

T. E. A. C. H.

October, November, December

Provided by the Christian Education Dept.

Volume 6 Number 3

LEADERSHIP AND CHANGE

by Dan Harrison
C.E. Chairman

The complaints came loudly and furiously the day Astroturf made its appearance in American sports, at the Astrodome in Houston, Texas, in 1965. Many players, sportswriters, and fans, then and now, have argued that the only proper surface for baseball is natural grass, not a green carpet. As Phillies star Dick Allen put it, "If my horse can't eat it, I don't want to play on it." And it's undeniable that a game of baseball played on Astroturf has a different feel. Ground balls bounce higher; the risk of ankle injury is a bit greater; bad weather affects the playing surface very differently from the way it affects natural grass. Many feel that artificial turf has turned the game into something it was never intended to be.

Not many people enjoy change but the reality is that change is vital for our health and well being. Cliff, a man in his forties, was sitting across the desk from his physician for an explanation of some recent tests he had undergone. "There are some things in your blood test that really disturb me", the doctor began. Then he continued with details about cholesterol, lipids, HDL's and LDL's, a lot of which flew right over Cliff's head. The closing sentence from the doctor was one that would ring in his ears for days. "Cliff, if you don't change the way you're eating and living, you'll be dead in ten years. No one likes to change but when the choice is change or death then change is your friend not your enemy."

I have invested a significant amount of time and energy over the past few years to gain a greater understanding of the principles of effective leadership and change management. I have come to the conclusion that the bottom line of leadership is all about effecting appropriate change.

A commitment to lead an organization to change is an adventure and challenge that many avoid at all costs. Resistance, fear, distraction, fatigue, and inexperience can

move the focus away from the change that is required and onto those matters that may appear to be more immediate and urgent.

Another obstacle is the reality that most of us who fill leadership positions in the church have been trained to function as managers instead of truly being leaders. Management usually emphasizes consistency and order where leadership is more about movement and change. Both management and leadership are needed in the life of healthy organizations. But management alone will never effect the substantive change that is needed in most of today's churches.

(continued on page 3)

TABLE OF CONENTS

Kids and Us Notebooks	page 2
DECE	page 2
Project "C" Update	page 3
Sunday Evening Service Pastor David Dean	page 3
Shongo Country Chapel Pastor Lewis Mericle	page 4
A New Way of Teaching? Dr. Connie Bowman	page 5
C.E. Lending Library	page 6

Leadership then is about helping those we are leading to give an excellent effort in accomplishing a specific vision of a desirable future. In a time of needed change, the systems and processes of the organization must be managed. The people, on the other hand, must be led into the adventure of birthing the dream and making it a reality.

Jack Welch, CEO of General Electric, is consistently held up by business experts as one of today's great corporate leaders. The following are a handful of rules he has found helpful in the arenas of effective leadership and change management.

1. *Control your destiny, or someone else will.*
2. *Face reality as it is, not as it was or as you wish it were.*
3. *Be honest with everyone, especially yourself.*
4. *Don't manage, lead.*
5. *Change before you have to.*

For churches to be relevant and effective it is important to consistently refocus the purpose and fine tune how it will be accomplished in a way that glorifies God. Our reality is really no different than the man who received the disturbing news from his doctor-"No one likes change but when the choice is change or death then change is your friend not your enemy." Helen Keller reminds us, "...life is either a daring adventure or nothing."

Leadership is about helping people enter the adventure by doing what they don't want to do so they can become and accomplish what they know in their hearts they are destined to become and do. I hope to continue growing, adapting, improving and changing as long as I live. One of my greatest responsibilities as a leader is to help those who follow me to do the same.

Living a century

Imagine living long enough to know eight generations of one's own family. Artie Reed is a Scottsdale, Arizona, woman who has known her grandparents, parents, siblings, children, grandchildren, great-grandchildren, great-great grandchildren, and great-great-great grandchildren. She was reared in a log cabin in Indiana. When she became an adult she married and lived with her husband and children on a farm. What does Mrs. Reed have to say about her long and fruitful life? "I reckon it's the good Lord's doing," she says, "not mine." And what advice does she offer the rest of us? "Work hard, eat whatever food you're hungry for (she likes fried chicken), don't gamble, don't smoke, don't drink alcohol, be good to people, and don't go nosing into other folks' business."



KIDS AND US NOTEBOOKS!

