

The Basic CPM Plan and T4T

by Steve Smith

The critical elements for a CPM ministry plan, and how T4T helps accomplish them

Training for Trainers is not the same as a Church Planting Movement. T4T is a ministry process to help you position yourself to see the Spirit of God ignite a CPM. T4T is a process; CPM is a result. However, the T4T process contains all the elements to help you see a balanced and sustained movement emerge from the Spirit's empowerment.

I've been a student of the explosive nature of the kingdom of God since 1986 and of church planting movements as a manifestation of the kingdom since 1997. My wife and I personally experienced a small CPM in the people group we worked with in Asia, and since the year 2000, we've been coaching, collaborating with and training many people in CPM on virtually every continent. There are perhaps as many ways to express the most critical elements for a CPM as there are individuals we have worked with!

In 1999, David Garrison produced the small CPM booklet (*Church Planting Movements, IMB, 1999*), followed by the CPM book (*Church Planting Movements, How God Is Redeeming a Lost World, WIGTake Resources, 2004*) in 2004. This helped bring CPMs to the forefront of missions thinking.

From 1995 to present, the number of CPMs has escalated. In 2003, the number of CPMs I was personally aware of was probably 10-15 at most.

In a recent meeting of key CPM trainers and practitioners from around the world, we identified 70-80 places with either emerging or full force CPMs¹. As the number of CPMs has multiplied, our understanding of how to cooperate with God in seeing CPMs start has become more clarified and refined. We call activities that lead to CPM "high-value activities", while those activities that do not strongly contribute we call "low-value activities".

We are also gaining better understanding of how to cooperate with God in initiating sustained CPMs. **This article outlines the essential elements for a CPM plan and then shows how to implement these elements using T4T.**

Critical Elements of a CPM Plan

Despite the diversity of CPM contexts and personalities of people God is using to start CPMs, a few critical elements keep emerging as the foundations for a CPM plan. In his 2004 book, David Garrison descriptively identified ten universal elements and ten common characteristics found in CPMs. This article will move beyond those descriptive elements to specific actions. Distilled from many years of CPM training, we can now offer prescriptive elements, specific action steps that can facilitate a CPM should God so bless. These are things we can *do* to align ourselves to see CPMs start, doing our part in the human-divine partnership of CPMs.

The CPM plan described here is very easy to draw on a napkin or on a whiteboard in mobilizing and training believers – be they gathered under a mango tree in a remote village, a back corner in a restaurant in an oppressive nation or the classroom of a church training center in America.

¹ Actually there were about 110 places that were listed by the 37 trainers present but some of these have not been verified. Even some of the 70-80 we are reasonably sure of need further verification and/or study.

In CPM, simple is better. Not simplistic, but simple. If you can't describe your CPM plan in the dirt, on a napkin or on a small whiteboard, it's probably too complicated.

Unless you understand these critical CPM elements, you will not understand how T4T can be a process to help you implement them. Instead, it will be simply a methodology that may help you win a few converts and disciple a few people, but not become a movement.

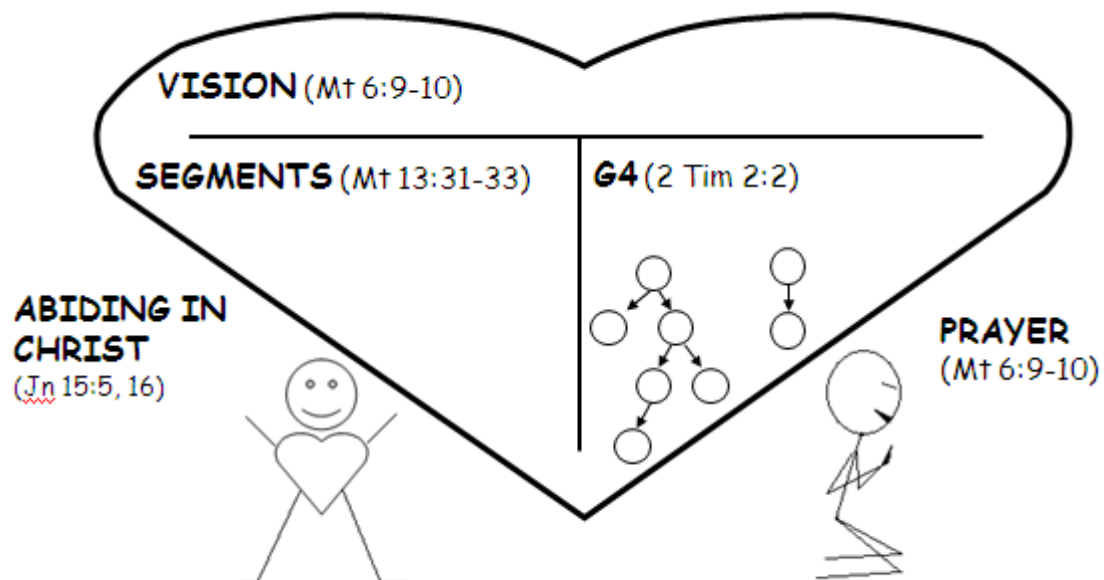
The FOUR FIELDS CPM Plan

There are a number of excellent diagrams and methods to explain CPM plans and strategies, but one is very simple and well-integrated.² It is simple to draw so that any believer can confidently reproduce it and share it with others.

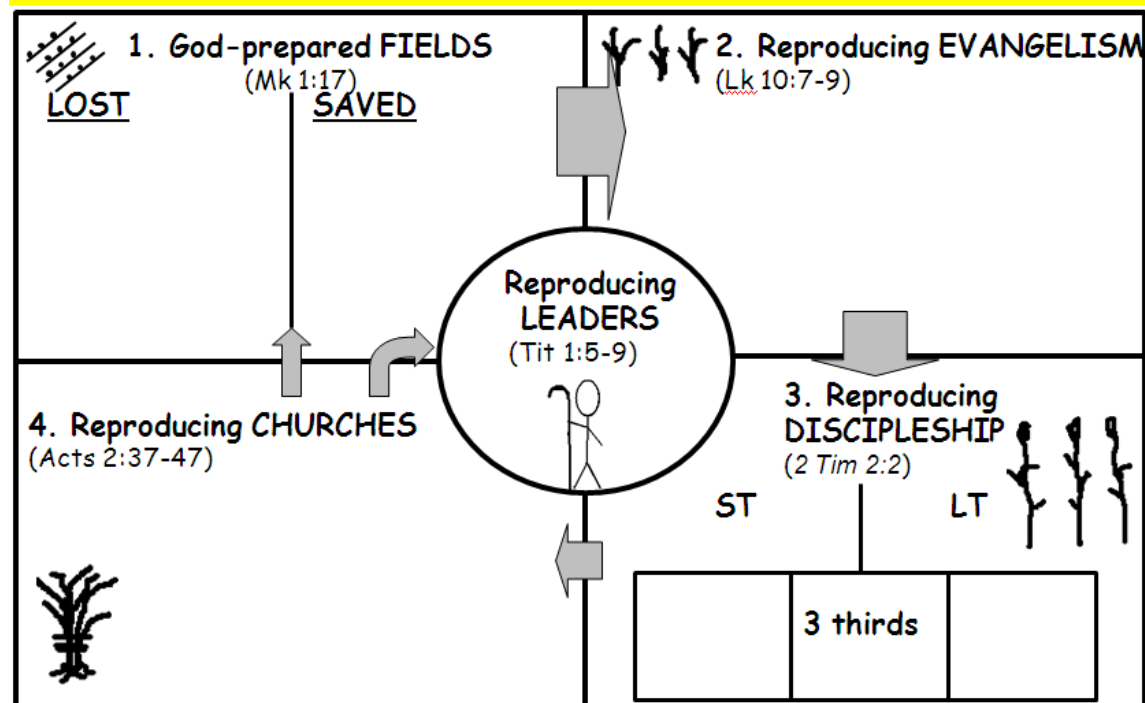
The explanation that follows is a very short summary of these basic elements. Do not be overwhelmed by the diagram right now. It will be explained step-by-step in this article. At the end of the article, you will be able to reproduce it from memory on a napkin or sheet of paper.

