

# CMC International Manual

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# CMC Vision: A Church in Every Village

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## **CMC VISION STATEMENT:**

We are a coalition of Kingdom-minded ministers working together to plant reproducing churches in villages that do not have a church, under the direction and power of the Holy Spirit.

## **GOALS:**

1. Proclaim the message of Jesus Christ in every village and neighborhood through personal testimony, coordinated events, and media.
2. Encourage the planting and multiplying of churches and Bible study groups where Christ will be worshiped and obeyed under the direction of the Holy Spirit.
3. Train believers in Christ to follow Him in serving others, sharing His message, and establishing churches among all people groups throughout the country.
4. Co-labor to transform communities through practical projects and good works done in Jesus' Name.

## **ABOUT US:**

CMC is a movement of Christians working together to plant churches in villages that have none. In 2006 pastors and leaders in the Philippines covenanted together to see a church planted in each village that didn't have one. They began strategizing, praying, and working together to accomplish this goal.

In the Philippines the pastors planted over 1,500 churches and saw a 3% national growth in Christianity all within the first five years of working together towards this vision. Over the past several years, this movement and vision have spread to many pastors and leaders throughout Asia, Africa, and South America. The result has



been thousands of churches being planted in villages where the people had little to no access to the Gospel.

## **How CMC Works:**

This vision of planting churches in every village is accomplished through local pastors covenanting to work together to reach the unchurched villages in their area. This group of pastors is called a CMC network. They meet together monthly to pray, encourage one another, plan, and share resources. These networks of pastors function under the leadership of regional (provincial, state, or division) and national CMC leaders. (to learn more about CMC networks, see page 8)



# The 5 Pillars of CMC

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Each of the pastors networks involved in the CMC movement are strengthened by holding to the standard of these five pillars:

## 1. VISION

Our vision is to plant a church in every village, and once that is accomplished, to plant a church within walking distance of every believer. (Where there is no vision, the people perish... Proverbs 29:18a) This goal of transforming the country through the power of the Holy Spirit under Christ's Lordship through the Body of Christ must be owned by each Pastor in this country. We must each understand, own and share this vision.

## 2. UNITY

We encourage pastors to unite in prayer, in planning, and in practical ways of helping one another start a church. The vision of planting a church in every village is too large for any one pastor, any one denomination or any one group. We believe it is possible for each denomination to preserve its own identity while undertaking this cooperative work with other Christian denominations. Jesus prayed that unity like the oneness between Himself and His Father would be a practical reality for His followers. He said that the world would see this realized unity between His people as evidence of His own reality and goodness, thus enabling the people of this world to believe and receive His Kingdom. (John 17:20-23)

## 3. DISCIPLESHIP

In order to spread His message and plant churches as commanded (Matthew 28:18-20) we need to raise up many leaders, pastors, evangelists, and other ministers to do this vital work. We seek to implement effective training in every locality to raise up armies of workers. (see page 38 for suggested training material)



## 4. STEWARDSHIP

Sharing resources with one another and using what we've been given wisely. Jesus taught us to be faithful with "little" before an increase is given (Matthew 25:14-30). The example of Jesus multiplying the loaves and fishes (John 6:1-13), shows that when even seemingly small offerings of resources are "brought to the altar" for His purposes, He will honor those resources by multiplying their effect. By sharing what we have in faith and good will, we stand to experience His Power throughout the country, and even beyond our borders. "And his master said to him, 'Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.'" (Matthew 25:23 ESV)

## 5. SERVANT LEADERSHIP

We seek to lead as Kingdom-minded servants rather than build our own kingdoms. (Philippians 2:5-11) We keep our eyes on God's vision for our country, not only our personal, church, or denominational vision. We humbly serve and help one another as we press on toward the goal of seeing the Kingdom of God manifest in our villages.

## **WHY PLANT CHURCHES?**

There are many different reasons to plant churches. Listed below you will see the two main reasons highlighted in CMC. All of our united efforts are empowered by our shared understanding that:

## **FIRST, JESUS DESERVES TO BE WORSHIPED IN EVERY VILLAGE. (PHILIPPIANS 2:9-11)**

The great tragedy is that thousands of villages still have no Bible study group or church. Although evangelical churches now exist in most cities and towns, we must set our sights on planting churches in every village so that these people can hear the Gospel and worship Jesus as He deserves to be worshiped.

While there are some cases where people from nearby villages can travel a short distance to participate in existing churches, many are prevented because of the



cost and difficulty of travel. This problem will be solved only when there is a church in every village.

## **SECOND, GOD WANTS THE PEOPLE.**

He is not willing that any should perish, but that everyone should have the opportunity to know Him (come to repentance). (2 Peter 3:9) Fellowships of believers sharing Christ's love with their neighbors are the primary means God uses to call people to Himself. The Great Commission is a call to make disciples of all people. Disciples of Christ are formed in the activities of Christian Fellowship. People learn to pray, study God's word, encourage others, and share their faith. Many of the new disciples will become leaders and can plant even more churches.

## **VITAL PRINCIPLES THAT GUIDE US:**

1. We will keep evangelism and church planting central to our activities (although we will also participate in other transformative Kingdom work).
2. We will be an indigenous movement. Although the inspiration for this movement comes from both local and international sources, in the end, it must be a concern of our own people. God wants the leaders and churches of our country to rise up and "take the land." As we move forward, our international partners may continue to assist in various ways as God directs and by invitation.
3. We will remain a voluntary movement. Although some expenses may be paid, we will have no salaried employees.
4. We will be non-political. We will avoid the endorsement of particular candidates or parties.
5. We will be a "grassroots" movement, primarily organizing in local areas to do nearby church planting (within public transportation perimeters). Far away church plants are expensive and time-consuming for the church planter and/or sending church.
6. We should target nearby, unchurched villages rather than traveling a long distance to plant churches.



7. We will be inclusive in spirit. Whenever possible, we will cooperate with Biblically-oriented Christians in areas where we work.
8. We will not show favoritism toward any denomination or participating group.
9. All local leaders in CMC networks will sign a covenant (agreement) with each other to meet regularly for prayer and planning, to each plant a church in an unchurched village, and to share resources as we are able while working together. (See page 54)
10. We will elect leaders in the local CMC networks who will cooperate with regional and national appointed leaders.
11. We will be financially responsible. Although others may contribute to this effort, the ultimate responsibility to support the work will be local and regional.
12. We will be accountable. We will be accountable to area, provincial, regional and national leaders. The accountability will include information sharing of activities and finances in a standardized format.





# CMC Networks: The Core of the Movement

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Local area networks are established whenever ten or more pastors in an area want to work together to plant churches. They should represent at least three denominations or church associations. Independent church planters may also be included in the network meetings. Participating pastors should agree with the general goals of CMC and be willing to cooperate with others while following the lead and vision of the national and regional CMC leaders. These networks will also be guided by the Five Pillars of CMC. (See page 4) Participating pastors will not be paid for representing CMC. Neither will they be charged for their participation. There is no membership cost.

