

DIRECTIONS

for Foursquare Christian Educators

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MOVING AHEAD

FALL RUSH has now subsided... or has it? As the dust seems to be settling on one season there comes a storm of questions for another. The storm that often comes is something like this — Lord, now that I'm here, what do I do, where do I begin, and where am I headed at this point of Christian leadership? These thoughts seem basic; however, we may find ourselves spending a great deal of time pondering the answers to those very foundational and directional questions. TAKE COURAGE, you are on the right track! GOOD LEADERS take time to find the answers before they go on

A great example of that kind of leadership is found with King Jehosaphat in II Chronicles 20:12. Surrounded by opposition, engulfed in fear of possible defeat, lacking reinforcements and a battle plan, he chose God's way. Jehosaphat's eyes were upon God! Jehosaphat's situation moved from a chance to a choice with God. God has not called us to chance, but rather to choice! Destiny is not a matter of chance...but of choice. You are too valuable to the Lord Jesus and those He has called you to lead "to chance it".

Well, how do we make right choices in Christian education ministry or any other leadership area? First, by utter dependence upon the living Lord. Second, by learning from wrong choices!

A wise old bank president was asked how he attained his position and how he kept current in the industry. His reply was simply by making decisions. The interviewer proceeded to ask what kind of decisions. His answer was, "Wrong ones." The wise banker explained that you learn to

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make the "right choices by learning from the wrong choices".

In this day of a passing trend of the "one-minute professional manager" there is a realization that effectiveness does not take place in one minute sessions with God or with people. Effective church leadership takes time to nurture, develop, and correct. You and I would be very cautious about having brain surgery with a "one-

minute surgeon" or going to trial with a "one-minute lawyer". The growing skill of leading God's people is as challenging and complex as the practice of medicine or law. In reality there is no quick fix that will substitute for dependence upon the Lord Jesus Christ, a growing appreciation of His Word, and learning to make the right choices.

A four step tool that has helped many leaders move ahead is:

Determine	—	Needed change
Decide	—	On direction
Design	—	An implementation
Declare	—	Plans and process

Moving Ahead with God and you!



Rick Wulfestieg
National Minister of Christian Education

PROFILE OF THE STRONG FAMILY

From a national survey of strong families conducted by The Human Development and Family Department at the University of Nebraska in Lincoln, came the following profile of the strong family.

APPRECIATION. "Family members gave one another compliments and sincere demonstrations of approval. They tried to make the others feel appreciated and good about themselves."

ABILITY TO DEAL WITH CRISES IN A POSITIVE MANNER. "They were willing to take a bad situation, see something positive in it and focus on that."

HIGH DEGREE OF COMMITMENT. "Families promoted each person's happiness and welfare, invested time and energy in each other and made family their number one priority."

TIME TOGETHER. "In all areas of their lives — meals, work, recreation — they structured their schedules to spend time together."

GOOD COMMUNICATION PATTERNS. "These families spent time talking with each other. They also listened well, which shows respect."

HIGH DEGREE OF RELIGIOUS ORIENTATION. "Not all belonged to an organized church, but they considered themselves highly religious."

Reprinted from *Family Life Today*, March 1988.

LOVE GIVES MEANING AND POWER TO THE GIFT OF TEACHING

Taken from **CHURCH EDUCATION HANDBOOK**, Kenneth O. Gangel, pages 120-121

There are only three reasons for inadequate teaching in the church: No gift, no development of the gift, or no power in the use of the gift. Let's focus on the third reason.

The first three verses of 1 Corinthians 13 are a part of the total fabric of chapters 12 through 14, which form a unitary truth on the subject of the edification of the church. In chapter 12, Paul wrote concerning spiritual gifts and the unity of the body. He pointed out that the diversity of gifts is in keeping with the diversity of the body. Within the body of Christ or within a local representation of that body are many different kinds of people with many different kinds of gifts, who are called to do many different kinds of tasks.

