



**Timothy
program**

WHO IS A TIMOTHY?

Timothys are those compassionate men and women who know how to be gentle and patient with new Christians. They have learned how to wait for the Holy Spirit to work in the hearts of new believers. They are not distressed if obvious lessons concerning Christian life-style are slowly learned. They are willing to support the new Christian by earnest prayer, by shared Bible study, and by wise social support.

Not every Christian makes a good Timothy. But every Timothy will be a better Christian for nurturing new believers. God's gifts are not only native endowments, but they are often learned by careful application. They are sometimes given of God to help his child do a specific job. So let every Christian make himself available to God and the pastor so he may learn to be a successful Timothy. Many Timothys, after experiencing the personal growth resulting from nurturing a new believer, may find God will help them have the joy of becoming an Andrew.

Bishop Bastian's exposition of the connection between conversion, membership, and nurture should be re-read many times. The Bishop has expressed the philosophy and procedure used of God for the best results among Free Methodists.

A wealth of material other than that mentioned here is available through Light and Life Press. The Aldersgate Training Series, the Dialogue Series, and many other materials included in the Christian Education curriculum are great tools to be used in nurturing the new Christian.

All Timothys should remember the job is not done until the new Christian is a responsible, reproducing member of the local church.

Soul-winning pastors and laymen have often been distressed by the high casualty rate among new believers. It is a serious mistake to assume a person recently converted is sufficiently understanding of his new relationship to Christ to avoid the serious challenges given him by Satan

through his previous associations and friends. Astute pastors have been perceptive enough to understand the importance of providing the new believer with intellectual, spiritual, and social support.

The Timothy section of this manual is extremely valuable because it brings together tested procedures designed to help the caring church establish the beginner in the faith. Great care should be taken to understand fully every step in the Timothy program. Those churches using the full Timothy program are reporting unusual success. The Waukegan, Illinois Free Methodist Church saw 51 persons converted to Christ in 1978. Pastor Royal Bailie and his people had been using the Timothy program during that time. At last report Pastor Bailie indicated every person who received Timothy training was continuing in the fellowship of the church.

The following steps are designed to win a person to Christ and establish him as a responsible, reproducing member of the church.

- I. The seeker meets Christ in a conversion experience. Whether a person makes his commitment at home during a Salvation by Appointment Bible study or at the altar during a revival meeting is of little importance. However he comes to know Christ, he must be nourished to be established.
- II. The new believer is enrolled in the New Convert Class. 12 excellent lessons are prepared for the New Convert Class and are available by ordering from Light and Life Press.
- III. A trained Timothy is assigned to the new believer. Care should be taken to assign a couple to a couple, a single to a single, etc., with due respect to age and sex.
- IV. The Timothy meets the new believer every week in his or her home. 12 Timothy lessons have been carefully written as companion

lessons to the ones for the New Converts' Class. The Timothy Lessons are available from Light and Life Press.

- VI. As soon as the New Convert Lessons are completed, the five supplementary lessons from D. N. Bastian's Belonging should be taught and the new convert received into full membership in the church.
- VII. Every effort should be made to assist new Christians to begin witnessing very early in their experience with Christ. A good plan is to enroll them immediately after completing membership training into the Andrew Training Program and early after their conversion arrange for them to accompany an Andrew in a Salvation by Appointment Bible study. Not all new Christians will be good Andrews, but early exposure will assist the new Christian in establishing the proper priorities for his life.

CONVERSION - MEMBERSHIP - NURTURE

Donald N. Bastian

A growing church is sure to have converts and so the pastor, the Official Board, and the whole church working together must be prepared to receive those converts and lead them toward maturity in Christ.

What do we mean by a convert?

To convert means to turn. A convert to Christ is one who has heard the Gospel, felt his own need, and has turned in both mind and will to follow Christ.

Conversion is a human response to some appeal. Christian conversion is a human response to Christ. It is important to speak of Christian conversion because people also convert to communism, religious sects, eastern cults, etc.

When a person converts to Christ, he responds to an initiative which God himself has made by his Spirit. It is the Holy Spirit who shows him his sins and awakens him to his need. It is the Holy Spirit who makes him aware that Christ is the world's Savior -- and his particularly. All this comes under the heading *conviction*. This precedes his conversion.

As well, it is the Holy Spirit who makes faith a possibility in him and enables him to believe -- though faith at the same time is his personal response. (Muscle is a gift from God but it functions and develops only when exercised by the person who owns it as a gift.) And it is the Holy Spirit who imparts a new life in response to his faith. We call this *regeneration* -- the giving of new life.

The new Christian -- convicted, converted, regenerated -- may appear shaky in the new life. He may be baffled over what's happened and wary even of Christians who have been God's instruments in this change. And Christians in turn may be wary of him, as they were of Saul of Tarsus.

And so, as Saul was championed by his Barnabas, some Timothy in the group must see the convert's needs and set about to meet them. In the loving church, there will be several who do so.

What are the new convert's needs?

