

T. E. A. C. H.

June, July, August 1996

Provided by the General Christian Education Dept.

Volume 4 Number 1

CELEBRATION

Dan Harrison
C.E. Chairman

Mark Twain once said, "I can live for two months on one good compliment." Dale Carnegie, author of *How to Win Friends and Influence People*, offers one suggestion over and over. "Be hearty in your approval and lavish in your praise." I believe it is difficult if not impossible to overestimate the value of evaluation and celebration. I have yet to meet a person who did not deeply appreciate a sincere and honest compliment.

A church has a mission to accomplish and it engages in educational and other ministries to accomplish that mission. Leaders have the responsibility of assisting those around them in making maximum contributions toward the fulfillment of the mission. Communication is vital to this process. People need to be clear on what is expected of them and why it matters. Supervision is certainly important as well. Staying in touch with who is doing what and how things are going is essential. A duty leaders often neglect is evaluating what has been accomplished. An awareness of what has been done and what remains to be accomplished is helpful. If things are going well people need affirmation. If things are not going well they need correction and encouragement.

Charles A. Tidwell, in an article in *Church Administration*, suggests ten commandments for supervision.

1. Thou shalt establish and maintain adequate communication.
2. Thou shalt set clear and reasonable deadlines.
3. Thou shalt check appropriately on progress.
4. Thou shalt make needed help available.
5. Thou shalt encourage workers to seek help.
6. Thou shalt develop solution-minded workers.
7. Thou shalt attack problems, not people.
8. Thou shalt time guidance for optimum good.
9. Thou shalt avoid trivia.
10. Thou shalt learn from mistakes.

If you are going to be able to celebrate ministries in your church you need to evaluate both the quality and quantity of what is going on. Sometimes we don't know if we have anything to celebrate because we haven't taken time to accurately analyze what is occurring and what has occurred. We are not clear about how where we are

compares with the goal of where we had hoped to be.

There are many degrees of intensity in evaluation, ranging from an informal "Wasn't that great!" to a detailed accounting and analysis of facts and figures. It is important to evaluate both quality and quantity. A church cannot afford to neglect one in pursuit of the other. **It is only in knowing what is going on and how much of it is taking us toward our objective that we determine what needs correction and what needs celebration.** Let people know when they are doing a good job and also let them know when they aren't. If they are doing a good job they deserve the affirmation. If they are not up to par then they deserve the support, coaching and help necessary to being producing at an acceptable level. Remember in this whole process what Lincoln said, "A drop of honey catches more flies than a gallon of gall."

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We all possess an enormous power - the ability to spur others on by our praise. Compliments cost nothing, yet there are those around us who would do anything to be praised for something. American psychologist William James said: "The deepest principle in human nature is the craving to be appreciated". Dale Carnegie also commented on this desire of praise: "The rare individual who honestly satisfies this heart-hunger will hold people in the palm of his hand and even the undertaker will be sorry when he dies." Affirm those around you who are doing a good job, they deserve it. Affirm the potential you see in those who may be struggling at the moment. Your support and encouragement may just empower them to achieve more than they ever thought possible.

I want to encourage you to become much more intentional in your celebration of what God is doing through your ministries. Often people involved in ministry wonder if what they are doing really matters. It requires just a little appreciation to replace those nagging doubts with a wonderful, warm sense of significance and value. I would love to celebrate with you! Take a moment and drop us a line or give us a call to let us know what is happening and we will celebrate together.

The real problem with ego

I define "ego" as Edging God Out.

-Kenneth Blanchard

General Ministerial Convention

June 4-5, 1996

Faith Memorial Church of Christ in Christian Union
Lancaster, OH

Guest Speakers:

Dr. Dan Tipton - **The Revelation of God**

Dr. Keith Drury - **The Manifestation of God's Presence**

New Embracing of Holiness

Dr. Robert Kline - **A New Brokenness for the Lost**

Dr. Norman G. Wilson - **Healing in the Body of Christ**
Revival of Intercession

Pastor Dan Harrison - **Quickening the Personal**
Spiritual Life of the Minister

The deadline for reservations is May 29, 1996

Ministerial Convention
Churches of Christ in Christian Union
P.O. Box 30
Circleville, OH 43113
(614)474-8856

"Share the Best with Us"

Have you recently planned a promotion for your church that showed great success? Then send it our way so we can share it with other churches. It can be for Sunday School or special church emphasis for holidays or any other occasion. If you think it will benefit our denominational promotions please send it to me. The address is:

Rev. Bruce Morrison, Promotional Director
670 Kentucky Ave.
Mansfield, OH 44905

Don't forget, our fall promotion will be entitled "**Rediscovering the Mission**" and will be addressing the need for rediscovering our identity of the church along with relevancy, unity, responsibility, communion and our destiny. May God bless your church this year!



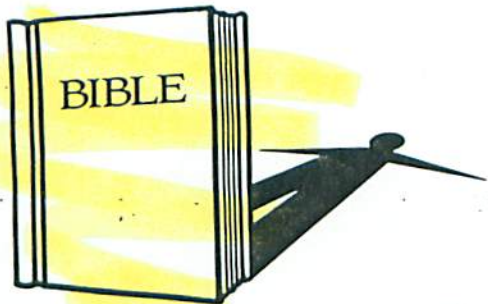
Teacher Appreciation Banquet

Our 1st Annual Teacher Appreciation Banquet plans are underway! The banquet will honor all Sunday School teachers and let them know that we appreciate their love and the time they give our Sunday School classes. Our date will be **March 15, 1997**.

Kirk Talley will be performing a concert in honor of our teachers. Kirk is one of Gospel music's most popular and talented male vocalists. Some of his hits are "Step Into the Water", "Joy On The Other Side of Jordan" and "There is Refuge".

We will have more information at the Christian Education Conference on September 21, 1996.

Connie Bowman, Coordinator
Teacher Appreciation Banquet



The power of the Bible

So great is my veneration of the Bible that the earlier my children begin to read it, the more confident will be my hope that they will prove useful citizens of their country and respectable members of society.

—John Quincy Adams

THANKS FOR THE TOOLS!

As a first time pastor, I have encountered several circumstances, situations, and areas of ministry that I needed to find answers for or a resource to help give aid in finding such answers. I cannot say enough in words to describe to fellow ministers and Christian Education workers how fortunate we are to have such resources available to us through the denomination's Christian Education Department. These are vital materials to help in developing people and ministries in the local church.

One example that I have found very useful is the *Sunday School Encyclopedia* by Elmer Towns. It is "a resource full of resources." There are various ideas, suggestions, approaches, etc. to help in developing a sound "church school" or Christian Education program. Honestly, I do not know of anything that is *not* in this book or at least given some reference on pertaining to the Sunday School.

I realize that for people to truly develop, they must be better educated. So if we are going to see to the spiritual development and growth of our people, we first need to gain knowledge ourselves of the proper tools that will help bring to the people the best possible education. I am truly grateful for the availability of such resources, and want to encourage others to take advantage of what is offered to us.

Pastor Keith Meek
Tracey Creek Church

1996 CHRISTIAN EDUCATION CONVENTION

September 21, 1996

EQUIPPING FOR EFFECTIVENESS

Brookside Church
Chillicothe, OH

An Exciting Equipping Team

Steve Seamands	Spiritual Formation
Wade Melton	Moms, Dads & Teenagers Too
Steve Schellin	Equipping Teens for Effective Ministry
Ele Thompson	Teacher Training
Naomi Dean	VBS
Chris Meenach	Puppet Ministry
David Dean	Equipping Laity
Bob Lewis	An Ambassador or Promise Keepers
Milton Lowe	Computers
Connie Bowman	Empowering People for Ministry
Marilyn Roades	Ministries for Women

CELEBRATING MINISTRY

I am beginning my third year of ministry at Faith Community Church in Louisville, Kentucky. There is much to celebrate. The Lord Himself is bringing the increase. The last four months our church has grown like it hasn't in the first two years. I wouldn't be a very good church growth strategist, but I have learned one thing. Do you want to know what works every time? Do you want to know the most fool-proof method of church growth? Don't forget this: **LOVE PEOPLE.**

When I came to Faith Community, I had no idea what I was doing. I knew how to preach, I had an understanding of theology, church growth theories and I generally knew what a pastor was supposed to do. But I was paralyzed with the newness of being a pastor. It was difficult for me to know where to begin in a church with so much potential in a community that is so lost. *Having* no master plan, we just began to love people. And the Lord began sending us people to love. He is sending us young couples, struggling in relationships and in establishing reliable employment. We made ourselves available to be a listening ear, a shoulder to cry on and an

example of a growing marriage. **Love people.**

Pastors, make yourselves available to funeral directors in your town. If you don't have many, go all over the area where you live and conduct the services for their loved ones. Then preach the gospel at the funeral. Tell them there's hope in Jesus! In the first month I did this, I had three funerals and God has blessed us because we have loved people. Out of one of those funerals, one beautiful Christian widow has become a part of our church, bringing every Sunday four grandchildren, an ex-son-in-law, a son and a daughter-in-law! If you wish you had people who would work hard to invite and bring people to your church then find some to **LOVE**. In January, Chella came to us. Chella is a new Christian from India and until two years ago was a devout Hindu. He has become a member of our church and is growing in Christ each day! Find a Chella, a lonely newcomer in your community and **LOVE HIM or HER!**

Be obedient to God the Holy Spirit. To do that you'll have to leave your comfort zone. To love people you have to look past the sin in their lives, hug them and tell them about Jesus. Don't be soft about sin, but don't be short on **LOVE**. I know of no program that will redeem people like love. There are too many lost, hurting people who have been the victims of modern-day Christian Pharisees. Do you remember the woman caught in the act of adultery whom the Pharisees brought to Jesus? Jesus sent them away with the statement: *"If any one of you is without sin, let him be the first to throw at stone a her."* **John 8:7b** When her accusers retreated, Jesus inquired if she had any to condemn her and said, *"Then neither do I condemn you....Go now and leave your life of sin."* **John 8:11**. I meet people every day who have been turned away from church by uncaring self-righteous people just like these Pharisees. The solution to the woman's sin problem was not unkind condemnation, but compassion, truth and love. Want to go grow a church for God's kingdom and glory? Go thou and do likewise!

Gary Heimbach
Faith Community Church

A recent survey shows ...

Americans who believe in God: 94%
Americans who pray: 90%
Americans who believe in a final judgment day: 80%
Americans who believe that God works miracles: 80%
Americans who believe in life after death: 70%
—George Gallup Jr. and Jim Castelli

Let Me Introduce Myself

Hi, my name is Karen Hughes and I am the new C.E. Secretary. I joined the C.E. Department in December, 1995 with the great training and support of Cindy Bolte. Cindy has been most patient with me, kind and always affirming me throughout our training days together. I want to take this opportunity to say thank you, Cindy for all your help. You're a very hard person to take the place of (I have been called Cindy several times!) in the C.E. Department, but with God's help someday I will be able to.

Let me fill you in a little about me and my story leading up to this position. I started coming to the Church of Christ in Christian Union in Winchester, Ohio about 18 months ago. At that time I had a lot of fears and concerns about where I was heading in life, I couldn't understand why I was unhappy and what piece of the puzzle was missing. I knew something was missing but I wasn't quite sure what it was or how to get it. I knew I wanted to be accepted but I didn't know by whom. Basically, I was a mixed up woman with two beautiful daughters and a devoted husband, but I wanted more from life than what I was getting. I remember the first Sunday morning I came to this church, I was alone, shy, a little scared, and all the while asking myself "What in the world am I doing here?" I have not been in church since I was in high school. I wasn't close to Jesus, I prayed when I wanted something or I wanted an answer to a problem I was having. As I sat in the pew that October Sunday morning and listened to the wonderful music from the choir and the special music I began to feel somewhat better. Then Pastor Dan began preaching his sermon and guess what? It seemed he was speaking directly to me! I couldn't believe it, how did this man know what I was going through, all the sins I had committed, how confused I was. I have never had a sermon have such an impact on me as that one did. I left the church that day feeling better about myself and



Time is eternal ☉ ☾ ☽ ☼ ☽

Every moment comes to you pregnant with a divine purpose, time being so precious that God deals it out only second by second. Once it leaves your hands and your power to do with it as you please, it plunges into eternity, to remain forever what you made of it.

—Archbishop Fulton J. Sheen

starting to believe that, yes, Jesus does love me, no matter what I did before.

A couple of months later I was in my living room when I asked the Lord to come into my heart and to forgive me for all my past sins and to start a new life with Him. I was able to forgive myself for sins I have done and /the burden was lifted from me! I was free.

After that day in my living room I wanted my family to experience the same joy I had. I wanted my little girls to learn that Jesus loves them and will always be with them throughout their lives. I started bringing them to Sunday School where they had wonderful, caring Sunday School teachers who taught them about the Lord. A whole new world started opening up for them with lots of questions they wanted answered about Jesus.

Now the challenge was to get my husband, John to start coming to church. I felt our family would be complete if we could walk in that church on Sunday mornings together. John never criticized me or made fun of me or tried to talk me out of coming to church for which I was thankful. But when I would ask him to come with us, his response was, "I'm not ready yet." I quit begging him to come and started praying that he would someday change his mind. One day several months later, out of the blue he said, "Well if I am going to church I'll need dress pants and shirts. "The next day we went shopping."

John was saved several months after coming to church. Our commitment now to each other is to raise our girls in a Christian home. We thank the Lord and praise him everyday for all the blessings he has showered us with and the love he gives to us.

Now you know my story and I pray that I will be able to help all of you as I work in the C.E. Department. I want to thank each and everyone of you who participates in sending me articles for our wonderful newsletter. We wouldn't have a newsletter without you, please continue your support in this group effort. I also want to thank all the people I have had the pleasure of talking to on the phone. Your kind, sincere, and caring voices have helped throughout each day. I welcome any suggestions you may have for this newsletter, just call me. My part-time hours are different from what Cindy's were. My hours are Monday, Wednesday and Friday from 8:00 to 4:00. Please don't hesitate to call me at (513) 695-0025 if you have any questions about any of our resources in our lending library or if I can be of any other help to you.

Karen Hughes
C.E. Secretary

I can sleep at night

A farmer needed a hired man. After trying several workers, who all failed to meet his standards, the farmer began to get desperate.

Then another worker applied for the job. The farmer asked him, "What qualifies you for this job?"

The man answered, "I can sleep at night."

That didn't sound too promising, but since he was desperate, the farmer hired the newcomer.

That night there was a terrific thunderstorm. The farmer awoke, ran to the hired man's room and tried to arouse him. He could not.

Muttering to himself something like, "I'll take care of him in the morning," the farmer went outside into the night and the driving rain. He found the barn doors securely closed, the haystack well covered and the tractor put away in the shed. There was nothing he could do but return to the house and go back to bed. Then he understood why his new hired man had said, "I can sleep at night."

Isn't it comforting to know that when we have prepared ourselves for Jesus' coming by faithfully doing the things the Lord has made clear to us, he will take care of those things beyond our control?

-Dr. John Van Schepen

HE PROVIDES

"Where God sends us, He will sustain us", that was the phrase that we claimed one day as we traveled in Wellsville, N.Y. In fact, my wife and I have claimed that to be our motto. Coming into our first pastorate, we have faced so many challenges as I'm sure that many of you have. There is always the transitional time of pastoral change. It takes it's toll on the people, the spirit of the church and also on the finances. The man that left here, left a moving influence and a tremendous legacy behind him. We praise the Lord for the blessings that Rev. Mark Clendaniel left, but God had sent someone new in and God had also wanted to pour out His blessings upon His people.

As we reflected on that saying, we remember that God definitely takes care of our needs. God has always been faithful and He always will. But, as we continue in life and in His work I have to remind myself and others,

that it is in God's timing and not ours," God is never late, rarely early, He's always on time". I have noticed that there are so many financial crunches and challenges in the church, and that the commandment and practice of stewardship living is not always pressed. Instead Pastors would rather push aside the issue and sometimes even sweep it under the table.

Stewardship is not an easy topic, nor is it fun to talk and preach about money. But we have realized that when we are faithful and good stewards of what God has given us, HE BLESSES US! As I began to search bookstores for the topic of Stewardship, I was quickly disturbed to find that there were not a whole lot of resources out there to help the local church, and the Pastor in the area of Stewardship.

Over the last number of months the Northeast District has been blessed to have the opportunity to have the Model Church program presented to us. I thank the Lord for Brother Don Seymour, Brother David Dean and the others that have challenged and changed my way of thinking. In this program one of the ideas to boost the giving of the local church was to have offering envelopes for each person, this they said would increase giving approximately 25-30%. January 1996, we went to the envelope system and our giving HAS increased 25-30%, praise the Lord!

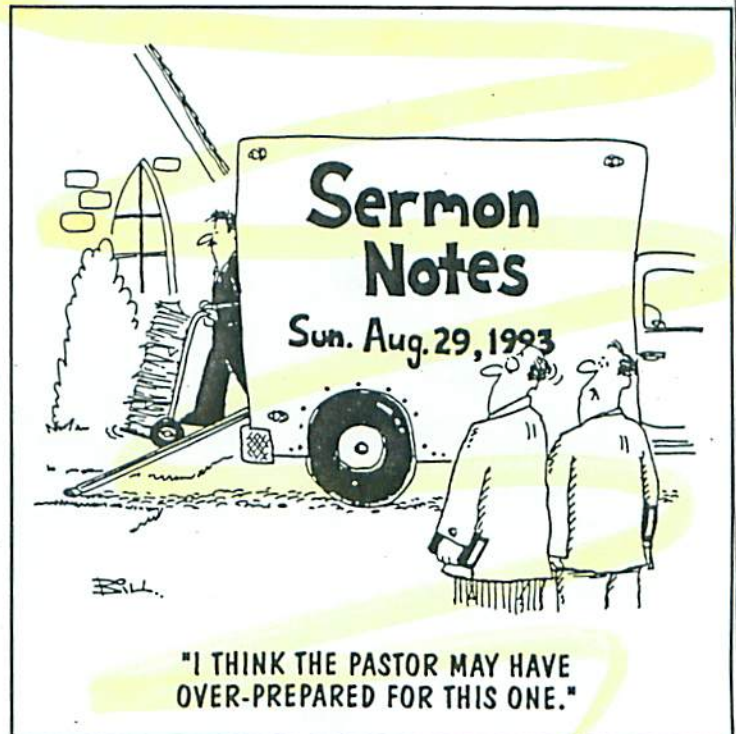
But, I was still wondering, searching and praying as to what more we could do in the area of Stewardship. Just a few months earlier, our church contacted the Christian Education Department, for the *Seven Laws of the Learner Series*. We were about to have the first mandatory Sunday School training sessions in our local church. We received the rental tapes free (to my amazement) from the Christian Education Department. So many of the people were blessed and challenged by these tapes. We thank the Lord for the leadership of Rev. Dan Harrison and the Christian Education Department. One day I decided to call the Christian Education Department for help in the area of Stewardship. The secretary told me that she would give the message to Brother Harrison and he would send me whatever he felt would be the best. A week or so later I received in the mail, John Maxwell's Stewardship series. I listened to all the tapes and prayed for direction. As a pastor, I wanted to bring my own messages, but I felt that God wanted me to preach the "ABC's of Stewardship". So, we began to share these powerful and changing sermons (giving J. Maxwell credit and recognition for them) some may think that this was fun, but it wasn't. But God blessed, and He blessed and He blessed. The last sermon was on the idea of guaranteed tithe. Many people signed and promised commitments of giving their tithes for the first time, others of giving over and above 10% and, of course, many were challenged by the messages. God knew there was a need, and the people obeyed God and gave and

gave and gave. The last Sunday the offering was over \$5,400. That month was a record giving month, the church had received over \$8,000. Praise the Lord, God had provided.

The Wellsville Church would like to thank our Father, Lord and Comforter, for His blessings and faithfulness. We would also like to thank the Christian Education Department and encourage others to tap into their vast resources. We continue to thank the Lord for the leadership of Rev. Don Seymour, Rev. David Dean, Rev. Dan Harrison, Rev. Bob Kline and Dr. Dan Tipton. Without these men of God, my life and our churches would be depleted.

"Where God Sends Us, He will Sustain Us!"

Pastor Frank Skies
Wellsville Church



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