

DIRECTIONS

NEWSLETTER FOR CHRISTIAN EDUCATORS

TRAINED TO WIN!

Are you ready for the battle?

"Our Sunday school teachers are not committed!"
"We have a constant need for recruiting new teachers."
"Why do we see such high turnover in our volunteer staff?"
"Our Christian education ministry is always such a battle."

There is a battle raging! We lose teachers because most of them are untrained. Teachers must work so hard just to survive in the classroom and their teaching experience never progresses to the instinctive level. Our teachers must be taught to teach not just survive their "one day of service out of each week." The hard fact is that the church has failed its Sunday school teachers by a lack of adequate training.

It is time for a change in how we approach our teacher training process.

Let's take a lesson from the secular military world. For nearly 200 years the U.S. Military Academy at West Point has been an institution of quality training. West Point has turned out such leaders as Generals Patton, Pershing, and MacArthur, Astronaut Neil Armstrong, and President Dwight D. Eisenhower.

It is interesting to note that West Point is as old as the concept of Sunday school itself. Sunday school is perceived as an extinct dinosaur; yet very few people question the validity of West Point or the effectiveness of its mission. Sunday school is a vital ministry of the church. It is a ministry which requires thorough training and preparation for ministry on the front line.

The mission of West Point is to "provide the nation with leaders of character who serve the common defense." The church should emulate this mission and provide the body of Christ with leaders of character who serve through evangelism and edification.

The Strategy of Training Knowing how to strategize for battle does not come naturally. West Point students study past wars dating back to Biblical battles for lessons on strategy. Likewise, quality teaching in our Sunday school classes does not come by chance. Teachers need to be trained in effective methods of the past while embracing new trends in Christian education.

Introductory teaching skills can be communicated effectively through self-directed study. A variety of books, tapes, and videos are available to introduce new workers to the basic skills of teaching. This approach offers an advantage for experienced teachers who can scan books or videos with information previously mastered. Two suggestions for individual study are the book, Becoming A Treasured Teacher and our training video called You Can Do It. After reading or viewing these resources, the pastor or Christian education director should meet with the teacher to discuss their observations and questions. Special attention should be given to applying their new skills to their immediate teaching situation.

See "Trained" on next page...



Rev. Rick Wulfsteg
National Minister,
Dept of Christian Education



WINTER 1997-98

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Celebrate CHILD^{the}

Ministry to children in your congregation must be a priority.

TRAINED. *(from front page)*

A Clear Mission West Point candidates are aware of the stringent ideals and expectations of their training. Along with the demands, however, a West Point education ensures the equipping necessary to succeed in whatever they do. No church leader should be given an assignment, in any capacity, without a job description and proper training. Church leaders must be honest with their volunteers. Your church is better off to have two classes with trained teachers and a heart for what they do, than to have twelve classes with twelve untrained teachers.

You might consider appointing a Director of Improvement and Training. This person should be the teacher most respected among his/her peers and one with the most effective teaching skills. The person responsible for training should formulate a long-range plan for equipping the ministry staff, realizing that training must be an on-going process.

Learning From Each Other One West Point cadet described his four years at the Academy in this way: "You have an opportunity to learn different academic disciplines, to travel, to meet people of different heritages and races, and to develop yourself mentally, physically and morally." A great strength of military training is the sense of camaraderie and support for your fellow soldiers.

Listed below are reasons that children's ministry should be a priority in your church:

- * children are equally as important as ministry with youth and adults
- * ministry with children includes the family
- * children need to be discipled and taught to evangelize
- * children have gifts to be celebrated and expressed
- * children need to be integrated into the life of the church

During Fall 1997-98, churches in the United States and Canada are joining together as a network for Mission America. Mission America's goal is to share the Gospel of Christ with every man, woman and child in America by year-end 2000.

Your congregation can be an integral part of this celebration. For more information on how you, your church, and your community can be involved, contact:

Celebrate the Child

500 E. College Ave., Wheaton, IL 60187

Toll free: 1-888-509-8560 Fax: 630-752-5916

Web Site: www.wheaton.edu/bgc/ioc

The teaching staff should be given repeated opportunities for group study through monthly or quarterly meetings. These meetings can instill a cooperation and accountability between teachers, as well as a pool of creativity. Conference training should also be encouraged. Invite your teachers to attend Four-square District and Divisional Christian Education training events. Check with your District Christian Education representative for more information. Most large cities have annual training conventions which will enhance and extend the ministry in your church.