He needs *to belong, to be fed and to be used*. These three separate needs aren't always met in the same order nor in the same length of time. But they must be met as they arise. The loving fellowship has some intuitive sense about a convert's needs and sets about to meet them as soon after conversion as possible. Certainly, a convert is not kept at arm's length for a period of time to see if he is going to make it, no more than is a new baby in a family. The pastor and his board, in order to prepare themselves, should take pains to consider separately what the meeting of convert needs entails.

To do so, consider the example of the early church on its first day of existence.

On the day of Pentecost, Peter preached the first authentically Christian sermon. The people were convicted -- "cut to the heart", the Scripture says (Acts 2:37). They were called to convert -- "repent and be baptized every one of you in the name of Jesus Christ for the forgiveness of your sins." They were also promised an empowering presence -- and you shall receive the gift of the Holy Spirit." (Acts 2:38)

What a day! Three thousand converts!

The writer of the narrative tells us two things about those converts. First, they were added to the number the very day of their conversion. That is, they immediately belonged to the company. And, secondly, they devoted themselves to the apostles' teaching and fellowship. That is, within this loving fellowship, their new life was nurtured.

New Converts Need to Belong

This instant belonging of the first Christians was later given the name *membership*. The apostle Paul used *membership* as his favorite analogy for belonging. He saw that the human body is at the same time both one and many. To make it contemporary, there is only one Jennifer, let us say. But she has hands, eyes, ears, and these are members. On the basis of this analogy, there is one church but many members. To become a Christian is to become one of many members of Christ's church.

It is important to recognize that church members are not made by us. They are made by the Holy Spirit at the time when he regenerates them, giving them new life. At that time, he joins them to the church: "For by one Spirit we were all baptized into one body" (I Corinthians 12:13, RSV).

It is equally important, however, to remember that human agency is involved. In fact, it is indispensable. Human agency is reported in the first New Testament reference to membership on the very day of Pentecost: "So those who received (Peter's) word were baptized, and there were added that day about three thousand souls" (Acts 2:41, RSV). The *apostles* preached a saving word. They urgently called the hearers to convert. The *apostles* administered baptism. They were God's agents throughout the process. But God added.

Baptism is the universal rite of initiation into the church. It should follow the event of conversion closely. But, along with this, every evangelizing Christian body has developed some ways of making public acknowledgement of membership as meaningful as possible, both to the new member and the church.

The early Methodists had their societies. The terms of initial membership were at the same time broad and demanding. "There is only one condition previously required in those who desire admission

into this society", they stated, "a desire to flee from the wrath to come, to be saved from their sins." To this broad invitation were added the General Rules which called Methodists to the rigors of discipleship.

The Free Methodist Church invites new converts into an initial or preparatory membership. This gives them the security of belonging when they need it most. It is the first reach of the church toward the new believer, a way of saying "We want you to be one of us".

This preparatory membership is not covenantal in the sense that later full membership is. There are four questions to be asked (see Discipline, para. 351). When these questions are asked in a public gathering, the new Christian is likely to feel the love of the body and will reciprocate in a first step toward covenant membership. Therefore, invitation into preparatory membership should be made a priority matter.

Here are some special pointers for leaders:

(1) Broach the subject of preparatory membership as soon after conversion as possible, preferably in a private visit with the new convert. Make the approach a warm and positive invitation.

(2) If possible, connect preparatory membership in a public way with the convert's profession of faith. A public confession before the church is especially important if the person has made his commitment at home or in a pastor's study or in a small group. It helps the new convert to declare himself publicly and the church to respond affirmatively to his declaration. If preparatory membership is entered too stealthily, both the member and the church are robbed of the privilege of freely acknowledging the new relationship. One wise pastor, understanding the psychology of all this, even asked people he led to the Lord in their homes to come later to a public altar as a public confession.

(3) Make admission to preparatory membership a special moment in the life of the church. Pastors who do this discover that it becomes an expected thing with later converts. Plan for it in advance. Make it a well-executed as well as a spiritual moment.

(4) In those cases where a convert is reluctant to join, be sure to have a private session, preferably on his territory, to show the reasonableness of the step along with its meaning; but don't become coercive. Continue to bring others into membership as they are eligible and the reluctant one, looking on, may have a change of mind.

(5) Review the list of preparatory members with the Board approximately once a quarter. This will keep both pastor and lay leaders alert to responsibilities. And it will help to keep membership records current.

(6) Remember that not all converts will opt to become members. Do not become preoccupied by refusals. They are not likely personal. Continue to love and nourish those who decline the invitation but turn your energies to others who are responsive.

New Converts Need to be Fed

The very first description of the young fellowship that resulted from Peter's sermon on the day of Pentecost is this: ". . . they devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and to prayers." (Acts 2:42) These are the things the Christian church did together in the first days of its new life.

The new Christians already belonged (v. 41). We don't know all this meant or how it was accomplished -- beyond the fact they were baptized. But we're sure it involved some sort of public declaration of faith. (Can we imagine a private baptismal service involving three thousand souls?)

And, according to the first descriptive sentence, belonging involved Christian nurture. Here are some things we can isolate from these few words. The new converts were motivated to learn: they devoted themselves. The nurture they received was authoritative: the apostles' teaching. The life of the new community had some informal aspects: they continued in fellowship. And it must have had a partially domestic setting: they broke bread together (from house to house we learn later). Finally, the fellowship had a spiritual core: they continued in the prayers (which may have been the ordered daily prayers of the temple).

The nurture of new Christians cannot be reduced to a half dozen lessons. It is bound to go on in the formal and the informal settings of the church as well as in the midweek service and the Sunday worship hour. It will even continue in the tableside conversations in homes and the newly formed class in the Sunday School.

But within this context, the church will provide special opportunities for the nurture of converts. This may be by means of the ordered membership course following the textbook the denomination provides. Or it may be a "how to" series leading into the life of Bible reading, prayer and witness. Or it may be a basic doctrines course which searches the Gospels to confirm new Christians in their faith in Jesus Christ. The best membership course includes all three elements.

Whichever direction the nurture program goes, here are some important points to observe:

(1) The pastor should be a key person in this nurturing program. He may ask others to help him but if he turns this vital task completely over to others, he deprives himself of an important pastoral opportunity.

(2) The nurturing of new converts must be set solidly in the life of the church and carried on, whenever possible, on a year-round basis. Many churches have discovered this is best done by having a new Christians' or membership class as a regular part of the Sunday School hour.

(3) Do not be apologetic about acquainting new Christians with the Free Methodist Church. The church can be promoted as an institution in such a way as to obscure Christ. Some fear this. But there is more danger that new converts will try to honor Christ in a mystical way without giving their loyalty and support to some company of his people here on earth.

This is a widespread romantic inclination of our times! Even pastors who have not thought the implications through may find themselves unconsciously espousing it. Actually, it is futile to hope that new Christians will maintain a working loyalty to Christ if they are uninvolved in the structures in the world that carry on his work.

(4) Do not abbreviate membership instruction. When a class is interesting, there will be ample time for Bible teaching and instruction in membership as well. New Christians will usually be eager and in no hurry. Normally, a three months' course offers opportunity for at least 13 lessons. In these lessons you will answer special questions both about the Bible and the church as well as about struggles new Christians have and discoveries they make in the life of faith. At the end of a quarter, new Christians may say, "Can't we go on?"

(5) Across the weeks of the course, keep the matter of full membership judiciously before the class. (The first chapter of Belonging! closes with the questions for full membership to aid you in this task.) Plan creatively toward membership reception. Set the date well in advance so schedules can be cleared. Announce the event to the congregation.

(6) If questions arise in membership classes that are especially related to one person or couple, touch lightly on the answer and then follow up by a visit to the persons raising the question. Pastors find this procedure leads to some of their most fruitful pastoral experiences. Bonds are formed while problems are solved.

(7) Do not be disappointed if some new Christians are not ready to be received immediately into full membership. Work with those who are ready and approved by the Official Board and make the reception of full members such a positive and inspiring event that it will serve as an invitation to others. If some are reluctant to join in full relationship, or shouldn't because of conflict with the ideals of the church, be understanding but in no way apologetic. Let the delay be a creative delay and go on working with those who are ready.

New Converts Need to be Used

There is always the peril that membership cultivation -- a combination of nurturing and enfolding -- will become an end in itself. If the pastor and his board are exclusively concerned with the building of an institution, this will happen. Promoting membership, then, will amount to the warehousing of Christians. They will be tagged and stored away on a membership roll.

This can happen but the more common peril is that new Christians will be nurtured without being enfolded. There are many congregations in which there are adherents of a decade or more who have never been seriously entreated to consider membership.

In the rare case where something like warehousing is a peril, it will be avoided if the third need of new converts is attended to. New converts need to be put to work.

The assignment of tasks is best attended to by a church nominating committee. If this committee is spiritually sensitive, aware of the need to deploy gifts wisely and actively throughout the year, the new Christians whose names are referred to them will be in good hands. The committee will need information about their abilities, the amount of time they have, and their own interests.

Here are some special matters to consider in making opportunities for service:

(1) Some people, men especially, can only really learn by doing. They get more out of a service by ushering than by merely sitting, for example. Or, church facilities only take on meaning to them after they have worked on the facilities with a paint brush or hammer. Astute leaders sense this and accommodate to the facts.

(2) New Christians are often most ready to "do something" at the time of their conversion. You will want to take account of this fact in helping them to belong. The assignment may be small at first but it should be related in some way to the work of the Gospel.

(3) Don't let a new Christian get in "over his head". This sometimes happens. If he is made a helper in a Sunday School class, put him under loving supervision. Check back with him or his supervisor often, whatever his task.

(4) Remember that new Christians often do their best work in witnessing to their faith outside the walls of the church. Care should be taken to encourage them to do so whenever possible. Do not let them get bogged down in institutional trivia.

(5) Be careful to move membership cultivation along as briskly as possible. And let there be some jobs in the church reserved only for members. Otherwise, people may gravitate in time toward important positions on the church board or in the educational programs before they have become members. This leads to long-term administrative problems either for the present pastor and board or their successors.

Summary: Have this three-fold responsibility toward new Christians in mind at all times: they need *to belong*, *to be fed*, and *to be used*. Meet these needs creatively and as soon as they arise. Remember new Christians differ in the order these needs surface but they have all three needs. If the pastor and his board carry out the three-fold responsibility with diligence, they will cultivate wholesome Christians and help grow a healthy church.

TIMOTHY TRAINING

Outlines for four lessons to assist you in training Timothys are given. You will need six Timothys for every Andrew. As pastor you will want to act as a Timothy until you are thoroughly familiar with the reactions of new Christians to the Timothy lessons. You will never want to let a prolonged period go by without being a Timothy even though you *must* always be the most diligent Andrew in the congregation.

In addition to the review of the Timothy lessons scheduled in Lesson #4 you will want to have a supply of the New Convert Lessons and the Timothy Lessons so a full set can be placed in the hands of each Timothy as they begin the class. Be sure to have each Timothy fill out a full set of Timothy Lessons. You will want to review each Timothy's work and give personalized instruction at any point where you notice weakness in his answers.

You will want to choose a time convenient for most of the class. Several possibilities are: 1. during the midweek service (you may select one or more responsible laymen to conduct the midweek service), 2. as a Sunday School elective, 3. as a pre-service event, or, 4. some may want to have a capable lay director of follow-up teach the class during the evening service.

Encourage the most winsome, mature Christians to be Timothys. You will especially need couples to serve.

Timothy Training Lessons

LESSON 1	What is Follow-up?
LESSON 2	How to Become a Successful Timothy
LESSON 3	Bible Answers to New Believer's Problems
LESSON 4	The Wrap-up

COVENANT FOR TIMOTHYS

Realizing the importance of winning people to Christ and training them in God's Word, as God helps me, I will covenant:

1. To be a teacher of God's Word to the new Christian assigned me, and do my best to train him for God's service.
2. To be an example to the new converts assigned to me, not only in my church attendance, tithing, and witnessing, but also in my ethical example.
3. To love my spiritual children and guide them into spiritual maturity.

Date _____

Signature _____

LESSON 1

TIMOTHY TRAINING LESSONS

- I. To be able to be a successful Timothy, we must first understand follow-up. What is it?
- A. *Negatively, it is not:*
1. Giving a new Christian a pep talk on Bible reading or emphasizing the importance of stewardship.
 2. Only giving a new Christian follow-up literature.
 3. Only getting the new Christian to attend church services every Sunday or Wednesday night.
 4. Only getting the new Christian involved in church activities.
- B. *Positively, it is:*
1. Dealing with their most important needs *for them* at the present.
 2. Anticipating some of their needs as you deal with them.
 3. Being one to share and fellowship with them.
- II. The needs we will deal with include:
- A. *The need for Bible study -- I Peter 2:2*
 - B. *The need for spiritual growth -- natural for new-born to grow*
 - C. *The need for development for service -- spiritual boot camp*
 - D. *The need for fellowship -- sharing involves discussing and listening and love.*
- III. How to become a successful Timothy:
- A. *Be a friend -- build rapport, confidence, and trust*
 - B. *Be a leader -- show the new believer how it's done!*
 - C. *Be a teacher -- use God's Word to teach, correct, inform, and guide. (2 Timothy 4:1, 2)*

LESSON 2

TIMOTHY TRAINING LESSONS

- I. In becoming a Timothy, there are several guidelines one should keep in mind:
- A. *Be compassionate* -- with all their problems, let the new believer sense you care.
 - B. *Be controller* -- of the discussion; guide it, stay on your lesson until it's completed; don't dominate the conversation, but don't let it run off in the brush!
 - C. *Be concise* -- don't drag out your lesson; be on time; go over your lesson, converse some and leave within an hour. Make your visit pleasant by not being boring.
 - D. *Be cheerful* -- go to cheer them; don't share your troubles! Go to uplift them and you will cheer yourself.
 - E. *Be careful* -- you are handling a new babe in Christ. Avoid 'heavy' questions, or confusing issues.
 - F. *Be clean* -- Be neat when you go, brush your teeth, comb your hair, and smell good! Keep mints handy.
 - G. *Be casual* -- Don't overdress. It might cause unneeded anxiety.
 - H. *Be confident* -- Encourage the new believer; tell him he can do it! Build him up, brag on him.
 - I. *Be consistent* -- Every week, go with your lesson and your heart prepared. Also, let your life be consistent with what you share with your new believer.
 - J. *Be conscientious* -- do your best with each lesson. Don't try to cut corners. The King's work should only have the best.
 - K. *Be confiding* -- Let your new believer feel you two can share in discussion about any problems that no one else, except your pastor, might hear about. If a problem is too much for you to handle, you should refer it to the minister or Operation Outreach director.
 - L. *Be conversable* -- Many times, you will be the only Christian your new believer can talk with during the week. Talk about anything they are interested in after you complete your lesson.
 - M. *Be challenging* -- Don't do all the work for your new convert. If he has not completed his lessons, motivate him to do them. Expect some work and effort from him. Challenge him to do his best for Christ.
 - N. *Be Christ-like* -- In all you do may the love of Christ be seen in you!

II. Possible time schedule for a Timothy visit is shown below. Do not follow schedule rigidly.

6:00	Arrive
6:00 - 6:10	Visit
6:10 - 6:30	Go over lesson
6:30 - 6:55	Converse and fellowship
6:55 - 7:00	End your session with prayer

1. Allow 15 to 30 minutes for Bible lesson.
2. Allow 20 to 30 minutes for sharing.
3. Allow some time at the end for prayer.

LESSON 3

TIMOTHY TRAINING LESSONS

"How to Deal with Problems of the New Believer"

- I. As a Timothy, you will be facing problems with your new believer. When dealing with questions or problems, first go to God's Word. Here are some references to help you with their problems.

"Not sure I'm saved" -- Romans 8:16; I John 1:9, 5:13

"I am too great a sinner" -- I Timothy 2:15

"I must become better before becoming a Christian -- Luke 18:9-14

"I cannot live the life" -- Isaiah 41:10; Romans 14:4; 2 Timothy 1:12

"I fear ridicule" -- Luke 12:4, 5

"I may lose my job" -- Mark 8:36; Philippians 4:19

"Too much to give up" -- Galatians 5:19-21

"Too many hypocrites" -- Romans 14:12

"Cannot forgive others" -- You must -- Matthew 6:15
You can -- Philippians 4:13

"I have no feeling" -- justified by faith -- Romans 5:1
justified by grace -- Romans 3:24
justified by blood -- Romans 5:9

Bereavement -- Matthew 5:4

When needing guidance -- Proverbs 3:5, 6

When needing peace -- John 14:27

When suffering affliction -- Psalms 34:19; 2 Corinthians 4:17

When treated unfairly -- I Peter 2:19-23; I Peter 4:12-15

When lonely and depressed -- Hebrews 13:5; Psalm 23

When in financial need -- Psalm 34:10; Philippians 4:19

When in need of forgiveness -- I John 1:9; Hebrews 4:15-16

When feeling weak and inadequate -- 2 Corinthians 12:9-10;
Philippians 4:13

Assurance of salvation -- John 1:12; 2 Corinthians 5:17;
Romans 10:9-10

Any type of need -- Philippians 4:19

Write these problems and Scriptures in the back of your Bible to have with you at all times.

II. When asked a question or dealing with a problem:

- A. *Check your list of scriptural solutions.*
- B. *If you cannot give an immediate answer from the Bible, tell him you will research the Bible and try to come up with some answer the next lesson.*

In finding solutions:

1. SEARCH THE WORD -- Use your concordance and cross references
2. SEEK GOD'S WILL -- Pray about the question, prayerfully meditating on it. Let God lead you in dealing with them.
3. SHARE YOUR WALK -- If God helped you with a similar experience, you might share it with him.

- C. *If in these areas you are unable to satisfy your new believer, refer them to the minister or Operation Outreach director for help.*

III. Remember:

- A. *You probably won't face many difficult situations with your new believers. But you need to be ready to handle any problems you might have.*
- B. *Don't be shocked or show surprise to anything your new believer would share with you. Brace yourself for anything, and be confident that together with Christ you can be "more than conquerors."*
- C. *You cannot solve their problems, you can only direct them to the answers.*
- D. *These are people who want to be Christians; they want to learn; they want to share; they want to grow spiritually.*
- E. *Most of their problems or questions are experiences you will have already faced in your walk with Christ.*

IV. Review Timothy Lessons #1 through #6.

LESSON 4

TIMOTHY TRAINING LESSONS

In this last session, we want to do these things: (1) give some last minute pointers, (2) review lessons #7-#12, (3) discuss Disciples are Made, Not Born.

I. Final Instructions:

A. *Here are some ideas to be able to get to know the people you get to work with:*

1. Sit with them in church on Sundays .
2. Have Sunday noon meals together.
3. Get your families together for an evening of fellowship and fun .
4. When you have your Timothy meetings, offer light refreshments.
5. Plan an evening to eat out together.
6. Above all, spend time with them.

B. *Remember as you deal with your new believers, their backgrounds will be different than yours. Don't be excited if their convictions are not the same as yours. Just be true to the Word.*

C. *Be persistent and patient in lining up your meetings. There will probably be many interruptions and cancellations of meetings. But keep setting up appointments.*

II. Let's review Timothy Lessons #7-#12.

III. Let's discuss Disciples are Made, Not Born

A. *What interesting ideas did you get from the book?*

B. *Anything you don't understand?*

C. *Notice:*

1. "The kind of person God uses." We should make ourselves the kind of person God can use. pp. 10-16
2. The trainer can only do two things for a person:
 - a. the giving of time
 - b. the opportunity to learn -- p. 93
3. To understand the Word:
 - a. hear -- Romans 10:17
 - b. read -- Revelation 1:3
 - c. study -- Acts 17:11
 - d. memorize -- Psalm 119:9, 11
 - e. meditate -- Psalm 1:2, 3
4. The five principles for Bible study -- p. 99
5. Things to remember as a Timothy -- pp. 109-110

FOLLOW-UP FROM THE TIMOTHY

When the director telephones making an assignment, he should give the Timothy the following information about the new believer:

1. his name
2. his address
3. his phone number
4. his salvation experience (how, when, where, and who led him to the Lord)
5. any special problems the new believer has (the Timothy deserves the right to be informed, especially to protect the new believer from embarrassment)

The Timothy is trained by the pastor in a four-week Timothy Training Program. These sessions cover the following areas:

1. reading Disciples are Made, Not Born by Walter A. Henrichsen
2. doing the 12 lessons of the Timothy Lessons
3. sharing scriptural answers for the problems most common to new believers
4. explaining what follow-up really is
5. showing the qualities the successful Timothy needs
6. explaining how to deal with problems and questions you cannot answer
7. suggesting activities the Timothy and new believer can do together to build a friendship
8. outlining a tentative schedule for a Timothy meeting
9. discussing the book Disciples are Made, Not Born
10. checking all 12 Timothy Lessons to be certain the answers the Timothy has are correct

When the Timothy calls the new believer, the new believer is waiting for his call since the director has informed him about the Timothy program. The Timothy introduces himself and they become acquainted over the phone. Then they decide the best time for them to get together that week for their one-hour meeting. (An hour is the minimum amount of time to spend. Many want to spend a whole evening in fellowship.) The Timothy leaves his name and phone number with the new believer so he can be contacted any time.

The main objective in the Timothy's follow-up is for friendship and sharing. A new believer will not be comfortable in a church where he knows no one. The greatest need in the life of a new Christian is a real Christian friend. The Timothy is taught that the Timothy lessons are important, but not nearly as important as making good friends with the new believers.

ALTAR CARD

Mr.
Mrs.
Miss

_____ (last name) (first name) (if married - spouses' name)

STREET ADDRESS _____

City _____ Zip Code _____

Telephone Number _____

DATE _____ AM
PM Service (circle AM or PM)

Age (circle one) ADULT TEENAGER CHILD

REASON FOR GOING TO ALTAR (circle one):

Salvation Public Confession Sanctification Re-dedication Other

COUNSELOR _____

The Altar Cards are a helpful in follow-up. They aid in:

1. Follow-up from the church secretary
2. Follow-up from the pastor
3. Follow-up for baptism
4. Record of baptism
5. Follow-up for membership
6. Record of membership
7. Record of all who have come to the altar, reason for coming, date they came to the altar, their address, phone number, and approximate age.

FOLLOW-UP FROM THE CHURCH SECRETARY

On Monday morning the church secretary begins to process the Altar Cards from the previous Sunday.

For *all* the responses listed on the Altar Card there are appropriate letters to send to the person whose name appears on the card.

See examples.

These follow-up letters accomplish several things in the first steps of the Follow-up Program:

1. It gives the new believer the times of classes and services, needed guidelines from Scripture, and encouragement from the pastor.
2. It shows the new believer the church is interested in him personally.
3. It makes an impression on the new believer concerning the church's efficiency.

At this time the church secretary types up the second Altar Card with pertinent information. The original signed cards go into the office's permanent files. The typed copies go to the Follow-up Director.

SAMPLE LETTER

Dear _____:

I rejoice in the Lord as I write this letter. Your decision to make a public confession to follow Jesus Christ was something very special for me, your pastor, to observe. I will pray daily for steady growth in your Christian life. Your new friends in the church will be praying for you, too.

Since deciding to follow Jesus Christ you've probably experienced some difficulties and had questions arise. All new Christians have similar obstacles to overcome. A New Converts' Class is conducted especially for you and other new Christians every Sunday morning at 9:30 a.m. I am the teacher of the class and it meets in the balcony.

May I encourage you to attend beginning this Sunday? You are sure to find solid help for the development of your Christian life.

Please feel free to ask for a pastoral visit, or come by my study. You are welcome any time.

Sincerely,

Pastor

SAMPLE LETTER

Dear Teenager:

It was wonderful to hear of your recent decision to accept Christ into your heart. That's the most important decision a person can ever make in this life.

You now have a brand new beginning. The past is forgotten and gone and everything has become new. Your sins are forgiven, you are on your way to heaven, and you are now a part of the family of God.

Since you are just beginning you are needing some special attention so you will mature and grow spiritually. There are several things you need to do in order to become a stronger child of Christ:

1. Pray -- just talk to Jesus like you would any other friend.
Do it every day and tell him all that's on your heart.
2. Read your Bible -- by calling me or coming to the New Converts' Class, you can have a free copy of an easily understood version of the New Testament.
3. Share Jesus -- tell your family and friends about him.
4. Fellowship with other Christians -- It is vital that you meet other Christians your age.
5. New Converts' Class -- I have included information explaining the New Converts' Class and other opportunities to fellowship with believers your age.

We are anxious to see you follow up your decision to accept Christ and grow in him. Please feel free to call if you have any problems or questions. The church phone is _____; my home phone is _____.

With you in Christ,

Youth Minister

Enclosure

Enclosure to teenagers:

INFORMATION SHEET

1. New Converts Class -- This is a special class for those who have just received Jesus. It gives you basic instruction on prayer, Bible reading, temptation, the Holy Spirit, and many other important topics. You can come to the class during Sunday School at 9:30 a.m. The class is conducted by the pastor and meets in the balcony.
2. Fellowship with other Christians your age. You can do this in the following ways:

SUNDAY SCHOOL -- 9:30 a.m. each Sunday at _____

Grades 7&8 -- downstairs. Tom Jones is the teacher.
Grades 9-12 -- youth chapel. Pete Johnson is the teacher.

