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Train & Multiply™

Project WorldReach (T&M™ ministry operation)

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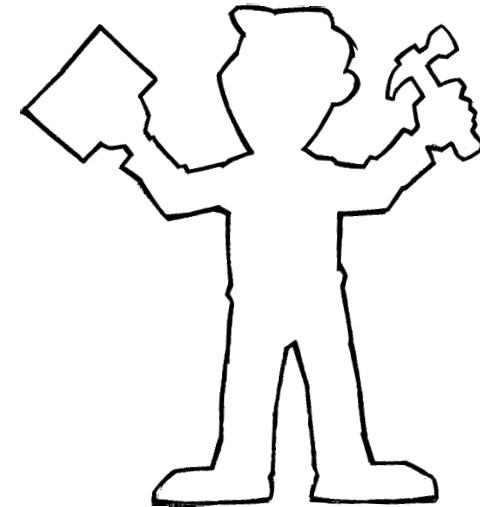
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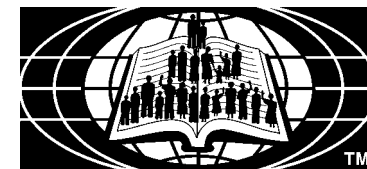
Organized as the Body of Christ



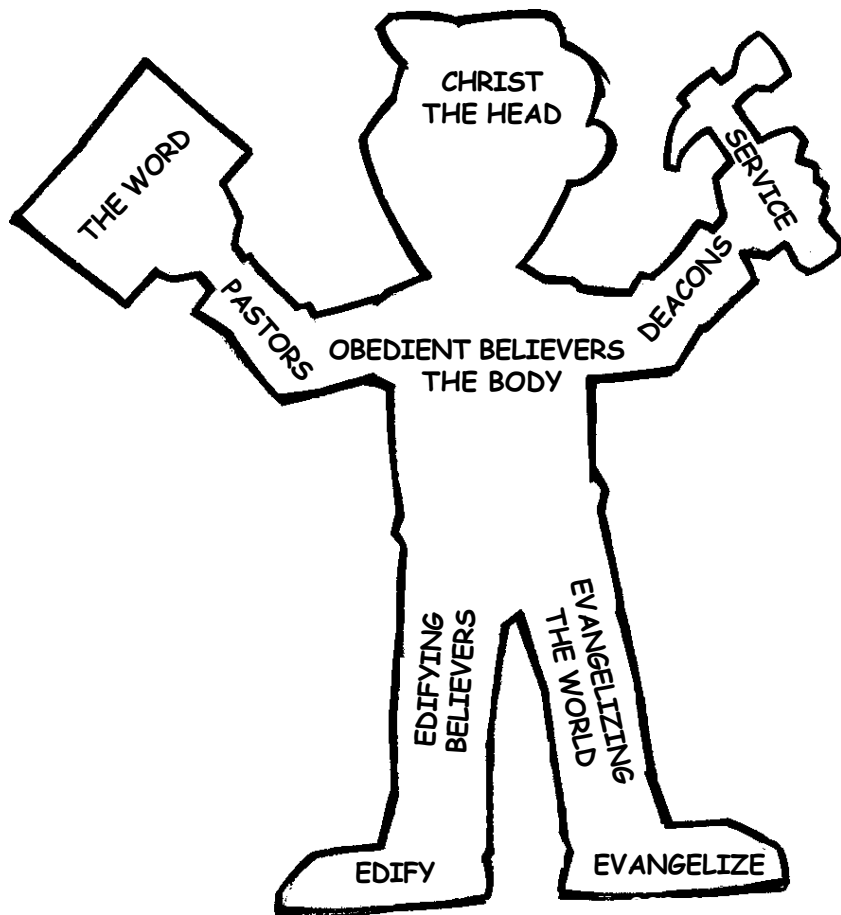
Pastoral Leader Training Booklet

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Train & Multiply™

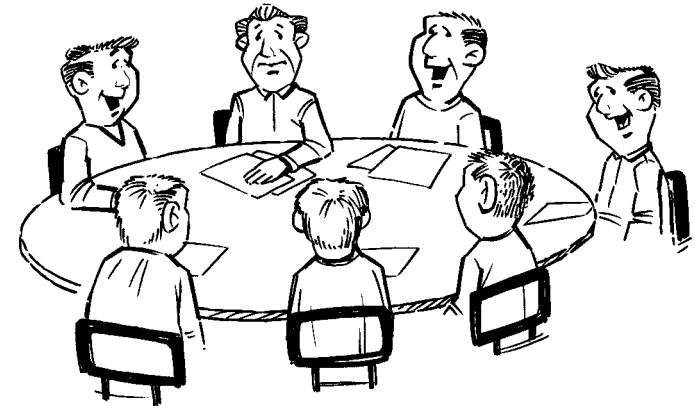


T&M™



ORGANIZED AS THE BODY OF CHRIST

- Make sure that the congregation is informed regularly of the elders' work to support them in prayer.
- Meet regularly with the elders (council or board), to organize and coordinate the evangelistic work, the teaching of new believers, the services, fellowship, and the help for the needy.



- Enroll new elders in the Pastoral Training Program (Train & Multiply).
- Help the Secretary and Treasurer to keep registers of attendance at meeting, baptisms, members, and of income and expenditure.

- Write the names of your church's elders, and, note which home group they are leading, if any, or their ministries (For example: coordinating evangelistic visiting, teaching new believers, coordinating youth work, planting a daughter church, coordinating services, coordinating social work, etc.) Also, note down which of them chairs the elders' meetings, and who acts as secretary (to record decisions).

Name: _____ Ministry or home group: _____

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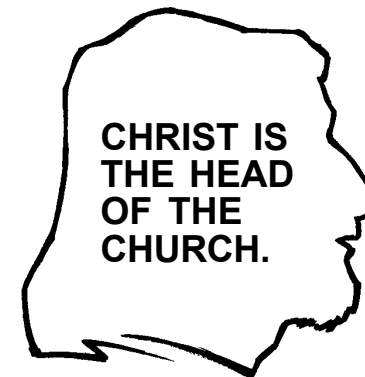
Name: _____ Ministry or home group: _____

Ask for God's help, so that your church may be well organized, for His honor and glory.

TO WHOM DOES THE CHURCH BELONG?

CHRIST IS THE HEAD OF THE CHURCH

