

Foursquare Department of Christian Education

DIRECTIONS

A Newsletter for Christian Educators *Fall 1994*

“You Have A Friend”

It has been said that “one of the loneliest places can be the church.” People intersect our lives each day in and out of the church that are desperately looking for true friends. A young boy recently reminded me of the value of friendship within the Church. As a guest speaker that morning, he met me at the water fountain. There he stood all 48 inches, checking me out. He asked three penetrating questions that were so relevant, I wanted to pass them on to you:

1. Following the usual introduction and chit - chat, He asked, “**WHO ARE YOU ANYWAY?**” - The answer he was looking for was “I will be a friend who accepts you!” **ACCEPTANCE** can transform us! Acceptance literally means “graced with grace,” we are no longer outside of God and His family, now we are **INSIDE!**

2. “**CAN I SIT WITH YOU?**” - That day he was by himself, he awoke by himself, he came on the bus by himself and did not want to sit by himself. We live in a sea of people who are “by themselves”! They are simply looking for someone to be with, a **FRIEND** who will come alongside of, and listen to both the good and bad.

3. As the bus was pulling away from the parking lot, out of the rear window he asked, “**WILL I SEE YOU NEXT WEEK?**” A **FRIEND** is someone you can count on (consistency) next week!

Jesus is our best example of extending friendship in the midst of the pressing demands of ministry. He took time to carry on the most successful

human relations the world has ever seen. He discussed theology with Nicodemus and the gift of living water with the adulterous woman. He shared intimate moments with the young apostle John and prayed personally for impetuous Peter. He visited briefly two disciples after the resurrection and took time to make a special appearance for His skeptical friend, Thomas.

His public relations with people were reflective of His personal relationship with the Father. Such complete spiritual human relations as demonstrated in John 15 and 17 marked the ministry of Jesus Christ, a pattern for our friendships!

“One of the loneliest places can be the church.”

“Greater love has no one than this, than to lay down one’s life for his friends. You are my **FRIENDS...**” John 15:13-14a

The theme for this Fall ‘94 Christian Education emphasis is **FRIENDS**-Friends who are accepting, trustworthy, and consistent reflect the real theme that Jesus has for us as we embrace a new season.

We join thousands of churches in North America on October 30th for “National Friends Day.” We are recommending to your church to conduct a “**FRIENDS DAY**” on this date. I trust that you will be part of this ministry as we “reach out to our friends” through the love of Christ. Information is included in this **DIRECTIONS** packet on how you may participate.

Your friend,
Rick Wulfestieg

You Have a Friend...Bring Them In

Over 34,000 lay people have been asked the question: "What or who was responsible for your coming to Christ and your church?" One of the following eight responses was usually given: (1) some said a "special need" brought them to Christ and the church; (2) some responded they just "walked in"; (3) others listed the "pastor"; (4) some indicated "visitation"; (5) others mentioned the "Sunday School"; (6) a few listed "evangelistic crusade or television program"; (7) others recalled that the church "program" attracted them; (8) finally, some people responded "friend/relative" as being the reason they are now in Christ and the church.

What percentage of people came to their new relationship with Christ and their church through each category? Here are the results:

<i>Special Need</i>	1-2%
<i>Walk-In</i>	2-3%
<i>Pastor</i>	5-6%
<i>Visitation</i>	1-2%
<i>Sunday School</i>	4-5%
<i>Evangelistic Crusade</i>	1/2 of 1%
<i>Church Program</i>	2-3%
<i>Friend/Relative</i>	75-90%

*"The first thing Andrew did was to find his brother Simon and tell him, "We have found the Messiah" (that is, the Christ). And he brought him to Jesus...
John 1:41, 42a*

Notice the extremely low percentage of assimilated evangelistic crusade conversions compared to the friend/relative percentages. Apparently, the vast number of people who begin their pilgrimage with Christ and who have a person to encourage them in their growth end up as responsible members of the local church.

These statistics were found in the book Finding Them, Keeping Them and were provided by Church Growth Institute

How To Be a Faithful Witness

Sermon Outline by Jack Hayford

Living, Vital, Holy Spirit-Filled Christianity Is An Evangelistic Faith

1. "Evangelistic" focuses on good news, not bad.
2. "Evangelistic" is to issue an invitation not to practice coercion.
3. "Evangelistic" depends on supernatural power, not human programs.

