

# AWANA BASICS ONLINE



COMPANION

GUIDE

# Training Matters

Awana's mission is to equip leaders to reach kids with the Gospel and engage them in lifelong discipleship. We take equipping leaders seriously. They are the loving, caring adults who see and disciple the children in your church. As a leader in your church's Awana ministry, you have the amazing, God-given opportunity to help leaders reach the kids in your community with the transforming power of the Gospel.

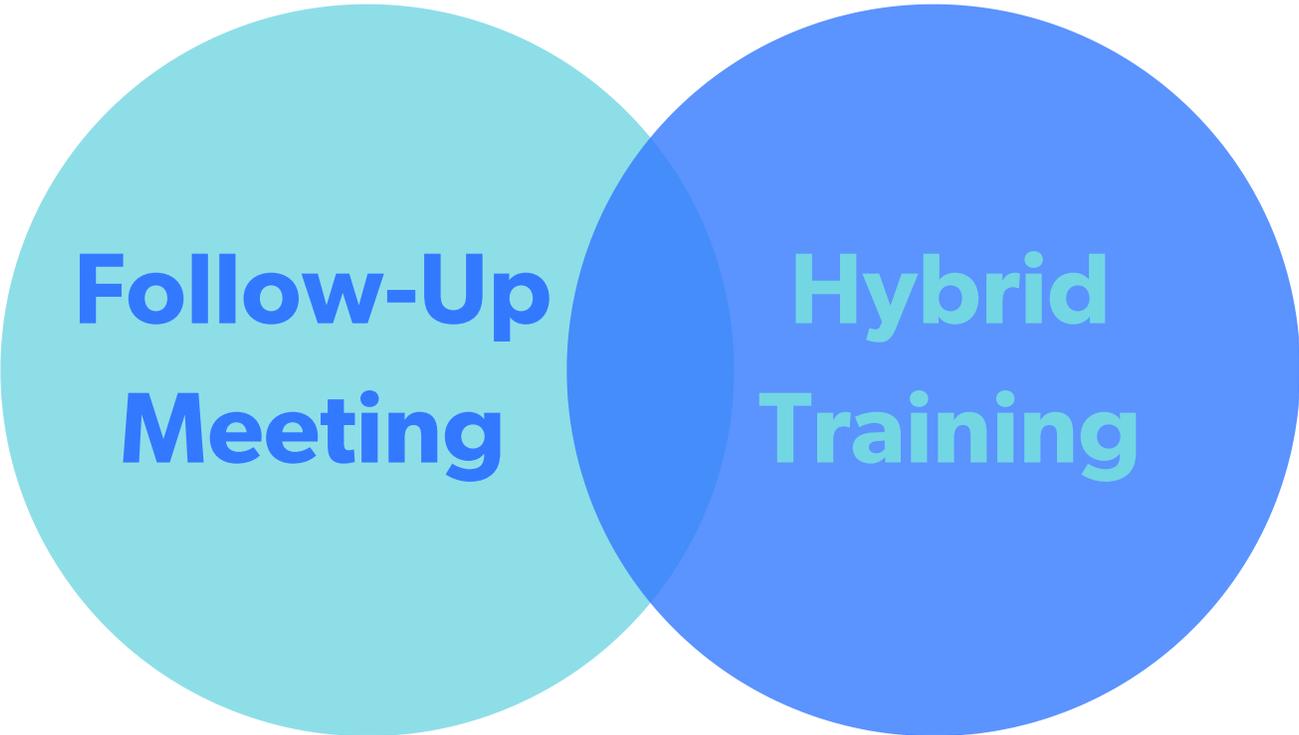
We desire to equip you to utilize Awana Club's curriculum and resources to their fullest potential in your church. That's why we developed this Church Companion Guide. It's designed to help you take what you and your leaders have learned in [Awana Basics Online](#) (ABO) and apply it to your church's specific needs and context.