The War is Over! Rather than battling our teachers in the church, we should focus on training recruits, retaining volunteers through regular equipping, and sharing resources which will encourage long range commitment and reduce teacher turnover.

Teaching is a demanding task, and it will be even more demanding in the future. This is why I strongly urge you to evaluate your current teacher training practices. You may discover areas which need to be strengthened. If you would like assistance in this process, give us a call or write. We are always available and willing to help.

Why are SUNDAY SCHOOL Teachers So Vital?

Told by Dr. Howard P. Courtney
Foursquare Cabinet 1992

This story is about an incident that occurred in Kansas around the turn of the century. Several families had stopped in their westward movement and had built their temporary homes, or "soddies" as they were called.

Into this community came a Christian teenager who wanted to teach Bible to the children. She went from home to home asking if the children might attend her Sunday school class. Most families were delighted, but one big family with several children steadfastly said, "No, we don't want anything to do with it."

The teacher did not give up. She kept coming back, and because of her insistence she was able to get one girl into her class from this home. The child was able to attend the class six to ten times before the family moved away.

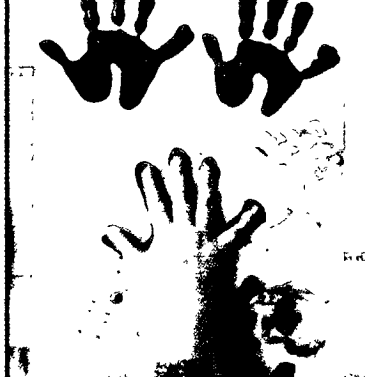
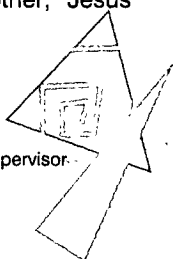
Years went by. The little girl grew up and was married at a very young age. To this union were born two sons. The first son died of a terrible fever that was prevalent in our nation during that period of time. Later, the second son came down with the same disease. They were able to get the child into a little, frontier hospital. But the doctor said, "Lady, I must tell you this illness is terminal. We have done all we can to save your son's life. He is going to die."

Then a miracle took place. The Holy Spirit brought something to the mind of that young, grief-stricken mother who didn't know which way to turn. She got down on her knees and said, "Jesus, I don't know who You are, but a Sunday school teacher told me You loved people like me. If You'll save my boy, I'll find out who You are and serve You for as long as I live." Contrary to their expectation, the fever broke and astonished the doctors. And, true to her word, the young mother found Jesus and served Him all of her life in what we call the ministry of intercession.

The boy was saved at an early age, grew up, and preached the Gospel around the world. You see that young woman was my mother and I was that dying child. I am here today because a young unknown Sunday school teacher who did not feel qualified to teach adults told my Mama, "Jesus loves you." I do not know the name of the teenage teacher, nor what she looked like, but when I get to heaven I will find her, shake her hand, and thank her for telling my mother, "Jesus loves you!"

God be praised for Sunday school teachers!

Dr. Courtney is a former Pastor, Vice President and General Supervisor of the International Church of the Foursquare Gospel.



MANAGING CREATIVE TEACHERS

Given their special talents, creative people often require special handling. In many cases they are at their best when they 'break the rules.' But most observers agree that they do need good supervision. Here are five guidelines for managing creative types:

GEAR THE PRESSURE TO THE GOALS

Creative people often work best in fits and starts. They need to set their own pace. Fixing some definite goals and an approximate time limit is enough to provide the necessary sense of urgency.

LET THEM KNOW WHERE THEY STAND

Creative people need feedback - constructive criticism or praise. They hunger for evaluations of their efforts. But appraisal is often difficult because results may be indefinite or long-postponed. Best: talk informally with creative types from time to time. Show interest in their problems, let them know the importance of their efforts. And convey customer reactions.