Acts 8:26-40

1. Be available to God's direction, v. 26-27a
2. Watch for people who are searching, v. 27b-28
3. Wait for the Holy Spirit's prompting, v. 29
4. Listen to what the person is saying, v. 30a
5. Ask if they understand what they want, v. 30b
6. Meet them where they are with the truth of Jesus Himself, v. 31-35
7. Lead to decisive action if they are ready and willing, v. 36-39

Recruiting - Building a Team

How can we coordinate recruiting efforts?

Some churches use a form where people check all the areas in which they may be interested in ministering. Leaders of both the educational program and other church ministries should come together at least once a quarter to study these forms. In addition, at these meetings they can review the church membership list and consider people who have recently joined the church. In a smaller church the pastor often ends up being the clearinghouse for names. Nevertheless, there is a benefit in several people coming together to look at the possibilities. We each have biases, and may tend to see a person's name and assume he either is or is not a prospect. The quarterly meeting of ministry leaders will elicit more workers' names, and also coordinate the recruitment of those individuals.

Once again it should be stated that an individual who approaches a prospective teacher should be open to the possibility of the person serving in a different area of ministry. The youth sponsor should not try to coerce some into only working with the highschoolers. He should be very open to the desire of the person to ring in the handbell choir if that is the preference. There is no room for selfish attitudes when recruiting.

Also, contacts for teaching should never be made in the hallway or parking lot of the church. The old adage, "You get what you pay for," is true in recruitment. The more personal the contact, the more accurate picture of the task given, and the greater the excitement of the leader, the more likely will be a fruitful response by the contact.

Program leaders should first telephone a prospective worker, seeking an appointment to meet with him or her to present the opportunity. At their meeting the importance of the program should be explained. The specifics of the job discussed, and the support and resources for the worker described. The home meeting should conclude with prayer, and with the program leader promising to phone in one week to receive the prospective teacher's prayerful response.

If the prospect is willing to teach, materials are further explained, a contract or an application is signed and the new worker is asked to observe a few teachers prior to assuming the new responsibility.

I keep recruiting people to teach, but many quit within a year. How can I stop this turnover?

There can be a number of reasons for failure to retain staff. Some that are common are:

1. A program leader who is inadequate. Many programs experience turnover because the superintendent or program leader is failing to do an adequate job. Perhaps the individual is negative and rarely encourages the workers. Perhaps he is dominant and always feels he has to have his way or push his own ideas. Maybe he is conspicuously absent and the teachers feel that they have been abandoned without a resource. Failure to remove an inadequate program leader will cause the self-removing of many staff.

2. A teacher who is in child-bearing years. It is likely that those who are willing to teach in the early childhood and children's division are from the young married age group. When a Sunday School is staffed heavily with adults in their 20's and 30's, you can expect baby fever to occasionally remove people from teaching positions. However, teachers who have had an enjoyable experience tend to return to the classroom within a year of the birth.

3. Poor recruitment often results in the resignation of staff. Everything should be done up front to make sure that the person is faithful, available and teachable; that the job is clearly presented to him; and that he has had an opportunity to observe someone doing what is expected of him.

4. Recruiting on a rotation basis. Some churches, in order to plug their finger into the hole of the staffing dike, have made the compromise of placing people in a short-term responsibility. Where staffing is on a quarterly, or even worse, a monthly basis, many people are used in a relatively short amount of time. These individuals may think they have done their duty, and that it is time for someone else to take a turn. They do not view the short-term service as an ongoing ministry. They have not had enough time to see the assignment as their ministry in the church.

5. Many workers feel inadequate and begin to question whether they have "the right stuff" for teaching. What they need is close, encouraging supervision by their program leader, and also some encouragement and praise from the pastor. One or two notes per year by the pastoral staff or program leader to an educational worker is a strong incentive for them to maintain their important responsibility.

Your Church - A Safe Place For Children?

