

DIRECTIONS

for Foursquare Christian Educators

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NATIONAL DEPT OF CHRISTIAN EDUCATION
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Volume 11

Our Language - Are We Speaking Realistically?

Have you ever attended a Christian education training session and wished you hadn't? The terminology was there but you left without understanding how to put what you learned into practice.

Peter Drucker has shared that the church spends 80% of its energy addressing the needs of "where people don't live." That does seem high, but the reality is that we need to know what people need to be effective in communicating the Christian life. Are we helping the church reach this objective?

The Bible places emphasis on "equipping" rather than training. Could it be that our language of training has lacked the discipleship factor that Jesus modeled for us?

What Does the Bible Say?

Six insightful passages of God's Word highlight the emphasis upon equipping lay people for serving Christ.

- ▶ 1. Equipping is Christ's plan for every believer. (Acts 13:20-21)
- ▶ 2. Equipping requires personal commitment. (Timothy 2:21)
- ▶ 3. Equipping demands a pursuit of righteousness, godliness, faith, love, perseverance, and gentleness. (I Timothy 6:11)
- ▶ 4. Equipping carries a need for struggle and suffering. (I Peter 5:10)
- ▶ 5. Equipping is the purpose of the church. (Colossians 1:25-28)
- ▶ 6. Equipping is the ministry strategy for church leaders. (Ephesians 4:11-12)

The Bible has quite a lot to say about equipping that is profitable to review and implement into every church's mission.

While comparing training and equipping, several distinctives began to surface. The following are the most

notable, quoted from Dr. Richard Patterson, president of Evangelical Teachers Training Association.

- ▶ 1. Equipping stresses development of the entire person while training only develops the persons skills.
- ▶ 2. Equipping teaches problem solving, using a wide range of experiences, while training teaches only how to do a task.
- ▶ 3. Equipping makes things happen, while training only keeps things happening.
- ▶ 4. Equipping initiates new ministry or innovation while training only maintains existing ministry.

It is important that a signal does not go up that training is "bad" and equipping is "good." Both are needed if the church lay workers are to be both efficient and effective. The broader concept of equipping needs to be stressed over the narrower training concept.

The church body is intensely interested in discovering who they are, what gifts God has given them, and where they will find their greatest potential and fulfillment in ministering for Christ in their world. The interest in books and resources that address these issues are evidence of that fact.

Language with realism takes place as we, the church leadership, return to Paul's admonition of equipping people to effectively minister for Christ. "So that every man (woman) of God may be adequate, thoroughly equipped for every good work." 2 Timothy 3:17

This Spring Directions includes information that will help with the "how to's" of equipping others for ministry into the 1990's.

Learning with you.

Rick

Rick Wulfestieg

EQUIPPING LEADERSHIP IN TRANSITION

Ralph Moore
Windward Hope Chapel

A strong teaching function at a local level will naturally lead to a new set of questions when we come to leadership recruitment. If a leader is doing an adequate job of training, then two or three people should be available to replace him when he moves on to a new assignment.

Ask yourself, where do the fast growing churches get all the staff to operate? Our church had over 650 volunteers working in 1988 (I understand that the Church On The Way had over 2,000 during the same period.) Even more important to us than the actual number was the fact that just over half of our congregation was doing ministry.

One key to these numbers is the natural transitioning of power from discipler to disciple within a specific area of responsibility.

Our people are taught to see the recruitment and training of helpers for almost every job in the church. These helpers almost ultimately become the replacements for the original leaders. To us this is an inviolate rule. We **NEVER** recruit from the outside, always from the underneath. Ask yourself, how well trained was the last person you appointed to a Sunday school class or Women's group?

They recruit from their own circle of friends at their own discretion (holding to Biblical standards for Deacons and Elders.) They teach 'how to' through hands-on experience along the lines of an apprenticeship. They teach the 'whys' of what we do through personal discipleship, books and seminars all within the the larger context of the teaching ministry of the church.

The training is relational, so are the transitions. You pick your own replacement about 85% of the time (the remaining times are when someone failed to recruit and train so we start over from scratch.)

This model has worked in children's Sunday School classes, in home Bible studies, with church administrators, and in the transition of a senior pastor ~~(from myself to Zac Nazarian in Hope Chapel, Hermosa Beach California)~~ where an already rapidly growing church doubled in attendance during the five years after the departure of the founding pastor.

