

Office of Church Leadership Academy

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Kaabke Zwm Rua HKM Phaab **III**

Kev cobqha thawjcoj yog ib kaujruam tseemceeb heev rua pawg ntseeg kev lujhlab. Txhua pawg ntseeg tsim nyog muaj phaab cobqha thawjcoj nuav. Tabsis kev cobqha thawjcoj kuj tsi tau yog thawj kaujruam. Yuav tsaa tau ib lub koomhum, yuavtsum yog xub muaj cov txhawb lub koomhum; yuav tsaa tau phaab cobqha thawjcoj, yuavtsum yog xub muaj cov thawjcoj. Yog peb ua tuabzoo tsaa mas thaum tsaa tau lawd txhaj muaj meejthawj (quality) hab cov kws taabtom kawm txhaj nov Vaajtswv hu hab thaum kawm tav los Vaajtswv txhaj siv tau. Yog le ntawd cov nqai kws teev nraag qaab nuav tsi yog tsim kev covnyom (complication) rua suavdlawg tabsis yog ib kaujruam ntxiv rua kev txhimkhu HKM phaab kev cobqha thawjcoj.

Muaj ob qhov vimchij (reasons) kws HKM phaab CLA xaav nquahu kuas txhua pawg ntseeg taug tug qauv rua kev kawm le nraag nuav. (1) Xaav kuas kev cobqha thawjcoj nuav muaj meejthawj kws cob tau thawjcoj tag hab (2) kuas tej tsev kawm Vaajlugkub (colleges) kaam txais cov kawm **Qeb-II** tej grades. (Muaj qee lub tsev ntawv tub kaam txais lawm tabsis CLA taabtom npaaj ntaub ntawv ntxiv kuam ntau lub txais hab.)

Yog le ntawd, HKM paab kaavxwm CLA pum zoo kuas siv tug qauv nraag qaab nuav txij 2004 nuav moog.

I. Lub Chaw Kawm – Center

A. Pawg ntseeg kws yuav dlhau lug ua ib lub chaw cobqha thawjcoj, yuavtsum muab qhov nuav ua pawg ntseeg lub homphaj. Lub rooj tsaavxwm/txwjlaug yuav tau lug saablaaj (official) pum zoo tsaa lub rooj cobqha thawjcoj nuav.

Vim: (1) Cov kws yuav kawm los (feem coob) yeej yog tswvcuab huv pawg ntseeg; (2) thaum taabtom kawm hab kawm taag los yeej yuav ua dlejnum paab pawg ntseeg. Tsi taag le ntawd, (3) pawg ntseeg yuav tau txhawb lub department cobqha thawjcoj nuav lug ntawm saab nyaj txag, kev thov Vaajtswv, hab tswvyim lwm yaam, etc.

Yog le ntawd, cov thawjcoj yuav tau lug sojntsuam saib pawg ntseeg puas tau npaaj txhij kws yuav leg teg num nuav moog. Thaum lub rooj txwjlaug/tsaavxwm pumzoo lawm, maam muab tshaaj tawm rua cov ntseeg kuam leeg paub ua pawg ntseeg ndlagtug. Ua le nuav kuam lub nraa nuav tsi xob poob rua xwbfbw lossis tug kws yuav qha tuableeg ris xwb.

B. Tom qaab ntawd pawg ntseeg maam thov zwm tuaj rua HKM (apply/register) ua ib lub chaw cobqha thawjcoj nrug rua qhov nqe zwm \$200 (Effective 2005). (Tuab lub sijhawm kws pawg ntseeg ua nqai nuav, nwg muaj cuabkaav qha rua HKM tas tug xwbfbw qha (center leader) yuav yog leeg twg lawv le nqi II nraag qaab nuav.) Thaum pawg ntseeg them qhov nqe sau nuav hab zwm tau ua ib lub chaw kawm lawd nwg yuav tau txais qhov “starter kit” which includes: Center Leaders’ Guides for all books, tests & answers, and other needed materials.

C. Pawg ntseeg interview tug thov kawm hab them nwg le nqe ua ntawv (Application fee, \$20).

II. Tug Xwbfbw Qha - Center Leader

Vaajtswv Txujlug has tas tsi muaj ib tug tub kawm ntawv twg kws yuav txawj tshaaj nwg tug xwbfbw qha (teacher), tabsis yog raug cobqha txaus lawm nwg yuav txawj ib yaam le nwg tug xwbfbw (Mt. 10:24). Txhais tau tas tug qha tuav cov kawm txuj hauvkev. Nwg coj lecaag cov kawm ntseeg le ntawd. Lub tsev ntawv kws muaj meejthawj yog lub kws muaj cov xwbfbw qha kws muaj meejthawj. (The quality school not only has practical programs but also has *quality teachers*.) Yog le ntawd:

- A. Xaav kuam lub rooj txwjlaug huv pawg ntseeg nrug txavtxim sab hab taw tug kws yuav lug qha rua phaab cobqha thawjcoj nuav (church appointed or approved).
- B. Tug qha yuavtsum yog ib tug thawjcoj kws ua tau povthawj rua kev ntaus thawj ntaag.
- C. Hab yog tug kws raug cob lossis trained lug ntawm HKM/CLA kuas nwg paub CLA tug qauv (philosophy).
- D. Tsi taag le ntawd nwg yuav tau suam npe txais yuav C&MA 11 nqai kev ntseeg. (Yog has tas pawg ntseeg lossis lub chaw kawm zwm rua C&MA).
- E. Hab suam npe rua nwg dlaim ntawv leeg lug (form) hab xaa rua HKM/CLA. (Nwg xaa dlaim nuav tuabke nrug pawg ntseeg dlaim ntawv thov zwm ua chaw kawm los tau).
- F. Pawg ntseeg yog tug them nwg cov ntaub ntawv hab kev cobqha (teaching materials & trainings).
- G. Moog koom lwm yaam kev cobqha kws CLA npaaj muaj.

III. Tug Yuav Kawm – Applicant

Txhua tug yeej tsimnyog kawm ntxiv, kuassis tej zag kev kawm ua thawjcoj yuav tsi tau yog caij rua qee leej. Tug thawjcoj tsi yog *yug* lug ces txawm txawj ua tug coj lossis tsi yog *kawm* kev ua thawjcoj tav ces txawm coj tau. Tabsis nwg yog tug kws tau qhov koobmoov ua thawjcoj ces thaum nwg kawm kev ua thawjcoj yuav paab kuam nwg txawj siv nwg qhov koobmoov kws Vaajtswv pub ua dlejnum txhawb Vaajtswv lub Tebchaws. Yog le ntawd:

- A. Lub rooj txwjlaug lossis paab kaavxwm saib kev cobqha thawjcoj yuavtsum lug sis ntsib sojntsuam hab nrug tug kws sau npe xaav kawm nuav thaam, taug nwg tej homphaj kuam meej.
- B. Nwg yuavtsum yog ib tug kws lub neej ua tau povthawj tas nwg muaj Tswv Yexus ua nwg tug Tswv Cawjseej lawm. (Yog nwg yeej xaav kawm tabsis tsi paub meej txug nwg kev cawm dlim, cov txwjlaug yuavtsum taw ib tug paab nwg qhov nuav kuam meej tsaiv.)
- C. Nwg yuavtsum txaus sab ua dlejnum (ministry) lawv le cov ntsablug huv phoo kawm hab lawv le tug qha taw rua nwg ua txhua lub limtam.
- D. Nwg yuavtsum yog ib tug kws pawg ntseeg fwm hab yuav siv tau ua dlejnum thaum nwg taabtom kawm hab thaum kawm taag lawm tuabsi.
- E. Nwg yuavtsum qee tau sijhawm le 7 ntsoos teev ib lub limtam (2-4 hrs. lessons, 2 hrs class participations, 1-2 hours home assignments, plus related reading material that may be assigned.)
- F. Tom qaab ntawd, cov txwjlaug maam suam npe rua nwg dlaim ntawv thov kawm (application) hab muab xaa rua HKM/CLA nrug nqe ua ntawv, \$20 qeb-I^(effective 2005) (Non-refundable fee).
- G. Yog nwg ho tshuav qee yaam kws rooj txwjlaug xaav kuam nwg ua/kawm uantej maam txais nwg rua kev cobqha los puab maam nrug nwg thaam hab muab num rua nwg ntxiv. Thaum nwg ua tav, cov txwjlaug maam suam npe rua nwg dlaim ntawv hab xaa rua HKM lawv le nqe “F” sau nuav.

IV. HKM/CLA

- A. Yog lub hauvpaug kws nrhav kev txhawb cov pawg ntseeg hab cov xwbfbw qha kuam luj hlub ntxiv rua phaab kev cobqha.
- B. Muab kev nquahu kuam muaj cov ntseeg npaaj kawm thawjcoj coob ntxiv.
- C. Muab kev txhawb zug rua cov kws taabtom kawm, tsi has cov kawm huv CLA lossis huv tej tsev kawm Vaajlugkub huvsi.
- D. Npaaj hab xaa ntaub ntawv (resources) rua cov qha hab cov kawm.
- E. Khaws cov kawm (CLA) tej ntaub ntawv (grades).
- F. Xaa cov grades rua lwm lub tsev kawm ntawv lossis koomhum kws tug kawm tsocai.