A simple commitment is required from all who join a CMC network:

1. To plant a church (in addition to any existing church) within the next year.
2. To pray for one another.
3. To attend a monthly local area gathering to pray, plan, and encourage one another in furthering Christ's Kingdom through the planting of new churches.
4. To participate in practical ways to help each other plant churches, especially in unchurched villages. (See page 54 for covenant form)

## **LOCATION OF NETWORKS**

The range of coverage of a local network should be determined based on travel logistics. In general, a 40-kilometer (1 hour) distance will be the rule-of-thumb to determine the range and location of our local area meetings for less populated areas. In cities, network meetings may be closer together.



Each local area gathering will select a central meeting location, preferably in the church building of one of the members. This meeting location could move from time to time if the members choose to take turns hosting.

## **FREQUENCY OF NETWORK MEETINGS**

Frequency of meetings should be at least once per month for a regular planned meeting. Some network areas choose to meet weekly or twice a month. Saturdays from midmorning to late afternoon may be the best choices for the monthly meetings. This will allow for morning and evening travel. Lunch will be served at each meeting.

## **TRAVEL & FOOD COSTS FOR MONTHLY GATHERINGS**

Although meeting costs will be kept to a minimum by using local church facilities and careful planning of location and food, some pastors and workers may find these costs to be a burden. Food will be provided by a fund handled by the local network council, as will additional travel costs for those who could not attend without help. Voluntary donations to the local fund may be taken at each monthly meeting.

## **PASTOR'S SPOUSES & "KEY" WORKERS**

Pastor's spouses are encouraged to attend the monthly gatherings with them whenever possible and will be included in planning. "Key" workers could also attend, but this should be discussed with the local area leadership to make sure they can be accommodated.



# How Leaders Are Chosen

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Several participant members will be elected to sit on a council to perform various roles needed for the ongoing work of the local area meeting group. At a minimum, this council shall include a PRESIDENT, a TREASURER, and a SECRETARY/RECORDER. A regional CMC representative may be present for the open voting and act as moderator until local officers are installed.

## MAIN OFFICERS

Before describing other leadership roles, let's look at these three officers' functions. These officers will serve two-year terms.

### 1. PRESIDENT

The president will have general oversight of the council, convening meetings of the council at least once per month. (This could be before or after monthly network meetings.) He/she will also be the chief liaison person with CMC regional and national leadership, and be responsible for conducting monthly local gatherings. The president will need the respect of all participating members.

### 2. TREASURER

The treasurer will maintain basic bookkeeping and accounting of funds collected and disbursed by the local CMC network. He/she will conduct any necessary banking and will make financial information available to CMC leadership upon request and in quarterly reports. This person needs to be very trustworthy in handling money.

### 3. SECRETARY/RECORDER

The secretary/recorder will record "minutes" of local council meetings. He/she will be responsible for standardized information sharing as requested by CMC



leadership for non-financial matters. These reports would include church planting plans and progress reports and registration of members/participants. This officer should know how to write and record clearly.

These three leadership roles will not be re-electable for at least two terms in office – four years following the end of their terms.

## **OPTIONAL COUNCIL ROLES**

The following additional council officers can be voted in and then re-elected every two years as long as their leadership is helpful. They can also rotate into the main officer positions while fulfilling one of the following roles:

### **DIRECTOR OF EVANGELISM**

Often there is a strong evangelist within a network. He/she can share his/her skill and resources with the other church planting pastors.

### **DIRECTOR OF TRAINING AND DISCIPLESHIP**

Someone who is effective in raising up church members into LEADERS should be elected for this role. Training materials and programs can be developed to help with this process. (See page 37 for suggested training materials.) Each church planting pastor may be helped in making disciples more effectively. We will need new pastoral leaders in order to plant many new churches.

### **GOVERNMENT AND PUBLIC RELATIONS LIAISON DIRECTOR**

This person should be able to relate easily to mayors, local leaders, and school officials. His/her work can promote favor towards Christian work in your local area.

### **DIRECTOR OF “PLATFORMS”**

This role involves helping develop livelihood projects, feeding programs, and other business or social programs. These efforts can result in financial support for the churches and church planting work, as well as provide material benefits and social transformation in the villages.



Because these four offices are based on “spiritual gifting,” the councils and local networks may be best served by these officers continuing to serve in these roles.

The council, once installed will meet as needed to:

- Plan monthly meetings.
- Appoint leaders for specific roles.
- Determine and discuss member needs.
- Pray for the ongoing work of CMC.
- Obtain and complete information sharing forms for ongoing work.
- Correspond with the regional and national CMC leadership.
- Disburse funds as needed to allow for special gifts and ongoing functions.

National leaders will use information shared by the local area leaders to determine any financial or other assistance to the area. Individual members in the CMC networks will be discouraged from making requests directly to the national leaders. They will instead be directed back to network leaders for any special needs or requests. (See page 14 for financial practices.)

## **WHO WILL BE A LEADER IN CMC?**

The CMC movement needs leaders! We need both elected leaders in local networks and a few appointed leaders who act as regional coordinators.

The following characteristics will help us identify leaders who are well suited to our calling as a movement:

**Passion** - We are looking for leaders who are losing sleep over villages without the true worship of Christ. CMC leaders must have a passion to win the lost.

**Experience** - Leaders need to have some actual experience in evangelism and planting churches.

**Respect of Peers** - Other pastors and leaders need to be able to trust and respect the leaders chosen.



**Stable Home** - The leaders' spouses must be able to support the vision and ministry of our leaders. There must also be a fairly peaceful and emergency-free living environment in their homes.

**Peacemaker Style** - Because we are a movement representing various Christians groups, we need unifiers rather than strong leaders who create controversy, making enemies as well as friends.

**Free from Overcommitment** - While we encourage involvement with various ministries, our leaders must have time to do the job of leading in CMC.

**Servant Leader Style** - Our leaders need to be working to help other leaders succeed in their respective ministries for the Kingdom.

## **THE DECISION-MAKING PROCESS**

Leaders in the network meetings will make needed decisions in line with the goals of extending the Kingdom of God through planting churches. After seeking the guidance of the Holy Spirit, a simple majority vote in the network meetings should be enough for most decisions. National and regional leaders may be called upon as advisors from time to time if local situations require additional wisdom.



# Financial Practices

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- No dues or membership fees will be collected.
- No funds will be collected by regional or national leaders from local networks.
- Local networks may open a bank account and take offerings from members to pay for area projects and costs.
- Lunch costs for meetings and, when needed, some travel subsidy, will come from local funds.
- Outreaches and help for members' projects can also be funded through collected local funds.
- We will not become dependent on foreign funds or influences, but will share resources with one another within the network before asking for help from the outside.
- Special requests for assistance may be submitted by local councils (the treasurer or network president) to the national leaders, but there will be no promised assistance beyond supplying Bibles and discipleship material.
- Individual members in the CMC networks will be discouraged from making requests directly to the national leaders. They will instead be directed back to network leaders for any special needs or requests.
- All financial records must be made available to national leaders as part of the information sharing process.



## **INFORMATION SHARING TO NATIONAL CMC LEADERSHIP & BENEFITTING FROM NATIONAL RESOURCES**

Forms may be provided to local networks to report on church planting progress, needs that exist within the group, and other relevant issues. Otherwise, you may refer to Appendix E for information that should always be available upon request of any Regional or National CMC Leaders.

These reports can be gathered by national CMC representatives when they visit the local networks or sent by mail or e-mail. At a minimum, information should be submitted quarterly by each network and region. Regular communication with the national team will be important in order for good and timely responses to ongoing local needs.