Bitter reality reminds us of the possibility of child abuse occurring in our church programs. Usually, we have enough challenges finding volunteers to work in ministry areas. However, lawsuits against churches for alleged or actual child molestation have risen enormously in recent years. In fact, churches are seen as easy targets for child molesters because we give access to children with little screening or supervision. Unfortunately, most churches only deal with this issue after they have had to confront a situation within their church.

Each church needs to have a child abuse awareness and prevention plan in place. The following steps are ways we can help prevent child abuse or a false allegation of abuse.

An area that churches are often found liable is in failing to screen volunteers who are recruited to work with minors. All volunteers given access to children ages 18 and under should go through a process of screening procedures.

1. **VOLUNTEER APPLICATION.** See sample form next page. (An application should be completed and kept on file for every volunteer in the church who works with minors. It's important to keep these applications confidential and updated every few years.)

2. **VOLUNTEER INTERVIEW.** All potential volunteers should also be interviewed by a designated church leader. This interview should include the question "Have you ever been convicted of child abuse or a crime involving actual or attempted sexual molestation of a minor?" Brief written notes of the interview should be taken and kept confidential along with the application.

Two crucial goals are served by accomplishing the screening process:

- The church fulfills its LEGAL REQUIREMENTS to screen volunteers;
- You let potential child abusers know that YOUR CHURCH IS EDUCATED AND AWARE.

3. **VOLUNTEER REFERENCES.** For volunteers who are new to your church or unknown to church leaders, the references on the volunteer application should be checked. It is important to verify the information and to ask if there is any reason this individual should not be allowed to work with minors.

The following APPLICATION FORM FOR SERVICE and CRIMINAL RECORDS AND AUTHORIZATION sample forms are provided and may be customized for your church. NOTE: You may add, not delete from these forms! These are the minimum legal requirements.

"REDUCING THE RISK," a complete resource recommended by El Clark, Foursquare legal counsel, includes video, training kit, audio cassette, and complete guidebook, \$49.95. Order today from Foursquare Publications (800) 992-7444.

REQUEST FOR CRIMINAL RECORDS CHECK AND AUTHORIZATION

I hereby request the _____ Police Department to release any information which pertains to any record of conviction contained in its files or in any criminal file maintained on me whether local, state, or national. I hereby release said Police Department from any and all liability resulting from such disclosure.

Signature _____ Today's Date _____

Print Name _____

Maiden name if applicable _____

Print all aliases _____

Date of Birth _____ Place of Birth _____

Social Security Number _____

Record sent to:

Name _____

Address _____

APPLICATION FOR CHILDREN'S/YOUTH WORK

Confidential
Church Name

Personal

This application is to be completed by all applicants for any position (volunteer or compensated) involving the supervision or custody of minors. It is being used to help the church provide a safe and secure environment of those children and youth who participate in our programs and use our facilities.

Date: _____

Name: _____
Last First Middle

**Identity must be confirmed with a state driver's license or other photographic identification.*

Present Address: _____

Home Phone: () _____

What type of children/youth work do you prefer? _____

On what date would you be available? _____

Minimum length of commitment: _____

Have you ever been convicted of child abuse or a crime involving actual or attempted sexual molestation of a minor? Yes _____ No _____

If yes, please explain (attach a separate page, if necessary): _____

Were you a victim of abuse or molestation while a minor? Yes _____ No _____ If you prefer, you may discuss your answer to this question with the senior minister rather than answering it on the form. Answering yes, or leaving the question unanswered, will not automatically disqualify an applicant for children or youth work.

Do you have a current driver's license? Yes _____ No _____ If yes, please list your driver's license number.

Have you ever been convicted of a traffic offense? Yes _____ No _____ If yes, please describe all convictions of the past 5 years.

Church Activity

Name of church of which you are a member: _____

List (name and address) other churches you have attended regularly during the past five years: _____

List all previous church work involving youth (identify church and type of work): _____

List any gifts, callings, training, education, or other factors that have prepared you for children/youth work: _____

Personal References (not former employers or relatives)

Name: _____ Name: _____

Address: _____ Address: _____

Telephone: _____ Telephone: _____

Applicant's statement

The information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information including opinions that they may have regarding my character and fitness for children/youth work. I release all such references from any liability for furnishing such evaluations to you, provided they do so in good faith and without malice. I waive any right that I may have to inspect references provided on my behalf.