She is His body. (Ephesians 5:23-33) He is her owner and Lord. He bought her with His own blood. He is her Commander. The Church is united to the Lord through His Holy Spirit.



Christ the Head guides His body. He instructs us through His Word the BIBLE. He gives us guidance and power to obey His commands, through His HOLY SPIRIT. Thus he leads His Church, and helps her advance.

Christ is more than just the owner of the Church. He is her Chief, her Husband and her beloved King. He is her Commander in all matters. Only He has this authority: The Church has no other head. The Church owes absolute obedience only to Him.

Why has no mere man the right to set up commandments for the Church?

FIRST STEP

Christ is the head of the church. This is why the FIRST STEP in organizing a new church is: as a group, promise to obey Christ's commands.

What Is A Church?

A CHURCH IS COMPOSED OF BELIEVERS WHO OBEY CHRIST. THEY ARE HIS BODY.

PRACTICAL WORK

- TEACH YOUR CONGREGATION TO CARRY OUT THE FIVE STEPS OF ORGANIZATION:
 1. As a group, to promise to commit to obey Christ's commands with the power of the Holy Spirit.
 2. Name leaders (normally called 'elders') to help the people obey Jesus.
 3. Keep the congregation mobilized in its tasks of evangelizing the world and building up the believers.
 4. Maintain positive, firm discipline.
 5. Encourage and help all members to develop their gifts.

21. The second step is for several Christians to speak to him, in an attitude of:

- ☐ meekness.
- ☐ vengeance.

22. The third step is for all the church to deal with the matter. If he pays no heed, he must be:

- ☐ excluded from the church until he repents.
- ☐ disciplined for three months.

23. We discipline for the purpose of:

- ☐ criticizing and excluding.
- ☐ correcting and restoring.