DEFEND THEM AGAINST THE ATTACKS OF OTHERS

If you think your creative employees' eccentricities or shortcomings are worth it, defend that decision to your staff. There's a limit, of course, but when a defense is appropriate, list their accomplishments.

GIVE THEM TIME ALONE

Often, creative people's best ideas come to them during an idle period following concentration.

SHOW TOLERANCE FOR FAILURE

A truly creative atmosphere requires that people be able to present radical, even unworkable ideas without being judged harshly. Give them a wide margin for error. Apparent failures are often merely steps toward eventual success.

Used with permission. Managing Creative People. Teach Sept/Oct. 1989 p 12

Henrietta Mears'

Points for Personal Workers

A soul-winner must be a Spirit-led man or woman,
not only in the matter of soul-winning, but in all things.

A soul winner is made, not born.
Anyone can do it if he is willing to make the effort.

The place to start is right where you are now. Don't think about becoming
a missionary across the sea if you are not a missionary at home.

Let the Holy Spirit guide you to people.
Be sensitive to His leading; never rush ahead of His initiative.

Realize also that He is working not only in your heart but
in the person to whom He is directing you.

Whenever possible, deal with a person alone and never interrupt when
someone else is working with a person.

Start where the person is - with his interests, his knowledge.

Hold him to the main point of receiving Christ as his personal Savior;
don't let the conversation wander.

Allow him to talk about his problems so that he will see his need.
Don't jump in with your own ideas about what he should do.
Your job is to lead him to Christ.

Do not try to convince by argumentation. He is not to accept a creed, but Christ.
Just introduce him to your Friend.

Tell what Christ has done for you; no one can argue against your own experience.

Don't force a person to accept the whole Bible right off.
Lead him to Christ first of all and let the Bible's truth become self-evident.

As you explain salvation, allow him to read the passages of the Bible for himself.

Don't be impatient; let God work in his heart.

Encourage him to pray with you and to pray aloud.

Let your reliance be wholly on the Spirit of God and on the Word of God,
and not on yourself.

The following quiz was developed by Patty Pitcher, Children's Pastor of WellSpring Foursquare Church in Granada Hills, California, to see how up-to-date their Sunday school teachers were on Children's Ministries "Procedures" and "Policies." Please feel free to modify the quiz to suit your church's needs.

"CPR" - Children's Procedures Refresher

1. All teachers need to arrive at _____ a.m. on their teaching day.
2. Nursery, Toddlers, and Preschool classes need to be ready to receive kids at _____ a.m.
3. Elementary teachers need to be in the _____ at _____ a.m.
4. If you are not able to work on your assigned Sunday, it is your responsibility to switch with a member of your own _____ and to communicate any changes to your: (1) _____ and (2) _____.
5. Before leaving the classroom after your class is over, please:
(1) _____ the lights and AC (2) lock _____ doors (3) _____ blinds.
6. For Nursery/Walkers, Toddlers, Preschool, and 1st-2nd Grade, the children are released to their _____ ONLY.
7. The First Aid Kit and the Accident Report folder are located on the counter in the _____.
8. The Accident Report is filled out by the _____, and then is signed by the:
(1) _____ (2) _____ (3) _____
9. If a parent would like his/her child moved to another class, please tell them to contact the _____ directly.
10. Communicate with the _____ *immediately* if there is any problem/conflict with a parent or another adult, or if there are unresolved challenges with any child(ren).
11. Please make sure that a child is in the correct class the _____ time they come.
12. Once kids are in Children's Ministries care, they must stay in their own _____.