² Though this is a bit different from his categories, I am indebted to Nathan Shank for the four fields diagram at the bottom of the plan. I am also indebted to Neill Mims for originally popularizing those items as "The Five Parts of a CPM Plan" (2004).

The FOUR FIELDS CPM Plan



Does your training plan do all **five parts**? Know what to do when they say yes?



Abbreviations Key:
 "G4" = Generation 4
 "ST" = Short Term
 "LT" = Long Term

PERSEVERE (Death
 (John 12:24)



Summary of the Four Fields CPM Plan

Here is the basic CPM plan in a nutshell.

Find God's HEART for your people and do not cease to seek Him for the fulfillment of His vision

- A **VISION** exists by you and your team to do whatever it takes to see ALL people have a chance to respond to the kingdom. This could be multitudes of believers and thousands of churches (and/or small groups).
- Since this vision is so large, you break it down into basic relational **SEGMENTS**. Your goal is simple: plant a reproducing mustard seed of believers and churches with the vision to reach that segment and beyond. If you had ten church planting teams, where would you place them strategically so that movements could emerge to saturate your whole target area?
- You know a movement has taken root in each segment when you can track at least four generations of believers and churches – **G4** – in that place.
- To fulfill the vision, you have to start at the foundation by **ABIDING** in Christ– full of integrity, faith, humility and desperation for God and His vision.
- At the same time, you, your team, outside supporters and new believers are crying out fervently to God in **PRAYER** to see the vision fulfilled.

To fulfill the vision, you do your part in the divine-human partnership – the five high value activities of the FOUR FIELDS – to position yourself to be used by God. You minimize your time in low value activities and increase your time in the highest value activities that get to CPM.

- Therefore, you and your team search diligently to find **God-prepared FIELDS**. You live with the simple dichotomy of lost or saved.
 - You hunt for **lost** persons of peace (or in your oikos) and start **witnessing** to them. You start by using a simple bridge such as a testimony or a set of questions.
 - At the same time, you hunt for **saved** believers (prioritizing same or near culture partners) that will work alongside you to reach this people group. You bridge into them by casting vision to them of what God can do in and through them and then to **train** them.
- As lost people listen or saved people get trained, all of you **EVANGELIZE** broadly Mouth2Ear in a reproducible way through . . .
 - The right fields – persons of peace and their *oikos*
 - Right practices – the 3P's of Presence, Power and Proclamation
 - And the right amount of time – short term pushes and weekly disciplines
- As people believe, they are immediately brought into **reproducing DISCIPLESHIP** relationships, sometimes one-on-one, but usually one-on-several. They begin a well-defined process of simple short term discipleship that they immediately pass on to those they are

witnessing to through a very reproducible process. Eventually they enter into a pattern of long term discipleship that enables them to feed themselves from the Word.

- In the discipling process, believers are formed into small groups or **reproducing CHURCHES**. Usually at about the 4th or 5th session, the small group becomes a church or part of a church.
- Some of the believers will prove themselves to be **reproducing LEADERS** that are appropriate for each stage of the work.
- Many believers will go on to **REPEAT** various parts of the four fields – some will evangelize, some will then disciple/train, some will then form new groups and some will train them to repeat the process.

The spiritual triggering effect of this whole plan is DEATH – the willingness for believers to boldly persevere to see God’s vision fulfilled. Joyfully counting the cost and boldly persevering are keys to movements being birthed.

Jesus taught us to pray that our city, neighborhood, nation or people group will so reflect his glory and reign that it is like heaven on earth. Does Jesus ask us to pray for something that He doesn’t intend to fulfill?

What follows is an explanation of this in-depth.

The Four Fields CPM Plan In-Depth

TOP HALF – God’s Heart for Your People Group

VISION

At the top of this “Four Fields CPM Plan” is the question about vision. A key to any successful CPM plan is to understand God’s heart and vision for the people you work with. Only a vision of what He wants will drive you to pursue *whatever it will take* under His lordship for the whole group to be reached with the kingdom. Effective CPM practitioners continually return to the question: ***What will it take for my people group (or city) to be reached in the next few years?***

The beginning of the Lord’s Prayer gives us a vision for our people group³.

"Pray, then, in this way:

'Our Father who is in heaven,

Hallowed be Your name.

¹⁰*Your kingdom come*

Your will be done,

On earth as it is in heaven." (Matt. 6:9-10, NASB)

Jesus taught us to pray that our city, neighborhood, nation or people group will so reflect his glory and reign that it is like heaven on earth. **Does Jesus ask us to pray for something that He doesn’t**

³ For the sake of simplicity, I will often refer to the group you focus on – be it a city, ethno-linguistic people group, neighborhood or geographical area -- as your “people group.”

intend to fulfill? God is not satisfied with a handful of believers, small groups or churches in a people group. *His* vision is a multitude of people worshipping Him from every people group.

After these things I looked, and behold, a great multitude which no one could count, from every nation and all tribes and peoples and tongues, standing before the throne and before the Lamb, clothed in white robes, and palm branches were in their hands; ¹⁰and they cry out with a loud voice, saying, "Salvation to our God who sits on the throne, and to the Lamb." (Rev. 7:9-10, NASB)

God wants to see your people group saturated with fervent, worshiping, loving followers of Jesus and gatherings of His bride (churches⁴ and small groups).

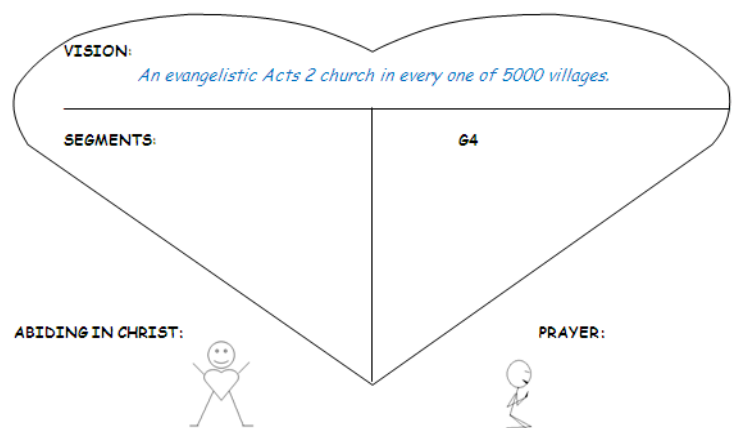
As an example, working among the 1.4 million Ina people, I asked the question: "God, what would it look like if your kingdom came fully in this people group?" The answer was essentially that there would be kingdom-minded house churches in every one of the 5000 villages reaching out to the community around them. This vision was much bigger than what I came to Asia expecting to initiate! It appeared impossible. But just because a vision appears impossible, we don't change the vision; **we change our expectations and responses**. This vision inspired me to minister differently than I ever had before so that the vision might be fulfilled.

Every CPM plan must be driven by a vision of the end that God desires. We call this an "end-vision" and it changes how we approach ministry. **An end-vision forces us to ask "What will it take to see my people group reached in the next few years" NOT "What am I good at or what do I most enjoy?"** Such a question changes how we approach our ministry.