~~The model has worked in replacing pastors in several daughter churches. The departing pastor (under the authority of the district) simply trained his replacement and prepared the congregation for the transition. This made things much easier for the district supervisor, who not only didn't have to find a pastor, he didn't have to gamble in a situation where he barely knew the people at the local level.~~

A PHILOSOPHY OF CHILDRENS MINISTRY

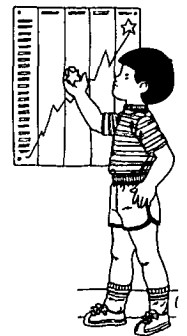
KNOW....Christ as personal savior. John 3:16

GROW....in faith. II Tim.3:16,17

GLOW....as we share Christ with others. Acts 1:8

SHOW....our joy as teachers. I Thess. 5:16-18

FLOW....with joy from being in Sunday School. Phil.4:4



It is our desire to see children come to a personal relationship with Christ. Our goal is to present Bible based truths in a fun, energetic fashion. By the time a child reaches the junior high age, the significant formative years have passed. We are committed to doing the best we can to impact childrens lives, with the Gospel of Jesus Christ, who come to Hope Chapel.

Hope Chapel, Kihei, Hawaii

Equipping to Lead:

I WILL ACT AS THOUGH WHAT I DO MAKES A DIFFERENCE!

CALLED TO LEAD AS D.C.E.
OR S.S. SUPERINTENDENT

A. REVELATION - Envisioning God's plan. Finding out what God's agenda is for your place. Revelation comes through prayer. "Lord, where do YOU want to take this body with this leadership at this time?"

B. REALIZATION - Evaluating your staff, spiritual emphasis, direction, facilities, and finances. Reality is what is, not what if!

C. REVOLUTION - Communicating the shared vision and implementing the involvement of others, allowing God's plan take place.

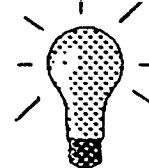
1. *Relate to staff* - tender your heart to those you will be working with.
2. *Trust in staff* - Give opportunity for their gifts, ideas and feelings. There are going to be times when you are mistaken and they are correct.
3. *Appreciate staff* - They are innovators; God uses them. Let this be known and shown.

D. RESOLUTION - Moving and contending together with common realistic goals.

"We His servants will arise and build!"
(Nehemiah 2:20)

Setbacks are not to be feared, for they cannot destroy unless we let them!

- Rick Wulfestieg



SIX PRINCIPLES OF ADULT LEARNING

Adults learn when they are motivated by a need. That need may be a job raise, how to co-exist with a teenager, or explaining a church's viewpoint on a particular issue.

We know several things about adult learning.

1. **Unlearning.** Adult learning sometimes involves unlearning because new information may be in conflict with previous experiences and knowledge.

2. **Self-directed learning.** Adults direct their own learning. They do not simply learn what they hear. They dismiss data that is perceived false or inconsequential and engage in that which is pertinent to their needs.

3. **Past experiences.** Adults have had a multitude of experiences through which they filter current learning and judge its description of reality as they have known it. Adult learning takes more time for consideration as persons sort through more and more experience to test the validity of new information.

4. **Engagement.** Adults must be engaged to learn. Action and dialogue, though important, may not be necessary. Adults must be involved in thinking, reflecting, and working with new knowledge.

5. **Relationships.** Adults learn in light of their responsibilities and relationships. Adults will have what is perceived as strengthening or improving the quality of life relationships and ways of handling life demands.

6. **Adapt.** Adults fit their learning into the culture and context of which they are a part. An adult has not really learned something until the person has brought it fully into his/her world.

Excerpted from
"Six Principles of Adult Learning"
Christian Leadership

Five Ways Not To Lose Your Teen.

Oh, God, it hurts. . .you've lost your teen and you don't know what to do. How in the world did it happen? Things seemed to start out right, and when your second child was born you thought you'd never have problems. Remember the joy you felt when your first child was born? I do.

The years rolled by. Remember the "terrible twos?" Remember the hard work as your kids got older? At times they could be like angels; other times you wondered if they were possessed by the devil! But, you kept working at it. THEN came the teen years. That's when disaster can strike!