The goal of this guide is to help you and your leaders move from information to implementation. We want to help you interpret the content covered in ABO and practically apply it to your church's ministry.



# How to Use this Guide

In this guide, we provide two methods to help effectively equip your leaders through ABO:



**Follow-Up  
Meeting**

**Hybrid  
Training**

Let's review each method and discover which is the best fit for your church.

# Follow-Up Meeting

In this method, leaders will complete the Awana Basics Online training modules within their specific role or club on their own. Once each leader has completed the training, a follow-up meeting date and time is set up, designed to stimulate conversation and answer any questions that may arise from the training.

***Note:** We recommend giving leaders a target date to complete their training prior to gathering as a team for the follow-up meeting.*

This meeting can be hosted in-person at your church or virtually (using Zoom or a similar application) and will typically last anywhere from 45-90 minutes depending on the needs and availability of your leaders.

Once a meeting date, time, and venue have been established, you are ready to conduct your Awana Basics Follow-up Meeting! We use the word “meeting” intentionally because this time is not intended to be a class or a lecture. It should involve interaction, brainstorming, and dialogue.

With this in mind, you might be wondering what the meeting should look like. While the style and timeframe of the meeting will differ from church to church, the template below provides an example of what a follow-up meeting agenda might entail.

# Follow-Up Meeting (Example)

- Start with prayer, introductions, and an icebreaker.
- Invite your Pastor or Awana Ministry Director to share some opening comments.
- Briefly revisit Awana's Resilient Discipleship Philosophy (Belong, Believe, and Become).
  - You could rewatch the "[Belong, Believe, and Become](#)" video (from the "Awana Intro" module in Awana Basics), or review the 3B's in your own words.
  - You could ask leaders to share what they learned within each "B" to help reinforce their truths among the group.
- Transition to a time of discussion. Questions to spark conversation might include:
  - "How do you see Awana helping you accomplish the 3B's in your ministry?"
  - "What did you learn from Awana Basics that was unexpected or new?"
  - "What excites you about your role as a child discipler in Awana?"
- Open the floor to questions or break leaders off into groups for round table discussion by specific club or role. Here are a few tips to help you plan ahead:
  - Large Group Discussion
    - **Tip:** Encourage leaders to submit questions ahead of time so you can prepare thoughtful answers.
    - **Tip:** Keep discussion moving and provide adequate time for each leader to share his or her thoughts.
  - Round Table Discussion
    - **Tip:** Break leaders into assigned groups and leave pre-written questions at each table.
    - **Tip:** Designate a leader at each table to facilitate group discussion, record answers, and share responses with the rest of the group.
- Offer encouragement and practical solutions throughout the meeting.
- Consider setting up additional meetings with specific groups or individuals to ensure everyone feels prepared within their roles for the new ministry year.
- Close in prayer.

*Again, this is just an example of a Follow-Up Meeting. You can add or adjust as necessary to meet the needs of your church's leaders. The primary goal of this training is to engage your leaders in thoughtful conversation and help them implement the content they have learned to their specific club or role.*

# Hybrid Meeting

In this method, a combination of in-person and online training is used to equip your Awana leaders. Like the Follow-up Meeting described earlier, this training will look different for each church. Below are two examples of how to implement a Hybrid Training for your ministry leaders.

*Please note, the Hybrid Training method takes considerable setup and advance planning. We only recommend using this training method if the needs of your church necessitate it.*

## Hybrid Training (Example 1)

- Work through the "Awana Intro" module with all of your leaders.
  - Watch all of the "Awana Intro" videos as a group and participate in open dialogue between each video.
- Separate leaders into different rooms to go over club-specific content and/or roles. Here are some tips to help make this approach successful:
  - Set up a computer or TV in each room ahead of time and make sure someone is present during the training to facilitate AV needs.
  - Assign a facilitator (typically the club director) to each room who is willing to complete the ABO coursework ahead of time. While a portion of ABO utilizes video, facilitators must also be able to guide leaders through the coursework efficiently, teach content that is covered by text-only portions of the modules, and answer questions that will arise.
- Gather leaders to debrief in a large group after smaller groups have completed their club or role-specific sessions.
  - Encourage leaders to share what stood out to them.
  - Close in prayer.