In our work with the Ina, we initially thought it would be a great ministry if we could start 20 churches a year. But then we realized it would take us 250 years to plant churches in all 5000 villages! The demanding end-vision of 5000 churches changed our approach from *personally* trying to start all of those churches to starting the mustard seeds of a movement in key locations that would eventually spread to all 5000 villages. The END must dictate the approach you take. We were faced with a question:

- "Do **we** want to **personally** plant churches, or do we want to **see churches planted?**"

For the sake of the kingdom, we chose the latter even though we love church planting. We decided to invest our lives in helping many others know how to plant churches among the Ina even though it meant we would not be involved personally in most of these new church starts.



⁴ In this article and the T4T book, I will frequently refer to churches. I define this more in Chapter 16, but these are Acts 2 type churches that display the basic covenant and characteristics of that Acts 2 community whether they meet in homes or in dedicated buildings. Usually I am implying house churches or church-like small groups of a larger worshipping community.

You must know your Father's heart for your people group. If you know His heart, you will not cease to beseech him to fulfill it.

Application: We concluded that if we had a small house church of at least 20-30 people in each of the 5000 villages (total 100,000 believers), the vision of providing a clear witness to all 1.4 million Ina would be fulfilled.

- Take time to pray the Lord's Prayer. Ask God what HIS heart is for your people group – number of believers, small groups, churches, etc.
- Write a short simple statement that describes His vision for your people group and put it in the top of the heart.
 - *E.g. An evangelistic Acts 2 church in every one of 5000 villages.*

Basic population SEGMENTS to be reached

To fulfill such a large vision, we have to break it down in manageable ways to start. So, within the heart, on the left we identify population segments where we can start. We see a great example of this in Paul's three journeys. Paul's vision was that all the Gentiles might be presented to Christ as an acceptable offering.

But on some points I have written to you very boldly by way of reminder, because of the grace given me by God to be a minister of Christ Jesus to the Gentiles in the priestly service of the gospel of God, so that the offering of the Gentiles may be acceptable, sanctified by the Holy Spirit. (Rom. 15:15-16, NASB)

At the same time, he understood the kingdom principles of the mustard seed (Matt. 13:31-32). Paul didn't attempt to *personally* start every one of the thousands of churches that would be required to reach every Roman town, city and neighborhood. In actuality, Acts only tells us about 14 places he personally started churches. But we see a clear strategy of Paul planting a church or a few churches with the *seeds of a CPM* within them. Paul planted these seed churches in key population segments – in his case, each unreached Roman province – and then trained **them** to fulfill the vision of reaching their whole segment (province or area). Paul was so confident of this approach that he confidently declared in Rom. 15:23 that he had no place left east of Rome to plant these foundations for kingdom movements.

In our application example, among the Ina, we didn't know where to begin in seeing 5000 churches planted. In an oppressive country closed to evangelists, it appeared impossible. But we began to examine our people group to see if there were natural ways the people related in ways beyond the local village. We discovered that all the villages traded goods and crops each week in only about 90 different "market towns." These were natural places of congregating in our people group. Suddenly our strategy became easier. We didn't have to start 5000 churches, but only 90 reproducing churches with a vision to reach everyone around them.

But this was still too overwhelming. However, we discovered that these 90 market towns were located within only 11 counties in which commerce traveled between market towns. Suddenly, our strategy became even easier. All we had to do was start 11 different reproducing churches or groups of churches with a vision for reaching every market town in their county. We could start there.

Ying Kai faced an even larger task: emerging cities of millions with migrant workers coming from all over the country to work in factories. No breakdown of the people group made sense. However, he solved the problem of reaching segments in a simple way. He focused on a few key geographical areas and factories and taught every new believer to witness to five people every week. In a short period of time, more and more segments began to be reached as poor vegetable sellers shared the gospel with wealthy customers, as medical doctors began to witness to patients from other social segments, as factory workers were laid off and began jobs in other factories in new areas of the province.

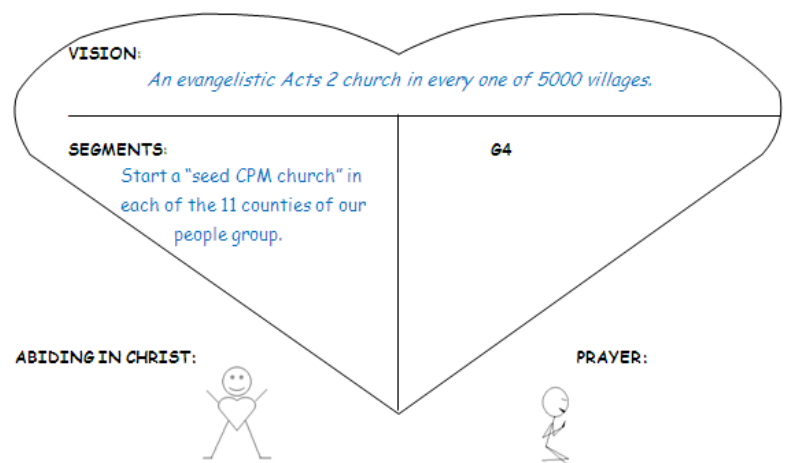
Other people have simplified the end-vision in other ways:

- One urban church planting strategist identified key complexes of office towers, factories, and shopping that generally fell within common social layers.
- Another urban strategist simplified his city into social layers (the ways people relate in the city): urban professionals, shop-owners, government employees, educational institutions, blue-collar workers, retirees, immigrants or homeless.
- One CPM initiator targeting a massive geographical area simplified the end-vision by identifying 10-15 smaller geographical areas in which people generally related rather than look at the hundreds of counties in his area.

You, too, need a simple way to start that will not neglect any major group of people with the gospel. The best way I know to simplify this process is to ask yourself this question:

- *If national Christian leaders offered to devote 5-15 CPM teams to start the first **mustard seed churches** in my target group that would expand to their relationships, where would I send them in order of priority?*

Application: Examine your people group. What are the natural segments of how people relate in your group – geography (usually for rural people), social clubs, socio-economic groups, workmates, schoolmates (the latter in urban contexts especially)?



- List 5-15 basic segments in order of priority. The best way to envision it is this. If you had ten church planting teams that would go out to start your first seed CPM churches, where would you send them?
- *For example, we listed all 11 counties where we would start seed churches, and listed them in order of priority: 1) HH County, 2) MJ County, 3) LC County, etc. This way we knew where to start if we only had 3 church-planting teams or if we had 11 church-planting teams.*

G4 – Getting to 4th generation believers and churches

The best way to track the effectiveness of CPM processes is by **generational growth of believers and churches**. Generations are defined by who led them to faith or started the church. An outside church planter leading a person to faith has just started generation one. A group of existing believers the church planter trains that leads people to faith has also just started generation one. When a generation one believer leads another person to faith, that is generation two. When generation two wins a convert, that is generation three. And so on.

Paul describes four generations in a clear example:

The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also. (2 Tim. 2:2, NASB)

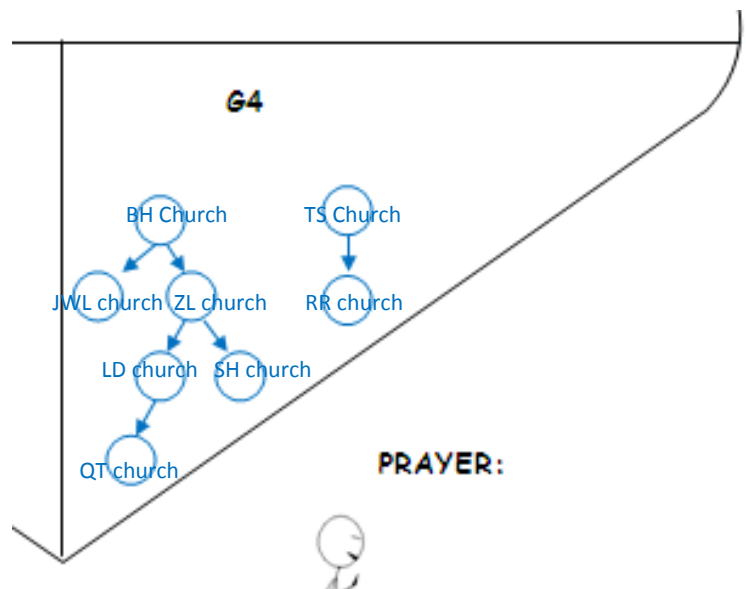
The four generations are 1) Paul (the author), 2) Timothy (the recipient), 3) faithful men, and 4) others. In tracking CPMs, we have found that an emerging movement is not really a solid and sustained CPM until there are consistent 4th+ generation believers and churches in a number of different places in a relatively short period of time. Every CPM plan must have a way to track the generations of believers and churches, pushing hard to get to 4th generation and beyond, just as Paul described to Timothy.

To make this simple, every believer and church should strive to birth four generations. In a number of places, they call themselves “G4” believers/churches.⁵

Not only must you push for 4+ generations, but this must happen *quickly* for it to become a CPM. The moment each new generation starts, look at the calendar and challenge the local believers to help birth a new generation in days and weeks.

Application: As time goes by, begin tracking the generation of each believer, and eventually each church or small group. You can diagram it as shown in the drawing if this helps. Strive to get to consistent 4th+ generation fruit..

- Depending on your context, list every believer by generation or every church (or small group) by generation. What do you learn about how well a movement is starting?
 - How quickly are new generations starting?



⁵ The G4 network – Mark B, Stan P and Jim Y in Southeast Asia – are the first ones I know of to begin using this term.

- *E.g. We began to track each church that was planted by its generation number. We made spreadsheets or diagrams showing which church started another church. In this way, we were able to determine when we were seeing **effective** CPM processes and we were actually at a CPM. We found that on overage new generations of churches would emerge in rural contexts every six months. Ying has found it much quicker in urban contexts. In another ministry, three months is the average.*

ABIDING in Christ

When God fulfills His heart to reach a people group, he *always* uses with God-dedicated people to initiate the movement. Throughout Scripture and history, this has been God's way. At the center of every CPM is at least one man or woman God is using.

- **God uses men, not just methods; people, not just principles!**

King David was a good example of this. Acts 13:36 tells us that he uniquely served God's purposes in his generation.

So he shepherded them according to the integrity of his heart, and guided them with his skillful hands. (Ps. 78:72, NASB)

David was a skillful leader. Every CPM is led by men and women who understand CPM principles and how to cooperate with God in what they initiate with their hands.

However, the foundation of who David was is that he was a man of integrity. Integrity means that you are **true through and through**.

Jesus made it very clear: only by abiding in Him can we bear fruit, and bear fruit that lasts.

"I am the vine, you are the branches; he who abides in Me and I in him, he bears much fruit, for apart from Me you can do nothing . . . You did not choose Me but I chose you, and appointed you that you would go and bear fruit, and that your fruit would remain, so that whatever you ask of the Father in My name He may give to you." (John 15:5, 16, NASB)

He is not referring here to a level of spiritual maturity but to a posture of spiritual dependence. CPMs are not birthed based on the level of your spirituality so much as your *posture of spirituality*.

The personalities and temperaments of men and women God uses in CPMs all vary, but there is a spiritual posture of hunger and integrity that characterizes their lives. Their hunger for God and His kingdom drives them to humble obedience. They possess faith that God **is** going to move, and this faith inspires others around them.

A key aspect of Ying Kai's movement that inspired me personally was how much he loves the Lord and humbles himself before God. He is a man of deep prayer and great humility.

The size of CPMs is not directly in proportion to the spiritual maturity of the people God uses. But I've not witnessed God starting CPMs through people who lack this basic humble posture of reliance

on God. God is looking for a man or woman with the right HEART – hence the heart-shaped body of the stick figure in the diagram.

The good news is that we all have immediate control over our posture:

- You can choose to humble yourself before God. In Scripture, humble is often a verb – an action – “humble yourself!”
- You can choose to seek God daily
- You can choose to cry out to Him to reach your people group
- You can be honest before him with integrity
- You can live in faith that He *will* reach your people group
- You can abide in God’s Word and choose to obey it

Application: Which of the above qualities is the Lord affirming in you right now? Which ones is He telling you that you need to grow in? Resolve to grow in those areas and get 1-2 believers to hold you accountable in these areas.

PRAYER

At the foundation of every CPM is a group of people crying out for God to fulfill His vision. They are desperate in prayer and pray for the most strategic matters – God to bring salvation to their people group. They live out the cry for “kingdom come” of Matt. 6:9-10. They pray like the Acts church.

These all with one mind were continually devoting themselves to prayer, along with the women, and Mary the mother of Jesus, and with His brothers. (Acts 1:14, NASB)

In every CPM, we see three groups of people praying . . .

1. *The initiators of the CPM* – they are fervent in praying diligently for the vision to be fulfilled. Frequently this involves weekly or monthly fasting and prayer gatherings.
2. *Outside prayer supporters* – this would be a team of fervent pray-ers who join the initiators, sometimes at distance, for the overall ministry. Generally the *number* of pray-ers is not the key; but rather the *fervency of at least a few intercessors*.

The prayer of a righteous man is powerful and effective. Elijah was a man just like us. He prayed earnestly that it would not rain, and it did not rain on the land for three and a half years. Again he prayed, and the heavens gave rain, and the earth produced its crops. (James 5:16-18 NIV)

3. *New believers who rise up in the movement* – CPMs become explosive when new believers take up the intercession baton – praying for the overall vision (God’s heart) and the salvation of their family, friends, co-workers and neighbors (from now on this circle of influence is referred to by the Greek word for “household” – *oikos*).

A rapidly growing movement is developing among Antioch Ministries International based in Waco, Texas. In the past ten years, a great number of people have come to faith, dozens of churches have been planted around the states and over two hundred missionaries are currently sent out by this

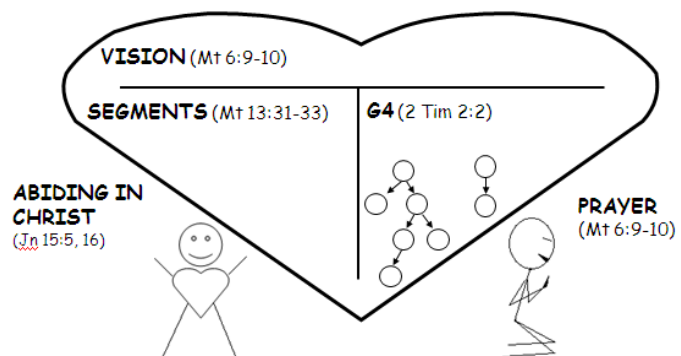
church network. When the ministry was in its infancy, the members of this church gathered for Early Morning Prayer in small groups each day of the week. These groups continue to meet every week and new believers join in the prayer times at five or six a.m. one day of the week. Father is using this desperate prayer as the foundation for a movement that is spreading around the world.

A missionary working among a Muslim group transitioned from his role primarily as a seminary professor to a strategist for this people group. He was at a loss for how to reach this group. All he knew was to cry out to God with “ugly, desperate prayers.” He and his team prayed to God in a way they felt a little embarrassing: “God, it’s *not right* that these people are lost! Do something! Bring your salvation to them!” Embarrassing prayers are really Psalm-like prayers. David the psalmist poured out his heart of desperation often – and God responded.

