

Introducing BUILD

BUILD (Biblical Understanding for In-service Leadership Development) is an in-service training initiative for grassroots pastors and key local church leaders in the global South. It is aimed at those who teach, care for and lead local congregations – not least in serving their local communities. BUILD is designed to help them to do this work more effectively.

For those without formal theological education it provides basic but empowering training. For those with formal theological education BUILD not only helps participants to apply that learning to ministry and mission, but also enables them to utilise it in training others in context.

BUILD emerged out of the work of the Church of Uganda (COU) as it sought creative ways of equipping the many church leaders at the grassroots who have limited access to training. It led to a mainly non-formal type of training that is viable in the Ugandan context. Its wider potential was recognised as it developed and BUILD encourages churches in similar contexts to adopt and adapt its materials and methods.

BUILD Curriculum (www.buildcurriculum.org) supports this intent with resources not only for those who are developing BUILD programmes in context, but also for others who aim to build their own curriculum and training for pastors at the grassroots.

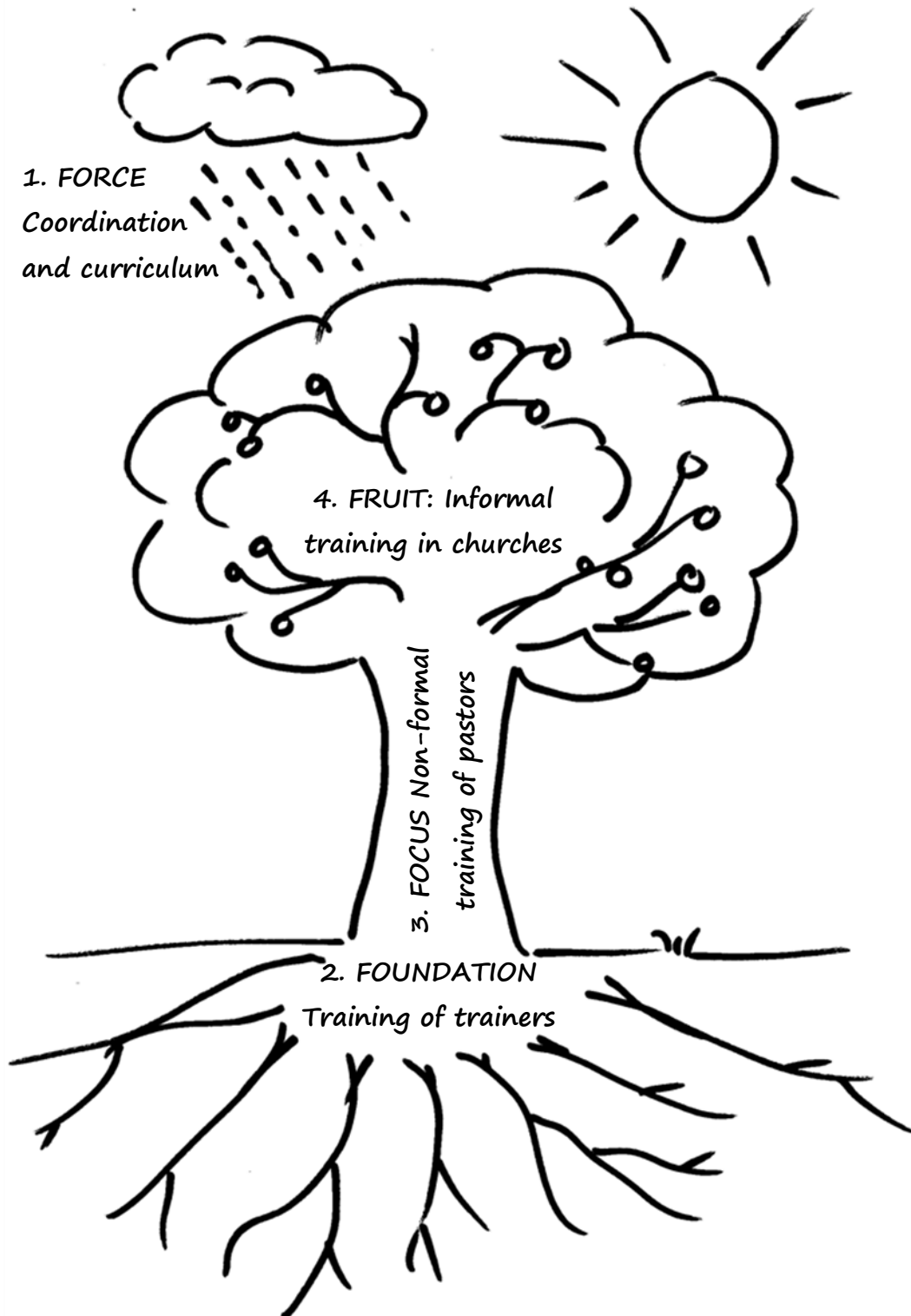
1.1 RECOMMENDATION FROM ARCHBISHOP HENRY OROMBI

The Most Reverend Henry Luke Orombi, Seventh Archbishop, COU, writes: “The COU is very grateful for the BUILD initiative, which has given us simple, practical and effective tools for equipping our multitude of workers on the ground. Many leaders need training brought to them and ongoing encouragement in the midst of the challenges of serving Jesus Christ today. BUILD is meeting those needs with its faithfulness to the truth and teaching of the Bible, and is bringing change to people’s lives, churches and communities. All this is in keeping with the COU’s core values, such as selfless service.

“The COU is very proud of this home grown resource, which we have had such a hand in developing. And we now praise God for the way in which he is using BUILD to strengthen and multiply church leaders in our neighbouring countries and beyond. We trust that you will find BUILD as useful and instructive as we do, and may God continue to bless this work and build his Church, to the praise and glory of his name. BUILD is one of the programmes that were born in the COU under the Education Department in 2005 during my term of service as Archbishop. I wish to acknowledge the contributions made by Rev Dr Jeremy Hovil and Rev Canon Stephen Kewaza for their tireless work establishing the BUILD program and developing the BUILD modules. I also want to thank Bishop George Tibeessigwa, Mr Kura Vasco and Rev Canon John Basingwire for supervising the production of these modules, and E3 Initiative for its consistent support.”

1.2 PICTURING BUILD'S FOUR MAIN AREAS OF ACTIVITY AND IMPACT

We can picture a healthy BUILD programme as a well-watered tree that bears fruit and provides shade. The picture has four main elements, as below. Keep these in mind as we look at the elements in the programme:



1.3 A DESCRIPTION OF THE BUILD PROGRAMME

Building on that picture, those four elements are described below:

1. Programme coordination and curriculum development

This is the FORCE behind BUILD – ensuring organisation and growth

Programme coordination and **curriculum development** are essential for the health of the BUILD programme, so that it is well managed and resourced.

BUILD coordinators, trainers and local facilitators work in this capacity in different ways, but the **coordinators** lead this work of oversight.

2. Formal training-of-trainers

This is the FOUNDATION of BUILD – training leaders to train others

Formal training-of-trainers is designed to produce well equipped **trainers** for the programme. This is sometimes done in partnership with colleges, training projects or networks of churches.

These trainers then train participants and local facilitators in local BUILD initiatives. In the process they are directly equipped for more effective ministry.

3. Non-formal training of participants and local facilitators

This is the FOCUS of BUILD – equipping grassroots pastors to serve

Non-formal BUILD training is done in the setting of a **local BUILD group**. The **participants** are grassroots pastors and church leaders – the target group of the BUILD programme – who are encouraged in and equipped for ministry.

These groups are at the heart of the programme. They follow the BUILD curriculum and recognition takes place at the appropriate local level.

These groups are led by those who have been formally trained as trainers, or by **local facilitators**. Local facilitators are promising participants who have received further training from the trainers – they emerge to help strengthen and multiply these local groups.

4. Informal training of other local church leaders and members

This is the FRUIT of BUILD – transforming leaders, churches and communities

An important outcome is the **informal training** that is encouraged through relationships at the local level. Those who have participated in the non-formal training encourage others. They might use BUILD materials or simply the BUILD principles. They might have group meetings or mentor individuals.

Lives, churches and communities are transformed by the training, with a wide variety of impacts as the gospel is proclaimed in word and deed.

1.4 THE LINKS IN THE BUILD PROGRAMME

It is also important to understand the links in the programme. Each of the four elements is connected with the one below. They are like links in a chain. This means that leaders serve others 'below' them in the chain. It also means that leaders emerge from the grassroots and become local facilitators, trainers and coordinators. This gives a clear structure for planning and programme development. (There is a set of planning documents based on this that you can request.)

1. Programme coordination and curriculum

The FORCE behind BUILD

Programme coordination is 'top level' but it also undergirds the programme: coordinators are servants not masters.

These coordinators serve in the training-of-trainers and then encourage those trainers in their work.



2. Formal training-of-trainers

The FOUNDATION of BUILD

These **trainers** are served by the coordinators, above.

They, in turn, encourage and equip those at the local level, sometimes with the direct help and oversight of the coordinators.



3. Non-formal training of participants and local facilitators

This is the FOCUS of BUILD

The **local BUILD groups** are served and encouraged by the trainers, above.

The **participants** and **local facilitators** in these groups build one another up.

They, in turn, serve other local church leaders and members, empowering them to strengthen congregations and transform lives and communities.



4. Informal training of other local church leaders and members

This is the FRUIT of BUILD

The **informal training** and local church and community transformation happens as the participants and local facilitators serve others.

As this happens healthy congregations are empowered to impact whole communities for Christ.

INTRODUCING BUILD

1.5 THE TITLES OF THE TEN BASIC BUILD MODULES

These titles are based around four components that will be explained in 1.7:

Module One

2 Timothy and the Pastoral Epistles:
Knowing the Gospel and Godly Leadership

Module Two

Genesis and the Pentateuch:
Understanding God's Story and Leading by Faith

Module Three

Mark and the Gospels:
The Servant King and Servant Leadership

Module Four

Nehemiah and the Historical Books:
Building God's People and Strategic Leadership

Module Five

Acts and the New Testament Story:
The Mission of the Church and Missional Leadership

Module Six

Psalms and Poetry:
Worshipping the King and Passionate Leadership

Module Seven

Ephesians and the Epistles:
God's Plan for the Church and Local Church Leadership

Module Eight

Proverbs and Wisdom:
The Fear of the Lord and Practical Leadership

Module Nine

Isaiah and the Prophets:
The Sovereign King and Prophetic Leadership

Module Ten

Revelation and Apocalyptic:
The Victorious Christ and Leaders that Endure

1.6 THE FOUR MAIN COMPONENTS OF EACH BUILD MODULE

From the list of the modules above you can see that the first module has this title: *2 Timothy and the Pastoral Epistles: Preaching the Word & Gospel Centred leadership*. Each BUILD module is built around four main components, which are reflected in the title of the module. These four main components are as follows:

1. **A book of the Bible**, that gives a focus. For example 2 Timothy in the case of Module One.
2. **A group of Bible books** or a type of writing, which the book is linked to. Module One looks at The Pastoral Epistles (1 and 2 Timothy and Titus).
3. **A theme** that is central to both the book and to pastoral leadership. Module One takes 'Understanding the Gospel' as its theme.
4. **A leadership issue** that flows out of that book and theme. 'Godly Leadership' is the issue for Module One.

1.7 THE FOUR TYPES OF LEARNING UNIT IN EACH BUILD MODULE

Each module is also made up of four types of learning unit, which are designed to enhance the learning process and develop well-rounded leaders:

1. **Tools** for encountering God's word in God's world. These build knowledge and skills for handling the Bible. They give practical tools and insights to help you to learn to understand and apply the Bible in your context.
2. **Encounters** with God's word in God's world. These put the tools to work as you look at passages of Scripture, as they appear in the Bible, and not only discover the structure and meaning of those passages, but also think through how to teach them to others. This movement from passage to people is important to BUILD.
3. **Reflection** for wisdom. These teach people to think for themselves and in groups about different issues, and to be able to lead others in this process. This type of unit teaches and develops skills of theological reflection.
4. **Action** as leaders in mission. These provide practical training in areas that are essential for local church leaders.