YOUTH SERVICE -- 6:00 p.m. each Sunday in the youth chapel

This service, especially geared to your needs, is conducted to help you grow in the Lord.

SAMPLE LETTER FOR THOSE WHO HAVE
SOUGHT A CLEAN HEART AT THE ALTAR

Dear Christian:

I am rejoicing over our Sunday services and your decision to surrender everything to Christ. This step is an important one in your walk with Christ and will bring tremendous victories spiritually for you. All of the great Christians have come to the point in their lives where they needed to make that total consecration of their all to Jesus.

In Romans 12, the Apostle Paul entreated Christians to give themselves as a "living sacrifice to God". He went on to say if they would, they could find God's perfect will for their lives. Of course, we all want to find God's perfect will for our lives, and you have begun by surrendering completely to him.

Now you must continue to consecrate to God everything in your life every day. That is the key to victoriously living for Jesus. May the Lord bless you as you continue to be obedient to him!

SAMPLE LETTER TO THOSE RE-DEDICATING THEMSELVES TO CHRIST

Dear Christian:

I wanted to send you a letter to let you know how thrilled I was that you came forward to the altar this past Sunday. It will always be a joy to see people come to Christ. I realize you have already received Christ in your heart and that you have a particular need or burden. But you need to know that your pastor is praying for you and is concerned about you.

In Luke 15 Jesus talked about the sheep that wandered away from the flock and how concerned the shepherd was that the lost sheep return to the fold. He was so distressed he left the other ninety-nine sheep to find the lost one. The shepherd searched until he found it and returned rejoicing. In the same way I, as your spiritual shepherd, am rejoicing over your desire to come back to Christ and stay close to him.

If at any time you need help, feel free to call.

Praying for you,

FOLLOW-UP FROM THE FOLLOW-UP DIRECTOR

The Andrews and trained altar counselors turn all filled-out Altar Cards in to the Follow-up Director. After the evening services on Sunday the Follow-up Director leaves all the Altar Cards in the office. On Monday the secretary types up copies of the Altar Cards which are then returned to the Follow-up Director, preferably on Monday. The Follow-up Director is then ready to begin his work!

The Follow-up Director telephones each person who was at the altar on the previous Sunday. As each person is called the Director should make certain the person believes the Lord met his need.

If the Altar Card is marked 'sanctification', the person is questioned concerning his satisfaction with his experience. Share some verses that explain what sanctification will do for his life (Romans 12:1, 2; Galatians 5:22-25).

If the person marked the Altar Card 'Re-dedication', and he is getting back to the Lord after a prolonged backslidden condition, he is assigned a Timothy, "to help keep him a Christian."

If the person marked either 'saved' or 'public confession', he definitely should be enrolled in the New Converts' Class and the Timothy Program. When the Follow-up Director telephones these new believers, this is the typical conversation:

"Hello, Brother Bill! This is _____ calling. I was looking over the Altar Cards from Sunday and I see you were at the altar. What did the Lord do for you?" (You are letting the new convert testify if he has been saved and he is reassuring himself that God has met his need. If he is not satisfied you will be able to detect it in his answer or sound of his voice.)

"It's exciting, Brother Bill, to know you have opened your heart to Christ. I'm calling to inform you about some helps we have for you as a new believer, to stay close to Christ. You know it's one thing to *become* a Christian, but it's another to *stay* a Christian. So let me tell you about these helps."

"The first thing is our New Converts' Class that meets at 9:30 a.m. every Sunday morning and at 6:15 p.m. on Wednesday evenings. We will deal with the basics of the Christian life, such as 'How to Study the Bible', 'How to Pray', or 'How to Resist the Devil and Temptation'. I teach these classes, Brother Bill, and they run for 12 weeks, one lesson per week, and then you will move on into your Adult Bible Class. I'll be looking for you in the New Converts' Class, okay?" (This question will commit him to come to New Converts' Class.)

"The other help we offer at the church is the Timothy Program. We will have a Christian near your age (men with men; women with women; couples with couples) who will meet with you once a week for an hour in your home. That person will go through 12 lessons of Bible study with you personally, Brother Bill. You will be given a reference in the Bible to look up the answer and provided with a space to fill in the answer. New believers really enjoy this program because it not only gives them some personal Bible study lessons, but it also gives them a good friend in the church they can fellowship with." (This statement will sell the program to the new believer, for they want to study the Bible and make new Christian friends.)

"How does that sound, Brother Bill?" (Of course it sounds good! When he responds positively . . .)

"Good, Brother Bill, I'll have a Timothy call you sometime this week. You two can set up the most convenient time to get together for your meeting."

"It was good talking to you, Brother Bill, and wonderful to hear you have accepted Christ into your heart. We are praying for you and want you to feel free to call us any time you might need us. The Lord bless you . . . Good-bye."

