

# Volunteer Training Dialogue #2

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# THE TRAINING GENIUS OF JESUS



[www.cadreministries.com](http://www.cadreministries.com)

## The Training Genius of Jesus

### The Missing Jewel

*Are you becoming a disciple who makes more disciples—as Jesus intended?*

We live in a day and age of podcasts, blogs, conferences, retreats, simulcasts, books and DVDs. The quantity and quality of speaking, teaching and preaching available on Christian radio and the Internet is staggering. And all this is in addition to weekly services, Sunday school, Bible studies and small groups.

Yet...

91% of born again Christians don't have a biblical world view.\*

The average Christian has never led a person to Christ?\*\*\*

A majority of new converts leave the church where they committed their life to Christ within 8 weeks of their decision.\*\*\*

**What do you think:** *Is all this speaking, teaching and preaching—as foundational and biblical as they are—getting the discipling job done?*

Why? Why not?

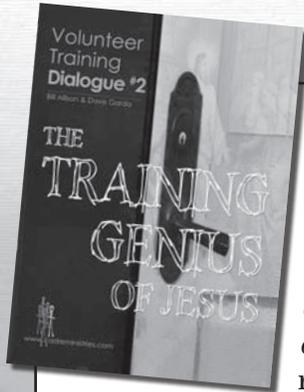
*Stop. Reflect. Respond. Dialogue!*

**Stop.** Periodically in this dialogue you will be prompted with the words: Stop. Reflect. Respond. Dialogue! Don't read on until you pause and wrestle with the questions.

\*www.barna.org; \*\* Thom S. Rainer, *Surprising Insights from the Unchurched*, p. 23;

\*\*\*www.churchplantinginstitute.org

## Volunteer Training Dialogue #2



### Why this is a *dialogue*...

*The opportunity for impact and life change is exponentially greater if ideas are discussed with others. We want you to use this as a means to prompt conversations with others. So, whatever you do, don't read this dialogue like... a book! Along the journey, regularly stop reading to reflect, respond and join the dialogue.*

*Who are the key people in your ministry (volunteers, staff and students) who need to join you in this dialogue?*

- \* \_\_\_\_\_
- \* \_\_\_\_\_
- \* \_\_\_\_\_

### Here's how you can share the dialogue for free:

- Go to [www.cadreministries.com/free](http://www.cadreministries.com/free) and download the PDF of this entire dialogue.
- Email the PDF of the dialogue to your friends (be sure to ask them first) and involve them in the dialogue.
- Send them the link to [www.cadreministries.com/free](http://www.cadreministries.com/free) so they can download it themselves and join in the dialogue.
- Print out as many copies as you like.

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## The Training Genius of Jesus

### ***Why aren't we making disciples who are making more disciples—like Jesus did?***

*Here's my two cents:* It seems to me that too many of our efforts at making disciples have hung on our speaking, teaching and preaching ministries **alone**. Authentic training in the mode of Jesus is almost as rare as the eight-track tape.

As someone who regularly speaks, teaches and preaches, I'm fully aware of the importance of speaking, teaching and preaching. However, without an intentional approach to **ministry training**—as exhibited in the life of Jesus—I believe we'll never reproduce disciples who can make disciples as God intended.

While Jesus was clearly a speaker, teacher and preacher—we often forget that he was first and foremost a trainer of disciples who would make more disciples. In churches today, we've embraced speaking, teaching and preaching, but I don't think we've even begun to grapple with what it really means to embrace the training genius of Jesus.

### ***Why? In part because we don't understand how training is truly different than speaking, teaching and preaching.***

The following six contrasts are an attempt to stimulate your thinking about the differences between speaking, teaching, preaching (STP)—and training. *The ultimate goal is to clarify what training really is—thereby making you rethink your approach to life and ministry.*

## Volunteer Training Dialogue #2

### **The Objective of Volunteer Dialogue #2:**

The ultimate goal in contrasting STP (speaking , teaching, preaching) to training is to clarify what training really is—thereby making you rethink your approach to both life and ministry.

Please note that out of speaking, teaching and preaching, I believe that teaching has the most potential to come closest to training's equipping impact. However, because "teaching" tends to be synonymous with "lecturing" in many churches, it has been included in the following contrasts.

