

Nav20s Staff Training Guide

Every endeavor must have two sets of goals. An outcome goal and some process goals. The outcome goal is the final result you wish to achieve. The process goals are the intermediate steps that must be made to achieve the outcome goal. The Nav20s Nav Rep Training Plan is a series of process goals to achieve the outcome goal which is described in the Nav Rep Profile. The Nav Rep Profile was designed by the National Leadership Team so that all of the Missions of the U.S. Navigators would be training staff to become Navigator Representatives with the same outcome goal.

Nav Rep Profile

Calling

- Called by God to Navigator ministry as a vocation
- Embraces The Navigators' Calling, Vision, and Core Values
- If married, spouse embraces their mutual calling

Character

- Depends on God for life and ministry
- Consistently reflects humility, integrity, faith, and servanthood
- Displays teachability and submits appropriately to leadership and to others
- Lives out moral integrity and sexual purity
- If married, spouse also reflects these Christ-like characteristics

Convictions/ Commitments

- Passionately desires to know, love, and become like Jesus Christ
- Depends on prayer and the authority and sufficiency of the Scriptures for all of life and ministry
- Experiences the transforming power and leading of Holy Spirit
- Developing a Kingdom gospel worldview
- Growing in vision for all peoples and nations
- Lives and ministers in loving community with others
- Intentionally works toward spiritual generations of laborers
- Willing to be mobile for the sake of the gospel and our Calling
- Agrees with The Navigators Statement of Faith and growing in our Values

Competencies

- Fulfills organizational responsibilities defined by job description and policies
- Demonstrates the ability to develop safe environments of love, grace, forgiveness, and truth
- Works well as part of a team
- Demonstrates increased knowledge and skill in using the Word of God
- Develops disciples and laborers while ministering among the lost
- Has completed new staff screening and training
- Manifests basic understanding of their personal design
- Manages life—finances, time, decision-making, family, and other relationships—adequately so that God is honored

Overview	Year One	Year Two	Year Three
Relationship with Christ	Identity in Christ Spiritual Disciplines	Gospel & Performance Trusting God	Character Development
Theology	Word of God	Attributes of God	Gospel of Jesus & His Kingdom
Ministry	Advancing the Gospel	Disciplemaking & Training Laborers	Teams / Teamwork
Vision	Promises of God / Prayer	Spiritual Multiplication / Generations	Leaders & Laborers
Navigator Calling	Nav Calling	Nav Vision & Values Personal Calling	Giftng & Leadership Development
Nav20s Ministry	The Four Pursuits Ours vs. Theirs	20s Culture & Context My City	Giftng & Leadership Development
Life Wholeness	Personal Wholeness (SHAW, Spiritual Warfare)	Relational Wholeness (Family/Community)	Lifelong Learning Navigator Development Plan
Nations	God's Global Mission	Ethnic Ministry Nations Within Cities	Giftng & Leadership Development
Administration	iNFO, Fundraising, WorkDay Training	MPD Ministry Admin / Planning	Navigator Policies & People
Character	Faith, Holiness for Men, Holiness for Women, Humility, Teachability, Integrity, Servanthood. <i>These & other character traits can be addressed at any time during the training</i>		

Year One	Area of Focus	Resources	Skills & Experiences
Relationship with Christ	Identity in Christ Spiritual Disciplines	Bible Study: Christ the Center Hand & Wheel	Book Study, TMS, Bible Reading, Quiet Time
Theology	Word of God	Bible Study: The Scriptures Book: Journey into God's Word – Duvall	Topical Study - Study one of the five Hand topics.
Ministry	Advancing the Gospel	Bible Study: Advancing the Gospel Book: Reason for God - Keller	Bridge/IBD Reading the Bible with Non Believers
Vision	Promises of God / Prayer	Bible Study: The Promises of God Book: Praying over God's Promises – Yeakley	Pray Promises Key Navigator Promises Area Prayer & Promises
Navigator Calling	Nav Calling	Bible Study: Call of God	Articulate Calling Leader Interview
Nav20s Ministry	The Four Pursuits Ours vs. Theirs	Nav20s Booklets: Four Pursuits Book: Every Good Endeavor - Keller Paper: Ours vs. Theirs- Kyu Ho Lee	Teaching Plans - Four Pursuits City Profile
Life Wholeness	Personal Wholeness (SHAW, Spiritual Warfare)	Book: The Invisible War – Ingram Book: Surfing for God – Cusack	SHAW Training
Nations	God's Global Mission	Bible Study: The Nations	Missions Trip
Administration	iNFO, Fundraising, WorkDay Training	Book: Funding Your Ministry – Morton Yearly Budget/Benefits Enrollment	Attend iNFO, WorkDay Training
Character	Faith, Holiness for Men, Holiness for Women, Humility, Teachability, Integrity, Servanthood. <i>These & other character traits can be addressed at any time during the training</i>		

Year Two	Area of Focus	Resources	Skills & Experiences
Relationship with Christ	Gospel & Performance Trusting God	Bible Study: Galatians Book: Gospel for Real Life – Bridges Book: Trusting God – Bridges	Video - Room of Grace
Theology	Attributes of God	Bible Study: Attributes of God	One to one plan - on the Attribute you studied
Ministry	Disciplemaking & Training Laborers	Bible Study: Disciples Book: Master Plan of Evangelism – Coleman	Using the Word in 1-2-1 Born to Reproduce 1-2-1 Planning & Prep
Vision	Spiritual Multiplication/ Generations	Bible Study: Generations Bible Study: Spiritual Multiplication in Mark	Small Group Leadership Equipping Laborers
Navigator Calling	Nav Vision & Values Personal Calling	Book: Daws – Skinner Bible Study: Calling, Vision & Values	Write a paper on Personal Calling
Nav20s Ministry	20s Culture & Context My City	Book: The Defining Decade – Jay Book: Twenty-Someone – Serven/ Dunham	Research 20s in my city
Life Wholeness	Relational Wholeness (Family/Community)	Bible Study: Community Book: PeaceMaker – Sande	Conflict Resolution Training
Nations	Ethnic Ministry Nations Within Cities	Book: Poverty, Corruption & Injustice – Kalu	Interview an Ethnic Staff
Administration	MPD Ministry Admin / Planning	Evaluate Funding with Coach Yearly Budget/Benefits Enrollment	Yearly Planning
Character	Faith, Holiness for Men, Holiness for Women, Humility, Teachability, Integrity, Servanthood. <i>These & other character traits can be addressed at any time during the training</i>		

Year Three	Area of Focus	Resources	Skills & Experiences
Relationship with Christ	Character Development	Bible Study: Key Need	One to one plan - Developing Character
Theology	Gospel of Jesus & His Kingdom	Paper: Gospel & Kingdom of God Book: God's Big Picture – Roberts	One to one plan - Gospel of the Kingdom
Ministry	Teams / Teamwork	Bible Study: Team	Lead a team with evaluation
Vision	Leaders & Laborers	Bible Study: Laborers Book: Spiritual Leadership – Sanders	Make training plan on how to equip a disciple to become a laborer
Navigator Calling	Giftng & Leadership Development	Take PCA Assessment Workshop and write out findings/summary	PCA Assessment Workshop
Nav20s Ministry	Giftng & Leadership Development	Design Development Plan in area of giftedness & follow through	Put a workshop together on what you are learning
Life Wholeness	Lifelong Learning/ Navigator Development Plan	Paper: Navigator Development Plan	Submit Navigator Development Plan
Nations	Giftng & Leadership Development	Continue Development Plan in area of giftedness & follow through	Give Workshop (with evaluation)
Administration	Navigator Policies & People	Read all necessary HQ procedures and guidelines (CARM, Income Accounting, etc.)	Know who to call and for what.
Character	Faith, Holiness for Men, Holiness for Women, Humility, Teachability, Integrity, Servanthood. <i>These & other character traits can be addressed at any time during the training</i>		