

Gajendra Tamang:

Let me start with the first "C" – our goal. Our goal is to help our leaders or the people that we're developing, we try to help them to grow in Christ. It's intimacy with God. We are busy doing stuff for Christ and we don't have time or personal time with Christ. As a leader, as we develop, our goal is to help them to grow as a healthy leader; so Christ is the foundation. We really want them to grow in all 5C's but out of 5's, this first "C" – Christ – is the most important. The second area that the goal we have is to help them to grow in Community, because leaders grow in community. There is the relationship with people, so growing in community continues. The third area, we really want them to grow in Character. When we say character, we want them to grow as a man or woman of integrity.

The fourth area is Calling. I can't be so many people at the same time, so help them to know their calling and do it in the best way. The fifth "C" is Competency. You need a surgeon, and you have two options. A great Christian with no medical school, and a non-Christian with 21 years of medical experience. Who do you want to go? Even if he's not a Christian, still we would like to go to the one who has the experience in medical field. The competency matters, and that's true with our ministry, with our leaders also. So what is our goal here? Our goal, is to help them to grow in all those five areas. As we are talking about goal, you think about the people that you are building, or the people that you are going to train. To achieve this goal, we need a process. This process must match the goal. Always, the process should match the goal, because Christianity is not external behavior management, but it is internal transformation.

Since our goal is not merely information but transformation, we need a transformational process. Let's look at this process as we train the people. It's not just information; we don't need an informational process, we need a transformational process. This is the process – Four Dynamics. This process is called Four Dynamics Process, and Jesus used this process. Let's see where He used this process. Let's read Mark 3:14-15.

We'll come back to this later on just to find out if we have those four dynamics. Let's see what those four dynamics are. The first dynamic is

Spiritual Dynamic, involving relationship with God. It's connecting with God. Then another dynamic is Relational Dynamic, involving relationship with people, or connecting with people. The third one is Experiential Dynamic. It's connecting with life. The fourth one is Instructional Dynamic. This one is connecting with truth. Let's see how these dynamics work in the life of people. Spiritual Dynamic is connecting with God. Here is the need of the people, the emerging leaders' need. These are their spiritual needs. The first thing is bring me face-to-face with God. *Empower me, pray for me, pray with me.* All these are the transforming power of the Holy Spirit. This is the Spiritual Dynamic.

Let's see how Relational Dynamics work. The leaders are saying, *show me, spend time with me, encourage me, nurture me, correct me, and hold me accountable.* This dynamic is the transforming power of parents and others. The other one is Experiential Dynamics. This is connecting with life. That means my life has been transformed because of my experience. *Let me do it, that's how I will learn it. Trust me and give me some challenging responsibility. Don't protect me from every pressure and suffering. That is how I will be changed.*

Then the Instructional Dynamics. This is the dynamic we use all the time, or in other words, traditionally, we focus on this dynamic. It's connecting with truth. *Teach me the Word of God. It's alive. Engage me with truth. Please don't merely lecture me, and use a variety of teaching interaction.* This is the transforming power of the Word of God. All goals, powers, all these four powers, work in our life. Let's go back to the passage we read, Mark 3. As I said, Jesus used all Four Dynamics. Let's see how He used that. Can you see all four dynamics as you read this passage? 14 and 15. Chapter 3, verse 14 and 15. Let me read it: *He appointed twelve, designating them apostles that they might be with Him that He might send them out to preach, and to have authority to drive out demons.*

Where do you see those dynamics here? Yes, be with them. Which dynamic is that? Relational, okay. What else? Other that, what do we see? Instructional. Okay. He challenged them, sent them out. Experiential. Yes,

that's how they learned. It was not just the instruction, but Jesus sent them out. *Go, you will experience it. That's how you are going to learn.* The Spiritual Dynamic was to be with Jesus. That itself is spiritual life. Yes, spending time with God ... spending time with Jesus is the Spiritual Dynamic. Do you see all those four dynamics? There are many other passages we can see all those four dynamics. Traditionally, we really focus on *this* dynamic, and this dynamic works – I'm just saying it doesn't work. But now, we are going to say that this is not the only dynamic that works in our life. I'll tell you how all these four dynamics work in our life.