Should my application be accepted, I agree to be bound by the Bylaws and policies of (church name), and to refrain from unscriptural conduct in the performance of my services on behalf of the church.

Applicant's signature _____ Date _____

Witness _____ Date _____

Note: Do not omit any of these questions from this form, this has been carefully created for the church's legal covering!

RECRUITING...

There is a way

Paint the Picture

Let people see the task as an honor, a challenge and an attainable goal. Help them to see the beauty, fulfillment and color that will be added to their life as they serve.

Be enthusiastic and proud of your part in recruiting.

Do not be ashamed to ask a person to serve the church.

State clearly the amount of time and effort required for the job.

Know what qualifications are needed. Set forth certain standards, stressing the need for preparations.

Demonstrate the value of the opportunity to serve.

Never belittle the job with such comments as, "It won't take much time," and, "There's really nothing to it."

Provide a basic and complete one page job description or ministry guidelines.

State the following: What the job is, who they are directly responsible to, how much time is involved, what is expected of them, where and what resources will be provided, and what the goal is.

Interview personally and allow for any questions. Make time for questions you or the interviewee may have. Lead a person to feel they are being invited to serve, not drafted.

Accept a person's refusal to serve gracefully. Each one knows their heart better than anyone else. Leave the door open for a "yes" next time.

Our mission is:

Reach to teach...

Teach to reach.

Matthew 28:20

TRAINING AND RETAINING

In recruitment of CE volunteers, prayer is the key. In training, relationship to volunteers and content is essential. Four areas of relationship that the trainer needs to pattern to the volunteer:

◇ **BE HONEST** - First, a prospective teacher or worker should be given the opportunity to observe several class sessions before he or she agrees to take the job. People need to know what they are getting into. (You're thinking they might be scared off, and you're right, but after all, if there's going to be honesty anywhere, it should be in the Church.)

◇ **TAKE THEM SERIOUSLY** - never lower your standards for service - if they are going to give of their time to serve with compassion, competence and confidence they will need help. A new teacher orientation and training with consistent and progressive learning opportunities. Resources like "You Can Do It" training video and Seven Laws of the Learner, are excellent for training. (Call Foursquare Publications: 1-800-992-7444.)

◇ **CLEARLY DEFINE EXPECTATIONS** - Provide and review ministry guidelines on a individual basis. Let them know Foursquare's recommended curriculum and supplemental resources that are available and which staff member orders and distributes. Out of pocket expenses for supplies should also be reviewed and what is reimbursable. Time (from tenure to preparations) - how long and how much.

State the desired objective of ministry opportunity: CHANGED lives...changing others through Jesus Christ.

◇ **VALUE THEIR GIFTS-APPRECIATE, APPRECIATE, AND APPRECIATE!** Do not abuse or misuse them. Volunteers are not paid - because they are PRICE-LESS! Let them know in a variety of opportunities. Give appreciation dinners or desserts, notes or cards, small books and training opportunities through District or Sunday School Conferences.

People will tend to serve year after year as they are respected and valued by leadership and the ones they serve. Always remember that you are not alone as you train and lead. The Holy Spirit is with you to ask, seek, and knock on the hearts of those who would partner with you for HIS harvest.

RW

10 Commandments of A Sunday School Teacher

1

I will win the personal allegiance of every student in my Sunday School class to the Lord and Master by talking, writing and prayer. I will expect a decision on the part of each one, and I will make sure that decision is based on facts. No boy or girl will I ever give up on as unreachable.

2

I will not think my work over when my pupil has made his decision for Christ. I will help him to realize how necessary daily Bible reading and prayer are. I will also put helpful books in his hands and will encourage him to unite with God's people. I will show him the importance of church work. In all this, I will stay close until he is established, remaining at all times accessible to him.

3

I will see that he finds a definite place in some specified task. I will not rest until every student is an out-and-out aggressive Christian, for God has a place for each one to serve.

4

I will bring Christianity out of the unreal into everyday life. I will show my students the practical things they should be doing as Christians. The ministrations that the world needs so much today - meat for the hungry, drink for the thirsty - are judgement-day tests of genuine Christianity (Matt. 25).