## **ANNUAL & QUARTERLY CONFERENCES**

Each local area network will send representatives to the annual CMC national conference and quarterly regional conferences. These representatives may be the elected officers, but could also include others. National leaders will determine specific guidelines for who will attend as local area delegates. Conference costs will generally be covered through national funds, although participants may be asked to contribute for their own transportation and/or a minimal registration fee. Regional conferences will be planned by the regional and national leaders.

## **NAMING THE GROUP**

The Church Multiplication Coalition's national leadership has no problem with other names being used locally to avoid misunderstanding. You might want to refer your network as "The 40K Group," "Vision Partners," or any other name you choose. Our national name, "Church Multiplication Coalition," will remain the registered name for the coalition as a whole, but is not required for use in local settings.





## **HOW DOES THE CMC NETWORK RELATE TO EXISTING PASTOR'S FELLOWSHIPS?**

In many or most cases, participants may want to organize a local area group as a subgroup of an existing ministerial fellowship. This is a good plan, as long as the clear distinctives and goals are maintained as explained here. Most ministerial fellowships will typically have a few members who are not interested in the church planting focus. You will need to maintain fellowship with them in your ongoing meetings, while providing a separate monthly context for the Church Planting Coalition Network.



# Factors That Promote Trust Among Pastors in the CMC Networks

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The CMC structure for our networks provides a sense of safety and security so leaders can work together in practical ways. Safety and security are needed in building trust. Trust is necessary for any group to fulfill a great vision together.

1. Local leaders are elected immediately when networks are formed. This prevents someone with a strong personality from “taking over” a network. Pastors elect the leaders they trust to carry out the role. Members feel secure that they will not be taken advantage of in the group. (John 17:19-21)
2. Elected leaders must represent at least three different denominations or independent type churches. This assures that members will feel safe that their interests will not be overrun by one denomination controlling the network.
3. A covenant is signed by all members that assures some accountability: everyone will help and serve. No one is left with all the responsibilities.
4. Finances are collected and handled locally by group decision through an elected treasurer. Trust can be built through building up funds for outreach beginning with small amounts that everyone can easily afford.
5. Any funds or materials from outside are given by donors to the local networks through regional and/or national leaders responding to group requests, not to individual churches or pastors requesting help on their own. The network votes on outreach priorities and knows what items are requested and what is given.



6. Volunteer (unpaid) leaders work together in the CMC movement. Members can be secure knowing that others will not be making money at their expense, while others struggle to work with limited funds. Although some of the leaders' expenses may be reimbursed, CMC has no employees.
7. Members may appeal to regional or national leaders for help if local problems cannot be resolved locally.
8. Information sharing assures that networks will not be isolated. Needs and progress will be known by regional and national leaders.
9. Regional and National Conferences provide a means for learning, information-sharing, and encouragement. Everyone's concerns and vision can be heard.
10. Existing ministerial fellowships are respected. CMC networks often organize as an "evangelism arm" of existing ministerial alliances. Members can feel secure in the knowledge that they are not being disrespectful of existing leaders.

We understand that if leaders don't trust each other, they will never work together. If they do not work together, they can never achieve a greater goal.

The above factors provide enough trust to foster an environment where we can look to the Holy Spirit's guidance and do His work together. Participants are welcomed in the network based on the commonly held practices and beliefs of Evangelical and Pentecostal groups within the country. Therefore, the local pastors within a network are responsible to uphold the proper standard of theological and doctrinal beliefs within their own network.



# How Do We Start?

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This chapter is designed as a tool to help with the first year of monthly meetings in a network with CMC. Each group may continue with meetings where any issues may be discussed, Scripture taught and activities planned, as long as we keep our focus in the goal of church planting and evangelism in the villages that don't have a church.

Still, the suggested topics maybe helpful in keeping the group focused.

During the network meetings, pastors should:

- Pray for one another (for personal needs and challenges and church planting efforts)
- Gather reports and information (these will be passed on to regional and national leaders)
- Plan together for cooperative evangelism and transformation projects
- Learn from fellow pastors and guest speakers
- Worship together
- Eat lunch together

Here is a suggested monthly meeting format:

10 am-10:30 am:	Opening Prayer & Worship
10:30 am-11:30 am:	Guest Speaker/Preacher
11:30 am-12 noon:	Ministry Time-Praying over/with one another
12pm-1pm:	Lunch/Fellowship
1:15pm-2pm:	Reports, announcements, gift giving, and offering
2 pm-3 pm:	Planning of the month's activities and outreaches
3pm-4pm:	Smaller groups meet together for planning
4pm-4:30pm:	Closing Prayer



Here are suggested discussion and action topics for the beginning of strategy and planning:

## **STRATEGY TOPIC #1**

### **IDENTIFYING “TARGET” VILLAGES**

#### **1. Natural “Bridges”:**

Natural bridges are open doors to enter a new community or village. The following are some examples of “Natural Bridges”

- If there are relatives of some of your existing church members in that village that your church members would like to reach out.
- Request from someone for a Bible study or other help “Person of peace” (Luke 10:5-7)
- Local Government Leader as gatekeeper (he can open the “gate”)
- God's direct guidance; dreams and vision (see Paul’s Macedonian call, Acts 16:9.10)

#### **2. Natural Priorities:**

- Strategic village because of size or population. If a village has a large population, but no Christian church it may be a “Natural Priority”
- Proximity to other villages with churches. If the surrounding villages already have churches, but there is a nearby village that has none, this may be a “Natural Priority”
- Some special need God wants to meet. If this village has specific needs that you feel called to fill, this may be a “Natural Priority” to focus on this village.



## **STRATEGY TOPIC #2**

### **SPIRITUAL MAPPING AND INFORMATION GATHERING (WE NEED TO GATHER INFORMATION ON BOTH NATURAL AND SPIRITUAL NEEDS AND CONDITIONS)**

Local information - Demographic data can often be obtained from local government offices or online or you may need to scout the area and interview the local people to obtain this information:

- How many families live in your target village?
- How many children?
- How many adults?
- What schools, hospitals, and other institutions are there?
- How are health and nutrition conditions there?
- What are the means of livelihood?

Spiritual History- This data will need to be obtained from local church members and through personal inquiries.

- What churches and ministries have been there before and which ones are there now?
- What religions and cults have been there before and which ones are there now?
- How religious are the people there? Are they dedicated to their belief or religion?
- Has the village been resistant to Christ or receptive?
- Have the people had a bad experience with Christians or leaders before? How long ago was the problem? Was restitution or an apology made?



Spiritual Strongholds- This data can be obtained by observing the spiritual structures that are controlling the lives of the people there.

- Drugs
- Drunkenness
- Witchcraft
- Immorality
- Child Abuse
- Gambling
- Violence
- Religious Spirit
- Financial Corruption

Special Needs and Problems- Human needs may be opportunities for God's power in ministry. We should try to identify one or more of these areas which are hindering Christ's work and hurting the people:

- Lack of Proper Nutrition
- Water Supply Needs
- Livelihood Needs
- Environmental Damage (fish egg laying habitat, deforestation)
- Flood/Landslide Danger
- Transportations Access
- Dialect Differences



As part of the mapping process:

1. A real map with locations of target villages (and some notes) should be shown and discussed.
2. A written notebook should be started as a compilation of ideas from your strategy group.