Spiritual Dynamics. Relational Dynamic. Experiential. All those three dynamics are *context*, and teaching, the Instructional Dynamic, is *content*. What I'm trying to say is, context is as important as the content. Are you getting my point? We really focus sometimes just on the content. I don't say that content is not important. It is really important, but context is as important as the content. When we put together one context with content then that's when transformation happens. So, what kind of training do you have? Is it informational or transformational? If we just focus on content, that's going to be just informational training, but when we have all those four dynamics, context and content, then that's going to be a transformational training. God's seed can't make up for bad soil. If you have a good seed, it doesn't matter how good the seed is, if you don't have a good soil, it's not going to grow. That is why a good seed can't make up for a bad soil. So the first thing to do is to have a good soil.

Even the best seed kind cannot do anything in sand or in gravel. What does that mean? Good seed needs a good soil. That's what it is. Let me show you. The seed here, and all those three dynamics are soil. Again, I repeat. Good seed needs good soil. In other words, content is as important as context. Let me give you a passage. Now, please turn to Acts Chapter 2: 42-43. Please, let me give you a few more passages, so that we can save time. Please help us to find four dynamics in these passages. You can break up a group of five or six people.

Participants on the right, please work on this passage. You have to underline, either in the Bible or on your mind, whether you see four dynamics in those passages. For the group on my right, let me give you two passages. The other passage would be 1 Timothy 1:18-19. For the people on my left, 1 Thessalonians 1:5-8. Now, please read this passage, and identify the four dynamics there. You stay in the same group, because we're going to work on another passage later on. Let's start with this group on the right. Did you identify there some dynamics? Can you tell us some of the dynamics in Acts 2:42-43?

Participant:

Prayer is Spiritual. Fellowship is Relational. Miracles and wonders are Experiential. Teaching is Instructional.

Gajendra Tamang:

Let's hear from this group also. Did you identify any dynamics there? Which one? Your passage was 1 Thessalonians 1:5-8.

Participant:

Holy Spirit is Spiritual.

Gajendra Tamang:

With the power of the Holy Spirit, we see that, and then, what else?

Participant:

Power. Spiritual.

Gajendra Tamang:

What else? We live among you. What is that?

Participant:

Relational.

Gajendra Tamang:

Relational. What else?

Participant:

How we behave ourselves. Imitate us. It's an example.

Gajendra Tamang:

Yes.

Participant:

In great persecution, triumph.

Gajendra Tamang:

That's the Experiential Dynamic or it could be sometimes Spiritual Dynamic.

Participant:

Experiential or Spiritual?

Gajendra Tamang:

It could be both. Then, as you stay in the same group, let's work on the next passage. Let's consider how Paul the Apostle was built by those four dynamics. Now, list specific items in those appropriate quadrants. You know the story of Paul, how he became Paul. As we look at his life, how all those four dynamics worked in his life? You discuss in your groups and you come up with some of the bullet points. How his life was changed because of all those four dynamics. Actually, it was transformed. His life was totally transformed. Go ahead. Yes, please discuss.

You know the story of Paul. Yes. We just look at his life. If you like to use the passage it's in Acts Chapter 9, but we all know the story. You just look back at his life. I assume you know the story. If you want to read the story once again, it's in Chapter 9. If you work in groups, it will be easier.

Are you ready? You can share some of the dynamics that you have identified from the life of Paul. Let's start with the Spiritual Dynamic. How Spiritual Dynamic built Paul's life? Go ahead. Great light, yes. You know that story. When he was on the way to Damascus and he encountered with Jesus. What else?

Participant:

Filled with the Holy Spirit.

Gajendra Tamang:

Filled with the Holy Spirit. Okay. What else?

Participant:

Revelation. Revelation from God.