5

I will seek to help each one discover the will of God, because the Master can use every talent. I will try to see in them what God sees. Christ saw a writer in a tax gatherer, a preacher in a fisherman, a world evangelist in a murderer. He takes the foolish things, the weak and despised to work His purposes.

6

I will instill a divine discontent into the mind of everyone who can do more than he is doing, not by telling him the pettiness of his life, but by giving him a vision of great things to be done enthusiastically, passionately.

7

I will make it easy for anyone to come to me with the deepest experiences of his inner life, not by urging, but by sympathy and understanding. I will never let anyone think I am disappointed in him.

8

I will keep the cross of Christ central in the Christian life. It is great to be out where the fight is strong, to be where the heaviest troops belong and to fight there for God and man.

9

I will pray as I have never prayed before for wisdom and power, believing God's promise that "if any of you lack wisdom, let him ask ... and it shall be given him" (James 1:5).

10

I will spend and be spent in this battle. I will not seek rest and ease. I will not think that freshness of face holds beauty in comparison with the glory of heaven. I will seek fellowship with the "man of sorrows ... acquainted with grief" (Isa. 53:3), as He walks through this stricken world. I will not fail Him.

Here's Some Beary Good News...

Recently Mary Lou Canata received a letter from the pastor's wife in Kokomo, Indiana. We would like to share it with you.

Dear Mary Lou,

In our Good News Bears, we have a time each week called "Holy of Holies." A song is chosen to listen to, atmosphere is set by a candle and other visuals. The lights are turned off, we get on our face before the Lord and the presence of the Lord comes in sweet ways. One particular time focused on fathers. After the song, sentenced prayers of appreciation were expressed about their dads. When Cynthia prayed, "God, You're the only One who knows where my dad is, I don't even know him," my heart was broken. The following evening I told the Lord that it was a shame Psalms 27:10 wasn't put to music. No sooner had I said it than the music came! This is a miracle, as it has never happened before. I felt compelled to share it with others as it has been so healing to our children and adults as well.

Gayle Chandler

IF THERE'S EVER A TIME (D)(4/4)

A A D E F# E
If there's ever a time

E F# G G F# D A
My mom or dad forsake me

A A D E F# E
If there's ever a time

G F# F#
They don't care.

D F# G A B B A G G A G F# E D
My Heavenly Father will take me up into Himself.

A D E F# E
In all of my time

D C# D
He is there.

If you would like the music to this song, please contact the Kokomo, Indiana Foursquare Church at:
2020 S. Goyer Rd., Kokomo, Indiana 46902 (317)457-4496

Childhood Image of God Prevails Among Adults

When asked his identity, God answered cryptically in Scripture, "I Am Who I Am." Religious thinkers say God is beyond human definitions or comprehension, but that many people tend to shrink him down to handy manageable size.

"We have stupid ways of thinking about God," the authors say. "The ideas we were spoon-fed as children we now gag on as adults," undermining and destroying belief in many cases.

In an often humorous but perceptive book, "Stupid Ways, Smart Ways to Think about God," written by Rabbi Jack Bemporad, a leader in Jewish Christian dialogue and Michael Shevack an advertising executive and published by Triumph Books, the authors describe both the frequently silly but also sensible views of God.

To a large extent, atheists seldom reject a credible God but usually reject "some stupid way of thinking about God," the authors say, calling some ideas about God "so ridiculous they are not worth believing."

Among the "stupid" views of God listed in their book:

God as your personal "cosmic bellhop," ratifying "your every desire," always "ready to serve you" to control others, making in essence yourself god.

Among the smart ways to think of God, the book says,

He gave humanity "truly god-like" qualities, his free will to share in shaping creation, the source both of humanity's suffering and dignity, to make choices. God can't just swoop down and make our lives perfect. That would be an insult against our humanity, our nature. It would violate the very free spirit He gave us.

Although God can't be reduced to human analysis, the authors say there are "smart ways to think of God" that expand and change with time and that "also expand and change us."

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You may receive bundle (5 or more) copies of the newsletter to distribute in your church for a small charge to cover shipping costs.

If you would like to make a contribution to this newsletter we would appreciate hearing from you.

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