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Train & Multiply™

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Missionary Manual



Pastoral Leader Training Booklet

55

Train & Multiply™



T&M™

HOW TO USE THIS MANUAL

- We use it as a menu.
- We choose the subjects, not in the order in which they are written, but rather when the church or missionary needs them.
- When an activity is being carried out, mark where it says “Practice Confirmed.”



Investigate and Practice Different Forms of Verbs

Find out and practice different forms of verbs (tense and mode). Some verbs portray action (“The dog eats.”). Others portray a form of being (“He is greedy.”).

Practice the following, if they exist in your new language:

- Present tense: go, you go, he goes, they go.
- Present continuous: I am going, etc.
- Present perfect (the action is complete): I have gone, etc.
- Simple past: I went yesterday, etc.

Helpful Hints:

- Tape the conversations with your helper (if you have a recorder).
- Tape the sentences to listen to and repeat later.
- At the beginning of a cassette, put the counter at 000. Then note the number on the counter when you start taping something. For example, write: 231 – adverbs, 3 January. To review later, run the tape back till the counter says 231 (the number you noted).

- Possessive (indicates possession): “The dog belongs to Roger.”
- Location: “The dog went into the kitchen.”
- Negative: “No. The dog is not in the kitchen.”
- Interrogative: “Is the dog in the kitchen?” “Who is there?” “What was it?”
- Exclamation: “The dog is eating the chops!”
- Command: “Get that creature out of the kitchen!”
- Combined: “The dog is Angela’s but she has gone already.”
- Description: “The dog that ate the chops seems to be laughing.”
- Omission (unnecessary words are left out): “He enjoyed eating them.”

Part I

OUR CHURCH PREPARES TO REACH THE NATIONS

- M1. Acknowledge Jesus’ authority to do missionary work.
- M2. Pray for missionaries and for people groups who do not know Jesus.
- M3. Ask God to help us share His vision for missionary work.
- M4. Learn about neglected people groups and choose one.
- M5. Organize to send missionaries.
- M6. Identify, prepare and send those who have God’s gifting for it.
- M7. Form, or cooperate with, an organization that is competent in cross-cultural work and that focuses on your field.
- M8. Support and care for the missionaries.

Part II
**WE PREPARE TO SERVE
IN OTHER CULTURES**

- M9. Evangelize people through their family head.
- M10. Worship God in small groups.
- M11. Disciple the new Christians, teaching them to obey Jesus.
- M12. Train leaders through personal discipling.
- M13. Know the gifts and limitations of each team member.
- M14. Seek workers from a culture similar to that of the field that you plan to reach.
- M15. Let bi-vocational workers serve in restricted fields.

**Investigate and Practice Different
Forms of Sentences and Words**

When you have learned a new grammatical form, use it immediately, comparing it to other forms. Other languages have rules you are not used to. Seek the differences in the following forms of speech:

- Intransitive (the action has no object): “Two men sleep”.
- This phrase might be expressed very differently by your people, for example: “Sleep man man.”
- Transitive (has an object): “The man hit the door.”
- This might be: “Man door hit made.”
- Reflexive (the actions affects the one that made it): “The man washes himself.”
- Classifying (identifies something): “The man is African.”
- Descriptive (describes things or people): “This blind man is a careful fellow.”
- Adverb (describes the action of a verb): “He walks carefully.”

For example:

- Spanish: The house green is very big.
- English: The green house is very big.
- Hopi tribe in USA: Green house very big.
- Vietnamese: The house color green is very big.
- Farsi (Iran): The house green very big is.

When you have learned a new grammatical rule, use it often in conversation.

Also use exercises of substitution. Use a phrase which you want to learn, then repeat it substituting different words:

- “This is my first day here.”
- “This is my second day here.”
- “Today is not my first day here.”

- “Tomorrow we are going to the beach.”
- “Tomorrow we are going to the river” ...the bank ...the country ...the center.”

- “The girl wore a blue skirt.”
- “Wear a beautiful skirt” ...typical ...green ...long ...silk

Part III

WE LOVINGLY ACCEPT ANOTHER PEOPLE AND CULTURE

M16. Show loving respect for the people and their culture.

M17. Use methods and equipment that fit the culture.

M18. Learn the language well.

Part IV

PEOPLE RESPOND TO THE GOOD NEWS

M19. Seek people who respond to Christ.

M20. Deal with whole families and communities.

M21. Evangelize in a way that new believers can imitate.

M22. Confirm faith with baptism.

M23. Deal wisely with Muslims, Hindus and Buddhists and other religions.

Part V
**NEW DISCIPLES OBEY
THE LORD JESUS CHRIST**

M24. Obey Jesus' commands above all else.

M25. Organize the church as a body united in love.

Part VI
**LEADERS RECEIVE TRAINING WHILE
THEIR CHURCHES GROW AND MULTIPLY**

M26. Develop the ministries that the New Testament requires.

M27. Prepare mature men as pastors and leaders.

M28. Plant daughter and granddaughter churches.

Appendix: How to Learn Another Language

- Tones (high or low tones may give different meanings)
- Intonation and accent. Notice the music or rhythm of a phrase, similar to the difference when saying: "He ate it all." "He ate it all!", and "He ate it all?"

When you discover a new sound, immediately write down some words that include it. You will practice them the next day with your helper.

Include together in your list, two words that have similar sounds, to compare them. Do not stop listening to them and repeating them, until you can pronounce them just as your helper does.

**Make up Exercises of the
Different Forms of Grammar**

Practice different ways of forming phrases and using sentences, until you master them. Do not try to form phrases the same way as your own language. Each language is organized in different ways.

Various Aids to Learn a Language

Each evening record in a notebook, with the date, what you learned that day, problems, observations and plans for the next day.

Make a Note of all the Sounds

Use a section of your notebook for sounds. Note and practice the different sounds in the language. If you do not learn the exact pronunciation during the first weeks, it will become very difficult, if not impossible, to do so later on.

Group the sounds with the similar ones, in order to distinguish them and include:

- Vowels (a e i o u; other languages have more vowels)
- Groups of vowels (like “ai”, “ei”)
- Consonants (b, d, t, etc., which will be pronounced differently)

Part I

OUR CHURCH PREPARES TO REACH THE NATIONS

M1 ACKNOWLEDGE JESUS' AUTHORITY TO DO MISSIONARY WORK

Goal:

To obey the Great Commission of our Lord and Savior,
Jesus Christ.

☐ Planned ☐ Practice confirmed (date): _____.

After rising from the dead, Jesus Christ commanded us:

“I have been given all authority in heaven and on earth. Go, then, to all people everywhere and make them my disciples: baptize them in the name of the Father, the Son, and the Holy Spirit, and teach them to obey everything that I have commanded you.”

(Matthew 28:18-20)

With what authority does the risen Christ command your church to go and make disciples of all people in the world?

- Which mistakes am I repeating far too often?
- What subject shall I talk about tomorrow?
- Am I patient with my helper and with myself?
- How many people did I speak to today?

Can I distinguish between different forms of grammar? Examples:

- How do the people say, “I want to eat kimchi.” And “I wanted to eat kimchi yesterday.” or “I do not want to eat kimchi.”
- How do the people say, “I walk in the house.” “I walk on top of the house.” “Beyond the house.” and so on.

We strongly reinforce our progress if we report to someone else.

At least once a week, we should report to someone who knows our aims well (besides the helper). This could be the group leader, if there is one. This helps us to be disciplined in persevering with enthusiasm.

Step 5

REVIEW EVERY DAY WHAT YOU HAVE LEARNED AND THE DIFFICULTIES ENCOUNTERED

Note the things that were more difficult, to do them over again.

Ask yourself:

- What did I learn today? Have I learned something new every day this week?
- Did I listen hard enough to pronounce the words properly?
- What part of the grammar did I find most difficult? The tenses of the verbs? The prepositions? (Such as for, in, with, within, above, etc.)? The adverbs (such as easily, amiably, lightly, etc.)? The way to ask questions?
- What friends did I make today?
- What did I learn about the culture today?

Answer: The Lord Jesus Christ, who has all power in heaven and on earth, commands us with the high authority of God Himself. This we call the Great Commission.

According to the same command, what does Jesus tell us to do with people, in order to disciple them? (Mark two.)

- ☐ To baptize them.
- ☐ To teach them all of God's Word.
- ☐ To teach them to obey Jesus' commands.

Answer: This Great Commission commands us to make disciples by baptizing people and by teaching them to obey all of Christ's commands. The apostles taught many more doctrines to people after baptizing them, as in Acts 2:41-42.

Mark Jesus Christ's commands for all disciples. (Mark seven.)

- ☐ Believe, repent and receive the Holy Spirit.
- ☐ Make a pilgrimage to the Holy Land.
- ☐ Love God and your neighbor, even your enemy.
- ☐ Be baptized.
- ☐ Break bread together (the Lord's Supper).
- ☐ Pray.
- ☐ Read the Bible in the original Hebrew and Greek languages.

- ☐ Do not kill.
- ☐ Fast one day a week.
- ☐ Pray using beads on a string (to count repetitions).
- ☐ Keep Saturday as a day of rest.
- ☐ Fight for your religion.
- ☐ Witness for Jesus and make disciples.
- ☐ Give.

Answer:

You can find Jesus Christ's basic commands illustrated in Acts 2:37-47.