The Christian Education Department would like to give away the **Kids and Us** notebooks to any teacher, Sunday school superintendent or pastor who would use this highly valuable resource in their church. Some of the titles in the notebook are Children's Church, Leading a Child to Christ, Music, Teaching Tips, Memory Madness, Discipline - the positive way and many more. If you are interested in receiving a free copy of **Kids and Us** notebook, just call or write:

Karen Hughes
Christian Education Dept.
P.O. Box 356
Winchester, OH 45697
(937)695-0025

DENOMINATIONAL EXECUTIVES OF CHRISTIAN EDUCATION CONFERENCE

"Purpose Driven Christian Education" is the theme for this year's conference. Special guests are the educational leaders from the Saddleback Community Church, one of the largest and most effective churches in the United States. Come and learn from Saddleback's Professionals.

This year's conference will be held at the:

Holiday Inn Select
Irvine, CA
December 10-12, 1998
1-949-863-1999

Send names of other Christian Education denominational executives who would benefit from this special event to:

Rev. S. Paul Howell
Church Education Ministries
P.O. Box 12609
Oklahoma City, OK 73157-2609
sph@iphc.org

The cost is \$125.00 per person. This includes membership to D.E.C.E., two dinner meals and program.

YOU WILL NOT WANT TO MISS THIS EVENT!



PROJECT "C" UPDATE

Project "C" over the past few years has endeavored to come along side Pastors and other Christian leaders and help them to develop their leadership skills by providing an opportunity to meet with pastors who are having a great impact in our day.

This past May we visited the Grove City Church of the Nazarene and Pastor Bob Huffaker. He shared with us insights into his ministry and what great things God was doing in his church. It was a Great Day!

We want to continue offering opportunities to sharpen your skills by arranging trips to conferences, bringing in speakers, arranging time with our pastors and leaders, offering books at a discounted price and other leadership materials.

We will offer a discounted price to attend "Leading into the 21st Century" a John Maxwell seminar April 15-16 1999 in Toledo, Ohio. We will also plan to visit another great church in May.

Put these dates on your calendar and look for information in the mail. We want to partner with you to build God's Kingdom.



Herschel Holley
Director Project "C"

**SUNDAY
BELIEVER'S**

**EVENING
SERVICE**

In the year of 1990 the Brookside Church extended the invitation for me to serve as their Senior Pastor. It was with joy and excitement that I accepted the call to return to the local church after 11 1/2 years in administrative work serving as the West Central District Superintendent.

However, along with the excitement there was some degree of anxiety that crept in around the edges of my heart. The anxiety centered on what I had heard so many pastors say, "Things have changed so much since you have been in the pastorate." I wondered what they meant and how that would affect the church I had been called to serve.



Shortly after arriving at Brookside, I discovered that many things had changed and that if I was going to minister effectively to my congregation I would need to change some of my concepts and methods of ministry.

One of the first and most notable changes that I noticed was the lack of interest in the Sunday Evening Service. I had grown up in a church where the Sunday Evening Service was larger at times than Sunday morning. I was familiar with the Sunday Evening Service being used as the Evangelistic service of the week. I had grown up in this atmosphere and it served me well in my former pastorates.

However, at least in our church, that approach did not seem to be working very well. I tried for at least 5 years to make that approach work with moderate success. It was not easy preaching to a nearly full house on Sunday morning and then preaching to about one third of the congregation on Sunday evening. What was even more difficult was that those who came were the most devoted and most committed people in the church. It seemed rather futile to preach to them from an evangelistic perspective.

As I began to search for an answer to this perplexing situation I began to talk to other pastors and read any materials I could find. I discovered that our situation was not uncommon and that in all reality the church with a thriving Sunday evening service was the exception rather than the rule.

So as I surveyed the options available to me I felt that there were only three: continue to do as we were doing, let the service die, or find a new and creative approach to Sunday evenings.

I, along with the Ministry Team and Leadership Team at Brookside decided to try something new and creative, at least to our congregation. We decided to design and develop a Believer's Service for Sunday evening.

The Believer's Service as we designed it would have as its objective to lead our people into an attitude of praise and worship on Sunday evenings.

In order to accomplish what we were feeling in our hearts we felt that the service needed to have some distinctive elements that would make it completely different from our Sunday Morning Worship Service. Therefore, we decided that the Believer Service should:

(1) Be designed for the entire family. So we developed a Boys and Girls club for the children that focused on practical ministry to them in a spiritual setting. We also allowed our Teens to develop their own ministry program while the adults would be in worship.

(2) Be joyful in nature. The primary focus was that of Believers coming together to celebrate the Lord. Therefore, praise choruses were sung as well as some of the older songs we are all familiar with. There would be a time of sharing of testimonies and answers to prayer so that we could celebrate together as a family.

(3) Be focused on community. We became aware of the great hunger of many individuals to experience community in a Christian setting. As we studied the Book of Acts we found that community has one of the great characteristics of the early church. We wanted to allow for community to develop among our people. One of the highlights of our Believer's Service is the monthly Communion Service where we have the privilege of serving one another in Jesus name. After services we have planned for fellowship to be an integral part of the evening.

(4) Be creative in approach. We decided that the Believer's Service was a great place to try new concepts like drama, skits, worship teams, and media ministries. It began to take a completely different feel than Sunday morning and that was what we envisioned. In warm weather we have even held our Believer's Service outside next to our shelter house and it was a great success.

(5) Be developed around a theme. The service usually is designed around a theme and the music, readings, skits, and sermon revolve around that theme.

(6) Be informal. Since we have a large Multi-Purpose room in our church we moved our Believer's Services to this area and then allowed people to come in a more informal manner. This meant that ties were not required. It was amazing for me to realize that I could actual preach without a tie!

As a result of developing the Believer's Service have we discovered all the answers to the problem of Sunday evening attendance? No, but for the last three years we have set new average attendance records each year and the service has found new life and vitality. As a result of this service we have added one part time staff member to coordinate the activities of the service and we have seen a younger group begin to make Sunday evening as a part of their weekly schedule. Oh yes, we have seen some wonderful conversions in our Believers Service...it is amazing what

happens when believers come together to praise and celebrate the Lord...even unbelievers are drawn to Christ. That is what true worship is all about.

David Dean
Brookside Church

SHONGO COUNTRY CHAPEL
(Former Fords Brook Christ and Christian Union)

One day as my wife and I were driving around we saw a church with a "For Sale" sign on front of it. We stopped and wrote down the telephone number to call and inquired as to how much they were asking for this church. The party which we spoke with wanted to show us the church so one of the elders and myself made an appointment to see what they were offering. The church was exactly what we were looking for. This was more like a church to us than what we had in Ford's Brook. There were repairs to be made on the church but we were still interested, we also knew we had no funds with which to make this dream come true.

We went back to the congregation to report as to what we had seen and what we felt we would have to do to start worshipping in this building. Everyone began praying about this situation and we decided we would like to start worshipping there. I then contacted the party and ask if we could worship in this building for a couple of months to see how things would work out for us there in the Shongo area. The answer was yes they thought that would be a good idea. Praise the Lord! We started worshipping in the Shongo Church Memorial Day of 1997.

The Spirit of the Lord just seemed to come alive in each one of the people in our church. Before the two months were up we received a gift of three hundred dollars to help with the down payment. When the two months were up everyone wanted to buy this building, so we met with the trustees and a lawyer from the Methodist denomination of the Olean District who was handling the sale of this church to discuss the price and a payment schedule. They gave us a price of \$15,000.00. We did not have any money with which to make this purchase and did not see how we could possibly make an offer. We met again with the trustees and lawyer and they said they would be willing to take \$1,000.00 down payment and payments of \$100.00 per month interest free for the first six months. Praise God for this miracle! I went back to the trustee's, elders and the congregation and presented them with the offer. Everyone was in favor of this purchase and we began praying about the situation. Praise God for this because somehow we came up with the down payment which was another of God's blessings.

The next thing we needed was a new heating system in the church, again how could we possibly do this and keep our heads above water trying to make a mortgage payment. Well, the Lord was still at work. One Sunday on the way home from church, I was taking one of our parishioner's home and they asked me how much it would cost to get a furnace for the church. I responded with an answer of a thousand dollars. Before I knew what was happening they handed me a check for the sum of \$1,100.00, Praise God again! God has blessed our little church so much since we made this move. The numbers have multiplied a bit, we have been out as a church group and called on the neighbors in the neighborhood, we have had our first Vacation Bible school ever in our church history (which turned out well). We have been given the use of the Shongo Community Center to have church dinners in. We have just recently insulated the attic of the church and the Lord still seems to bless with His blessings. We can only give all thanks to the Good Lord above for his guidance in the purchasing of this building. Our Women's Missionary group has held dinners and helped raise money to be put toward the payments on the church and also for helping with repairs.

In addition, to the other blessings the Lord has supplied, we were also given a brand new TV to show videos for Bible school and other inspirational and Christian videos. This same individual that has given us this most generous gift we have in turn been able to make a missionary trip to Guatemala of which we were very grateful for and Praise the Lord that we were able to help someone else doing the Lord's work.

I could go on but we can only say one thing, the Lord is really working Praise His Holy Name!

Pastor Lewis Mericle
Shongo Country Chapel

Providence and thanksgiving

We live in a bountiful world, and we take far more from it than we give to it — not only from creation itself, but from generations of the past, the fruits of whose labor we enjoy with almost no awareness of the pains and perils that attended their toil. Lacking such awareness, we become dangerously proud, hard of heart, with a false sense of self-sufficiency and achievement.

Thanksgiving modestly reminds us of how much we owe to forces prior to and outside ourselves; and how much all of us, regardless of station, are in the hands of Providence. Thanksgiving's singular glory is that it is, at once, the most universal, the most religious, and the most democratic of holidays.

—Sydney J. Harris
in "The Purest Holiday — Thanksgiving Is Best"



What's that I hear from that Sunday School class? It's music, it's discussion, it's the sound of tables being moved. What does this mean? Sunday School is moving into a new phase. Teachers are realizing that "status quo" teaching is not working. How do we know this? Look at our numbers, classes that are using the same approach as ten years ago are on the decline, but classes that are tapping into students learning styles are growing.

Teachers who are shifting their paradigm are replacing lecture with small group discussions, centers, stations, student presentations and projects. Each of these techniques are moving our students from passive participants to active learners. We know that people only remember 10% of what they hear, but 90% is retained when they hear it, see it, work with it and apply the information.

Today's learners are more verbal about styles and what works that meet their needs. Sunday school classes can allow learning that is active by stretching the student's thinking, by helping student's synthesize concepts, and by challenging them to apply the lesson to real life living.

Our learners are aware of Gardner's Multiple Intelligences: visual, linguistic, verbal, logical, interpersonal, and spatial. We, as teachers, need to implement these into our classes. This may be through the use of pre-activities which invite our participants to be partakers of learning; perhaps through the use of music, pictures, problem solving, creative thinking or the use of small groups, projects, presentations, jigsaw, cooperative work to name of few during the class; and finally closure leading to the use of making charts, graphs, concept mapping, timeline or kinesthetic activity, drama, roleplaying and pulling ideas together.

We do not need to compete with the world because we have a message of hope, faith, and love to share with our learners. We need to be changing our approach to meet the multiple needs and learning styles of our learners. With this approach we can all continue to be learners and doers.

Dr. Connie Bowman
Winchester CCCU

CHURCH OF CHRIST IN CHRISTIAN UNION
CHRISTIAN EDUCATION DEPARTMENT
P.O. BOX 356
WINCHESTER, OHIO 45697
Address Correction Requested

Non-Profit Org.
U.S. Postage Paid
Permit #2
Winchester, Ohio

FROM THE C.E. LENDING LIBRARY...

***Pastor to Pastor audio tapes
with H.B. London***

This is an audiocassette package, specifically created for pastors who desire to succeed not only at church but at home as well. "Pastor to Pastor" is designed to provide you with a biblical perspective on the issues you encounter on a daily basis. Each topic is carefully chosen for its relevance to your unique position as both a spiritual and family leader.

***ABC'S of Evangelism audio tapes and notebook
by Stan Toler***

You will learn...

- *The simple ABC 3-verse soul-winning plan
- *How to answer the most common objections of the unsaved
- *The key verses every soul winner should memorize
- *How to use networking and church events to win souls
- *A strategy for altar counseling
- *How to share your faith in small groups, with children, and during visitations.

***Senior Pastor Profile audio tapes and notebook
by Bobb Biehl & John Maxwell***

Learn the 30 top qualities of a successful senior pastor from two of the nation's strongest Christian leaders!

Learn how to be:

- *Action Focused
- *Charismatic
- *Decisive
- *Networked
- *Respected
- *Relational
- *A Team Builder
- *A Visionary and much more!

The tapes provides over 6 hours of concentrated conversation between Bobb Biehl and John Maxwell explaining the 30 top qualities of a successful Senior Pastor.