DEVELOPING A STRATEGY BY THESE FIVE WAYS:

1. **YOU'LL LOSE THEM IF YOU DON'T KNOW THEIR WORLD.** Today, life is different. Tomorrow it will be even more so, and who knows what a year may bring? Do everything you can to understand the world your teens live in TODAY.

Music changes. Styles change. As you and I both know, teens often do the most ridiculous things imaginable. But it's their world. Try to understand it.

The apostle Paul may not have raised teens, but he was right when he said in I Corinthians 9:22 (NIV) "To the weak I became weak that I might win the weak. I have become all things to all men that I might by all means save some."

2. **YOU'LL LOSE THEM IF YOU LOSE PATIENCE WITH THEM.** Your teens are going through enormous physical and emotional changes. They've been thrust into a new world they don't understand. And they are frustrated. God knows about this problem. Hebrews 10:36 says "For ye have need of patience." In fact, it is a fruit of the Spirit that He wants to develop in us. (Gal. 5.22)

One way to develop that characteristic is to get your teen to read the book of Proverbs. Since the 31 chapters neatly fit into a month, many parents encourage their teens to read the chapter corresponding to the day's date.

A word of caution: Before you encourage them to read the scriptures, you'd better start yourself. It isn't going to work if you aren't doing it.

3. **YOU'LL LOSE THEM IF YOU'RE NOT COOL.** I don't know if the word "cool" is still in, but what I'm trying to say is this: Don't try to be perfect. I know you feel it's important to show your best side as a parent. Still, you need to let your young people know the mistakes you've made.

And don't ever give them the line "When I was a kid. . ." We try to impress our kids by telling them about our own childhood. Things aren't that way anymore, and they can't identify with walking several miles to school or working 16 hours a day since you were six, or whatever. (They want to see the real you, don't hide it.)

I also advise that when you're encountering difficulties or experience failure, have your teens pray for you. Broken relationships are healed by forgiveness. James said it right in James 5:16 "Confess your faults one to another."

Now I'm not referring to things only you and God should know. I'm talking about how you lost your temper when someone cut you off on the road, or the time you said something unkind about your pastor. You need to ask your teen's forgiveness. That's what I mean by being cool.

4. **YOU'LL LOSE THEM IF YOU'RE NOT LIVING A CHRISTIAN LIFE.** Hero worship is still in. What greater hero than you? Holiness is a word teens care little about if they can't see it in our lives, somehow we've got to show them. What's your standard of holiness?

Unfortunately, even some Christians haven't answered this question in their own lives, so their teens have no idea what standard to maintain. You may even ask your teens, "What's your idea of a REAL Christian?" You

Henrietta Mear's Qualifications Of Leadership

• 1. Definiteness of purpose. The apostle Paul said, "This one thing I do" (Phil. 3:13). What is the primary objective of your life as a teacher?

• 2. Definiteness of decision. "Choose you this day whom ye will serve" (Joshua 24:15). God is constantly asking men to decide. One who wavers in his decisions shows he is not sure of himself. He therefore cannot lead others.

Be definite. Many people are afraid to decide something because they may be wrong. Don't let this fear slow you down. It is better to decide and to be wrong, than to make no decision at all.

• 3. Burning desire. "He shall give thee the desires of thine heart" (Ps. 37:4). Set your desire on God. A leader must be consumed with a desire to achieve his purpose, and purpose and decision must be motivated by spiritual ambition. There is energy in such desire. What do you really long for as a Christian leader?

• 4. Unwavering courage. "Be strong and of good courage" (Josh. 1:6). No follower wishes to be dominated by a leader who lacks self-confidence and courage. "Be ye followers of me, even as I also am of Christ" (1 Cor. 11:1) was Paul's plan of leadership. His conviction and courage sparked the enthusiasm of others. This Christ-centered courage must conquer fears of failure.

Many people believe themselves doomed to failure or mediocrity. But there is no such word as "failure" in the Christian's vocabulary. This courage must help the leader to cultivate qualities of decision, promptness, action and the habit of finishing what he begins.

• 5. A keen sense of justice. No leader can command and retain the respect of others without impartiality and a feeling for equality. Christ gave His life that He might demand our lives from us. The leader must be willing to do what he expects others to do.