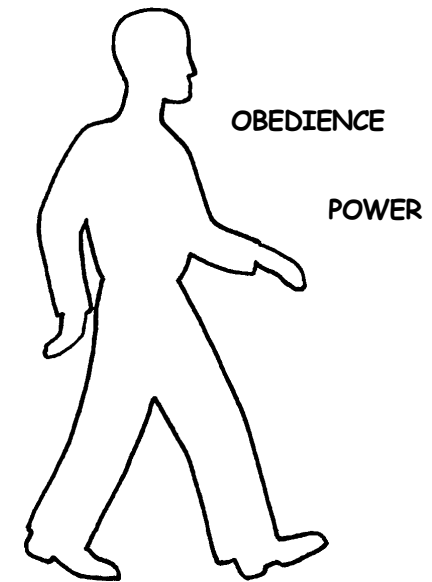
24. Study 1 Peter 5:1-5 to find three or four important points about elders. Write them here:

The Church is united to Christ through His Holy Spirit.

☐ Read Matthew 28:18-20 and 1 Corinthians 12:12-13.

As we submit to the Lord Jesus Christ, He gives us the power of the Holy Spirit, to obey Him.

The disciples of the Lord Jesus Christ are the Church.



THE CHURCH: THE BODY OF CHRIST

Disciples of Christ are believers who love Him and keep His commandments. In the New Testament the commands of the Lord for a new church can be summarized as:

- Repent and believe.
(Mark 1:15)
- Be baptized.
(Matthew 28:18-20, Acts 2:37-38)
- Love.
(Matthew 22:34-40)
- Give.
(Luke 12:33-34)
- Pray.
(Matthew 4:4, 6:5-13)
- Meet and share in the Lord's Supper.
(Luke 22:17-20, Hebrews 10:24,25)
- Evangelize, make disciples and teach God's Word.
(Matthew 28:18-20)

16. During the special service to appoint a new elder, he should be presented before God and the congregation to:

- ☐ preach.
- ☐ promise to fulfill his responsibilities.

17. We appoint elders to:

- ☐ carry out pastoral work.
- ☐ occupy positions on a committee.

18. The first responsibility of an elder to a congregation is:

- ☐ to dominate it.
- ☐ to serve it.

19. To be able to guide a congregation in its duties, the elders must:

- ☐ force, punish and make a lot of rules, to keep people under their control.
- ☐ pray, study, meet together and mobilize the congregation.

20. The first step in correcting an erring brother in Christ is to:

- ☐ speak to him alone.
- ☐ criticize him.

11. The apostolic churches were normally led by:

- ☐ several elders.
- ☐ only one elder.

12. Sometimes a new church does not have a trained church worker; the new believers who take on the work under supervision form a:

- ☐ provisional board.
- ☐ permanent board.

13. A church grows stronger when those in charge are from:

- ☐ outside the community.
- ☐ the same community.

14. Churches should name pastors:

- ☐ hastily.
- ☐ carefully.

15. On a pastoral visit to a woman, an elder should go:

- ☐ alone.
- ☐ accompanied.

These are the duties of every church member. It is EASY to be organized as a church: JUST MAKE SURE THAT ALL MEMBERS KEEP THESE COMMANDS.

A church is a congregation of believers who:

- ☐ hear the Word of God.
- ☐ obey the Word of God.

SECOND STEP

Obedient believers are the Body of Christ. That is why the SECOND STEP in organizing a new church is: name leaders to help the people obey Jesus.

Whom does the church authorize to lead its work?

Note: Different churches have varying forms of organizations. Adapt this section to your own situation.

God gives special gifts of leadership. (Ephesians 4:11-16)

God does not put elders in the church to do all the work, but rather to perfect the believers so that they all work.



In the Bible, the word elder does not mean someone elderly, but rather a mature man. The elders are the committed men who direct the work of a church. In the New Testament, the words “elder,” “presbyter,” and “bishop” have the same meaning.
(Acts 20:17, 28)

Some churches do not use the word “elders.” They say: pastors, presbyters, deacons, leaders or lay leaders, to refer to the men responsible for shepherding or leading a congregation.