As the head of the Follow-up, the Director must then select and contact a Timothy for each new believer and report each new assignment to the Timothy secretary. You can keep record of these assignments on the "Timothy Assignment Form". If no lay Director of Follow-up is available, the pastor will want to perform this pleasant duty.

RECEPTION INTO MEMBERSHIP

The normal procedure for bringing an adult into membership in the Free Methodist Church upon profession of faith is to baptize him as soon as he gives a clear testimony to the conversion experience. Wherever it is convenient, reception into preparatory membership and a public testimony should be a part of his baptismal service. Where the facilities are inadequate to baptize the new believer according to his convictions he may give his public testimony and be received into the church in a morning worship service with the baptismal service following as soon after (preferably the same day) as possible.

The next step is to involve him immediately in a nurture program. He should be enlisted in the New Converts' Class and assigned to a Timothy. After completing the 12 New Converts' Class lessons he needs only to complete lessons 2, 5, 7, 8, and 9 in Donald N. Bastian's Belonging before reception into full membership. The leader's guide written by Dr. Cathy Stonehouse, entitled Adventures in Belonging, is an excellent adaptation to youth of Bishop Bastian's book, and may be studied with profit by those who teach the membership for new adult converts.

NEW CONVERTS' CLASS

One of the best ways to enlist the new believer in the New Converts' Class is for his Timothy to arrange to meet him at the entrance of the room where the class meets and introduce him to the teacher. Providing transportation for that first Sunday may be helpful. After the new believer arrives, the teacher makes sure he is introduced to all the members of the class including the class secretary.

The secretary has the following duties:

1. Welcomes all the new converts as they enter class each morning
2. Passes out the New Converts' Lessons
3. Passes out the attendance cards
4. Takes up the offering and attendance cards, records attendance on New Converts Attendance Record
5. Turns the attendance cards and offering in to the Sunday School office
6. When a new convert has been absent two Sundays, the secretary telephones him to find the cause of absenteeism and encourages him to come back. If she feels it is necessary, she turns large problems over to the director.
7. The secretary turns all new names, addresses, and phone numbers of new believers in to the director. Careful monitoring of the progress of the new believer by the Follow-up Director is important. To encourage growth the director needs to encourage the new believer to:
 - a. attend all the New Converts' classes
 - b. establish the pattern of regular church attendance

FOLLOW-UP BY THE TIMOTHY SECRETARY

After the director contacts the new believer and the Timothy, the Timothy secretary needs to be contacted. The Timothy secretary can be a housewife who can give one to two hours per week in telephoning the Timothys. Her list of Timothys is assigned by the director. He is careful that no secretary gets more than 20 Timothys a week to call. The secretary will contact the Timothy once a week to find out how the new believer is getting along. If the new believer is having problems and needs help, the Timothy secretary contacts the Follow-up Director. If the new believer is getting along all right, the Follow-up Director never hears from the secretary until the 12 weeks of lessons are completed. Then the director is informed which Timothys are available for another assignment.

Most of the time the director will not have to deal with the problems of the new converts -- the Timothy will be able to help them. Therefore, the Timothy secretary will do all the work of keeping track of the assignments and the lessons they have completed.

The Timothy secretary keeps these records on the Timothy Secretary Report Form .

NEW CONVERTS' CLASS ATTENDANCE RECORD
(FOR TIMOTHY SECRETARY'S USE)

NAME _____
 (last) (first) (if married, spouse's name)

ADDRESS _____
 (street, route) (city) (zip code)

PHONE _____

TIMOTHY _____

TIMOTHY'S TELEPHONE _____

DATE OF PUBLIC CONFESSION _____

_____ 'P' or 'A' _____ DATE

LESSON I

LESSON II

LESSON III

LESSON IV

LESSON V

LESSON VI

LESSON VII

LESSON VIII

LESSON IX

LESSON X

LESSON XI

LESSON XII

Secretary: Mark 'P' for present or 'A' for absent in proper space.

TIMOTHY _____ (last name) _____ (first name)

NEW BELIEVER _____ (last name) _____ (first name)

TIMOTHY'S TELEPHONE _____

DATE OF PUBLIC CONFESSION _____
DATE OF BAPTISM _____

	LESSON NUMBER											
	1	2	3	4	5	6	7	8	9	10	11	12
1. Date of session												
2. Date of next contact												
3. Gave believer Lesson #												
4. Contact was (1)												
5. Grasp of material was (2)												
6. Sunday services attended (3)												
7. Spiritual progress seems (4)												
8. Does believer have a particular habit or problem with which he needs help? (5)												
9. Believer has assurance of salvation - "yes"/"no"												
10. Had contact primarily for social reasons (need not be every week) (6)												

- (1) A. enthusiastic
B. warm
C. cool
D. negative
E. indifferent
- (2) A. excellent
B. good
C. fair
D. poor
E. very slow
- (3) A. New Believer's Class
B. Morning worship
C. Vespers
- (4) A. very rapid
B. good
C. average
D. poor
- (5) A. Yes B. no (If not confidential, write on back of paper)
- (6) A. Yes B. no (May describe in a few words; e. g., light refreshments after Vespers, picnic with another church family)