• 6. Definiteness of plans. Plans must be sound. Think, do not guess. Write out your plans. Do you cut your program into workable units so others can carry out your plans? Your achievement can be not greater than the soundness of your plans.

As a Sunday School teacher you are engaged in an undertaking of major importance both for time and eternity. To be sure of success, you must have plans that are faultless. If your first plan does not succeed, find another that will.

• 7. Plan with others. Don't try to go it alone. Christ chose 12 men to be with Him. Every plan you originate should be checked and approved by members of your department. No individual has sufficient experience, training or native ability to insure great success in spiritual things without helpers.

Excerpted from
"Dream Big-The Henrietta Mears Story"
1990 Regal Books

TEENS, Continued from previous page...

may be surprised at their answers. Rather than thinking of a Christian as someone up on a pedestal, they probably would think of them as a "forgiven person," or some who cares for others and thinks about what Jesus would do.

The encouraging of wickedness in our society can be overwhelming. How do we counteract it? Begin to share with your teens what the Bible teaches about holiness. Psalm 146:8 says, "The Lord loves the righteous." 1 Peter 3:12 states, "The eyes of the Lord are on the righteous." Matthew 5:6 says, "They that hunger and thirst after righteousness will be filled." Discuss with your teens what it is to have a righteous life. Ask them what they think. It may be a revelation to you.

5. **YOU'LL LOSE THEM IF YOU DON'T INSTILL HOPE FOR THE FUTURE.** Some well-meaning people are forecasting disaster. Earthquakes, famines, war—you name it. It's coming. Others recognize that these things COULD happen. Their peers are killing themselves. Drugs are everywhere. The AIDS epidemic looms. Materialism is rampant. What next? But no matter what, Christ is going to be with us.

Instead of getting depressed about the future, get together with your teens and pray with them. They do have hope, so start emphasizing the positive aspects and minimizing the negatives. Be sure to remind them that they have much to live for.

If you think you've lost your teens - or are afraid you will - do me a favor. Have them read this article and ask them, "What do you think?" You may be surprised to find that things aren't as bad as you thought.

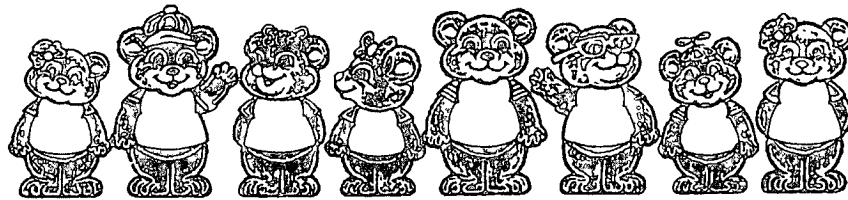
HAVE YOU HEARD. . .

There is a new missions project being offered to the children of our Foursquare churches.

"Bearers of God's Good News" or "Children Serving Children" is a program designed to relate the children of our churches to the children of Foursquare missionaries around the world.

By learning missions giving through GOOD NEWS BEARER'S BANKS, your children will discover the joys of praying, giving and working together for one of the greatest causes on earth. . . helping provide funds toward support, clothing and the educational expenses of our missionaries' children.

For further information write to:
NATIONAL DEPARTMENT OF CHRISTIAN EDUCATION
1910 W. Sunset Blvd., #200
Los Angeles, CA 90026



MISSIONARY ADVENTURES WITH MISS MARY LOU

"Seventy percent of the population in Mexico is under 25 years of age; thus there are millions of children. Countless numbers are destined to live on the streets of Mexico," says Teri Paz, Michelle's mother who serves with her husband, Humberto, as Foursquare missionaries to Monterey, Mexico.

In the last issue of Directions we left Michelle Paz observing children who live on the streets. They look for food and for a place to sleep while others enjoy a comfortable house.

Some of the children will sell gum, fruit or vegetables for someone else. They stand in and around the streets hoping someone will buy from them so they can earn a bit of money for food.

How does Michelle handle what she sees? It isn't easy.

First of all she and her family will pray for these children. Secondly, they will do what they can to help these homeless children. Thirdly, they will tell them about Jesus who loves all children. The children are welcome to attend Sunday school and church even though they are very poor.

