

GUIDE BOOK FOR
**STARTING NEW
CHURCHES**

BY HAROLD CUMMINS



**10 PLANS
TO HELP YOU!**



EVANGEL

GCI

GUIDE-BOOK FOR
**STARTING NEW
CHURCHES**

subjects town-dwellers might be interested in learning. Suggest several possibilities as given in Step 1, A. Report your findings to the workshop.

14. From Short Plans for Starting Churches, pages 39 - 44

- A. Read aloud Short Plan 1: "Starting With Music." Listen for the seven main things necessary (A-G) in this method. Then have a discussion of the advantages of having such a musical campaign in your area.
- B. After carefully reading Short Plan 2, discuss going to a nearby high school or college. Plan your talk with the Christian Union, or with the students of your denomination, concerning several teams of students going out to start small new churches.
- C. Read the two examples given in Short Plan 3: "Starting with Prayer Requests." Then have a short debate about starting churches by these methods of gathering prayer requests.
- D. After reading Short Plan 4, prepare a map of your area. Determine, by noting the blank areas of the map, where new churches may be needed. Then plan for survey work to be followed by family-by-family visitation in these places.
- E. Read aloud the four visual aid approaches of Short Plan 5, requesting the group to listen for ideas which might succeed in their situation. Then have a discussion about actually developing plans to use one or more of these visual aid methods in order to plant new churches.
- F. Write a letter to a missionary telling him about Short Plan 6: "Starting with Tape Cassettes." Ask the missionary to come soon to your church to discuss plans about recording the five types of stories, and using cassette players to help start new churches.

15. From the Conclusion, pages 45

- A. Select someone to read aloud to the workshop group the conclusion: "Let Thy Fire Fall!" Request the group to listen prayerfully, with bowed heads, each person thinking of his own particular area and its needs.
- B. Close with a time of prayer. with many workshop participants praying about the tremendous importance of actually going out to plant many, many, many new churches for Christ.

12. From The Scripture Reading Plan, pages 32 — 34

A. Read this plan carefully, giving attention to the details of all five parts of the Scripture Reading Plan. Thinking of your own situation, tell why you think the plan would succeed or fail in your area.

B. Study Acts 16:25-34 in your Bible, then answer these questions:

- 1) What did Paul and Silas use as the basis of their message to the family? (vs. 32) _____
- 2) What were the immediate results of the conversion of this family? (vss. 33-34) _____

C. Act out a brief drama with two parts:

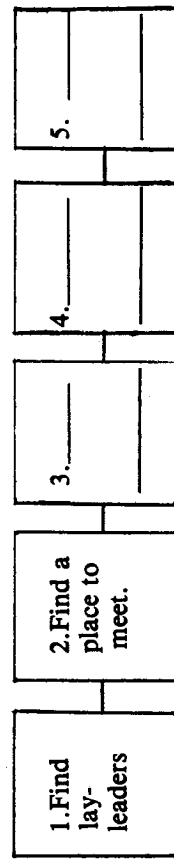
- 1) Arriving at a village or house in town, go through Actions 2 and 3.
- 2) Returning to the village or house in town, discuss with the family group about Action 5: forming into a small church.

D. Defend the viewpoint that small churches have many advantages." List the advantages given in the book and add reasons of your own.

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

13. From The Friendship-Group Plan, pages 35 — 37

A. Analyze the five steps of this method. You may do this by using the following "flow-chart." Fill in all blanks. Then explain the Friendship-Group Plan to a friend, showing him the flow-chart.



B. Go out and talk with three people who might be prospects for a Friendship-Group. Ask these people their opinions about what

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For Use As:
A Personal Study on How to Plant Churches
or
A Guide-Book For Use by Study Groups in
Church Growth Workshops

Illustrations by Phil Lasse

B. Read the list of ten suggestions from Bible study meetings. From the list select 3 suggestions which seem to you as the most important ones.

- 1) _____
- 2) _____
- 3) _____

C. Interview four people, asking them: "Do you feel that it is important to worship God? Why is worship necessary?"

D. Read thoughtfully the plan given for a worship meeting in a new church. In what ways would you change this plan?

9. From Step 7: Find and Train a Leader, pages 23 -26

A. Write three things learned about an effective leader.

- 1) _____
- 2) _____
- 3) _____

B. Study the five points about God's call, reading in your Bible all the Scriptures, which are given (Matt. 23:8-12, etc.).

C. State how you can help a new pastor become a "self-feeder."

10. From Varieties in Church Planting, page 27

A. Study the drawing which shows a process of growth for a new church. Summarize orally this process in your own words

B. State why you agree or disagree with the drawing.

11. From The Team Plan, pages 28 - 31

A. Write on a separate paper the five main points in The Team Plan, arranging the points as steps. Circle the key words in each of the five points.

B. Write a letter to a fellow pastor telling him about this special Team Plan. Ask the pastor to join you soon in preparing to use this plan to plant new churches.

Copyright 1980
Baptist Publications House,
P.O. Box 30370
NAIROBI, KENYA

Jointly published by:
Baptist Publications House and Evangel Publishing House

Printed by
Evangel Publishing House
P.O. Box 28963
Nairobi, Kenya

5. From Step 3: Survey the Areas, page 12 — 15

A. In order to do a survey what two things are required?

- 1) _____
- 2) _____

B. Select a person to act a role with you. Imagine that you have arrived in an area and you are asking the 12 questions. Act the roles in an imaginative, yet realistic, manner.

C. If workshop conditions permit, go to a nearby area, and actually conduct a survey, using the 12 questions.

D. Prepare a brief report which you might give to your church, telling the elders what you have discovered in the survey. State your recommendations giving reasons why the new church should be started in a particular area.

6. From Step 4: Visit Families, pages 15 — 17

A. List three things to talk about when visiting families:

- 1) _____ 2) _____ 3) _____

B. Using role playing, act out a short drama of an effective visit with a family. You may also wish to act out a visit with a family done in an ineffective manner.

7. From Step 5: Find a Meeting Place, pages 17 — 19

A. List six places where a new church may be planted.

- 1) _____ 4) _____
- 2) _____ 5) _____
- (3) _____ 6) _____

B. Give examples from your own experience of a new church being started in some of these places.

8. From Step 6: Begin the Meetings, pages 19 — 22

A. What two kinds of meetings are useful in starting churches?

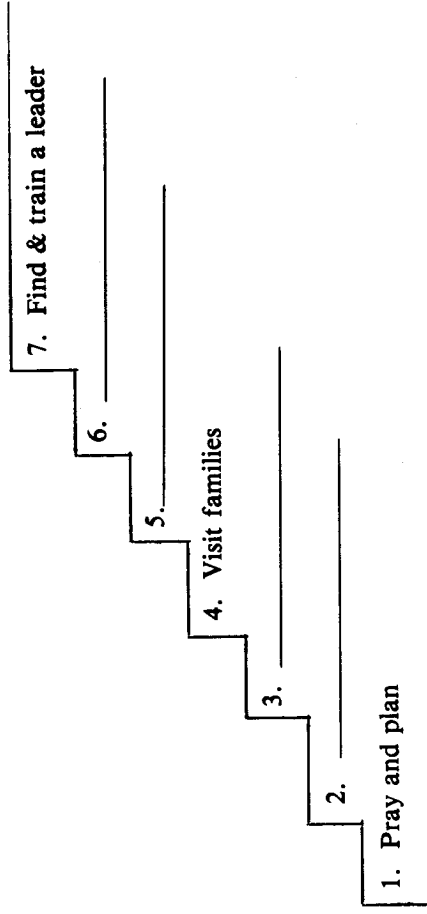
- 1) _____
- 2) _____

CONTENTS

Introduction to church planting	7
I. The Basic Plan	9
II. Varieties in church planting	27
A. The team plan	28
B. The Scripture reading plan	32
C. The friendship-group plan	35
III. Short plans for starting new churches	39
Conclusion: Let thy fire fall!!	45
Supplement: Learning Activities	46

2. From The Basic Plan, page 9

A. Study the contents of page carefully, reading the "Seven Steps in Starting New Churches" several times. From memory, without looking back, fill in the blank steps below:



3. From Step 1: Pray and plan, page 10

- A. Using a separate piece of paper, write a brief outline of what you would say to your church members to encourage them to pray about starting a new church.
- B. Circle four words which tell what Jesus did in His plan of work. Matthew 9:35: "And Jesus went about all the cities and villages, teaching in their synagogues and preaching the gospel of the kingdom, and healing every disease and every infirmity."

4. From Step 2: Find Helpers, page 11

- A. Read the list of five important things for persons whom you enlist as helpers. Look up the five verses of Scripture which are given (II Tim. 1:12, etc.). Write which you think are the two most important things needed in the lives of those who start churches:
1) _____
2) _____
- B. Using a separate paper, Write a letter to someone in your church about helping you start a new church. Tell them why you feel they are qualified, and how they can learn from the book you are studying.

SUPPLEMENT:

LEARNING ACTIVITIES

If you are using this book in a church growth workshop or conference, here are some activities which aid learning. Even if you are studying privately, you may use many of these learning activities. Changes in knowledge, attitudes and skills take place when we actively respond to the material which we are reading. Answer the questions and perform the activities; thus your learning will be more lasting and you will demonstrate understanding of how to start churches.

1. From the Introduction, page 7

A. In the introduction find and read three true stories about new churches being started rapidly. From these stories, record here the numerical growth of each area.

For example, 1) In one district in Kenya there was growth from churches to churches.

2) The factory worker started church;

Today there are churches in that area.

3) The school teacher developed a plan, and more than churches were started, with over people being converted.