Paul opened the thirteenth chapter by clearly stating that the exercise of any spiritual gift apart from love is worthless to God. That is true of teaching as well. A Christian teacher who goes about his task without love for his students is not only betraying his call, but also rendering his gift (if, indeed he has the gift of teaching) completely valueless to the church. His lessons become like clanging bronze, noisy and raucous, but of no lasting value.

Just as love gives meaning to a marriage relationship, so love gives power and meaning to the teaching task. Multiplied stories could be told about students who seemed to pay little attention to an earnest but frustrated Sunday School teacher, causing grief and turmoil in the class week after week. But because of the loving patience of that teacher, coupled with the dynamic of the power of the Holy Spirit, those students later became outstanding leaders.

And it's still happening today. You have in your class or your church people whom God will call to important positions of Christian leadership, even though they may not give much evidence of that now. For the time being, it is your task to let the oil of love flow through the machinery of teaching as you equip present and future leaders for the work of the church.

Never forget Paul's words in Philippians 1:9, "And this is my prayer: that your love may abound more and more in knowledge and depth of insight." That is a prayer which we can pray for ourselves and share with our students. May they someday reflect the love they see in us.

SUNDAY SCHOOL SUPERINTENDENT

BASIC FUNCTION: Responsible for overall planning, organizing, staffing, directing, and evaluating the Sunday School program to ensure that effective Bible learning occurs each Sunday morning in each class.

SUNDAY MORNING RESPONSIBILITIES

Coordinate, observe and evaluate Sunday School program.

Quarterly observe at least one department in each division to note problems/improvements.

Record observed needs, problems, and/or improvements to discuss with appropriate persons/groups.

Affirm and support the staff.

TEAM RESPONSIBILITIES

Leads an administrative team (the Outreach Director and representatives from the four age-level divisions) to perform these functions;

Determine Sunday school goals and priorities within the framework of church goals;

Develop plans to carry out goals;

Communicate with the staff;

Implement decisions;

Evaluate implementation.

To carry out the above functions, the Sunday school superintendent meets with the administrative team at least once a month to:

Review Sunday school Bible teaching programs and development/maintenance of organizational plan that supports teaching/learning philosophy;

Set goals and evaluate progress toward these goals;

Review/plan personnel enlistment;

Review/plan teacher training;

Review/expand outreach ministry;

Review/act on facility and equipment needs;

Determine, secure and evaluate resources;

Solve problems.

OTHER RESPONSIBILITIES

Be the channel of communication between Sunday school staff and church boards/committees;

Represents Sunday school on boards/committees to coordinate with other ministries;

Communicates policies, procedures, changes to Sunday school staff;

Prepares/submits budgets and reports;

Clears Sunday school dates on master calendar.

SUNDAY SCHOOL TEACHER

BASIC FUNCTION: Responsible for creating an effective learning environment and guiding/involving learners in life-changing Bible learning.

SUNDAY MORNING RESPONSIBILITIES

Works with department team in setting up room to create an effective learning environment.

Is ready to greet first learner who arrives and to involve him/her in meaningful participation.

Guides Bible learning by:

Selecting challenging Bible learning methods/activities;

Giving learners freedom to explore and discover God's truths;

Being well-prepared in the use of Bible stories, verses/passages, questions, comments (as appropriate to age level) that help to accomplish the Bible teaching/learning aim;

Encouraging learners to be honest in expressing their ideas and feelings;

Helping learners apply Bible truths in ways that result in changed lives.

Evaluates learners' progress.

Models the love of Christ and the power of God's Word in his/her own life in ways that are appropriate to the age level.

Shows love and concern for learners by getting to know them, accepting them where they are, actively listening to them and sharing their concerns/needs/joys.

Affirms and supports learners.

Keeps to time schedule worked out by department team.

Participates with learners in large group time and assists department leader as needed.

TEAM RESPONSIBILITIES

Suggests recruitment prospects.

Participates regularly in monthly (or weekly) department training/ planning meetings.

OTHER RESPONSIBILITIES

Cultivates the friendship and interests of learners and their families.

Seeks to win unchurched families to Christ and the church.

Follows up on absentees.

Takes advantage of training opportunities.

DEPARTMENT LEADER

BASIC FUNCTION: Responsible for supervising/evaluating/-supporting the staff and program of department. Guides both teachers and learners to ensure effective Bible learning.

SUNDAY MORNING RESPONSIBILITIES

- Coordinates room set-up and supplies.
- Greets members/visitors.
- Assigns/guides visitors to classes.
- Assists teachers as needed.
- Leads department large group.
- Keeps time schedule.
- Observes/evaluates department staff to note problems/improvements.
- Affirms and supports department staff.

TEAM RESPONSIBILITIES

Works with Sunday School administration (coordinator/Sunday School Superintendent, administrative team) in:

- Enlisting/training new staff;
- Training current staff;
- Recommending/securing adequate facilities, equipment;
- Recommending/implementing a department organizational plan with the proper teacher/learner ratio and department size to facilitate learner involvement.

Organizes and leads monthly (or weekly) department training/planning meetings. Leads department in:

- Planning, conducting, and evaluating its work;
- Evaluating/planning units and lessons;
- Setting goals for improvement and evaluating progress;
- Planning for outreach into the community;
- Planning/implementing follow-up strategies for both visitors and members.

Assists/supports teachers by:

- Modeling effective teaching skills;
- Encouraging freedom to use new Bible learning methods and to practice new teaching skills;
- Encouraging teachers to express honestly their criticism, suggestions, ideas, feelings;
- Encouraging teachers in their own spiritual growth;
- Assisting teachers to guide involvement learning in small groups;
- Being available to assist with needs and/or problems.

Other Responsibilities:

- Be a channel of communication between department staff and Sunday school administration.

DEPARTMENT SECRETARY

BASIC FUNCTION: Responsible for consistent and accurate records, ordering/maintaining supplies, greeting members and visitors — making possible an orderly, pleasant, effective ministry within the department.

SUNDAY MORNING RESPONSIBILITIES

Arrives early to:

- Greet and welcome members;
- Welcome and register visitors.

Keeps accurate, up-to-date records.

Receives records and reports and submits offerings to appropriate person.

Works with department leader in assigning new students to classes.

Assists staff as needed.

OTHER RESPONSIBILITIES

Orders and maintains department supplies.

Sends cards/notes to visitors and absentees.

Assists teacher by preparing:

- Absentee follow-up information, materials;
- Names and information from prospect lists.

Assist in preparing teaching materials whenever possible.

LEADERSHIP

WHO MAKES IT HAPPEN?

As you move ahead in training and leadership development, there are some false and safe assumptions you may encounter. A few of these are:

FALSE ASSUMPTIONS

1. Master of a particular content means that one can automatically communicate that content to others - i.e. self-anointed Bible authority (revelations).
2. Preparation as an educator with any age group qualifies one to teach other age groups effectively -i.e. a wonderful teacher of 3 years old is wasting her ministry on kids.
3. Because adults are more mature, teaching/training them does not require attention to process as does teaching children and youth.
4. With adequate publicity or promotion, leaders will respond to almost any training or study course, regardless of their age or situation in life. ('Should' and 'ought' are not effective in recruiting people to work).

SAFE ASSUMPTIONS

1. All directors of Christian Education and Sunday School Superintendents spend at least part of their time seeking to educate or train adult volunteers.
2. All volunteers, regardless of their specialization in younger groups or in given content areas, will spend at least part of their time teaching and leading adults.
3. Those who work with or train and teach adults in any setting need to understand the characteristics and needs of those adults.
4. Know that God has called you to "make it happen" in bringing his people to a deeper understanding of who they are and who God has called them to be as leaders.

Servant Leaders — Leading The Church

In their 1985 book, *Leaders*, Burt Nanus and Warren Bennis tallied the results of decades of research and came up with 350 definitions of leadership. It's hardly a surprise, they noted, "that no clear and unequivocal understanding exists as to what distinguishes leaders from non-leaders, and perhaps more important, what distinguishes effective leaders from ineffective leaders and effective organizations from ineffective organizations...Leadership is like the Abominable Snowman whose footprints are everywhere, but who is nowhere to be seen."