## **STRATEGY TOPIC #3**

**PRAYER STRATEGY-CONSIDER, DISCUSS AND PLAN FOR THE FOLLOWING:**

- Prayer walking target villages with other pastors who are supporting and/or participating.
- Special nights or days of fasting and prayer as a “united church.”
- United intercessory teams to be organized to pray for all the outreaches/ church plants on an on going basis.
- Inform local and national prayer groups of your activities so they can also pray for your efforts.

## **STRATEGY TOPIC #4**

### **RESOURCES ASSESSMENT**

We will want to assess combined available resources which can be used to outreach and develop churches.

- Human Resources (How many workers are available?)
- Financial Resources
- Literature and Bibles (Do any pastors have access to lower priced Bibles?)
- Programs and Ideas
- Equipment and Transportation

For example: As a part of discussing human resources, we could consider offering volunteer workers to assist in a film showing in another village. At this point,





someone else might be able to offer a truck for transporting people and equipment to this event. Bibles might be provided by still another participating pastor.

## **STRATEGY TOPIC #5**

### **DEVELOPING “TOWN” STRATEGIES**

By this time, your group can break up into smaller strategy groups for a portion of the time together. This will usually be “per town” but could be two towns together if a particular town has only one participating worker. In the “town strategy group” try to set realistic faith goals for church planting and outreach, then discuss areas where you could work together to fulfill these goals. After you meet in town groups for an hour or so, have one person from each town group give a brief report on the following topics:

#### **Goals**

- How many churches need to be planted in this town?
- How long will it take to plant this many churches in this town?

#### **Strategy**

- What methods will be used for outreach and church planting?
- Are you planning to meet physical needs or provide services to this village?
- How will the pastors and workers support themselves?
- What kind of united participation is expected from other churches and workers?

Note: From the time “town groups” begin, they should continue meeting every meeting as part of the regular meeting time.



## **STRATEGY TOPIC #6**

### **MAKING DISCIPLES/RAISING UP LEADERS**

We can only plant churches if we have leaders who can care for the people and teach them God's Word.

- Take Inventory (What leaders do we have already who could teach Bible studies or lead prayer groups?)
- Make Disciples First (then train your leaders from those who are already disciples). (See page 38 for suggested training.)
- Discuss how Jesus Christ made disciples and trained leaders (Luke 4:14-Luke 10:24)

Those pastors in your group that are effective in raising up leaders can share their experience with others.

## **STRATEGY TOPIC #7**

### **DEVELOPING PLATFORMS**

Platforms are activities that provide a “launching pad” for work in your target village.

- Create Access-For example: tutorial school, children could gain access to families and schools while helping children.
- Livelihood/Pastoral Support-In rural or semi-rural areas food growing projects or animal raising can help support workers and even provide extra food and finances to assist families in the village. Discuss main ideas for platforms, and then assess resources and possible joint ventures (or other partnerships) to implement platforms.



## **STRATEGY TOPIC #8**

### **PARTNERSHIPS**

Our coalition involves a partnership between Christian workers, churches, and organizations to extend God's Kingdom to every village.

While we want to be a "tight" coalition, we are not exclusive or limited to internal resources. From the beginning, we have had partnering relationships with other organizations for example in some countries: The Bible Society, One Hope, Church Planting Institute, etc.

We should now spend some time examining how partnerships with specialized organizations could benefit the work in our village. Even government programs could be involved. Our member may also have contracts and ideas that everyone can benefit from. (See page 27 for more information about Guidelines for Partnerships)

## **STRATEGY TOPIC #9**

### **YEARLY REVIEW/ASSESSMENT AND GOAL SETTING**

Someone appointed by the local council should prepare an annual review of the year's progress. This information could be summarized in an annual report to be made available to all the members and also submitted to national CMC leadership. The same day (maybe after lunch) hold a discussion on reasonable goals for the next year. Break in to "town groups" and then gather again to present plans to the whole group. You may want to continue this discussion in the following monthly meeting so that all the pastors have time to process what was achieved in the past and what personal/town goals they want to set.

In the second year of a church planting group, any of the earlier topics found in this manual can be revisited as desired by the CMC group and local leaders.



# Guidelines for Partnerships & Endorsements

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When deciding to recommend, endorse, or partner with parachurch ministries or special programs, we should first ask the following questions:

Does this ministry support and benefit our overall goal of evangelism and planting churches? If not, it might be a distraction from our main purpose.

Is this ministry something many or most of our member churches could benefit from or would only a few member churches be able to gain from their ministry? If only a few could benefit from this ministry, it might be better for individual churches to partner with them, but not the CMC network as a whole.

Could this ministry cause division because of controversial practices? For instance, a ministry specializing in deliverance from demons or in prophetic seminars might be of interest to some, but might cause others to be uncomfortable. As a “unity” movement, we should avoid endorsing controversial ministries, while recognizing member church’s freedom to participate in various Christian activities.

Is participating with this group very complicated or expensive? How much time, energy, and money would it take to work with them? If this ministry requires intense time or monetary commitment, it might not be practical for the CMC network to partner with them.

Is this a group that would like to use our networks to “sell” something (even in the guise of “providing a service”)? We probably want to avoid using CMC networks for marketing products and services such as insurance or health products.

Is this group political in nature? We want to avoid over-involvement with political causes and political endorsements.

By asking and answering these questions, we can avoid distraction from our clear vision to evangelize and plant churches. If we are wise in deciding which groups



and ministries to partner with, we can develop strong partnerships with others that will further the goals of spreading the Gospel and seeing Jesus worshipped in every village.

If a local network is considering a partnership with another group, they should discuss this possible partnership with Regional Coordinators first to be sure the partnership will help maintain Provincial, Regional and National goals.



# Discipleship Simplified

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## **CHALLENGES WITH THE WORD “DISCIPLESHIP”**

One of the Pillars (see page 4) of our Church Multiplication Coalition (CMC) is DISCIPLESHIP. One problem with the word discipleship is that it is an intimidating “BIG” word. Another is that it brings to mind many different things to different people. So we are always trying to explain discipleship in a way that will make our task of “making disciples of all nations” clearer and more do-able.

## **RE-EXAMINING THE GREAT COMMISSION**

The most complete great commission text is Matthew 28:18-20. In this passage, Jesus gave last minute instructions to his followers (disciples) before ascending into heaven. After reminding them that he had now been given full authority and power in heaven and on earth to bring God’s reign, He told them to go to every nation and show people how to do everything the disciples themselves had learned to do from Jesus. In our day, this is often reduced to mostly passing on information (teaching) instead of transferring the obedient practices (training) that disciples are called to do all over the world. We can change this teaching-mostly focus to a training focus.

## **RE-EXAMINING THE “NEED” WE HAVE TODAY**

Pastors often share what they think are the biggest needs in their ministry place. The answer is generally two-fold:

- 1.) We need more resources. (usually referring to money)
- 2.) We need more qualified leaders.

Jesus identified our need differently. In the two passages where we see Jesus preparing to send out His disciples to unreached villages in Matt. 9:37-38 and Luke 10:2, He first identified our “good kind of problem” – the Harvest is Great, and then pointed out our need – the laborers (workers) are few. Notice that Jesus does not say the pastors and apostles are few, just “workers.” What is a worker? Clearly it is



someone willing and able to do the work needed. We do need leaders, but leaders are first workers. Whenever workers are sent out, some will become leaders. In the beginning, we do not know what their specific gifts are or who they will become in ministry. Workers may be fishermen, tax collectors, farmers, mechanics, schoolteachers, students, etc.