B. Write a definition of the word "church." _____

C. Write in your own words, or in words from the Bible, 4 reasons why you think more new churches are needed.

1) _____

2) _____

3) _____

4) _____

Many church leaders are discovering the joy of starting new churches. Have you made this special discovery? This book will be your guide as you, too, plant churches. You will learn new ideas about how to start and develop churches.

Some of the most important advances in God's Kingdom on earth are being made through establishing new churches. As the population of the world is rapidly increasing, churches need to be multiplied. So God invites you to enter the joy of His strategy of world evangelism and church planting.

From distant places around the world reports are coming in about many new churches being started. Churches in one district of Kenya grew from five to sixty-five in less than eight years. Church leaders there have committed themselves to the New Testament pattern of being: "fishers of men ... ambassadors for Christ ... fellow-workers for God ... harvesters ... adding to the church daily ... establishing the church."

A worker in a factory wanted to be obedient to Christ. He lived in an area strong with traditional religion. In his Bible he read about: "casting his net ... making disciples ... bearing much fruit." So he went from house to house and from village to village talking with people about Christ. He told Bible stories and invited people to repent and accept Christ. After a few weeks a church was started with those who became believers. Today there are nine churches in that area! God gave great blessings as the Christians faithfully sought to reach more people -- more families -- more villages for Christ.

A school teacher in Africa had a deep concern for people. He developed a special team plan to start new churches. More than 3,000 people were converted and baptized. Over sixty new churches were started! This school teacher now gives full time to starting churches and training leaders. He believes that *growing* is the first and major task of the church.

These reports are thrilling. God is pouring out His Spirit, His gifts, and His blessings upon His people. But you may ask: "Is there a simple and easy way by which I could plant a new church?" Yes. There are, of course, many ways to start a church. This book first gives you one basic plan. Then as you continue to read you will discover other methods. Select the plan which seems best for your situation. Follow that plan very carefully; change it only as necessary because of local needs.

Why should we start new churches? The Bible is full of reasons! "Christ loved the Church and gave himself for it" (Eph. 5:25). The Church is Christ's plan for making disciples, teaching the faith and reaching out to win the world. "I will build my Church," Christ said. How fortunate we are to be invited to join Christ as "fellow-workers for God."

God desires that many more people become believers. God uses churches to bring in more believers. God uses churches to help change lives. New churches, many more hundreds of them, are urgently needed to build good families, villages, cities and nations.

What is a church? A church is a group of Christian believers who worship and work together according to the pattern of the New Testament. This is the meaning of the word "church" in this book.

Churches are being started by leaders who have a strong desire to share the Good News of Christ. A church is born as more and more people come to Christ by repentance and faith. Then these new believers begin the wondrous process of Christian growth. They live in fellowship with God and care for one another. The believers serve Christ as His stewards and His witnesses. Eventually this new church will be able to reproduce itself by helping to start another new church.

God's purpose is that churches should grow. This is how He reconciles the world to Himself and gathers a people of His own. (II Cor. 5:19 and I Peter 2:9-10). God's purpose is that all things be brought together in Christ (Eph. 1:10), and that people receive abundant life (John 4:13-14). As churches grow the Good News is communicated (Acts 1:8) and the flock of God is served (Acts 20:28). All of these amazing things happen when people are brought to Christ and new churches started.

LET THY FIRE FALL!

"I came to cast fire upon the earth; and would that it were already kindled!"
— Luke 12:49

When Christ said, "I will build my church," His aim was nothing less than to change the entire history of the world. He came to cast fire upon the earth. Christ desires that His church might spread like wildfire. He wants the world to be transformed by the fire-power of His radical revolution.

In this book we have been concerned with new ideas, plans, and methods. Some among us may resist the words, "church growth, church planting or church multiplication." But with the world as it is today, surely we are in urgent need of new ideas and fresh plans. We seek new ways for these new days. We long for God to give us His WISDOM so that we may know how to plant many, many, many new churches.

And yet ... we cry:
"Let thy fire fall!"

For along with the wisdom of how to do His work, we cry out for POWER — spiritual power. "He will baptize you with the Holy Spirit and with fire" (Luke 3:16). Surely our hearts say today, "Let thy fire fall!"

As the fire of the Lord fell on Mt. Carmel it was a symbol of the presence and glory of God. And today we yearn for this fire of the glory of the Lord. When Elisha saw the chariots of fire, it was a symbol of the providence and protection of God. And today we plead: "Oh, Lord, let thy fire fall!"

At Pentecost the Holy Spirit's fire was a symbol of zeal and urgency, of passion and love. Today our plans remain empty without that burning zeal and passion. God expects us to gather the firewood and lay it correctly, but only He can send the fire. And so, our hearts cry out again, "Oh, Lord, let thy fire fall!"

Let this be our prayer: "Oh, Lord God, this is what we need -- the new fire of your glory, urgency, zeal, passion and love! We need wisdom; yes, we need plans and methods; yes, we need better ideas and better strategy. But, oh, how our hearts cry out that thy fire may be rekindled in our lives — that thy Spirit may fall on our plans, ideas, and upon us, inspiring, encouraging, purging, cleansing and thrusting us forth for urgent witness! May thy fire fall on us! Oh, Lord, our God, let thy fire fall!"

For Jesus' sake, Amen!"

Short Plan 6 — Starting with Tape Cassettes

Several cassette players or recorders should be purchased. Using the local language, record the following five types of stories:

- A) Stories in song — if possible, set to traditional tunes.
- B) Traditional stories — such as Aesop's fables or animal stories. Seek for local stories which illustrate some Bible teaching.
- C) True stories of conversions, especially testimonies of individuals, families or multi-individual conversions.
- D) True stories of definite answers to prayer.
- E) Bible stories, carefully selected Old Testament stories to link with local culture, and New Testament stories to present the Gospel.

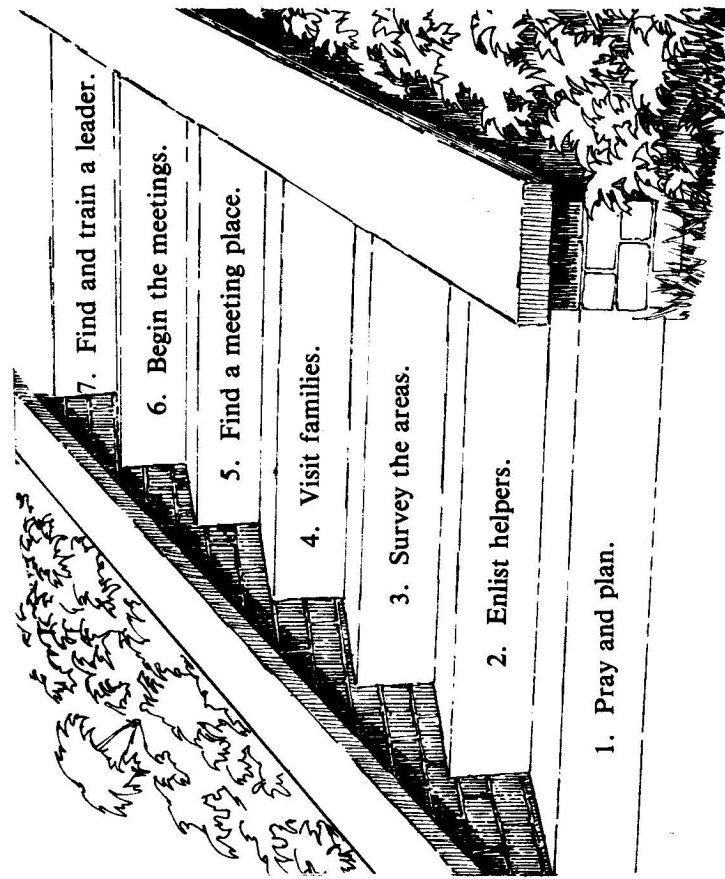
These stories should be put together on four or five cassettes. Areas must be selected where new churches are needed and laymen or pastors should be provided with the tape players. These persons should return again and again to the same families until all four or five tapes have been heard. It is also extremely helpful if leaflets or tracts, which tell the same stories in brief, can be distributed after the tapes are heard. Further follow-up of this evangelistic cassette ministry is required; therefore, refer again to the basic plan of church starting.

I

THE BASIC PLAN

How can churches be started properly? This book will help you learn the necessary steps to begin a new church. Here is the basic plan. It has seven steps:

SEVEN STEPS IN STARTING NEW CHURCHES



Now let us look at these steps one by one. Study carefully each step and commit yourself fully to the Lord to GO and DO each step.

Short Plan 5 — Starting with Visual Aids

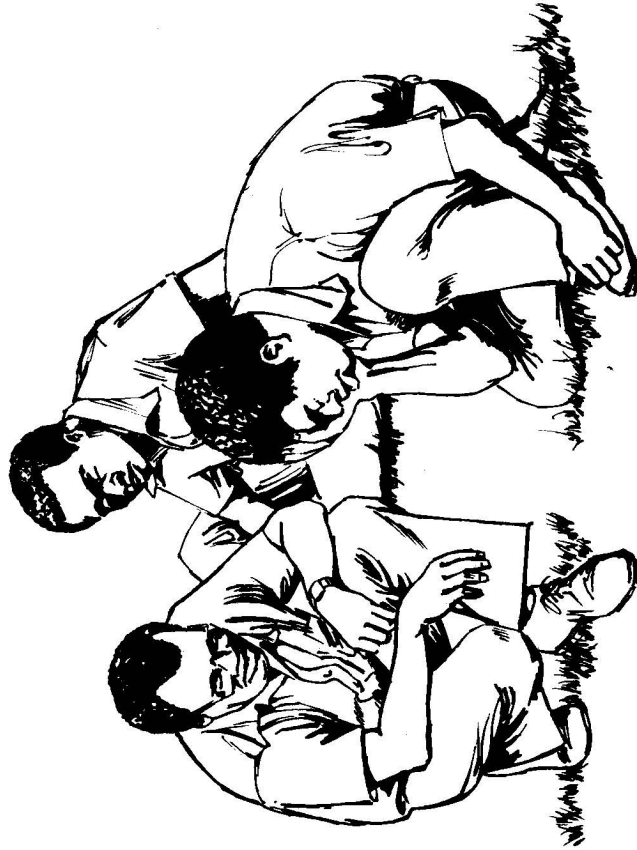
Churches can be planted by means of a careful use of visual materials. If the Gospel is presented in this way, people will be attentive. Then the idea of having a church will grow in their minds. If possible, along with the visual aids as suggested below, distribute leaflets containing some of the same pictures as presented to the group.

Here are four visual aid approaches:

- A) Prepare slides of how a family accepted Christ, or how a group of 50 to 100 people were saved in one area or how a small new church was started. Purchase several battery-operated slide-filmstrip projectors (Mitchell Art Productions, 4435 W. 58th Place, Los Angeles, California 90043, U.S.A.). Show the slides in homes, schools and markets in the area where a new church is needed.
- B) Purchase several sets of large Bible pictures. These are available as separate, flat pictures or as a roll of pictures. Teach laymen eight or ten Bible stories which are illustrated by these pictures. Send the laymen or pastors to areas in need of new churches so they may tell the Bible stories from house-to-house, returning to the same house until all stories are told. Large Bible pictures, some of them by African artists, are available in many Christian bookshops. (The Catholic bookshops have a series of vivid colour pictures by painter C.D. Mawa.)
- C) Filmstrips on battery-operated projectors have been used to help start new churches. (See address of Mitchell Art Productions above.) Some denominations, such as Baptists in Africa, are preparing colour filmstrips with African "actors." These can be bought from Zeb Moss, Box 48390 Nairobi. Topics include: Christian living, youth, childcare, and nutrition.
- D) Cinema has also been helpful in opening new areas for church planting. Films of Bible stories are especially good. Christian films can be rented from a number of organizations such as National Christian Council, Life Ministries, Afrimedia and some Mission/Church organizations.

These visual aid methods are to be used to stimulate interest and to make contacts in the community. However, follow-up with activities from the basic plan is required.

STEP I: PRAY AND PLAN.



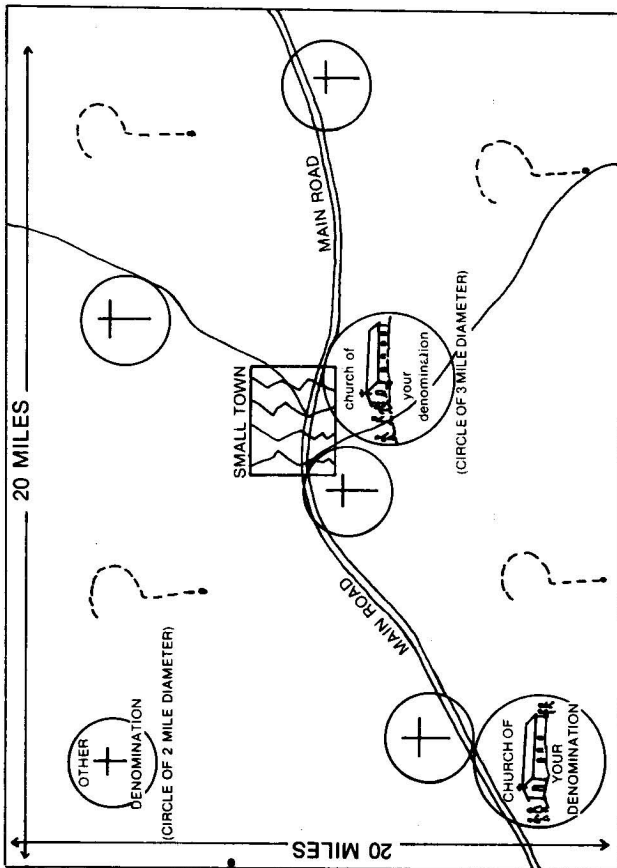
“And in the morning, a great while before day, Jesus rose and went out to a lonely place, and there He prayed” (Mark 1:35). Praying was important for Jesus: He prayed when He was baptized, before He called His disciples, before His trial, at His death, and on many other occasions during His life. Likewise, we must pray much as we seek God’s guidance about starting a new church.

Prayer is the foundation of church planting. Teach your church members fully about why more churches are needed and encourage them to pray for God’s power in starting a new church. Request the church elders and Sunday School teachers to pray often for God’s leadership in this important task.

Planning is also essential. Praying and planning must go together. This is step one in starting a new church: pray and plan. There are examples of planning in the Bible. Read Luke 4:18 and 19. This tells us about the plan of

Short Plan 4 — Starting with Maps

A deliberate and careful use of maps has greatly helped in the church-planting process. First, if possible, purchase detailed maps of the areas where new churches are needed. Second, using either the purchased maps or personal knowledge of the areas, prepare **outline maps** such as:



After the above type of outline map has been made, notice the **blank areas** (in this case, where the large question marks are placed). These are the areas which should be carefully studied with a view to possibly starting new churches there. Of course, investigate population density, location of schools, etc. You may select any plan in this book to use in winning people to Christ and starting the new congregations.

However, in the areas selected for new church planting, use visitation in homes as a key feature. In research done in East Africa by the Baptist churches it was discovered that house-to-house visiting was the main method used in starting 63 per cent of the new churches. Visitation and personal witnessing were seen by church leaders as being far more important than preaching in bringing people to Jesus. Finding needy areas by the use of outline maps, and then visiting family-by-family, will help give birth to new churches.

Jesus for His work. In Matthew 9:35 we read that there were many parts to Jesus' plan of work: He went from village to village teaching, preaching and healing. Another example of a Bible plan is the Great Commission in Matthew 28:19-20. This is Jesus' plan for sending out the Gospel.

People plan in order to do good work. For example, the builder must plan in order to construct a good bridge. He plans such things as: the site, the workers, the materials, and the cost. Likewise, a plan is needed to start new churches. The following six steps will help you as you plan.



In Matthew 4:17-22 we read about four of Jesus' helpers. He talked with them about working as "fishers of men." Even though Jesus had great power, He still wanted people to help him. In the same way, you will need people to help you in starting new churches. You cannot do **all** the work yourself.

If God is leading you to start a new church, you should enlist at least two helpers. They must be Christians who love lost people and wish to win them to Christ. Here is a short list of important things for those persons whom you enlist as helpers:

Your helpers must be truly saved (II Tim. 1:12).

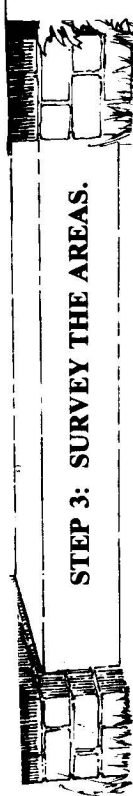
They must live clean lives (Rom. 12:2).

They must have the power of the Holy Spirit (Acts 1:8).

They must be willing to work hard (Rom. 12:11).

They should pray together with you often (Mark 11:24).

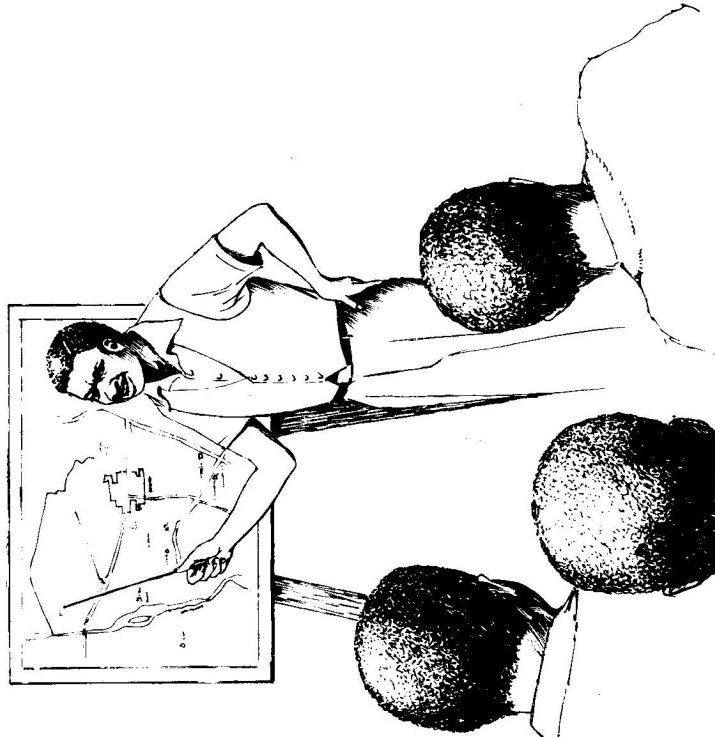
Think about the members of your church. Try to think of the names of several people who would be good helpers. (Note: It is best in starting churches to have helpers of your own sex.) Pray that at least two of these people will agree to help you. God is ready to lead you. You should go to these people and talk with them about this very special need and opportunity. Tell them how God is leading you to start churches. Ask them to help you start a new church. God will surely bless them as you work together.



STEP 3: SURVEY THE AREAS.

Together with your two helpers search for possible locations where a new church may be needed. In order to survey, do these two things:

- A) Go to two or three areas to discover where churches are needed and
- B) Ask questions of people who live in these areas.



Short Plan 3 — Starting with Prayer Requests

There are two ways through which the power of prayer has been unusually helpful in planting new churches. One example is that of the church at Kathomboni in Kenya. After a clear presentation of the Gospel, a few people received Christ as Saviour. Bwana Kamuti then asked these new Christians to write the names of their close non-Christian relatives on a paper. On several occasions earnest prayer was offered for these unsaved relatives. Then the names were divided among the Christians and they went to visit and witness to these relatives. By combining prayer and personal witness direct to relatives many more people were saved. Out of this approach a strong church was born.

Another example of churches being started by prayer requests is in Rosario, Argentina. Pastor Bruno has taught laymen to go from door to door telling people that they will pray for their needs. These definite prayer requests (for jobs, for children, for salvation, for healing, etc.) are taken back to the group and prayed for by them. Careful records are kept of names, addresses, prayer requests and the date of their answers. When many specific prayers are answered by the Lord, people are really ready to listen to the Gospel! Public evangelistic meetings are then held, Bible study groups formed, visitation continued and daughter churches are born. The members of these new churches come mainly from the people who had prayer requests answered.



Short Plan 2 — Starting with Students as Church Planters

Start a new church by beginning with the work and talents of Christian students of a high school, college or university. Two or three dedicated Christian young people can plant a church. They must be willing to give spare time both to visitation in homes and in leading music and Bible studies. These jobs will be done later by the converts and members of the new church.

The students may use one of the methods mentioned in earlier plans in this book. But two essentials are always required:

- A) the forming of a small group, which will
- B) begin to study God's Word together.

After the spiritual preparation of prayer and the securing of a place to meet, the students should begin to visit in homes. There they will read the Scriptures, sing, pray and invite people to the meetings.

They must seek to appeal to all ages of people, not just to fellow-students. This may be done by requesting local people of older age to help them in visitation. Also in the Bible studies and services, more mature converts should be encouraged to participate and gain experience by leading as quickly as possible.



You and your helpers must go to the areas, prayerfully asking God to guide you. Carefully think about your village, town, or district. Some of the people may live far from a church. People who are not Christians will not travel far to hear about Jesus. Even Christians do not like to travel long distances to attend church services. People like to go to churches near them and to go with other people whom they know and meet often. Many people also like to attend small churches where they can serve God with their talents. So you and your helpers must go and discover where the need is great for new churches.

In Matthew 9:35 we read that "Jesus went about all the cities and villages." You also must go. Just reading this book about starting churches is not enough. You and your helpers must go to two or three areas to search for "open doors of need." As you learn about the areas surrounding your church, God will lead you in starting new churches.

Here is a list of 12 questions to ask:

1. **How many** people live in this area?
2. What **languages** do they speak?
3. Are **more people** coming to live here?
4. What **churches** are in this area?
5. What **roads, schools and shops** are there?
6. What are the **needs** of the people in this area?
7. Who are the important **decision-makers** here?
8. Do **relatives and friends** of our members live here?
9. Have any of our **church members** moved to this area?
10. How can we **win** the people to Christ?
11. Is there a **place** where people can meet for worship or Bible study?
12. Do we need **permission** to have religious meetings here?

It will be necessary to go to many houses, shops and offices to ask these questions. So prepare a small booklet with these questions. Leave space in order to write the answers which will be given by the people.

Perhaps you are wondering just how these questions can help you. We will give a reason for each question. The number of the reason is the same as the number of the question.

1. It is easier to start a church where there are many people living. It is hard where people are few and living far apart because the members will be few.
2. It is hard to start a church where there are many languages and people cannot all understand the same language. They will be different in their

thinking. Each group will favour their own language.

3. If more people are coming to live there, the church may grow well. On the other hand, if people are moving away, the new church may someday have no members left.
4. If there are few churches, or none, people will be happy for a church to be started. But if there are many churches, some will be annoyed if you start another. They will think you might take their members.
5. Like number 3 (above), roads, schools and shops show progress. Where these are lacking, the future may not be good. A new church might not grow. Also, it is often good to locate the church at a busy place where people see it and know it.
6. If you can help the people with their needs, it will be much easier for you to start a church. People will be more willing to listen to your preaching after you have helped them.
7. There are always some persons in a community who make decisions. Then many other people will follow their decision. If the decision-maker becomes a Christian and attends your church, many others will also come. Then they may also believe.

8, 9. People are not easily convinced by a stranger. But if your Christian friends or relatives live in the place and are known to the people, the people will listen to them. They can be more easily convinced to visit your church by the word of someone they know and respect.

10. Many times the people of a place will quickly believe a special message while other messages will not be convincing to them. The message will be "special" to them because of their beliefs, experiences and needs. Perhaps there is a traditional belief about blood sacrifices which can make them understand about Jesus' death. Or perhaps there has been trouble in the community which can be helped through Bible teaching. Pray much that God will help you find the way to win the people.

11. It is important to meet in the same place from week to week. If the place is changed, some will be confused. It should be comfortable and free from disturbance so that people will be happy and not discouraged from coming again.

12. Of course, co-operation with the local authorities and government should be followed. If there is a regulation against public meetings at night, that should be obeyed. The work of the church includes helping build the community and the nation.

III

SHORT PLANS FOR STARTING CHURCHES

You have now become familiar with the main points in how to start a church. Now here are some short plans for planting new churches. These methods were collected from around the world. God has already blessed the plans as faithful Christians worked with Him to bring others to Christ. Add details from your own experience or from the longer plans given earlier in this book.

Short Plan 1 — Starting with Music

Start a new church by beginning with a musical campaign. This plan is helpful in large cities and in areas where the non-Christian influence is strong. It requires the dedication, time, and talent of a team of singers.

To plant a church by means of a musical campaign:

- A) Seek out a campaign leader with musical talent and love for lost people.
- B) Begin a search for choirs or singing groups. There is no need for large choirs but good quality music is essential.
- C) Find a place for the musical campaign. It should be convenient for many people to attend, and if possible, within the area where new churches are to be started.
- D) Visit in homes, publicize the meetings in newspapers, etc.
- E) Arrange for several homes where Bible studies may be held. Get teachers for these studies.
- F) Begin the campaign with an hour of music followed by announcements about Bible study groups. Continue with the music programs each night. The singers should get acquainted with people who attend, personally inviting them to the Bible study groups.
- G) Continue the music programs for about two weeks. Visitation and Bible studies in homes should be continued for several months.

Out of the combined effort of music, visitation and Bible studies, churches can be formed of those persons who come to know Christ as Saviour. The music campaign plan should be used in other nearby areas of the town to help plant churches.

After you have surveyed two or three areas, you should bring the "findings" to the elders or deacons of your church. Provide a full report of the answers to the twelve questions. Discuss what God is showing you through the answers. Then, together you should decide **Does God want us to start a church in any of these areas?**



STEP 4: VISIT FAMILIES.

In Acts 16:34-35 we read about Paul's witness to a family. He spoke the word of the Lord to the entire family. Visiting families was also one way Christ helped people.

Here are a few of the families Jesus visited:

1. The family of Simon Peter (Mark 1:29-31).
2. The family of Matthew (Matthew 9:9-13).
3. The family of Mary, Martha and Lazarus (Luke 10:38-42).
4. The family of the Pharisee (Luke 11:37).

Jesus desires your work to be similar to His work. "As the Father has sent me, even so send I you." (John 20:21) He is our example, even in our work. In John 15:16 we are told by Jesus, "Go and bring forth fruit." In the homes of the people, as you visit families, you will bring forth fruit. In homes you can teach the Bible to whole families. You and your helpers can visit families and listen to people talk about their needs and problems. You can witness of Christ's saving power and help people accept Christ as their Saviour.

In Acts 20:20 we read that Paul taught people as he went from house to house. You, also, may go with your helpers from house to house. This is most important. In the homes you will visit with men and women who are lost. As you arrive at a house, ask to talk with the **man** who lives there. Talk with old men for they influence the entire family. Even if the men are less responsive to the Gospel, you should show respect by talking first to the men. Young men may also be won to Christ.

And of course, women are very special people. God loves women and they have made many churches strong by their work. So, when you visit families talk with women about Jesus and His church. Your first concern must be for lost men and women. These lost ones who have not received Christ are the unbelievers. They are the dear people who must be born again. You and your helpers will share the Good News with the lost. Your goal in starting churches is to find lost men, women and young people, and bring them to Christ.

Do not steal sheep! This means: do not try to win members from other churches. God's kingdom is built up only when we win the lost to Christ. You will feel the same joy as the father of the lost son when you win the lost: "My son was dead and is alive again. He was lost and is found!" Some inactive church members may be revived and join the new church, but go especially to visit lost people.

You should also visit relatives and friends of your own church members. At your church you may inquire about this. Your members may write on a paper the names and addresses of their relatives and friends who live in the area where you are starting a new church. Just as Andrew brought his brother Peter to Jesus (John 1:40-42), likewise your church members should be concerned about their relatives. As Cornelius called together his relatives and close friends (Acts 10:24), your church members also can help you visit their relatives and friends.

What will you talk about as you visit families? Talk about Jesus, the Bible and the church. Talk much about Jesus; He is our central message. Tell people of the power and love of Jesus. Share a few stories of Jesus' mighty works, wonders and signs. The message of the apostles was the Good News of Jesus. They spoke of the cross (Acts 2:22-23) and the resurrection of Jesus (Acts 4:33).

Talk also about the Bible for God can teach people many things as they know the Bible. Carry the Bible with you as you visit families. Read from God's Word, showing people that the Bible has answers to their problems. Share the Word with boldness (Acts 4:31).

So, as you go from house to house, speak of Jesus, the Bible and the church. Tell the people how your church has helped your village or town. Speak of how people need churches near their homes because churches will help their children and will help change the lives of all believers. Here are some verses about the church: Matthew 16:18, Acts 11:26, and Ephesians 5:23-25. Inform the families whom you visit that you want to help them start a new church. Tell them that God wants them to know much about Jesus, the Bible and the church.

