



GENERAL SESSION

4

Develop



Steve Schultz

Top Priority: DEVELOP

by Steve Schultz, *Training Coordinator*

Church leaders believe that well trained leaders are the key to any ministry success. Training plays a vital role in districts' "develop" priority. The equip role of districts involves developing, or training, adult and junior leaders. Royal Rangers can and must be the best in the world at mobilizing, inspiring, and resourcing leaders to mentor future men. If the district offers effective, exciting training to strengthen our leadership core, it will be resourced to produce successful local Royal Rangers ministries.

All training must contain these three core values:

1. **Spiritual Development:** All classroom and event based adult leadership training will have a spiritual emphasis.
2. **Rangers Skill Development:** Training will focus on the seven methods Royal Rangers use to minister to boys. Rangers skills are a key component of this success.
3. **Leadership Development:** Leadership development facilitates Royal Rangers objective to become a boy-led, adult-facilitated ministry. It takes a leader to mentor new leaders. Training will help Royal Rangers strengthen its leadership core. They can then influence more boys and young men than ever, more effectively than ever.

"The more leaders we mobilize, inspire, resource, and retain, the more boys and young men we influence." When the Lord gives us a new leader, God is giving Royal Rangers a treasure that will impact many lives. Their development and ministerial success is a sacred trust that has eternal consequences. As new leaders step up, it is important that districts be prepared to offer them a top-notch Ranger Basics and Ranger Essentials experience as quickly after they express interest and as close to their homes as possible. Proximity is a virtue districts should leverage to get training within reach of every church and leader.

What does it say when the district acts quickly and goes out of its way to make it convenient for a new leader to start his or her training? It says, "We value you and your God-given call to evangelize, equip, and empower, and we believe you will find our training highly beneficial as you express the call." If a church that decides to launch Royal Rangers finds the district highly responsive to their training



**What is healthy will naturally grow.
 Health is self-evident.
 How healthy is your district?**

needs (and other matters), trust is built. The image of our ministry is properly solidified in their minds. What they say about the district leadership and Royal Rangers will be positive and has the potential of perpetuating further interest in ministry to boys among other church leaders. (Don't marketers tell us that word of mouth is either an organization's best friend or its worst enemy?)

We will influence more boys and young men than ever, more effectively than ever when we maintain proper alignment—immediate alignment to new leaders eager to start their training as quickly and as close to home as possible, complete alignment with the overall national-district training strategy and guidelines, total alignment in curricular and training philosophy, etc. Whenever there is alliance, there is strength, and Royal Rangers needs strength to train new adult and junior leaders because they are critical to growth and success.

Also, our curricular and training philosophy should be one because the purpose of training is to model how to minister to boys and young men in a manner consistent with our curricular resources.

Training methods should be positive, hands-on, interactive, and fun. Any instruction we offer or methods we model in our training is an opportunity to replicate what the leader could and should do at the local outpost. If we are to raise up leaders who know how to offer hands-on learning and relationship building opportunities, we must model it.

A successful district training strategy will incorporate most or all of the following characteristics:

- » Embrace and promote the Outpost Leader Advancement Levels (OLAL), where adult leaders complete a four-step training process—Ready, Safety, Trained, and Advanced—based on a dynamic and interactive training model. Students will be:
 - Challenged spiritually and equipped to evangelize and disciple boys and young men.
 - Shown how to offer a diverse program of activities—including outdoor skills, sports, trades, technologies, and arts—to develop relationships and mentor future men.
 - Inspired to work cross-functionally with other ministries of the church.



Brady Allen
District Director
 North Carolina



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Royal Rangers must be the best in the world at mobilizing, inspiring, and resourcing leaders to mentor future men.

- » Build strong relationships. All training will be charged with an atmosphere of excitement and enthusiasm, connecting students with each other and their instructors.
- » Follow a “hear, see, do, teach” philosophy. Engage the students as soon and as much as possible to enhance learning.
- » Have positive, hands-on, interactive, and fun training methods.
- » Be in complete alignment with the overall national training strategy and guidelines. It should always be consistent with our curricular and web site resources.
- » Have clear and achievable goals. Leaders beginning their training journey will find the requirements easy to understand and follow.
- » Be proactive in assisting local leaders to complete their OLAL as quickly as practical.
- » Promote adult leaders’ participation in national training events like WCO, NRMCC, and RKTC/NEEC and work with the regional training coordinator to develop a training plan to schedule national training events in or near your district so leaders can complete training as soon as practical.
- » Focus training on how to use skills and knowledge learned during a training event to help facilitate boys leading the local outpost. This will encourage the boy-led, adult-facilitated philosophy.
- » Promote junior leaders’ participation in district junior training camps/events and action camps.
- » Model servant leadership, asking how can they better serve the local outpost and church.
- » Build good communication between district leadership and the local church and outpost. Be responsive to communication received.
- » Gain regular feedback (QLC) from the local Rangers leaders, church leaders, boys/young men, and parents regarding the training offered by the district. Take action as needed.
- » Prioritize developing a top-notch training team. Expect high standards and offer training responsive to the needs of the local church. Be constantly looking to improve its training team by mentoring instructors.



- » Offer Ranger Basics and Ranger Essentials on a regular basis and in locations per the need of the local churches. Local leaders should not have to wait several months to begin their training.
- » Offer continuous learning electives that meet the needs of the local church.
- » Promote and encourage all organizational leaders in the district to complete the Organizational Leadership Training (OLT) as they are able.
- » Champion this axiom: “If you want to grow a ministry, you must grow the leaders.”



Tom Frith
Training Coordinator
North Carolina

In summary, a successful district training strategy will strive for excellence by regularly evaluating its current program and goals; by strengthening its relationship with the local church leadership, outpost leadership, and organizational leaders; by prayerfully seeking God’s blessing and direction as it develops leaders to evangelize, equip, and empower the next generation of Christlike men and servant leaders.

What is healthy will naturally grow. Health is self-evident. How healthy is training in your district? ➤