In the first church in Jerusalem, when the Holy Spirit had come, the three thousand converts immediately began to obey all these commands:

- They repented, believed, and received the Holy Spirit (conversion).
- They were baptized.
- They celebrated the Lord's Supper (in homes).
- They loved (their love was obvious to all).
- They gave with joy and sacrificial love.
- They prayed continually.
- They learned the Word and witnessed: many newly saved were added to the church.

- Greetings: Thank people for helping you, apologize. Your aim is to learn the language: "I am not a tourist. Please correct what I say."
- Objects: "What is that?" "What is that called?" "Did I say that right?"
- Talk about them: "Where do you work? How did you learn that occupation? Are you from this city? Is that sheep yours? What are you doing? Can I help?"
- Ask: "Which bus goes to the center? How much does it cost? Where is the main town square?"
- Ask how to use the telephone, the way to write letters, the words for adding and subtracting, how to say the day and time, parts of the body, etc.
- Ask permission: "Every day I learn a little. To do so I speak to many people to learn well. I would like to come back another day to speak to you. I want to tell you what I am learning. May I?"

Step 4

PLAN THE SENTENCE PATTERNS YOU WILL LEARN NEXT DAY

After talking to people, think about what you have learned:

- What did I want to say today, that I could not say?
- How can I increase my knowledge of this language now?
- What must I learn tomorrow? This week?

Examples of subjects for conversation with people during the day:

- Talk of yourself: Where you are from, your name, your family.
“My name is David White. I’m from Canada. I arrived one week ago. My wife is called Martha. We have three children.”
(Take photographs with you.)

M2

PRAY FOR MISSIONARIES AND FOR PEOPLE GROUPS WHO DO NOT KNOW JESUS

Goal:

The congregation prays weekly for a neglected people group, and for missionaries.

☐ Planned ☐ Practice confirmed (date): _____.

What happens when we do not pray?

- ☐ Nothing.
- ☐ We feel bad all the time.

Answer: When we do not pray, nothing happens! The Almighty acts in answer to his people’s requests. If we do not pray, then He does not act, the Church stagnates and missionaries work for the Lord fruitlessly.

In Matthew 9:36-38, Jesus says, “*The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.*” Write in your own words the important reason given for us to pray.

M3 ASK GOD TO HELP US SHARE HIS VISION FOR MISSIONARY WORK

Goal:

To know God's plan for the world and help your church to do its part.

☐ Planned ☐ Practice confirmed (date): _____.

A sending church obeys Jesus Christ's Great Commission. It sends workers who have a gift for mission, to make disciples of unevangelized people.

Which is better for a sending church to do?

- ☐ To pray for a missionary and send him monthly support through a missionary society which takes responsibility for planting new churches in the field.
- ☐ Decide as a church body to reproduce daughter and granddaughter churches in an unevangelized field through your missionaries, cooperating with a missionary society.

Answer: A sending church decides, as a united body, to reproduce daughter and granddaughter churches in an unevangelized field.

Compare Acts 13:1-3.

Step 3

PRACTICE USING THE SAME PHRASES WITH PEOPLE

At least five days a week, go out to practice, with local people the same phrases you learn every morning. Each time you learn something, you must use it. Talk to at least 50 people. Spend up to four hours, if necessary, practicing saying them with neighbors, children and young people, workers in the market or people in public places. Take your notebook with you to write down new words that people teach you.

Most people will be amiable and patient with you. Some will help you, because they are pleased that you are learning their language. A few will laugh, but pay no attention. It would be better to laugh also, at your own mistakes, because there will be very many!

Important: Use what you have learned from your helper with many people, immediately!

When you master new sentences, learn to say them with different word forms.

- When you can say them as a statement, also practice saying them as questions and as commands.
- When you can say them with yourself as the subject (“I am learning Arabic.”), then learn to say them as other persons (you, he, she, they, etc.)
- When you can say them in the present tense (“I am learning...”), then learn to say them in the past tense (“I learned...”) and the future tense (“I shall learn...”).
- When you have learned any new sentence, then practice it by substituting other words (“I saw an elephant”. “I saw a house”. “I entered a house”).

Doing this every day, you can master the basic structure of any spoken language in about three months.

In Genesis 12:1-3, what did God promise that he would do through a descendant of Abraham? (This was fulfilled by Jesus. Acts 3:23-26)

Who was the first cross-cultural missionary (who went to a different culture), according to Jonah chapters 1 and 3?

In the Bible, the word ‘nation’ means a people or race with their own culture or language. God commands us to do the following with every race or people:

- To witness for Christ with the Spirit’s power; Acts 1:8
- To proclaim that Christ forgives those who repent; Luke 24:46-48
- To make obedient disciples; Matthew 28:19-20

Which text promises us power to witness for Christ in faraway places?

In which text does God promise a patriarch that all peoples of the earth would be blessed through his descendant?

Note your general plan for missionary work in your church. Discuss this with other leaders.

Find God's plan for the nations in the following Bible passages:

- Psalm 67
- Isaiah 2:1-4 and 55:3-5
- Luke 24:45-49

Then put together the parts of complete sentences, and repeat them with the right intonation (rhythm and tone).

Then the helper says parts of a phrase, and you complete it:

Helper: Today I begin...

You: Today I begin to speak Arabic.

Continue in this way until you can say the whole conversation without help.

IMPORTANT:

Ask your helper to continue to correct every mistake in your intonation as well as in pronunciation! Rather than asking a helper simply how to say, "May I have some bread?", ask "How would you ask for some bread?" Otherwise he might give you a direct translation that is not how the people speak. Asking how he would say it allows the helper to think culturally and give you a more appropriate wording.

Your helper divides the conversation into phrases such as:

- Good morning.
- Today is my first day to speak Arabic.
- That is all I can so far.
- Thank you.
- Good-bye.

The helper says each phrase several times and you repeat it:

Helper: Good morning.	You: Good morning.
Helper: Good morning.	You: Good morning.
Helper: Good morning.	You: Good morning.
Helper: Today I begin	You: Today I begin
Helper: Today is my first day	You: Today is my first day
Helper: to speak Arabic.	You: to speak Arabic.
Helper: to speak Arabic.	You: to speak Arabic.
Helper: to speak Arabic.	You: to speak Arabic.

...and so on, until you can hear and pronounce each phrase correctly.

- Acts 1:8 and chapters 13-18
- Revelation 7:9-10

What people does God look at in each of the above passages?

Which of the above texts shows that people from all tribes and nations of the world will be in glory, praising God?

Pastoral Training Booklets:

- 8 Great Commission (Christ's basic command for missionary work)
- 5 Effective Evangelism (A simple New Testament approach that works in most cultures)
- 30 Seven Commands (Christ's basic commands for all disciples)

M4

FOCUS ON A NEGLECTED PEOPLE GROUP

Goal:

To adopt neglected people group, pray for them and send workers to them.

☐ Planned ☐ Practice confirmed (date): _____.

We choose a specific people (not an entire race). For example, not “the Hindus”, but rather a specific ethnic group (like the Bhils). There are hundreds of Hindu peoples in India who cannot understand each other, because of different dialects.

We prefer a field where:

- There are no churches.
- The people respond well to missionaries from your culture.
- The people are of an economic and educational level similar to yours.

Step 2

HEAR AND REPEAT THE CHOSEN PHRASES MANY TIMES

Listen to the helper pronounce a phrase. Then repeat it. Use only a few phrases, which you are going to practice during the day. Listen to the helper say the same phrase many times, until you hear it correctly. Then repeat it after him many times until you can say it with as little foreign accent as possible.

No language is pronounced exactly the same as your own. Pay attention to two things:

- the pronunciation of the sounds,
- the music of the whole phrase, the tone and rhythm with which it is spoken.

Suppose your conversation for the day is: “Good morning. Today is my first day to speak Arabic. That is all I can say so far. Thank you. Good-bye.”

Step 1

CHOOSE THE PHRASES YOU ARE GOING TO PRACTICE DURING THE DAY

You meet your helper every morning and choose what you are going to practice with others during the day. Explain to the helper what you are going to do. For example:

- “Today I want to greet many people and tell them that I am learning their language.”
- “I am going to the market to buy oranges. How do I ask the price?”
- “I am going to walk in the park. How do I ask the way?”

In a notebook, write in both languages the phrases you will practice.

For example, write:

Greetings: “Good morning. How are you? How is your family?”

- The people have about the same style of living (urban or rural, similar work.)

According to Romans 15:20-21, why do we seek neglected peoples?

There are different kinds of missionary fields:

- Those with the same culture as ours. These are the easiest.
- One with a similar culture.
- Those with a different culture. These require us to have the capacity to adapt well to different customs and ways of thinking.
- One in pioneer areas where there are no churches that reproduce in that culture without the aid of foreigners.
- Those where the authorities forbid missionary work or restrict access. Very different penetration strategies are needed to make secret disciples. The methods are completely different.

The most neglected fields are also the most difficult ones. In the majority of these fields (one third of the world's population) authorities restrict access to them. Few missionaries go because the traditional full-time professional missionary is unable to work there. It needs bi-vocational missionaries (who also have a secular job), such as Aquila and Priscilla who made tents while they established small house churches in their home. (Acts 18:1-3, Romans 16:3-5, 1 Corinthians 16:19)

What plans does your church have to evangelize a neglected people?