Bennis and Nanus hinge their definition of leadership on five competencies or strategies they say are embodied in leaders' behavior: **Attention through vision**, which means leaders create a vision and unite others in a commitment to it; **meaning through communication**, which means they are able to communicate their vision to

others; **trust through positioning**, which they create by communicating a consistent vision; and **deployment of self through positive self-regard**, which means they know their strengths and weaknesses and how these apply to the situation at hand.

This conception of leaders and what they do may not be definitive, but it is representative of much current thinking about the topic. Some researchers start out with a broader definition, but end up talking in similar terms. For example, John Kotter, a Harvard Business School professor and author of *The Leadership Factor*, begins by defining leadership as "the process of moving a group (or groups) of people in some direction through (mostly) non-coercive means." When he looks at what effective leaders do, however, he addresses the importance of a vision, or strategies for achieving that vision, teamwork and motivation.

INSIDE OUR FOURSQUARE FAMILY

DRUMMER THE CLOWN & TEAM

Described as captivating, full of variety, movement, and color, DRUMMER THE CLOWN AND TEAM are a welcome addition to the Christian Education family of Foursquare.

Serving in child evangelism, Dan and Debbie Schuck bring their ministry to the Southern California area churches. Dan notes that children are drawn to the clown character and attentively participate in the learning process. Both Dan and Debbie (formerly Debbie Shivers) are graduates of L.I.F.E. Bible college and have served as Christian Education Directors.

If you are in the Southern California area, and are interested in bringing Drummer the Clown and Team to your church or special event, they can be contacted at P.O. Box 6403, Torrance, CA., 90504. Phone (213) 327-5483. ➡



Drummer the Clown sharing the Gospel of Jesus Christ.

God Bless You, DOUG!

Doug Burroughs served our Foursquare family well for the past year and a half as the Manager of Foursquare Publications. Doug and Janice and their 3 children (plus the one on the way) have moved to Ft. Collins, Colorado to pastor the Foursquare church. We miss you, Doug!

Welcome PAM & FRANK GEORGE!

We want to welcome Pam and Frank George to our staff. The George's come to us from the Sunnyside Foursquare Church in Clackamas, Oregon. Pam is the Administrative Assistant in the Department of Christian Education. Frank serves as the manager of the distribution center. (He's the one you want to talk to about your order that didn't arrive or arrived with someone else's material!).



GOOD NEWS BEARS CLUB UPDATE

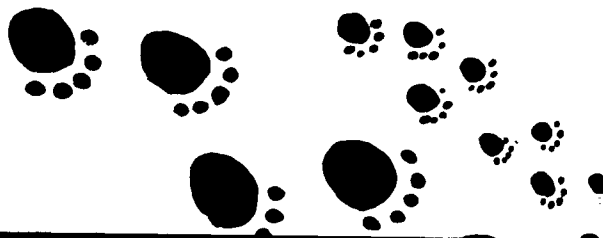
In April we launched the GOOD NEWS BEARS CLUB ministry. This exciting Bible-based club ministry is designed to reach children 3 years old through the sixth grade.

At last count, over 240 churches have started a GOOD NEWS BEARS CLUB throughout the United States.

Elizabeth Ewens, the GOOD NEWS BEARS Project Coordinator, has conducted training sessions for churches in several areas of southern California, central California, and Nevada. Orientation workshops have also been presented in the Midwest, Southern California, Western and Southwest Districts. Many other training sessions and orientation workshops have taken place in the Northwest and Eastern districts.

Do you have a GOOD NEWS BEARS CLUB? We would love to hear from you! Please send us comments, pictures and ideas of what you are doing. Mail to: GOOD NEWS BEARS CAVE, Department of Christian Education, 1910 W. Sunset Blvd., Suite 200, Los Angeles, CA 90026.

If you are interested in beginning a GOOD NEWS BEARS CLUB in your church or neighborhood, please contact your district Christian education representative or our office.



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If you would like to receive bundle (5 or more) copies of this newsletter to distribute in your church, please contact our office.

We welcome contributions of articles, pictures and updates of what is happening in your church. Please write us at:

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