.]

South Cullman Preacher Training Program

Duration: 2 years

Purpose: To help the aspiring evangelist to become skilled in the duty of saving the lost and edifying his brethren.

Supporting Objectives: At the end of two years, the young preacher should:

1. Demonstrate skill in preparing various kinds of sermons.
2. Be able to prepare two sermons per week and demonstrate skill in presenting these sermons in various environments.
3. Be able to prepare material for Bible classes.
4. Know how to manage your time to accomplish the work, develop others and maintain your own family obligations.
5. Have your own plan developed for personal evangelism, including plans for contacting, prospecting and teaching the lost.

What We Expect From You: (While the smallest details are not specified here, we do want you to be aware of the general expectations we will have of you over the next two years.)

1. **Keep general office hours** as determined by Jim (in general, between 6 to 8 hours per weekday).
2. **Preaching/Bible Classes**
 - a. During the first year you will be expected to develop one sermon outline per week (Two outlines per week in second year) and three sermon sketches or ideas (submitted to Jim for evaluation and critique).
 - b. You will **preach at South Cullman at least two Sunday evenings per month** and/or when Jim is away.
 - c. You will teach a Bible class beginning soon after you arrive and every quarter thereafter for the duration of the program. You should work on developing your own material for Bible classes.
 - d. You may find and use opportunities to preach at other congregations particularly on Sunday evenings. You will be responsible to *make sure this schedule does not conflict with Jim's meeting schedule* or your regular preaching schedule at South Cullman.
 - e. You will present the invitation on Wednesday nights (5-7 minutes).
 - f. *Coordinate Teen classes* each month.
3. **Visiting**
 - a. The goal is to visit at least twice a week for a combined total of 4 hours.
 - b. This includes hospital, nursing home and shut-in visits.
 - c. Also includes going out at least once a week with Jim or one of the elders.
4. **Bulletin**
 - a. You will be asked to prepare the bulletin each Sunday.
5. **Prospecting/Evangelism studies**
 - a. Prospecting for potential converts must be a high priority item.
 - b. The goal should be to invest at least 4 hours a week in this work.
 - c. This includes work done by telephone, personal visits and talking with others in order to generate contacts.
 - d. The goal should be to teach two studies per week to non-Christians.
 - e. If you do not have a study, he can sit in on studies conducted by others.
6. **Projects**
 - a. You will complete a minimum of four major projects during the two years of your work here. These projects will culminate in complete notes. (Turned in to and reviewed by Jim), which demonstrate your knowledge and preparation regarding the subject addressed.
 - b. These projects will be:
 - (a) An introduction to the Old Testament

- (b) An introduction to the New Testament
- (c) A topical study (to be selected later)
- (d) A Bible book study (to be selected later)

7. **Reading schedule:**

- a. You will be expected to read at least one book per month with an oral/written report expected.
 - b. The first two books are: *Crucial Conversations & How To Read A Book*.
 - c. Other books will include (in no particular order): *The Gospel Plan of Salvation* (T. W. Brents); *The Scheme of Redemption* (Robert Milligan); *The Indwelling of Deity* (Maurice Lusk, III), *Common Sense Preaching* (Dee Bowman)
8. You will be expected to prepare a personal evangelism study plan.
9. During your last three months with South Cullman, we will expect you to be at the level of a full time evangelist in your work so you will be comfortable doing that work following this training program.
10. You will be expected to conduct yourself in every walk of life in a godly and mature manner.
11. At the end of our program, we may ask you to do an “exit” interview discussing what you feel are the strengths and weakness of our program.

What you can expect from us:

Respect – though this is a training program, you will not be viewed as a subordinate but rather a co-worker. Nor will we take advantage of you, making you nothing more than a glorified errand runner. We will treat you with the respect of an evangelist.

Attention – though we have a lot of work to do and may not always be able to devote every moment of time that you would like, we will make sure to attend to your questions and needs throughout this program.

Assistance – we will help you in any way we can to improve your ability to do the work of an evangelist.

Structure – Some of our program will be planned on the fly, as we determine the best approaches to various issues of your training. You can, however, expect us to provide clear communication so that you will not have to guess what is going to happen during the program.

Clearly defined parameters and goals – in all assignments and projects, we will take whatever time is necessary to explain and outline the parameters and goals so you will be clear regarding what we expect from you.

The truth offered in love – at times, our advice may hurt but you can rest assured that everything we ask of you or offer to you is because we have no greater desire for you than the desire that you be the best and most effective evangelist you can be. Everything we say will come from that motive.

Teamwork and not competition – As evangelists at South Cullman, we will work together as a team and will not strive to prove one or the other to be greater. Our desire is not to excel over one another but to help one another excel.

A challenge to stretch yourself and improve – we will not spoon feed you during this program. We will challenge you to grow; because only through challenge do we grow. However, we will not offer challenges that you cannot possibly meet. We will be realistic in our goals for you, but will also ask more than you may have given in the past.

Openness – if at any time you have a problem with one of us, we are both open to anything you have to say or ask of us. Feel free to approach us on any topic.