How can we help Michelle; her family and the Foursquare Church as they help these homeless children? We can pray and ask God to give them wisdom on how they can show His love to them. We can believe God to provide money for the church people to help others.

In our own community we, too, can share what we have with those who have so little. Remember, "Do unto others as you would have them do unto you." This statement is often referred to as the "Golden Rule."

EQUIPPING GREAT TEACHERS

5 Qualities that make for a truly unforgettable teacher.

△ A great teacher teaches each child as an individual. A great teacher believes all children will learn.

△ A great teacher demonstrates independent thinking. They are engaged as self-thinkers, creative in style.

△ A great teacher likes and attempts to master the subjects to be taught.

△ A great teacher is an example of integrity and character. As a teacher, their conduct displays who they are as a person.

△ A great teacher never stops learning the craft of teaching and the art of effective communication.

-From ABC News, "In Flight" Documentary 10/2/90

GUIDELINES FOR HELPING A CHILD WHO HAS BEEN SEXUALLY ABUSED

Different teachers and Christian Education Directors have asked for ways to help sexually abused children.

The following guidelines were taken from the book, "I Can't Talk About It," Published by Multnomah Press, Portland, Oregon 1990.

1. Remember, children don't have adult vocabularies to describe what is happening to them. Watch non-verbal clues such as: nightmares, withdrawal or restlessness, school or home behavioral problems, bedwetting, fear of a particular person, unusual interest or knowledge of sexual matters, blood on underwear, masturbation.
2. Children protect themselves by blaming themselves when something is wrong. A child believes her parents are good and she cannot blame someone she trusts.
3. After the sexual abuse ends the child may still be an emotional prisoner. Abuse requires coping throughout life to separate the confusion between sex and love.
4. If necessary, encourage the child to talk about the experience again and again.
5. Don't tell everyone. Respect the child's privacy. Don't tell anyone in the child's presence.
6. If a child tells you she is being sexually abused, believe her. Tell her she doesn't have to keep it a secret.
7. Comfort the child. Say you are sorry this happened but don't overreact.
8. Control your own anger. Talk about your feelings with another adult, not the child.
9. Offer your protection. Tell the child you will do everything you can to prevent this from happening again.
10. Some sexually abused children show no visible signs, either physical or emotional, while being abused.

GOOD NEWS ABOUT OUR BEARS CLUBS!

Life Fellowship, Ft. Morgan Colorado:

Our C.E. Director, Ginger Blake, got the vision of reaching out to our town during the summer. This float, with the Good News Bears, was one of four projects we did.

On club nights we wrapped children's tracts in red cellophane with a red gummy bear inside. One night we made the banners. The children helped cut out the letters and paste them on the banners that were made by the ladies. It took two nights to prepare the float with the flowers and fencing. It was good to see the young and old working together. The float was well received by the community in the Children's Parade for the Festival in the Park.

We also made a little house and told Bible stories every hour in the park on the same day. Many children and parents came who had never heard the story of the birth of Jesus.



- HAPPY HELPERS BEARING GOD'S GOOD NEWS - Angelus Temple Valley Circle United Foursquare Women are great helpers. Virginia Cravens, Circle president, along with the women of the group helped in cutting and ironing thousands of badges for the Good News Bears Club ministry. Their help was a gift of love and their time.

If your children's ministry needs a helping hand, consider the women's ministry in your local church as a possible resource!



Bogata, Colombia. The Good News Bears had a great time about four Saturdays ago. About two blocks from the Castellana Church where we used to pastor there is a nice park where lots of kids and young people play soccer, basketball, and can rollerskate or ride bikes. The Good News Bears learned how to minister the wordless book and went to the park that Saturday afternoon with their teachers and witnessed and led kids to the Lord. One little Bear led three girls to the Lord. The kids in the Bear club really got excited about sharing Jesus. The girl who led three others to the Lord asked if she could do the same thing the following Saturday! For many of the kids it was the first time that they shared Jesus with other kids. Dan & Heli Larson

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If you would like to receive bundle (5 or more) copies of the newsletter to distribute in your church, please contact us. For a small charge to cover shipping costs, we would be glad to assist you in this.

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

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