# Hybrid Training (Example 2)

- Work through the "Awana Intro" module with all of your leaders.
  - Watch all of the "Awana Intro" videos as a group and participate in open dialogue between each video.
- Release leaders to participate in club and/or role-specific meetings on a separate day.
  - **Example:** All Awana leaders gather to complete the "Awana Intro" content on the first Saturday of the month. On the following Saturday, Sparks leaders are scheduled to return to complete the videos and content of the Sparks track with the Awana Ministry Director. Sparks-specific concepts are summarized throughout the training and questions answered.



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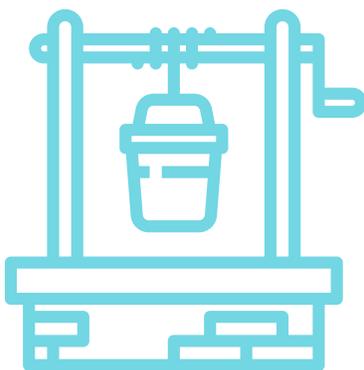
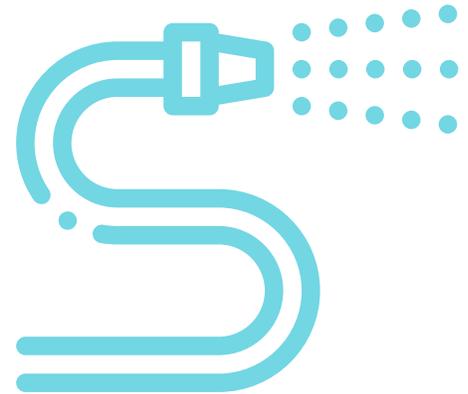
While there are benefits to the in-person aspects of the Hybrid Training method, many of these benefits are found in the Follow-Up Meeting method as well.

*Remember, the Hybrid Training method will take more time to prepare and is only recommended if at-home internet connection/use is a hindrance for the majority of your leaders.*

# On-Going Training

Regardless of which training approach you decide to use, it is important to consider how to keep leaders engaged and growing as they serve in your church's Awana ministry.

It's easy to take the "firehose" approach when it comes to training. This means that information is presented to leaders at one time in high quantity. While much content can be delivered in this approach, it does not lend itself to long-term retention. Only so much information can be absorbed at a time. Beyond the initial training, leaders need additional learning opportunities throughout the year to retain content and stay fresh in their roles.



Awana Basics Online operates more like a well of water. Instead of relying on a high degree of content to be delivered upfront, ABO is a well that can be drawn from time and time again. It's contents can be reviewed, reconsidered, and rediscovered anywhere at any time.

With this picture of a well in mind, how can your church best draw from the waters of ABO over time? The following list provides suggestions that can help you get the best use of the online platform for on-going training.

# On-Going Training Suggestions

- **Gather all of your leaders together once a year to go over the “Awana Intro” module. Use the content to recast vision and get your leaders excited for the new ministry year.**
- **Review specific sessions or modules every quarter and set aside time to discuss and evaluate your church’s progress in the topics covered.**
- **Ask leaders to complete a self-evaluation every month to see if there are areas where additional training might be helpful. Once the evaluation is assessed, encourage leaders to watch the portions of Awana Basics that can clarify any misunderstanding or strengthen felt weaknesses.**

**Aside from these suggestions, your leaders can go through any portion of ABO at any time and as many times as necessary. ABO provides a well of training that empowers your leaders toward self-growth and resilience.**

**We pray this companion guide has been helpful to you. If you have any questions about Awana Basics Online and its use within your church, we encourage you to reach out to your local Awana missionary for further assistance. They are more than happy to consult with your leaders and apply the best solutions for your Awana ministry.**