Finally, as you visit families, be sure that you: A) hear the people and B) help the people. Listen carefully to people as you visit in their homes. Try to understand how people feel. Are they tired, hungry, lonely or afraid? Do they think that someone has put a curse on them? Is someone sick? What do the people need? What are their problems? Do they have marriage problems, or sex problems, or problems with children or with no job? So, listen carefully as people talk about their needs and problems.

Teach well about Christ. The people must know enough to make the decision to become disciples of Christ. Teach how Jesus wants to set people free. Teach of His great power over sin, spirits, sickness and death. Begin with the interest and needs of the people and proceed to focus on the Word of God so that it speaks to the people as they are.

Continue each week with these meetings. If there is space enough in the place where you are meeting, invite other people. As the "how to" studies are finished, try to continue the Bible studies with all who are interested. This is most important. The contacts which you have made may become the foundation of the new church.

Step 5: Give a Call to Commitment

As the Bible studies continue, explain how to become a Christian. At an appropriate time give a call to commitment to Christ. Teach on the Lordship of Christ and on the assurance of salvation. As people are saved, discuss forming into a church, having baptism, etc. Do not delay calling the new congregation a "church." A mistake is often made here by failing to acknowledge that a small group of new believers can be a church. A church is a body of baptized believers, even 10 or 12 in number, who have banded themselves together after the pattern of New Testament churches for the worship of God and the extension of Christ's kingdom.

Discuss the possibility of continuing as a small church with regular meetings in homes of members. Overcome the problems of home meetings. This may be done by being willing to meet as **several small congregations**, rather than becoming so large that an expensive building is required. When space larger than a house is needed, possible solutions are:

- A) Divide into smaller groups for most meetings.
- B) When necessary rent larger space.
- C) If several groups grow strong enough, consider working together to buy land and build a building.

The Friendship-Group Plan was originally developed by Dr. Ralph Neighbor for use in Singapore.

Step 2: Find a Home or Other Meeting Place

Find a home where the husband has no objections to a group meeting once a week in his house. A house where both the wife and husband are new Christians is excellent. The meeting place should be the same house and at the same time each week. Other meeting places may be found such as: public buildings, hotel conference rooms, shops and schools.

Step 3: Invite the People

This should be done in two ways:

A) By placing announcements in public places. Follow this sample:

YOU ARE INVITED

Come to learn to (Find a Better Job, or Speak English, or.....)

Come to learn the Bible

Place: (house address if possible) or a map:

Date: Every Sunday, beginning Nov. 11

Time: 4 P.M. until 5:30 P.M.

Come to learn. Come Nov. 11, at 4 P.M.

For further information Contact: Mary Mbathi, Phone 7061
Box 302, Nairobi

MOYO ST.

1st AVE.

2nd AVE.

HERE

B) Inviting people should also be done by going from house to house. Tell people what is planned. Tell them the two subjects to be taught. Clearly state that the Bible is one subject to be taught. Tell everyone the place, date, and time.

Step 4: Teach well

Fulfill your promise to teach "how to..." Be sure that people are learning something new, and something which they need for life in the city. Do not try to teach everything in one meeting. Plan for the teaching to continue 4 or more times.

Tell people that these meetings are held because of Christian love. Include a time of Bible study in each meeting. The "how to" learning time and the Bible study time should be about 30 to 40 minutes each. The Bible study leader should plan discussions on life-centred problems such as: sorrow (Rom. 8:38-39), sickness (Psalms 6:2-4 and James 5:14-16), and family problems (Ephesians 5:21 to 6:4). Other studies may be on books of the Bible such as, Mark or John, or on the great men and women of the Bible.

Try to help the people. Sometimes this is difficult but if you love people, you will try to help. Here are 5 ways to help people:

1. You help by listening.
2. You may help by suggesting answers to their problems.
3. You help when you read the Bible and pray with the family.
4. You may have members of your church who could come and help.
5. You help when you tell people about Jesus, the Bible and the church.

So, go visit families. Hear them and help them. Be sure you seek to win families to Christ. Tell people of your Christian experience. Let the Bible and the Holy Spirit do their work. Use verses such as: John 3:16, Romans 3:23, Romans 6:23, John 1:12 and Acts 16:32. May God bless you and your helpers as you win people to Christ! May the Lord give you power as you visit families!



As families are being visited, perhaps people are asking: "Where will the new church meet?" Obviously there can be no church without regular meetings for worship, fellowship and teaching. So a place must be found where the believers and persons interested in the Christian faith can meet to pray, learn and share.

Here are six places where a new church may begin its meetings:

1. In a home
2. In a school
3. Under a tree
4. In a shop
5. In a community building
6. In a small inexpensive first unit

Verses such as I Corinthians 16:19, Colossians 4:15, and Philemon 1:2 suggest that churches may meet in homes. "Aquila and Prisca, together with the church in their house, send you hearty greetings in the Lord" (I Corinthians 16:19).

An example of a church which had its beginning in a house is a new church in Nairobi, Kenya, which met for many months in the home of David and Pricila Masika. They provided a few song books and New Testaments. David talked with some friends at work, and Pricila witnessed to lost women and young people. People were invited to come to the Masika's home for singing, praying and Bible study.

The church at Kalulu, Kenya, began under a large baobab tree. A place beneath the tree was cleared of small bushes. A few seats were made of poles. Families were visited and invited to attend. Today this church has a church building, but for nearly a year the meetings were held under a tree.

El Mamen Baptist Church is a new church among the Maasai people. Every Sunday morning the new believers meet in one class room at El Mamen Primary School. Many Maasai men, women and children come into the school for worship. The school is well-known and is in a central place. It has a blackboard which is used by the pastor as he teaches the Bible.

For over one year a small fee was paid to the Nairobi City Council and Christian meetings were held in the Jericho Community Building. Slowly a congregation was won to Christ. They worshipped and trained in the community building. Today a fine church building stands near the community building.

At Ngwate, Kenya, two men who were sincerely interested in people began house-to-house visitation. They gave first priority to the spiritual task of winning the lost to Christ. Soon a building was needed for Sunday School and worship services. Since Ngwate is a rural village and land was inexpensive, the leaders were able to get a plot of land near a school. Money was collected and a small first unit church building was constructed. From the church at Ngwate five other new churches have been started in much the same way in the last two years.

Thus meetings for the new church may be started in a home or a school, under a tree, in a shop or community building, or in an inexpensive small church building. Wherever the meetings are held it is important to seek for a place which is conveniently and centrally located. The place should be on or near a main road, a school, or some shopping centre. People must be able to find the meeting place without difficulty.

Prepare for the meetings by being sure that the building or spot under a tree is very clean. God desires that his house or place of prayer be kept clean. People will not attend a church that is dirty and unattractive. Here is how one meeting place was prepared. The pastor of the new congregation at Masalani requested a few new Christians to make the meeting place ready by clearing the grass from under a large tree. Then six small benches were made and a small cross was placed on the side of the tree. The people made everything clean and attractive, ready for worship. Today the church at Masalani has grown strong enough to help plant two other new churches.

C. THE FRIENDSHIP-GROUP PLAN



This plan can be used in towns or large cities, especially where it is difficult to win people to Christ. The Friendship-Group Plan will help where churches have not been started because of the high cost of buying land.

Step 1: Find Lay-Leaders

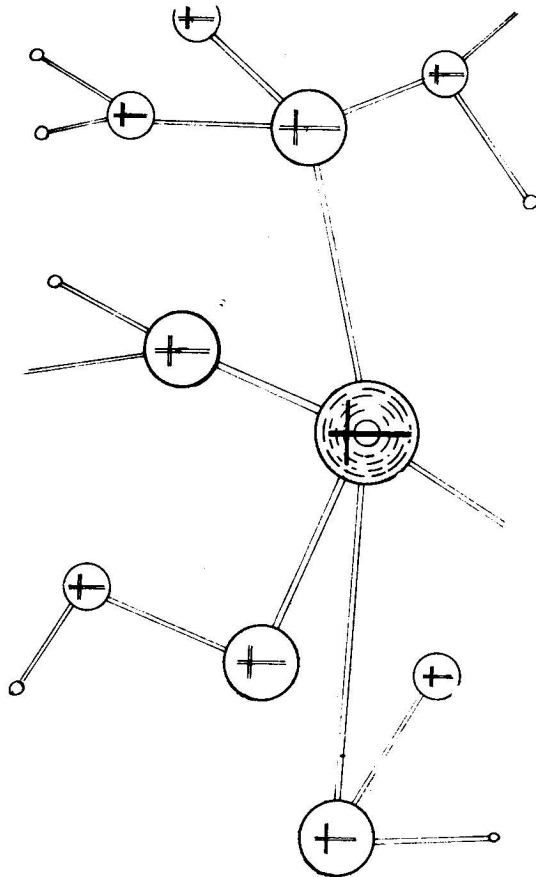
Two qualified leaders are needed. These lay-leaders should be found in the sponsoring or mother church.

A) One person should have a **special knowledge or talent to share**, such as: how to be happy in a city, how to look for a better job, how to have a Christian home, how to win over worry, how to sing well, or how to have healthy children. He or she may have some ability which could be taught such as: how to speak French or English, or how to play the guitar, or how to cook, or some other subject which town people want to learn. Try to know what are the felt needs of the town people. The teacher of these subjects should be willing to come to teach four or more times.

B) Another lay-leader should have ability to teach the Bible. He or she must be willing to come often and regularly to lead discussions from the Bible. The person with special knowledge or talent and the Bible teacher may be the same person if such a person can be found. But often you will need to find two people for these two jobs.

