

# A Discipleship Ministry – The Work Program

By Allen Turley  
Participant Notesheet

## 1. Teen Challenge Staff Training

Track:	T5	The Teen Challenge Program
Topic:	517	Work Training as Discipleship
Course Number:	517.01	A Discipleship Ministry – The Work Program
Author:		Allen Turley
Level:	1	

## 2. Course Description:

This course provides a basic overview of how the work component of the Teen Challenge residential program can function effectively in the discipleship process in the life of each student.

## 3. Suggested teaching schedule: 1 hour

## 4. Materials available:

Participant Notesheet  
Additional supplemental materials  
(For more information on the latest resources available for this course, check the website: [iTeenChallenge.org](http://iTeenChallenge.org))

## 5. How this course can be used:

This course is for training current and potential leaders for Teen Challenge ministry. It can be used in a variety of settings:

1. As an individual self study course: You can read through the materials available and listen to the audio or watch the video. We encourage you to take notes on how you can relate this to your own situation.
2. Play the audio/video tape of this session for your training. Provide each one attending a copy of the Participant Notesheet. We encourage you to use the PowerPoint presentation as you listen to the tape. If you use this option, it would be best to follow with a discussion of how you can begin applying these principles in your own setting.
3. Use these resources to plan your own teaching of this course in your local ministry setting. We encourage you to provide each one with a copy of the Participant Notesheet or create your own notesheet.

6. **Background reading:** For additional study on this topic: List books, etc.  
*The Jesus Factor*, by David Manuel (Gives a detailed story of the Teen Challenge Training Center in Rehrersburg, PA, USA. This was the first training center that set up vocational work experience as part of the Teen Challenge discipleship program.
7. **Translation of this course:** Please check the website [iTeenChallenge.org](http://iTeenChallenge.org) to see if this course is already available in your language. We are very interested in offering this course in other languages. If you translate this course, please send a copy to Global Teen Challenge at [gtc@globaltc.org](mailto:gtc@globaltc.org)
8. **Video or audio of this course:** Please check the website [iTeenChallenge.org](http://iTeenChallenge.org) to see if a video or audio version of this course is already available in your language. We are very interested in offering this course in other languages. If you teach this course, please make a video or audio recording of the training and send a copy to Global Teen Challenge at [gtc@globaltc.org](mailto:gtc@globaltc.org) or mail it to the address listed below.
9. **Request for evaluations and feedback:** Global Teen Challenge is seeking to improve the training resources it provides. Your evaluation and feedback would be most helpful to the on-going development of this course and other training resources. You can email your comments directly to [gtc@globaltc.org](mailto:gtc@globaltc.org) or go to the website: [iTeenChallenge.org](http://iTeenChallenge.org) and click on the **Contact Us** button.

Global Teen Challenge is also looking to expand the training resources for equipping leaders in Teen Challenge centers around the world. If there are other topics you would like to study, please send your ideas to the address below. If you have training materials that you would like to recommend, please send those ideas as well.

10. **Contact information**

Global Teen Challenge  
PO Box 511  
Columbus, GA 31902 USA

Phone: 1-706-576-6555

Email: [gtc@globaltc.org](mailto:gtc@globaltc.org)

Websites: Teen Challenge Training resources: [www.iTeenChallenge.org](http://www.iTeenChallenge.org)

Global Teen Challenge: [www.Globaltc.org](http://www.Globaltc.org)

## A Discipleship Ministry -- The Work Program

By Allen Turley, Teen Challenge USA Training Coordinator

2009

Is the Teen Challenge work program part of the discipleship process?

To this point in our discussion on the Teen Challenge discipleship model we have primarily looked at what we might consider the more “spiritual” aspects, prayer, chapel and the classroom. But our program involves several other key components. One of those is the work program.

The chapels and classroom are very important and lay the foundation to build on. However, we know that people don’t live in a classroom and without real life experience to implement the principles being taught in the chapels and classroom the students are not able to connect what they are learning to reality. That is why all of the other activities the students are involved in are so important. (I will talk about a few of the others in upcoming e-newsletters.) Students need to understand that what they are learning applies to all areas of their lives including their job.

Having biblical beliefs and conduct on the job is an important part of discipleship. If you would like a more in-depth explanation of the Teen Challenge work program see the list of resources at the end of this article.

It is important for all staff members, no matter what position they have, to understand that they are part of a discipleship team. The work supervisors are an important part of that team and must see themselves as such. If we are just working the students to get a job done or make money, we have missed something very important in the discipleship process and could be guilty of using if not abusing the students.