Gajendra Tamang:

Revelation from God. We do not know, but they said that after his conversion, Paul spent three years in Arabia. We do not know what did he do, but I think that's the time he was ... the Holy Spirit was working in his life. Let's see how Relational Dynamics changed his life.

Participant:

He was sent by the Antioch church.

Gajendra Tamang:

Yes, he was sent by the church. Yes. Okay, and then what else?

Participant:

Prayed by Ananias.

Gajendra Tamang:

Prayed by Ananias. Yes, that would be Spiritual Dynamics also. And also Relational.

Participant:

He lived with the disciples in Damascus.

Gajendra Tamang:

What else? Relational. Barnabas! That's the one I have been waiting for. Yes. Barnabas was the one who really influenced him and encouraged him. Yes, Timothy. Silas. Now, let's think about the Experiential Dynamics.

Participant(s):

Problem in his eye. He was blind. He fasted and prayed.

Gajendra Tamang:

Okay, and what else?

Participant(s):

His baptism. Miracles and wonders. We know the story of shipwreck, and all the suffering and the persecution that he experienced in his life. He preached broadly.

Gajendra Tamang:

Let's think about the Instructional Dynamic. How he was built by this Instructional Dynamic. Okay, he preached broadly.

Participant:

He wrote letters.

Gajendra Tamang:

He wrote letters, but how did he learn? Instructional. He learned from Gamaliel who was a great teacher at that time. He also learned from Barnabas. What else? He learned from Jesus. So you see how some of the dynamics elements, how these four dynamics built his life. Now, think about yourself. Look back at your life, how these four dynamics built your life. Just flashback. Let's come up with this again, your life. Try to look at your life in these four dynamics. What has changed you to become what you are today? What has transformed you? What influenced you much? If you look back,

you'll be amazed to see that all those four dynamics were building your life. You just put it on those four quadrants. Look back and try to put it on those four boxes. Which dynamics worked most in your life? The power of the Holy Spirit in your life. That's the first quadrant.

You remember the people who have influenced you much. The people who have helped you to become what you are today. Think of the people ... the relation, and probably you remember the experience. People will not forget that. You will forget the teaching, but you will not forget the experience. I don't think you remember all of the sermons that you have heard, but you remember the experience. By experience, you have learned something. Because of that experience, your life has been totally transformed. We do not know something happened, something you experienced in a while. You note down. And then of course, if you remember the instruction, the teaching that has changed you. We learn in different ways. You know the people of Israel? It took 40 years to learn, just to learn one principle. The very simple principle is *God provides*. There are some things that we don't learn by teaching. It's all four dynamics, all four quadrants. When you finish writing, we'll move on. Let me remind you once again. What is our goal? Right now, we are working on the process. This is the process. Four dynamics is a process. So what is our goal?

Participant:

Transformation.

Gajendra Tamang:

Transformation of the leader. Five "C's". Is our training informational or transformational? This is the question we have to ask to ourselves. This is an honest question. What does your training look like? Do you train the people? Do we include all those four dynamics in our training? Do we use all those four dynamics in our training? We can use it in any trainings, in any context because this is just a framework. Let me give you an example. As Awana, I said that we train the Christian leaders, those who are working with the

children, and we do training all the time. Here, we try to apply these four dynamics in our training. Awana is just one of the trainings that you also do, but now we are trying to apply those four dynamics in our training. In the Spiritual dynamics, in the past, we were really focusing on this, which is common, which is traditional way. Everybody, we do that. We are trying to see how other dynamics we allow, which we create an environment, so that this will be more effective. Please remember that this is contained in all those three areas – context. I told you that context is as important as the content. Please remember this is seed and the other three areas are soil. I agree, you prepare a good seed. You're working hard on preparing this good seed, but this good seed needs a good soil. This is how we are trying to make changes in our training. Spiritual – participants will have personal time with God. It is not just training, training, training, actually, but they will have individual time with God.