A starting point for getting workers is to pray for workers fervently and often. We should at least do what Jesus commanded His workers/disciples/leaders in process to do. Our prayer will begin to direct the focus of our work.

(You can reference Strategic Topic #3 for ideas on how to mobilize prayer. (Page 22)

## **THINKING IN A NEW WAY:**

- Ministry teams
- What practices and skills will we need for the workers?

## **MINISTRY TEAMS**

In the Philippines, one of our partner groups is called “Philippine Challenge.” As we understand their activity, they challenge local church leaders to raise up small ministry teams of members and then send them out on Sunday afternoons to reach out to nearby barangays (villages) where new home fellowships (i.e. Bible Study Groups) can be started. Every evangelical church can find a few willing workers that care about people in nearby places. They may even have friends and family in those places. Some training is needed to prepare them for this project, but not so much that months or years are required.

I think every pastor should be thinking – “Who can be on my new workers team?” Even young people can participate with a small amount of training and encouragement. As we gather the team, we should consider dividing the team later on in groups of two like Jesus did, once members become confident enough to go in smaller groups of twos.



## **WHAT PRACTICES & SKILLS WILL WE NEED FOR THE WORKERS?**

A second way to approach the task of sending out workers (along with the team idea) is to think about:

- What practices should our workers practice in their daily life?
- What skills will they need?

We can then show them how to do these things and give them on-the-job opportunities to practice these things.

## **PRACTICES IN DAILY LIVING FOR A CHRISTIAN**

When we do our Evangelism Outreaches all over the world, we usually give “Instructions for New Believers” after we give a call to receive Christ and some new people respond. The 4 instructions are shown on the back of the Evangecubes we often use in personal evangelism. They are:

1. PRAY.
2. READ THE BIBLE.
3. FELLOWSHIP (Join a Bible Study Group).
4. TELL OTHERS.

To this list of 4, we could add one more:

5. GIVE GENEROUSLY & REGULARLY TO GOD’S WORK.

After all, their hearts will follow their treasure. (Matt. 6:21)

Let’s discuss each of these 5 basic personal practices of Christians:

### **1.) PRAY**

When I give out these instructions at our outreaches, we often say, “We pray to the Father in Jesus’ Name.” and “Your prayer will release God’s power.”





Whatever else we may teach about prayers (such as our personal friendship with God, that is a popular emphasis in America), we should at least teach what the Bible teaches.

One leader gained a strong conviction on this while meeting informally with a Vice-Mayor in a Filipino city who had recently joined a Catholic Charismatic Bible Study Group. The Vice-Mayor's testimony: "I'm so excited because I read a verse that told me I could pray directly to God the Father in Jesus' name." The leader realized that this guy had understood for the first time that he could approach God in person, directly. This is a big need – for people need to understand this Biblical Truth. (See Luke 11:2-4.) They must know that they can call on God the Father to bring His Kingdom peace in their homes, His resources for their needs (bread), His forgiveness, and His power over Satan and demons! (See also Matthew 7:7- 11) Add to this Jesus' words about asking continually for workers into His harvest.

We also believe that every worker should make a list of all his/her unsaved friends and pray daily for their salvation (and look for opportunities to share the good news of Christ with them). Believers in one Asian province have seen 1.7 million people baptized and 150,000 new churches begun in a few years time. This is one of their main practices.

## 2.) READ THE BIBLE

Christians need to become "self-feeders" who can read a passage and ask the following questions:

- What is happening in these verses?
- What does it mean?
- What is God asking for me to do (obey)?
- Who should I share this with?



Many Christians don't read the Bible because they think they need a more experienced person (pastor, teacher) to explain everything. They need to become comfortable with feeding themselves also. (See Hebrews 5:12-14.)

### 3.) FELLOWSHIP

People need to get into Bible Study and Fellowship groups so they can also worship God together, learn from each other, and help each other. (See Hebrews 10:25.) This is much more than just attending a church service once a week.

### 4.) TELL OTHERS

We stress the importance of people learning to testify regarding their salvation and explaining God's salvation to their friends and family quickly in the days and weeks following their own personal commitment to Christ.

In the beginning, some people feel afraid to share, because they don't think they know enough yet, and because they fear rejection and persecution. Jesus sent the Gadarene Demoniac back to the towns in his region to testify of his deliverance and salvation, even though he was a person who had serious psychological and personal problems before meeting Jesus. (See Luke 8:26-39.) We need to have a sense of urgency from God's heart that the message of God's life-changing power and love be shared to all. God wants the people.

### 5.) GIVE GENEROUSLY AND CONSISTENTLY

For some reason, pastors are often afraid to teach people to give. Maybe we think that people will suspect we are greedy for money from members. Jesus, however, taught about giving often. (See Matthew 6:1-5, 6:19-21.) He was clear that even small amounts given were important for His Kingdom (Mark 12:42-44). This is crucial, as some people think that because they are poor, their giving is unimportant.

If people don't give, they feel powerless. All believers should know that what they have to give is powerful for God's work.

## **SKILLS NEEDED FOR WORKERS**

Once we have identified faithful Christians (whether new believers or more experienced ones), we need to help them become workers.



Here's an example from a real work situation to illustrate a process for determining what we need workers to be able to do: In a construction business, one of the things to do is to build walls out of hollow block and cement. If the boss watches a worker work for a few minutes or hours, he can see whether or not the worker:

- Knows how to mix cement.
- Knows how to clean block and joints.
- Knows how to use a string and level to lay blocks straight.
- Knows how to make straight corners, window cutouts, etc.

The worker may need to start by learning to mix cement well, then step-by-step learn more advanced work.

In ministry, we have identified certain things we want members of our ministry team to learn to do. Step-by-step we show them, and allow them to try new things. Remember, our workers begin as “raw material”: new workers. Even people who have been sitting on benches in churches for years may need to be shown how to work for the Kingdom of God.

At least Four Skills will be needed for workers we send to nearby places. You may think of other skills, but let's start with these Four Skills:

## 1. SHARING THEIR TESTIMONY

Before he knew much else, the previously mentioned Demoniac knew that he was demonized before Jesus set him free. He knew certainly that Jesus was powerful and good. Sometimes a recent testimony of provision of needs or answered prayer is also useful.

People can practice testimony in worker training groups and help each other find clear ways of telling their story. (See page 37 Module #1 of the suggested Church Planting Training for more information)

## 2. SHARING THE GOSPEL



The core of gospel message concerns the work of Jesus on the Cross, His Resurrection, and the meaning of these for our salvation. (See 1 Corinthians 15:1-4.) In places where there is no Christian cultural context, it is important to give some historical background from the story of creation to the coming of Jesus to earth. In places like the Philippines, where some Christian context exists, we need to emphasize personal salvation by faith, and the importance of real saving trust in Christ for true salvation assurance. Pre-written tracts and/or tools like the Evangecube can be useful and workers can learn to use them fairly quickly and practice with each other before going out.