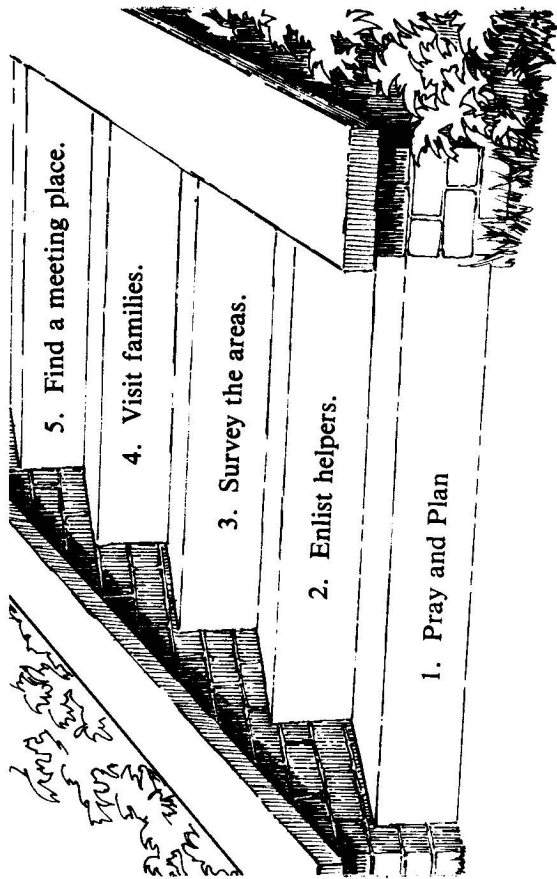
more opportunities for everyone to participate. The Philippian jailer was baptized "with all his family ... and he rejoiced with all his household" (Acts 16:33-34). Perhaps this was the beginning of a small new church!

The Scripture Reading Plan was originally developed by Dr. Cal Guy, Southwestern Baptist Theological Seminary, Ft. Worth, Texas, for use in BanglaDesh.



YOUR CHURCH CAN EXTEND

Now look back briefly at these five steps. Here are the first five steps in starting new churches.



Be sure that you are **DOING** what you are learning in this book. It is damaging to your spiritual development to fail to act on God's leading. God wants churches to grow and multiply. He desires that you win the lost and start many new churches. Continue to pray as you read. Pray that God will lead you step by step as you go out and **DO** the important things which you are learning from this book.

Now let us study steps six and seven. These last two steps in starting churches are most important. If you are faithfully doing the work of steps one to five, you are now ready for step six.



Christian meetings for worship, inspiration, and fellowship are at the very heart of the Christian life. True worship prepares believers for the service of Christ day by day. Jesus said, "The true worshippers will worship the Father in spirit and truth, for such the Father seeks to worship Him" (John 4:23).

The writer of Hebrews is helpful as he describes quality Christian meetings. "Do not neglect to meet together," we are told in Hebrews 10:25. Other verses in Hebrews 10 show a picture of what ought to happen in Christian meetings:

"Draw near with a true heart in full assurance of faith" (vs. 22).

"Stir up one another to love and good works" (vs. 24).

"Encourage one another" (vs. 25).

Christian meetings serve both to build up the faith of the believers and to call the non-believers to give their lives to Christ as Saviour and Lord. From the early days of the young churches which Paul started, Christian meetings brought God and people together. No one had to organize a meeting; believers visited each other and came together to "teach and admonish one another in all wisdom" (Colossians 3:16). The people were to "address one another in psalms and hymns and spiritual songs, singing and making melody to the Lord" (Ephesians 5:19). So, as you begin the meetings of the new church, follow the instructions God gave these early Christians.



One of the best kinds of meetings for a new church is **Bible reading and study meetings**. Someone may be found who can read well from God's Word. The language chosen for the Bible reading should be the language spoken in the homes of the people of that area. A brief study or discussion

every day." Read the agreement. If he agrees, good. Check "yes" in the blanks. You may write his name and address, or he may sign the agreement. Give him a copy to keep in the New Testament or Scripture book, and you keep a copy. This reminds him of his agreement, and it reminds you to pray for the group and to return to visit this home.

If he does not wish to make the agreement, you may, nevertheless, desire to leave the book. Or you may leave a smaller booklet of Scriptures or a tract, with a promise to come again later to visit. His heart may later be open to the plan of reading. In any case, remain as friends and show the love of Christ.

Action 4: Return again and again

Keep brief records of your visits. Do not rush the decision about becoming Christians. But do keep Jesus in your heart and conversations. **Trust the Spirit of God to use the Word of God to make clear the message of God.** If you have given a New Testament, see how far they have read. If you have given a shorter book of Bible stories or Scriptures, suggest that the book be read again and again, even after the first reading is complete. Ask and answer questions.

Action 5: Help the group to form into a church.

For several weeks or months the group may continue simply as a Scripture reading fellowship. However, they should endeavor to grow by inviting more relatives, neighbours and friends. The fellowship should be built on the family, led by God in Christ, under the daily instruction of God's Word. A primary aim should be to win entire households to faith in Christ (Acts 16:31-34).

Help the group to understand how to repent and follow Christ. The entire family may wish to make its decision as a unit. Each person may accept Christ individually, yet they also may come to Him as a family.

Instruct the group, after their decision for Christ, in the meaning and work of the church. It could be that the group will desire to join a nearby church. If this is the case, fine. On the other hand, because of distance and other factors, they may desire to **become a church**. If so, teach them the primary tasks of a new church: evangelism, worship, etc. Help the group to consider the use of music and the taking of offerings. Emphasize the great importance for one or more of their members to get leadership training in Bible school or TEE. Teach the group that having fellowship with other Christians is important; therefore, the new church should be a part of a local denomination.

Finally, it is well to remember and to share with the Scripture reading group that **small churches have many advantages**. For example: small, new churches have a family atmosphere with a strong sense of belonging. There is also a closeness with the local community. Small churches usually have

B. SCRIPTURE READING PLAN

This plan has been used in both Asia and Africa. It has been blessed of God in the spread of the Gospel and in starting churches. **Reading God's Word daily** in many homes is the core of this approach. Here is how the plan functions:

Action 1: Select or Prepare Materials

Buy some New Testaments in paperback in the language of the people. If this is too expensive, or if New Testaments are not available, a booklet of Bible verses in the language of the people is fine. Or a short book with some Old Testament stories and the life and teachings of Jesus should be prepared. It should contain many Scriptures.

Next, prepare or print several hundred "agreement forms." There should be two copies of these forms for each New Testament or book of Bible stories which is to be given away. These forms should be as follows:

We agree:	
We agree to read this Holy Book every day.	Yes _____
We agree to call our family and friends to hear this Holy Book read every day.	Yes _____
We agree to obey this Holy Book every day.	Yes _____
Name _____	

Action 2: Go to the Villages or Homes

Train many pastors and church elders to go to villages or homes in town. Teach them to ask for the head of the home or village. Say to him: "We want to give you a copy of this Holy Book. This is God's Word. We are not selling it. We are giving it to those who agree to read it and obey it."

If the head of the home or village cannot read, say to him: "But still we give you the gift. You please select or try to find someone to read this Book every day. And be sure to call your family and friends to listen as this Holy Book is read every day."

Action 3: Show the Agreement

You may show the agreement form as you give the head of the home a copy of the New Testament or the Bible story book. Say: "This agreement is so that we will know that you are happy to read and obey this Holy Book

of the reading may be helpful also. But the emphasis should be on giving God's Holy Spirit an opportunity to speak through a careful, clear, reverent reading of the Bible. Passages for reading should be selected in advance with care given both to the spiritual needs of the people and a presentation of the Gospel through Bible readings. The reader should, of course, prepare himself for the public reading of God's Word by the regular PRACTICE of reading aloud in advance the Scripture passages.

Bible reading meetings are being used of God to win new believers and start churches in Bangladesh. The details of this plan which God is blessing to bring Moslems to Christ will be given later in this book.

Bible study meetings began in Guatemala like this: families were visited and some people were won to Christ. Then meeting places were found in homes, schools and other public buildings. The Gospel of John was selected as the Bible book to be studied. God used the reading and verse-by-verse study of His Word as the central part of the plan in Guatemala to start many new churches.

You also may wish to have Bible study meetings as a way of starting churches. If you study the Gospel of John use passages such as these:

1. John 1:6-9, 19-34 — John the Baptist
2. John 4:4-29, 39-42 — The woman of Samaria
3. John 20:1-10, 19-31 — The unbelieving disciples
4. John 3:1-18 — Nicodemus

In Acts 2:42 we read, "They devoted themselves to the apostles' teaching and fellowship." People return again and again to Christian meetings if they find effective "teaching and fellowship." A new church can enjoy growth as did the church at Berea: "They received the Word with all eagerness, examining the Scriptures daily to see if these things were so. Many of them, therefore, believed." (Acts 17:11-12). What a thrill to see people studying God's Word together! What a joy when God's Book gives God's answers to God's people!

If you are having meetings for Bible study, here are some suggestions:

1. Be a **happy teacher**. Enjoy the Bible study. Happiness is holy, too!
2. Be **informal and open** to discussion.
3. Make **application** of the lesson to life.
4. Be **friendly** and interested in the needs of all.
5. Speak the **truth in love**.
6. Study **one chapter** of the Bible instead of searching for many verses.
7. Encourage the people to **ask questions**.
8. **Visit families** to be sure many **non-Christians** attend the Bible study meetings.
9. Begin in the first meeting to look for someone who can become the future Bible study leader.
10. Aim to lead the people to **accept Christ** and grow in the faith.

should bring some of their own food and pay their own transportation. The new leaders must be taught about using the Bible, prayer, how to serve and minister and how to lead worship services. After 3 or 4 weeks, all new leaders should either be enrolled in TEE classes for Bible study and practical training, or a small new Bible school should be started. If a Bible school is started, it should be held 4 or 5 days per month. In the towns, this training may be at nights and may use TEE books. If possible send the teams back periodically to meet with all the small, new churches.