In one remote Ina mountain valley, outside church planters started house churches in eight villages. Within weeks the outsiders were forced to leave the area due to severe persecution. Before they left, the church planters instilled in the young believers a habit that changed the complexion of that valley. Each month, the leaders and believers from the eight new churches stood on the mountaintop and looked over the valley at the 30-40 unreached villages. They cried out to God to show them where He wanted to bring His kingdom next. These young believers were just months old and didn’t have much training yet.

But when the church planters were able to re-enter months later, the leaders from the eight new churches had received a burden from God to reach six specific villages. Together with the church planters, these young believers went to share with friends and relatives in those places. Within days and weeks, the number of churches multiplied from 8 to 14!

Prayer within the people group gives them Father’s heart and compels them to cooperate with His Spirit.



Application: Assess the status of desperate prayer in your context.

- Are you and your team frequently fasting and praying for God’s movement?
- Do you have a band of outside intercessors fasting and praying for God’s movement?
- Are the new believers in your context fasting and praying for God’s movement??

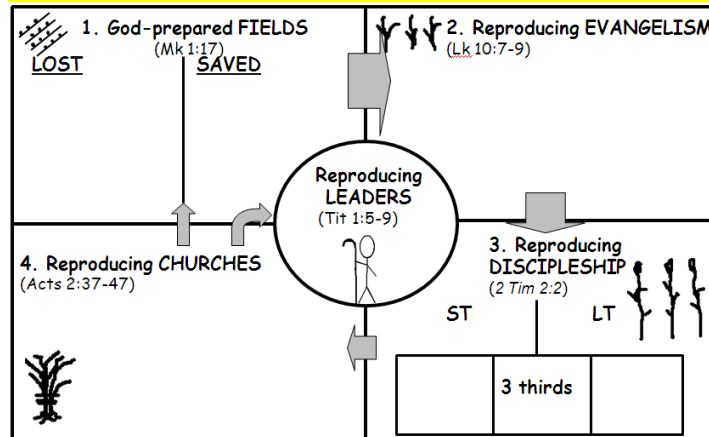
Where do you need to give the most emphasis right now?

Everything above – understanding God’ vision, segments, G4, abiding in Christ, and prayer are how we respond to God’s heart. When drawing this out to explain to others, I try to keep this part of the diagram in the top half of the paper or whiteboard or napkin.

Everything that follows is the practical plan (in addition to prayer) that must be in place for a sustained CPM.

4 FIELDS – The five parts of a CPM plan to fulfill God's heart.

Does your training plan do all **five parts**? Know what to do when they say yes?

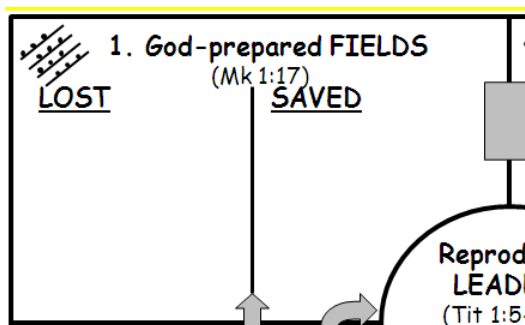


The “four fields” demonstrate the five basic areas in which we must work to

We all need a simple dichotomy that guides us in life. The dichotomy teaches us how to find God-prepared fields. If someone is **lost**, we **witness**. If someone is **saved**, we **train** him.

initiate CPMs. We call these *high value activities* because they are the most important from the human side of the divine-human partnership in getting to CPM. High-value activities are those which *most* help you get to the goal of a CPM. Low-value activities are those which may be good, but are still not most essential in a CPM-oriented ministry.

Think of these five areas as four agricultural fields with a platform or watchtower at the intersection of the fields. Although there is a basic progression in ministry from one field to the next, CPMs get



very messy and you find yourself doing all five activities simultaneously before too long. On this diagram, the activities are separated so that you can clearly see the basic things that must be accomplished in a CPM.

Field 1: God-prepared FIELDS – whom to talk to and how to start

In field one, we are looking for the people that God has already prepared and we begin to plant the seeds that will draw these people to God's purposes. We are looking for where the Spirit is already working and share with these individuals: sharing vision with the saved and the gospel with the lost. This is represented by furrows in a field where seeds are planted for lost and saved people.

We all need to apply a **simple dichotomy to life** that mirrors kingdom reality: Every person we meet falls into one of two categories -- lost or saved. This dichotomy guides our interactions. If persons are lost, we witness to them. If they were saved, we train them so that they can fulfill God's purposes.

This enables you to find the God-prepared fields. Whom do you talk to and how do you start?

- **Lost – Witness to them**
 - The **bridge** to witnessing is a simple way to begin such as a **testimony**, prayer for their needs or series of questions.
- **Saved – Train them**
 - The **bridge** to training them is to **cast vision** for who they can be and the life to which God has called them and calling them to partner with you in training.

We all need a simple dichotomy that guides us in life. The dichotomy teaches us how to find God-prepared fields. If someone is **lost**, we trust the Spirit is attacking him and we **witness** (starting with a simple gospel bridge). If someone is **saved**, we trust the Spirit is teaching him and we **train** him (starting with casting vision to him).

Every believer is called to the dual aspects of discipleship: 1) following Jesus and 2) fishing for men (Mark 1:17). If someone is lost, you need to call him to follow Jesus. If someone is saved, you need to call him to fish for men and live out the destiny God has prepared for him. Some respond; some don't. In this manner, you begin to discover the people of peace (Luke 10:6) whom the Spirit is preparing that will be the avenues of God's kingdom coming to a whole network of people and communities.

Unfortunately, many people limit their ministry opportunities by ignoring pre-existing believers and churches in their area. Sometimes these groups are from within their target people group; sometimes they are from a near culture people group in the area or the same country. **One of the highest value activities that any CPM initiator can engage in is to identify national believers and cast vision to them to reach the people group.** In virtually every CPM, the vast majority of results are coming from existing or near-culture (or near-nation) believers that have been mobilized to work alongside the CPM team.

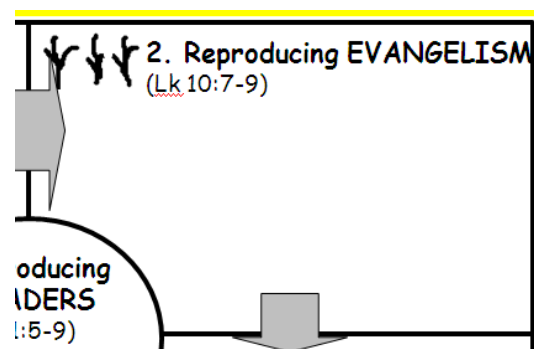
Generally, ***the closer they are to the culture and language of the group you are trying to reach, the more effective they will be.*** If you work in a foreign mission context, it could mean mobilizing national believers from another area of your country to reach your people group. If you are working in a home context, it could mean mobilizing your church or network of churches, and other unchurched believers to reach your area.

Application:

- What would happen in your life if you began to view everyone you meet as lost or saved?
- Make a list of all of the saved people you know. Could you begin to cast vision to them about what God wants to do through them? Could you invite them to join you in the T4T training you have learned?
- Make a list of all of the lost people you know or run into regularly. Could you begin to share the gospel with them?

Field 2: Reproducing EVANGELISM

Every CPM has a way to fulfill the instructions of Luke 10 in finding people of peace and helping them reach their *oikos* (circle of influence). Every CPM demonstrates a situation in which many lost people are hearing the gospel through personal encounters with Christians. We call this M2E evangelism – mouth to ear – as opposed to broader ways of gospel dissemination (e.g. radio, literature distribution, etc.).



Before proceeding any further, prayerfully read Luke 10:1-20 in your Bible two to three times. Take the time to list every command or clear expectation Jesus gave these disciples.

Luke 10 is the basic strategy Jesus gave His disciples (72) in initiating work in places He was about to go (hence, unreached areas; v.1). In Luke 10, Jesus was very directive with the 72; He told them what to do step by step. He also gave them contingency plans for what to do when things didn't go according to plan. He told them what to say/do and whom to say/do it to. He was confident they would find the ready harvest (Luke 10:2) if they followed His instructions.

Today, we will find the ready harvest in God-prepared fields if we will follow these same commands. Jesus taught His disciples three principles of evangelism. These principles continue to hold true today.

1. **Right fields:** Look for Spirit-prepared persons of peace and through them, reach their *oikos* (circle of influence).
 - The Spirit of God is preparing people all around us. We must sniff out who they are. When we do, we often see firm decisions for Christ in hours, days or weeks, rather than months or years.
 - A person of peace is literally a “son of peace” like James and John were “sons of thunder” and Barnabas was a “son of encouragement”. “Son of” indicates the characteristic of this person. A person of peace is peaceful toward you and the kingdom. **A person of peace is a lost person who accepts you and your gospel message. He becomes a channel of evangelism to his *oikos* (family, friends, neighbors, co-workers).** He may not accept your message immediately, but he does not reject it and is open to learning more and more. Within a reasonable time period, he does believe.
 - I often hear people tell me they found a person of peace. When I ask them how they know this is a person of peace, they tell me it was because they were invited into a home. When I ask them what happened when they shared the gospel, a puzzled look comes over them. One might say, “Well, I haven’t shared with them yet.” At this I respond, “Well, then, you don’t know if you have found a person of peace yet because you haven’t shared a spiritual message yet.
 - Movements begin when we help the person of peace (POP) reach his *oikos* in simple reproducing evangelism. When a whole *oikos* comes to faith, an embryonic church is at hand.
 - A person who does not accept the messenger and the gospel message proves himself not to be a person of peace, regardless of how friendly he or she may be (Matt. 10:14). Jesus tells us to keep moving on to find the person of peace. ***Every “no” leads us one step closer to the “yes.”***

2. Right practices: Presence, Power, Proclamation

"Whatever house you enter, first say, 'Peace be to this house.' ⁶If a man of peace is there, your peace will rest on him; but if not, it will return to you. ⁷Stay in that house, eating and drinking what they give you; for the laborer is worthy of his wages. Do not keep moving from house to house. ⁸Whatever city you enter and they receive you, eat what is set before you; ⁹and heal those in it who are sick, and say to them, 'The kingdom of God has come near to you.'" (Luke 10:5-9, NASB)

Effective evangelism utilizes three key tools or practices, especially in uncovering Spirit-prepared fields. These are the **"3 P's" of finding a person of peace: Presence, Power and Proclamation.** They are the three legs of the evangelism stool. Missing any legs means you will miss many persons of peace, or they may miss reaching their *oikos*.

Every "no" leads us one step closer to the "yes."

- **Presence** – We bring a loving presence and the holy presence of God. Jesus tells us to enter into homes and speak peace, eat what is set before us, and generally invest in those who are responding. This is not relationship evangelism, but it is *relational* evangelism. It is not hard-hitting cold-calling but is loving encounters with people, and investing time when it becomes apparent they are prepared by God.
- **Power** – Every CPM I am aware of is accompanied by miracles, signs and wonders, especially in the evangelism phase. Jesus states it simply: "heal the sick" and proclaim. What Jesus is describing here is more than humanitarian work (which is in the "presence" category above). He is describing miraculous interventions by God. These could be a vision of Jesus (very common in the Muslim world), a healing, an exorcism or dramatic answer to prayer (a job, reconciliation, pregnancy for a barren woman).
 - Any effective evangelism strategy is going to call for the power of God to be demonstrated in great faith. A simple way we do that is to offer to pray for needs of lost people in the name of Jesus, in their presence. Many disciples of Christ miss persons of peace because they only share a message (proclamation) and a loving presence, but never the power of God for this lost person. Take a risk. You'll be amazed at how God shows up. Pray for them knowing God wants to reveal Himself. What you will find is that the people you are praying for will themselves attribute the miracles to God.
- **Proclamation** – Jesus said to heal the sick and *"say to them, 'The kingdom of God has come near to you.'"* A clear proclamation of the death, burial and resurrection of Jesus and salvation being offered to all people through repentance of sin and faith in Jesus (Luke 24:46-47) is the necessity for salvation of every person. They cannot believe if they do not hear the gospel. Often we share parts of the gospel or spiritual truth, but how often do we share the whole gospel message? Only the gospel can save!
 - Proclamation also includes calling people to commitment – repentance and faith (e.g. In the sending of the twelve: *"They went out and preached that men should repent."* Mark 6:12, NASB). Repeatedly Jesus and the apostles called people to

a radical obedience to the claims of the kingdom (Mark 1:15-17, Matt. 11:28-29, Acts 2:40, 2 Cor. 5:11). We often say: “You don’t know if someone is ready to believe until you ask him.” More people are probably ready to believe than we think; let’s call them to commitment. [See the T4T book chapter 13 on “Gospel Presentations” for more about the call to commitment.]

3. *Right amount of time*

The sending of the 72 was a short-term strategy. These disciples were out for days or weeks, then returned to Jesus. They gave themselves wholeheartedly in a short term “push” (a short-term all-out effort) to find persons of peace.

Many times we do not find persons of peace because we do not spend enough time at the right times of day or right times of the week to find them. Suppose that one out of a hundred people in your context is a person of peace, but you only witness to three people a week. How long will it take you to find a person of peace?

By increasing the amount of gospel seed sown, you are able to find good soil much faster, just like the 72 did. You do this two ways:

- **Short-term “pushes”** by yourselves and short-term teams. In these, you take a week or two in which you set aside our normal schedules and press hard to find persons of peace. You try to be out when persons of peace are available to talk.
 - Think of it as being on a short-term mission trip (“push”). When you take a short term mission trip, you go full bore – day and night. You know your time is limited, so you put normal time boundaries aside for that period **for the sake of a goal**. With the 72 disciples of Luke 10, the goal was: get out there and meet people, go into their homes, heal the sick and proclaim the kingdom **until you find your persons of peace and houses of peace**. If you can’t find them in the first place, move on to the next.
 - In a recent survey of Muslim-background believing men, the vast majority came to faith, not in the daytime, but between the hours of 10pm and 2 am. What are you doing at that time? Sleeping? But on push weeks, you need to be available when lost people are discussing life issues and making decisions.
 - In another context, missionaries found that different groups of people were available at different times of the day in their city. By going out to find persons of peace consistently in the afternoons, let’s say, they were missing whole segments of their society that were available only at night or in the morning or over lunch hour.
 - Many people cannot keep up a lifestyle of a short-term push for a long time. You have to generally live a sustainable lifestyle, or you will burn out. However, to be quite transparent, many successful CPM initiators “push” as a lifestyle.

- **Weekly disciplines.** During normal weeks, we all still need a discipline for weekly witness. The key for Ying was helping believers establish a weekly discipline of witnessing five times. This was the norm for every believer. When every believer is witnessing five times a week on average, your ministry will find the persons of peace as time goes by.

In this field and each of the other remaining high value activities of the four fields, we insert the word “reproducing.” In every context where CPMs start, the methods used are simple enough that an average new believer can implement them. They are reproducible by the average believer. And they are actually being used by them. You don’t know if a method is reproducible until it is actually *reproducing* among generations of new believers and churches.

Field two is **reproducing** evangelism. It is critical that these things happen in a way the average new believers can reproduce. Gospel presentations have to be simple to use. Weekly disciplines (e.g. witnessing five times a week) and short term pushes have to be easy to grasp. Praying for the power of God to be demonstrated must be a normal way of living. Keep it reproducing.

Also remember that it is reproducing **evangelism** which is making new disciples (Matt. 28:19-20). It is not just planting seeds, but it is also **reaping souls**. That’s why the diagram shows stalks sprouting from the ground in field two. We push, push, push until there are new believers. No CPM starts without lots of witnessing, thereby reaping new disciples. If you have no disciples, then you have to give lots of time to sowing until there is a harvest.

Paul called this phase “planting.”

I planted, Apollos watered, but God was causing the growth. (1 Cor. 3:6, NASB)

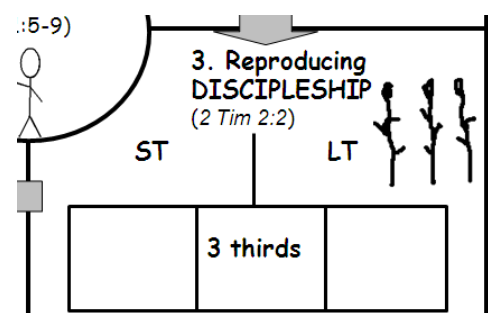
When Paul said he planted, he meant: “I did the evangelism that led to the planting of the first believers and churches – you!” Apollos then came afterward to continue watering the growth of the new churches.

Application:

- Think through the three activities of reproducing evangelism: 1) right fields, 2) right practices, and 3) right amount of time.
 - Which do you need to give more attention to at this time?
- Which of the 3P’s do you most need to work on right now? Presence, Power or Proclamation?
- How do you need to develop a lifestyle of pushes and weekly disciplines for witnessing?

Field 3: Reproducing DISCIPLESHIP

Once people have come to faith, it is essential to get them into a lifestyle to be followers of Jesus and fishers of men. We help them begin the maturation process of becoming Christ-like. Now the sprouts are getting heads on them – bearing spiritual fruit. We need to help believers walk through both short term (immediate) and long term discipleship and also know how to train their new believers in the same way.



T4T helps to accomplish this process in two ways, as Paul describes:

*Join with others in following my **example**, brothers, and take note of those who live according to the **pattern** we gave you. (Philip. 3:17, NIV, emphasis added)*

In CPMs there is a person to provide an example – the trainer is growing in godliness and can provide an example to those he trains / disciples. But at the same time there is a *pattern* that is simple and easy to pass on for each generation. A study of Paul's letters makes apparent something that we might normally miss: Paul had a pattern (Greek *tupos* from which we get the word "type" or pattern) of discipleship he used repeatedly in every place:

For this reason I have sent to you Timothy, who is my beloved and faithful child in the Lord, and he will remind you of my ways which are in Christ, just as I teach everywhere in every church. (1 Cor. 4:17, NASB)

But thanks be to God that though you were slaves of sin, you became obedient from the heart to that form of teaching to which you were committed. (Rom. 6:17, NASB)

The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also. (2 Tim. 2:2, NASB)

Because he repeated the same themes of discipleship, these could be easily reproduced by the new believers. It was a sort of early Christian catechism.⁶

Sustained CPMs demonstrate both effective **short term (ST)** and **long term (LT)** discipleship. The pattern Paul was describing was in all likelihood his short term discipleship pattern that any believer could repeat. CPMs demonstrate a clear discipleship phase for the short term that consists of 6-10 basic discipleship lessons⁷ that are culturally appropriate applications of basic spiritual truths needed as a foundation for Christian growth. These lessons must be so simple that they become reproducing – average new believers can and are passing them on.

After this initial phase of short term discipleship has been worked through, then a long term pattern of life transformation is imparted to the young believers. This long term pattern is a template for them to become self-feeders from God's Word. Rather than a scripted set of lessons, this is most often a pattern to inductively discover truths from the Word aided by the Spirit. Sometimes particular books or story sets are recommended for the initial part of long-term discipleship (e.g. the gospel of Mark or 40 chronological Bible stories). In this on-going long-term discipleship, believers begin to increasingly reflect the glory of Christ because their value is to obey whatever they see in His Word. Their worldview truly becomes biblical.

Application:

- In your context, is there a clear pattern of short-term and long-term discipleship that new believers move through?

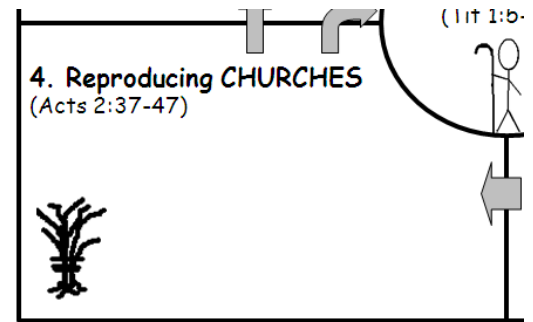
⁶ Philip Carrington (*The Primitive Christian Catechism*: Cambridge Press, 1940) argued that this pattern was repeated in most NT writers. Thom Wolf more recently has done a lot of work in this area and has influenced my understanding of this issue over the last twenty years. Thom's version is called "Universal Disciple."

⁷ Some demonstrate a slightly longer short-term discipleship phase. But, in general, 6-10 seems to be an optimum number of lessons that can be passed on easily in short term discipleship by new believers.

- Is it clear enough and simple enough that they can pass it on to others?

Field 4: Reproducing CHURCHES

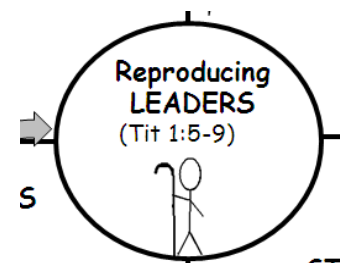
As the grain matures, it is harvested and gathered into bundles. New believers must be gathered into new churches or small groups. This is God's design from the beginning of history. Church planting is not our value because it is a pragmatic way to reach people. It is our value because this was the purpose of creation – the preparation of a bride for the Son (Eph. 1:23; Eph. 3:21; Eph. 5:27; Rev. 19:7-8, Rev. 21:9)!



In the T4T book (Chapter 16) we have explored in depth what this process looks like, of helping new groups of believers become churches or church-like small groups. In CPMs, however, churches are formed rather quickly in the process because they are simple in nature, following the example found in Acts 2:37-47. They often meet in homes, under trees or in coffee-shops. These churches are simple in nature because the end-vision dictates our methods: we desire to start churches that can endlessly multiply within the culture – started and led by average believers.

Platform: Reproducing LEADERS

In the middle of the four fields is a platform with a watchman on it. In some places of the world, farmers have a platform in their fields to watch for predators, to rest, and have ready access to their fields and tools.



Every sustained CPM in the world has a clear process for developing and multiplying generations of leaders who can shepherd the movement. Some have said that a CPM is a “discipling” movement – and it is. But perhaps most importantly, a CPM is a movement of multiplying leaders. Developing leaders is the engine that drives the future and health of the movement.

In the “early days” of modern CPMs, leadership development was a major limiting factor that sometimes was not overcome quickly enough. When that happened, CPMs emerged and then plateaued because of leadership overload. Leaders were overseeing a number of churches, sometimes far beyond their sustainable capacity.

The T4T process has helped to increase the sustainability of CPMs because *every believer* is trained in leading. The leadership pool is much greater, and new groups start only because someone in training has initiated a new work. Not everyone who is trained in T4T will become a leader. But since everyone is getting basic leadership training, there is much more depth of leadership for each new generation.

Application:

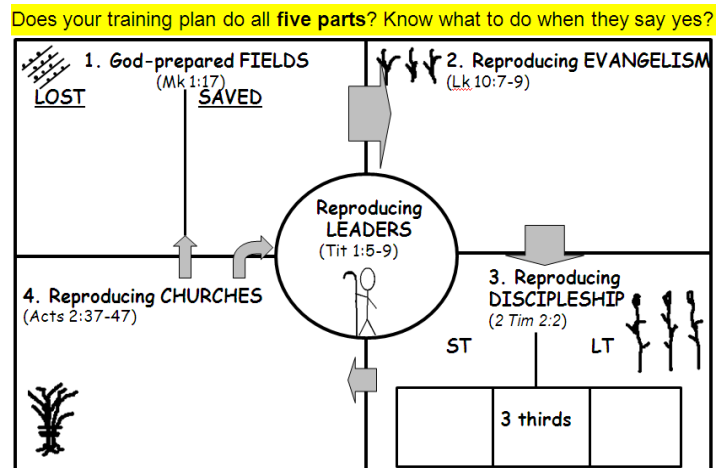
- As you look at your ministry context, are a good proportion of believers being developed as leaders? Why or why not?

- What are the roadblocks you identify as keeping this from becoming a more effective process?

The Cyclical (Messy) Nature of CPMs

Even though the four fields appear to be an orderly process, real life does not follow this order in neat progression. However, CPMs generally follow this basic order:

- **Field 1:** We find **God-prepared FIELDS** by looking for lost people and winning them and/or mobilizing existing Christians and training them. A relatively large percentage of lost people we bridge into spiritual conversations with, or believers that we cast vision to will go on to the next field. Hence the large arrow to the field 2.
- **Field 2:** With the large number of lost people being witnessed to, a smaller percentage of them will actually believe during the **EVANGELISM** process. The person of peace and his *oikos* will usually believe and move into the next field.
- **Field 3:** A smaller number of those who believe (smaller arrow) will agree to meet in **DISCIPLESHIP** both for the short term and eventually the long term.
- **Field 4:** A smaller number of those will be willing to become a part of a new or existing **CHURCH**. This is especially where the neat progression starts to get messy. Typically, we see new churches forming within weeks since “becoming church” is usually the 4th or 5th discipleship lesson. So, discipleship continues simultaneously to the start of new churches or small groups. Disciples precedes and continues on after the formation of the church.
- **LEADERSHIP Platform:** Two arrows lead from field 4 – one goes back into field 1 and one goes to the leadership platform. Of all the believers who become a part of new churches, a small percentage will become leaders of groups and churches. These are people who can do some of or all of the four fields well.
- **REPEAT:** Another small arrow feeds back into field 1. Every good farmer knows that when harvest comes, a small percentage of the best seed is saved to be planted in the next generation of crops. In the same way, all believers are encouraged to witness to lost friends and train them in a new generation. Not all do. In fact we find that in T4T, many new believers will witness to and win people, a smaller number of them will start groups, and a smaller number of them (15-20%) will actually train that next generation to repeat the process. These can be likened to 30, 60 or 100 fold believers in Jesus parable of the soils (Matt. 13:23). And the messy part of this diagram is that they start new generations before the cycle has run its course, often before a church even begins!



DEATH

"Truly, truly, I say to you, unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit." (John 12:24, NASB)

PERSEVERE (Death)
(John 12:24)



At the bottom of the four fields diagram is a stalk of wheat falling into the ground and dying. Every movement in history displays the spiritual triggering effect of John 12:24. You can have all the right elements, but unless people are willing to die (pay the price) to see God's vision fulfilled in and through them, nothing begins.

This is the most difficult element of the CPM plan. The way of Jesus to bear much fruit was to give His life. His disciples must follow in the same path – the way of death. Sometimes it is physical death, but always it is bearing in our lives the price of loving Him sacrificially and making Him known to a lost world. Death means that believers stand firm in the face of persecution. We PERSEVERE.

In the parable of the four soils, Jesus made it clear that persecution does not breed movements – in fact, it can kill the seed of the gospel.

*²⁰"The one on whom seed was sown on the rocky places, this is the man who hears the word and immediately receives it with joy; ²¹yet he has no firm root in himself, but is only temporary, **and when affliction or persecution arises because of the word, immediately he falls away.**" (Matt. 13:20-21, NASB, emphasis added)*

Persecution does not breed CPMs; boldness in the face of persecution does!

As the Ina CPM was growing and moving from valley to valley, there were times that new churches did not multiply. The first thing I would examine to discover why they were not starting new churches was the DEATH factor. 90% of the time, the new believers were afraid to share the gospel in a new place. When we helped them count the cost and become bold, the work took off again.

In CPMs, believers **joyfully** count the cost, because they have found a treasure hidden in a field (the King and their life in the kingdom) that far outweighs what they are giving up!

Application:

- How would you rate the death factor or willing-to-pay-the-price factor of believers in your context?
- What are the main reasons that hold them back from this?

The All-in-One Process of T4T

"But what do you think? A man had two sons, and he came to the first and said, 'Son, go work today in the vineyard.' And he answered, 'I will not'; but afterward he regretted it and went. The man came to the second and said the same thing; and he answered, 'I will, sir'; but he did not go. Which of the two did the will of his father?" They said, "The first." (Matt. 21:28-31, NASB)

Prior to 2003, most CPM practitioners tried to accomplish these basic parts through an assortment of means. We all had a method for evangelism, a different method for discipleship, a different one for planting churches, etc. We often tried to piece them all together, but many new believers didn't

naturally know how to flow from one stage to the next. It took a lot of coaching to move the CPM from one stage to the next.

When T4T became well known in 2004 and 2005, originally we thought it was an evangelism tool. But we couldn't understand why it was seeing such growth in new believers and churches. Then we realized that it was also a discipleship tool. The more we dug, we realized it was also a church planting tool and a leadership development tool. In fact, T4T was doing all the basic parts of a CPM plan well, and ***believers naturally understood how to progress from one stage to the next as they were trained.***

Finally we realized that T4T is not simply a tool that can do all of these things, like a Swiss Army knife. ***Rather, it is a process, a particular way of linking effective tools together that builds multi-generational movements.*** Just like the parable above, T4T helps believers know how to move forward through all the basic parts of the CPM plan when they say "yes" and do "yes." It uses a three-thirds process of training believers that helped them know gain confidence and competence to move from one stage to the next.

*T4T is a **process** that includes the elements to find God-prepared **FIELDS**, **EVANGELIZE** the lost, **DISCIPLE** them to maturity, plant **CHURCHES** that can endlessly multiply, develop **LEADERS** and **REPEAT** the process generation by generation.*

T4T is a **process** to do that. It includes the elements to find God-prepared **FIELDS**, **EVANGELIZE** the lost, **DISCIPLE** them to maturity, plant **CHURCHES** that can endlessly multiply, develop **LEADERS** and **REPEAT** the process generation by generation. In one CPM assessment done of Ying's work, we discovered 18 generations of believers represented in one interview of church leaders! And the training and patterns at the 18th generation were still strong and clear.

T4T is a **process** of how to disciple and train believers who are willing to truly mean "yes" at each stage of the CPM process.

Be a Doer, not just a Hearer!

- Practice drawing the Four Fields CPM Plan on a sheet of paper until you can do it for memory.
- Draw the plan for someone else and explain to that person the basic elements.
- Which elements do you most need to focus on in your personal ministry?