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An Analysis of the Salt Program

James R. Tusan

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AN ANALYSIS OF THE SALT PROGRAM

A Paper
Presented to
the Faculty of
Western Evangelical Seminary

In Partial Fulfillment
of the Requirements for the Degree
Master of Divinity

by
James R. Tusant
April 1976

Major Professor: _____

Co-operative Reader: _____

31303

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CHAPTER I

INTRODUCTION

"We are all parts of Christ's body, and it takes every one of us to make it complete, for we each have difficult work to do." Romans 12:4, The Living Bible.

As Christians we are the body of Christ. Our calling as individuals and our mission as a church will be accomplished only so well as each of us, as parts of the body, are functioning in ministry. We each have God-given gifts and we are called to use these gifts in service to each other and the world. This concept of lay ministry and its importance in the life of the church needs strong and continuing emphasis. Our Christian communities should mean love and support for its members, but it should also provide a challenge to serve and the expression of a certain level of expectation. As part of this, the church must both encourage Christian commitment and develop methods to sustain and nurture it as well. Here, the major role of the clergy is to call and equip lay people for service. Both clergy and lay people must learn to trust the ministry to the laity through the guidance and power of the Holy Spirit. We need to be able to take risks, admit and forgive failures and learn from mistakes.

A church can be either focused in nature, where one man is the central focus and those things that happen do so

primarily because of his motivation and persuasion, or it can be broadly based with much of the leadership, energy, ideas and motivation coming from the lay people. Recognition of this second type leads a church to become a training church, dedicated to equipping the laity for ministry.

There seems little doubt that with prayer and thought we can make significant progress in helping our laity to become more effective ministers.

STATEMENT OF THE STUDY

The purpose of this study is to assist the clergy in developing a program that will train the laity for the task of ministry. Today's world challenges the church as never before. It is now clear to leaders that the future of the church lies with the Christian layman. Out of this emerges the fact that a trained laity is the need of the hour.

"Why is it that he gave us these special abilities to do certain things best? It is that God's people will be equipped to do better work for him, building up the church, the body of Christ, to a position of strength and maturity."

Ephesians 4:12, The Living Bible

JUSTIFICATION OF THE STUDY

The impetus for this study is due to the lay training program that has been developed and initiated at the Salem Evangelical Church of North America, with the guidance of the Pacific Conference. The program development was the response to the great need of training laity. The church is now

offering this program as an inspiring venture in superior training for the laity.

The program is built on the conviction that leadership is both a quality of Christian life and a working knowledge of the methods required for effective service.

Because of the effects on the laity of the Salem Evangelical Church in which the laity has risen to the challenge of being trained, the Director of Christian Education of the Pacific Conference of the Evangelical Church has inquired about the program and asked that the program be written up for further study and implementation in other Evangelical churches.

The program is called SALT.

DEFINITION OF KEY TERMS

For the purpose of clarity and understanding, the following terms are defined as they are used in this analysis.

Analysis. Separation of anything into its parts or elements.

Laity, laymen, lay people, laywomen. These terms are used intermittently in the paper, referring to any person outside the particular profession of the clergy, with the exception of those who have not completed their high school education.

Ministry. This word is used in terms of service or expression by the laity in fulfilling their God-given gifts.

It refers to an ability that is their's to use in Christian service.

SALT. The acronym stands for School for Adult Leadership Training. The purpose of this school is that of "preparing God's people for the work of Christian service." Ephesians 4:12.

SALT is built on the conviction that leadership is both a quality of Christian life and a working knowledge of the methods required for effective service.

SALT will train the laymen and women in effective methods for Christian service, provide personal enrichment and Christian growth, and will assist the layman in the discovery of his gifts and abilities.

The SALT program suggests four principal areas of study: Bible, Christian Life, Church, and Ministry. Of these four areas of study, seven areas of service are taught: Ambassadors, Musicians, Parish Shepherds, Special Services, Teachers of Adults, Teachers of Children and Youth, and Women's Ministries programs. These are the areas of service that the Salem Church feels are of importance to their ministry.

Each participant is urged to choose an area of service which he or she will give two years of time and study. After fourteen hours of classroom work, the Intern Level of achievement is reached. The levels of achievement beyond that of Intern are: Commission Level and Lay Pastor Level. Each

of these achievement levels will be discussed in Chapter Three.

The SALT program is scheduled to operate on three seven-week terms -- a fall, winter, and spring basis -- with one-hour class periods. Courses are offered Wednesday evenings and Sunday evenings, thus giving alternate opportunities for course offerings.

OBJECTIVE OF THE STUDY

The major objective of this study is to assist other churches, particularly of the Evangelical Church denomination, in providing a means of training the laity for Christian service. Hopefully this analysis of the SALT program will stimulate clergy and laymen alike to initiate the SALT program or produce a similar program of training in their own church. If this analysis proves useful in a particular church it will become an effective tool to strengthen Christian life by involvement in the ministry of the church.

CHAPTER II

GENERAL INFORMATION

This chapter will deal with such aspects of the SALT program as the Director, Registrar, records, promotion, admission, classification, and registration. An appendix has also been added to this chapter which will include a registration card, promotional materials, shcedules, record cards, evaluations, certificates.

The SALT program was born out of the need for lay training as seen by the Pastor and his associate, partly through their experiences at Garden Grove Community Church Institute for Successful Church Leadership.

In order to set up a program that would meet the particular needs of the Salem Evangelical Church, a key layman was invited to discuss the possibilities of a training program with the staff. The Pastors felt a director was needed other than someone already on the staff of the church. This layman saw the great need for such a ministry, and accepted the challenge as the SALT Director.

DIRECTOR

A director's responsibility is to, with the assistance of the Pastor and the Board of Christian Education, decide what areas of service could be outlined, discover a course of study for each area, then give guidance and coordination

to a schedule for the participants in the program. Areas of service can vary from church to church, and should alter from church to church because of the size of congregation, size and location of the building, and resources available to teach in each area. Here is a list of some areas of service that could be programmed into a training program: Church calling, music, teacher training, evangelism, literacy tutors, lay pastoral care, ministry to single adults, special services, counseling, and small group ministries. The list could be endless.

A small congregation could not afford, in time or money, to put into operation many programs at once, whereas a larger church could operate more areas of service because of its resources in people to take classes, rooms to instruct classes, and individuals to teach.

In developing a course of study for each service area the highest regard should be to make the Bible the center of curriculum. Chapter Four will deal with the course of study that reflects the SALT program. Many of the classes are explained and accompanied by a syllabus.

Another task to be fulfilled by the director would be to secure instructors for each class on a one-term basis. Care should be taken to secure individuals well enough in advance. This gives time for the proper preparation and study by the instructor. The procedure for securing an instructor should be made by the Director. This could be

accomplished either through a personal visit or by letter. Whatever method is used in contacting an instructor, the instructions should be explicit regarding the subject matter to be taught, dates and times, and number of sessions in which to teach the course. If the new instructor needs further information or material, he or she should rely on the Pastor, the church or public library, or be able to purchase the material needed.

Instructors for classes could come from the local church membership, or outside the church. When at all possible in offering a course, the Director should involve leaders in the field in which they are competent; for example, school counselors, bankers, teachers, retired pastors. On occasion the instructors can be enlisted from beyond the membership of the particular church.

REGISTRAR

In order to keep accurate records, the Director needs a registrar to work closely with him. This person is involved in keeping record of the enrollee's name, his area of service and courses taken and completed. The registrar also is in charge of registration and collecting class fees. He or she takes roll call during each session; at the completion of the term, the registrar fills out certificates of accomplishment. See the appendix for samples of forms used by the registrar.

PROMOTION OF SALT

Promotion of a church program can be accomplished in a variety of ways. But regardless of the approach, some key factors must be present -- what, when, where. As these factors are used, the methods are numerous.

Church bulletins are one of the easiest methods of promotion. Every Sunday every family receives at least one bulletin. On occasion an insert can be added to the bulletin to make special emphasis.

A second means to promote the program would be articles and information in church newsletters. This also is received in the homes of all members and friends of the church.

Another means of promotion is through special mail-outs -- newspaper ads and radio news. This avenue of communication would have perhaps the greatest audience.

To keep the laity well informed, around the church there should be a constant use of posters and bulletin boards. This can involve a number of people and will create an added level of anticipation.

When introducing a new term of the school, pictures of instructors, class schedules, and course outlines can be used to familiarize and inform the participants.

As yet, the most thrilling means of promotion that has been experienced at Salem Church is word of mouth - people telling people, friends, neighbors, Sunday School

class members, and sharing in testimonies during the worship services.

The aforementioned methods are all used in the church where this program was initiated. Examples can be seen in the appendix.

ADMISSION

An applicant who has finished high school may be granted regular student status upon registration. Because of the work load of high school students and the course work required for SALT classes, it is not recommended that those who are yet in their public schooling participate in SALT. There is one exception which involves the Christian Beliefs class (Membership class). In order to be admitted to the SALT program an individual must enroll and pay the class fee. It is encouraged that this program be open to all individuals who live in the community.

CLASSIFICATION

SALT operates on a three-term program, with one-hour class periods. Each term is seven weeks long with a three-week break between terms. Classes are held on Sunday evenings before services, and on Wednesday evenings.

Lay people are first classified as Interns when they have completed fourteen hours of work. When they have finished ninety-eight hours, the Commission Level is

awarded. At the completion of two hundred twenty-four hours, the student will be at the Lay Pastor Level; this is the highest honor of achievement given by SALT.

The following scale of grading is used: "P" is given to those enrolled who have attended five of the seven sessions or who have an acceptable understanding of the subject matter as determined by the instructor. "NC" is given to those who drop the course or fail to meet the course work requirements.

REGISTRATION

Lay people should plan to register as each term is introduced through the church newsletter or bulletin. The laity is encouraged, if they are unable to attend all seven sessions or have registered late in the term, to sit in on any class for non-credit. Registration forms used by the church have been added to the appendix at the end of this chapter.

EXPENSES

A three dollar (\$3.00) enrollment fee is charged for each class taken by any one person. This money is used for administration costs. Secretarial work, paper used, stencils cut are some examples of where these funds go. When textbooks or course materials are needed, the enrollees are required to purchase the materials. If an accumulative

amount appears in the SALT account, an honorarium can be paid to an instructor who comes from beyond the membership of the church.

Also, in keeping with the concern of training and preparing God's people for work in the ministry, a scholarship fund is established to help those who need assistance in the financial aspect. In the situation of this writer's church, the scholarship fund is used each term. A financial statement has been added to this chapter appendix for consideration.

APPENDIX

Promotional material - Bulletin insert

SALT

SCHOOL FOR ADULT LEADERSHIP TRAINING

1974 Fall Term

6:00 SUN.	7:00 WED.	8:15 WED.	COURSE NAME
X			Christian Beliefs (Membership CL) no charge - no materials
	X		Beg. Bible Study for Laymen Unit I - no charge, no material
		X	Sanctuary Choir no charge - no materials
	X		Ambassador Workshop no materials
X	X		Bible Series - Unit I
	X	X	Bible Series - Unit V
	X		Leadership Service no materials
		X	Living Together
X			Music Reading Made Easy materials: \$21.00
		X	Parish Shepherds Workshop no materials
X			Principals of Teaching nominal charge for materials
X			Sharing Your Faith nominal charge for materials
X			Small Group Ministries

(X -- indicates time class is given)

Envelope used for registration - registration fee can be enclosed to insure payment



SCHOOL FOR ADULT LEADERSHIP TRAINING

1974 Fall Term

SUN. 6:00	WED. 7:00	WED. 8:15	COURSE NAME
X			Christian Beliefs (Membership Class) No Charge; no Materials
	X		Beginning Bible Study for Laymen - Unit I No Charge; no Materials
		X	Sanctuary Choir No Charge; no Materials
	X		Ambassador Workshop No Materials
X	X		Bible Series - Unit I
	X	X	Bible Series - Unit V
		X	Living Together
X			Music Reading Made Easy Materials: \$2.10
		X	Parish Shepherds Workshop No Materials
X			Principals of Teaching Nominal charge for materials
X			Sharing Your Faith
X			Small Group Ministries
(X Indicates time class is given)			

Envelope used for registration - registration fee can be enclosed to insure payment

SALT

SCHOOL FOR ADULT LEADERSHIP TRAINING

Winter Term 1975

SUN. 6:00	WED. 7:00	WED. 8:15	COURSE NAME
X			Creative Teaching
X			Principles of Christian Marriage
X			Teaching Adults Workshop
X			Christian Beliefs (Membership Class)
X			Move Ahead With Possibility Thinking
	X		Bible Series III
	X		Effective Communications and Counseling
	X		Learning to Sing
	X		Other Faiths
	X		Ambassador Workshop
		X	Bible Series IV
		X	Parish Shepherd Workshop

ON WEDNESDAY, regular Bible Study and Prayer Service at 7:00 P.M. for those not taking a class, at no charge.

Also, on Wednesday at 8:15 will be the regular Sanctuary Choir Practice at no charge.

Bulletin insert used for registration

REGISTRATION FORM

School For Adult Leadership Training
First Evangelical Church
Spring Term
April 6 - May 21, 1975

CLASSES TEACHER

Sunday, 6:00 P.M.

Christian Beliefs (Membership)	Pastor Fogg
Bible, Unit VI (N.T. Epistles)	Rev. Brown
Fulfilling Womanhood	Barbara Behrens
Sharing Your Faith	Pastor Jim

Wednesday, 7:00 P.M.

Bible, Unit IV (Maj-Min. Prophets)	Pastor Fogg
Bible, Unit VI	Rev. Brown
Hymns of the Church	John Schmidt
Dynamic Relationships	Gene Weldon

Wednesday, 8:15 P.M.

Church History	Pastor Fogg
Parent-Teen Relationships	Pastor Jim

Name _____
Address _____
Phone _____ Amount Pd. _____ Date: _____

Bulletin insert used for registration

REGISTRATION FORM

SCHOOL FOR ADULT LEADERSHIP TRAINING
First Evangelical Church

Fall Term

October 1 through November 19, 1975

<u>CLASSES</u>	<u>TEACHER</u>
----------------	----------------

Sunday, 6:00 P.M.

Bible Study, Unit I (Genesis)	Robert Bowers
-------------------------------	---------------

Use of the Bible	Pastor Jim
------------------	------------

Teaching Adults	Robert Wood
-----------------	-------------

Wednesday, 7:00 P.M.

Bible Study, Unit V (Gospels-Acts)	Dave Draper
------------------------------------	-------------

Person to Person Evangelism (Sharing Your Faith)	Ken Winkelman
---	---------------

Reading Music	John Schmidt
---------------	--------------

Introduction to Service Areas	Darlene Bergland
-------------------------------	------------------

Self Image in the Senior Years (This class is for 1½ hour session)	Sister Gemma
---	--------------

(Each class is \$3.00 per person)

Name	_____
Address	_____
Phone	_____ Amount Paid _____

Bulletin insert used for registration

REGISTRATION FORM

SALT

(School for Adult Leadership Training)

FIRST EVANGELICAL CHURCH

Winter Term
January 11, 1976 - February 25, 1976

<u>CLASSES</u>	<u>TEACHER</u>
<u>SUNDAY, 6:00 P.M.</u>	
Christian Beliefs	Dr. Fogg
Bible Study, Unit III (Books of Poetry)	
Introduction to Possibility Thinking	Jim Tusan
Ensembles	John Schmidt
<u>Wednesday, 7:00 P.M.</u>	
Parish Shepherds Workshop	Dr. Fogg
Bible Study, Unit IV	
Principles of Christian Marriage	Doris Fogg
Teaching Children	Mary Anne Tusan
Family Finances and You	Carl Beach

Bulletin insert used for registration

SALT REGISTRATION FORM
Jan. 11-Feb. 25

Sunday, 6:00 P.M.

- ☐ Christian Beliefs, Charles Fogg
☐ Bible Study, Four Gospels, Beth Backer
☐ Introduction to Possibility Thinking, Jim Tusan
☐ Ensembles, John Schmidt

Wednesday, 7:00 P.M.

- ☐ Parish Shepherds Workshop, Charles Fogg
☐ Bible Study,
☐ Principles of Christian Marriage, Doris Fogg
☐ Teaching Children, Mary Anne Tusan
☐ Family Finances and You, Carl Beach

Name _____

Address _____

No. Classes taken: _____ Amount Paid _____

Date Paid _____

SALT record card - this card becomes permanent record card

S A L T

(SCHOOL FOR ADULT LEADERSHIP TRAINING)

Quarter: _____

NAME _____

ADDRESS _____ PHONE _____ Year _____

CITY _____ STATE _____ ZIP _____

Classification: Intern _____ Commission _____ Lay Pastor _____

Area of Service: _____

COURSE TITLE	QUARTER TAKEN	GRADE	INSTRUCTOR

SALT certificate - each enrollee receives certificate
as he completes required classes

CERTIFICATE

Be It Known To All By These Presents That

Has Taken The Course

THE SALT PROGRAM

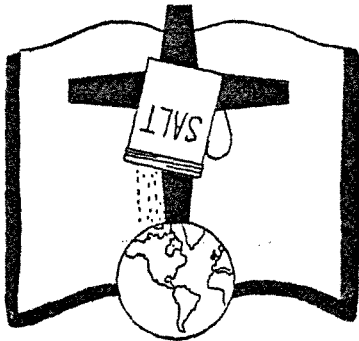
First Evangelical Church - Salem, Oregon

DATE _____

TEACHER

SCHOOL DIRECTOR

PASTOR



SALT Intern Certificate

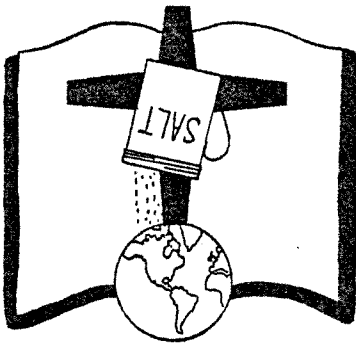
C E R T I F I C A T E

Be It Known To All By These Presents That

Has Achieved The Status Of

INTERN in _____

THE SALT PROGRAM



First Evangelical Church -- Salem, Oregon

DATE _____

SALT DIRECTOR

PASTOR

SALT Promotional Material

WHAT IS SALT?

Today's world challenges the church as never before. It is now clear to leaders that the future of the church lies with the Christian laity. Out of this emerges the fact that a trained laity is the need of the hour!

The Bible refers to God's workers as ministers. In keeping with this Scriptural terminology, volunteer workers at SALEM FIRST CHURCH are called LAY MINISTERS.

The SALT program is a well-planned training program for the Christian laity.

It provides an opportunity for the "get involved" Christian to train for a certain area of service within the church as well as to give Christian leadership in the home and to live out the faith in one's work and community involvements.

It provides courses designed to answer questions you may have -- helping you to be an informed and articulate Christian.

It provides a marvelous opportunity to experience the thrill of personal enrichment and spiritual growth.

It provides the means for you to discover and use your God-given gifts and abilities.

SALT Promotional Material

ARE YOU EXCITED ABOUT LIFE?

Being involved for Christ is what makes life really exciting!! SALT offers you the kind of help that will enable you to get involved for HIM.

Besides being involved for HIM in the informal settings of your own home and in your community, there are seven areas of service, for you to choose from at First Church. Some of these are:

Christian Education

Ambassadors

Parish Shepherds

Special Services

Contact the church office to get started in one of these great areas of service.

This is what makes this church a great church for Christ -- people like you who get involved in HIS WORK. SALT is your training program to equip you for HIS great work!

The amazing thing is that people find that they are personally helped when they get involved for HIM!

If you haven't attended a SALT class before, join many who are enrolled each term. Find out why they keep coming back for more!

SALT Promotional Material

SALT HAS A PURPOSE-AND IT INCLUDES YOU

SALT (School for Adult Leadership Training) is designed to serve two needs: (1) to train lay people to become more proficient in the particular area and serve in the church, and (2) to offer courses which fulfill personal needs.

Ideally, these two purposes come together to enable Christians to gain more knowledge and understanding of the Christian faith and also train for a specific area of service within the church.

If you haven't given some thought to using SALT as a method of training to better serve God and your church, won't you spend a few moments to ask yourself, "Where can I help?" Then refer to your orange colored SALT Catalogue and find out which courses are offered this term to start your training program.

If you have any questions pertaining to SALT or an area of service, please do not hesitate to call us.

Letter to teachers (instructors) regarding evaluation

February 17, 1975

Dear SALT Program Teachers:

These evaluations should be handed to your class members sometime during your last session. They should be completed as soon as convenient by each member and returned to the Church Office by the following Sunday and/or Wednesday.

Thank you,

John Fadenrecht, Director
School for Adult Leadership Training

Student evaluation form

SALT PROGRAM
(School for Adult Leadership Training)

Evaluation of _____ Date _____
(Class title)

This evaluation is confidential. This data will be reviewed only by SALT Program Administration. Thank you for your evaluation.

Name (Optional) _____

PLEASE CHECK APPROPRIATE ANSWER.

1. My attendance was regular. Yes ___ No ___
2. I did optional study or outside preparation for this class. Yes ___ No ___
3. This class has challenged my thinking, attitudes, and actions. Yes ___ No ___
4. This class was worth my time and money. Yes ___ No ___
5. I would recommend this class to others. Yes ___ No ___

PLEASE CHECK THE APPROPRIATE COLUMN.

	Less Than Satisfactory	Satisfactory	Excep- tional
6. The location, facilities, arrangement of classroom and furniture was			
7. The opportunities in the class for discussion, questions, sharing and feedback were			
8. The qualifications of the teacher seemed to be			
9. The effectiveness of the teacher seemed to be			
10. The relevance and practicality of this class to me personally is			
11. The basic lesson material seemed to be			

12. This class could be improved by _____

13. Additional comments regarding any of the above (please use back of the sheet).

First Evangelical Church
 455 Locust Street NE
 Salem, Oregon 97303

SALT FINANCIAL STATEMENT

	Received	Expenditures	Balance
Fall 1974	\$300.00	\$200.00	
Winter 1975	333.00	72.25	
Spring 1975	<u>234.00</u>	<u>132.17</u>	
Total	\$867.00	\$404.42	
		First year -	\$462.58
Fall 1975	\$238.00	\$ 93.42	
Winter 1976	<u>220.70</u>	<u>34.68</u>	
Total	\$458.70	\$128.10	
		First & Second Year -	\$793.18

CHAPTER III

SALT CATALOG

In order to help the lay members of Salem Evangelical Church see the total program of SALT in a concise, clear manner, and to aid them in understanding its purpose and program more fully, a catalog was developed by the Pastors and the Director of the SALT program.

The writer includes the catalog in this chapter in order that the reader may also see the entire picture of the SALT program.

STATEMENT OF PURPOSE

Today's world challenges the Church as never before. It is now clear to leaders that the future of the Church lies with the Christian layman.

Out of this emerges the fact that a trained laity is the need of the hour!

Our response to this great need is the development of a SCHOOL FOR ADULT LEADERSHIP TRAINING (SALT). First Church is now offering SALT as an inspiring venture in superior training for the laity.

The artist's sketch on the front cover portrays the purpose of the School - "preparing God's people for the work of Christian service." Ephesians 4:12.

The Cross and Book symbolize the new life in Christ which is made strong through a study of His Word.

The globe symbolizes a world of people who need the savor of the Saviour.

The salt shaker represents trained laymen pouring out their lives to help others.

SALT is built on the conviction that leadership is both a quality of Christian life AND a working knowledge of the methods required for effective service.

SALT will train laymen in effective methods for Christian service.

SALT will provide personal enrichment and Christian growth.

SALT will assist the layman in the discovery of his gifts and abilities.

COURSE OFFERINGS

The SALT program consists of four principle areas of study: Bible, Christian Life, Church and Ministry. Many of the courses will be offered frequently, especially those required for the Intern and Commission levels. Supplemental courses will be added to provide a strong growth program.

An enrollment brochure will be available each term to provide course descriptions and enrollment procedures. Retain this catalogue for reference in planning your course of training for the Fall, Winter, and Spring terms of 1975-1976.

FALL TERM

October through November

(These classes are usually taught this term.)

- Adolescent Youth Culture
- Ambassadors Workshop
- Appreciation of Church Music
- Bible Series - Units I and V
- Christian Beliefs (Membership Class)
- Leadership Experience
- Music Reading Made Easy
- Parish Shepherds Workshop
- Principles of Teaching
- Sharing Your Faith
- Small Group Ministries Program
- The Christian Family
- Use of the Bible

WINTER TERMJanuary through February

(These classes are usually taught this term.)

Ambassador Workshop
 Bible Series III and IV
 Christian Beliefs (Membership Class)
 Creative Teaching
 Effective Communications and Counseling
 Family Finances and You
 Learning to Sing
 Move Ahead with Possibility Thinking
 New Forms of Church Music
 Other Faiths (So What's the Difference?)
 Parish Shepherd Workshop
 Principles of Christian Marriage
 Teaching Adults Workshop
 Youth Activities Workshop

SPRING TERMApril through May

(These classes are usually taught this term.)

Bible Series II and VI
 Christian Beliefs (Membership Class)
 Church History
 Fulfilling Womanhood
 Hymns of the Church
 Interpersonal Relationships
 Modern Media in Communications
 Parent-Teen Relationships
 Parish Shepherd Workshop
 Process of Aging
 Sharing Your Faith
 Small Group Dynamics
 What is Learning?

RECOGNITION OF ACHIEVEMENT

Certificates will be given upon completion of each course. They become accumulative toward the following Level of Achievement:

INTERN LEVEL - 14 Hours

INTERN LEVEL will be given after completion of introductory course requirement, which qualifies a person to begin serving in a specific area of the church. (See following pages for Intern Level requirements.)

COMMISSION LEVEL - 98 Hours

COMMISSION LEVEL will be awarded to persons who pursue a defined course of study designed to enable them to gain proficiency in a specific Area of Service. (See the following pages for a list of Commission Level requirements.)

LAY PASTOR LEVEL - 224 Hours

LAY PASTOR LEVEL will be conferred on those who reach beyond the Commission Level to pursue prescribed advance course of study and service. The title of Lay Pastor will carry the highest honor of achievement offered by SALT. In the years ahead the Lay Pastors will become a volunteer leadership core of thoroughly trained men and women of the church.

AREAS OF SERVICE

Ambassadors (Hospital and Home Calling)

*Ambassadors Program Workshop	7 hours
Bible Series	42 hours
Christian Beliefs (Membership Class)	7 hours
Living Together	7 hours
Move Ahead with Possibility Thinking	7 hours
Other Faiths (So What's the Difference?)	7 hours
*Sharing Your Faith	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	7 hours
Commission -	<u>98 hours</u>

*Intern Level

Musicians

*Appreciation of Church Music	7 hours
Bible Series	42 hours
Christian Beliefs (Membership Class)	7 hours
Hymns of the Church	7 hours
*Move Ahead with Possibility Thinking	7 hours
Music Reading Made Easy	7 hours
New Forms of Church Music	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	7 hours
Commission -	<u>98 hours</u>

*Intern Level

Parish Shepherds

Bible Series	42 hours
*Christian Beliefs (Membership Class)	7 hours
Move Ahead with Possibility Thinking	7 hours
*Parish Shepherds Workshop	7 hours
The Christian Family	14 hours
Use of the Bible	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	7 hours
Commission -	<u>98 hours</u>

*Intern Level

Special Services

(Church Hostess, Food Service Workers, Librarians,
Office Workers, Registrars, Sound Controllers, Traffic
Controllers, Ushers)

Bible Series	42 hours
*Christian Beliefs (Membership Class)	7 hours
Living Together	7 hours
*Move Ahead with Possibility Thinking	7 hours
Other Faiths (So What's the Difference?)	7 hours
Sharing Your Faith	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	14 hours
	<u>Commission - 98 hours</u>
*Intern Level	

Teachers of Adults

Bible Series	42 hours
*Christian Beliefs (Membership Class)	7 hours
Effective Communications and Counseling	7 hours
Move Ahead with Possibility Thinking	7 hours
Other Faiths (So What's the Difference?)	7 hours
Principles of Teaching	7 hours
*Teaching Adults Workshop	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	7 hours
	<u>Commission - 98 hours</u>
*Intern Level	

Teachers of Children and Youth

Bible Series	42 hours
*Christian Beliefs (Membership Class)	7 hours
*Creative Teaching	7 hours
Move Ahead with Possibility Thinking	7 hours
Principles of Teaching	7 hours
°Adolescent Youth Culture	7 hours
°The Subject is Children	7 hours
°What is Learning?	7 hours
°Youth Activities Workshop	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	7 hours
	Commission - 98 hours
*Intern Level	
°Any two of the four are required	

Women's Ministries

Bible Series	42 hours
*Christian Beliefs (Membership Class)	7 hours
Family Finances and You	7 hours
Living Together	7 hours
Move Ahead with Possibility Thinking	7 hours
Sharing Your Faith	7 hours
*Understanding Your Role as a Woman Today	7 hours
Leadership Experience (to be assigned)	7 hours
Elective	7 hours
	Commission - 98 hours
*Intern Level	

LAY PASTOR REQUIREMENTS

Commission Level as Specified	98 hours
Advanced Courses	
Christian Doctrine	21 hours
Church History	21 hours
Christian Life	21 hours
Electives in Ministry	21 hours
Leadership Service	21 hours
Open Electives	21 hours
	<u>224 hours</u>

LEADERSHIP EXPERIENCE

Leadership Experience is an important facet of SALT. It is the laboratory for learning since learning and experience go hand-in-hand. Opportunities for Christian witness and activity in the respective "Area of Service" will be carefully explored. Enrollees usually have completed "Area" introductory courses. The project must normally entail a minimum assignment of twenty-one clock hours. A mid-term and a term-end written report will be required for course credit.

For additional information or consultation relating to experience projects, contact:

Dr. Charles Fogg	Pastor
Dr. John Fadenrecht	SALT Director
Pastor Jim Tusan	Director of Christian Education

TRAINING FOR BIBLE SERIES TEACHERS

An indepth training course offered on alternate years for Bible Series teacher trainees. Trainees must qualify for the discipline of the program as follows:

- A. Attend a two-hour class period each week for two years - October through May.
- B. Give eight to ten hours in home study for each class period.
- C. Write tests.
- D. Memorize Biblical concepts.
- E. Teach for two years upon completion of training.

The course of study covers the entire Bible in the specialized Bible Series format. It includes training in teaching principles and concepts of Biblical interpretations. Students completing this two-year study course attain the Commission Level.

Students are received into the class through an interview with the Minister.

HOME AND FAMILY

Strong Christian homes are the foundation of our church, our community and our nation. First Evangelical Church is dedicated to the goal of building and strengthening such homes.

The following SALT courses have been selected to help families (whether composed of one, two or more persons) attain this goal.

A special Home and Family Certificate of Recognition will be awarded to those completing the course of studies herein prescribed.

Bible Series	42 hours
Christian Beliefs (Membership Class)	7 hours
Effective Communications and Counseling	7 hours
OR Living Together	
Preparing for Christian Marriage	7 hours
OR Parent-Teen Relationships	
OR Parent-Child Relationships	
OR Living With Zest in the Empty Nest	
Principles of a Christian Marriage	14 hours
Understanding Your Role as a Man Today	7 hours
OR Understanding Your Role as a Woman Today	
What Makes a Home Christian?	7 hours

COURSE WORK REQUIREMENTS

Homework will be required - in most instances two hours per class period. A minimum of five out of the seven sessions is required OR an acceptable understanding of the subject matter as determined by the Instructor in consultation with the Director of SALT.

CREDIT FOR PREVIOUS COURSE WORK

Courses listed in the SALT program which have already been taken will be accepted for credit as determined by the department under which the course is offered.

Persons who have completed outside studies receive credit for courses by showing an acceptable understanding of the subject matter of these courses as determined by the course Instructor in consultation with the Director of SALT.

SCHEDULE

SALT operates on a seven-week term basis with one-hour class periods. Courses will be offered Wednesday evenings and on Sunday evenings - thus giving alternate opportunities for course offerings.

COST

The \$3.00 enrollment fee covers the cost of operating the SALT program. Textbooks and course materials where required, are additional. In keeping with First Church's policy of love and concern for all, a scholarship fund has been authorized by the Church for those experiencing financial

hardship. This insures that SALT classes are available to everyone.

ENROLLMENT

Enrollment time will be scheduled on announced Sunday mornings in advance of the term opening. Minimum enrollment will be required to assure course offering.

CHAPTER IV

EXPLANATION OF SERVICE AREAS

This chapter shall deal with each of the seven areas of service and other related classes as they are mentioned in Chapter Three.

AMBASSADORS

The course leading to the Lay Pastor Level of Ambassador is designed for lay people who desire preparation for work in the Hospital and Home Calling ministry. It requires two special classes to begin work; the class, Ambassadors Workshop, which deals in the field of psychology; it also deals with hospital and home calling procedures. The second class, Sharing Your Faith, is a study in various methods of evangelism, i.e., personal, visitation, child, and so on. With these two classes taken, the layman can share in the great ministry of a calling program. Every visitor to the church and every newcomer to the community is called on by one trained layman. Also many who are ill and hospitalized are called on in a manner that would exhibit Christian love.

Five of the remaining seven classes are the core classes for the SALT program, dealing with principle areas of study: Bible, Christian Life, Church, and Ministry. This also includes the supervised field of actual leadership experience as provided by the Director. Class manuals and

syllabuses are enclosed in this chapter's appendix.

MUSICIANS

The Musicians program is designed for lay people who desire to participate in some type of musical ministry in the local church. This could be in any number of areas; for example, instrumental, vocal, conducting, or teaching.

Two classes to be taken as work is assigned for a beginning program in this area of service are Appreciation of Church Music and Move Ahead with Possibility Thinking. The former is a class to aid the student in appreciating the great hymns of the Church from the Reformation Period to the present, and to study these hymns with respect to the program in which they could be used. Emphasis is placed on music in worship. The latter class is a study of Robert Schuller's book entitled Move Ahead with Possibility Thinking.

From these classes can develop lay people who form ensembles and special numbers in evening services, services in nursing homes, retirement centers, mission row, etc. They will be motivated lay people seeing the great service they perform as they minister for the Church and for Jesus Christ.

PARISH SHEPHERDS

The course leading to the Lay Pastor Level of Parish Shepherds is a basic concentration of classes which instructs a lay person with the means to help care for other lay people,

to assist them regarding any difficulty in which they need help, provide encouragement, and stimulate fellowship. The Parish Shepherd would then help keep the church staff informed as to the needs in the congregation.

The two basic classes which are needed to begin this ministry are Parish Shepherds Workshop and Christian Beliefs. The latter is a membership class which instructs the students in the basic doctrines of the church and prepares them for church membership. The people who desire to share in this ministry of Parish Shepherds are required to be church members and display a Christian testimony of God's forgiving and cleansing power. The class Parish Shepherds Workshop acquaints the layman with the "know how" in creating a meaningful relationship with people of the church and community.

The manual for Parish Shepherds that has been used in the Salem church has been placed in the appendix at the end of this chapter.

SPECIAL SERVICES

The course leading to the Lay Pastor Level of Special Services is designed for the laity who wish to help in various tasks around the church. Such tasks include Church Hostess, Food Service Workers, Librarians, Office Workers, Registrars, Sound Controllers, and Ushers.

Christian Beliefs and Move Ahead with Possibility Thinking are the two classes to pass in beginning work in this field -- Christian Beliefs being the membership class

dealing with doctrine and theology. Move Ahead with Possibility Thinking is a study from Robert Schuller's book by the same title.

As laity are enrolled in the leadership experience class, the different services or tasks are presented and explained. The laity then can take either one service or sign in a number of the services.

TEACHERS OF ADULTS

Continuing provision must be made for training classes and other skill development opportunities for teachers. Adult education classes can be useful to renew and refresh teachers, and structured to communicate the latest concepts and techniques of teaching.

The Lay Pastor Level of Teachers of Adults is a program designed for men and women who desire to minister in the area of teaching adults with its particular needs and problems, especially those of young adults and senior citizens.

Two core classes for beginning this ministry are Christian Beliefs, a class on church doctrines and membership, and the class Teaching Adults Workshop. Special attention is given in this class to the nature and needs of adults, and preparation of creative teaching in an adult setting. Also, one class time is essentially for considering special programs for adults in the church Christian Education program.

TEACHERS OF CHILDREN AND YOUTH

The course leading to a Lay Pastor Level of Teachers of Children and Youth is a teacher training program developed into the SALT program. Each term educational classes are taught keeping Sunday School teachers and prospective teachers up on all areas of education. As a lay person works for this level of service, a constant flow of teachers is being trained to meet the needs of an ever expanding Sunday School.

Christian Education is a vital mission to the church today. Every effort must be made to build, strengthen and continue the education of our children and youth. Christian nurture of our children and youth also should be a team effort on the part of teachers and parents. Because of this emphasis, parents are also encouraged to take classes offered in this teachers program, thus having a combined force to provide support for each other in the efforts toward the common goal of raising children in the "nurture and admonition of the Lord".

The two classes offered to begin this ministry are Christian Beliefs and Creative Teaching. As mentioned in the other areas of service, Christian Beliefs is a class on doctrines of the church. The other core class, Creative Teaching, deals with the varied methods of presenting curriculum and lesson plans.

WOMEN'S MINISTRIES

The course leading to a Lay Pastor Level in Women's Ministries is designed for women who desire work in the field of ministering to women. It requires two basic classes: Christian Beliefs and Understanding Your Role As a Woman Today. The class of Christian Beliefs, often called the Pastor's Class, is instruction regarding the doctrines of the church and prepares those taking the class for church membership. The other class, entitled Understanding Your Role As a Woman Today, deals with learning how to cope with the pressures and pleasures of being a woman in today's world. How does a woman of the '70's function in the home, politics, art and music, work and as a woman whose family has grown up and left her with free time?

As one receives an Intern certificate in this area of service there are many programs for involvement. Mission work, crafts and art clubs, young mothers clubs, self-improvement activities: these are only a few of the programs that can be developed. Because of separations, divorces, working women, and a desire for all women to have fellowship together, these programs have seemed to have had a degree of success in the SALT program.

All of these service areas have some classes that are required in all areas for a Commission Level certificate.

BIBLE SERIES

The Bible Series are classes divided into six dif-

ferent groups. Unit I deals with the Pentateuch books; Unit II surveys the Historical books of the Old Testament; Unit III is a study of the wisdom literature of the Bible; Unit IV surveys the Major and Minor Prophets; Unit V includes the four Gospels, Acts and Revelation; and Unit VI is a class on the Epistles.

As all SALT enrollees take these six Bible Series an expertise is developed in that they become familiar with the whole Word of God.

ELECTIVES

Room is given in each area of service leading to a Commission Level for optional study in other classes that are given. As a case in point, Home Gardening is offered in Spring terms. To some, this class would offer variety, while to others, this class might provide a stimulus to get involved in the church SALT program.

LEADERSHIP EXPERIENCE

In addition to the required hours of classwork, the lay person is required to actively engage in the respective "Area of Service" with the church. He shall have delegated responsibilities of leadership under the supervision of a designated supervisor.

CLASS OUTLINES AND SYLLABUSES

A selection of class syllabuses and outlines from the aforementioned classes and other listed in the SALT Catalog has been added to this chapter's appendix in alphabetical order.

APPENDIX

Return postcard accompanying Ambassador letter

Date: _____
Dear Pastor Fogg:
____ Yes, I will be happy to serve on the Ambassador Team
____ No, I cannot do it for this year--1976.
Further explanation: _____ _____
Signed: _____

Ambassador Letter


**FIRST EVANGELICAL CHURCH
OF NORTH AMERICA**

455 Locust Street N.E., Salem, Oregon 97303

Phone (503) 581-0102

 CHARLES E. FOGG, D.D., PASTOR
3776 HART DRIVE N.
399-0039

 JAMES R. TUBANT, ASST. PASTOR
430 TRYON N.E.
581-3781

December 3, 1975

Names for the Ambassadors list have been recommended by Sunday School teachers and the pastors. As Senior Pastor in charge of over-all administration, I have carefully and prayerfully studied the entire list of members and friends many times. I am looking for dedicated Jesus people who will be friendly ambassadors to our prospects.

Ambassadors are friendly, informed, and willing. Friendly means warm and outgoing. It means liking people for peoples' sake. Informed means they must know about the church, its services and ministries. They must know about Sunday School, youth work, missionary outreach, etc. (This is taught in the Ambassador Workshop.) Willing: Yes, it takes time. But it is God's time. How much time? Each team will be asked to make from one to four calls a month on visitors or prospects, and be expected to attend a once-a-month sharing session for Ambassadors.

The appointment is for one year, or as long as you are challenged by this great ministry.

I want you as an Ambassador for Christ and Salem First Evangelical Church. Please pray about this. Please consider it the call of your church and your pastor to special services.

Prayerfully and sincerely,

Pastor Fogg

CF:db

Ambassador Manual - Page 1

AMBASSADORS PROGRAM

PURPOSE: To show Christian love, interest and share our faith with the Non-Christian and the Christian, the non-member and others touched by our growing outreach ministry. This is done through our various specified groups of the Ambassadors Program as outlined.

AIM: To experience and express the Lord Jesus Christ

CHALLENGE: To share and care

AMBASSADORS ORGANIZATION

- I. Home Calls: The Home Ambassadors make contact with those desiring membership or expressing interest in the church. These names come primarily through visitors cards. However, some are received through counseling, Christian Education, and friends. The first contact is made by phone and in some cases Home Calls follow, or appointments are made to meet in the Fireside Room for coffee after a worship service. The members of this group are given instruction as to how to make the phone call and properly handle themselves in the home call, as well as how to lead a person to acceptance of Jesus Christ as Saviour and Lord. If appropriate, an invitation is given to attend the next Pastor's Class.
- II. Hospital Calls: Hospital Ambassadors visit the sick in the hospitals and convalescent hospitals in response to requests given by members, non-members, and friends of the church. These visits are to non-churched persons. Many requests for visits are received through the same channels as mentioned in Home Calls. This service is made known by a weekly notice in the church bulletin. Their objective is to show Christian warmth, friendliness and to share Christ. If appropriate, an invitation is given to attend the next Pastor's Class.
- III. Tour Guides: Every Sunday Ambassadors give guided tours for the many visitors to our church. Following the 11:00 A.M. service all visitors are given an opportunity to tour our facilities under the guidance of a husband and wife Ambassador team. These Ambassadors are generally selected from the church board and more often than not have been members of the church for a number of years. All visitors, if interested, are invited to attend the next Pastor's Class.
- IV. Interviewers: Each new member is personally interviewed by an Ambassador. There is the time when an Ambassador shares with the new member the various opportunities for involvement in our great church program. The new member is given an opportunity to ask any personal questions about the church and many times personal testimonies are given to the interviewer which could not be given to the Pastor's Class. This gives the new members and the interviewer a beautiful opportunity to share the faith one to one.

Ambassador Manual - Page 2

- V. Once a Month Meetings: The Ambassadors meeting is held on the first Tuesday evening of each month. The purpose of this meeting is to create enthusiasm and inspiration. These meetings are made up of workshops, experience-sharing times, devotional time, and special features. In many cases the last half of the meeting is devoted to the individual group brain-storming sessions. It is extremely important that these meetings be well planned, so that they will prove to be exciting and very inspirational.
- VI. Training: Training is of great importance. Training is given through SALT (School for Adult Leadership Training), one-a-month meetings and special training sessions. The training given is centered around the theme on how to share Christ. Ambassadors are taught the simplicity and naturalness and joy of sharing their faith.
- VII. Selection of Ambassadors: The Minister selects each Ambassador. The ideal Ambassador is a Christian who desires to share his faith and what Christ and His Church mean to him. There is no one type of person who can do this best. God has created many types of people with different temperaments and personalities. It is our opinion that we need all types of people to relate to all types of people. Therefore, a variety of individuals is recruited for the position of Ambassador provided they love Christ and like people and are able to relate to them.

Course outline for Bible Series Unit I - page 1

FIRST EVANGELICAL CHURCH

Bible Series I

Genesis

Text: Old Testament (Any version)

INTRODUCTION

1. Importance of Genesis
2. Title and Author
3. Science/History vs. Revelation

Session I: Creation: Beginning of Everything Chapters 1 and 2

1. What happened before 1:1?
2. What was the purpose of Creation?
3. How did God create?
4. How long did He take?
5. Why did He place man in a Garden?

Session II: THE FALL: Beginning of Sin Chapters 3 and 4

Session III: THE FLOOD: A new beginning for civilization Chapters 6-11

Session IV: ABRAHAM: Beginning of the chosen people Chapters 12-23

Session V: ISAAC/JACOB: Beginning of the Twelve Tribes of Israel Chapters 24-36

Session VI: JOSEPH/EGYPT: Beginning of problems for chosen people Chapters 37-50

Course Outline - Page 2

BIBLE SERIES - UNIT I

Genesis: Beginnings

Session I - Creation: The beginnings of everything

Session II - The Fall: Beginnings of Sin

1. Vs. 1 - Who was the serpent? (See Rev. 12:9, 20:2)
2. Vs. 2-5 What was Eve's temptation? (See Rom. 1:25; I John 2:15-16)
3. Vs. 6 How was Adam's temptation different from Eve's? (See I Tim. 2:14)
4. Vs. 7 Was the Serpent telling some truth?
5. Vs. 12 To whom did Adam attempt to "pass the buck"?
6. Vs. 15 Why is this verse called "the gospel in embryo"?
7. Vs. 16 Is the "chain of command" part of the curse? (See Eph. 5:22-24)
8. Vs. 17-19 Why was the curse placed on all creation? (See Rom. 8:19-22)
9. Vs. 22 What has Adam's sin to do with us? (See Rom. 5:12-19)
10. Chapter 4:1-10 Why did Cain kill Abel? (See John 8:44; Heb. 11:4)

NEXT WEEK: Session III - The Flood

A New Beginning for Civilization Chapters 6-11

Course Outline - Page 3

BIBLE SERIES - UNIT I

Genesis: Beginnings

Session 3 - "New Beginnings for Mankind" Chapters 6-11
Noah and the Flood

1. Who were the "Sons of God" and "Daughters of Men"? 6:1-4
2. What were society's sin symptoms that made the flood necessary? 6:5-12
3. Does God ever make a mistake? 6:6-7
4. What was the difference between "clean" and "unclean" animals? 7:2
5. What was Noah's reaction after reaching dry land? 8:20ff
6. What was God's covenant with mankind? 9:17ff
7. How are we to understand God's curse on Ham? 9:22ff
8. What was wrong with man's motives in building the Tower of Babel?
11:1ff
9. What are the spiritual lessons for us from the Flood/Tower of Babel?

NEXT WEEK: Session 4 - Abraham: Beginning of the Chosen People
Chapters 12-23

Course Outline - Page 4

BIBLE SERIES - UNIT I

Genesis: Beginnings

Session 4 - Abraham: Beginning of the Chosen People
Approximately 2000 B.C.

ITEMS OF INTEREST:

Abraham descendent of Eber from which comes the word, Hebrew
Also, descendent of Shem from which comes the word, Semitic

1. In what sense were Abraham's descendants to be chosen people?
12:1ff
2. What flaw was there in Abraham's character? 12:12, 20:2
3. Why did God prosper Abraham over Lot? 13:5ff
4. What was relationship between Abraham's faith and works? 15:6ff
5. What spiritual lesson does the Sarah/Hagar episode suggest? Ch. 16
6. What would be the New Testament counterpart of "Circumcision"?
Ch. 17; Rom. 2:28, 4:11
7. In what sense is Canaan to be Israel's "everlasting" possession?
13:5, 17:8
8. What examples do we have in Chapter 18 of Sarah's doubts, Abraham's faith?
9. What evidence do we have that Lot matured spiritually? Ch. 19; II Pet. 2:7
10. What is the difference between being tested and being tempted?
Ch. 22; James 1:12ff

Course Outline - Page 5

BIBLE SERIES - UNIT I

Genesis: Beginnings

Session 5: Isaac and Jacob: Beginning of the Twelve Tribes

1. Why was Abraham so concerned about picking out a wife for Isaac?
Chapter 24
2. What were the character weaknesses of Isaac, Rebekah, Jacob, Esau?
Chapters 25-27
3. What was the significance of the "birthright" and "blessing" in the life of Jacob? 25:29ff and 27:1ff
4. What was the significance of "Jacob's Ladder"? 28:12ff
5. Why did God allow Laban to outsmart Jacob? Chapter 29
6. What was the significance of Jacob's second spiritual encounter with God? 32:24ff
7. Why did God give Jacob a new name and a new promise? 35:9ff

Course Outline - Page 6

BIBLE SERIES - UNIT I

Genesis: Beginnings

Session 6: Joseph and the Beginning of Troubles Chapters 37-50

1. In what sense is Joseph an Old Testament type of Christ?
2. What does Chapter 37 teach us about Divine Providence?
3. What does Joseph's experiences in Chapter 39 teach us about his character?
4. Why did God allow Joseph to linger in prison? Chapters 40-41
5. Why did Joseph treat his brothers the way he did? Chapters 42-44
6. What spiritual insight does Joseph express in Chapter 45? 50:20
7. What prophecy does Jacob make regarding Christ in Chapter 49?

Course outline for Bible Series Unit II

SCHOOL FOR ADULT LEADERSHIP TRAINING
455 Locust Street
Salem, Oregon

Syllabus: Bible Series Unit II
Old Testament Survey (History)

Course Description

1. To survey the historical developments of Old Testament times.
2. To point out how God revealed Himself prior to the coming of Christ.
3. To trace the Messianic promises as they are given to succeeding generations.
4. To study the historical setting for the poetic and prophetic messages.
5. To note basic principles of God's relationship with man which are applicable today.
6. To provide a framework of experiences and opportunities for applying the truths discovered.

Course Requirements

Read: Biblical passages assigned
Prepare notebook and notes

Course Outline

- Session
1. Possessing the Promised Land - Joshua, Judges, Ruth
 2. Time of Transition - I Samuel
 3. The Reign of David - II Samuel; I Chronicles
 4. The Solomonic Kingdom - I Kings 1-11, II Chronicles 1-9
 5. The Northern Kingdom - I Kings 12-22; II Kings 1-17
 6. The Kingdom of Judah: Rehoboam-Jotham
I Kings 12-22, II Kings 1-15; II Chronicles 10-27
 7. The Kingdom of Judah: Ahaz-Zedekiah
II Kings 16:1-25:7; II Chronicles 28:1-36:21
 8. Beyond the Exile - Ezra, Esther, Nehemiah

Unit II - Handout #1

Handout #1	OLD TESTAMENT CHRONOLOGY	
<u>DATES</u> Period of Beginnings	<u>BIBLE EVENTS</u> Genesis 1-11	<u>CONTEMPORARY CULTURES</u> Prehistorical era
Ca. 2000 BC to	The Patriarchs Abraham Isaac Jacob Joseph	Patriarchal narratives reflect culture of Mesopotamia and Egypt
Ca 1800 BC to		
Ca 1400 BC to	Israelites reside in Egypt Moses Joshua The Judges	Egypt enslaves Israelites Palestine occupied Various nations oppress Israel
Ca 1100 BC to	Samuel Saul David Solomon	
Ca 931 BC	The Divided Kingdom South North Rehoboam Jeroboam I	Surrounding nations defeated by Israel
Ca 875 BC	Jehoshaphat Ahab	Syrian Kingdom 931-732
Ca 790 BC	Uzziah Jeroboam II	
Ca 732 BC		Fall of Syria
722 BC 716 BC	Fall of Samaria Hezekiah	Assyrian domination of Palestine 745-650
640 BC 586 BC	Josiah Fall of Jerusalem	Babylonian supremacy 625-539
539 BC	Return of the Jews	Medo-Persian rule 539-331
520-515 BC	Second Temple Haggai Zechariah	
457 BC 444 BC	Ezra Nehemiah Malachi	

Unit II - Handout #2

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

SCHOOL FOR ADULT LEADERSHIP TRAINING

Bible Series, Unit II

Handout #2, Spring, 1976

The grand theme of the Bible is the story of redemption, conceived in the mind of God, accomplished in the broken heart of Christ, and conveyed by the work and will of the Holy Spirit.

ORDER OF THE BOOKS:

- I. Pentateuch
Genesis, Exodus, Leviticus, Numbers, Deuteronomy
- II. Historical Books
 - A. Period of Tribal Government
Joshua, Judges, Ruth
 - B. Rise and fall of the Monarchy
I and II Samuel, Kings, Chronicles
 - C. Return from Exile
Ezra, Nehemiah, Esther
- III. Wisdom and Poetical books
Job, Psalms, Proverbs, Ecclesiastes, Song of Solomon
- IV. Major Prophets
Isaiah, Jeremiah, Lamentations, Ezekiel, Daniel
- V. Minor Prophets
Hosea, Joel, Amos, Obadiah, Jonah, Micah, Nahum, Habakkuk, Zephaniah, Haggai, Zechariah, Malachi

Unit II - Handout #3

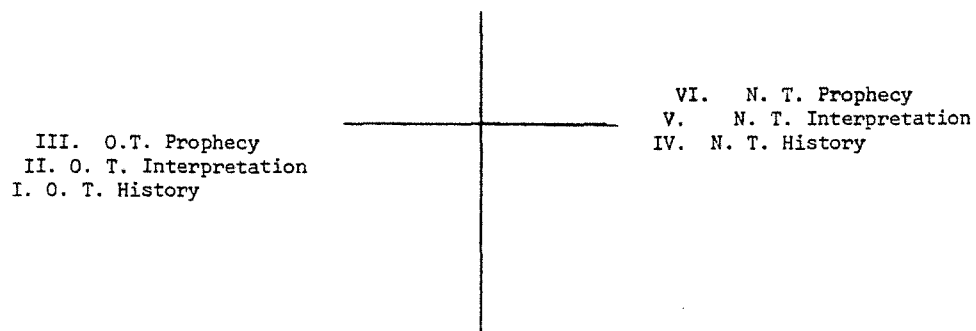
FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

SCHOOL FOR ADULT LEADERSHIP TRAINING

Handout #3, Spring, 1976

Bible Series, Unit II

It should be noted that the relationship between the structures of the Old and New Testaments is progressive as well as parallel.



The Old Testament can never be replaced by the New Testament.

Neither the Old Testament nor the New is fully understood without the other. Both form two halves of a perfect whole.

Course Outline for Bible Series Unit III - Page 1

BIBLE SERIES III

OLD TESTAMENT POETRY AND WISDOM LITERATURE

(JOB through SONG OF SOLOMON)

Dave D. Draper, Jr., Instructor

ASSIGNMENT FOR THE COURSE:

1. Read Psalms 1-25
Job 1, 2, 23, 28, 31, 42
Proverbs 1, 10, 16, 29, 31
Ecclesiastes
Song of Solomon
2. Write a 500 to 1000 word paper on one of the following topics:
 - a. Some Biblical explanations of the problem of evil as illustrated by the Book of Job.
 - b. Elaborate on the practical lessons for Christian living to be found in any one of the following: Psalms 1, 23, 51, 103.
 - c. Select several Proverbs and show how they are still relevant in today's world.
 - d. Summarize the main theme of the Book of Ecclesiastes and relate it to Matthew 6:25-33.
 - e. Indicate the interpretation of the Song of Solomon you find most logical and explain the reasons why including spiritual lessons to be learned.
3. You must be present for at least five sessions to receive credit.
4. The first session will be introductory, the next five will each cover one Book and the last session will consist of volunteers reading their written assignments.

SESSION I

INTRODUCTION

A. Hebrew Poetry

1. Earliest expressions: Gen. 4:23,24, 9:25-27, 27:27-29 Psalms 90
2. Characteristics of Hebrew Poetry

Course Outline - Page 2

- a. Rhythm
 - b. Parallelism: Synonymous, Constructive, Analytic, Antithetic, Tautological, Climatic, other forms
- 3. Three main types of Hebrew poetry: lyric, didactic, dramatic
- B. The Wisdom Literature
 - 1. Wisdom among the Hebrews
 - a. the meaning of wisdom
 - b. the use of wisdom
 - 2. The wise men

SESSION II

JOB (The Problem of Human Suffering)

- A. Authorship and Date
- B. How to interpret Job
- C. Scene 1: God's Perfect Man 1:1-5
- D. Scene 2: A Cosmic Convention 1:6-12
- E. Scene 3: Disaster Strikes 1:13-2:10
- F. Scene 4: Job's comforters 2:11-37:24
 - 1. First cycle of speeches cc. 4:14
 - a. Eliphaz' speech and Job's reply 4:1-7:21
 - b. Bildad's speech and Job's reply 8:1-10:23
 - c. Zophar's speech and Job's reply 11:1-14:22
 - 2. The second cycle of speeches cc. 15-21
 - a. The second speech of Eliphaz and Job's response 15:1-17:16
 - b. Bildad's second speech and Job's response 18:1-19:29
 - c. Zophar's second speech and Job's response
 - 3. The third cycle of speeches cc. 22-31
 - 4. The Elihu speeches cc. 32-37
- G. Scene 5: A soul finds peace cc. 38-42

Course Outline - Page 3

DISCUSSION QUESTIONS

1. What do we learn about Satan in chapters 1-2?
2. What is the relationship between suffering and sin?
3. What do we learn about offering advice to those suffering?
4. True or false: "The problem of suffering is insoluble within the limits of this life."

Course Outline - Page 4

BIBLE SERIES III

Rev. Dave Draper, Instructor

SESSION III - The Psalms

Introduction:

1. The hymn book of the Hebrew nation
2. Music and religion are inseparable
3. The Psalms are a mirror into which one can peer and see himself and his emotions reflected.

A. Origin and characteristics of the Psalms:

1. Authorship of the Psalms
 - a. Liberal view = mostly after Exile
 - b. Conservative view = mostly by David
2. Divisions of the Psalms (five divisions each ending with a doxology)
 - a. Book I - Psalms 1 - 41:13
 - b. Book II - Psalms 42 - 72:19
 - c. Book III - Psalms 73 - 89:52
 - d. Book IV - Psalms 90 - 106:48
 - e. Book V. - Psalms 107 - 150:6

B. Types of Psalms

1. National Psalms such as 46 and 137
2. Nature Psalms such as 8, 19, 104
3. Messianic Psalms such as 22 and 110
4. Penitential Psalms such as 6, 38, 51
5. Miscellaneous Psalms such as didactic wisdom (Psa. 1), trust (Psa. 23), and Thanksgiving (Psa. 103)

C. The teachings of the Psalms

1. The nature of God: 94:9, 32:8, 34:15
2. The nature of man: 51:5, 8:4,5
3. Love for God's teachings: 119:92
4. Fellowship with God: 42:1, 43:3, 63:1, 84
5. The future life: 6:5, 30:9, 16:10, 17:15

Course Outline - Page 5

D. Use and influence of the Psalms

1. Pilgrim songs of Israel: Psa. 120 - 134
2. Temple Worship: Psa. 100, 24
3. Private worship in the temple Psa. 66: 16-20
4. In personal devotions Psa. 42, 82
5. Used by Christ 118:22, 69:9, 78:2, 22:1
6. Used in early Church and by Christian Reformers

DISCUSSION QUESTIONS

1. Which Psalms are most meaningful to you?

SESSION IV - PROVERBS

A. The meaning of "proverb".

B. Divisions and authorship

1. Chapters 1-9: longer type discussion of moral and religious truth as applied to life.
2. Chapters 10-22:16 individual proverbs in brief couplet form.
3. Chapters 22:17-24 An exhortation on many topics.
4. Chapters 25-29: Sayings grouped by subject matter
5. Chapter 30: The words of Agur
6. Chapter 31:1-9 The words of King Lemuel
7. Chapter 31:10-31: In praise to virtuous womanhood. (Each verse begins with a successive letter of the Hebrew alphabet)

C. Teachings of the Proverbs

1. An exalted concept of God: 3:10, 5:21, 15:25
2. Up-to-date insight into nature of man: 17:22, 21:2, 22:6
3. Education and religion 14:6, 16:22, 29:15

D. Discussion question: "Are any of the Proverbs outdated?"

Course Outline - Page 6

FIRST EVANGELICAL CHURCH

SCHOOL FOR ADULT LEADERSHIP TRAINING Bible III

Wisdom Literature

Session V - Ecclesiastes

A. The meaning of "Ecclesiastes"

"One who sits and speaks in an assembly or church."

B. Authorship

1. Traditional: Solomon
2. Song of Solomon represents "youth"
Proverbs represents "middle years"
Ecclesiastes represents "old age"

C. Literary evaluation: Shows high regard for literary excellence.

D. The message: The book must be interpreted as a WHOLE.

1. An attempt to solve the riddle of existence
2. Author thinking his way through life's experiences to its ultimate meaning.
3. 1:2-9 indicates that life seems a round of meaningless cycles.
4. 1:12-3:15 summarizes his search for meaning in life.
5. 3:16-20 compares man to the animal world.
6. 5:1-7 shows the same and insincerity in much of religion.
7. Chapters 7 - 10 express how a man can get a measure of satisfaction from life.
8. Chapter 12 is a beautiful poem: "The house of life" - a picture of old age
9. 12:1-2 key to understanding the Book.

DISCUSSION QUESTIONS:

1. What do we understand "all is vanity" to mean?
2. Of what value is the Book of Ecclesiastes to New Testament believers?

Course Outline - Page 7

BIBLE SERIES III

The Song of Solomon

INTRODUCTION

1. Contrasting spirits and thoughts from Job and Ecclesiastes
2. "Song of Songs" - Best of all songs
 - A. Nature and Theme
 1. Primarily one thought - "The joy of life"
 2. Central Theme: Love as the supreme manifestation of that joy
 - B. Various ways of interpreting
 1. Lyrical drama about the noble love of a young woman who encountered and conquered the greatest temptations.
 2. Poetical allegory of the love of Jehovah for Israel or of Christ for the church.
 3. A collection of wedding songs

Discussion questions

1. What is the spiritual value of this book for Christians?
2. Which interpretation is most helpful?

Course Outline for Bible Series Unit V - Page 1

MATTHEW

The Promised Messiah

The Messiah - King

Bible Series V

- I. Origin and Authorship
 - A. Authorship disputed
 - B. A publican, keeper of notes
 - C. Aramaic language
- II. Date and place
 - A. Unknown place
 - B. About 70 A.D.
- III. Purpose
 - A. Covenant
 - B. Value and Usefulness
 - C. Ministry needed
- IV. Characteristics
 - A. Style
 - B. Jewish gospel
 - C. Gospel of Kingdom and King
 - D. Didactic gospel
 - E. Gospel of the Church
 - F. An ecumenical Gospel
- V. Contacts and Divisions
 - A. The Messiah Introduced, 1:1-4 - 4:25
 - 1. His lineage, 1:1-17
 - 2. His birth, 1:18 - 2:23
 - 3. His baptism, 3:1-17
 - 4. His temptation, 4:1-11
 - 5. His ministry begun, 4:12-25

Course Outline - Page 2

- B. The Messiah Ministering, 5:1-20:34
 - 1. by precept (the Sermon on the Mount) 5:1 - 7:29
 - 2. by miracles 8:1 - 9:38
 - 3. by commission 10:1-42
 - 4. by denunciation 11:1 - 12:50
 - 5. by parables 13:1-58
 - 6. by sundry methods 14:1 - 16:28
 - 7. by revelation (The Transfiguration) 17:1-18
 - 8. by teachings 17:9 - 20:34
- C. The Messiah suffering 21:1-27:66
 - 1. his triumphal entry 21:1-11
 - 2. his passion week ministry 21:12 - 26:16
 - 3. His last passover 26:17-29
 - 4. his Gethsemane agony 26:30-46
 - 5. his arrest and trial 26:47 - 27:26
 - 6. his crucifixion 27:56
 - 7. his burial 27:57-66
- D. The Messiah Triumphant 28:1-20
 - 1. his resurrection 28:1-20
 - 2. his great commission 28:16-20

Course Outline - Page 3

MARK

The Conquering Servant
The Compassionate Servant

Bible Series V

- I. Origin and Author
 - A. Helper to Apostles
 - B. Tradition
- II. Certain Deductions
 - A. Religious atmosphere
 - B. Eyewitness Accounts
 - C. Contact with Apostles
 - D. Gentile Outreach
- III. Style
 - A. Clear, pointed
 - B. Roman and Gentile Christians
- IV. Contents and Characteristics
 - A. Historical narrative
 - B. Gospel of action
 - C. Miracles and parables
 - D. Word painter
 - E. Very descriptive
- V. Divisions
 - A. The Servant's Inauguration 1:1-13
 - 1. His forerunner (John the Baptist) 1:1-8
 - 2. His baptism 1:9-11
 - 3. His temptation 1:12,13
- VI. The Servant's Galilean Ministry 1:14 - 9:50
 - A. Until the choosing of the Twelve 1:14 - 3:19
 - B. From the choosing of the Twelve to the commissioning of the Twelve
 - 3:20 - 6:13
 - C. From the commissioning of the Twelve to the Transfiguration
 - 6:14 - 9:13
 - D. From the Transfiguration until His departure into Judea 9:14-50
- VII. The Servant's Judean Ministry 10:1 - 16:20
 - A. Pharisees, rich young ruler, disciples instructed 10:1-52
 - B. The triumphal entry 11:1-11
 - C. Questioners silenced 11:12 - 12:44
 - D. The future foretold 13:1-37
 - E. The anointing of Christ 14:1-9
 - F. The last passover and Gethsemane agony of Christ 14:10-52

Course Outline - Page 4

- G. The trial of Christ 14:53 - 15:15
- H. The crucifixion and burial of Christ 15:16-47
- I. The resurrection 16:1-8
- J. Post-resurrection appearances 16:9-18
- K. The ascension 16:19-20

Course Outline - Page 5

Bible Series V

LUKE

"The Book of Christ - The World's Redeemer"

- I. Introduction
 - A. Authorship
 - B. Date
 - C. To Whom written
- II. Content
 - A. Birth and childhood of Jesus
 - B. Called to preach
 - C. Six miracles
 - D. 19 parables
 - E. Post-resurrection appearance
- III. Special Features
 - A. Most literary of Gospels
 - B. Jesus' prayer life
 - C. Role of Women
 - D. Fund of Sinner
 - E. Spirit filled way
- IV. The preparation of the Redeemer 1:1 - 4:13
 - A. Foreword 1:1-4
 - B. Birth and childhood of John the Baptist and Christ 1:5 - 2:52
 - C. Heralding and baptism of Jesus by John 3:1-22
 - D. Genealogy of Christ 3:23-38
 - E. Temptations of Christ 4:1-13
- V. The Ministry of the Redeemer 4:14 - 19:28
 - A. To the multitudes by miracles 4:14 - 8:56
 - B. To the apostles by teachings 9:1 - 19:28
- VI. The passion of the Redeemer 19:29 - 23:56
 - A. The triumphal entry 19:29-44
 - B. The passion week ministry 19:45 - 21:38
 - C. The last passover 22:1-46
 - D. The arrest and trial 22:47 - 23:45
 - E. The crucifixion 23:26-49
 - F. The burial 23:50-56

Course Outline - Page 6

VII. The Triumph of the Redeemer 24:1-53

A. The resurrection 24:1-12

B. The post-resurrection appearances 24:13-49

C. The ascension 24:50-53

Course Outline - Page 7

Bible Series V

JOHN

The Book of Christ
The Eternal Son of God

I. Introduction

- A. Authorship
- B. Date and place
- C. Purpose

II. Content

- A. Key verse 20:30,31
 - 1. the major emphasis
- B. Manner of writing
- C. Characteristics of the Gospel
- D. Style
- E. Structure
 - 1. Prologue 1:1-18
 - 2. Gospel of witness 1:19 - 6:71
 - 3. Period of Conflict 7:1 - 11:53
 - 4. Period of Crisis 11:54 - 17:26
 - 5. Period of Consummation 18:1 - 20:31
- F. Major Emphasis 7 "I Am's"
- G. Vocabulary
- H. Characters

III. The Son's Deity Recognized 1:1 - 4:54

- A. Prologue 1:1-5
- B. By John the Baptist 1:6-34; 3:22-36
- C. By various disciples 1:35 - 2:12
- D. By those at the passover 2:13-25
- E. By Nicodemus 3:1-21
- F. By the Samaritans 4:1-42
- G. By a nobleman 4:43-54

IV. The Son's Deity Confirmed 5:1 - 12:19

- A. Through miracles 5:1 - 6:21
 - 1. Healing of impotent man 5:1-47
 - 2. Feeding of the five thousand 6:1-15
 - 3. Walking on the sea 6:16-21
- B. Through teachings
 - 1. On bread of life 6:22-71
 - 2. At the feast of tabernacles 7:1-53
 - 3. In the temple 8:1-59
- C. Through the raising of Lazarus 11:1-57
- D. Through healing of the blind man 9:1-41

Course Outline - Page 8

- E. Through preaching on the Good Shepherd 10:1-42
- F. Through popular acclaim 12:1-19
- V. The Son's Deity Tested 12:20 - 19:42
 - A. In His last public discourse 12:20-50
 - B. In His final teachings to the Apostles 13:1 - 17:26
 - C. His seizure and trial 18:1 - 19:16
 - D. His crucifixion 19:17-42
- VI. The Son's Deity Triumphant 20:1 - 21:25
 - A. In His victory over death 20:1-10
 - B. In His glorious appearances 20:11 - 21:25

Course Outline - Page 9

Bible Series V

ACTS

Acts: The Book of the Apostolic Activity
 The Records of the early church
 The Book of the Spirit's Motivation

I. Introduction

A. Authorship

B. Date

C. Purpose

II. Content

A. Historical approach

B. Main Narrative

C. Chronological data

III. The Church instituted under Peter 1:1 - 12:25

A. The ascension of Christ 1:1-11

B. The founding of the Jerusalem Church at Pentecost 1:12 - 5:42

C. The church organization enlarged 6:1-7

D. The first church martyr 6:8 - 8:4

E. The founding of the church at Samaria, and the ministry of Philip
 8:5-40

F. An important conversion 9:1-31

G. The founding of the church at Caesarea, and the ministry of Peter
 9:32 - 12:25

IV. The Church expanded under Paul 13:1-28:31

A. The establishing of churches in Asia Minor 13:1 - 14:28

B. The solving of Jewish-Gentile problem 15:1-35

C. The establishment of churches in Greece 15:36 - 18:22

D. The revisiting of churches in Asia Minor and Greece 18:23 - 21:17

E. The imprisonment of Paul in Jerusalem 21:18 - 23:22

F. The removal of Paul to Caesarea 23:23 - 24:32

G. The voyage of Paul to Rome 27:1 - 28:31

Course Outline - Page 10

Bible Series V

REVELATION

Revelation: The Book of Last Things
 The Expectant Church
 Tribulation and Final Triumph

- I. Introduction (Rev. 1:1-3)
 - A. The place of revelation
 - B. Authorship
 - C. Date
 - D. Purpose
- II. Interpretation
 - A. Thepreterist School
 - B. The spiritual or idealist School
 - C. The historical School
 - D. The futurist School
- III. The Millennial Views
 - A. Postmillennial
 - B. Amillennial
 - C. Premillennial
- IV. The Present Message 1:4 - 3:22
 - A. The address 1:4-6
 - B. The speaker 1:7-20
 - C. The messages to the seven churches 2:1 - 3:22
- V. The Coming Events 4:1 - 22:5
 - A. The judgements upon the earth 4:1 - 18:24
 - 1. The vision of the throne 4:1 - 5:14
 - 2. The seven seals 6:1 - 8:5
 - 3. The seven trumpets 8:6 - 11:19
 - 4. The interval 12:1 - 14:20
 - 5. The seven vials 15:1 - 16:21
 - 6. The judgement of "Babylon" 17:1 - 18:24
 - B. The millennial reign of Christ 19:1-10
 - 1. The marriage supper 19:1-10
 - 2. The new heaven and new earth 21:1 - 22:5
- VI. Conclusion 22:6-21
 - A. Final words of Jesus 22:6 - 20a
 - B. Final words of John 22:20b, 21

Course outline for Bible Series Unit VI

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

THE EPISTLES -- OF PAUL AND PASTORAL "A Bible Panorama Course"

SPRING SALT TERM, Bible, Unit VI

Charles Fogg, Teacher

FORMAT: This study divides into two major divisions:

- I. The Epistles of Paul the Apostle
- II. The Pastoral Epistles

The Epistles of Paul will be studied in four sessions: (1) The Apostle -- a study of the life and ministry of Paul the Apostle; (2) the letter to the church in Rome (Romans); (3) Letters to the churches in Greece and Asia Minor; (4) letters to persons I Timothy, II Timothy, Titus and Philemon.

Division of the Pastoral Epistles will be studied in two sessions: (1) I Timothy, II Timothy, (2) Titus and Philemon.

The materials needed for the course are: Notebook, pencil/pen, and a New Testament you can write in.

LESSON 1 - The Apostle Paul

1. Born - Saul of Jewish parents (Tribe of Benjamin) cf. Philippians 3:5-6
2. A Roman Citizen - Acts 16:37
Free born - Acts 22:28
3. Raised in a Greek environment; born, raised and educated in Tarsus, a Greek city in Asia Minor - Acts 21:39
 - a. - He combined three influences--Jewish, Roman and Greek
No other apostle could do this.
 - b. Born in a city (a university city, a cultural center, a shipping headquarters).
 - c. A tent maker. Paul learned a trade
 - d. Graduate school at the feet of Gamaliel
 - e. Saul was trained in the Scriptures (was a Pharisee).
4. Saul's conversion - Acts 9:1-16
5. Paul in Arabia (Galatians 1:16-17) - about 3 years at Sinai
Saul became Paul.
6. Personal problems: small; bold headed; thorn in the flesh (prayed 3 times) acute ophthalmia or epilepsy
7. Death (Tradition says he was beheaded in Rome.)

Course Outline for Christian Beliefs - Page 1

P A S T O R ' S C L A S S

AIM: TO EXPERIENCE AND EXPRESS THE LORD JESUS CHRIST

PURPOSE: The Minister teaches these classes for all persons preparing for membership in the First Evangelical Church of North America (new Christians, renewed Christians, and those who are joining by transfer from other churches). These are informative and inspirational sessions where many people experience Christ and make new or renewed commitments to Him. Here is where inquirers learn to understand, accept and share the Christian faith.

It is the hope and prayer of First Evangelical Church that her prospective members will come to experience the Lord Jesus Christ in a new and exciting dimension. The Pastor's Class provides an opportunity for these people to discover the positive, loving and joyful Christian fellowship our church offers. Young and old study together to clearly understand the Christian faith and the duties and privileges of the Christian life. Members of the class come to a commitment or recommitment to Jesus Christ and hopefully experience a great spiritual maturity as they declare themselves ready to become members of our growing congregation.

Time is given for questions and discussion. Older Christians help the new Christians by sharing their experiences with God and the new, young Christians show and enthusiasm for Christ that renews and refreshes the spirits of "veteran Christians."

CHALLENGE: TO SHARE AND CARE!

Course Outline - Page 2

P A S T O R ' S C L A S SFirst Session

1. Getting acquainted.
 - a. What are your church backgrounds?
 - b. Why do you attend First Evangelical Church?
 - c. Why are you coming to this class?
 - d. Are there any questions you would like answered in these classes?
 - e. Would you like to share some experiences you have had in the Christian life?
 - f. How many of you are making your first real commitment to Jesus Christ?
2. How does God reveal Himself to us?
3. What is Faith? What does it do?
4. What is the Apostle's Creed?
5. What do we know about God?
 - a. as our Creator?
 - b. as our Father?
 - c. as our Provider?
6. What difference does all of this make in our daily living?

Second Session

1. What is the Trinity?
2. Who is the Holy Spirit?
 - a. What does He do?
 - b. How do we experience Him?
 - c. What are the Fruits of the Spirit?
3. Who is Jesus Christ?
 - a. What did He do?
 - b. What did He say?
 - c. What did others say about Him?
 - d. What does He mean to you?
4. What is salvation?
 - a. What is sin?
 - b. How did it get here?
 - c. What is the solution to it?
5. How do we experience salvation?
 - a. What is forgiveness?
 - b. What difference does it make?

Course Outline - Page 3

Third Session

1. What is the Word of God?
 - a. What do we mean when we say that it is our only rule of faith and practice?
 - b. How was it written?
 - c. How was it completed?
2. How did the English Bible come to be?
3. What about newer versions, translations and paraphrases?
4. How do we read the Bible?
5. How do we interpret what we read?
6. What does the Bible mean to you?
7. A copy of "The Greatest Is Love" is offered free to each class member.

Fourth Session

1. What is the meaning of Philippians 1:6 - "He who began....will complete?"
2. How do we express gratitude to God?
 - a. How do we love God?
 - b. How do we work for God?
 - c. How do we witness for God?
3. How do we worship God?
 - a. In public?
 - b. In private?
 - c. In the home?
 - d. Small groups?
4. How do we pray?
 - a. What?
 - b. When?
 - c. Where?
 - d. To Whom?
 - e. Through Whom?
5. How is prayer answered?
6. How has prayer been answered in your life?
7. What is the importance of a disciplined, devotional life?

Course Outline - Page 4

Fifth Session

1. A summary of Church history from Pentecost to the present day.
 - a. Early church
 - b. National churches
 1. Eastern
 2. Greek
 3. Roman
 - c. Reformation
 - d. Protestant denominations
 - e. R.C.A.
 1. History
 2. Organization
 - f. Other faiths
 - g. Cults and sects
2. What are the Sacraments?
 - a. What do they mean?
 - b. What do they do?
3. What is the importance of stewardship?
 - a. What are the blessings of being a tither?
 - b. Why is it more blessed to give than to receive?
4. How does the church spend her people's offerings?

Sixth Session

1. The members of the Church Consistory, particularly the Elders, are present at this last session.
2. Members of the class are asked to share their personal faith and their understanding of the content of the Christian faith.
3. The Elders vote to receive in the church membership those who answer the roll call and respond to the central question:

"Do you believe that Jesus Christ is your personal Saviour?"

by answering,

"Yes, truly, with all my heart."
4. A time of sharing is held.
5. The members of the class are then challenged with the goal of sharing Christ with others and caring for them.

Course Outline - Page 5

TEACHING HELP I

THE APOSTLES' CREED

I believe in God the Father Almighty, Maker of Heaven and earth;

And in Jesus Christ His only Son our Lord;

Who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, dead and buried; (He descended into Hell);

The third day He arose again from the dead;

He ascended into Heaven, and sitteth on the right hand of God the Father Almighty;

From thence He shall come to judge the quick (living) and the dead.

I believe in the Holy Spirit;

The Holy Catholic (universal) Church;

The communion of saints;

The forgiveness of sins;

The resurrection of the body;

And the life everlasting.

Amen.

This creed, or statement of belief, was already in use by the Christian Church as early as 100 A. D., and is, in fact, based on Matthew 28:19, "Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit."

"It is precisely the Church's belief about the Father, the Son and the Holy Spirit that this creed defines, and it is probable that the Apostles' Creed was in fact constructed to state the Church's belief on the great basic matters of the faith, which were the foundations of all missionary preaching."*








This creed has been used in Churches, then, almost 2,000 years, and virtually every Christian group accepts it as valid.

*William Barclay - The Apostles' Creed for Everyman (1967)

Course Outline - Page 6

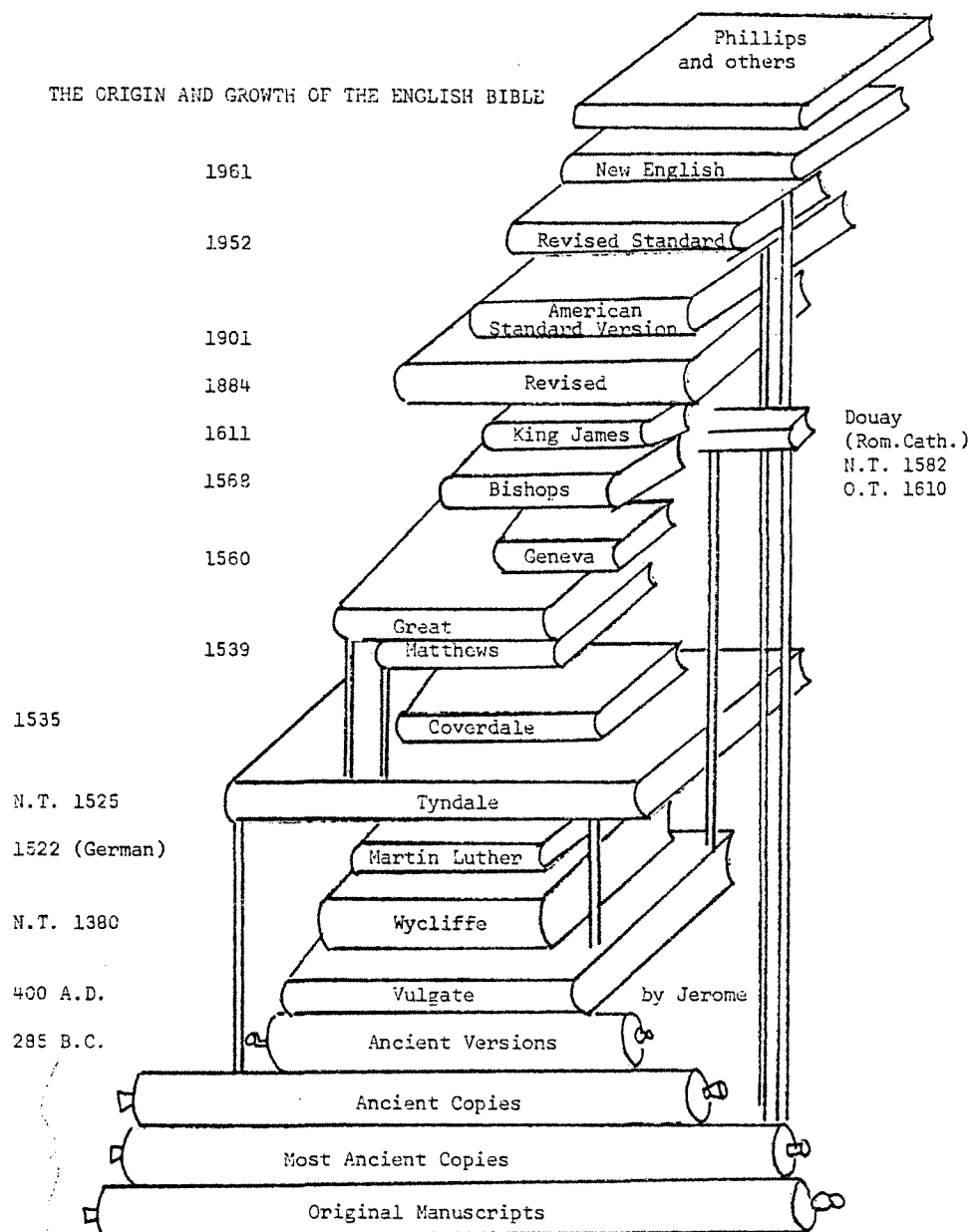
TEACHING HELP II

OUR BELIEFS

	<p>ABOUT GOD</p> <ol style="list-style-type: none"> 1. God is the Creator and Rule of the universe. 2. He is the Father of Jesus Christ. 3. He is our Father and will provide for all the needs of our bodies and souls. 4. He is present everywhere.
	<p>ABOUT JESUS CHRIST</p> <ol style="list-style-type: none"> 1. Jesus Christ is the only begotten Son of God 2. He gave His life as the perfect sacrifice for the sins of the world. 3. He arose from the dead and is alive forevermore. 4. He is King of Kings and will be finally victorious over all evil.
	<p>ABOUT THE HOLY SPIRIT</p> <ol style="list-style-type: none"> 1. The Holy Spirit is co-equal with the Father and the Son, three Persons in the triune God. 2. He is "the other Comforter" who dwells in the hearts of men, convincing them of the truth of Christ's teachings, and helping them to do right.
	<p>ABOUT MAN</p> <ol style="list-style-type: none"> 1. Man is by nature sinful and cannot make himself good. 2. He can only be made righteous by accepting God's forgiveness for sin through Jesus' sacrifice on the cross. 3. He will be given a new life because of his relation to Jesus Christ. 4. He is designed for everlasting life.
	<p>ABOUT THE BIBLE</p> <ol style="list-style-type: none"> 1. The Bible is the inspired Word of God. 2. It is our only guide to show us what we should believe and how we should live. 3. It is for everyone to read so that all may hear God speak to their hearts and minds.
	<p>ABOUT THE CHURCH</p> <ol style="list-style-type: none"> 1. The Church is made up of people of every race who believe in Jesus Christ. 2. Jesus Christ is the Head of the Church, and the members are His Body. 3. Children of church members are called "children of the covenant" Their baptism is a sign and seal of this covenant relationship and of their membership in the Christian church. 4. The task of the church is to make Jesus Christ known throughout the whole world.
	<p>ABOUT THE SACRAMENTS</p> <ol style="list-style-type: none"> 1. We have two sacraments, instituted by Christ in the new covenant, or testament. They are baptism and the holy supper, or communion.

Course Outline - Page 7

TEACHING HELP III



The above drawing shows the gradual development of the English Bible as well as the foundations upon which each successive version rests. In the providence of God, the church is the divine institution whose high task it is to preserve the Holy Bible and to proclaim its message of redeeming grace in Jesus Christ.

Course Outline - Page 8

EXHIBIT B
MEMBERSHIP RECORD SHEET
(One sheet per family)

STREET ADDRESS AND CITY

ZIP CODE

PHONE

FULL GIVEN NAME OF EACH PERSON IN FAMILY WHO IS JOINING (Please indicate Mrs. or Miss)

Check one for Each Person

Wish to be

Baptized

First	Middle	Last	Confession	Reaffirmation	Transfer	Baptized
_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IF TRANSFERRING GIVE NAME AND ADDRESS OF CHURCH

Name of Church

Name of Church

Street Address

Street Address

City and State

Zip Code

City and State

Zip Code

Your name as given on former church records

Your name as given on former church records

AGE GROUP OF THOSE JOINING

_____	__12-17__	__18-25__	__26-30__	__31-40__	__41-55__	__Over 55__
_____	__12-17__	__18-25__	__26-30__	__31-40__	__41-55__	__Over 55__
_____	__12-17__	__18-25__	__26-30__	__31-40__	__41-55__	__Over 55__
_____	__12-17__	__18-25__	__26-30__	__31-40__	__41-55__	__Over 55__

FAMILY INFORMATION

Husband's Name

Wife's Name

Religious background

Religious Background

Occupation

Occupation

NAMES OF ALL CHILDREN

Date of School

Date of

Place of

Wish to

Names

Birth

Grade

Baptism

Baptism

Minister

have

Baptized?

_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

List any in family who are members (Indicate relationship): _____

A Class Outline for Principles of Christian Marriage

Page 1

SCHOOL FOR ADULT LEADERSHIP TRAINING
FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

"How to Succeed in Family Living"

Who's who

- I. A man God can trust--Genesis 18:19
Abraham judged on the basis of how he would bring up his children.
- II. Responsibilities of a father--Deuteronomy 6:6,7; Joshua 24:15; Ephesians 6:4
 - A. Spiritual leadership
 - B. Educational guidance
 - C. Discipline
- III. God speaks to wives--I Peter 3:1-6
 - A. The fruitful witness of a faithful wife
 - B. Beauty is more than "skin deep"
 - C. Something to aim for (Proverbs 31:10-12, 27, 28)
 - D. First and foremost, submission (Ephesians 5:24)
- IV. Togetherness -- Ephesians 5:21, 33; Proverbs 22:6
 - A. In love and respect
 - B. In the matter of training the children
 - C. Your heart, Christ's home (Ephesians 3:17) *May Christ through your faith actually dwell--settle down, abide, make His permanent home--in your hearts! May you be rooted deep in love and founded securely on love. Amplified Bible*

TO DISCUSS

1. The apostle Paul puts fatherhood on the highest of all planes when he writes, "the Father of our Lord Jesus Christ,...from Whom all fatherhood takes its title and derives its name." (Ephesians 3:14,15 Amplified Bible).
2. Is this too overwhelming for the average Christian father? What are some of the specific ways a man can begin to rise to such a challenge?
3. What if the husband refuses to assume the spiritual leadership in his home?
4. How do modern living standards and situations relate to and militate against the biblical principle of a wife's being in subjection to her husband?
5. Since God's word is so specific, so indeniably clear on this point, is the disregard of it a strong clue to the many unhappy homes in our nation?
6. What factors in a man tend to make his wife "take over"--or are some women "just like this"?
7. The Bible has a word for nagging women: "A dry crust eaten in peace is better than steak every day along with argument and strife." (Proverbs 17:1, Living

Class Outline - Page 2

Psalms and Proverbs).

8. To what extent should a woman reasonably expect her husband to assist her with housework/caring for children?

"Emancipation of women" began with the dawn of Christianity. It still has its deepest fulfillment in the woman who takes the Bible as her standard of rule and practice. SUBMISSION, OBEDIENCE, HONOR become important because God has required these attitudes.

A Class Outline for Principles of Christian Marriage

SCHOOL FOR ADULT LEADERSHIP TRAINING
FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

"How to Succeed in Family Living"

household barometer

- I. "Being right all the time"
 - A. Only one Person qualifies; note his attitude (Philippians 2:1-7)
 - B. "Wise in your own conceits" is the Bible's estimate of Mr. "Have-to-be-right-all-the-time" (Romans 12:16b)
 - C. Avoiding this pitfall (Romans 12:10)
- II. Playing favorites in the family--Genesis 25:28; 27
 - A. Deception instigated by the mother
 - B. She played on "obey my voice" (vs. 8, 13, 43)
 - C. Took advantage of the father's weakened physical condition
- III. Better than silence--Proverbs 15:1, 2, 4, 7 (first half of each verse)
 - A. For peaceful coexistence
(Romans 12:18) The Scriptural code of being agreeable even when we do not agree on a matter.

TO DISCUSS

1. What satisfaction does one gain from proving he is right?
2. How would you rate such a person in your list of friends? In your family?
3. How does the "jumping off" place for a healthy marriage, as defined in the students' book, agree perfectly with the truth of Scripture? (Romans 3:10)
4. How many specific sins resulted from Rebekah's showing favoritism to one son? And did any good come of it as far as Rebekah was concerned?
5. One of the blessings of being a Christian is the knowledge it gives us that God listens when we pray (Psalm 40:1). How can we, in turn, assure others that we are really listening to them. We are not just wishing they would finish what they're talking about so we can say what we have in mind.
6. How can we, when our children are still very young, guard against their becoming uncommunicative with us in their teen-age years?

Handout with Principles of Christian Marriage Class

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

Principles of Christian Marriage

TEN COMMANDMENTS FOR MODERN PARENTS

1. Give your children the support of love and confidence, with appreciation of the individuality of each. This will provide for them a firm foundation of faith in you, in themselves and in life.
2. Plan for good times with your children and try always to realize how things seem to a child. This will create a pleasant home atmosphere and a pattern for happy family life.
3. Give your children a share in the tasks, plans and creative activities of the home. Through taking responsibilities in accordance with their strength they will grow in character and increase in resourcefulness.
4. Look for good which you can praise more than for faults which you must condemn. Children generously encouraged try to improve still more, but those too much condemned lose heart and expect little good of themselves.
5. Value curiosity in your children and stimulate in them the love of all things true and beautiful. By rewarding their inquiries and developing their appreciations you inspire them to a larger growth.
6. Teach your children to convert obstacles into opportunities. Strength develops by firm purpose and by creative conquest of difficulty.
7. Develop in yourself such qualities as you want your children to have. Honesty, considerateness, courage--such virtues come mainly by example and contagion. You want vital growth not mere conformity.
8. Make your home a center of friendship and good neighborliness. Its ties of comradeship will prepare members for good citizenship in the community, the nation and the world.
9. Share with your children in the fellowship of the church. This will give them the sustaining strength of a community of faith and love which extends across the ages and embraces all people.
10. Lead your children into faith in God through discipleship to Jesus Christ that they may be workers with God in overcoming evil and promoting the good. This will be aided by thought-sharing, religious interpretation and worship in the home, and by living in the great purposes of the Kingdom of God.

Course Outline for Dynamic Relationships

SCHOOL FOR ADULT LEADERSHIP TRAINING
 FIRST EVANGELICAL CHURCH
 455 Locust Street, N.E.
 Salem, Oregon 97303

DYNAMIC RELATIONSHIPS

Outline of Course

- I. Some scriptural passages as a frame of reference:
 - A. John 3:16
 - B. II Timothy 3:16-17
 - C. Matthew 6:24
 - D. II Timothy 2:23-26
 - E. Galations 5:17-15
 - F. Ephesians 5:20
 - G. I Thessalonians 5:16-18
 - H. Colossians 1:29
- II. Purposes of this class:
 - A. Realize and experience one's own worth more clearly.
 - B. Increase knowledge and awareness of the dynamics between person-person and the dynamics within groups.
 - C. Improve skills that facilitate positive personal relationships
 - D. Provide opportunities and encouragement for those in the class group to make significant growth in the experience of personal relationships.
 - E. Increase one's own effectiveness in developing positive relationships with others--by correlating skills, knowledge, The Spirit, and faith.
- III. Suggested readings:
 - A. I'm O.K., Your're O.K., by Thomas Harris, pp. 1-64
 - B. The Miracle of Dialogue, by Ruel Howe
 - C. I and II Timothy
 - D. Prison to Praise, by Merlin C. Carothers
 - E. Person to Person, by Carl Rogers

A Class Outline of Dynamic Relationships

"KNOWS THAT AGAIN?" -- Techniques of Communication

Session One INTRODUCTION

Purposes of the Course: To explore the meaning of communication; to discuss some problems and techniques; to help with specific communication needs.

Discovering the Needs:

Write out your own definition of communication _____

Give one or more examples of effective communicators; why are they effective? _____

With whom do you communicate effectively? Why are you effective? _____

With whom do you communicate poorly? Why? _____

Concerning what subjects do you communicate well? Why? _____

With whom, and concerning what, do you most want to improve communication? _____

Developing a Concept:

Course Outline for Family Finances and You

"FAMILY FINANCES -AND YOU"

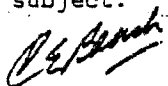
7 Weeks

COURSE OUTLINECarl E. Beach
Instructor

- 1- January 14th - CEB
 - a. Introduction to course
 - b. Introduction of members of class for free exchange of questions and answers
 - c. Scriptural background for good stewardship
 - d. Financial terms questionnaire to determine familiarity of subject
 - e. Film- "Your Town" -Courtesy of Oregon Bankers Assoc. (15 Min)
Review multiple services of a commercial bank in a community
- 2- January 21st - Al Chapparo -Accountant
 - a. Budgeting
 - b. Discussion of wise use of discretionary income
 - c. Time permitting- Film "The Plastics Criminal" -(20 min)
Illustrates the fraudulent use of credit cards and how Law Enforcement people prevent such activity
- 3- January 28th - Mr. & Mrs. Vic Troyer- Mgr. Albertson's Market
 - a. Wise shopping for groceries
 - b. Discussion of sources of money and different costs involved
 - c. Review of interest rates and rebate methods of pre-payment plans
- 4- February 4th - Marvin Abeene, Trust Officer The Commercial Bank
 - a. Discussion of Wills & Personal Trusts
 - b. Question and answer period
- 5- February 11th - Dave Guzman, Insurance Agent
 - a. Casualty & Life Insurance -coverages -
 - b. How much insurance should I cover and what to watch out for!
 - c. Questions and answers- auto, life, home, insurance.
- 6- February 18th- CEB
 - a. Credit Cards -Use & Mis-Use-
 - b. Film - "Hot-Cards" Courtesy of InterBank Master Charge Assoc.
 - c. Question & answer period;
 - d. How to get the most good out of your credit cards and still not become over-extended on your obligations
- 7- February 25th - Gary Friesen - State of Oregon Income Tax Auditor
 - a. Income taxes
 - b. Tips to avoid making mistakes on your tax returns
 - c. Records to keep to take full advantage of tax refunds and deductions

SUMMARY:

If the class is interested in home financing, and borrowing for home remodeling I will try to work into our session a specialist on this subject.



A Class Outline for Family Finances and You

FAMILY FINANCES -AND YOU!

Carl E. Beach
Instructor

January 14th - First Class

Scripture background:

- 1- Luke-chapter 16- Parable of the Unjust Steward
- 2- Ecclesiastes 10:19
"A feast is made for laughter, and wine maketh merry, but
money answereth all things"
- 3- 1 Timothy 6:10
"For the love of money is the root of all evil: which while
some coveted after, they have erred from the faith, and
pierced themselves through with many sorrows"
- 4- Romans 12:11
"Be not slothful in business, fervent in spirit, serving
the Lord"
- 5- Luke 9:25
"For what is a man advantaged if he gain the whole world
and lose himself, or be cast away"
- 6- John 10:10
-----"I am come that they might have life and that they
might have it more abundantly!"

Summary:

Keep your priorities in order ! Don't become so business
minded that you lose your soul or the abundant life that Jesus
has promised those who come unto him - - -

-CEB-

A Class Outline for Course "Living Together" - Page 1

"Living Together"

The Auction Game

The auction game is a simulation game designed to bring out some of the attitudes and values that condition the choices students make. Upon entering the fantasy world of the auction game, dreams and hopes can be bought. The items offered for sale represent a rich variety of personal goals. Each student has a total of 2000 investment units. Twenty-three items will go up for bid, and the highest bidder gets the item. The students are familiar with all of the items before the bidding starts. The sales are recorded on the board for review upon completion of the game. There is a defriending discussion upon completion of the auction with implications for a secondary English class.

ITEMS

1. AN EXCITING LIFE: You will lead an exciting, stimulating life - encountering a wide variety of new experiences with the confidence that you are equal to all challenges and able to enjoy whatever comes your way.
2. FINANCIAL SECURITY: You will have sufficient money to supply any material needs or desires you have, plus enough surplus wealth to use for any purpose of your choice - be it pampering others, contributing to charity, or assuring social status.
3. PERSONAL FREEDOM: You will have a life of independence, always being able to do what you know is right for you in the here and now, without any interference from others.
4. PLEASURE: You will lead an enjoyable, leisurely life. You will not be rushed by commitments, and all possible pleasures will readily be available.
5. CLOSENESS TO GOD: You will experience a communion with God - will know that you are serving Him and that you will achieve His purpose for you.
6. A WORLD OF BEAUTY: You will live close to the beauty of nature and the beauty of fine art, literature, music, and the theatre.
7. JOB SATISFACTION: You will be recognized by all as being the best in your profession, contributing more than you ever hoped and achieving everything you ever dreamed.

Class Outline - Page 2

8. A LONG LIFE AND GOOD HEALTH: You will live far longer than the normal life expectancy, but your physical and mental health will be superbly excellent. You will benefit from both the vitality of youthfulness and the wisdom born of experience.
9. A COMPREHENSIVE PERSONAL LIBRARY: You will possess a personal library containing every bit of information ever recorded. The information will be totally accessible - you will be able to receive immediately any item you request, in printed or voice-recorded form.
10. AN IDEAL SETTING: You will have a home overlooking the most beautiful scenery in the world. The home will have all the atmosphere, space, and facilities necessary to provide you and others of your choice with a perfect environment.
11. POLITICAL POWER: You will be in a position to control the destinies of most people in the civilized world. You will have absolute power to institute any program or policy you choose, and will be able to gain the cooperation of any person or organization required by your purposes.
12. SOCIAL SERVICE: You will have the opportunity, the skill, and the resources to serve the sick and needy persons of the world. Full effort on your part will eliminate sickness and need in your lifetime.
13. AN AUTHENTIC WORLD: You will live in a world in which all people are open, honest, and totally able to relate authentically with one another. Whatever feelings exist will be openly shared.
14. FAME: You will receive the respect and admiration of all and will be in demand at prominent social occasions and decision-making conferences.
15. UNIVERSAL BROTHERHOOD: You will live in a world in which equal opportunity for all and love of one's fellowman are recognized as the primary values.
16. A PERFECT FAMILY LIFE: You and your family will experience ideal relationships together, each finding the needed love and security to assure personal growth within the family unit.
17. INNER PEACE: You will be free from all the inner conflicts, secure in the knowledge that you will always make right decisions and continue effective personal functioning.

Class Outline - Page 3

18. INTELLIGENCE: You will function at full mental capacity, being able to perceive solutions to critical problems and to understand logical relationships between ideas.
19. CREATIVITY: You will be able to formulate innovative ways of communicating perceptive understandings. You will have unusually fine command of several art media, as well as verbal creativity.
20. WISDOM: You will have a mature understanding of life and will be sought out by others to furnish advice and counsel.
21. SELF-ESTEEM: You will respect yourself, knowing that you are realizing your potential and that you are a person of great worth.
22. DEEP FRIENDSHIPS: You will always have many close and meaningful relationships with persons you would choose to know well.
23. MATURE LOVE: You will attain lasting sexual and spiritual intimacy with another.

This game was adapted from Creative Learning Systems, Inc.,
Cleveland Heights, Ohio

Class Outline - Page 4

RESPONSES

Any family communication that is not "leveling" is not real and cannot possibly lead to the trust and love that nourishes members of the family. IF LEVELING SEEMS UNREALISTIC TO YOU -- YOU CAN STILL PLACATE, BLAME IF YOU LIKE, BE ON A HEAD TRIP, OR BE DISTRACTING -- BUT YOU KNOW WHAT YOU ARE DOING AND SHOULD BE PREPARED TO TAKE THE CONSEQUENCES.

Remember that what goes on in a moment between two people has many more levels than are visible on the surface. People use these responses because for some reason they feel threatened. Let's take a look at these universal patterns of responses people use to get around the threat of rejection. In all cases the individual is feeling and reacting to the threat, but because he doesn't want to reveal his own weaknesses, he attempts to conceal them in the following ways:

PATTERNS:

1. Placating - so the other person doesn't get angry with you.
2. Blaming - so the other person will regard you as strong and will feel guilty.
3. Computing - so the other person will regard you as superior; make his threat seem harmless.
4. Distracting - ignore the threat; behave as though it were not there; change the subject.

HOW TO MAKE THESE RESPONSES:

1. Placate: Agree--whatever the other person wants is okay. I am just there to make you happy. Be a "yes man" -- always get approval.
2. Blame: You never do anything right! What is the matter with you? Fault-find; be a dictator, boss.
3. Computer: Be ultra-reasonable; be the calm, cool, collected type, but inside feel really vulnerable.
4. Distract: Use irrelevant words - keep spinning even though you don't know where you are going.

ATTITUDES OUR CULTURE HAS TAUGHT US TO BRING FORTH THESE RESPONSES:

1. Placate: Don't impose; it's selfish to ask for things for yourself.
2. Blame: Don't let anyone put you down; don't be a coward.
3. Distract: Don't be so serious; live it up!

Class Outline - Page 5

POWER OF THE KINDS OF RESPONSES WE MAKE:

1. Placating responses can evoke guilt
2. Blaming responses can evoke fear
3. Computing responses can evoke envy
4. Distracting responses can evoke longing for fun

SO

If I evoke your guilt, you might spare me. If I evoke your fear, you might obey me. If I evoke your envy, you might ally with me. If I evoke your longing for fun, you might tolerate me.

IN NO CASE, THOUGH, CAN YOU LOVE ME OR TRUST ME. IF WE CAN'T LEVEL WITH EACH OTHER, ALL WE CAN DO IS SURVIVE.

TYPICAL CIRCUMSTANCES AND DIFFERENT WAYS OF COMMUNICATING:

Your husband comes home and finds the housework not done. He asks why things are in such a mess.

Placating: "I'm really sorry; I'm just a terrible housewife, I guess; I really wish I could do better. I was afraid you'd get home before I was ready for you."

Blaming: "You always leave everything up to me and I'm so' swamped I can't get everything done. You don't appreciate all I have to do."

Computing: "I am sorry. If you can do better, why don't you take over."

Distracting: "I've made your favorite dessert for dinner."

Leveling: "I decided to take the day off and go shopping with Sue. I've had a delightful time--just got home a half hour ago. I hope to do tomorrow the work I planned to do today."

Your son has not made his bed and it upsets you because he is so messy.

Placating: "You feeling okay, Jim? You're doing okay, but maybe you could do a little better?"

Class Outline - Page 6

Blaming: "Don't you ever take care of anything? Didn't think you'd get caught, huh?"

Computing: "You take our family's efficiency down. Would you have a comment to make?"

Distracting: (talking to other son) "Say, Arnold, is your room about the same as Jim's? Tell Jim to see his mother before he goes to bed."

Leveling: "Jim, your room is in bad shape; please clean it up before you go to bed."

The kind of responses YOU give tell something about YOUR feeling of self-worth. Our non-verbal communication tells those about us when we are not leveling, when we are not sincere. You should have enough feeling of self-worth so that you can honestly say why you think as you do.

NEXT WEEK: Discuss situations where you use other than leveling responses.

Return postcard accompanying Parish Shepherd letter

Date _____

Dear Pastor Fogg:

I have prayerfully considered your invitation to become a Parish Shepherd.

"With God's help" I do hereby accept the responsibility and will work with you in this important task: _____

Do not feel free to take this responsibility for 1976. _____

Signed: _____

Signed: _____

Parish Shepherd letter



FIRST EVANGELICAL CHURCH OF NORTH AMERICA

455 Locust Street N.E., Salem, Oregon 97303

Phone (503) 581-0102

CHARLES E. FOGG, D.D., PASTOR
3776 HART DRIVE N.
399-0039

JAMES R. TUBANT, ASST. PASTOR
430 TRYON N.E.
581-3781

December 3, 1975

"Am I my brother's keeper?" The answer to Cain's question is a loud and clear
"Yes, you are your brother's keeper!"

I need a team of dedicated shepherds who will multiply my ministry at least twenty times. Each Shepherd will take the spiritual, social and organizational oversight for seven or eight family units.

Specifically, this means being a pastor to these seven or eight families:

- (1) *getting acquainted with them, knowing the children (if any) that are at home, remembering birthdays and anniversaries.*
- (2) *performing pastoral functions in their behalf, checking on them when they miss church, calling or in some way remembering them when they are sick.*
- (3) *encouraging small group fellowships for celebrations, for Bible Study, and for fellowship.*
- (4) *developing the unity of the congregation by making sure that everyone is informed and by channeling information concerning the unit to one of the pastors.*

The Shepherd is a vital link in an all-church prayer chain. Each unit should have a cottage prayer meeting each week.

Shepherds are appointed for one year and are subject to reappointment. This office of Shepherd provides an opportunity for a real spiritual service. This is people involved with people.

I want you on my Shepherd team. Please prayerfully consider this letter as a call of the church and your pastor to special service. I have prayerfully sought God's guidance in the selection of persons for this key position of great responsibility. You can help bring revival.

Prayerfully and sincerely,

Pastor Fogg

Manual for Parish Shepherds Program - Page 1

MANUAL FOR PARISH SHEPHERDS

FAMILY AND PARISH LIFE PROGRAM

DR. CHARLES FOGG
Minister of Family and Parish Life

REV. JAMES TUSANT
Associate Minister of Family and Parish Life

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303
Phone: 581-0102

Manual - Page 2

FAMILY AND PARISH LIFE

THE TASK

The great task given to our church has been divided into many smaller ones. As each smaller assignment is faithfully carried out, so the church is effective or ineffective. We thank God for churches that are doing a great work for God and people. Always, a successful church is the result of two things. First, the division of a big task. Second, a systematic cooperation of a great number of people. These two elements make for success in athletics, in business, and in church life.

THE PLAN

The Salem First Evangelical Church has experienced a remarkable growth. With present growth continuing, it is estimated that the church's membership will be 1,000 by 1980. The Family and Parish Life Program is designated to assure an increasingly meaningful relationship between the church and each member and family unit. The church has been divided into twenty geographical units, called divisions. Each zone consists of from eight to ten families living in close proximity. Each division and each zone has a Parish Shepherd. The Zone Parish Shepherd is a representative of his church for the purpose of making personal contacts in his area.

THE PURPOSE

The Division and Zone Parish Shepherds are essentially "Lay Pastors". They proceed on the assumption that there is no substitute for personal contact. As such, they are assistants to the ministers in sharing the concern of Christ's church for each member. Telephone calls are great, but a personal visit is able to produce more effective results.

Letters, telephone calls and other mailed materials are important and should not be neglected, but they do not take the place of a ring of the door bell, a warm greeting and the cheerful words, "We are calling for the church - how are you getting along?" Because of this personal and constant contact, no member becomes ill, no family is bereaved, or faces a difficulty without the church learning about it and standing with that person or family. In addition, each person is assisted in becoming involved in the church's program of worship, nurture and service. Each home is assisted in the establishment and maintenance of family worship. Accomplishment of these purposes will prove that the growing church is also a friendly church.

THE TRAINING OF PARISH SHEPHERDS

Every Parish Shepherd will be asked to take training classes in the School for Adult Leadership Training program in our church. Normal training procedure will be over a period of three years. It will cover courses in Bible, Counseling, Theology for Laymen, Church History and Parish Leadership. A complete knowledge of the entire program of the First Evangelical Church will be very helpful.

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Upon the successful completion of this training program, the Parish Shepherd will receive the Certificate of Lay Pastor, the highest certificate to be offered by the School for Adult Leadership Training.

Parish Shepherds will be permitted to intern as Lay Pastors while they are in the study program.

THE RESPONSIBILITIES OF THE PARISH SHEPHERDS

THE DIVISION PARISH SHEPHERDS

1. The Division Shepherd will assist the ministers of Family and Parish Life in recruiting, training and motivating the Zone Shepherds.
2. He will supervise the activities in each zone and assist the Zone Shepherds in every possible way.
3. He will distribute and collect packets for Zone Shepherd's use.
4. He should keep handy, at all times, an up-to-date list of all Zone Shepherds, giving addresses and telephone numbers. This will create a telephone network that will bind our congregation together into one vibrant, living communication system for use in any meaningful situation where important news must be transmitted quickly and personally to every member.

THE ZONE PARISH SHEPHERDS

1. Become acquainted

The Zone Shepherd will become acquainted with his zone people. It will do them good to know what a representative of the church, who is a neighbor, is especially interested in them. In visiting their homes, he should talk about them, their work, family, etc. and do a lot of listening. When possible he should share his knowledge of Christ and the church.

2. Every Family Involvement

The Zone Shepherd should look for his people at church and know whether or not they are attending. He should ascertain whether or not they are getting involved in the work and the worship of the church. If not, the Zone Shepherd should do his utmost to interest them. If he needs assistance, he should indicate this on the report sheet (see attached sample) so that the ministers may help him.

3. The Zone Shepherd should notify the church of any situation in the home that needs special follow-up, by making notations on the report sheet. He should indicate whether there is need for food or clothing, if there is despondency or illness, or if there are spiritual problems that should be attended to. He should do all he can to minister to the needs of his people and he should follow up to be sure their needs are met.

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4. Show love

When the Zone Shepherd becomes aware of a special problem, some bereavement or burden, he should assist the member of family and enlist the assistance of his zone people if there are ways in which they may cooperate with him in helping his people.

5. New members

When new members are received into the church and added to his zone, upon notification by the church office, the Zone Shepherd should make a call upon the new member or family, introduce himself as the Zone Shepherd and indicate ways in which he may be of help. He should explain the purpose and importance of our Church and Community organization.

6. Communication

The Zone Shepherd should keep handy, at all times, an up-to-date list of all families in his zone, giving addresses and telephone numbers. This will enable him to communicate quickly with each family, passing along pertinent and important information, as given to him by the Division Shepherd.

7. Information

Briefing sessions will be held from time to time to keep Division and Zone Shepherds abreast of special facets of the church's life and progress to be emphasized and new plans and expectations.

CHURCH GREETERS

All Parish Shepherds are asked to be Church Greeters at the entrances of the sanctuary before each worship service. This will enable the Parish Shepherds to become better acquainted with the members of the church and to recognize the members of their division or zone. The objective is to make sure everyone, members and visitors alike, are given a hearty welcome. A special effort is made to recognize first-time guests, give them a special welcome, have them sign the guest register and wear a flower for guest identification. Guests are invited to the patio after worship (or Fireside Room), for fellowship with church members. Each Parish Shepherd is scheduled to serve as greeter for one month at a time.

CONVALESCENT HOME PARISH SHEPHERDS

The Convalescent Home Parish Shepherds endeavor to effectively cover a designated convalescent home and to bring the love of Jesus Christ to as many of the residents as possible. An appointment is made with the manager of the home to whom the plan is explained and whose cooperation is enlisted. The plan is to encourage families of the church to adopt a grandparent in the convalescent home. To adopt a grandparent means to visit this person a minimum of every other week for approximately thirty minutes, depending on the health of the grandparent. The concern normally shown for our own grandparent would be shared with the adopted grandparent, such as remembering birthdays and special days.

Manual - Page 5

SMALL GROUPS

Each Division and Zone Shepherd is encouraged to lead or become a part of a Small Group within his area. A Small Group has such characteristics as:

A deep concern for each other.
Honesty and openness between those in the group.
Complete acceptance of each other.

The purpose of a Small Group is to relate vertically to God and horizontally to each other. It is a means of finding the will of God and doing it. The material, "Small Fellowship Group," is most helpful in understanding, organizing and experiencing the dynamics involved in Small Groups.

AWAY FROM HOME

The function of these Shepherds is to maintain a current list of those away from home including those in military service, in college, etc. A personal letter from a minister of our church is sent once a month to each person on the list with a Sunday Bulletin and a Guidepost included in the mailing. An outstanding part of this project is the Host-A-Marine Program. This involves families of the church hosting one or several Marines on various holiday weekends. This means having them in their home as part of their family to show them Christian warmth and love.

IN CONCLUSION

Our church is receiving record numbers of new members. It is already a sizeable church. We must retain, in active fellowship, all who join our church family. You are involved in a tremendously important task. Congratulations on being a part of it! As you pray and work, God will bless you beyond your fondest expectations!

Parish Shepherd Report Sheet

SHEPHERD

DATE

TELEPHONE NUMBER

ZONE NUMBER

FAMILY SHEET

(Please make brief summary of call made - information that will help the church.)

(Please make brief summary of call made - information that will help the church.)

Class Outline for Principles of Teaching - Page 1

PRINCIPLES OF TEACHING

WHAT IS DISCOVERY LEARNING?

Discovery Learning is a learn-by-doing method in which each student finds out for himself.

You use the inductive method and go from the particular (problem) to the general (solution).

In this inquiry-centered approach you answer the questions why and how rather than the traditional who, what and when.

Through this approach students:

1. Gain basic knowledge
2. Develop the ability to ask questions.
3. Develop attitudes and value judgments.
4. Adopt new behavior patterns.

How does this method of teaching work?

1. Students observe and study - Students read the Scripture text and other material and present supplementary teaching material to cover the basic content of the lesson. Encourage students to add to your resources.
2. Students analyze the text and related material--Students individually and/or in groups determine what the material is saying.
3. Students classify the material--Students break the text and related material into logical groupings and analyze them.
4. Students generalize their findings--Working from the specific material, students find general concepts and solutions.
5. Students compare and evaluate their findings--Students do not have to reach the same solutions but should be able to defend the position which they have reached.
6. Students accept or reject the teaching--Learning is only accomplished when knowledge is acted upon to change a life. Students must be receptive to the Scriptural truth and cannot be forced to accept it.

During this discovery process the teacher acts as a guide and resource person and encourages, clarifies, points out, and in every way possible aids the learning process.

In Sunday School, students expect to be told the answer because that is traditional. This method is therefore harder than the traditional lecture or question-and-answer methods. But students are used to it in public education and will be able to work with the teacher.

Roleplay--Set up a problem in interpersonal relations involving two (or a small number of) people. Do not suggest solutions. Select a person to play each role and let them act out the solution.

Case Study--Present a case history of someone who has experienced this problem and let the group analyze and evaluate his solution and determine possible alternate solutions.

Class Outline - Page 2

What teaching methods should you use? (Almost any method can be adapted for use with this teaching method. The following especially lend themselves to discovery learning.)

Simulation Games--Students play a game in which they actually enter into the problem and its solution and experience the results.

Buzz Groups--Students break into small groups and brainstorm possible answers and solutions.

HOW DO YOU DETERMINE YOUR LESSON AIM?

A vague lesson aim will usually result in vague teaching. You can't accomplish a goal if you don't know what it is.

1. Do not necessarily adopt the lesson aim as stated in your Sunday School curriculum. That is an aim general enough for thousands of classes. Revise it to suit your needs.
2. Read the Scripture passage several times. List what God communicates to you through it.
3. Consider the needs and interests of your class and individual students in relation to the Bible truth you've discovered.
4. Read the Scripture again along with the curriculum and related study materials. Keep in mind student needs and Scriptural truth.
5. Determine what you want the class to learn and what you want to happen. Consider the amount of time you have in class. Be realistic in determining your goals.
6. Write down the aim for your class. Be concise and specific.
7. There are three basic educational goals. Your specific aim for each lesson will fit one primarily.
 - A. Knowledge (knowing)
 1. Recall of facts or information
 2. Recognition of facts
 3. Thinking that brings ideas together
 4. Communicating
 - B. Attitude (feeling)
 1. Understanding
 2. Changes in interest or values
 3. Creative thinking
 4. Inspiration
 - C. Behavior (doing)

1. Problem solving	3. Helping others
2. Self-help	4. Projects

A well thought out, specific goal is most easily accomplished. This should aid the ultimate goal of the Sunday School which is winning students to Jesus Christ and helping them to grow in the Christian life.

Course Syllabus for Sharing Your Faith - Page 1

SYLLABUS

SALT PROGRAM
"Sharing Your Faith"

I. Course Description

Various methods of evangelism are studied with each student involved in the practice of personal evangelism. A particular method suitable for use in the context of the local church is studied and practiced in depth.

II. Course Aims

- A. Develop a Biblical philosophy of personal evangelism with special emphasis on qualifications of the individual.
- B. To gain working acquaintance with literature and materials useful in personal evangelism.
- C. To develop a practical, working knowledge of the Bible.
- D. To develop a working knowledge of methods in leading men to the Lord Jesus Christ.

III. Course Method

- A. Text: Sharing Your Faith by Hitt
- B. The course is organized around class lectures and discussions. The actual practice of evangelism through the ministry of the local church, and the individual research and study of the textbook material.

IV. Course Requirements:

- A. The text is to be read carefully and fully.
- B. Each student is expected to have and read the following supplementary material: Four Laws booklet; Steps to Peace With God booklet; God's Plan of Salvation booklet.

Course Syllabus - Page 2

- C. Each student is to thoroughly familiarize himself with at least three different plans of personal evangelism and commit to memory one of these plans.
 - D. A notebook is to be built containing: Weekly log and evangelism experiences; Notes from classroom lectures, and discussions; Miscellaneous materials pertaining to the work of evangelism.
 - E. Your written testimony will be added to your notebook.
 - F. The following verses are to be memorized: John 3:16, John 10:10, Romans 5:6-8, Ephesians 2:4-5, Romans 3:10, Romans 3:23, Romans 5:12, Romans 6:23, Jeremiah 17:9, James 4:17, John 3:36, John 14:6, Ephesians 2:8-9, John 1:12, Romans 10:9-10, I John 5:11-12, I John 5:13, Rev. 3:20, John 3:3
- V. Selected course bibliography (highly recommended)
- Delemarter and Kingsley, Go
- Coleman, Robert F, The Master Plan of Evangelism
- Kennedy, James D., Evangelism Explosion

Course Description for Sharing Your Faith - Page 1

SCHOOL FOR ADULT LEADERSHIP TRAINING
First Evangelical Church
455 Locust Street, N.E.
Salem, Oregon 97303

PERSON-TO-PERSON EVANGELISM (Sharing Your Faith)

How to present Christ through Evangelistic Techniques of
Campus Crusade for Christ

INTRODUCTION: "How to Experience God's Love and Forgiveness"¹.

1. Motivation:
 - 1.1 Benefits from use of these techniques
2. Directions: Instructions for making your witness effective
 - 2.1 How to motivate others to use the Four Spiritual Laws
 - 2.2 How to introduce the Four Spiritual Laws booklet
 - 2.3 How to present the Four Spiritual Laws
 - 2.4 How to encourage a person to pray to receive Christ
 - 2.5 How to assure a person that Christ is in his life
 - 2.6 How to respond to various answers to the questions in the Four Law booklet
 - 2.7 How to survey people in a community
 - 2.8 How to open and close the religious survey
 - 2.9 How to proceed through the content of the religious survey
 - 2.10 How to close the religious survey and make a transition into a presentation of the Four Spiritual Laws
 - 2.11 How to be effective in using the survey
 - 2.12 How to present the gospel through the use of the "Good News" booklet, the Four Spiritual Laws for children comic book form
 - 2.13 How to prepare a personal testimony
 - 2.14 How to share your testimony
 - 2.15 How to relate to the individual with whom you are sharing Christ
 - 2.16 How to make evangelistic contacts
 - 2.17 How to share Christ with close friends and relatives
3. Individual Follow-Up: How to establish the new Christian in His Faith

Introduction: "How to be Filled with the Spirit"¹.

 - 3.1 Benefits of a good plan of follow-up
 - 3.2 Aids for promoting spiritual growth
 - 3.2a How to introduce the Holy Spirit booklet
 - 3.2b How to realize the full potential of the Holy Spirit booklet
1. Campus Crusade for Christ, Lay Institute Manual

Course Description - Page 2

PERSON-TO-PERSON EVANGELISM

LESSON PLAN:

- First week: Cover material to 2.3
- Second week: Cover material to 2.11
- Third week: Practice Presentation of Four Spiritual Laws Booklet and the Religious Survey
- Fourth week: Cover material to 2.17
- Fifth week: Cover material to 3.2b
- Sixth week: Practice Presentation of Four Spiritual Laws Booklet and the Holy Spirit Booklet
- Seventh week: Field Experience

Handout with Sharing Your Faith Class

FIRST EVANGELICAL CHURCH

"SHARING YOUR FAITH"

I. Determine the Seeker's mind

A. Justification:

1. Have you ever been truly saved? (If not, the order is:)
 - a. Repent (in your heart, turn from all known sin)
 - b. Confess all to Christ
 - c. Ask for forgiveness
 - d. Believe Christ to save - He will.

B. Reclamation:

1. If a person is backslidden, the procedure is the same as above.

C. Sanctification:

1. Have you ever had a definite sanctifying work of God done in your heart?
2. If not:
 - a. Consecrate all to God
 - b. Die out completely to all unbelief and inward sin.
 - c. Believe Jesus Christ to sanctify - He will do it.

II. Advice to Seeker:

- A. Daily read God's word
- B. Daily pray (Private and family)
- C. Fellowship with believers
- D. Begin to tithe to God's work

Course Outline for Teaching Adults - Page 1

TEACHING ADULTS

Robert Wood, Instructor

- I. Getting the Vision
- II. Facing Adult Problems in Christian Education
- III. Becoming Acquainted with the Nature and Needs of Adults
- IV. Preparing to Teach Adults Creatively
- V. Considering Specialized Aspects of Christian Education for Adults

Session I

- I. Introduction -- Roll taking
- II. Ice-Breaker

Have all class members write out completion of this statement:

"I wish I were....."
- III. Quote John 1:1-3
 II Timothy 3:16-17
 John 16:13-15
- IV. Who are adults?
 - A. Young Adults (Their Concerns)

Age approximately 21-40

 1. Seek adventure
 2. Independence
 3. Training
 4. Employment
 - B. Middle Adults 35-60
 1. "Middle Age" depends on a person's attitude
 2. Children leaving
 3. Falling apart (middle age spread)
 4. Fatigue more easily
 5. Beset with physical problems
 6. Changing - aging problems
 7. Fading sex life
 8. Changing food and health habits

Course Outline - Page 2

- C. Older Adults
 - 1. Socially more isolated (lonely?)
 - 2. Facing death
 - 3. Living patterns again changing
 - 4. May be stereotyped as "helpless"
 - 5. Other social problems. If we reject them, they will reject themselves.
- D. The Divorced
 - 1. Facing social attitudes
 - 2. Housing pattern
 - 3. Remarriage possibilities
 - 4. The stability of remarriage?
- E. The widowed
 - 1. Special opportunity for church

cc: ICL "Adult Life Cycles"

- V. Place on chart or chalkboard the first five units that will be considered during the course of these ten lessons. Discuss in more detail.

VI. Stress reason for concern for Adult Education

- A. There are more adults
- B. Adults are living longer:
 - 1. 1950-1960 -- 34% more over 65
 - 60% more over 85
- C. Adults CAN learn
 - (note here obstacles to overcome)
 - 1. Lack of motivation
 - 2. Lack of discipline - too involved
 - 3. Thought patterns set
 - 4. Lack of challenge
 - 5. Feeling of inadequacy
 - 6. Frozen social group
 - 7/ Formally achieved education goals
 - (note here advantages of adult learning situation)
 - 1. He sees practical application from observation, experience
 - 2. He has maturity in setting goals
 - 3. They have gotten beyond the trauma and turmoil of adolescence
 - 4. He is more aware of need for education
 - 5. There are more experiences to draw from
- D. Adults MUST Learn
 - (There are problems too big for any but adults to solve)
 - 1. Molding a society, family, and trends
 - 2. Possibility of Communist takeover

Course Outline - Page 3

3. How to control crime
 4. The ecology problem - resources
 5. Population explosion
 6. Need for Gospel to check alien philosophies
 7. Effect of computer on economics
 8. Downward trend in morals (pornography)
- E. Scriptural principles of teaching

Course Outline - Page 4

TEACHING ADULTS

Session II

"Knowledge, Inspiration, Motivation"

II Timothy 2:2 and 2:24

"Keep it simple and make it fun" --- KISMIT

I. Scriptural principles of teaching

- A. Teach key men and women to win many
- B. Keep teaching simple but reinforced
- C. Methods should fit cultural context and situation
- D. Teaching should be planned, organized, consistent
- E. Reach the head of the home first

II. Ten valid goals for Christian Education, or

What should Christian Education do for adults?

- A. Experience
- B. Maturity
- C. Life philosophy
- D. Instruction
- E. Understanding Ourselves
- F. Responsibility
- G. Witnessing
- H. Fellowship
- I. Service
- J. Leadership

NEXT WEEK: Compile a list of questions most often asked by adults to whom you witness.

Course Outline - Page 5

TEACHING ADULTS

Session III

"Knowledge, Inspiration, Motivation"

Bible truths: II Chronicles 1:10, 11, 12
Proverbs 10:14, 24:5
Hosea 4:6
II Peter 3:18 GROW

Review main outline through "Adults MUST learn"

Call for assignment - discuss

Follow up on discussion of "Ten Valid Goals"

Research your Bible Book store for film strips on adult teaching.

Course Outline - Page 6

TEACHING ADULTS

Session IV

"Knowledge, Inspiration, Motivation"

Suggestion: Start a card file on questions and answers of such headings as

God
Evil
Ethics
Resurrection

It will be helpful to look into professional educational journals for possible teacher "behaviors". Following suggestions by Dr. Frank Williams:

1. Paradoxes - such as "the hurrier I go the behinder I get!"
2. Attributes
3. Analogies
4. Discrepancies
5. Provocative questions

Text: "Twenty four ways to Improve Your Teaching" by Kenneth Gangel, Victor Books, 1974

Teaching methods as found in text:

1. Teacher to student
2. Student to teacher
3. Two-way communication
4. Group activities

Course Outline - Page 7

TEACHING ADULTS

Session V

Assignment: Research and brainstorm on one of the following
for next class session --

1. Lay Evangelism
2. Home Bible Classes
3. Group Dynamics
4. Service projects - singly, or to involve
entire class
5. The divorced or one parent family
6. The widowed
7. The Aged - retirement Homes - Group care
8. Retarded or disadvantaged

Course Outline for Teaching Children

SCHOOL FOR ADULT LEADERSHIP TRAINING

First Evangelical Church
455 Locust Street, N. E.
Salem, Oregon 97303

SYLLABUS: "Teaching Children"

"Make Learning a Joy!" Proverbs 15:2

*"a wise teacher makes learning a joy."

1. What is teaching...what is learning?

Children around the world are discovering the wonder of God's love AND the value of His truth for their lives through the means of effective teaching and learning in the Sunday School. This session will help us discover the principles of the teaching-learning processes! For the teacher, who teaches is a guide and facilitator in the learning of God's precious Word. There are many "job opportunities."

2. Knowing the Learner:

To discover "clues" through better understanding the areas of interest and need of each student, will be the goal in this session.

3. Schedules and Times!

Teaching is MORE than Sunday morning! Visitation, Follow-up, Total morning, evening and week day ministries fill a teacher's schedule.

4. Questions Teachers ask -

How to: guide a child to a decision for HIS faith.
build relationships between home and church.
provide for differences in your student's abilities.

5. Techniques and methods in preparation and presentation.

"Pegs" to guide your preparation with the "end result" - GOOD presentation. Emphasis on methods geared to age-group abilities to discover Bible truth.

6. Discipline, with love.

Are classroom appearance and classroom control a part of teaching children? Effects and rules to guide in these areas.

7. Summing it ALL up!

Evaluation is valuable, a real secret to success. Some tips for guiding your weekly, monthly evaluation and planning--with plenty of time for questions and answers in the summary of our sessions together.

Course Outline for Use of the Bible

SCHOOL FOR ADULT LEADERSHIP TRAINING

First Evangelical Church
455 Locust Street, N.E.
Salem, Oregon 97303

SYLLABUS: "Use Of Your Bible"

COURSE DESCRIPTION

1. To present a brief history of the Bible
2. To show how the Bible text was preserved,
and that the Bible we now have is indeed the word of God.
3. To present reasons we believe the Bible.
4. To evaluate modern criticism of the Bible, giving
answers and providing resources to meet these problems.
5. To present helps and methods for Bible Study leading
to personal enrichment.

COURSE REQUIREMENTS:

Read: Your Bible (text)

Prepare notebook and notes, questions and answers, vocabulary

COURSE OUTLINE

- Session 1 - Introduction of Course
- 2 - Our English Bible and How We Got It
 - 3 - Why Christians Believe the Bible
 - 4 - Who Wrote the Bible
 - 5 - Preservation Of the Bible.
 - 6 - Helps for Bible Study
 - 7 - Bible Study methods

Course Outline for Modern Media in Communications - Page 1

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97302

SCHOOL FOR ADULT LEADERSHIP TRAINING Syllabus for Modern Media in Communications

Terry W. Sanders

Spring Term, 1976

INTRODUCTION

This course is designed to reacquaint the learners of the basic media in use today, to acquaint further the operation of the media, and to help in obtaining a familiarity with the media as to provide a more creative and learning classroom experience.

OBJECTIVES

Leader's goals: To provide the basic material to aid the learning in knowing the media.

To provide "classroom" experiences that are meaningful and learningful.

To guide in the use of media and how to make it effective.

Learners' goals: To obtain a background of the ways God uses audio-visual techniques.

To obtain a flavor for the value of using audio plus visual in teaching.

To demonstrate a skill in the use of audio-visual equipment.

To obtain a taste for communication theory and how to apply it to the classroom situation.

To develop ways, ideas, systems and programs to enhance the learning of his/her learner(s).

TEXTS: In the main - Gene A. Getz. Audio Visual Media in Christian Education. 1972 ed. The Holy Bible by God

In the way: Communication Theory by Mortensen.

Sermon entitled SALT delivered in the 1800's by _____.

COURSE CONTENT: Terry Talk; Tinker Time; To do's; Bring backs; How Now

COURSE OUTLINE:

Week 1 - Basic Bible Background (Introduction, too)

Week 2 - What's What?

Week 3 - Show and Tell - Projectors

Week 4 - Demonstration (Plan Ahead)

Week 5 - Show and Tell, continued - Others

Week 6 - Practical Points in Pressing for Progression in Pupils

Week 7 - Prize Size

BRING BACKS - Home work in simplistic form

TO DOS - Project for showing during Prize Size for Sunday School Teachers; Use more than two pieces of media in your Sunday School class to present a lesson to your pupils.

FOR OTHERS W/Us: Use two pieces of media to teach your class some Sunday morning.

Class Outline - Page 2

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

SCHOOL FOR ADULT LEADERSHIP TRAINING
Modern Media in Communications
Week No. 1 - Outline

Basic Bible Background

Key Verse: Proverbs 20:12 *"The hearing ear, and the seeing eye, the Lord has made both of them."*

(There are seven references to Media in the Bible: Not real important
Esther 1:3, 14, 18, 19; 10:2; Isaiah 21:2; and Daniel 8:20)

God's creation of man was with five senses. Through the Bible He has used both the eye-gate and the ear-gate to bring man back to Himself.

MAIN REFERENCES TO GOD'S USES OF AUDIOVISUAL METHODS

Noah - Genesis 9:12-17
Abraham - Genesis 12:1-4; 15:2,4,6
Moses - Ex. 3:3-4; 4:1-9; Ten Plagues - Ex. 7-12; Wilderness - 13:21; 14:21-28;
15:23-25; 16:10-15; 17:5-7; Joshua 3
Law - Deut. 5:1; Ex. 19:13-16; Deut. 5:4, 5, 22; 6:6-9
Ahijah - I Kings 11:29-31
*Ezekiel - E. 4:1-3; 5:1-3, 12
Jesus - Matthew
Child faith - 18:3-6; Birds - 6:26; Lilies - 6:38; Coin - 22:15-22;
John Wind - 3:8

COMMUNICATION THEORY

What is communicating? or What is communicating?
Verbality vs. Non-verbality
Small Group? The disciples were twelve in number.
Miss Understanding
Object to Object?
Wild Organized Related Direct Symbols WORDS
Symbols vs. Signs
Memorize vs. Learn

OBJECTIVE

To get idea of audiovisual concept through use of own on-person "thing" to share with the group.

OTHER BIBLE REFERENCES TO CHECK

A) I Samuel 15:27-28	F) Jeremiah 19:1-15
B) I Kings 19:19-21	G) Jeremiah 43:8-13
C) I Kings 20:35-43	H) John 3:1-21
D) Psalm 19:1-6	I) John 4:1-41
E) Jeremiah 16:1-9	J) John 21:1-25

Class Outline - Page 3

FIRST EVANGELICAL CHURCH
455 Locust Street, N. E.
Salem, Oregon 97303

SCHOOL FOR ADULT LEADERSHIP TRAINING

Modern Media in Communication

Spring Term, April, 1976

Terry Sanders, Inst.

Week No. 2 - What's What?

PROJECTORS: Movie - 16mm
 - 8mm
 - Super 8mm
 Film - Strips
 - Slides
 Overhead -
 Opaque -

OTHERS:
Objects
Models
Exhibits
Observation Trips
Illustrations
Graphics
Visual Boards
Nonprojected still pictures
Recordings - Cassette
 - Reel-to-Reel
 - Homemade
 - Commercial

- Records
-VTR

Literature

Most important in media is not the machine, but the teacher. Proverbs 15:23, *"A man has joy in an apt answer, And how delightful is a timely word."*

Proverbs 5:12-14: shows responsibility to teachers.

Proverbs 6 and 30 are more examples of a great teacher using visual things to teach about a Godly life.

Proverbs 10:11 *"The mouth of the righteous is a fountain of life."*

CHAPTER V

CONCLUSION

The School for Adult Leadership Training has been in operation five terms to date. One hundred eighty-three lay people have been involved in the program, with sixty students reaching the level of Intern.

This writer believes that the word "involvement" is an indication of what has taken place at Salem Evangelical Church since the conception of SALT. The involvement in this program has created a need for other programs that have developed along with the training program. As adults have been actively involved, programs have arisen to include the rest of the family. For instance, children's choirs, crafts, Bible study, and missions emphasis have operated at each age level during the terms, along with nursery supervision.

As each term has unfolded, the program has remained flexible in order to create a better educational process in which to train lay people.

Perhaps the SALT program could be summed up in a statement overheard by the writer: "This is the best thing the church could have offered me outside of Christian fellowship."

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