(See page 37 Module #1 of the suggested Church Planting Training for more information)

### 3. LEADING A BIBLE STUDY

Self-feeding or “inductive” type Bible studies are best. Workers can learn to lead a questions/application types study much easier than learning preaching and teaching. That may come later. For now, we need to send out those who can do a self-feeding study. This can be modeled first by a more experienced worker – someone who has led a study a few times.

(See page 40 Module #2 of the suggested Church Planting Training for more information)

### 4. PRAYING FOR THE SICK AND FOR NEEDS

Because the Holy Spirit is eager to show God’s goodness through healing and meeting practical needs, all workers can learn to minister effectively in this way. Generally, simple prayer is better. We don’t need to preach a sermon when we pray for the sick. We usually use an “interview” type process.

The initial interview:

- What is your need? (sickness area)
- Selection of prayer type. (A demonic problem may require direct command “Come out!”)
- Inviting Holy Spirit to come and work – “Come Holy Spirit!”



- Prayer – Say what you want to happen (example: no more headache, normal mobility, etc.)
- After observing the person during prayer for evidence of God’s work, etc., interview again asking “How do you feel now?”
- Possible post-prayer instruction – Example “Let us pray again when we meet next week.” This type of prayer is respectful of the person receiving prayer and flexible to changes and effects of God’s Power.

Sometimes asking for permission to pray for needs first when we enter a new village will “open doors” for other ministry, including testimony and Gospel presenting.

There was a village in Haiti a ministry team visited. During the first visit, the people seemed closed to the message of Christ. When they asked if there was a need for healing, people responded. One of the villagers healed was the main witchdoctor in that place. After her healing, she gladly received Christ and brought many others. A strong church was started that day.

## **SUMMARY**

If we train workers who are faithful in the Five Personal Practices of Daily Living and are being trained to do the Four Skills we have mentioned, they cannot be stopped. Some of them will become pastors, evangelists, and other leaders we need.

Let’s take the land! If we do this, Jesus will receive the worship He deserves in every village-the just reward of His sacrifice!



# Appendix A: CMC Church Planting Training

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**NOTE: ADAPTED FROM T4T, E3, SE AND OTHER  
TRAINING PROGRAMS.**

Module 1: EVERY BELIEVER A SOUL WINNER

Module 2: EVERY SOUL WINNER A BIBLE STUDY LEADER

Module 3: EVERY BIBLE STUDY LEADER A TRAINER

Module 4: EVERY BIBLE STUDY A POTENTIAL CHURCH

## **MODULE 1: EVERY BELIEVER A SOUL WINNER**

### **1. Why Win Souls?**

- a) God has commanded us. (*Matthew 28:19-20*)
- b) The task is huge requiring the help of everyone.  
(*2 Peter 3:9, 1 Timothy 2:3-4*)

### **2. How To Be a Soul Winner**

- a) Must know how to present a personal testimony. (*Revelation 12:11*)
- b) Must be able to present a simple Gospel presentation.

### **3. Personal Testimony Training**

- a) Model/share your own testimony in 3 minutes or less.
- b) Have each participant write down their testimony as simple as possible in a half sheet of paper. Encourage them that you will help. Testimony should include:
  - their life before Christ (*do not over-emphasize old life*)
  - how they came to surrender their life to Christ



- their new life after coming to Christ (*emphasize God's transforming power*)
- c) Check/review written testimonies of those participants you think need help.
- d) Have each of them read their testimony to themselves in a loud voice 5 times.
- e) Have the group divide themselves into pairs of 2 and let them practice telling their testimony to each other. Let them do this at least 3 times. Switch partners each time. Encourage them to help each other improve their testimony.
- f) If you have time, have each of them tell their testimony in front of the group. Encourage the giving of feedback to improve their delivery.

#### 4. Gospel Presentation and Sinner's Prayer Training

- a) Model a presentation of the Gospel. Use a simple tool like the "Evange-cube" or "Evange-paper" as a model.
- b) Model the sinner's prayer. A simple way to teach the sinner's prayer is to remember these three key points:
  - Admitt that you are a sinner and need forgiveness.**
  - Believe that Jesus Christ died for you on the cross and rose from the grave to bring you to God.**
  - Confess that Jesus Christ is the only way to God, and commit to live for Him the rest of your life.**

An example would be:

"Dear God, I know I am a sinner and need your forgiveness. I believe that You sent Jesus to die on the cross for my sins and that He rose from the grave to give me life. Please forgive me and change me. I surrender my life to You. In Jesus' Name, Amen."

Do the Gospel presentation and the sinner's prayer together at least 3 times to ensure that everyone understands and remembers the whole presentation.

- c) Pair them into groups of 2 and have them practice the Gospel presentation and sinner's prayer with each other. Let them do this at least 3 times, Switch partners each time. Encourage them to give feedback to improve their presentation.



- d) Have each of them present the Gospel in front of the group. Encourage feedback as they do this.

## 5. Practice Testimony, Gospel Presentation and Sinner's Prayer Altogether

*Note: The total presentation should not exceed 10 minutes.*

Model the whole presentation once. In pairs of 2, have them practice the presentation of their testimony, the Gospel and the sinner's prayer together. Let them do this at least 3 times. Switch partners each time.

## 6. Identify Target People

There are 2 ways to do this:

- a) **Territorial mapping** -- Identify nearby villages that do not have a church and make this your target area. You can organize ministry teams and events to reach out to these villages.
- b) **Circle of Influence** -- Have each participant pray and write 25 names of **unbelievers** who belong to their circle of influence: family members, friends, neighbors, co-workers, schoolmates. Have them pray and ask God for 5 names from their list whom they can witness to that week using what they have just learned and practiced. Also encourage them to pray for the person that they are planning to witness to **before** the actual visit and offer prayers for that person's needs, regardless whether he/she accepts the Gospel or not.

## 7. Commissioning

Pray for them and commission them to do their commitment.

- a) Teach on the need to be equipped with the power of the Holy Spirit before they go. (Luke 24:47- 49; Acts 1:8)
- b) Lay hands on them for them to receive the power to witness.
- c) Send them out to witness as:
  - i. Pairs of 2 (Luke 10:2)
  - ii. Ministry teams (Acts 11:20; Acts 13:13)
  - iii. Individuals (Acts 8:5; Acts 8:26)





## **MODULE 2: EVERY SOUL WINNER A BIBLE STUDY LEADER**

*Note: Start the session by asking the group if they have shared their testimonies and the Gospel in the last week, and have them share their experiences. Offer encouragement and advice.*

### **1. Why organize Bible Studies/Small Groups?**

- After a person receives Jesus, the next step is to teach them to obey all that Jesus commanded (Matthew 28:18-20).
- This teaching can best take place in a small group setting. Use the method below because it is simple and easy. It also enables maximum participation and it is an obedience based rather than knowledge-based Bible study.

### **2. Model a Bible Study**

- Select a short passage from the Bible. (e.g Luke 10:1-5)
- Have each of the participants read the passage one verse at a time.
- Lead the discussion by asking the following questions\*:
  - a) Which verse do you like best?
  - b) What verse is not clear to you and you need more explanation?
  - c) What do these verses tell you about God?
  - d) What do these verses tell you about people?
  - e) What do these verses teach you that you need to obey?
  - f) Whom will you tell about what you have learned?