## The Training Genius of Jesus

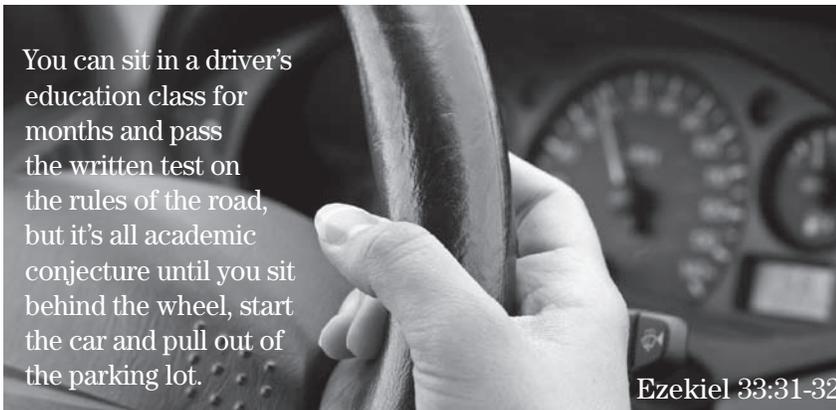
### Six Differences Between Speaking, Teaching, Preaching (STP)—and Training

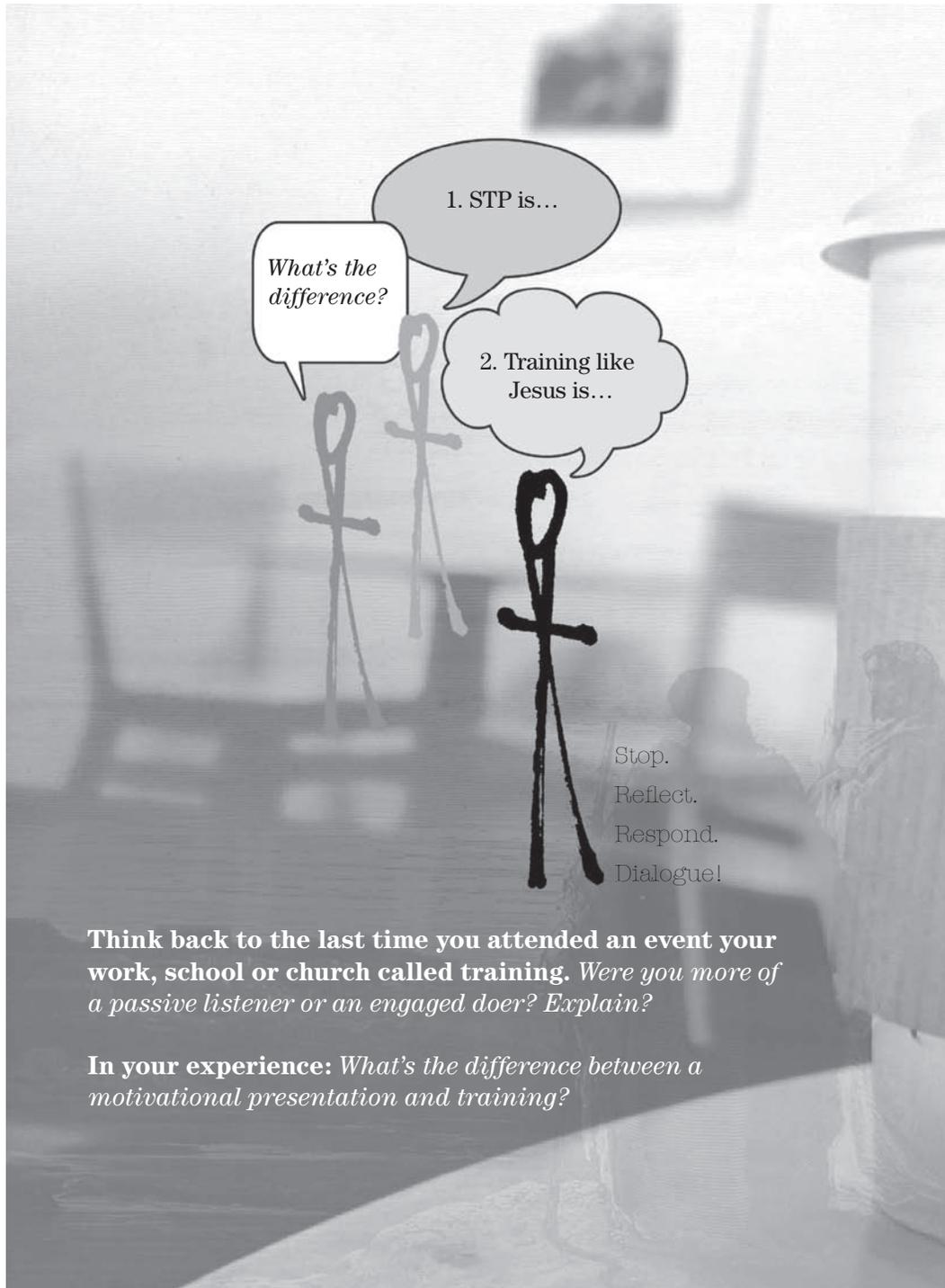
1.	STP typically allows learners to passively listen...	TRAINING requires the learners to listen, interact and practice what they are learning...
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*How can you tell if you are being talked to rather than trained?*