"CPR" - Children's Policies Refresher

1. The intent of the "Risk Reduction" program at WellSpring is to reduce the risk of _____ in any form throughout our church environment.
2. It is the responsibility of the _____ to pick up & supervise their children *immediately* upon dismissal of the adult service.
3. At least _____ adults will be present during all church activities involving kids.
4. Children's Ministries workers will submit to the parents a written _____ prior to any activity which will occur off church premises or outside regular meeting time.
5. A Children Ministries worker is never allowed to be alone with a minor during a supervised church activity unless:
(1) The knowledge & consent of the minor's _____ has been obtained AND
(2) The church worker has notified an appropriate church _____ in advance.
6. "Appropriate touching" of a child takes place within the _____ activity, and under observable conditions.
7. Children's Ministries workers will _____ use ANY form of corporal punishment.
8. With regards to "Risk Reduction," a Children's Ministries worker will report any "questionable situation" to their program supervisor, who is _____. (specific name)
9. Toddlers-2nd Grade children are to be taken to the bathroom by an adult of the _____ sex, and if the child requests assistance, leave the _____ open.
10. 3rd-6th Graders may go to the bathroom with a " _____" of the same sex, but the amount of _____ that the children are out of class should be monitored by teachers.

How did you "score" on this little quiz? (Please remember, some of the points are divided into "halves," "thirds," or "quarters.")

If you missed:

- 1-2.....You can help teach a class to "new teachers"!
- 3-5..... Thanks for attending all the training in the past!
- 6-10..... Please read or re-read the Handbook!
- 11 or more..... You probably need to have a talk with your Team Leader and ask some questions!

HERE'S SOME BEARY GOOD NEWS...



From Loveland, CO

Dear Directions' Staff:



I am writing to share with you and our fellow 'Directions' readers about our Good News Bears Club here in Loveland. Our church, Chapel of Hope, has experienced many transitions the last few years. At the present time we are without a Pastor and have been for two months. Needless to say, our congregation has dwindled down to approximately 16 people.

We started the Good News Bears Club last September because we felt our own children and others needed to learn how to serve Jesus and others. We also really liked the foundational teaching that GNBC provides. Even though our church is extremely small, we have about 22 consistent children that come to GNBC. Many of these children are 'somewhat' involved in another church. A handful of children had no idea who Jesus Christ was and His love for us. Just this last Wednesday four children accepted Jesus Christ as their Savior.

Our congregation, as small as it is, has also remained very supportive with the Good News Bears Club. I am very proud of our GNB and how they are not ashamed of the Gospel and have invited their peers to learn about Jesus.

In Christ's Love,
Cheryl Wong,
Director of Christian Education

UPDATE

Elizabeth Ewens staff pastor at The Church On The Way is revising the Good News Bears program. She has been actively involved in Good News Bears since its inception 10 years ago. The heart of the club program, modeling Jesus, will not be changed. She will be revising resources and updating the graphics to keep it appealing for the children of the 21st Century.

Idea Bank

Activities to do for every age group

Ages 3 to 6

1. parent/child nature walks
2. play-at-the-park parties
3. stuffed-animal pet shows
4. parent/child artwork classes
5. theme parties
6. trike/bike ride

Ages 6 to 8

1. zoo trips
2. visits to local farms
3. rides or races
4. nerf basketball
5. games at the park
6. picnics
7. formal tea parties (girls)
8. baseball-card parties (boys)

Ages 8 to 12

1. bike riding
2. in-line/roller skating
3. nature hikes
4. art projects
5. zoo trips
6. bowling
7. aviation/history museums
8. pool parties
9. ice cream social

Have you ordered Baseline?

Baseline is a captivating, interactive, Bible-based program for pre-teens. Written by Foursquare leaders, it is designed to encourage Spirit-filled living. Here are some quotes from people who have received Baseline curricula.



"Baseline is distinctive and refreshing. Rather than troubleshooting problems that many middle-schoolers face (i.e., drugs, peer pressure), Baseline is a Word-centered, teacher friendly, kid-ready, sound curricula.

Tanja Geue, Southern California C.E. Representative

"Easy to understand and thoroughly true to Scripture, Baseline equips leaders with content characterized by substance and depth which is precisely what kids need today for stronger faith."

Darrell Fraley, Author and Children's Pastor, Hope Church, Cincinnati, OH

Call Foursquare Publications at 1(800)992-7444 to order your first quarter unit. Samples available upon request.

DIRECTIONS

is a resource published quarterly by the National Dept. of Christian Education, P. O. Box 26902, 1910 W. Sunset Blvd., #200, Los Angeles, CA 90026. If you have any news or events to share, or would like to contribute to the publishing of this newsletter, please contact us.