Every morning, before we do anything, before we start our training, we'll have a time of prayer. As we are working among the children, we specifically pray for the children. We pray for the success of the training. We can do that without praying also, but we decided, let's focus on prayer. Prayer time is as important as the training. So, I know it's difficult to make an adjustment in the schedule, but we realized we have to. Every day, praise and worship followed by a message by the local pastor. We try to summarize our training or maybe concise our training, so that we will have time for prayer and a Bible study. Then the relational, how can we allow the Relational Dynamics to work with our people? The trainer and the trainees stay together for the whole five days and that's a good time for us to build a relationship. Participants share their testimony and they learn from each other. Participants have to work together as a team. We will have a different assignment for each team and the good thing is even after the training, participants stay connected. Now see, we are trying to create this environment so that the relational dynamic works in their lives. It is not like, *we are trainer, you are trainee, come get training and go*. It is more than that. It's a community. It's a relationship. They remember each other, they are on Facebook now after this meeting. They write e-mail.

It's more than a training. We bring them again after three months, for three month follow-up. Again, after one year, for one year follow-up. You see the Relational Dynamics, and the Experiential Dynamics. Participants practice the lesson with each other. The thing is, they don't only learn how to do the children ministry, but they have to do the children ministry right there; we invite the children. We invite around 40-50 children on the final day of our training and participants will run a live Awana club right there. In the past, the adult used to act like a child, so that they can practice, but now, we are saying, "No, it's a *real* thing." We need to allow the Experiential Dynamics in our life, in the life of our leaders, those who are coming for training. That's the experiential part.

Of course, we are always good with the Instructional Dynamics. It's always there. We have been doing that. That's the traditional model. In the instruction part, we have a biblical worldview of the children ministry, how to do the children ministry, and then the importance of children ministry, and how to start and run an Awana club. It looks like that we're trying to design our training in this frame. Now, you can think about how you can design your training in this framework. As we said that, we can use this Four-Dynamic process in any context, in any training. It's a different context in the Bible College. We know the traditional model of training in the Bible college. This morning we had testimony. This is what I'm saying; we can make a change. In any context, this works. If you're teaching in a Bible college, you can think about how you can design your training in this process.

Now Awana, we have a training called Building Healthy Families Training. This Healthy Families Training is in this ConneXions Model – we have designed it. As you see here, it's the same thing. Here, we're trying to help the children to connect with God, to connect with the life, we are trying to help them connect with the people, and to connect with the truth. This is the Building Healthy Families Training look like. This is the curriculum outline. Do you see "5C's"? Do you see "4D's"? I don't know if you can read it from the back. It has both "5C's". You can see that that is our goal last year. That rainbow chart, we are just trying to make it easy to remember, so this is the "4D" process down here. Family Bible study, what Dynamics it is?

Participant:

Spiritual.

Gajendra Tamang:

Spiritual. Family prayer?

Participant:

Spiritual.

Gajendra Tamang:

Work together?

Participant:

Relational.

Gajendra Tamang:

Okay. Enjoying each other? Make mealtime count being together as a family?

Participant:

Relational.

Gajendra Tamang:

Relational. Okay. Then, what else? Take responsibility?

Participant:

Experiential.

Gajendra Tamang:

Experiential. You will feel all those 4D process in this training. Now, we have in Awana new curriculum called Learning God's Story. Carol Berry has developed this material. She is developing this process in the same ConneXions Model. Again, our goal is the Transformational Training. Our goal is not an Informational Training. It's the Transformational Training. What kind of training you want to have? Informational Training or Transformational Training? I'm trying to say that, if it works for me, it works for us, it should work for you. Wherever you are. It doesn't matter what kind of training you are offering, in any context, in any kind of training. Okay. Again, you remember? What is our goal? "5C's" – help them to grow in all those five areas. Why do you do training? You're trying to help them to grow in these "5C's" as a healthy leader. The process is Four Dynamics.

Any questions? Any comments, any question? If you don't have a question, I did a fantastic job. Thank you for being a good audience. Thank you, thank you.