*Stop. Reflect. Respond. Dialogue!*

When you don't have the opportunity to process and master what you are learning through interaction and practice, you're merely a listener to someone's speaking, teaching or preaching. This may not be bad depending on whom you are listening to. I value excellent speakers, teachers and preachers. They encourage, educate and motivate me. But if you can get by being a pew potato, you are not really being trained. Training requires you to be engaged in interaction and practice.





## The Training Genius of Jesus

2	STP lends itself well to large group communication...	TRAINING is best accomplished in small group settings...
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*If excellent training could be accomplished in large group settings, why didn't Jesus—the Master Trainer—do it this way? Would the training of the masses have saved Jesus time?*

Stop. Reflect. Respond. Dialogue!

**Doing training in small groups is a part of the training genius of Jesus.** Note well that Jesus spoke, taught and preached to the masses, but he strategically, intentionally and painstakingly trained the Twelve. Remember, too, that Jesus strategically invested almost three times as much time and energy in training the Twelve than he did in directly ministering to the masses. To be sure, Jesus loved the masses, but he knew the key was a well-trained cadre of disciples who could effectively minister to them.

While large group communication is often an excellent medium for motivational purposes, I think Jesus' approach to working with the Twelve shows that large group speaking, teaching and preaching is not effective for the purpose of *equipping*.

While gifted speakers, teachers and preachers often love the motivational component of large crowds, equippers with experience will tell you that the larger the group, the more difficult it is to conduct *authentic training*—where people leave *motivated and equipped* to do the work of the ministry in the fashion of Jesus and Ephesians 4:11-12.

*Is it okay for any person, church or ministry to ignore or out-grow the training genius of Jesus? Why? Why not?*

Stop. Reflect. Respond. Dialogue!

## Volunteer Training Dialogue #2

***If you had a choice of learning to swim with a single instructor in a class of six or sixty, which would you choose? Why does the Red Cross suggest a maximum of six students per instructor? How many students are an acceptable loss in a swimming class?***

What tensions and questions are you wrestling with right now?

Tensions...

Questions...

Even in this age of outstanding technology, online training, mega-conferences and simulcasts, **the incarnation of Jesus challenges us to remember that there is no better equipping context than a small group of hungry learners getting face-to-face, hands-on training with a skilled and loving trainer with whom they can spontaneously interact.**

*Is this true? Why? Why not?*

**Cadre:** *A tightly knit group of zealots who are active in advancing the interests of a revolutionary cause.*  
(The American Heritage® Dictionary of the English Language, Fourth Edition)

## The Training Genius of Jesus

3.	STP often proliferates a culture where the learner's primary goal is to get "fed"...	TRAINING seeks to create a culture where the equipped are expected to help in the feeding and training of others....
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Many pastors are all too familiar with this complaint: *"I'm just not being fed."* I heard John Ortberg, speaking to pastors, lament, *"Don't you ever get tired of this complaint? Have you ever noticed that it's never new Christians who say that? It's the people who have been around forever. I want to say, 'Not being fed? You've been a Christian for forty years! Get out of the high chair, take off the bib and start feeding yourself!'"* I was fascinated as the pastors whooped and hollered their agreement.

Perhaps this slight variation of a well-known proverb provides some insight: *"Give a man a fish and you have fed him for a day. Teach a man to fish and you will not have to listen to his incessant whining about how hungry he is."*

Training people to feed themselves and others is at the heart of Jesus-like training and multiplication.

*How does ignoring training actually condition us to sit in spiritual high chairs with spiritual bibs demanding to be "fed"?*

Stop. Reflect. Respond. Dialogue!

*How does the lack of a training priority skew our understanding of the discipling mission and purpose of the church?*

Stop. Reflect. Respond. Dialogue!

*Is the training genius of Jesus in any way the missing jewel in your life and ministry?*

Stop. Reflect. Respond. Dialogue!

## Volunteer Training Dialogue #2

**Consider the biblical priority of training disciples who can make disciples... who can make more disciples... who can make even more disciples... who can... *you get the picture.***

*“Come, follow me,” Jesus said, “and I will make you fishers of men.”*  
— Matt. 4:19

*“It was he [Jesus] who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service....”*  
— Eph. 4:11-12



When a person is busy “fishing” he or she has little time or desire to complain about not being fed!

*“...go and make disciples of all nations....”*  
— Matt. 28:19

*“And the things you have heard me say in the presence of many witnesses entrust to reliable men who will be qualified to teach others...”*  
— 2 Tim. 2:2

## The Training Genius of Jesus

4.	STP often tends to be more about telling...	TRAINING focuses its energy on showing and experiencing....
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We've probably all been told about the importance of reading the Bible. How has this telling equipped us to live life with a biblical world view? Evidently, not much. The Barna Research Group states that *"only 9 percent of born again Christians have a biblical world view."* Think about the irony of that finding. Never before have so many Christians known they should be reading their Bibles with so few actually allowing the Bible to permeate the way they think and live. What's going on here?

As much as we would like to believe that more speaking, teaching and preaching would solve this problem, I believe that without intentional **training** in spiritual disciplines, the people of God will never begin to integrate the Bible into every nook and cranny of their view of the world. Integration can best happen—not in a speaking, teaching or preaching situation—but rather in an authentic training context where people are shown how. Training, conducted by a skilled trainer, would take the time to model ways learners can take God's Word into their hearts, minds and lives.

**A Train-Others-to-Train-Others Moment:** *How can you take a motivational message on the importance of reading the Bible—and transform it into a training experience?*

Stop. Reflect. Respond. Dialogue!

## Volunteer Training Dialogue #2

### Are You Really Training People?

“We train people in the spiritual disciplines in our ministry!”

**Maybe... and maybe not.**

*I'm sure your ministry speaks, teaches and preaches about the spiritual disciplines (it better). The question remains: Are you really training people by actually **showing** them how to encounter and experience God via the spiritual disciplines?*

“Our church has a whole series of training courses designed to help people on their spiritual maturity journey—so we ARE training people!”

**Again, I say maybe... and maybe not.**

*The 101, 201, 301, 401 “training” courses in many churches are often done in a lecture format. This is a classic illustration of more speaking, teaching and preaching—just to smaller groups. We're mistaken when we call this small group lecturing “training.” Too often, people are given a manual with blanks to fill in as a “trainer” passes out information. The interaction of the participants is limited to filling in blanks—and any dialogue they can get with each other on a short bathroom break.*

✓ Where's the showing?

✓ Where's the interaction?

✓ Where's the mastering of skills through practice?

✓ Where's the learning from other people in the group—rather than just the instructor?

✓ Where's the Jesus-like training that's filled with spontaneous interaction where the trainer seizes the teachable moment?

✓ Where are the ever-rich questions of dissent?

## The Training Genius of Jesus

### Sage-On-the-Stage

In speaking, teaching and preaching, the person doing the communication is often viewed as “*the-sage-on-the-stage.*”

OR

### Guide-On-the-Side?

However, in training, the trainer takes on the role of a facilitator of learning—the trainer becomes “*the-guide-on-the-side.*”

Because many of us haven't personally experienced interactive, guide-on-the-side training, *we continue to replicate what we have experienced:* the sage-on-the-stage lecture. Much of our elementary, junior high, high school, college, post graduate and Christian educational experiences have conditioned us for minimal learning precisely because so much of it is lecture based. Yet, educational psychologists have known for years that lecture is (and will continue to be) the least effective way to teach anyone anything.

### The Training Genius of Jesus

We however, as Christians, should be the best trainers in the world. Isn't part of our heritage, as Christians, a daily relationship with *the greatest speaker, teacher, preacher and trainer* who ever graced planet Earth? The life and disciplinemaking methods of Jesus Christ show us that authentic training goes beyond telling people what to do. The training genius of Jesus takes the time to show and help others do it themselves. This pattern of Jesus-like training can literally create an explosive movement of disciples who make more disciples as found in the book of Acts (see Acts 17:6).



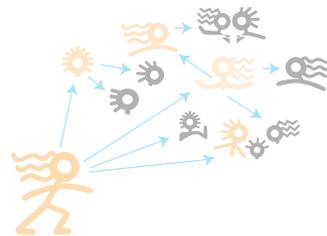
*Which was Jesus' lifestyle? Which was his intent for us? Why?*

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Compare and contrast the current mode of your life and ministry to Jesus' "*guide-on-the-side*" approach.

How can you build on the speaking, teaching and preaching in your ministry—by including the showing and experiencing that comes with a Jesus-like training ministry?

What first step can you take to move from telling to showing and experiencing?



## The Training Genius of Jesus

5.	STP often operates on the basis that more information is better...	TRAINING tends to operate on the idea that less is more as we train in bite-size pieces with time for practice and mastery...
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If the goal of discipling is primarily to gain biblical knowledge and good information, then by all means we must speak, teach and preach the material. **But Jesus seemed to operate on this idea:** *Training in bite-size pieces with time for practice and mastery is the best way to equip somebody.* In Luke 8:1, we see Jesus moving from town to town doing ministry and, “*The Twelve were with him.*” Next, in Luke 9:1-2, Jesus sends out the Twelve to experience ministry without his direct supervision. Then, in Luke 10:1, those Jesus sends out have grown to seventy-two. What’s going on here? **This is the training genius of Jesus in action:** a bite-size “practice for mastery” approach to training.

*“Better to give a year or so to one or two people who learn what it means to conquer for Christ than to spend a lifetime with a congregation just keeping the program going.”*—Robert Coleman, **The Master Plan of Evangelism**

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*Stop and think about your approach to discipling. Is it more like giving people a drink from the fire hose of information—or is it more like offering continual sips as the disciple is able to take it in?*



*What's needed to move from the image on the left to the image on the right?*



***Training in bite-size pieces with time for practice and mastery is the best way to equip somebody.***

## The Training Genius of Jesus

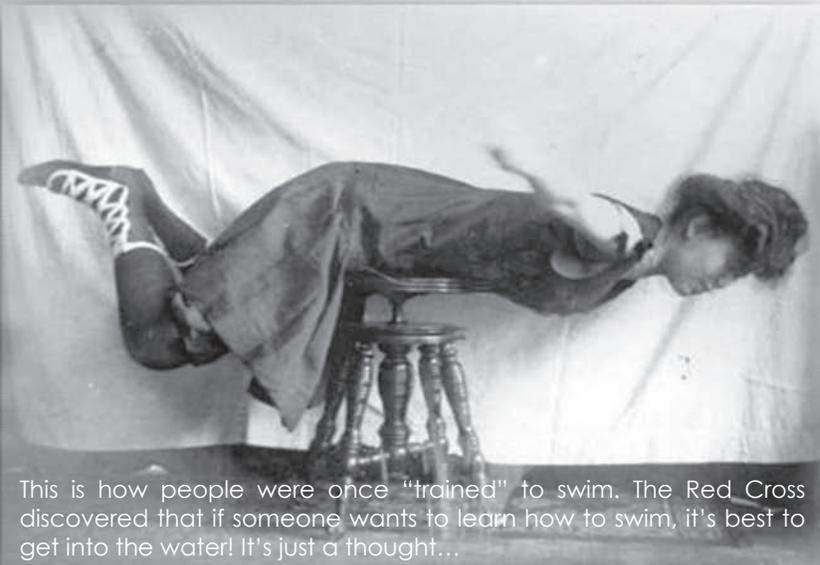
6.	STP tends to be predominantly classroom-oriented (or auditorium-oriented)...	TRAINING includes classroom instruction—AND it also focuses on capturing the teachable moments in the ebb and flow of real life...
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As a certified teacher, I sat through hours upon hours of classroom lectures in a university that had the reputation for being one of the best teacher training colleges in the U.S. Ironically, I was often lectured to by people who hadn't taught in a public school classroom in years—or ever. ***I was being trained to “swim” by dry people.*** While I valued the classroom instruction, I knew that it could be quite possible to pass all the classroom tests, become a certified teacher and yet still not really be able to teach effectively in a real school situation. (Getting certified to teach doesn't really mean one can actually teach. It means you're an okay test taker.) To become a real teacher, I needed to get in the water alongside of some wet swimming instructors and learn to swim in a real “school” (extended metaphorical pun intended).

By far the greatest authentic training and equipping I received happened the semester I student taught in a real school under the skillful guidance of veteran teachers. Why? Because they used all of my foibles as teachable moments. When they saw me falling—which was often—they caught me and redirected me. I fell, but they made sure the falls weren't fatal. And because I felt the need to learn (a natural byproduct when you know you're failing)—I listened to my trainers and immediately applied what they said. Indeed, when the student is ready, the teacher appears. (Before I did student teaching, I thought I knew everything I needed to know about teaching because I sat in all those college classes. Back then I had twenty-five keys to success in teaching. After about a week into my student teaching adventure, I had about one hundred and twenty-five challenging students—and no keys for successful teaching.) Furthermore, when my veteran trainers observed

## Volunteer Training Dialogue #2

something good, they affirmed me and then taught me how to do it better. The instruction and teaching I got in the college classroom to be a teacher was, for the most part, good and foundational. But nothing beat the on-the-job training I got from actually teaching under the wise supervision of skillful veteran trainers. They loved me, invested their lives in me and did everything they could to make me wildly successful as a teacher.



This is how people were once “trained” to swim. The Red Cross discovered that if someone wants to learn how to swim, it’s best to get into the water! It’s just a thought...

If we truly want to train people to swim as disciples of Jesus, we must dare to do what Jesus did—get them into the water with us. (This assumes we’re in the waters of discipleship—not behind the safety of the lectern on the side of the pool.) *One of the beauties of training is that it includes the classroom—but it also transcends the classroom and flows into the waters of real life and ministry.*

## The Training Genius of Jesus

### Caution: Don't Miss the "And"

It's not speaking, teaching,  
preaching "OR" training.

It's speaking, teaching,  
preaching "AND" training.

I honestly believe that we can't make authentic disciples of Jesus Christ by speaking, teaching and preaching **ALONE**—we must also dare to commit to an authentic Jesus-like training approach to making disciples who can make more disciples. That's the power of the "AND."

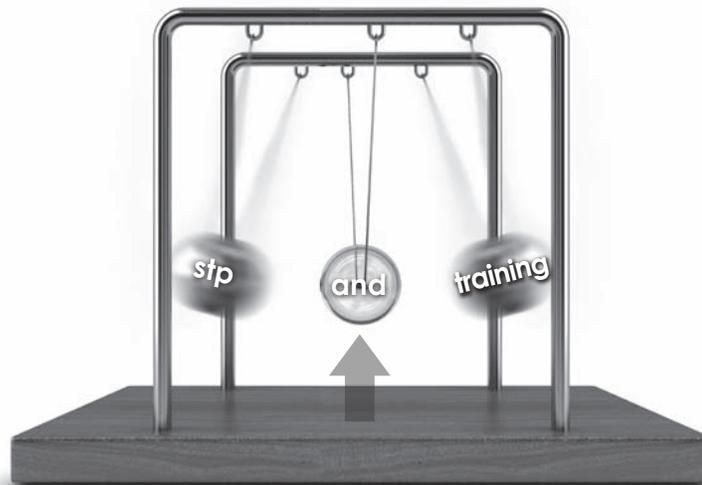
	STP	"AND"	TRAINING
1.	allows learners to passively listen...		combines listening with interaction and practice...
2.	lends itself to large group communication...		is best accomplished in small group settings...
3.	often proliferates a culture where the learner's primary goal is to get fed...		seeks to create a culture where the equipped are expected to help in the feeding and training of others...
4.	often tends to be more about telling...		focuses its energy on showing and experiencing...
5.	often operates on the basis that more information is better...		utilizes "less is more" as we train in bite-size pieces with time for practice and mastery...
6.	is predominately classroom or auditorium oriented...		includes classroom instruction—and focuses on capturing teachable moments in the ebb and flow of real life...

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### The Training Genius of Jesus

*Are you going to keep doing ministry activities whether or not they actually accomplish the task of making disciples who can make more disciples because that's what you've always done?*

*Or are you going to own the training genius of Jesus—and move from speaking, teaching and preaching—to speaking, teaching, preaching AND training?*



*What's stopping you from embracing the "AND" of the training genius of Jesus for your life and ministry?*

**Make your list...**

- 1.
- 2.
- 3.

## The Training Genius of Jesus

### Equipping Bubble Blowers...



#### The SPEAKING Approach

*“Have you ever experienced the sweet taste of bubble gum? It tastes sooooo good. You HAVE to try it! You can usually purchase it at gas stations, grocery stores and other places candy is sold. The great thing about bubble gum is... you guessed it... you can blow bubbles with it. Blowing bubbles is a favorite pastime for kids and adults alike. Unlike chewing gum, bubble gum is great exercise for your tongue—and provides loads of fun and laughter—especially when a bubble breaks and covers your face!”*



**Now you're PERSUADED to blow a bubble.**

*But is that all it takes to train someone to blow a bubble... persuasion?*

#### The TEACHING Approach



*Let's take a look at this short video on the history of gum making.*

*[Shows video.] Now if you look at this chart [the teacher*

*uses a huge diagram of the complete anatomy of the mouth], you'll notice that this large muscle is the tongue. Everyone show me your tongue right now. [The students all stick their tongues out at the teacher.] In the case that you should ever have some bubble gum, you would unwrap the gum and place it into your mouth. Now [pointing to the molars in the mouth diagram], chew the bubble gum with these teeth. Once the gum has softened and has lost some of its sugary taste, you're ready to extend your tongue into the bubble gum [shows new slide] and as you retract your tongue you should blow. It's as easy as that!”*

**Now you're EDUCATED enough to blow a bubble.**

*But is that all it takes to train someone to blow a bubble... education?*

## Volunteer Training Dialogue #2

...A Tongue-in-Cheek Look



### The PREACHING Approach



*“Now brothers and sisters, you should go to the store and buy some bubblegum. Can I get an ‘amen’? [In a dramatic preacher’s voice] After you purchase-a the gum-a, place-a it into your mouth-a! Now chew-a the bubblegum-ahh. Stick-a your tongue-a into the gum-a to make a hollow place-a and blow-a. Are you with me? Can I get another ‘amen-ahh’?”*

**Now you’re MOTIVATED to blow a bubble.**

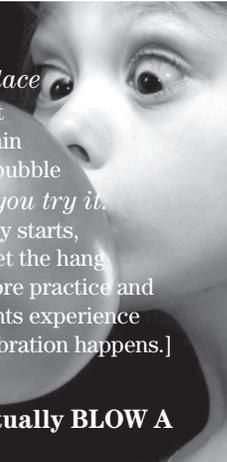
*But is that all it takes to train someone to blow a bubble... motivation?*

### The TRAINING Approach

[The trainer shows up with bubble gum and hands a piece to each person.]  
“Here’s a piece of bubble gum. Now [holding a piece of bubble gum in hand for all to see], *unwrap your piece of bubble gum like this* [shows them how to unwrap the bubble gum—and the learners unwrap their bubble gum right then and there]. *Great job. Now place the bubble gum into your mouth like this and start to chew it* [sticks the bubble gum into his mouth and starts to chew—and everyone else does the same thing]. *Once the bubble gum is soft, you can stick your tongue into it to make a hollow place—like this* [models it for the students]. [Continuing to talk with his tongue pressed into the bubblegum...] *Once you’ve created a hollow place*

*—remove your tongue and blow into the hollow place like this* [models it for the students again actually blowing a bubble right there]. *Now you try it.* [After some clumsy starts, students begin to get the hang of it. After some more practice and coaching the students experience success—and a celebration happens.] *Any questions?”*

**Now you can actually BLOW A BUBBLE!**



**NOTE:** If you substituted the idea of *disciplemaking* for the concept of equipping *bubble blowers*, it could seriously mess with the way you do life, ministry and church.



## Volunteer Training Dialogue #2

*What's stopping me  
from being trained?*

*What's stopping me  
from training others?*

**Stop. Reflect. Respond. Dialogue!**

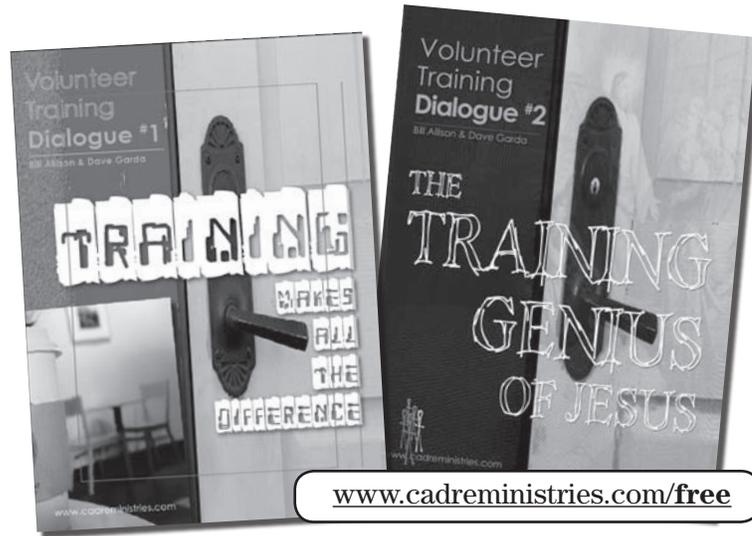
Probably some  
lame excuse...

