

Large Asia CPM Case Study Summary

(Dec 2004 CPM Assessment + Dec 2010 update)

	2001	2002	2003	2004	2005	2006	2007	2008	2009	Sept 2010	TOTAL
Total Churches	4,700	12,854	19,121	31,669	46,862	65,056	84,977	101,810	125,815	144,183	144,183
New Churches	3,535	9,320	9,307	12,548	15,193	18,194	19,921	28,602	24,005	18,368	158,993
Baptisms	53,430	104,542	90,648	121,859	153,625	204,055	210,951	313,598	279,231	206,204	1,738,143

*These numbers have been discounted by 40% from totals reported to reflect only what is considered Baptist.
The SC has phased out of several major CPM counties and no longer receives reports for those.*

Dec 2004 Assessment

“EVERY LOST PERSON WITNESSED TO AND EVERY SAVED PERSON TRAINED TO WITNESS AND BECOME A TRAINER OF TRAINERS”

I. Documentation and Corroboration

- A. Forty-two consecutive SC monthly reports giving narrative and numerical details. Names, dates, arrests, financial requests, places, success, failures, deaths, challenges, number trained, new believers and new churches established.
- B. Visits by the RL and the SC’s supervisor several times over the past three years as well as interviews of numerous participants in the CPM.
- C. Reports from same ethnicity overseas trainers.
- D. Three months prior to the CPM evaluation five pastors and one official responsible for controlling religion were jailed for failing to curtail the rapid spread of Christianity.
- E. CPM assessment team interviewed believers whose testimony not only corroborated written reports, but also expanded knowledge of the CPM beyond the knowledge of the SC.

II. Setting

- A. This CPM is located in a densely populated region of an Asian country. This region is composed of rapidly growing mega-cities and numerous medium and small, rapidly growing cities and towns. In addition, there are a few predominantly rural counties with dirt roads and, in some cases, foot paths connecting villages.
- B. The people share a single, large ethnicity and speak a variety of dialects.
- C. Migration fuels population growth. Rich investors, entrepreneurs, managers, college graduates, factory workers, unskilled and skilled laborers, service industry personnel and landless ex-farmers have more than doubled the population in the past ten years. Few were Christians before moving to the area of the CPM, but as the gospel reaches these segments of society, new streams of CPM are emerging in each segment.

III. Background

- A. Protestant Christianity first arrived in this area more than 100 years ago.
- B. Over the past 60 years believers endured wars and persecution. Most Christians worshipped underground to avoid persecution. Recently, the government’s policy has shifted somewhat, allowing the opening of token churches in each city. Permission to meet, propagation of faith, instruction in religion, appointment and ordination of pastors, and observance of the ordinances are still restricted.
- C. No accurate estimate of the total number of believers prior to the CPM is possible. Of the 30 million inhabitants in the core area of the CPM, there were likely fewer than 100,000 Christians five years ago.

IV. Description of the Movement

- A. Four years ago the missionary began aggressively training every willing local Christian in more obedient spiritual life, how to effectively share their faith person to person, how to immediately follow-up new believers, and initiate reproducing groups which often became churches. Training, encouraging and holding existing and new Christians accountable to become trainers of trainers has characterized this Church Planting Movement.
- B. The missionary’s vision is for every person in this area to have the opportunity to be saved. Although encouraged by the number responding to the gospel, the missionary is consumed with the enormity of the unsaved population. It is this gap between the present reality of lostness and his vision that all have the opportunity to be saved that drives this movement.

- C. The methodology employed is simple, but is constantly being refined for better execution. The missionary exercises extreme discipline and focus, not putting inordinate effort into activities that do not contribute directly to witnessing or training multiplying generations of trainers. He spends most of his day, week and month doing the following:
1. Praying
 2. Witnessing to the lost
 3. Training every believer (new or pre-existing) to:
 - Witness (typically to five people every week)
 - Train new believers to do the same
 - Gather new believers into churches
 - Become a mature trainer of multiplying generations of trainers.
- D. The missionary provided comprehensive, reproducible training. This enabled Christians to witness effectively, train new believers, and pass on a process that led to multiple reproducing generations of new believers and new churches.
- E. In a typical month, the missionary conducts 15-30 training sessions of one to three hours in length. Some of these groups have as few as three or four individuals, but typically there are 20-50. The missionary holds a high standard of accountability, and gives priority to those who are obedient to the training, faithfully complete their training and go on to train others. The missionary models putting into practice the applications of each training session. Each week, trainees practice II Timothy 2:2 to pass on what they have learned to others in their own groups. The CPM assessment team found that, typically, 20% of existing Christians were obedient to immediately initiate multiplying chains. Among new believers, the percentages were higher.
- F. The missionary continues to train weekly or bi-weekly, sometimes for as long as one or two years, as he “Models, Assists, Watches and Leaves” (MAWL) an ever increasing number of CPM streams. These usually reach three or four generations of new believers and new churches before he transitions out of regular weekly or bi-weekly contact. The missionary continually initiates new streams.
- G. Some new believers are gifted and obedient in training, becoming “Big Trainers.” The team interviewed a number of these. All were self-supported. Most were training from four to eight times a week. Some of these trainers spend three to four hours per evening traveling to a place, conducting training and then returning home. Generally, they train those they lead to the Lord as well as oversee and give ongoing training to those obedient trainers who are in their stream of churches. One man, an old farmer who had been led to the Lord decades earlier, had not led anyone to the Lord or trained anyone until trained by the missionary in November, 2000. Since then, he has become a “Big Trainer” in one rural county and is responsible for ten generations of churches that he could count. He admitted that there were many more and that it was impossible to count them all. In his county, many sources reported that today approximately 2,000 persons are becoming Christians monthly. The assessment team met many of the trainers responsible for this growth and sat in a room with four identifiable generations of church leaders that had come from his witness and training.
- H. Typically a new believer is equipped, trained, empowered, and held accountable to witness to relatives, neighbors and close friends immediately after coming to faith. The team heard multiple testimonies from those who, within the first month of believing, had led a spouse, relative or friend to faith. New believers, both rural and urban, are taught to train and follow-up with those they lead to Christ rather than referring new believers to others. Simple, reproducible Bible lessons are often memorized and taught to new believers. These new believers are encouraged to form into new churches.
- I. Urban streams jumped from neighborhood to neighborhood and factory to factory as believers changed jobs or intentionally resigned to work in factories or neighborhoods where no one knew of existing Christians. Sometimes, as factories completed contracts and closed, churches divided as believers went to new factories. In these cases the original church was gone, but many others were started. The CPM assessment team was reminded that the training itself prepares new believers to be seeds so that when the church is scattered, whether by dangers or opportunities, new churches are planted.
- J. “Big Trainers” required more nurture, care, and Bible knowledge. What began as two or three day intensive training sessions for “Big Trainers” grew into a system of training events for “Trainers of Trainers” lasting one to four weeks. Within the past four years, the number of these big training sessions has grown to as high as 30 per month, as generations of “Big Trainers” have conducted training to pass on what they have been taught to succeeding generations. Facilities are often rented just for the duration of the training. Trainees are not paid, but they may be given Bibles to use with their own trainees or to distribute to new training for trainers groups. [NOTE: *This has come to be known as Mid-Level Training Retreats – Mid-level trainers are trained by Big Trainers.*]

V. Results

- A. From November, 2000 until the time of the survey in September, 2004 a total of 44,096 new churches have been started.
- B. From November, 2000 until the time of the survey in September, 2004, there have been an estimated number of 483,235 new believers.
- C. The assessment team found much evidence that would show the movement to be much larger than these numbers. When the CPM gets large, tracking and confirming the total extent of the movement becomes beyond capability in a restricted access area.

VI. Faith and Practice

- A. The Bible is the standard for faith and practice and is usually the only Christian book owned by believers. Bibles are available. Members read it, sing it, memorize it, and apply it to their daily lives.
- B. Basic biblical training is given to new believers. We found that it is being used by generation after generation of new believers. Many of those interviewed could answer questions related to this training or continue an answer that another person started.
- C. Fervent, faith-filled prayer is often followed by dramatic answers to prayer. The team observed no excessive charismatic practices.
- D. The team has trained many in the area, including Great Commission Christian (GCC) workers. Those GCC workers who have incorporated the training are also seeing rapid growth. This study and conclusions are drawn from those churches which understand and follow scripture commensurate with our faith and practice.

VII. Lessons Learned

- A. God is at work and the missionary is in tune with what God is doing in this area.
- B. This CPM is spiritual work and everyone involved gives the credit to God.
- C. The CPM is on going because of the fervent, intentional witness of thousands of transformed believers- M2E (Mouth to Ear).
- D. Abundant gospel sowing is evident in various population segments. Each believer learning, practicing and sharing his personal testimony is foundational, along with multiple other witnessing tools.
- E. Persons of peace are constantly being saved and opening doors for new streams of CPM.
- F. Breakthroughs are coming because of the power of the Holy Spirit who is at work.
- G. The missionary prioritizes high value training activities, investing himself in the lives of locals.
- H. Distractions are minimized by the missionary saying “no” to everything except that which leads to CPMs.
- I. Multiple training levels raise, equip and sustain growing numbers of leaders.
- J. The missionary applies the principle of “Model, Assist, Watch and Leave” to all his work.
- K. The continuous training in the CPM is self-sustaining and not dependent on outside resources.
- L. Strong faith is evident in the lives of believers. The Bible and spiritual songs under gird the trials and tears of the saints.
- M. Mutual support, encouragement and care are evident in the fellowship of the saints.
- N. Reproducing trainers is the focus. Each person trained is expected to immediately apply and use the training received by training others to do it also. This goes beyond “sit-and-soak” educational models. The emphasis is on the practice of Christian living.
- O. Ministry accountability for members and leaders is found at all levels.
- P. The missionary and every level of worker provide monthly accountability.
- Q. Leadership emerges from within local churches.
- R. Training and mobilizing culturally near neighbor partners moves beyond traditional team building to building networks of trained, obedient workers.
- S. Additional training is given by “Big Trainers” to “Medium Trainers” in which there is a specific Bible study outline that is followed in every event where Bible-teaching is offered:
 - Read a passage
 - Determine how to obey what it commands
 - Decide on who will be told.
- T. The Bible is supremely authoritative in Christian practice and faith.
- U. The missionary gives large blocks of time to intense prayer.
- V. On going training strengthens leaders without losing sight of reaching the lost and multiplying churches.

Praise and Glory belong to our God!

Aug 2008 Update

Since this movement began in November 2000, our understanding of the CPM processes has grown exponentially. When we first learned about the T4T methodology used, we had a very skewed understanding of what that meant. Most people had in mind “Six Lessons” that were sort of a silver bullet to get to CPM. How wrong we were! Many understood T4T to be primarily a six week encounter and wondered “What do we do after that?” We did not realize how much T4T is a **process** of on-going life-on-life discipleship and training in which all that is learned and obeyed is passed on to other faithful trainers. We have found that this movement was training leaders in the very process of discipleship. Below are some updates we have made to our understanding of this CPM and the T4T process:

- **T4T is a PROCESS** that encourages new believers to obey all they learn from God’s Word as they are discipled by another believer and then immediately win and disciple others in the same process. We use the word “trainer” because T4T implies that all disciples should *pass on* what they learn and not hoard it for themselves. It is the process of getting to multiplication that is important to understand, not simply the content of lesson. The process is **to train trainers who train trainers who train trainers to train.**
- **T4T is NOT the training of non-believers.** Trainers DO take Lesson 1 (gospel presentation and assurance lesson) and teach non-believers *as a witnessing tool*. If the non-believers do not respond, the trainer does not keep training them in lessons 2 and following. The simplicity is that lesson 1 can be an assurance of salvation lesson for the saved, or a gospel presentation for the lost!
- **Every T4T group has the potential to have 4 soils** – 4 types of responses in regard to willingness to witness and train others.
 - Some people NEVER witness even though they are trained and held accountable to.
 - Some people witness but NEVER start a new group. Some of these were in category #1 but later on gained confidence to begin witness. They win people but do not form them into groups. Instead they may bring them to another T4T group.
 - Some people witness and start a new group, but never have the vision to train trainers to help that group begin new ones. They are faithful in what they know, but never quite understand the T4T process of multiplication
 - Some people witness, start a group(s) and train these new believers to repeat the process (train trainers). These people understand this next generation group will also have four soils, but they invest in the fruitful ones. **Typically, a group will only have 10-20% who fall in this category!** So, do not be disappointed when 80% never reproduce trainers.
- **New generations can be started very quickly.** The only time factor is how long it takes a new believer to begin winning his family, friends, co-workers and neighbors (oikos). Typically, every trainer is in an upward training group where he is being trained by a mentor, and at least one downward training group where he is training others. To make this “do-able” many T4T groups meet every two weeks to give trainers time to meet with other groups. Remember the goal is to multiply trainers and groups!
- **Some T4T groups become churches and some do not.** The goal in T4T is to win people, disciple them and multiply trainers. In the process, churches are started as groups study the lesson on what a church is. Some of these groups become churches when they study the lesson (either through self-identification that they are doing what churches do; or by adding in elements where they are still lacking). Sometimes these T4T groups remain as discipleship groups that are a part of a larger church.
- **The PROCESS of each MEETING is critical in multiplying trainers.** When others outside this CPM try to emulate using T4T but do not put in all the parts, they rarely get multiplication. *When pressed for time, the parts they leave out are the ones underlined below: accountability, vision-casting, practice and commissioning. But it is these four parts that usually result in multiplication!* **Leave out these, and you end up with a typical Bible study or cell group meeting, NOT a multiplying T4T group.**

PART 1

- **Pastoral Care:** “How are you doing?” and addressing concerns through Scriptural counsel and prayer
- **Praise and worship** (very informal)
- **Accountability:** review last week’s obedience lesson, as well as how well people did in witnessing and training others...
 - How did you obey the lesson last week?
 - Who are you witnessing to? Who has believed?
 - When are you training them in the same process?
 - How well are these new believers witnessing, winning & training others?
 - **Are the trainers, that you are training, training others?** (This is the multi-generation question)
- **Vision-casting:** to witness, be a trainer and be filled with God’s Spirit. The SC always casts vision over and over!

PART 2

- **New lesson:** lessons can be changed as long as
 - They are Biblical (especially dealing with the basic discipleship issues and obedience)
 - They are simple & culturally appropriate (can be passed on to others)
- Lessons should only include enough to be obeyed. This section does not need to take long.
- After the basic discipleship lessons, then teach the group how to do inductive Bible study (in a simple way) and start them through a book of the Bible. For instance, in this CPM they study Mark (1-2 paragraphs at a time) and use three SOS questions:
 1. What does it Say?
 2. What do I Obey?
 3. What do I Share with others?

PART 3

- **Practice:** trainees practice the lesson (and vision casting) until they feel confident to train others next week in this manner. If they are not confident here, they will not go out and train others. The trainer helps them maintain the same standard that he used in training them. Later on, in inductive Bible Study, they will spend less time doing this, though they will discuss how to lead the study with their trainees.
- **Commissioning and Prayer:** Trainees set goals for witnessing and training groups and are commissioned to be faithful that week in training witnessing to and training others.

- **When this 3-part process is observed well, then leaders are naturally trained in the process!** This is because in the first part (pastoral care) many of the budding concerns that these leaders have as they start a new group, or as their groups starts a new group, are answered from Scripture and through godly advice and prayer. This is just-in-time leadership training.
- **Typically, a trainer will continue to train his group for at least 9-12 months.** As long as the trainees are willing to obey, then the trainer stays with them until they accomplish two things:
 - These new trainees become successful trainers of trainers (i.e. they have multiple generations beneath them).
 - They grow as leaders who can stand on their own (see point above). This is the MAWL process.
- **As time goes by and trainers become fruitful (starting new T4T groups that have started others), then they need extra attention from the SC.** The SC or his big trainers take them away for times of retreat to rest, be refreshed and be fed. These retreats are called Mid-Level Trainers Retreats or Conferences.
- **In the multi-generational growth progression, if you can get new believers to start at least TWO new groups rather than one (not necessarily simultaneously), then the movement multiplies MUCH faster.**
- **The FIRST SESSION is a very important time to set the pace for this becoming a movement.** With a group of existing Christians, the SC follows this format:
 - Cast vision (“Great Commission”)
 - Why Christians do not share
 1. Not know whom to tell: The SC has them form a name list of everyone they encounter on a regular basis. They pray together and group them into groups of five they will begin sharing with each week. They pray for them weekly.
 2. Not know what to say:

- The SC teaches them how to share their 1-3 minute **testimony**. It must be simple and interesting. Its goal is ONLY to move their heart to hear the gospel. The believers take time to practice it several times with different partners.
- The SC teaches them Lesson 1 as a means of sharing the gospel. The believers then practice doing lesson 1 together until they feel confident.
- The SC gives them multiple copies of lesson 1 to go and witness to five persons this week, and then train those believers to do the same thing. Believers are encouraged not to ask permission but just to start telling their testimony and then share lesson 1 calling for a response. The group members are prayed for and sent out to serve God.
- With a non-Christian, the SC follows this format. The content as above is basically the same, just in a different order:
 - Witness to him by 1) sharing testimony and 2) lesson 1
 - If he believes, then helps him 1) do his name list and 2) learn testimony
 - Help him practice lesson 1 so that he can then witness this week to five people in his oikos (give him multiple copies of lesson 1)
 - Usually the Great Commission vision-casting will come on the subsequent week.
- **It gets very messy!** The CPM develops in many different ways in different groups of people because each one is human! Be patient and keep the end-vision in front of you of what you are hoping to accomplish: **multiplying generations of multiplying trainers and churches.**

Questions asked of the SC in August 2008:

1. *SINCE THE 2004 ASSESSMENT, WHAT HAVE YOU KEPT DOING **THE SAME** THAT YOU WERE DOING BEFORE THE ASSESSMENT?*
 - **Continued to use same material - T4T.**
2. *SINCE THE 2004 ASSESSMENT, WHAT HAVE YOU **CHANGED** (INCREASED, DECREASED, ADDED, TAKEN AWAY) IN WHAT YOU DO?*
 - **Changed method of using T4T to match different area, society class, people group, etc...**
3. *WHAT FACTORS DO YOU THINK HAVE HELPED **SUSTAIN** THIS CPM SO THAT IT HAS NOT SLOWED DOWN OR DIED OUT?*
 1. **Faith in God**
 2. **Power of Holy Spirit**
 3. **Jesus' love and patience**
 4. **Never give up**
 5. **Prayer, prayer, prayer**
4. *WHAT **NEW DEVELOPMENTS** IN THE WORK ARE YOU ***MOST EXCITED*** ABOUT SINCE THE 2004 ASSESSMENT?*
 - **Many cities are able to run by themselves without my help.**
5. *WHAT HAVE BEEN THE BIGGEST **CHALLENGES** TO THE WORK SINCE THE 2004 ASSESSMENT? HOW HAVE YOU ADDRESSED THEM?*
 - **Some cults have influenced areas of my region. Due to politics, many factories are required to change/add benefits to their workers and/or facilities so some have closed - causing us a loss in line or coworkers.**
6. *OVERALL, IF YOU WERE GOING TO NAME **5-7 MOST IMPORTANT FACTORS** THAT HELPED THIS WORK BECOME A CPM, WHAT WOULD THEY BE?*
 1. **Prayer**
 2. **Jesus' love (concern for all trainers)**
 3. **A good plan/strategy to choose your big trainers**
 4. **Standing in their footsteps to think how to expand their work into CPM**
 5. **Be a good model (you must show your training daily)**