

THE GRID

Establishing leadership training
in the local church

Adrian Reynolds

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INTRODUCTION



Ever since I knew I was taking on the role of Training Director of the FIEC, I've wanted to write something about training. The whole subject is one about which I feel passionately. Soon after leaving university, I worked as a trainer in London, helping new recruits understand business and the role they had taken on. I loved the job.

After retraining for Christian ministry, I quickly found ways to add training to my role – helping train international students with Philip Project (a ministry of Friends International) and also conducting training in South Asia on a regular basis. When I moved from pastoral ministry into a role with the Proclamation Trust, I was able to do even more of what I loved.

However, it is not enough to love something for it to form a key part of your life – though it is certainly a great help. From those early beginnings, I've become convinced about training for theological reasons. It's not simply a pragmatic approach that I've adopted; it's a biblical imperative. Moreover, I've begun to see that training needs to be owned and promoted not by institutions (colleges, courses, denominations and so on), but primarily by local churches.

Training in this sense is a local church issue and, therefore, one that all leaders need to consider and embrace. That's true for those starting out in ministry. However, it's equally relevant to those established in ministry. This short book is designed to help you think why training is so important and then to give you a simple tool to help evaluate and plan your training priorities in one particular important area of church life: that of leadership. I've called the tool the Leadership Training Grid, or the Grid for short.

I've found it helpful myself in thinking about my own ministry and assisting others in working through these issues. I hope and pray you will find it equally useful.

Adrian Reynolds

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