In this TEAM PLAN be sure to lay an adequate spiritual foundation. Rapid growth may occur, with hundreds, even thousands of people being saved. They urgently need shepherding; they need Biblical teaching.

If the new believers are not given thorough teaching which they can understand clearly, they may fall back to the old sinful ways. Or they may mix old sins with the new ways of Christian living. They will not become strong in their faith and the church will not grow well. So it is urgent to discover quickly the spiritual leader God wants for the new church. He will know the problems of his people and find help for them. If a problem seems too hard, he will call others, perhaps members of the team, to help him know what to do.

In church planting, a worthy standard is found in Ephesians 4:13: "That all may attain to the unity of the faith and the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ."

This approach, called the TEAM PLAN, deserves widespread use around the world. Let us pray as the plan is carefully adapted and utilized: "that the Word of the Lord may speed on and triumph" (II Thessalonians 3:1).

The Team Plan was originally developed by Rev. Clay Coursey,
Malindi, Kenya.

Read this list of suggestions again. Follow them carefully. As you lead the Bible study meetings, review these suggestions often.

In starting new churches, another kind of Christian meeting is: **worship meetings**. Read Psalms 95:1-6 and 100:1-5 to learn much about worship. The church at Utu, began with worship meetings. Mr. Paul Mung'au and two other men visited families at Utu. They shared the Good News of Christ and people began to receive Christ as Saviour. A meeting place was found under a large tree near a school. Mr. Mung'au invited many people to come and worship the true and living God. As they came the church at Utu was started by having worship services. The hunger and thirst to know God, the desire of people to sing, to pray and to praise God, and the interest in good preaching, all aided in establishing the church at Utu. The sweetness of knowing God Himself gave birth to a new church!

Worship meetings satisfy our thirst for God. Be sure that you start a new church by having worship meetings which bring glory to God. As people participate, help them discover God Himself. Help people to find God as their source of power, pleasure and satisfaction. When God is real in worship meetings, lives are changed, sins are forgiven and faith grows powerful.

The worship service should, of course, be in the language which the people use in their homes. Here is a brief plan for a worship meeting in a new church.

- A short Psalm.
- One or two songs.
- A Bible passage which fits the sermon.
- Another song.
- The tithes and offerings.
- A song by the choir (or congregation).
- Sermon which teaches and applies God's Word to life.
- Song with invitation to receive Christ.
- Closing song and prayer.
- Brief announcements

This may be varied as God leads you. For example, you may wish to have a time of quiet prayer and meditation, a time of testimonies or a time for prayer requests followed by several people praying.

In the meetings of the new church, depend upon the Holy Spirit. The Spirit of God in Christian meetings brings life and power. In the Christian fellowship we are to live and walk by the Spirit. The Holy Spirit in your meetings will produce love for one another (I John 4:11-13), and God's Spirit will produce a knowledge of the Word (John 14:26). It is my prayer that as you begin the meetings of the new church, the Holy Spirit will teach, comfort, guide and empower you.

DAY 5 — What is the church?

- Would you like to be a church?
- What is the work of the church?
- Continue invitation to receive Christ as Saviour
- Who can lead the church?

DAY 6

- What is Christian stewardship?
- How is the church supported?
- Continue invitation to accept Christ
- Who can be baptized?

DAY

7-10

- How to grow as a Christian?
- How to know the Bible?
- How to pray?
- How to witness?
- Continue invitation to accept Christ, to obey the Bible and become a member of the church.

The teams should remain for eight to ten days. They should **continue teaching the same people each day**. Some people may not attend all lessons and some new people may enter the group late. But the Bible teaching must be continued eight to ten days with generally the same people. In villages most of the teaching can be given in the day-time when people are free to come. In towns some teaching can be given in the day-time and some at night after working hours.

4. Form the new church

After the lesson on "Who is Jesus?" and "The New Birth" (about the 5th day), give an opportunity for decision for Christ. Take care here. Do not force this decision. It may be a multi-individual decision. That is, the group may decide, "Yes, we will accept Christ and obey the Bible." But be sure each individual is understanding and personally deciding. *This point is most important.*

After these decisions are made, the team will begin to teach about the church (Lessons 6-9). Be sure the people are asked: "Would you like to be a church?" Carefully teach the lessons on the church. Toward the end of the teaching period, seek to discern those who are saved. Teach about baptism and Christian growth. Baptism as taught in the New Testament should then be given to those who show faith on the basis of their profession of Jesus as Lord. The teams should help those baptized to select 3 or 4 of their group to attend special training sessions. The teams will then move on to nearby areas of town or nearby villages to repeat the teaching as outlined above.

5. Train the New Leaders

The day following the baptismal services, start to train the new leaders. A special team of Bible teachers should be ready to train these new leaders for 4 days. They should all come together at a central place. New leaders



STEP 7: FIND AND TRAIN A LEADER

You want an effective leader for the new church which you are starting. You will be busy with your own church. Also, you may wish to go to other areas and plant new churches.

Therefore, you must find and train a leader who will continue the work of God which you began. He needs to be a leader who is a "shepherd of God's flock" and who can guide the young church into action for growth. The new church rises or falls on leadership. Seek for a pastor who can grow to become, in God's time, God's man in God's church.

Of course, it is not your job alone to find a leader. This is a task which you perform in full cooperation with God and the people of the new church. How thankful we should be that it is God who calls leaders — not us! It is God's responsibility to raise up a leader of His people. At this vital point of finding and training a pastor, you can depend upon God to be your strength and guide. You will advise the people, as they, under God, select their leader.

Here are points to keep in mind as you search for a pastor of the new church:

AN EFFECTIVE LEADER SHOULD BE:

1. Faithful to Christ.
2. Willing to learn.
3. Called of God.

Being faithful to Christ means that, first of all, a leader must be born again; that is, a person who has repented of his sin and accepted Christ as his Saviour. Be very careful in this matter. Help the people of the new church to find a pastor who is truly saved and has really given himself to God. Paul told Timothy to choose faithful men (II Timothy 2:1-2). The pastor must be someone who daily surrenders his life, his will, and his abilities to Christ.

Being willing to learn is also very important for new pastors. The person whom God is raising up to be the leader may not have great abilities. In I Cor. 1:26-29 Paul says that not many powerful nor noble people are called by God. God sometimes selects the weak — even to be pastors! But God's desire is to build up that weak leader until he becomes strong. So, find a person who is willing to learn. Look for someone who will learn from the Bible and who will learn from you. If the new pastor loves God's Word, you will be able to train him.

No pastor will be effective without God's call. Through the reading of God's Word and through understanding given by God's spirit, God makes clear his call. God's call for a pastor is special and unique. You can help a new pastor understand God's call by prayerfully studying these scriptures with him:

1. Called to be a servant, Matthew 23:8-12; Luke 22:26-27.
2. Called to a ministry of the Word, Ephesians 4:11-16; 1 Peter 4:7-11.
3. Called as a witness of Christ, Acts 1:21-22; and Acts 10:39-43.
4. Called to a special work, 1 Timothy 3:1-7.
5. Called to be a shepherd, 1 Peter 5:1-4.

Perhaps you are thinking that finding a faithful, teachable, called pastor is very difficult. That is true! It will not be easy to discover the person whom God wants as shepherd of His people. But since we know that nothing is impossible for God, we may also know that "God is our sufficiency" (II Corinthians 3:5). He will give you the wisdom and guidance you need to advise the new church about a pastor.

It is important to note that in most circumstances it is not wise to send in a pastor from the outside. Usually it is best for the new church to have a leader who lives with the people. He should speak their language and understand their problems.

As God calls and raises up a shepherd for the new church, you should teach the leader these important truths:

1. He must depend on God, Philippians 2:13, II Corinthians 12:9-10.
2. He should work toward excellence, Mark 12:29-30; Romans 12:11; II Timothy 3:16-17.
3. He must meet the spiritual needs of the members, Matthew 5:1-2; I Thessalonians 2:11-12.

Help the leader to be a "self-feeder." That is, show the new pastor how to feed himself spiritually by daily Bible reading, prayer and the study of special books for pastors. Teach the shepherd to study, meditate on and memorize God's Holy Word. Illustrate the absolute necessity of prayer by praying together often with him. Help the leader to set up a daily "quiet time," with a prayer list and an open Bible. If possible, get the new pastor started in Theological Education by Extension, in a Bible school or Bible correspondence school. He should quickly begin to study such TEE books as **The Shepherd and His Work** and **Bringing People to Jesus**.

At some point in the future it may be wise to talk with the pastor and the believers about "constituting as a church." Constituting or organizing formally is optional in some denominations, especially in rural areas. It may be considered unnecessary in rapid church multiplication.

However, government laws in many countries require that a church be formally organized and registered before money can be collected in offerings and budgets. If your church belongs to a denomination, it may

Spiritual preparation and continual spiritual deepening is essential for these men who go out to start churches. Teach the teams to begin and end each day with half hour periods of personal and team prayer with Bible study. They cannot share what they do not have.

Teach the importance of rapidly beginning many, many small churches. Set this goal clearly before the teams. Teach the men to be prepared for difficulties in evangelism and church planting. Allow the team members to have opportunity for practice teaching.

