

## Chapter 23: Workshop Planning

Without counsel, plans go awry, but in the multitude of counselors they are established (Prov. 15:22).

YOUR NOTES:

### How to Prepare for Your MAST Workshop

#### 1. Prayer:

Remember that spiritual warfare is real.

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.**

#### 2. Leadership:

Before you train your translation team, consider the different leadership roles that will need to be filled.

The leadership team will be:

- teaching/training
- motivating
- setting goals
- gauging progress
- keeping translators accountable
- making sure the drafts go through all 8 steps
- making sure the translation is uploaded properly

- communicating with the community
- keeping track of many details

Ask yourselves...

- 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?
- Who is good at teaching and communicating?
- Who can motivate the translators?

You may choose to share responsibilities, or to divide tasks.

### **3. Devotions:**

One way to create a focused, spiritual environment is to hold devotions before each day of training.

- **What ways can these devotional times prepare translators for the work of translation?**

Some devotional ideas:

- Genesis 11
- Revelation 5
- Matthew 28:19-20

---

---

---

YOUR NOTES:

### 4. Caring for Translators' Needs:

Create an environment that allows the translators to achieve their best work.

#### **Maslow's Hierarchy of Needs**

A way of arranging human needs, starting from the most basic ones.

- **Can you think of a time when you were so distracted by a physical need that you couldn't think about anything else?**

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



Figure A

As this picture shows, the most basic needs are at the bottom of the triangle—things like water, food, and sleep.

YOUR NOTES:

The next level is \_\_\_\_\_—  
feeling protected and having a place to  
call home.

Level 3 is being part of a group, having  
a sense of \_\_\_\_\_.

Level 4 is feeling \_\_\_\_\_,  
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  
\_\_\_\_\_ to God.

- **What do you notice about 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.

Meeting physical, emotional, and spiritual needs of the translators is part of planning for success.

YOUR NOTES:

- **For your training, what are some ways you could provide for your team members' basic needs?**
- **How can you meet higher level needs?**

YOUR NOTES:

### **Values-Based Learning**

**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 \_\_\_\_\_.

### **There are 5 Principles of Values-Based Learning:**

- 1. Honesty**—speaking the \_\_\_\_\_, being faithful to commitments.
- 2. Common Interest**—finding \_\_\_\_\_ interests, likes, or experiences.

### 3. **Praise**—verbalizing

\_\_\_\_\_ for hard  
work, special skills, and efforts.

### 4. **Protection**—not \_\_\_\_\_ 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 \_\_\_\_\_ his burden.

#### Exercise: Symbols for Values-Based Learning

Work together (as a class or in small groups) to create a culturally meaningful symbol or icon for each value assigned to you. Once everyone is finished, share your symbols and explain how they represent the 5 Values.

- **Can you think of any ways that Scripture reinforces these values?**

YOUR NOTES:

YOUR NOTES:

- **How can you plan for set-up that will meet lower-level needs?**

- **How can needs for belonging and esteem be addressed?**
- **What practical things are necessary for a workshop?**

A helpful checklist:

- ✓ location
- ✓ tables
- ✓ chairs
- ✓ paper/pencils
- ✓ Workbooks for each translator
- ✓ source texts (Plan in advance what book(s) you will have translators start with, and have the source texts ready for them. Some teams are able to finish drafting entire books of the Bible during their training practice!)
- ✓ technology (computers, keyboards, internet, electricity; projector and screen, if slides will be used)
- ✓ white board/easel/markers (or chalkboard/ chalk)
- ✓ space for small groups
- ✓ accommodations for those who attend, such as food and lodging

YOUR NOTES:

Consider how you will help translators to be faithful and diligent, even after they return home.

Your team will set your own goals,

- how much each translator will translate each day/week
- how often you will meet for the checking steps



- **What kind of environmental issues might affect translators' ability to maintain momentum once they go home after workshop?**
- **In what ways can those issues be addressed?**
- **How will you keep translators accountable?**

YOUR NOTES:

### **Review of Core Concepts:**

- Conducting a MAST translation workshop requires careful planning.
- Before the workshop, two important steps are regular prayer, and organizing your team of leaders with clear roles and responsibilities.
- Translators' needs must be met, so they can function at the highest level of thought.
- Translators will achieve more if they feel valued.