As you lead the discussion make sure:

- everyone contributes and no one monopolizes the discussion.
- each one has an application to obey.
- each one has a person in mind with whom to share his learning
- write down the commitments each person is making

Remind them that at the next meeting, there will be a review on commitments made.

### **3. Practice Bible Study Groups**

Divide the class into groups of 5. Have them select a leader/facilitator for each group and let them do Step 2 as outlined above. Rotate discussion



leadership for at least 3 practice Bible Studies or until each one has been given the chance to facilitate a discussion, if there is enough time. Encourage feedback among themselves as they practice.

#### 4. Encourage

Encourage each one to start Bible Studies with the people that they have witnessed to. Also, encourage them to continue witnessing to the remaining persons on their list.

#### 5. Commission

Pray for their commissioning and provide the following topics/verses as their discussion guide:

Theme	Session	Passage
Salvation	1	1 John 5:11-13
Salvation	2	John 1:10-14
New Life in Christ	3	2 Corinthians 5:9-17
New Life in Christ	4	Colossians 3:12-17 or Romans 6:1-14
Obedience /Baptism	5	Mark 16:15-18 or Matthew 28/Luke 10
Obedience	6	James 1:21-25
Suffering	7	1 Peter 4:12-19
Suffering	8	James 1: 2-6/12-15
Church	9	Acts 2:41-47

*Note: You will need to schedule Bible Study Sessions since enough time should be spent for skills practice and you need at least 8 hours to teach and for them to practice the skills.*

\*This method was adapted from the “I Am Second” model which was formed by E3 Partners.



## **MODULE 3: EVERY BIBLE STUDY LEADER A TRAINER**

*Note: Begin by asking them if they have already started a small group and their experience. Also ask if they have witnessed to new people during the past week.*

### **1. Why Should Bible Study Leaders become Trainers/Disciplers?**

Every new believer should start witnessing and whenever possible start a new Bible Study. In addition, they may be commissioned to train their members to witness and start own Bible Study groups as well, so that multiplication will take place.

### **2. When Should we Start Training?**

Trainers' training should start during session 5 of the Bible Study when the subject of obedience to the Word is discussed, (or earlier, depending on the progress of the Bible Study members). One of the commands of Jesus that needs to be obeyed is to evangelize and teach (Matthew 28:19-20).

### **3. How is Training Done?**

Follow module 1 for Soul Winners training and module 2 for Bible Study/ Small Group Leaders training.



## **MODULE 4: EVERY BIBLE STUDY A POTENTIAL CHURCH**

*Note: Begin by asking them:*

- a) Are they witnessing to new people?
- b) How is their small group doing?
- c) Have they started training their group to become Trainers?

### **1. Why Start Churches?**

- This is what Jesus wants to build. (Matthew 16:18)
- Jesus is coming back for His Church. (Ephesians 5:27)

### **2. What is a Church?**

#### **a) Workshop 1 - What is a church based on everyone's personal ideas?**

Discuss the following questions with the whole group, or through a break-out workshop:

- in their own understanding what is the definition of a church?
- what are the activities that a church does?

#### **b) Workshop 2 - What is a church based on what the Bible says?**

Based on Acts 2:41-47 let the group answer the following questions:

- who are members of a church?
- what are the practices done by the early church?

#### **Answers to Workshop 2 Questions:**

A church is a group of believers who:

- Are baptized (have a COVENANT with God) (Acts 2:41)
- Meet regularly (have a COVENANT with each other) (Acts 2:42-46)



Practice the following:

- |                         |               |
|-------------------------|---------------|
| i. Teaching of the Word | -Acts 2:42    |
| ii. Fellowship          | -Acts 2:42    |
| iii. Communion          | -Acts 2:42    |
| iv. Prayer              | -Acts 2:42    |
| v. Giving               | -Acts 2:44-45 |
| vi. Worship             | -Acts 2:47    |
| vii. Witnessing         | -Acts:2:47    |
- (the Lord added new souls daily)

- Are led by caring leaders (Acts2:43;Titus1:5-9)

### **c)Workshop 3 - What practices are you doing now in your Bible Study group?**

Compare discussion results of item a and b above. Compare current Bible Study practices to item b. Have them identify the practices that need to be integrated to their existing Bible Study for it to become a church. This will give the participants the idea that they need to add only a few spiritual practices for their Bible Study group to become a church.

### **3.When to Start a Church**

- During Session 9 of the small group meeting when the subject of church is taken up.
- The Bible Study members have the intention to continue to stand as God's witness and to represent the Body of Christ in the area. They have also shown a desire to "take the land" and expand God's Kingdom in their area.

### **4.How to Start a Church**

- Begin integrating what can immediately be done and develop a plan for the items that may take time to implement (e.g. permanent church leaders).



- Start with a proclamation/prayer of commitment by all members.
- Appoint and/or commission a pastor (may be temporary or permanent).

## **5. What Should Happen in a Church Gathering**

### **a) Time to LOOK BACK**

- Spend time following up the commitments that each person made last week during the small group discussion (obedience to the Word and whom to share with).
- Spend time following up how many new people they have witnessed to or how many Bible Studies/small groups they have started.
- Spend time to talk about personal problems for prayer.
- Spend time vision casting.

### **b) Time to LOOK UP**

Spend time to:

- Worship the Lord
- Give to the Lord (Tithes and Offering)
- Study the Bible Passage-“I Am Second” discussion (or, other Bible study methods familiar/effective to the members)
- Have a short follow up teaching by Church Leader
- Take Communion
- Pray for needs of the people

### **c) Time to LOOK FORWARD**

- Practice the current “I Am Second” lesson discussed in preparation for the Bible Studies/small groups that each one has started.
- Plan for new persons to be witnessed to and new small groups that will be started.

It is worth noting that these three parts of a church meeting each have specific purposes. It will be necessary to consistently focus and all three



parts in order for the church group to grow and spread throughout the community and other villages. However, when time is limited you may need to choose to focus on some parts while spending less time on other parts.

The “LOOK BACK” section is very important to minister to the personal needs of the people in the group and encourage accountability in sharing the Gospel with unbelievers and for them to be refreshed in the vision of reaching the lost.

The “LOOK FORWARD” section is also important to help the members plan about who they will share the Gospel with in the coming week and to practice the lesson they will be sharing in their own Bible Study Groups.

The “LOOK UP” section is also important, but could be shortened especially in the amount of time spent discussing the Bible passage and the “follow up teaching” by the Church Leader.

Since the members should already be growing spiritually through the general practices of Christians, (See page 31 for “Practices in Daily Living for a Christian) this church gathering should focus on the things that will project them towards fulfilling the Great Commission and the discipling of nations. Remember these changes would only be made if the time given is shorter than usual. In a normal meeting an equal amount of time would be given to each section.



# Appendix B: Frequently Asked Questions

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**If pastors from different denominations are helping each other to build a church, what is the name of the church?**

The answer is found through the questions asked during the monthly network meeting. The first question is ‘What places need a church?’, second is, ‘Who is called to that place?’ and lastly, ‘How can we help you?’ The second question gives the answer. Whoever feels called to a place to plant a church is the person whose denomination the church will be; thus, the identity of the church is known before work is started.

**What is the benefit of joining the coalition?**

First off, you will be a part of a movement of God.

Secondly, you will be in supportive relationships with other pastors, which will encourage you and them, while offering practical help.

Thirdly, there may be small gifts provided through CMC, such as free bibles and bible study resources.

Lastly, and most importantly, you will be safeguarded against division between pastors, which have fundamentally damaged many different attempts at church-planting. You will be strengthened by monthly meetings where the pastors will strategize together and, therefore, know each other’s plans beforehand.





## **What is the flow of authority for a pastor in the CMC?**

The CMC believes in a flow of priorities. The first priority is God, the second priority is one's family, thirdly one's denomination, fourthly one's ministerial fellowship, and lastly the CMC. CMC submits to these things as top priorities, and works under such pre-established authorities in pastors' lives.

## **How do we safeguard against cult teachings?**

The safeguard lies with the ministerial fellowship. They are the gate keepers of their own network, and already will not allow or include certain groups or doctrines that would be opposed to the accepted evangelical doctrines. CMC approves of and follows their safeguards.



# Appendix C: National Statistics

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**It is wise to gather the most accurate information that you can find for the state of Christianity in your country. Here are some suggested items that may be helpful in planning and measuring the movement.**

1. Population of your country
2. Percentage of Evangelical “Born Again” Christians
3. Percentage of other Religions
4. Population to Church Ratio
5. How many years has Christianity been in your country

This information along with possible reasons for the growth rate could be presented in times of vision casting.



# Appendix D: Developing CMC In a Nation

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## **THE 8 PHASES OF DEVELOPMENT OF CMC**

### PHASE 1:

Initial invitation by some leader(s), convene vision casting meeting(s).

### PHASE 2:

Organize Advisory Council (temporary leadership group) and/or more local pastors/leaders covenant groups.

### PHASE 3:

Develop multiple covenant groups in other areas within the nation. Begin to plan and conduct local outreaches together.

### PHASE 4:

Appoint some national, regional, and provincial leaders. Begin to implement regular training processes. Begin to implement outreaches with partner groups.

### PHASE 5 – MILESTONE:

Convene First National Delegate's Conference with representatives from multiple regions and provinces. Leaders begin setting medium to long range goals.



#### PHASE 6:

Substantially develop CMC networks in many provinces, with multiple provincial leaders; some provincial conferences begin to convene quarterly (or more frequently). Implement training processes and outreaches in many areas.

#### PHASE 7:

Implement social transformation projects in villages, advanced training, and strategies to complete great commission tasks within nation.

#### PHASE 8:

Mobilize CMC mission to other nearby nations, and transfer values, models for ministry, and processes for training to leaders in these nations.

#### NOTE:

In real life, these phases may overlap or develop in a different sequence: for example, social transformation initiatives Phase 7 may be implemented early on, possibly in Phase 3. The same could be true for training initiatives, which can be built-in during beginning processes.

In any case, this evaluation of our organization development may help leaders in nations to anticipate the phases of development and communicate their expectations to other participants. Outside supporters and partners may also benefit by understanding the “needs” inferred by various phases: for example, more Bibles are needed as local Covenant groups develop and more new churches are planted. In the beginning phases in each nation, few resources will be needed beyond ordinary local costs.

## **REGIONAL COORDINATORS**

Regional Coordinators are being appointed in every province where CMC networks are being formed. The Regional Coordinators will be the main liaison persons between national leadership and local networks.

Because this role is so important for good information sharing and for coordinating our efforts, Regional Coordinators will only be appointed after very clear regional leadership has already been demonstrated.



Real “fathers” that are already recognized and followed by local pastors in their region will be appointed to be CMC Regional Coordinators. In this sense, CMC will “confirm” leadership rather than “confer” leadership. A heart for evangelism, practical wisdom, demonstrated care for other pastors, and impartial concern for Kingdom advancement in their province will characterize CMC Regional Coordinators.

More than one Regional Coordinator may be appointed in larger regions or assistants may be delegated by the Regional Coordinator to facilitate the ongoing work of CMC. Regional Coordinators will not be paid for their services, but travel expenses may be reimbursed.

Whenever possible, Regional Coordinators or their representatives will attend local network meetings. They may also be called upon to speak at national, regional, and local conferences and meetings.

If problems develop in local or regional settings, Regional Coordinators will be the first to assess and deal with these issues. They will also communicate various concerns to the national leaders, who will defer, when possible, to their knowledge of regional and local situations.

Regional Coordinators will conduct regional conferences quarterly when possible or as often as is practical.

## **ADVISORY COUNCILS**

When CMC is beginning in any newly participating nation, advisory councils may be organized as a leadership team to function until national leaders are firmly in place and any provincial leaders are appointed. Participation on these councils is by invitation from international and national founding leaders involved in the effort to establish the CMC movement in that nation. There is no set time limit for ongoing participation on the Advisory Councils and no set limit on the number of members involved.

The participants are experienced church planters with areas of expertise that will help us in developing policies, procedures, and strategies for church planting. Demonstrated practical wisdom and moral character are factors considered in appointing the members.



Members of the CMC Advisory Councils are also expected to be “GOODWILL AMBASSADORS - AT - LARGE” who can work with the emerging pastoral networks so that the Church Multiplication Coalition “DNA” can be fully transferred and applied in each local network. They will report their observations and make recommendations to the national leadership board. They may also be called upon to speak at national, regional, provincial, and local meetings.

Advisory Council members will not be paid for their services, but travel expenses may be reimbursed at the discretion of the CMC national board and leaders.



# Appendix E: Information Sharing

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**Each network should keep updated information about the following and be prepared to submit their information whenever asked by Regional or National Leaders of CMC.**

1. Date the network was started
2. Names of members of each network and contact information
3. Names of officers and date of their instatement
4. Number of villages in the network area with a church
5. Number of villages in the network area without a church
6. Names of the villages that do not have a church
7. Records of churches planted after the network started including church name, location and date of first church meeting
8. Baptisms location and number baptized

The network Treasurer should also keep Monthly Financial Records:

- Items needed
- Items/needs provided by pastors or ministers within the network



# Church Multiplication Coalition

## Covenant Statement

In Partnership with other pastors and ministers, I hereby commit myself to help the whole nation turn to Jesus by planting churches, especially in areas where there are no Christian churches.

As a member of this coalition, I further commit myself to the following:

- To plant a church (in addition to any existing church) within the next year.
- To pray for one another.
- To attend a monthly local area gathering to pray, plan, and encourage one another in furthering Christ's Kingdom through the planting of new churches.
- To participate in practical ways to help each other plant churches, especially in unchurched villages.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_  
(Date) (Month) (Year)

By: \_\_\_\_\_  
(Name and Signature of Member)

Address and Contact Number:

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CMC National Staff Approval:

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# CMC Officers Pledge

As an officer of the CMC network in \_\_\_\_\_  
(location/island)

serving as \_\_\_\_\_ I hereby pledge the following:  
(office)

To spread the vision of planting a church in every village of the country and take action to see this done in my network area.

To walk in Unity with ALL pastors and encourage Unity whenever possible. To raise up new leaders to pastor churches.

To show good stewardship in the use of everything God has entrusted me. To lead my fellow pastors as an officer of CMC by serving them.

I pledge to do these things to expand the Kingdom of God by His strength, to the best of my ability and for His glory.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_  
(Date) (Month) (Year)

\_\_\_\_\_  
(Signature)