How can the work program be intentionally discipleship oriented? Here are a few thoughts to consider:

1. Inform all the staff of which *Group Studies for New Christians* (GSNC) course is being taught each week. Encourage all staff to be looking for ways to help students apply what they have been studying in class.
2. Implementation of goals set in the GSNC and the *Personal Studies for New Christians* (PSNC) classrooms. Students are required to set specific life-application goals. Almost all of these goals can usually be accomplished while at work. In fact, many will be work specific. The classroom meets the real world.

If you are working with students, occasionally ask a student to quote his or her scripture or character quality and briefly talk to the student about their goals for each.

3. Evaluation and counsel of students with regards to character, conduct and competencies that are important for employment. What most Teen Challenge centers are able to provide is minimal in the area of jobs skills training. However, some Teen

Challenge centers do provide actual job skills training. But foundational to job skills are work ethics and basic competencies. And we can all teach these. If these do not exist a student will have a hard time keeping a job even if he does have marketable skills. So therefore good work habits should be stressed. Here are just a few traits to consider evaluating and counseling students on while they are on the job:

- Response to authority
  - Cooperation; team work
  - Overall attitude toward the job
  - Listening to and following instructions
  - Quality of work; excellence; attention given to detail
  - On time and ready to work; punctuality
  - Personal appearance
  - Taking initiative
  - Carrying his/her fair share of the load
  - Not distracting other students while working (One work supervisor used to say, “If you can’t talk and work, don’t talk.”)
  - Following of (or performance as) head student
4. Training. What better place for teaching students what the Bible has to say about work and work ethics than on the job?

Here is an idea to consider. Highlight a scripture and/or a work related issue for discussion for the week. At the beginning of each work session take five minutes for discussion and training on the topic for that week. Towards the end of the work week have the students share their observations on the topic.

A few ideas: integrity on the job, proper relations with the opposite sex on the job, excellence, resolving conflict, working as unto God, etc. (View the resources at the end of this article for more ideas on other topics to be discussed.) With your staff, brainstorm 52 focus topics, one for each week of the year. Be strategic and prepare for each topic. Record each topic in every student’s discipleship record.

5. Work supervisors taking time for teachable moments. Patiently instruct students in how to do a certain task or in proper behavior.
6. Modeling: speech, work, team work, attitude, conflict resolution, etc. Students are learning a lot more by what you do than what you say. That is just the fact of it. If you are yelling at them, telling them to watch their attitude --- oops! Won’t work. Apologizing when you do blow it is great role modeling. Modeling is most likely the

most important thing you will do. The truth is—you are modeling, no matter what you do. So what are you modeling today?

“On the job,” in the heat of the action, real life, on the spot discipleship moments are just as important as the classroom. The potential for the impact and initiation of change in student’s lives is just as likely to occur on the job as it is in the classroom, if proper training, time and patience are involved.

Maybe we can graduate more students like one graduate I had who applied for a construction job and when the foreman told him they didn’t need anyone, the student told him that he would be such a good hard working employee that he could hire him and fire two of his current workers!

Hopefully they won’t be like the graduate who went to the hospital to apply for a job. He searched through the list of different departments to check which one he would have skills to work in. He later reported there was only one job that he could check on the whole list that he had skills for, “labor and delivery.” (If you don’t get it now you’ll get it later, if not ask someone.)

### **Questions for personal reflection**

1. Does each work supervisor see the importance of his role in the discipleship process?
2. What is one thing you can do this week to improve the discipleship aspect of your work program?
3. Develop a strategic plan for how the work program can be an important part of the discipleship process for every student.

### **For additional study**

The following resource is available at the website [www.iTeenChallenge.org](http://www.iTeenChallenge.org) as a free download. If you have additional articles or training materials that relate to the work component of the Teen Challenge program, please send your ideas or materials to Global Teen Challenge at [gtc@globaltc.org](mailto:gtc@globaltc.org)

### **Teen Challenge International—Work Experience Program**

--This article provides an overview of the work component in the Teen Challenge residential program. A biblical foundation is provided for work, listing a variety of scriptures that speak to this issue. A sample student agreement form regarding the student work program is also included.

This was originally published as the 7<sup>th</sup> part of a series on the Teen Challenge Discipleship program by Allen Turley. Email: [AllenT@TeenChallengeUSA.com](mailto:AllenT@TeenChallengeUSA.com)