Like Moses in  
Exodus 3 & 4, I've got a  
big **but** problem...

*But Moses said, "Oh Lord, please send someone else to do it."*

Exodus 4:13

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### One Last Time...

*Who are three people you'll invite into the dialogue?*

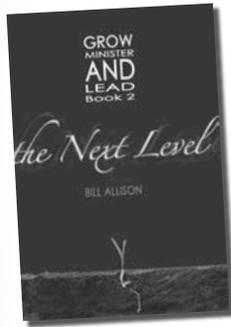


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- \_\_\_\_\_
- \_\_\_\_\_

*Thank you for being a disciple who makes more disciples who will make even more...*

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### Need a book designed for training your volunteers for ministry?



#### *Grow, Minister and Lead—Book 2: The Next Level*

Each of the ten training sessions in this book comes with stimulating application pages designed to get you and your team into the water—together.

**Chapter 1** You, as a Volunteer in the Church, Can Change the World

**Taking Your Growth to the Next Level...**

**Chapter 2** Grow Your Attitude

**Chapter 3** Grow Your Actions

**Chapter 4** Grow Your SMART Plan

**Taking Your Ministry to the Next Level...**

**Chapter 5** When Your Ministry Suffers from Program-itis...

**Chapter 6** When Your Definition of Success Is Off...

**Chapter 7** When Your Evangelism Events Aren't Working...

**Taking Your Leadership to the Next Level...**

**Chapter 8** Leading You

**Chapter 9** Leading Those Who Lead You

**Chapter 10** Leading When You Want to Quit

Order a printed or downloadable copy for yourself and for each of your key volunteers at [www.cadreministries.com/store](http://www.cadreministries.com/store).

## The Training Genius of Jesus

### **Prayer: A Training Genius of Jesus Moment**

Read Luke 11:1-13

1. Why did the disciples ask Jesus to train them to pray in verse 1?
2. What did Jesus give the disciples to train them to pray in verses 2-4? Why is this training genius?
3. What was Jesus' main point about prayer in verses 5-8?
4. In verses 9-13, what do we learn about the Father heart of God and how it affects our praying?
5. In your own words, sum up the training genius of Jesus in regards to prayer as found in Luke 11:1-13.

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### The 16-Day Training Genius of Jesus Challenge!

For the next sixteen days, we challenge you to read through the book of Mark—one chapter a day—with a *trainer's eye*!

Record your observations of the training genius of Jesus. Share your findings with others in your church—volunteers, students and staff. Share your findings with us, too—we'd love to hear what you're learning: [dialogue@cadreministries.com](mailto:dialogue@cadreministries.com)

Mark 1

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Mark 2

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Mark 3

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Mark 4

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## The Training Genius of Jesus

Mark 5

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Mark 6

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Mark 7

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Mark 8

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Mark 9

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Mark 10

## Volunteer Training Dialogue #2

Mark 11

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Mark 12

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Mark 13

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Mark 14

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Mark 15

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Mark 16

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## The Training Genius of Jesus

**Cadre Ministries, Intl.** is a faith-based team of missionaries that exists to help the local church become the greatest volunteer training organization on the planet.

### **You will regularly find our Cadre team**

*...providing hands-on training.*

*...training trainers to equip volunteers in their local churches.*

*...prayerfully seeking God to raise personal financial support as we give our lives as missionaries of encouragement to this Ephesians 4:11-12 cause.*

*...spending hours upon hours praying, thinking and dialoguing to strategically mobilize our limited time, money and energy to help local churches equip volunteers.*

*...publishing free monthly online training for volunteers around the globe.*

Please check us out at [www.cadreministries.com](http://www.cadreministries.com)

*Your Cadre missionaries of encouragement...*

Bill Allison, Rennie & Dave Garda,  
Doug Holliday & Laura Wampach

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