The word used is not important; what is important is that they carry out their pastoral responsibilities. Elders care for and instruct a congregation. (Acts 14:23, Acts 20:17-28, Ephesians 4:11, 1 Timothy 5:17, Titus 1:5-9, 1 Peter 5:1-5) They visit, teach the Word, lead the Communion Services, and baptize.

6. Deacons should:
 - ☐ help the pastors.
 - ☐ dominate the church.
7. To be organized as an obedient church, we obey Christ’s commands, including baptism and:
 - ☐ the Lord’s Supper.
 - ☐ the ceremonial laws of the Old Testament.
8. New leaders should:
 - ☐ do all the work themselves.
 - ☐ teach all the church to cooperate.
9. The work of evangelization and building up are coordinated well when:
 - ☐ we maintain discipline.
 - ☐ we preach long sermons.
10. When a Christian falls into sin, the church should:
 - ☐ give him more responsibility.
 - ☐ correct him.

SUMMARY TEST

1. Christ is the Owner and Commander of His church: He leads it through His:

- ☐ mysteries.
- ☐ commands.

2. We must help new believers to:

- ☐ memorize the Psalms.
- ☐ obey Christ.

3. We must obey:

- ☐ Christ's commands.
- ☐ traditions.

4. God gives gifts:

- ☐ to all believers.
- ☐ only to certain elders.

5. A leader is authorized when:

- ☐ he ordains himself.
- ☐ the church appoints him.

As leaders, choose men with the qualities listed in 1 Timothy 3 (above reproach, husbands of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to much wine, not violent but gentle, not quarrelsome and not lovers of money, who manage their families well).

Why name several elders?

The idea that one single pastor or elder does everything is not biblical. An insecure pastor dominates everyone; a wise pastor helps all the other elders to share the pastoral work.

New churches in remote places seldom have a trained pastor. They can elect a PROVISIONAL COMMITTEE of new elders. This group supervises the work. (Acts 14:23, Acts 20:17-28, Titus 1:5)

If they are new Christians, they should not attempt elaborate, formal preaching, as if they were experienced preachers. They should share simple Bible teaching. Some new, provisional elders form a team to shepherd the people, under supervision. Some churches authorize them to lead the Communion service when there is no experienced minister.

When an elder is trained, he may be commissioned formally (have hands laid on him), and be authorized as pastor, to preach, baptize, etc. (1 Timothy 4:14) But in the meantime, a new leader takes more and more responsibility according to his experience and capacity.



When planting a new church, have its elders study, and take more and more responsibility. As they do so, their church becomes stronger. In fields where there are few or no experienced leaders, this is better than bringing in an outside preacher to do everything. The new group of believers should be organized as soon as possible into a church made up of baptized disciples who do everything that the Lord commands. (Matthew 28:19-20)

How to choose the new elders:

We must observe and approve a worker before naming him as an elder.

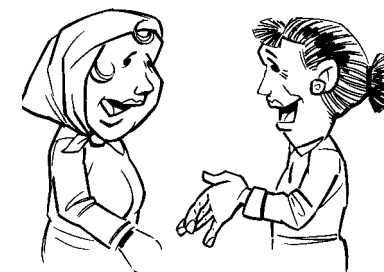
Just as each of the different parts of a body has its own function, so the work of Christ is fulfilled through different spiritual gifts. (1 Corinthians 12:4-27)

Each member of the body has at least one gift. Encourage and help all the believers to discover and put into practice their gifts and ministries. (Ephesians 4:1-16, 1 Peter 4:10-11)

The result is a variety of ministries, edifying services, and Christian work of many kinds during the week.

☐ Read Romans 12:4-8.

For example, some may be “deacons.” They visit and help the needy and the sick. They look after the church’s material possessions. As well as this, “deaconesses” prepare things for the Lord’s Supper, clean the church building, help and teach women. (Acts 6:1-7, Romans 16:1-2, 1 Timothy 3:8-13)



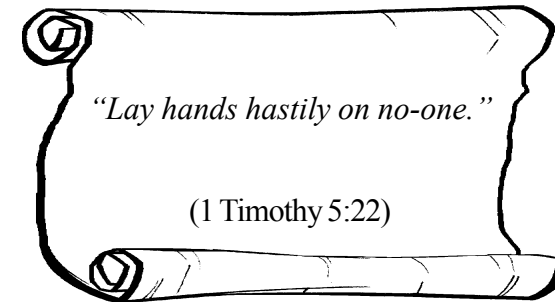
FIFTH STEP

**The FIFTH STEP to organize a new church is:
encourage and help all members to develop their gifts.**

How do we carry out the different ministries of the church?



It is dangerous to appoint a Christian too soon as an elder; he must first prove himself to be responsible and humble. (1 Timothy 3:6)



Harm is also done if the church delays too long the authorization of a well-proven worker whom God is using. To choose or recognize elders and special workers, the apostolic churches fasted and prayed. (Acts 13:2-3, Acts 14:23) Before choosing His apostles, Jesus retired to a mountain and prayed all night. (Luke 6:12-16)

We name as elders those who fulfill the Biblical conditions in 1 Timothy 3:1-7.

- The first of these conditions is to be above reproach. No one can accuse someone who is above reproach. His life, in the church and in the world, is holy. True holiness comes through the fullness of the Holy Spirit in our lives.

- The second condition to be an elder is to be the husband of but one wife. Sexual temptations can destroy an elder's life and ministry. An elder should acknowledge his own weakness and be wary. Then the devil will not take him unawares.

The wise elder does not visit women on his own; and even when accompanied, does not visit one woman frequently. He does not read worldly novels that exploit sex, or see pornographic films. These things develop and increase a strong desire for what is unlawful and ungodly (what the Bible calls "lust").

Read and write down the other conditions for naming elders in 1 Timothy 3:1-7 and Titus 1:5-9.

Some churches select elders to serve for a specified length of time (for example, 6 years).

The steps to discipline an erring Christian are:

- Speak to him alone first. Do not make a public scandal about it. Don't go around criticizing. If you haven't the courage to speak directly to the offender, keep quiet.
(Matthew 7:1, Matthew 18:15)
- If he pays no attention, share the matter with several mature, spiritual brothers, in a meek and loving spirit.
(Matthew 18:16, Galatians 6:1)
- If he does not heed them, present the matter to the church, in a meeting of all the congregation. If he does not repent, he must be excluded from church membership.
(Matthew 18:17-18)



Each church is responsible for its own discipline. (1 Corinthians 5)

There are two kinds of discipline: directive and corrective. Directive discipline means organizing, teaching and coordinating the whole church. Corrective discipline means reforming and restoring the disorderly or fallen member. If the elders use directive discipline, there is little need for corrective discipline. Why?

There will always be a need for corrective discipline. The Lord Jesus said: “...*things that cause people to sin... must come, but woe to the man through whom they come!*” (Matthew 18:7)

Sin harms the church for a moment, but worse damage follows if the elders do not discipline. If they allow sin to remain uncorrected, all are guilty, and permanently harmed.

The purpose of corrective discipline, is not to punish, but to reform and restore. Romans 12:19 says: “*It is mine to avenge; I will repay, says the Lord.*”

Appointing new elders:

Ask each new elder to promise, before God and the Church, to fulfill their pastoral responsibilities. The congregation must also promise to fulfill its duty to follow the elder’s leadership, and to support his ministry. Pray for the new elders, that God may fill them with His Holy Spirit and give them the gifts they need to carry out their tasks.



An elder's responsibilities:

We do not name an elder for a position, but rather for pastoral work. It does not matter what his position is called; the important thing is the fulfillment of his Biblical responsibilities.

Some elders come to committee meetings, but do not carry out the pastoral work the Bible commands them. Sometimes they do not even know what their duties are; they only use their position to dominate the church. This is not God's will. (1 Peter 5:3)

The true duties of elders are:

- Above all, to help all members of their congregation (or group), to fulfill their Christian duties. (Acts 20:17, 28, 31, 1 Peter 5:1-4)
- To coordinate the work of the church. An elder does not do all the work; he motivates and makes sure that others cooperate to get things done. To coordinate the church's work, elders meet regularly.

Suppose that you are a "foot" of the church. If you fall, the church would limp. All the body must be healthy, well organized and well disciplined.

Through discipline, we also correct the mistakes and sins of the members.

Through DISCIPLINE the church helps its members to keep on with the tasks of EVANGELIZING the lost, and BUILDING UP the believers.

According to Matthew 18:15-20 and Galatians 6:1, discipline is to:

- ☐ scold.
- ☐ correct.
- ☐ condemn.

In a new church, the leaders, even though they are provisional elders, are responsible for:

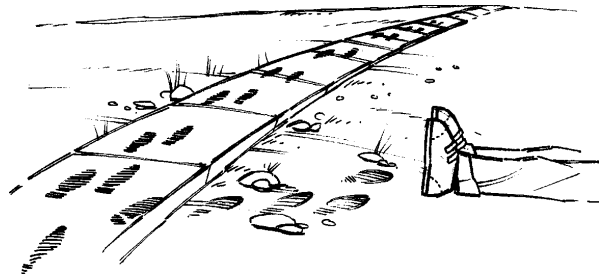
- ☐ maintaining discipline.
- ☐ allowing anything at all.

FOURTH STEP

The FOURTH STEP in organizing a new church is: maintain positive, firm discipline.

How do we keep the church on track?

Our footprints show whether our walk is disciplined or not.

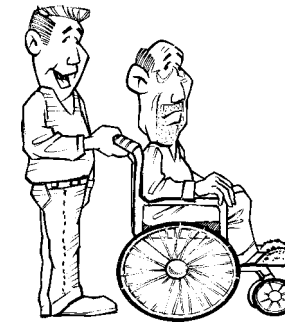


Where there is good discipline, the church advances. Without it, the church strays from its path.

Through its UNION WITH CHRIST all the body maintains its discipline.

A drunkard's feet do not obey his brain's orders. In the same way, if one member of the church does not carry out his responsibilities, the church suffers.

- To teach the Word of God. (Titus 1:9, 1 Peter 5:2)
- To govern the church. (1 Timothy 5:17)
- To visit the sick. (James 5:14-15)



- To guard the flock of believers from “wolves.” (Acts 20:28-31)
- To discipline unruly brethren.

Preparation of elders:

Elders need training. Are you training new elders with the Train & Multiply pastoral studies? _____

Elders should meet to pray and make decisions.

How often do they meet?

(weekly, twice a month, monthly etc.) _____

Do they all attend the meetings? _____

If an elder does not study, come to the meetings, or fulfill his responsibilities, what should we do?

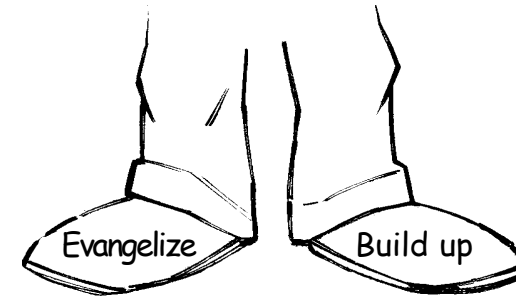
Have you done this? _____

THIRD STEP

The THIRD STEP in organizing a new church is: combine and coordinate the ministries of evangelism and the building up of believers.

How does the church progress?

These two legs below symbolize the church advancing. Her work has two aspects: the EVANGELIZATION of the world and the BUILDING UP of believers.



The two legs must walk together, with good coordination and balance. THE EVANGELIZATION OF THE WORLD AND THE BUILDING UP OF BELIEVERS should not be separated. Doing one without the other leads to a lopsided church: either new believers fail to grow, or they fail to win others to Christ.

As with the two legs of one body, the church evangelizes the world and builds up the believers.

To carry out these two goals, the elders share practical tasks with the members, (visiting and evangelizing, teaching new believers to obey the Lord's commands, supporting missionary work, encouraging others, helping the needy etc.)