A. Five Daily Steps to Learn a Language Well

To speak a language without a heavy accent, we should give all our time to learning it. Those who spend most of their time on another task almost never learn to speak well. To learn a language without going to a formal language school, we recommend Brewster's method of Five Daily Steps.

- 1. With a helper, choose the phrases to practice today.
- 2. Listen to them and repeat them many times with your helper.
- 3. Practice them with many neighbors and friends the same day.
- 4. Plan what you are going to learn tomorrow.
- 5. Check your progress and review what was difficult.

Find a Helper. The first two steps use a helper who speaks the language well and is prepared to spend an hour each morning with you. It is best if he can speak a little of your own language. Do not call him a "teacher" but "helper;" because his task is not to teach you the language, but to enable you to learn it on your own. You must control the learning process; he only helps you to hear and to repeat the phrases, and explains their meaning.

HOW TO LEARN ANOTHER LANGUAGE

Language learners must recognize three facts:

1. Language is *cultural*. We learn it best while living in the culture, not only by going to classes and practicing with a helper.
2. Language is *communication*. It is best learned through two-way exchanges with ordinary people, not by passively listening to a teacher.
3. Language is *social*. It is best learned by joining in with different kinds of group activities (family, neighbors, work place, social events and worship events), not by sitting at home memorizing word lists.

Goal:

Missionaries learn to converse easily in the people's language, without a bad accent.

☐ Planned ☐ Practice confirmed (date):_____.

M5 ORGANIZE TO SEND MISSIONARIES

Goal:

To name people besides missionaries to coordinate activities to mobilize the church for mission.

☐ Planned ☐ Practice confirmed (date):_____.

The work is shared. The pastor (or senior elder) of the church does not do everything himself.

It is better to form a mission action group that coordinates the activities. This group does not do all the work either; it encourages all members of the church to obey Jesus Christ's Great Commission. Ask all members to cooperate.

Make sure children, young people and adults take part, from every class, group or department of the church.

They can begin a new activity every month.

For example:

- Pray for neglected peoples and for missionaries.
- Adopt an unevangelized people.
- Give to support missionaries.
- Teach the biblical basis for mission.
- Organize to start doing the activities in this Missionary Manual.
- Prepare missionaries.
- Teach the history of worldwide missionary work.
- Examine what is being done now in different parts of the world.
- Commission missionaries.
- Cooperate with other churches to form a missionary team.
- Present dramas which show the customs of other cultures.

APPENDIX

To reproduce daughter and granddaughter churches without weakening the process as it passes from one church to another, what should we do?

- ☐ Do everything in a way that our apprentices can imitate.
- ☐ Constantly encourage love between churches, leaders and pastoral students.
- ☐ The tutor first listens to his student to know what he is doing with his people, in order to deal with real needs and opportunities.

Answer: All three answers are taught in the New Testament.

Please plan now with your coworkers to raise up daughter and granddaughter churches.

What does a missionary action group do in a church?
(Mark the better answer.)

- ☐ The group does all the work of mobilizing the church to send missionaries.
- ☐ It encourages members of the church to take part in prayer and preparation of the missionaries.

Answer: A missionary action group helps the whole congregation to pray and prepare workers.

Notes:

M6 IDENTIFY, PREPARE AND SEND THOSE WHO HAVE GOD'S GIFTING FOR IT

Goal:

To identify, prepare and commission those who have spiritual gifts for missionary work.

☐ Planned ☐ Practice confirmed (date): _____.

Every church can do this. According to Ephesians 4:11-12, God has given your congregation — unless it is very new or small — some who can be sent.

The word “apostle” here means not the original twelve, but rather those “sent” by God from a church to another people, as Paul and Barnabas as in Acts 13:1-3. If your church is new, it can cooperate with other churches to send missionaries.

If the church says it cannot find those who have a gift for missions, perhaps they are only considering professional, full-time people, with university degrees. This kind of person cannot penetrate the greater part of the fields presently without churches, because their govern-

Churches develop relationships of love through celebrating together, through one church praying for another, and through discipling between their leaders. A congregation encourages love between its members, beginning with the example of its servant leaders. Leaders of a mother church continually foster a relationship of love through those they disciple in daughter churches.

To disciple a leader, his mentor first listens to his report about what he is doing in his congregation (or those he is discipling). Then the mentor teaches the leader what the congregation needs to do. He edifies them through his student. For example, the apostle Paul wrote to Timothy not as an individual, but as pastor of the Ephesians. This is why the letters to Timothy and Titus are called the pastoral epistles; the epistles edified the people through Paul's apprentices Timothy and Titus.

This discipling is not passing on information to another leader as an individual. Doing so would weaken the chain. When discipling a servant leader we deal not so much with the individual but with the whole body he serves. As we do this, the Holy Spirit strengthens the supernatural life force that passes from the mother church to the daughter congregation which the leaders are edifying.

can edify his church in love. This way we edify the church through him. We need a very high concept of God's power at work in the church, in spite of its problems and lack of maturity.

The Holy Spirit strengthens each church or cell in the chain, harmonizing in the body different spiritual gifts and needed ministries, including the leaders' training. (Romans 4:4-8, Ephesians 4:11-16, 1 Corinthians 12) In the New Testament, leadership training focuses not only on the individual leader but on edifying the entire church body. The teacher does not just pass on information to the student. He teaches him exactly what his whole church or his cell needs at that moment.

We encourage this life as a body united in love, on three levels:

1. With the leaders we are preparing.
2. Among the members of a congregation or cell.
3. Between the churches.

ments forbid it. Only "bi-vocational" missionaries, who have a trade or work that the government permits, such as a business, will be able to enter. They earn their living while planting secret house churches.

A missionary candidate must fulfill biblical conditions:

- ☐ His gift and calling are recognized by the church.
(Acts 13:1-3)
- ☐ He fulfills the conditions in Titus 1:5-9 for church leaders.

We must help the missionary candidate to:

- Confirm God's call to an unevangelized field.
- Have a deep love for the unconverted.
- Be able to adapt to a different culture and learn another language.
- Know his own spiritual gifts, which must include the gift of apostleship (being sent).
- Get on well with colleagues and other people.
- Be in agreement with his wife and children about this call.

- Live a holy life of prayer and obedience to the Lord.
- Submit to his church leaders and the commission they give him.
- Be prepared to undergo coming difficulties such as:
 - problems with the government (passports, visas, laws, etc.),
 - disease and danger in a pagan land,
 - different local customs and the language,
 - satanic attacks, idolatry and corruption.

How does one hear a missionary call?

(Mark the better answer.)

- ☐ A burning desire (“itchy feet”) to go to a neglected people.
- ☐ A desire to use one’s formal education and preach the whole Word of God to many people.

Answer: The missionary or apostolic gift can be recognized by the “itchy feet”, or urgent desire like Paul had, to take the gospel where it has not yet been preached. (Romans 15:20-21)

M28 PLANT DAUGHTER AND GRANDDAUGHTER CHURCHES

Goal:

Let new pastors and elders allow their churches to reproduce naturally as daughter and granddaughter churches.

☐ Planned ☐ Practice confirmed (date):_____.

A biblical system of apprenticeship is used. So that churches will continue to reproduce, missionaries, pastors and elders all work in such a way that their own apprentices can imitate them. Just as Christ and his disciples always served as models, likewise do not ask their disciples to do anything they have not seen the master do, so that these can do the same thing immediately. They do not use materials that the apprentice does not have. The wise missionary does not use films or electronic equipment unless the new leaders have the same equipment.

We strengthen the life of the church. This life passes from one church to another, from mother to daughter, to granddaughter, etc., as churches reproduce in chains. We disciple a church leader so that he

A missionary should practice the role of servant leader. A missionary servant shares leadership with mature converted men, as in the New Testament. He leads, not by giving orders, but through their example, as humble servants. (1 Peter 5:1-5) If a new leader is trained only in an institutional classroom, with little contact with a well established church or experienced pastor, he will adopt the leadership style of the classroom. He will lead with a more demanding style than what an experienced pastor who is a servant leader would use to shepherd his flock.

The servant pastor treats his sheep as beloved disciples. He is not a boss but a humble servant. He disciples other elders, so they can pastor as servants with their small groups or cell in the church. He does not fear competition from new leaders, because they are his disciples.

So that the church may have a servant leader and not a bossy chief, how should he be trained?

- ☐ While being trained he shares pastoral work with other elders who serve in love as fellow pastors.
- ☐ He receives training not only during teaching sessions but also by serving at the side of a more experienced leader.
- ☐ Only serious, mature men are trained. The word “elder” means mature man.

Answer: All three answers are valid in the New Testament.

Which is the best reason to go the mission field?

- ☐ A preacher without a church, looking for somewhere to preach.
- ☐ Feeling grief for those who have never heard the Gospel.
- ☐ Because one earns more working abroad as a missionary.

Answer: A burning desire to present Christ to those who have never heard the good news.

Those Called Are Set Apart

By the power of the Holy Spirit we set apart those who have a gift for mission, and respond to the call: Acts 13:1-3.

In Acts 13:1-5 the brothers in the church at Antioch prayed, fasted, and laid hands on the missionaries to send them to unevangelized people. On that occasion, they went to a people whose culture was not very different, and they did not have to learn a new language. Today, to go to unevangelized fields, preparation often must be made for learning a different culture and learning a new language.

Which three people went out as a team from the church in Antioch?

Answer: See Acts 13:1-5

According to Acts 11:12, how many from the church at Joppa went with Peter to Caesarea?

Answer: Six Jewish Christians went with Peter.

Two churches cooperated in this project (one in Joppa, and Peter's church in Jerusalem). We read of this in Acts 10; Peter gives a report to the "grandmother" church in Jerusalem in Acts 11.

What was the problem for Peter and other Jewish missionaries, which God solved in Acts 10? Mark the better answer:

- ☐ They were not licensed to preach.
- ☐ They were bound by the customs of a different culture.

Answer: They could not accept the customs of a different culture.

M27

PREPARE MATURE MEN AS PASTORS AND LEADERS

Goal:

Let mature men capable of serving continue to receive training from others who disciple them.

☐ Planned ☐ Practice confirmed (date): _____.

The missionaries disciple the first pastors. Then these pastors serve their own churches and at the same time disciple newer pastors who serve daughter churches. These disciple yet others in granddaughter churches, and so on, in a chain of growth until you have churches in each community of your field of responsibility.

This preparation of leaders continues extending as a chain when we train mature men, not single young men, as the Bible requires.

(1 Timothy 3:1-7, Titus 1:5-9) We train a leader by focusing our attention on the church he pastors. This training can be in small groups of pastoral students, provided each one and his church receives the attention they need.

He should not invite the public to meetings while they would still have to be led by a foreigner. He develops a style of worship and leadership that a new leader can manage easily. He does not use a pulpit yet, or complicated music, etc., if the new leader cannot imitate the model. He introduces a style that is easy for him.

It is easy for the new leader to lead a service with a small congregation that celebrates the Lord's Supper just as it was done in Acts. He can start with his own family. If a new leader tries to preach in a formal way too soon, he can do little more than scold or reprove. But it is easy for him simply to relate an event in the Bible. Then the group can discuss the meaning or practical duty the story teaches. They can pray for each other and plan what they are going to do for Christ during the coming week.

Notes:

Because of this, God first prepared Peter through a vision. (Acts 10:9-18) They stayed several days in Cornelius' home, where they had to eat food forbidden by Jewish cultural traditions. Other missionaries from Jerusalem suffered from similar prejudices (the legalism which Paul dealt with in his letter to the Galatians). The first cross-cultural missionary was Jonah, who had the same problem of cultural prejudice.

Future Problems Are Faced

There are always problems, on facing a different culture. Some members of the grandmother church in Jerusalem complained about the eating of prohibited food. Peter, through God's help, had avoided the most common problem of cross-cultural mission work. He had not insisted that new believers should take on his own culture's customs. The biggest stumbling-block for evangelical missionaries is that they take with them to another culture the customs of their home church, for example the style of music, of church meetings, dress, rules on food or drink and methods of evangelizing, preaching and training leaders. These ways of doing things often grow out of cultural traditions rather than from Scripture.

What is the most common problem for evangelical missionaries?

- ☐ They oblige new believers to follow customs originating in a different culture.
- ☐ They accept everything in a new culture, including idolatry.

Answer: Their own cultural traditions get in the way.

Which is the better way to send a missionary?

- ☐ In a small team of missionaries.
- ☐ Alone, to save money.

Answer: We do not send missionaries as individuals. Jesus Christ never worked alone, nor did the apostles. Individualism causes problems among missionaries, errors of judgment and, sometimes, immorality. The church in Antioch sent three together: Saul, Barnabas, and John Mark as a helper.

Find in Galatians 5 the custom that was imported from a different culture that caused a severe problem:

Activities with the believers:

- Pray (personal devotions, family prayer, healing, intercession)
- Give
- Teach God's Word
- Develop fellowship
- Organize worship together
- Watch over the spiritual life of the flock

Activities with families and those who suffer:

- Counsel those with personal or family problems
- Help those who are in need, or sick, or in mourning
- Strengthen families

Activities for leaders:

- Organize all to develop ministries according to their spiritual gifts
- Train new leaders
- Evaluate the church's progress in all these ministries

The cross-cultural missionary mobilizes local leaders as soon as possible. He trains new leaders in a pioneer field, keeping behind the scenes. He does not act as a leader, but gets the new leaders to lead.

M26 DEVELOP THE MINISTRIES THAT THE NEW TESTAMENT REQUIRES

Goal:

Let new leaders ask members of their churches or cells to work in basic church ministries, according to their spiritual gifts, which God gives to every believer.

☐ Planned ☐ Practice confirmed (date): _____.

New leaders serve. Missionaries and other leaders counsel, or mentor those who are training as leaders to serve as elders and pastors. If they are very new their counselors may ask them to serve temporarily as “provisional elders” until they have proved their character and capacity to pastor.

Pastoral Study:

New leaders put into practice activities presented in the Student Activity Guide, (Train & Multiply). They include:

Activities with the unconverted:

- Evangelize
- Plant daughter churches

In Ephesians 4:11-12 find a promise for your church concerning the “apostles” that God has given your church. “Apostle” means “sent one.”

In Romans 15:20-21 and Ephesians 3:1-13 Paul considered his calling to be to go to neglected people.

Notes:

M7 FORM OR CO-OPERATE WITH AN ORGANIZATION THAT IS COMPETENT IN CROSS-CULTURAL WORK AND THAT FOCUSES ON YOUR FIELD

Goal:

To work with, or form, an organization or agency that is competent to work in the field you focus on.

☐ Planned ☐ Practice confirmed (date): _____.

Search for an agency with the same vision as your sending church.
The agency should help each missionary to work with the people to whom God has called him.

During the last century few missionaries went to neglected fields. Of 100 missionaries abroad, only ten go to truly neglected fields. Among these, only two or three go to the third of the world's population where evangelism is forbidden. This vast part of the world's population is left neglected.

Part VI

LEADERS ARE TRAINED WHILE CHURCHES MULTIPLY

Write down your plans for the new churches to be living bodies whose members serve one another in love, using their respective spiritual gifts.

Some places have too many missionaries. Most missionaries go to fields that are already evangelized and have national churches, because these are known fields that attract attention. Missionaries offend local pastors when they behave as if the evangelized field were uncared-for. Some foreigners stay in evangelized areas to control the churches.

To avoid this, the sending church should make an agreement with mission supervisors to respect the calling and commission of new missionaries, so that they are allowed to work among unevangelized people.

The field supervisor of a missionary agency seldom heeds a new missionary, but will pay attention to the sending church. At the church's request, new missionaries will be permitted to work with an unevangelized people group, to whom God has called them.

Lay missionaries are needed. A common error is to send only academically trained, professional, full-time missionaries. But the majority of new churches worldwide are raised up by a different kind

of worker, the “lay” volunteer. Lay workers can live where the government forbids working for Christ. This is why we should cooperate with (or form) a missionary agency which mobilizes bi-vocational workers.

Missionaries neglect some fields because the churches do not know about them. Most of the neglected people groups are Muslim, Hindu or Buddhist who live in North Africa, the Middle East, much of Asia and Indonesia.

The church seeks or forms, with other churches, a missionary agency. This organization should meet the following requirements.

- It is formed by local Christians who share the common goal of reaching neglected fields.
- It is in agreement with the plans of sending churches.
- It will accept teams formed by these churches, whose members have differing ministries according to their spiritual gifts. Some traditional agencies require so much academic preparation that their missionaries are all teachers.

1 Thessalonians 4:18 _____

James 5:16 _____

1 Peter 4:9 _____

1 Peter 5:5 _____

1 John 1:7 _____

1 John 3:23 _____

We help the brothers to make an “agreement to love one another.” Then we define how to behave in their new church. Having studied the Scriptures above, they agree one with another to love, forgive, warn, confess sins, carry burdens, esteem, etc.

Pastoral Study Booklet:

37 Church Planting Guide

Here you will find what we do for one another. These verses from the New Testament include the phrase “one another” or similar words; fill in what we do:

John 13:34	_____
Romans 12:16	_____
Romans 13:8	_____
Romans 15:5-7	_____
Galatians 6:2	_____
Ephesians 4:2	_____
Ephesians 4:25	_____
Ephesians 4:32	_____
Ephesians 5:21	_____
Colossians 3:13	_____

- It requires only biblical requisites for missionaries and leaders. They do not need a high level of academic attainments (unless the missionary is to work with professionals). Nor are the financial requirements higher than those of the Bible. Some missionaries live as the rich; this is against Christ’s teaching. We should seek an agency that permits missionaries to live in an economical way of which Jesus would approve. (Matthew 6:19-34)
- It sends bi-vocational missionaries to fields where the authorities forbid Christian workers. (Bi-vocational workers support themselves with secular work, and evangelize in secret.)

Notes:

M8 SUPPORT AND CARE FOR THE MISSIONARIES

Goal:

To give regular offerings to support missionaries.

☐ Planned ☐ Practice confirmed (date): _____.

Allow each Christian to decide what he wants to give for missionary work, according to the teaching in 2 Corinthians 9:7. Arrange for everyone who wants to do so, to make a promise in faith to give a certain amount, more than they already give to the church, for a missionary (or missionary team) approved by the church.

What do we mean by a promise in faith?

- ☐ Voluntarily giving what one has promised in faith, to God, for the monthly support of missionary work.
- ☐ The church gives a percentage of its annual budget to support missionary work.

M25 FORM THE CHURCH AS A BODY UNITED IN LOVE

Goal:

Let new believers and church members promise to love and serve each other.

☐ Planned ☐ Practice confirmed (date): _____.

The new believers commit themselves to obey Christ in love.

Having been baptized, new believers agree with one another before God to unite as a family in the Lord and to love, forgive and serve one another using their respective spiritual gifts.

Notes:

Goal:

Let converts start obeying all the Lord Jesus Christ's commands.

☐ Planned ☐ Practice confirmed (date): _____.

New believers do all that Jesus Christ commands. They repent, are baptized, celebrate the Lord's Supper, love God and their neighbors in a practical way, forgive even their enemies, help those who are most needy, give joyfully, pray daily and make disciples, beginning with their witness for Christ among their relatives and friends.

Pastoral Training Booklet:

7 How to Make Disciples

Notes:

Answer: Both methods are good, but believers give with greater joy, and give more, when they have committed themselves, in prayer, to support one or more missionaries, as the Lord has told them. This does not lay a heavy burden on the church, because God rewards her according to the principle taught by Luke 6:38.

Poverty need not be an impediment. The majority of remaining unevangelized fields need bi-vocational missionaries who support themselves financially by working. Christians in commerce in other countries can advise you about this.

The sending church communicates with missionaries to encourage them. It gives them pastoral care, when they return on furlough, or if they visit them in the field. The missionaries send news and prayer requests to the church every month or two.

Find in 2 Corinthians 9 some benefits that God gives when we give joyfully for the work in other areas?

Part V

NEW DISCIPLES OBEY THE COMMANDS OF THE LORD JESUS CHRIST

in reincarnation, and that only the abstract or “spiritual” is real; material things are a false or inferior dream. Sin is only slavery to the flesh, material and worldly desires, not something offensive to a holy, personal God. They respect life; some do not kill animals and are pacifists, not joining the armed forces. They honor the old. They give homage and honor to their ancestors by praying to them. They practice meditation to escape what is material and to become one with what is spiritual and abstract. For Buddhists, salvation is when the soul reaches a state of nirvana in which one ceases to exist as an individual. This is existence without personality as part of the divine essence, in union with all that is in the universe.

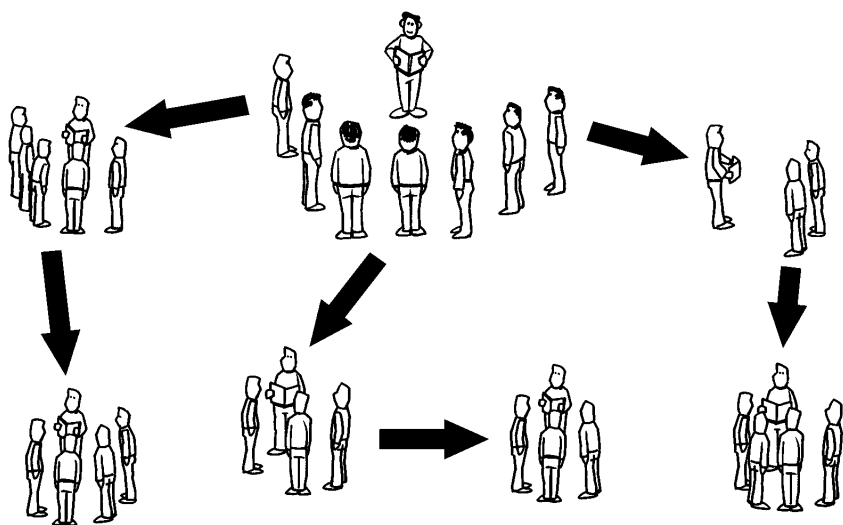
The Buddha foretold the coming of a type of savior in the sacred books of the Buddhists, the Mahavastu and the Lotus Sutra. This “exalted being” would come when the world was too full of evil. He would proclaim all truth, with goodness, to restore men. This teacher is awaited as Maitreya in India, as Mi Lo-Fu in China and Miroku in Japan. In Thailand and other countries, missionaries have used these prophecies as a bridge to faith in Jesus Christ.

To evangelize Buddhists, we can follow the same steps as for Hindus (above), with modifications for local culture and respect for their ancient customs and high concept of ethics.

Part II

WE PREPARE TO SERVE IN OTHER COUNTRIES

As well as learning God’s Word, missionaries must prepare themselves by practicing several skills that cannot be acquired from textbooks or classrooms. They can start a small group (cell) or plant a daughter church, to practice them.



will; it is a “drop” of the god of absolute abstraction. Souls liberated from their bodies have no personalities or differences. In “heaven” there is no distinction; nothing is black or white, red or green, good or bad, near or far, beautiful or ugly; all is one.

Salvation Salvation means being freed from the endless cycle of transmigrations of the soul, from one body to another. One manages to escape this life, not by a resurrection in Christ, but by being without body or personality, like part of the universal abstract. That is to say, one practically stops existing.

Buddhism is similar to Hinduism. The founder of Buddhism, Gautama (the Buddha), was a Hindu but wished to reform Hinduism. He rejected all that was supernatural. In fact he was an atheist. He emphasized ethics, that is, the moral aspect of religion. He taught a way of intellectual and spiritual “illumination,” not through God’s forgiveness but through a good life.

Buddha’s followers are not as idolatrous as Hindus but, like them, are pantheists who believe that all is god and god is all. They also believe

Someone who does good deeds will be reborn in a higher caste (social level). Doing wrong results in being reborn in a lower caste or as an ant, frog, dog or something else.

Holiness The word holiness has no positive meaning. It is a vacuum, the absence of anything material and the negation of all human desire. What is physical is bad. Holiness is achieved through meditation and Hindu ceremonies. Some “holy men” are filthy because they do not bathe.

Meditation Meditation is not thinking about God or the Scriptures but about nothing. It has no positive purpose apart from escaping from all preoccupation and all desires, to enter that abstract vacuum which is perfection for them.

Man Man is not a being made in the image of God but a soul incarcerated temporarily in a material body, in a particular social caste into which he has been born. This soul is not a person with feelings, memory and

M9

EVANGELIZE THROUGH HEADS OF FAMILIES

Goal:

Let missionary candidates evangelize whole families.

☐ Planned ☐ Practice confirmed (date): _____.

We evangelize using methods that fit the culture. In many fields, traditional methods attract the attention of the authorities, who expel foreigners and, sometimes, kill the Christians.

Normally we seek the father of a family, as Peter did with Cornelius, or Paul with the jailer in Philippi. We tell them about the death and resurrection of Christ. In an animist or spiritist culture, which has many gods, people lack or have only dim knowledge of one, holy personal God. We relate other Bible stories to reveal that God is one, and holy, and He punishes the sinner, and gives free redemption. The Bible story is told in such a way that the father of the family can repeat it to his relatives.

If we do not evangelize the fathers first, such churches will have only women and young people. These churches do not reproduce well, because they lack serious men to pastor new churches.

In the mission field, the most effective evangelism is:

- ☐ through heads of families.
- ☐ with young bachelors, who respond better.

Answer: Just as Peter did, in Cornelius' house (Acts 10) and Paul with the Philippian jailer (Acts 16), the whole family is reached through the father or head of the family. If we disregard the family when we evangelize, churches become weak; people will not respect it; and there is seldom a people movement towards Christ.

Pastoral Training Booklets:

- 5 Effective Evangelism
- 2 Best News

Sin The word sin does not mean wickedness that merits the punishment of a just God, because they do not think that their abstract gods feel passion or wrath against injustice.

For them sin means not giving alms to the sick or neglecting the ceremonies which promise eventual release from a physical body with its desires and passions.

Life The word life does not mean something to enjoy, but rather something to escape. Hinduism is very pessimistic. Life brings pain and misery. The best thing is to escape from it, through meditation or be freed permanently from any body at all, to an existence of pure lack of desire in which one neither feels nor thinks nor wants anything.

Rebirth To be born again means reincarnation. After death, one is reborn into another body as a person or an animal, according to one's "karma." Karma is a rigid, blind process. It makes one suffer or rise to a better state according to works done in the previous life.

to explain Christian theology to an unbeliever without establishing the basic history first, we get nowhere. First we relate the Bible narrative, showing that God is one, all powerful, holy, who keeps his promises, and loves man but is angered by sin, who punishes the wicked, was born in a human body, died and rose from the dead.

We should use words that Hindus and Buddhists will understand. It is useless to begin with theological theories, because the words used mean something different for them. Hindus and Buddhists share some beliefs. Because of these beliefs, they use the following words in a different sense from us:

Words which mean something different for Hindus and Buddhists than for Christians:

God	The word God does not mean a Person who feels, thinks and has a will, but rather an abstract process: “god” is everything that is; everything is “god.” This is why they worship even animals (many do not eat meat) and have thousands of gods. Hindus have the concept of a universal god who does not love as a person but is abstract (pure spirit without passion, will or a definite intellect) and who is manifested in many other gods.
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M10 WORSHIP GOD IN SMALL GROUPS

Goal:

To learn a style of worship suitable for a small home church.

☐ Planned ☐ Practice confirmed (date): _____.

