

# S.A.L.T.

“Scripture Application & Leadership Training”

## Information Packet

*"The goal of all we do is to see the Scriptures being used effectively and lives being changed; and our aim is to show the relevance of the Scriptures in all aspects of life."*



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## **Description of S.A.L.T.:**

In response to Christ's mandate to disciple the nations, we purpose to equip leaders and pastors who have limited access to Biblical training.

Partnering with Bible translators, missions' agencies and indigenous churches, our multinational teaching teams seek to inspire a greater understanding of God's word and His ways resulting in individuals' lives being changed and the church and community strengthened. Additionally, we aim to develop team members and encourage the mission's involvement of sending churches.

Our primary goal is to help individual language projects in their vision to see the local Scriptures being used. Our desire is to work alongside local leaders and pastors who have a hunger for further Biblical instruction and have a desire to teach others what they have learned. We believe that the participants will be deeply challenged in their own Christian lives as they study the Scriptures together in their own *heart language*. They will also be encouraged to continue to study and teach others in their own communities.

The S.A.L.T. course is a 2-week intensive Bible course. With the help of the on-site Bible translators and NBTO translators/workers, we seek to customize the teaching topics and discussion times to meet the felt needs of the local people, making the curriculum and method as culturally relevant as possible. Practical applications of the material and outreach opportunities are strongly encouraged. Further SIU courses are recommended to follow up the training given in the first course (at the request of the local churches and participants).

Each S.A.L.T. team member will rely on God to cover his or her own travel expenses to and from the location.

**Length of the course** - S.A.L.T. courses are generally held for 10 class days for five to six hours each day.

**Format of the course** - Worship times are generally led by nationals. S.A.L.T. team members teach as guest lecturers, working closely with the national coordinators. Teaching material is presented through examining the Scriptures as well as through discussion groups, dramas and other interactive means. Ideally, translated outlines are given to the participants for each session. Some courses also provide writing materials for students. \*\*

**Logistics of the course** – Depending on how far participants have traveled, meals and/or accommodations may need to be made available as well.

**Application of the course** – An outreach to the local community will be conducted at some stage during the course, usually during the last weekend. The outreach phase of the course gives the S.A.L.T. participants an opportunity to share some of the things they have learned.

*\*\*A fee should generally be charged each student to cover logistical costs of the course. Please note that this is a ministry for S.A.L.T. team members and they do not charge any fees whatsoever for teaching; however, it is customary for the village and/or church to provide food and housing for team members while on location.*

## **Key Factors Influencing the Effectiveness of a S.A.L.T. Course:**

In order for a S.A.L.T. course to be most effective, the following key factors should be in place:

1. The New Testament (or whole Bible) is completed in the language and readily available to the people.
2. An invitation to do a course should come primarily from a national church and/or the NBTO.
3. A desire for discipleship and/or Christian growth must be present in the potential participants.
4. Participants of the courses should be leaders who can teach and influence others. This could include NBTO members, translators, pastors, church elders and younger potential leaders. Some of these Christian leaders will be able to continue the discipleship process following the S.A.L.T. course. We encourage cross-denominational involvement.
5. Those attending the course should have the ability to read the Scriptures so that: a) they can be fully involved in the course themselves, and b) they will be able to open up the vernacular Scriptures to others.
6. The S.A.L.T. teams should work closely with the established long-term ministry such as SIL, NBTO, local agency and/or local church.
7. After the S.A.L.T. course, participants should pursue follow-up SIU courses, further instruction and practical application (e.g. outreaches).

## **S.A.L.T. Teaching Topics**

### ***GOD & PEOPLE***

- The Pursuit of Truth
- The Father Heart of God
- The Nature of God
- The Character of God
- Developing Friendship with God
- The Design and Purpose of People
- God's Laws of Love

### ***SATAN & SIN***

- Satan and His Strategies
- The Heart of Sin
- The Destructiveness of Sin

### ***SALVATION***

- The Grace of God in Salvation
- Salvation from Sin
- The Marks of a Christian

### ***CHRISTIAN LIFE & LEADERSHIP***

- Overcoming the Enemy
- The Necessity of Holiness
- Breaking Sinful Habits
- Walking in Forgiveness
- Christian Family
- Preparing and Presenting Messages

### **Sample Schedule of the S.A.L.T. course:**

|                  | <b>Week 1</b>                                     | <b>Week 2</b>                                   |
|------------------|---|---|
| <b>Monday</b>    | Pursuit of Truth<br>Father Heart of God           | Marks of a Christian<br>Overcoming the Enemy    |
| <b>Tuesday</b>   | Nature of God<br>Character of God                 | Necessity of Holiness<br>Breaking Sinful Habits |
| <b>Wednesday</b> | Friendship With God<br>Design & Purpose of People | Walking in Forgiveness<br>Christian Family      |
| <b>Thursday</b>  | God's Laws of Love<br>Satan and his Strategies    | AIDS Awareness<br>Outreach Preparation          |
| <b>Friday</b>    | Heart of Sin<br>Destructiveness of Sin            | Community Outreach                              |
| <b>Saturday</b>  | Grace of God in Salvation<br>Salvation from Sin   | Community Outreach                              |
| <b>Sunday</b>    | Church Service                                    | Graduation                                      |

### **Sample Daily Schedule:**

|       |   |
|-------|---|
| 8:00  | Prayer, Praise & Worship                    |
| 9:00  | Session One                                 |
| 10:30 | Break                                       |
| 11:00 | Session Two                                 |
| 12:30 | Lunch                                       |
| 1:15  | Literacy Workshop / AIDS Awareness Training |
| 2:15  | Break                                       |
| 2:30  | Session Three                               |
| 4:00  | Finish                                      |

## ***Synopses of Topics for the S.A.L.T. course:***

### **GOD & PEOPLE:**

#### **The Pursuit of Truth**

- *Leading Idea:* Increased understanding of truth brings greater freedom to life and ministry.
- *Synopsis:* This teaching is used as an introduction to the course. It discusses the definition of truth and the need for man to know God's absolute truth to bring greater freedom in life and ministry. It explains the value of the Scriptures in understanding these truths and man's responsibility to immediately apply his understanding of truth.

#### **The Father Heart of God**

- *Leading Idea:* God is a loving Father to all people and He longs for an intimate relationship with His children.
- *Synopsis:* This session emphasizes God's fatherly care and His desire for intimacy with His creatures. Also, God designed the role of an earthly father to be an example to his children of who the Heavenly Father is. An abuse of the earthly father's role will often result in a distorted view of God.

#### **The Nature of God/The Character of God**

- *Leading Idea:* God's main character attribute is love and all that He does is motivated by love.
- *Synopsis:* These sessions focus on understanding God's nature and His character. Although these sessions discuss God's incredible abilities, the emphasis is on God's loving character out of which many other attributes come. Our understanding what God is like is crucial to our walk of faith.

#### **Developing Friendship with God**

- *Leading Idea:* Developing a close friendship with God includes spending time with Him in prayer and Bible meditation.
- *Synopsis:* The importance of interacting with God in a daily devotional life is emphasized. Practical suggestions are given on how to spend time in a way that develops our personal friendship with God.

#### **The Design and Purpose of People/God's Laws of Love**

- *Leading Idea:* God created people in His image in order to have a love relationship with God and with others.
- *Synopsis:* These sessions discuss the purpose of people, their great value and how we are specifically made like God - with a mind, will and emotions. God desires people to live according to the way He designed them. Living this way will not only please God, but benefit people as well.

### **SATAN & SIN:**

#### **Satan and His Strategies**

- *Leading Idea:* Satan's ultimate plan is to destroy people and keep them separated from God.
- *Synopsis:* The purpose of the teaching is to expose the purpose and strategies of Satan. It discusses who Satan is, where he came from, his ultimate evil plan for our lives and his use of accusation, deception and temptation to keep us separated from God and others.

#### **The Heart of Sin/The Destructiveness of Sin**

- *Leading Idea:* Sin comes from a sinful condition of heart and results in destructive consequences.
- *Synopsis:* These sessions discuss Biblical definitions of sin with an emphasis on people's selfish disobedience of God's laws. Because of this violation of their design, people are reaping destructive consequences. It discusses the importance of a right internal heart motive, not just good external actions.

## **SALVATION:**

### **The Grace of God in Salvation**

- *Leading Idea:* Experiencing God's wonderful loving kindness and grace leads the sinner to repentance.
- *Synopsis:* God's heart towards the sinner is one of love and grace. This session discusses how God, in His incredible mercy, longs to forgive our sinfulness and restore us back into relationship with Him. Understanding and experiencing God's heart towards us is the greatest motivating force in melting a stubborn sinful heart.

### **Salvation from Sin**

- *Leading Idea:* All people are slaves to sin and separated from God. They need Jesus to set them free and restore them back into relationship with God.
- *Synopsis:* This session discusses the different pictures of salvation presented in the Scriptures. It emphasizes the incredible loving-kindness of God in sending Jesus to die on the cross in order to forgive sin and bring about reconciliation. It also teaches the necessity of dying to the old self and entering into a new life of faith in Christ.

### **Mark's of a Christian**

- *Leading Idea:* There should be evidence of godly change in a person's life when he becomes a Christian.
- *Synopsis:* Based on the study of the principles from I John, this topic covers how Christians should have certain godly characteristics. These outward actions display evidences of inner transformation.

## **CHRISTIAN LIFE & LEADERSHIP:**

### **Overcoming the Enemy**

- *Leading Idea:* Knowing the truth about our authority in Jesus and the spiritual weapons available to us is critical in knowing how to defeat Satan.
- *Synopsis:* This teaching looks at the scriptures describing the authority given to us by Jesus and what is necessary in our spiritual warfare against Satan. Included is a discussion about the armor of God in Ephesians 6 and its practical application to the cultural setting.

### **The Necessity of Holiness**

- *Leading Idea:* Living a holy life and in obedience to God is not an option to the genuine Christian.
- *Synopsis:* This session stresses how God commands us to be holy as He Himself is holy. It discusses what it means to live a holy life and why obedience is so important in our walk with the Lord.

### **Overcoming Sinful Habits**

- *Leading Idea:* Victory over sinful habits is possible through faith in Jesus and the power of the Holy Spirit.
- *Synopsis:* This session discusses how God has provided a way of escape from every temptation. Faith in Jesus and walking in the power of the Holy Spirit are necessary for spiritual victory. Practical steps to victory are also discussed.

### **Walking in Forgiveness**

- *Leading Idea:* God commands us to forgive others as He has forgiven us. Thus, forgiveness ought to be a way of life for Christians.
- *Synopsis:* This session defines forgiveness. It also examines Jesus' life and example in this area. Practical steps in both asking forgiveness and extending forgiveness are discussed and how these should be applied in everyday life.

### **The Christian Family**

- *Leading Idea:* God designed the family as a place where all members are nurtured and strengthened in their life in Him.
- *Synopsis:* This session discusses the importance and value of Christian homes in our communities. The roles and responsibilities of the husbands and wives are looked at from the Scriptures, as well as the role and responsibility of parents to children.

### **Preparing and Presenting Messages**

- *Leading Idea:* Learning how to prepare and present Biblical messages will help sermons to be more interesting, understandable and effective.
- *Synopsis:* Simple exegesis of a passage of scripture is taught and demonstrated throughout the course. How to present a message in an effective and interesting way is also discussed. Participants will have a chance to practice these skills during the outreach phase of the course.

## ***Suggestions for facilitating a S.A.L.T. Course in a language group:***

### **Four to six months prior to having a course:**

*The Bible translator and/or local inviting agency will:*

- Make contact with the S.A.L.T. team regarding their interest in having a S.A.L.T. team come.
- Make contact with community leaders, the local churches and/or BTA representatives regarding the opportunity for a S.A.L.T. team to come and run a course.
- Be the communication link between the S.A.L.T. team and the inviting churches and/or organization in planning for the course, if needed.
- Set tentative dates for a course in conjunction with the inviting churches and/or organizations and S.A.L.T. team, as part of their language program plan.
- Provide a brief background statement as a resource for the S.A.L.T. team. (Status of literacy, N.T. translation's distribution, churches in language group, LGI, etc.)
- Make arrangements for housing, meals, and transportation of S.A.L.T. team while in the village and communicate the approximate costs to the S.A.L.T. team. (S.A.L.T. team will meet all of their own costs of travel to the location.)
- Decide on how the course will be funded, in conjunction with the inviting churches and/or organizations. (Cost of renting course facilities, course materials, and meals for participants etc.)

*S.A.L.T. Team will:*

- Consider the invitation to conduct a course.
- Communicate with translators regarding planning a course.
- Research travel costs to the village where the course is to be held.
- Send outlines and posters to be translated into the local language.

### **Two to four months prior to a course:**

*The Bible translator and/or local inviting churches and/or organization will:*

- Arrange the site to hold the course.
- Make arrangements for meals, housing, etc. for participants during the course.
- Decide on any appropriate fees for participants to help meet the costs of putting on the course.
- Communicate to and invite the potential participants.
- Translate the outlines and posters into the vernacular for participants prior to the course.
- Provide the S.A.L.T. team translations of the posters and outlines in digital format. (I.e. MS Word.)

*S.A.L.T. team will:*

- Make travel arrangements to and from the location.
- Raise funds for their expenses.
- Customize the curriculum as much as possible to the language group (in conjunction with the Bible translator and/or local inviting churches and/or organization).
- Print the agreed upon number of course booklets, which contain the translated outlines and posters.

### **Immediately prior to arrival in the village or language group:**

*The Bible translator and/or local inviting churches and/or organization will:*

- Arrange for the team to be met and settled in the village location.
- Give the S.A.L.T. team an appropriate orientation to that culture, history of the translation work and background information about the local church.
- Consult with the S.A.L.T. team regarding the curriculum, outlines, etc.
- Procure the course materials for the participants. (Folders, outline copies, pens/pencils, etc)
- Provide back-translations of New Testament, if possible. (Having one of these available for the S.A.L.T. team would be very helpful.)

*S.A.L.T. team will:*

- Make itself available prior to the course for orientation and preparations.
- Make any adjustments to course curriculum in consultation with the Bible translators and/or local churches.
- Finalize arrangements for housing, transport, etc. as appropriate.

## **During course:**

*The Bible translator and/or local inviting agency will:*

- Select a course coordination committee to run the course and to coordinate logistics (lunch, announcements, and graduation).
- Sit through the course, if possible. This would be a great help to clarify questions and be a resource or reference for S.A.L.T. team members. (This could be SIL or BTA translators, literacy or SU workers.)
- Provide interpreters (at least two) for course instructors. Ideally, it would be someone familiar with the vernacular translation of the Scriptures.
- Provide a literacy worker to teach the literacy workshop (if a literacy segment is desired in the course).

*S.A.L.T. team will:*

- Teach sessions.
- Work with the course coordination committee adjusting the course, as appropriate, to meet participant needs.
- Work with interpreters to get relevant examples and prepare for teaching sessions.

## **After the course:**

*The Bible translator and/or local inviting churches and/or organization will:*

- Give an oral evaluation of the course and its effectiveness to the S.A.L.T. team. This would be helpful in the on-going development of these courses.
- Discuss future follow-up SIU courses with the S.A.L.T. team at this time.
- Write a report to help in documenting the courses and their effectiveness.

*S.A.L.T. team will:*

- Evaluate the course with the Bible translator and/or the local inviting churches and/or organization.
- Discuss possibilities of future SIU courses.
- Write a report, including evaluations of participants.
- Continue correspondence with participants, as possible.

## **Frequently Asked Questions:**

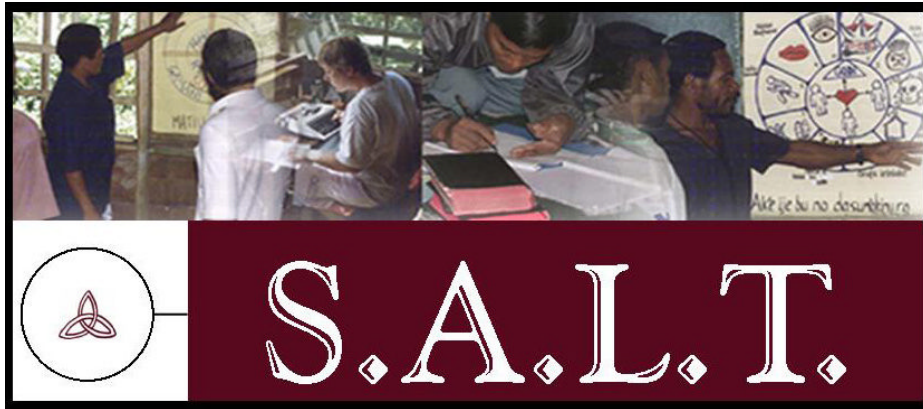
### ***1. Can a short-term team adequately communicate in a cross-cultural situation?***

- a. Generally, S.A.L.T. team members have considerable cross-cultural experience.
- b. It is vital that the translation or literacy team inviting in a S.A.L.T. team give a good orientation of the particular situation, including cultural values and customs. It is also important for the team to know the likely spiritual condition of those they will be teaching, and what areas the translation/literacy team sees as spiritual needs.
- c. It is also important that the translator be able to sit in on the sessions, assisting with translation when needed, and feeding information to the presenters on how communication is going. The translator should also provide back-translations of the texts the S.A.L.T. team will use (the usual back-translations that are needed for consultant checking) or be available to advise the presenters how particular verses are translated.

### ***2. How can the problem of not knowing the language be overcome?***

- a. Generally, the team presents the material in English and/or Pidgin, and interpreters then “turn the talk”. It is best to use the national translators who have worked through the New Testament, as these men already have a good working knowledge of the material being presented. Ideally, the S.A.L.T. team should go over the message with the interpreter ahead of time, to familiarize him/her with the main points being presented.
- b. The team uses handouts, with the main points of each session in outline form, both the VL and English.
- c. S.A.L.T. uses discussion groups a lot. In some cases students gather in small groups in the afternoons to go over the teaching, clarifying and asking questions. At other times, the teaching is done by means of small groups, with good leaders who can lead discussions of questions given.
- d. Drama is often used. A good drama, well scripted, acted by the participants using the language, can often make the point being taught without anything further having to be said.

**For more information, email: [TrainingLeaders@thesaltproject.info](mailto:TrainingLeaders@thesaltproject.info)**



## *S.A.L.T. Methods and Consultant Skills*

*S.A.L.T. Methods and Consultant Skills* is a mentoring program, intended mainly for nationals and expatriates committed to the Pacific Area, which develops S.A.L.T. personnel for the following roles:

**S.A.L.T. Facilitator.** Entry level S.A.L.T. worker facilitates S.A.L.T. courses, workshops and seminars after completing **An Introduction To Scripture Use** and **S.A.L.T. Orientation Workshop**.

**Certified S.A.L.T. Instructor.** A **S.A.L.T. Facilitator** receives this designation upon successful completion of the **\*S.A.L.T. Instructor Training Course**.

**S.A.L.T. Specialist.** A **Certified S.A.L.T. Instructor** receives this designation after he/she has staffed five or more S.A.L.T. courses; led two or more S.A.L.T. courses (or equivalent) as the designated Team Leader; and staffed one or more **S.A.L.T. Instructor Training Courses**.

**Pacific Area S.A.L.T. Consultant.** A **S.A.L.T. Specialist** receives this designation after he/she has staffed ten or more S.A.L.T. courses in the Pacific Area; led five or more S.A.L.T. courses (or equivalent) as the designated Team Leader in the Pacific Area; mentored in two or more **S.A.L.T. Instructor Training Courses** in the Pacific Area; and has earned a **\*\*Certificate of Christian Ministry** or completed thirty semester hours (or equivalent) of theological training through an approved Bible school.

**\*The S.A.L.T. Instructors' Training Course:** The purpose of the **S.A.L.T. Instructors' Training Course** is to train indigenous S.A.L.T. Instructors and develop S.A.L.T. Specialists. It is offered annually or as needed. The training program incorporates Learning That LASTS (LtL) adult teaching techniques; and it utilizes S.A.L.T. course outlines and posters in student teaching practicums, group discussions and individual evaluations.

**\*\*The Certificate of Christian Ministry:** The **Certificate of Christian Ministry** may be earned by completing twelve theological education by extension (TEE) courses offered through the Center For Christian Leadership or the Christian Leaders Training College (CLTC) of Papua New Guinea.



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