The team members might be able to stay in the homes of those whom they are seeking to win and teach. But it will probably be necessary to provide tents, beds and cooking utensils. In towns space may be rented. Bibles, New Testaments, song books, tracts, Bible lessons and short sermons are needed. All of this material should be in the language(s) which the people speak in their homes. A Bible, some New Testaments, song books, etc. will be given or sold at half-price when a new church is planted. Cassette players and tapes with songs, testimonies and short Bible lessons will also be helpful.

2. Determine suitable places to begin

Surveys should be made a few weeks before the teams enter the area. Locate the most important person or elders. In rural areas this is not difficult. In towns more inquiry and observation will be necessary. Explain to these elders the desire to send "teachers of the Word of God" to their village or area. Explain that these teachers will stay a few days to help the people know more about how to please God. Seek out community leaders who are open and responsive. Enlist the support of these elders in the entire plan. They may have suggestions as to places where the teams can sleep and eat.

After such surveys are conducted select area or villages to be entered. The teams are then ready to be assigned to their first area of town or their first village.

3. Begin the teaching

Send or take the teams to their first assignment. Once again, the community leader or village elder must be approached by the team first. The program of Bible teaching should include:

DAY 1 — Personal testimonies of the team, based on John 3.16

— Who is God? — use the Bible

DAY 2 — Who is man? — continue use of Bible; songs

— What is sin?

— What is death? — physical? spiritual?

DAY 3 — Who is Jesus?

DAY 4 — What is the new birth? — begin giving opportunities for people to "receive Christ and obey the Bible"

This process of growth into a church has its beginning at **Point 1**: group awareness of the Gospel. The seed of the message is sown by those who go into the world, share the Good News, and cause people to be aware of salvation in Jesus Christ. At **Point 2** there is increasing knowledge of the fundamental truth of the Gospel, especially about the sinful nature of man and the uniqueness of Christ. The Holy Spirit uses this knowledge to bring conviction and desire for change.

At **Point 3** people sense a strongly-felt need for open commitment to Christ. The seed of the message has grown in good soil; "he who heard the Word understands it" (Matthew 13:23). Then the life-changing decision is made, at **Point 4**, of repentance and faith in Christ (Mark 1:15).

The process of growth into a church, **Point 5**, is culminated when a group of individuals, who have repented and believed in Christ, simultaneously form themselves into a fellowship of the body of Christ. Then these new people in Christ (II Corinthians 5:17) begin a spiritual growth process. They grow by Bible knowledge, **Point 6**, and by worship and witness, **Point 7**. Finally, the process begins to repeat itself as the church grows by reproduction, **Point 8** (Matthew 28:20 and II Timothy 2:2). New churches are planted as more good soil is discovered.

A. THE TEAM PLAN

By using the team approach in a coastal area of East Africa, over fifty new churches were planted. This victory for Christ happened as more than 3,000 people were converted and baptized. The explosion of evangelistic activity and the outpouring of God's blessing reminds us of Pentecost! "They received the Word ... were baptized ... devoted themselves to teaching and fellowship ... prayers ... and praising God" (Acts 2:41-47). Here is how the team plan works:

1. Select and train the teams

Pray for God to call out eight, ten or more men who can help in this special work. (Note: **One** team of two or three men can use this plan, but several teams working at the same time will produce better results.)

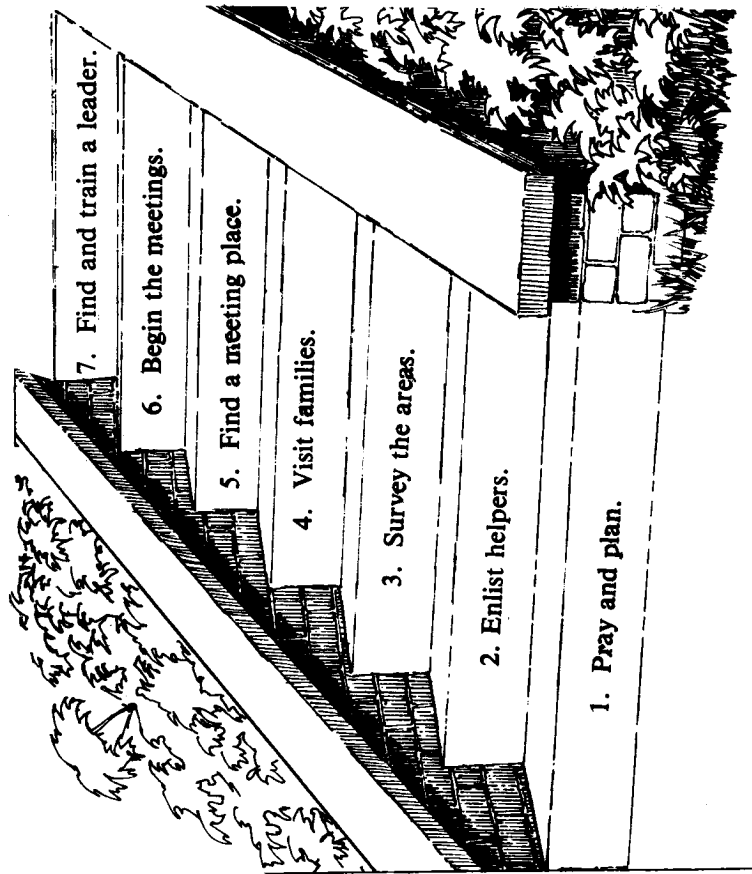
Each team will have two or three men in it. At least one team member should have enough Bible knowledge to lead the teaching. Also one team member on each team should know the main language of the area. He will relate the team culturally to the local people. All team members must be respected Christians, men of strong faith and maturity. They must be willing to work for several weeks, five or six hours a day.

already have a constitution which applies to all of its churches. It may be registered with the government as a church (denomination), society or charitable institution.

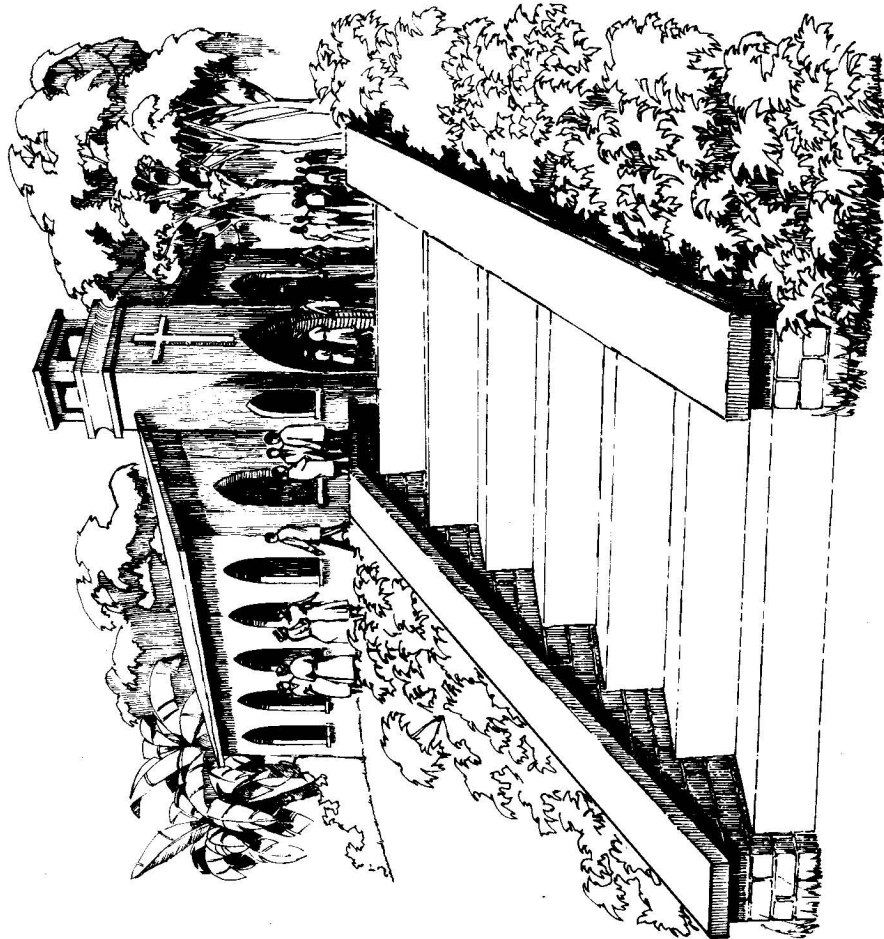
If your church is not in a denomination, you can set up a committee to prepare a simple constitution. Such a committee will work with elders or deacons of the sponsoring church. After the constitution is adopted by vote, the church may be declared formally constituted. It can then be registered at the government office.

All new churches will need a mutual understanding, based on Biblical directives, about such questions as: What are our basic beliefs? Who will be our church officers? What are their duties? How will we finance our church activities? With whom will we affiliate? Many times these questions are answered in the written constitution and by-laws.

We have now considered in some detail seven steps in starting new churches. Look again at these steps of the basic plan:



Jesus said: "The harvest is plentiful" (Matthew 9:37). May His words move us to bold action! We have a great message to share! This message is the Good News of the saving acts of God in Christ. It is the story of God's redeeming love for the world. Our great task is simply — telling people about Jesus and planting churches which continue to tell people about Jesus. May God bless you as you win people to Christ and guide them to serve and worship together as a new church.



II VARIETIES IN CHURCH PLANTING

The following plans are given in order to provide options or varieties in church planting. People come in many sizes and shapes; the same suit will not fit them all! Likewise, different situations and problems related to church starting require variety in methods. Thus you are encouraged to read the plans prayerfully seeking ideas which God may use in your situation.

Notice while reading the following plans, that there is often a process of growth for a new church. This process may be summarized in relation to church planting as follows:

