# Video Script Chapter 23: Workshop Planning

## Video 23.1

You will soon be making plans to train a team of translators. Let's talk about some details of workshop planning and practical steps you can take to increase your success.

### The most important part of planning a workshop is Prayer.

Remember that spiritual warfare is a real thing. Part of Church-Owned Bible Translation is faithfulness to pray for the translators, their families, and the translation itself.

Translators need divine discernment as they translate. The entire process should be baptized in prayer. *Everyone*, regardless of linguistic ability, can be involved in praying for the team.

### Another important part of a successful workshop is Leadership.

Before you decided to take on the task of translation, you likely talked to other members of your community about their ability and desire to participate. You probably have a list of individuals who would like to be translators. You also have a team of leaders who are being trained along with you to lead the translation project.

Before you conduct a MAST workshop to train your translation team, consider the different leadership roles that will need to be filled. The leadership team will be teaching, motivating, setting goals, gauging progress, keeping translators accountable, communicating with the community, and keeping track of many details.

Who is good at organization? Who has skills in administration? Do you have someone who loves to type, or someone who can help others with the technology? Is there someone who can keep track of the chapter assignments and progress? Which members of the team will be training the translators? Who is good at teaching? Who is a great motivator or encourager?

You may choose to do all these tasks together, or you may decide to divide the responsibilities among the leadership team. Many communities find it helpful to have a "program manager" or "director" to oversee the project. Some communities designate one or two individuals to manage all the technology, including typing and uploading the drafts. Teams often find it more efficient to have one person in charge of contacting everyone on the team when information needs to be shared. Whatever you decide, it helps to have your roles defined before the workshop begins.

## Video 23.2

Some devotional ideas are:
- Genesis 11 (Tower of Babel)—God's hand in creating language.
- Revelation 5 (The scene at God's throne)—God's design for every tribe and tongue to worship him.
- Matthew 28:19-20 (Great Commission)—How Bible translation is a part of "teaching them to observe all things."

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Another idea for devotions during the workshop is to relate devotions to the passages being translated. Some leaders create a study of a book that is being translated, or key topics that are addressed in several books being translated (Jesus' miracles or parables, for example).

**The next detail we'll discuss is <u>Caring for Translators' Needs.</u>**

One of the most important parts of planning a successful workshop is creating an environment that allows the translators to achieve their best work. To do this, we must consider the needs of each translator.

**Maslow's Hierarchy of Needs is a theory about what individuals need to be fully healthy.**

This title may sound complicated, but it is simply a way of arranging human needs, starting from the most basic ones. We have based our diagram on his, but we have focused on needs you might face when leading Bible translation.

**Take a moment to think of a time when you were so distracted by thirst, or some other physical need, that you couldn't think about anything else. Or, consider whether you have ever noticed that a relational problem in your family was keeping you from functioning well at work.**

This is because our brain prioritizes which needs are most urgent in any given situation.

As this picture shows, the most basic needs are at the bottom of the triangle—things like water, food, and sleep.
The next level is safety—feeling protected and having a place to call home.
Level 3 is being part of a group, having a sense of belonging.
Level 4 is feeling respected, and feeling that others in the group value what you contribute.
Level 5 is the highest level where people function at the peak of their ability; for Christians, this is ministry and service to God.

**Take a moment to study this diagram.**

If lower-level needs aren't being met, people may not even be aware of other needs.

**For the brain to function at a high level, basic needs must be met**. This may seem obvious for physical needs, but it is also true of emotional needs**.**

**Translators need to function at the highest level of thought in order to translate**. If they don't feel safe, or if they don't feel that they belong—that they have value and are loved not only by Christ but also by His people—they will be less able to think well about translation.

When leaders plan workshops, meeting the physical, emotional, and spiritual needs of the translators is part of planning for success. It is also part of loving our brother, as Scripture tells us.

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# <u>Video 23.3</u>

**Now, let's discuss 5 values of successful leadership.**

As we consider the higher levels of the triangle, we have found that a way to provide for the team's emotional needs is by **Values-Based Learning.**

**Participants will achieve more if they are in a learning environment where they feel valued**. It is our responsibility as God's children to treat others with His love, which includes respect and value for others as our brothers and sisters. When we do this in a learning environment, we also build teams that are strong and can faithfully achieve translation.

As leaders and trainers, we must intentionally treat translators as valuable, which expresses Jesus' love to them. Although these expressions may be different in different cultures, the following five qualities or values are universally felt. All people feel valued when being treated according to these principles, though they might be expressed differently in different contexts.

1. **Honesty**—speaking the truth, being faithful to commitments.
2. **Common Interest**—finding mutual interests, likes, or experiences.
3. **Praise**—verbalizing appreciation for hard work, special skills, and efforts.
4. **Protection**—not asking more of the learner than he is capable of; providing a barrier between the translator and distractions or harm.
5. **Service**—finding ways to serve the learner and share his burden.