Nearly all churches are born in private houses, where the style of worship used by their sending church does not apply. Wise missionaries do not imitate the style of music, preaching and pastoring of the sending church. They should use methods that are suited to small groups and do everything in a way that new leaders can imitate and soon do themselves.

The new leaders in a different culture can lead an edifying meeting, when they do it as the apostles did. They met in homes. They did not have microphones for the music. Find in Acts 2:46 where the first Christians ‘broke bread’ to celebrate the Lord’s Supper.

Find also in Acts 20:7 how often the churches did this.

Find the meaning of the Lord's Supper for a new church.

- Matthew 26:17-30
- 1 Corinthians 10:16-17, and 11:17-34

What kind of services did the Apostles have?

- ☐ They celebrated the Lord's Supper in homes.
- ☐ They preached using high platforms and loudspeakers.

Answer: New leaders in a different culture cannot follow our example if we use methods for meetings like the ones in our home churches. But they can soon start to lead their own people if they celebrate the Lord's Supper as the apostles did, in Acts 2:46, in people's homes.

Pastoral Training Booklets:

- 18 Lord's Supper
- 12 House Church

They work with whole families, especially among the working and lower castes. Churches grow best when whole families are reached through the fathers.

They form groups or cells of people of the same caste or race. Cells are house groups or small churches forming part of a larger church. Those that grow and multiply normally work with only one caste or people. A large church can reach people of many races and castes so long as they bring the new believers into small groups of people with whom they relate well. When one has matured in the faith, it is easier to be friends with those of other races. Using these small groups, the converts share the gospel with their equals, having no difficulty due to caste, culture or economic level.

That is to say, if there are three ethnic groups in a city and the gospel does not pass easily from one to the other, we start three different cells. We want to reach all three because Jesus commanded us to make disciples of all ethnic groups.

Avoid philosophical or doctrinal discussion. It is not useful to begin with the doctrinal theories of the Christian faith. Hindus are more interested in denying the desires of the flesh than in doctrine. If we try

planting teams working in another culture should seek Christian workers with a background as similar as possible to that of the people they work with.

The Hindu believes in everything. When speaking of Christ to a Hindu, he will generally agree. For him, all religion is true. Any doctrine becomes true, he says, if one believes it. For him reality only exists in the mind, in abstract.

Missionaries who have had good results with Hindus and Buddhists have used the following methods.

They present Jesus by narrating the Bible. When they share the gospel through Bible stories, converts can imitate the method of story-telling to pass on the same facts to their families.

They pray. We pray for salvation of the lost, and for healing for the sick and demon-possessed, as proof of Jesus Christ's love and power.

M11 DISCIPLE THE NEW CHRISTIANS, TEACHING THEM TO OBEY JESUS

Goal:

To teach the new believers to obey Christ's commands above all.

☐ Planned ☐ Practice confirmed (date): _____.

In his Great Commission, in Matthew 28:18-20, Jesus commands us to make disciples by teaching them to obey all his commands. This is what the first church did, as seen in Acts 2:37-47.

Pastoral Training Booklets:

- 8 Great Commission
- 7 How To Make Disciples

Notes:

M12 TRAIN LEADERS THROUGH PERSONAL DISCIPLINE

Goal:

Missionary trainers organize other new leaders in a small group, before going to the field, to learn what they will have to do in a new field.

☐ Planned ☐ Practice confirmed (date): _____.

The new leaders pastor their groups, not the missionaries. In this way, the missionaries gain experience in training and mobilizing other leaders. They accompany them in the work, meeting with them at least every fortnight, to mentor them.

Problems multiply and it is very expensive to train leaders far from their communities and churches, in a new field. The wise teacher meets his new leaders every week or two weeks. If they live far away, you might meet perhaps every one or two months; it is better for the teacher to visit the work of the student when possible. He shows them how to pastor, in a way that they can imitate. Soon they can begin pastoring and training other leaders, in a discipleship chain. (2 Timothy 2:2) We can also have larger group meetings for general teaching.

- In some cases baptism has been delayed till there have been enough candidates so that authorities would find it hard to take action against them all.
- Witness about what Christ has done for you, also about the life, death and resurrection of Christ. We tell the good news of Jesus, not starting with philosophical doctrine. For example, at first, avoid discussions about the Trinity or that Jesus was God, which Muslims cannot understand till they have been following Jesus for some time.
- Focus on one people, and with those among them who respond to Christ.

Nearly all the churches that have grown and multiplied among Muslims have evangelized humble laborers or people who have suffered political oppression.

To Evangelize Hindus and Buddhists

One finds it easier to witness effectively to people of the same or similar economic level, occupation, family size and worldview. Church

- Love. The missionaries feel a deep love for Muslims, and base their evangelism on the love and grace of God. Some missionaries have been successful conforming to local Muslim culture (except its sins). Where safe, they form Christian mosques (churches with a style of worship similar to that of Muslim mosques). In contrast, others have been successful avoiding all similarity to Muslim worship. In both cases, they have lived among the people with a great love for them, and have helped new believers develop relationships of love with their families and friends, which avoids much persecution.
- Avoid offensive Western traditions. Customs which offend Muslims should be avoided. These offensive practices include eating pork, kneeling with one's back towards Mecca, singing catchy choruses during worship, failing to pray or fast during the month of Ramadan. The women should dress and cover themselves as is normal in the local culture. Christians should refrain from criticizing the local culture but, rather, present Christ in a positive way.
- Permit secret baptism. When persecution is inevitable, it is left to the convert, not the missionary, to decide whether to be baptized publicly, or in private as in the case of the Philippian jailer and his family. Acts 16:27-33

Pastoral Training Booklet:

24 Pastoral Training and You

To disciple new leaders, the teacher or missionary-in-training does two things with them. First, he acts as a model for them, while they accompany him in his work, as Jesus did. (Mark 3:14) Second, during sessions with one, two or three disciples, he does the following five things:

- He listens to their report about their pastoral work (even though this may be only with their own family.)
- He helps them to make plans for their own ministry during the following days.
- He listens to, (or reads) what they have studied.
- He assigns new studies or reading according to their plans.
- He prays with them.

What gives the best results in training pastors in a new field?

- ☐ Send them to theological seminary, using funds from the sending church.
- ☐ Prepare them for discipleship just as Paul trained his pupil, Timothy.

Answer: During the first years in a new field, it is not convenient to send new leaders out of their community to train them. Few return and there are never enough pastors. The few who return come back with foreign ways. It is better to train them as the apostles did, as elders of the new churches. For example, Timothy accompanied Paul in his work; later, Paul visited him and sent him letters.

Write down five things to do when you meet with a pastoral disciple:

Answer: As well as pray, you listen to his report about his flock, help him to make plans, find out what he has studied, assign new studies or reading which support his plans.

Pastoral Training Booklets:

- 27 Reach Every Nation
- 8 Great Commission
- 5 Effective Evangelism
- 2 Best News
- 7 How to Make Disciple
- 12 House Church

But Abraham, lacking faith that Sarah would bear a child in old age according to God's promise, tried to fulfill the promise by his own efforts, with his wife but with Sarah's servant Hagar. From that time to this day, many of the descendents of Ishmael seek God's favor through good works.

Although Islam believes in one God, it denies the Christian belief that we are saved by faith in Christ. For Muslims, salvation might be aided by good works, but Allah remains completely sovereign and will save whom he will, regardless. For three thousand years the Arabs, except those who believe in Jesus, have fought against or oppressed the Jews. Among Arabs the church has not multiplied as it has done among other Muslim peoples.

How to Evangelize Muslims

- Use a style of communication rooted in the local culture. In cases where churches have multiplied, those who evangelized were of the same culture, or a very similar one.
- Pray. When there have been conversions, it has been the direct result of Christians interceding for them with God. They also pray for the sick and demon possessed, to prove Jesus Christ's love and power.

The Five Pillars of Islam

Islam makes five “Pillars” known to outsiders, which are listed below. A sixth pillar, however, is only for insiders—Jihaad. The obligation to participate in *jihad* means Holy War to convert by force those whom you can and kill those whom you must to achieve victory. More liberal Muslims and those who deal with outsiders interpret *jihad* merely as “effort”, using your wealth and strength to promote Islam.

1. Pray five times daily facing the holy city of Mecca.
2. Make a pilgrimage to Mecca at least once.
3. Give to the poor at least once a day.
4. Fast during daylight hours during the month of Ramadan.
5. Say the creed (There is no god but Allah, and Mohammed is his prophet).

Muslims practice a sixth pillar, but only the first five are made known to outsiders. The sixth one is holy war or other means to convert others. Islam originated among Arabs who are descendants of Abraham, not through Sarah but through Hagar the slave. Abraham’s legitimate and miraculously born son Isaac and his descendants belong to God’s covenant of faith and grace. Every believer is a spiritual son of Abraham and belongs to the same covenant as Isaac. (Galatians 3:6-19, 4:21-31)

M13 KNOW THE GIFTS AND LIMITATIONS OF EACH TEAM MEMBER

Goal:

Let members of the team help each other to use their respective spiritual gifts, and acknowledge the team’s limitations.

☐ Planned ☐ Practice confirmed (date): _____.

Apostle, which means “sent one”, is the spiritual gift for mission. The biblical missionary wants to proclaim Jesus where He has never been named. (Romans 15:20-21) This gift takes us to the field. It includes the virtues of perseverance, patience, and the capacity to adapt to another culture. When we reach the field, we will use other gifts, such as evangelizing, teaching, healing, wisdom, etc.

What spiritual gifts, besides the gift for missions, should members of the missionary team have? Note some:

Answer: For the team, we seek persons with gifts useful for penetrating a pioneer field, such as evangelism, leadership, wisdom, healing, helps and showing mercy, according to needs on the field.

Find the various gifts God gives, and how to use them, in:

Ephesians 4:11-16 _____ Romans 12 _____

1 Corinthians chapters 12-13 _____

Which of the gifts, that God has revealed in these Scriptures, do you have?

Dangers of Over-Emphasizing Permanent, Formal Teams

The Social Danger. Those who go as closely-knit members of a formal team may rely too much on their companions for their social life. This makes it difficult to form friendships with local people. For this reason, members of the team should live separately and only meet occasionally.

M23 DEAL WISELY WITH MUSLIMS, HINDUS AND BUDDHISTS

Goal:

Missionaries to those of other religions feel love for them, respect their culture (except its sins) and use methods of evangelism that have had good results.

☐ Planned ☐ Practice confirmed (date): _____.

Muslims

Missionaries with a Latin background often relate better to Muslim peoples, for cultural and historic reasons. In general, it is easier for Hispanics to evangelize Muslims.

Muslims take very seriously the Five Pillars of Islam, though they do not obey them all the time. For many, Islam is merely cultural.

To postpone baptism for legalistic reasons, insisting on requirements not found in the Bible for baptism, leaves the spiritual infant outside the door in the cold to sanctify himself before he deserves to be brought inside. There are cases in which we might delay baptism for legitimate reasons; to explain better what it means, to bring whole families to faith, or to baptize a good number of people together to protect them against persecution.

An example: Two drunks receive Christ. The first is not baptized, to see if he will stop drinking. The second is baptized, trusting the Holy Spirit to work in him. The following month there is a feast day and both men drink again. The pastor visits the first one, but he hides. Like a wild horse, he returns to the world. But the pastor of the baptized man finds him contrite, begging for help and prayer. Both got drunk but the difference for the second man is that he was a drunken evangelical! He was under the authority, discipline and grace of the *church*, which God used to help him reform. His sin was met with grace and power, not law.

Pastoral Training Booklet:

1 Baptizing New Believers

The Danger of Forgetting the Final Objective. They can spend all their time dealing with things having to do with the team and developing relationships within the team, instead of dealing with things to do with the local people and the new churches, and developing relationships with the people and between believers.

The Cultural Danger. Through not knowing local customs, the team might begin meetings in their own foreign culture. This error delays work in many new fields. The team should have their own prayer meetings separately, without inviting the new believers. When the converts meet, their language and culture must predominate. There should be more local people present than from the foreign team.

Notes:

M14 SEEK WORKERS FROM A CULTURE SIMILAR TO THAT OF THE FIELD THAT YOU PLAN TO REACH

Goal:

If going to a very different culture, find people of the same culture, or a very similar one, to work with the team in evangelizing.

☐ Planned ☐ Practice confirmed (date): _____.

People of a similar culture can evangelize better. Someone from a very different culture, and even from a very different economic or educational level, can seldom win whole families for Christ.

They will win over mainly young people. Then the churches will not have a good relationship with the local culture and the Christian faith will seem foreign.

A serious man will normally only receive Christ with someone from a similar culture. But after conversion, anyone, even from a different culture, can easily disciple him privately.

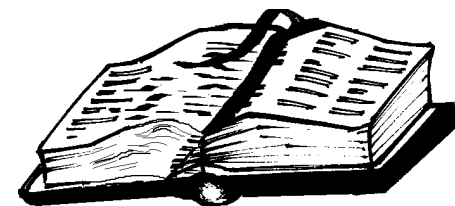
M22 CONFIRM REPENTANCE WITH BAPTISM

Goal:

To confirm repentance with baptism, without unnecessary delay.

☐ Planned ☐ Practice confirmed (date): _____.

In Acts, the apostles confirmed the conversion of Gentiles as well as Jews by baptism. (Acts 2:38-41, 8:12, 9:17-18, 10:47, 16:15, 33, and Acts 18:8)



To delay baptism, using it as the graduation ceremony after a course of doctrine for new believers, or doing it after a time of probation, discourages many new believers. A new missionary sometimes worries too much about the sins of converts, forgetting that they are babes in the faith who need to be welcomed lovingly by the people of God.

To what aspect of the Good News did the apostle Paul give strong emphasis in 1 Corinthians 15:1-8?

What aspect of the Good News did Peter emphasize in Acts 2:29-41, and also in Acts 10:34-43?

Notes:

M15 BI-VOCATIONAL WORKERS SERVE IN RESTRICTED FIELDS

Goal:

Let bi-vocational missionaries work in fields where authorities do not allow Christian workers and in fields where there are no funds to support full-time missionaries. A bi-vocational missionary has a secular job and does mission work secretly.

☐ Planned ☐ Practice confirmed (date): _____.

To enter where the authorities forbid evangelizing, a bi-vocational missionary must have a trade or employment that is permitted by the government. Many such workers tell others about Christ at their workplace.

To investigate the possibilities, learn what you can from businessmen or others who work in countries like China, Cambodia, the Muslim countries and parts of India. These cultures are very different from our own, and workers need full orientation for a different culture.

The Moravian church sent the first evangelical missionaries some 200 years ago. They gave sacrificially to support missions. Even so, their vision was so great that the offerings were not enough.

Bi-vocational workers (having two vocations, or kinds of work), established commerce, sewing workshops, watchmaking and bakeries, to finance their mission labor.

The Christian businessman can be part of a mission team. If someone from your church wants to start a business overseas, with whom might he cooperate in your church, to help him get started?

Find out what Aquila and Priscilla did, as bi-vocational missionaries, to help Paul and Apollos in their ministry, and to establish new churches. See:

- Acts 18:1-4 and 24-28
- Romans 16:3-5
- 1 Corinthians 16:19

In cultures where people do not worship the one personal, holy and almighty God, we also relate to them the Old Testament events which give them these fundamental truths. We can relate these great biblical events to establish a historical foundation, before teaching abstract doctrine. The creation of the world and the crossing of the Red Sea shows God's power. The Flood tells us He is holy. The clash between Elijah and the prophets of Baal at Carmel teaches that God is One.

We call people to repent by dying and being resurrected spiritually with Jesus, not by knowing about how redemption works. Even new believers can imitate this method of witnessing to Christ, because everyone can tell a story.

Read Luke 24:44-49. What four specific things in verses 46-48 are we to proclaim to all peoples?

M21 **EVANGELIZE IN A WAY THAT NEW BELIEVERS CAN IMITATE**

Goal:

Let the missionary relate Bible stories to present Christ and, where needed, to lay foundations for understanding the concepts of one all-powerful, holy God, who punishes those who rebel against Him, forgives sinners, hears prayer, heals, hates idolatry and keeps His promises, etc.

☐ Planned ☐ Practice confirmed (date): _____.

We relate the historical events of the gospel just as the apostles did in Acts. They simply told the good news. We should not start by explaining theological doctrines. That will come later.

The apostles did not treat the Christian faith as a philosophy or systematic theology, but rather as a series of historical events. They proclaimed Jesus' life, death, life-giving resurrection and appearances, according to 1 Corinthians 15:1-5 and all the apostles' proclamations in Acts... The Holy Spirit convinced people, not when they understood a "plan of salvation" but when they repented like children. And they repented when they heard the news of the resurrection.

What did Aquila and Priscilla do to help Paul?

What did Aquila and Priscilla do to help Apollos?

Make a note of your church's plan for bi-vocational missionaries:

We began to witness to fathers of families, asking their permission to do so, in a place where we were not in control. We discovered that this way the Holy Spirit works in more power among the people and churches began to multiply. The violent persecution stopped and the gospel flowed like a river among relatives and friends.”

Note your plans to evangelize through families; and how you will help new believers to maintain relationships of love with their family.

The author of this part of the Missionary Manual relates this example:

“The first person that received Christ through my ministry was Fabio. I was worried about the bad influence of his relatives and friends, and warned him that they might lead him back to the world. I saw Fabio as a person in danger and tried to put him in contact only with Christians. I wanted to protect him from his circle of family and friends, keeping him safe in a completely Christian atmosphere.

Two days after his baptism, his former friends broke into his house and killed him. Now, which of Jesus commands did I break with Fabio, which resulted in his death? I did not realize it then, but I had broken the commandment to love. Jesus Christ had commanded me to make disciples obedient to His commands. The most important of these is love for God and man.

Fabio’s death taught me to evangelize through love, and taught me about trust between relatives and friends. After that, instead of separating new believers from their family and friends, I taught them from the beginning to love and forgive them, just as God loved and forgave them in Christ.

Part III

WE ACCEPT ANOTHER CULTURE AND ITS PEOPLE WITH LOVE

M16 SHOW LOVING RESPECT FOR THE PEOPLE AND THEIR CULTURE

Goal:

Let missionaries live among the people and learn to appreciate their culture and way of life. They should not stay together in their own little foreign community.

☐ Planned ☐ Practice confirmed (date): _____.

We imitate Jesus' example and His incarnation when we enter a different culture. When God wanted to reveal Himself to us He communicated with us by becoming a human being, Jesus. He left behind his divine glory and walked among us sinners. He submitted to his parents, and learned from them and from the teachers of the law. (Luke 2:46-51)

For love of the people, we adapt to their culture. We enter it as children, as Jesus did. We humbly learn the language and the way of living. The people are happy when we learn their language and culture well, and we are not resentful when they correct us. Jesus spent 30 years preparing Himself like that, in Galilee.

M20 DEAL WITH WHOLE FAMILIES AND COMMUNITIES

Goal:

Let the missionary evangelizes whole families, usually through fathers of families, and respects community leaders.

☐ Planned ☐ Practice confirmed (date): _____.

We aim at a people movement, in which the gospel flows spontaneously from one family to another, and between friends. To achieve this, we proclaim Christ within homes, where we are not in control. Just as Peter did in Cornelius' home, the missionary evangelizes where he is vulnerable. Others are in control and could hurt him. The traditional missionary would have invited Cornelius to come to a meeting where the missionary and other Christians would have felt secure and in control. Other examples are Paul and Silas in the home of the Philippian jailer or in Lydia's home, or Jesus at the home of Levi or Zaccheus.

We seek illustrations of the gospel that God has placed, like seeds ready to germinate, in the culture. The gospel is good news for the people, and not a criticism of their culture. Jesus used commonly observed things to illustrate the Kingdom of God. To shepherds he spoke of the Good Shepherd. To farmers he spoke of sowing. Paul also used local customs (Acts 17:22-23) without criticizing them, to introduce the gospel of Jesus.

In Indonesia some tribes avoided war by giving the eldest child of one of the tribal chiefs to the chief of the other tribe, to be raised as his son. During this child's life there was peace between the two tribes. The missionaries presented Christ as the Peace Child given by God to reconcile us to Him. They received the Good News because it was related to their culture.

We use the good that people already know about God as a bridge for the gospel. For example, Muslims believe that God is One and that Christ was a prophet who will return to reign on earth. They also offer an animal as a sacrifice for sin. These customs can open a door to speak of Christ.

Pastoral Training Booklet:

37 Church Planting Guide

The wise missionary does not judge the people for their customs. He teaches them the Word of God so that the Spirit of God convinces them of sin. (John 16:8) Our fight is not against the culture but against evil spiritual forces. (Ephesians 6:11-12)

Every culture is different. Ours is not better, only different. In some cultures, women do not speak to men outside the family. In others, the parents choose the bride. In India a guest is not contradicted. If you ask in a home, if they want to receive Christ, they will say yes, so as not to offend. For them, this is not a lie but good manners. In some tribes private property does not exist; taking something someone else has is not theft, because all share everything.

The Lord Jesus Christ was a cross-cultural missionary. He came here from glory, was born of a Jewish family, ate their food, respected their culture and kept their customs. That is how we live among people, not feeling or acting superior, not as a know-it-all teacher, but as learners. On arrival, we listen like children. That way, we learn better how people think, and how to speak the language.

Missionaries who cling together, separated from the people in missionary compounds, hardly ever plant churches which fit in well with the culture. They do not connect with people as Jesus did. Their church does not reproduce itself in a normal way within the culture, because people look on it as a foreign religion. Nevertheless, in areas where converts are killed or lose their work, it may be necessary to provide them, for a time, with a safe home or work.

Love is the Key to Adapt to a Culture

We adapt to a different culture for love of the people, as Ruth did to Naomi’s culture. (Ruth 1) In 1 Corinthians 9:19-22 Paul says: “While working with the Jews, I live like a Jew in order to win them... Among the weak in the faith I become weak like one of them, in order to win them. So that I become all things to all men, so that I may save some of them by whatever means are possible.”

“The attitude you should have is the one that Christ Jesus had; He always had the nature of God, but he did not insist on remaining equal with God. Instead of this, of his own free will he gave up all he had, and took the nature of a servant. He became like man and appeared in human likeness.”

(Philippians 2:5-7)

A people movement for Christ, in which churches reproduce spontaneously under the power of God, usually begins among workers, not with the rich or educated. Jesus said that it is easier for a camel to pass through the eye of a needle than for a rich man to enter the kingdom of Christ. (Mark 10:25, compare 1 Corinthians 1:18-31)

When people do not respond to the gospel we go seek those who will respond. (Luke 10:3-13) Sometimes a missionary will complain that people are hard, when the reality is that he does not want to adapt his method of evangelizing to the local culture. He wants to do it as he would in his own country. Others do not adapt to the culture because they are trying to fulfil a dream about doing certain activities. These have the same prejudice that God helped Peter to get rid of. (Acts 10, Galatians 2:11-14)

With what kind of people can we start, in a pioneer field?

Goal:

To find the kinds of people who respond to the gospel.

☐ Planned ☐ Practice confirmed (date): _____.

In a field without churches, working class people respond best. Those who seek a better life, because of poverty or political oppression, are more open to listen to the gospel. Some missionaries try to enter a pioneer field through the important people, and evangelize only the middle class. Historically, this has given poor results in a new field. Later on when there have been churches established for many years, the second generation of believers becomes middle class and the situation changes. It becomes easier to reach the middle class, such as in Mexico City where there are already two or three generations of Evangelicals.

Jesus proclaimed the gospel to the poor. (Luke 4:18) He did not begin among the rich and powerful in Rome or Jerusalem but rather in Galilee among humble fishermen. If he had started in Jerusalem, he would have been crucified before the right time.

We should be careful to communicate only Jesus Christ's message. In 1 Corinthians 2:1-5, Paul says that he did not speak to them with words of wisdom, but about Christ's death and resurrection. He did not reproach them for their customs. It is difficult to accept others' ways of living. God had to tell Peter three times, in a vision, to eat what he considered to be unclean. At last, Peter accepted as a brother in Christ someone from another culture. (Acts 10)

In every culture we find things which appear wrong to us. In Saudi Arabia they will not eat pork. In India they will not eat beef. In Italy evangelical brothers take wine at meals. In Israel dancing is a family entertainment. In Iran women cover their faces with a veil. If we criticize these things, nobody will listen to us.

The following questions help us to understand a culture:

- Which are the most sacred or important holidays for the country? How do they celebrate them?
- How can we encourage something similar among Christians, which shows our respect for ancient customs, in place of idolatrous rites and drunkenness?

- How do they celebrate other special occasions (weddings, births, birthdays, becoming an adult, burials, giving or receiving presents)?
- Does a teacher stand, sit on a chair or on the floor when he teaches?
- Who are the most respected? Old people? Businessmen? Who are not respected?
- Where do they meet to talk or deal in business? Do only men go?
- What social divisions are there in the area? Do people of a different culture live some distance away?

Steps to relate to the people:

1. From the start live with them and not with your own countrymen.
2. Find a family to stay with for the first months.

Part IV

PEOPLE RESPOND TO THE GOOD NEWS

M18 LEARN THE LANGUAGE WELL

Goal:

To learn the language people speak in their homes, without much accent.

☐ Planned ☐ Practice confirmed (date): _____.

To learn a language means much more than memorizing a vocabulary list or reading books about it. At the start you must accustom your ear and tongue to hear and pronounce sounds that do not exist in your own language. When you hear an unknown bird, its song does not tell you anything; when a cock crows we know it is a cock because our ear is used to interpreting the sound. This is why the best learning method includes conversation with many people, and listening to and repeating many times the phrases said by a helper.

To learn more about this method of learning a language, see the Appendix “How to Learn Another Language”, at the end of this Manual.

3. To learn the language, greet many people in their language the first day, and go on speaking to them every day, even though you use only a few sentences.
4. Serve people and do not start by trying to be their teacher. Help with any work, pray for the sick, and listen to people.
5. Develop friendships from the beginning.

Which of the peoples’ customs differ from your own?

Which of these customs seem wrong to you, but not to the people?

How would you imitate Christ, when you enter another culture?

M17 **USE METHODS AND EQUIPMENT THAT FIT THE CULTURE**

Goal:

When evangelizing or teaching the people, let the missionary use only methods that the local leaders can imitate.

☐ Planned ☐ Practice confirmed (date): _____.

We use methods that are easy to imitate, so that new believers can start doing the same immediately. This way churches grow and multiply sooner. The Lord Jesus Christ never asked his disciples to do anything that they had not seen Him do in a way they could imitate.

We teach the Word in ways that new leaders can imitate without delay. If we only preach in a formal way, from a pulpit, we are not modeling something that new leaders can use yet. If they are to plant and care for new churches, then we must use methods they can use also. If they cannot follow our example, they will not take the initiative either.

If we use expensive instruments for the music, or other equipment they do not have, to show films or amplify sound, we make the same mistake. Those who do not have such material things feel inferior; they will not accept responsibility for the ministry and the foreign missionary will continue in control, an error which paralyzes many missionary efforts.

The wise missionary acts as an example by trusting in the Holy Spirit, not in methods that people admire, or in material equipment.

Use the New Testament as a filter to remove traditions, rules, methods or equipment which block the work of Christ. If any custom is not clearly found there, we do not introduce it in a new field. We only use methods the apostles used, allowing reliable national leaders to bring more relevant customs from their own culture.

Notes:
