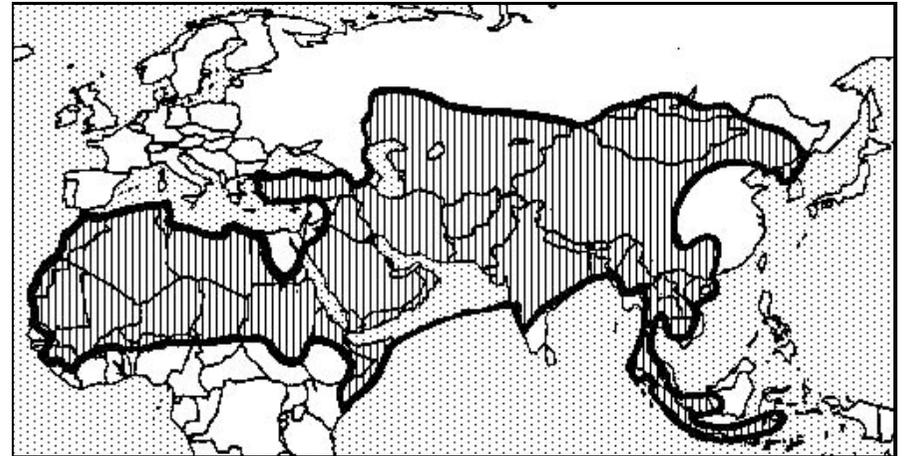


Missionary Training Guide

An activity-based approach for missionary trainers,
church leaders and trainees



*And this Gospel of the Kingdom will be preached in the
whole world as a testimony to all nations, and then the
end will come. Matthew 24:14*

Edited by Ian E. Benson

This Guide is part 1 of the Missionary Training Series

*For help in organising missionary training programmes,
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The Missionary Training Service focuses on training missionaries for the multiplication of churches among unreached peoples. It gives advice and help to missionary agencies, other training institutions and churches about organizing training programmes, and runs and distributes courses for missionary candidates.

Ian Benson is coordinator of the MTS .

We value your comments and suggestions on this material.

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Unreached Peoples of the World	Booklet 3
The Missionary Team	Booklet 4
How to Make Disciples in Other Cultures	Booklet 5
How to Learn Another Language	Booklet 6
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Evangelizing Muslims	Booklet 9
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SUMMARY OF THE

Partici- pants	Activities (and page numbers)	Relevant booklets from the Missionary Training Series
(MISSIONARY & TRAINING AGENCIES INVOLVED ALL THROUGH AS NEEDED)		
PREPARING TO GO		
Sending Church	1. Seek God's guidance for missionary work , page 1	Unreached Peoples of the World
	2. Members define roles regarding mission , page 2	The Effective Sending Church
	3. Select a target people group , page 3	Unreached Peoples of the World
	4. Form a missionary team , page 6	The Missionary Team
Sending Church and Team	5. Begin missionary training , page 14	
	6. Organize a missionary support group , page 19	The Effective Sending Church & Resources for Missionary Work
	7. Mobilize for prayer support , page 21	
Team	8. Prepare for a secular job, if needed , page 22	Tentmaking Missionaries
	9. Practise learning a new language , page 24	How to learn another language
Sending Church and Team	10. (If practical) Help plant a church in another culture, nearby, (train for incarnational evangelism and working in restricted fields) page 25	How to make Disciples in other Cultures Evangelizing Muslims & Evangelizing Hindus and Buddhists
	11. Arrange for financial support , page 31	The Effective Sending Church
	12. Identify responsive segment of target people , page 32	
	13. Confirm and equip team members , page 35	
	14. Make final preparations and plans , page 36	Tentmaking Missionaries
15. Commission and send the team , page 40		

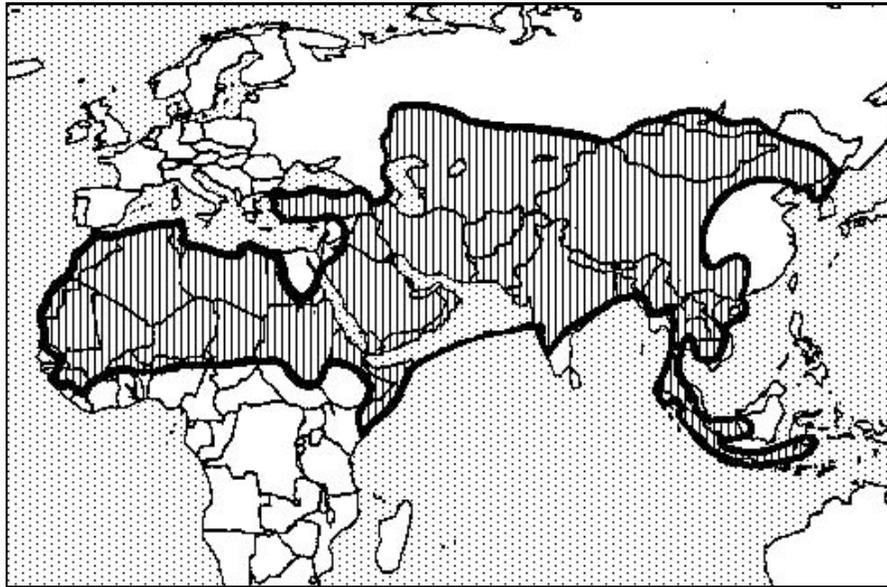
MISSIONARY TRAINING GUIDE

Partici- pants	Activities (and page numbers)	Relevant booklets from the Missionary Training Series
ON THE FIELD		
Team	16. Locate where the people are responsive and the team can best use its gifts, page 41	The Missionary Team
	17. Settle in and bond with the target people, page 42	How to learn another language
	18. Wage spiritual warfare, page 44	How to make disciples in other cultures & The Missionary Team
	19. Proclaim Christ and begin new churches, page 45	
Team and New Churches	20. Train church elders, page 47	
	21. Help new church plant daughter churches, page 49	
	22. Help translate the Scriptures, if needed, page 50	
	23. Enable pastors to train other pastors and send their own missionaries, page 51	Missionary Training Guide

How to use this Guide

The unfinished task

The thousands of millions of people who have never heard the Gospel are found mainly in the darkened area of this map. Most of these can be reached only by missionaries who have some other occupation besides that of evangelism. Pray that the Lord of the harvest will send out labourers into His harvest to make disciples of all nations (Mt.9:38; 28:19,20). By His grace and power, He will do this as we ask Him.



The missionary team's aim and role

The aim of a missionary team is to start a movement for Christ among an unreached people group: **planting churches that from the beginning have all the spiritual authority to multiply themselves** without any necessary reference to the missionaries. These churches will not be required to follow the traditions of the churches that send the missionaries. We trust the Holy Spirit to help the converts to live out the faith in their own culture.

This manual recommends sending missionary *teams*, just as the church in Antioch did (Acts 13:1-3). This was always the practice of the early church, following the example of the Lord Jesus - even if the team was only two or three. For more information on this see Booklet 4 of this series - *The Missionary Team* (see page ii on how to obtain this).

The missionary team follows the *Missionary Training Guide* under the supervision of a suitable trainer.

The sending church's role

The church's main leader should be the primary spokesman for its mission effort. He will monitor the missionary candidates' progress. He will also help the church to send missionaries and keep praying for and supporting them. If the main leader is not able to train and supervise missionary candidates himself, he delegates this responsibility to a competent person in the church, or to a cooperating training or missionary agency. This person keeps the church leaders informed, so that the church is involved and praying.

The format of the manual

The Missionary Training Guide guides the missionary team and their sending church in their preparation and work. The other booklets in this Missionary Training Series provide detailed instruction in other important areas.

The method of training

The trainer meets regularly with the missionary trainees, preferably at least twice a month. He or she personally disciples them. This means a caring personal responsibility for each trainee's effective ministry, present and future, helping him to make plans, monitoring his progress, and praying with him.

Enrol a limited number of missionary trainees. Those who receive missionary training, should also have pastoral training, especially those who plan to train pastors. For more advice on this aspect and examples of training materials, you can contact the Missionary Training Service (contact details on inside cover). Training is explained more fully in Activity 5 *The team begins missionary training* on page 14).

If there are more than four trainees on the team, the trainer might meet only with the team leaders or assistants, who train the others. In any case, the team leader will help train the others.

Suggestions for a training meeting

- Pray for guidance.
- The trainees report on the work that they have done since the last meeting, looking over the *Missionary Training Guide*.
- The trainees and the trainer **plan** together the work to do next, in accordance with whatever Activity of the *Missionary Training Guide* is in progress or needed. They **write** down these plans, to review at the next meeting.
- The trainer checks studies done and assigns new studies from among those recommended in the *Missionary Training Guide*.
- The trainees record progress in their own copy of this *Missionary Training Guide*.

Activities of the Missionary Training Guide

This Guide outlines helpful Activities for preparing and sending a missionary team, and for their work on the field.

Each Activity indicates who is to carry it out. Some are for the sending church, some are for the missionary team, and some are for the new churches.

The Activities are listed in the chronological order that they are usually carried out. Each church or team, however, will do them in the order that best suits their circumstances.

PREPARING THE SENDING CHURCH AND MISSIONARY TEAM

Activity 1: Help the sending church to seek God's guidance for missionary work

1. Today's vast mission fields require that all Christians pray and give for missionary work, and that many thousands go as missionaries (Mt.9:37-38). Teach this constantly in the church.
2. Try to arrange for members of the church in all ministries, classes and groups to pray and give for missionaries or mission projects. Help those leading groups to teach the four areas where the Lord says we are to be witnesses (Acts 1:8):
 - * Jerusalem (our own race and culture where we live)
 - * Judea (people of our own culture in nearby communities)
 - * Samaria (peoples of other cultures nearby)
 - * the ends of the earth (distant unreached peoples)
3. Help your church as a body to identify and learn about unreached fields (where the Gospel has not yet been proclaimed):
 - Discover what fields in the world are still unreached, and how many people live there.
 - Pray daily for evangelization of places where Christ is not known.
 - Study Matt. 28:18-20, to find what God's will is for every people.
 - Obtain information from missionaries in other parts of the world.
 - Arrange for missionaries to visit the church.
 - Pray that God will raise up missionaries from your church.
 - Have regular teaching on missionary work in church services.
 - Form a library of missionary books.

4. The church should take regular offerings and "faith promises" for missionary work. (A faith promise is a declaration that one will give to a specific missionary or project, a certain amount of money on a certain date, or monthly, by faith).
How much money per year does the church plan to give for missionary work among unreached peoples? _____
5. Note any additional plans in a notebook.

Mission awareness activities begun in the church (note the date when this is happening, on this line): _____

STUDIES:

- Bible Passages: Lk. 10:1-12; Acts 26:12-20; Acts 13:1-4
- This Series: Booklet 3 - *Unreached Peoples of the World*

Activity 2: **Help church members define their role in mission**

Help members of the church define their roles for missionary work.

They might serve in the following activities:

- * Organizing and maintaining regular prayer for missionary work: in the church meetings and in special groups
- * Arranging committed regular missionary giving
- * Joining or forming a missionary team
- * Forming a Mission Support Group
- * Coordinating special mission projects
- * Training the team
- * Teaching adults or young people their mission responsibilities
- * Teaching children about the church's global outreach
- * Corresponding with missionaries
- * Helping missionaries set up small businesses on the field (where this is needed)
- * Other:

Church members have accepted definite roles (date): _____

STUDIES:

- Study Genesis 12:1-3 to find God’s plans for all nations.
- This Series: Booklet 7 - *The Effective Sending Church*.

Activity 3:

Help the sending church to target a people group

Churches should cooperate closely with missionary agencies in this activity.

1. To what general type of unreached people is God sending you:
[] Muslim, [] Buddhist, [] Hindu, [] Chinese,
[] Animist/Tribal, [] Other: _____
2. To what **general** geographic location would the team go (see Booklet 3 this Series - *Unreached Peoples of the World*)?
Northern China [] Southern China []
Indochina [] Indo-Malaysian []
South Asian Muslim [] South Asian Hindustani []
Turkic [] Kurdo-Iranian []
East African Cushitic [] Arabic []
North African Berber [] West African Muslim []
Other: _____
3. Find a **specific people group** which has no churches capable of evangelizing it. Mission agencies working in the general area where you want to work will help provide information (see *Resources for Missionary Work* - Booklet 2 of this Series).

Mark each item below as you verify it in order to select your people group:

- The people have not yet been evangelized.
The greatest need now is in areas closed to traditional Western missionaries. Do not target areas where there are many other missionaries (Romans 15:20-21). In most remaining unreached fields, open missionary work is illegal.
How many of them are there? _____ Where do they live? _____
Has any Scripture been translated into their language? _____
- The people are not too closely watched by hostile authorities.
It is normally best to begin in **rural areas**, among **urban poor**, or with a **minority or oppressed people**. Our Lord Jesus Christ began His ministry among uneducated, oppressed Jews in remote Galilee. The exception to this are tribal people dominated by a chief or elders, where you would try first to reach the tribal leaders.
- The people themselves are willing to listen to the Gospel, and apt to give little or no resistance.
The people group or subculture we penetrate first should be those who welcome the changes brought by the Gospel. Let us pray and trust God to lead us to people whom He has already prepared. The most receptive groups are usually the workers or the oppressed.
Other responsive people are those who may be successful economically, but who are not able to rise socially because of their race or background. These frustrated people are usually open to change, even if it goes against aspects of their culture.
Those of the upper and satisfied middle classes normally resist change in the status quo. They will convert as individuals, especially students, but resist a grass-roots people movement for Christ. Seldom is a reproducing church started first among the middle class in a pioneer field. Some missionaries waste years on people who do not respond, neglecting others close by who are ready to receive the Gospel.
- (If applicable) Team members have a business or other occupation by which they can enter the area, if restricted.
- At least some of the potential team members' political, racial, economic and cultural background is similar to that of the target people. If possible, select a people that matches your church's social/economic level. Best results are usually had where the level of the people is similar to or lower than that of the missionaries. If possible, there should be some similarity in some of the following:
 - * size of the families
 - * educational and economic levels

- * social class
- * rural or urban
- * type of government and its politics
- * race, colour or language

If the team's culture is different in many of these aspects, evangelism is more difficult. You should seek team members from another similar culture, especially to help evangelize. Perhaps a missionary agency could help find these people. **The team could save up to 15 or 20 years work by letting culturally closer people do most of the evangelism in the beginning.** (After conversion, members of the target group will accept other team members who are culturally distant, to disciple them behind the scenes.)

Which evangelized people group is closest to them in culture? _____
 Try to incorporate some of them into the team.

- Avoid technology, equipment and methods which the members of the churches to be established on the field will not be able to imitate, afford or pass on.
- The missionary team has the assurance that God is sending them to work with this people group. It is good to visit the place first and see the condition of the people oneself, if possible.

If your church would like help in researching about the people, please contact: the Mobilization Department, US Center for World Mission, 1605 Elizabeth, Pasadena, CA 91104, U.S.A.

Church has targeted (or adopted) an unreached people group (date): _____

STUDIES:

- Romans 15:20,21; 2 Cor. 10:15,16.
- *The Missionary Training Series:*
 - * Booklet 2 - *Resources for Missionary Work.*
 - * Booklet 3 - *Unreached Peoples of the World*

Activity 4: Form a missionary team

If possible, work with a missionary agency, in all aspects of assembling the team.

1. Encourage church members to consider if God has given them the spiritual gifts for missionary service (challenge even the children, so that they ask God to prepare them). They will develop gifts as they work for the Lord in their own situation.
2. A minimum number on a team is at least two people, but for long-term work in restricted countries where team members have to take secular jobs, between six and twelve may be required. This ensures that between them all they will be able to put in the long hours necessary for evangelism. Also, when some team members have to leave for any reason, others can continue. The size of the team is not as important as the balance of spiritual gifts. Include people gifted in evangelism, leadership, teaching, healing, counselling, etc..

Select missionary candidates who have the necessary characteristics and abilities, or who are willing to develop and learn them:

Spiritual characteristics:

- A strong personal knowledge of forgiveness and acceptance by God in our Lord Jesus.
- Sincere spirituality: seeking to obey and please God above all else. Discipled to obey the Lord's commands. Freedom from besetting sins — which are a stronghold for Satan.
- Growth in the fruit of the Holy Spirit:
 - Love: manifested in attitudes and practical ways; no racial prejudice or pride.

- Joy, peace and patience in the face of difficulties. Contentment with what God provides. Willing to maintain an austere life style when necessary.
- Kindness: seeking to build others up; generous.
- Goodness: complete moral integrity.
- Faithfulness in obligations towards God and others.
- Humility: being a servant for Christ's sake; recognizing one's own faults; not wanting to dominate others; the ability to laugh at oneself (e.g. necessary in language learning). An overbearing leadership style is usually an indication of hidden insecurities.
- Self-control: discipline in work; moral purity.
- Perseverance in:
 - prayer and fasting; seeking God's guidance and anointing; resisting the devil; discerning what spiritual powers are operating.
 - evangelism and disciple making in the face of difficulties. Multiplying churches in areas where the enemy has reigned for centuries requires sacrifice, perhaps even giving our lives (Luke 9:23, 57-62; 2 Tim 4:1-13).
 - systematic Bible study.
- God's call to missionary work: shared by one's spouse (if married), and ratified by the church after experience during training. Commitment to stay on the field until churches are multiplying. Not demanding a fixed salary, but relying on God for support.
- Ability to work in harmony with a servant spirit in a team: flexible, and submitting to others. The attitude should be "what can I add to the team effort to plant churches?", rather than just working on one's own projects. Not a manipulator of others for one's own purposes. Forgiving and seeking forgiveness. Delegating responsibility and accepting help from others.
- Commitment to beginning the type of church which reproduces. The team should plan so that the first new churches soon become mothers of other churches.
- Bible knowledge. Know key verses by heart for essential doctrines.
- Good relationship with the church, and agreement on the objectives and methods of work of the church and the team. If team members come

from the same church, or churches with the same doctrine and practice this may help avoid unnecessary disagreements on the field.

- Commitment to send reports to the church so that people can pray: letters, bulletins, photographs, cassettes etc.. (The apostle Paul reported on his work to the churches of Antioch and Jerusalem).
- Good family relationships: spending some time with them every day, when not travelling.

Personal Traits:

- Emotional stability, having resolved any major emotional conflicts, and willing to receive counsel for one's emotional health.
- If married, the relationship exhibits the fruits of the Spirit, and partners are completely fulfilled in each other, and seek to build each other up. If single, has found ways to be fulfilled in singleness, dedicated to God; accepts God's sovereign plan for his life; sexual relationships are above reproach.
- Initiative: the ability to begin new works, but also to see a job through.
- Ability to handle stress. Resistance in the face of hardship.
- Flexibility (quickly adapting to new cultures, without racial or social discrimination). A liking for learning and practising new things.
- The ability to evaluate what one does: terminating (or changing) any activity which does not bear fruit. Understanding one's own limitations.
- Ability to develop good relationships with others. A fruitful ministry depends on this. Holding oneself accountable to God, one's family, church, team members etc.
- Ability to learn another language.
- Willingness to continue to receive training and evaluation on the field.
- Freedom from large debts; ability to make a budget, stick to it, and keep accurate financial accounts. A good steward of resources.
- A true understanding of oneself in Christ (self esteem): neither proud nor belittling oneself. Easily recovering after failure. Knowledge of one's gifts.

- Good physical health for the field, exercise programme, practice of hygiene and the prevention of illnesses; knowledge of basic first aid.
- The practice of a weekly rest and annual break to avoid overload.
- Recommendation by those who know one.
- Willing to take a secular job, run a business, be a student, or (if elderly) retire in the target country.
- Ability to maximize the use of time and achieve personal goals.
- Sensitivity; able to understand both verbal and non-verbal cues which communicate how other people are feeling and thinking.

Church Planting Skills:

See Activity 5. Team members should have or be willing to learn these skills.

Pastoral and Pastoral Training Skills:

At least one team member needs pastoral experience to be able to train the pastors of the new churches.

Cross-cultural Work And Language Learning:

(Understanding and skills in these areas will be gained in Activities 9 and 10).

Work experience and suitable professional and academic training:

to obtain employment or begin a business if going as a tentmaker. A biblical view of work, work relationships and possessions. (See *Tentmaking Missionaries* — Booklet 8 in this series obtainable from the Missionary Training Service — see address on page ii.)

INTERVIEW PROCEDURES ON MENTAL HEALTH:

Mental and emotional imbalances can cause great difficulties on the field. Make it a priority to utilize Christian mental health professionals to help explore candidates' personal strengths,

weaknesses, and emotional struggles. If possible, use a professional who is familiar with missions and your own situation. Clarify with all concerned matters of confidentiality in the use of information from the interview. Be sure to also thoroughly assess all family members who will be going overseas (such as spouse and children).

Some of the areas that are typically covered in a clinical interview include:*

- Current interests and concerns: How do you spend your time? What do you like doing best?
- Relationships: What is your relationships like with your spouse (if married)? With other family members? How easy do you find forgiving others who offend you? What good and bad experiences have you had of working in a team?
- Family history: Have family members had mental or emotional problems? What tensions have there been in your family over the years?
- Clinical problems: Is there any history of depression, anxiety, phobias, sexual addictions, suicidal thoughts, alcoholism, drug addiction, hallucinations, learning disabilities, unwanted habits, grief and bereavement, occult involvement? Have you tried to receive help in these areas, and if so, how? (To explore these areas, explore how well they sleep, any feelings of guilt, energy level, appetite, their feelings on their sexuality)
- Previous treatment: Any psychiatric hospitalizations or outpatient therapy? Medical problems?
- Observations during interview: Note the appearance, clothing, hygiene, facial expressions, behaviour, unusual mannerisms, emotions displayed, speech, unusual words, eye contact, posture? (What

* Adapted from material by Kelly and Michèle O'Donnell, PsyD - Member Care Associates, PO Box 4, High Wycombe, Bucks HP14 3XY, United Kingdom.

impression do they give to you: be careful of your own personal biases in assessing people.)

- Work performance: What type of missionary work do you hope to do? How have you done in past work positions? What reasons have you had for leaving previous jobs? What types of leadership do you work best with? What types of leadership experiences and positions have you had?
- Spiritual issues: What is your relationship with God? How much time do you spend in prayer and Bible reading each day/week? What fellowship do you have with other Christians? What involvement do you have with your church? Do you feel stuck in any areas? (Look for an honest personal assessment of their situation.)
- Personal characteristics: Ask the person to identify a few personal qualities that are positive, and some that are negative. How might his/her positive characteristics help or hinder a missionary team? (Explore their capacity for openness and insight).

3. If needed, seek businessmen who can start or work for businesses that provide entry and residence in otherwise inaccessible fields. Businessmen or "merchant missionaries" like Aquila and Priscilla, provide work for the church planters.

Has a businessman joined the team? _____ What are your plans? _____

4. Name a team leader who keeps the team moving towards its goals. He keeps in touch with the church and missionary agency, and delegates responsibilities to other team members. He uses this *Missionary Training Guide* to monitor the team's progress and reviews it regularly with church and agency leaders.

The leader should possess the following characteristics:

A leader will:

- have the goal of planting churches which have their own leaders and which can multiply.
- be exemplary in prayer, giving and obeying the other commands of Christ: he fulfils the conditions for leadership in Titus 1:5-9.

- be able to plan and assign responsibilities to see the work fulfilled.
- care for the other team members, pastorally; build them up, and strengthen unity.
- (and family if married) be respected by other Christians and those who are still not converted.
- have experience in raising up new churches and discipling their leaders. He recognizes the gifts of other workers, mobilizing them to work instead of doing everything himself.
- foster love and confidence among team members and the leaders of the new churches, just like the relationship Paul had with Timothy.
- have the respect of the whole team. The others submit to his decisions and vision.
- adapt to the customs of another culture. Be able to witness without harping on theological points of little importance, and help others to do the same.
- be able to work in church planting and in a secular job at the same time, when necessary, without being discouraged.
- not allow difficulties, disagreements or persecution to distract him from his vision or goal.
- have gifts of leadership and wisdom.
- be able to resolve conflicts between Christians and heal potential divisions.

Name of leader: _____

Leadership is confirmed by the church(es) (date)_____

5. You will find it helpful to cooperate with other like-minded churches and missionary agencies to form the team.
6. If your target group is quite different from you culturally, you should seek team members from a culture similar to that of the target group, especially in the first stage of evangelism. Remember that you can save many years' work if you let

culturally closer people do most of the evangelism in the beginning.

(If necessary) What are your plans for involving Christians from a culture more similar to that of your target group? _____

Names of Team Members

7. The team meets regularly to pray, plan, train and report progress. Where and when do they meet (such as "first and third Friday of each month")? _____

Team members have begun to meet together (date): _____

STUDIES:

- Bible Passages: Study Luke 6:12,13; Acts 13:1-5; 15:36-40 to find how a missionary team was sent, and held accountable.
- This Series:
 - * *Resources for Missionary Work* (Booklet 2)
 - * *The Missionary Team* (Booklet 4)
 - * *Tentmaking Missionaries* (Booklet 8)

Activity 5: The team begins missionary training

For practical help and advice in implementing a missionary training scheme, contact the Missionary Training Service (address given on page ii).

Working together to begin new churches is the ideal training for the team. Each team member needs experience in starting a new church by winning and discipling his own converts. Church planters must learn to win heads of households and develop leaders through personal discipling. For more information and links to pastoral training programmes see www.missionarytraining.org or contact the Missionary Training Service (details at the beginning of this Guide). The church should train the team the same way the team will train pastors in the target field. For most of the remaining unreached fields, this needs to be by personal discipling. This is the way the Lord Jesus trained His apostles.

The following can be used as a check list as training progresses:

1. Evangelistic and Church Planting Skills:

Mark off the activities as they are completed:

- 1. Seek the Lord's Guidance — seeing and implementing God's vision
- 2. Organize Your Team
- 3. Become Acquainted with the People
- 4. Claim Christ's Victory
- 5. Find people willing to listen
- 6. Teach the Gospel (in a way that brings in entire families):
 - Witness for Christ in situations where you are vulnerable and unconverted people are in control (e.g. Peter in Cornelius's home; Paul and Silas in the Philippian jail, the Lord Jesus in the house of Levi or Zacchaeus). Recognize heads of households' authority by asking them for permission to speak to them.

- Help these unconverted heads of families to tell key Bible stories to their families and friends.
- Keep new believers and seekers in a loving relationship with their own unsaved relatives and friends. Help them communicate the Gospel through these relationships. Do not extract converts from their social network to identify with a church made up of "outsiders".
- 7. Assess the results
- 8. Baptize and receive members
- 9. Teach all to obey Christ
Personally disciple unconverted people until they are obeying all the commands of the Lord Jesus Christ: (Train new disciples in a new church to obey all of Christ's basic commands before giving them large responsibilities or teaching them much heavy doctrine.)
 - Repent, believe, and receive the Holy Spirit
 - Be baptized, and live the new, holy life of which baptism is the sign
 - Celebrate the Lord's Supper
 - Love God and others in practical ways
 - Pray daily
 - Give sacrificially
 - Witness and make disciples
 - Be able to teach the above through telling stories from the Bible.
- 10. Hold worship meetings
 - Start the new church in homes of people of the target group: **not in your home.**
Avoid simply inviting new converts to worship with the team. The team rather helps them to start their own **completely new group**, within their own community. At the first worship meeting the new converts or their family and friends should outnumber the outsiders, so that the new church is born with its own identity.
- 11. Mobilize the new believers
- 12. Begin training leaders

2. Pastoral Skills:

Some team members (not all) need pastoral skills. Preferably, trainees would have already gained experience in these areas before they join the missionary team, through being prepared as pastoral leaders in churches or groups. If necessary, however, the missionary trainer or team leader can train them in these areas **as they participate in the church planting team.**

Mark off the following areas which have been covered:

Mobilizing a church or group in:

- Prayer
- Evangelism
- Teaching (Discipleship and Doctrine)
- Worship
 - Experience leading worship in small house churches with a simple style of service which new leaders can imitate and practise immediately.
 - Celebrate the Lord's Supper in homes or other private places. In the early church, the Lord's Supper was the centre of the worship each week. Invite friends to observe; welcome them to join the group when they receive the Lord.
- Organization
- Fellowship — building the Body of Christ
- Pastoral Care and Counselling
- Ministry by all according to their gifts; stewardship
- Pastoral training (they begin to teach other pastors/missionaries).
- Missionary work (prayer, giving, adopting an unreached people group, and sending missionaries)
- Know and practise at least two Bible stories (one from the Old Testament and one from the New) for teaching every important aspect of the Christian life, e.g. Noah's ark for God's holiness.

- The team leader and the member of the team who will train future pastors, should be pastors able to train others to pastor.

3. Training New Pastors/Elders:

At least one team member should be a trainer of pastors. For pioneer fields, this teacher needs experience in training pastors/elders by personal on-the-job discipling (not by classroom lectures) and delegating responsibility to them so that they mobilize their church in the Lord's work. He shares responsibility for his trainees' effective ministry, and relates all his teaching to their work. See www.missionarytraining.org for advice on training programmes or contact the Missionary Training Service - see p.ii for the address.

Which team member(s) will train pastors in the field? _____

He prepares new local leaders (pastors/elders), giving them responsibility in ministry as soon as possible. Mark the areas in which the Pastoral Trainer on the team has had experience in training local leaders to accomplish:

- Prayer
- Evangelism
- Teaching (Discipleship and Doctrine)
- Worship
- Organization
- Fellowship
- Pastoral Care
- Ministry by all according to their gifts; stewardship
- Pastoral training (they begin to teach other pastors/missionaries).
- Missionary work (prayer, giving, adopting an unreached people group, and sending missionaries)

4. Tentmaking Experience (if necessary):

- Combining church planting with small businesses or other secular vocations (dealt with also in *Tentmaking Missionaries* - Booklet 8 of this Series).

5. Cross-cultural Work And Language Learning: (understanding and skills in these areas will be gained in Activities 9 and 10).

6. Acquire any other special skills that will help on the field: typewriting, playing instruments, doing accounts, health care, mechanics, crafts, writing songs, etc.

What practical skills have team members acquired? _____

What other skills should they learn before leaving? _____

Team training has begun (date): _____

STUDIES:

- Bible Passages: Study Romans 15:7-24 to find what Paul considered to be his missionary calling.
- Study Acts 10 to find how God prepared Peter to overcome his cultural prejudice.
- In Acts 2:37-47, find the basic functions of a church.
- In Acts chapters 10, 13, 14, 15, 16, 18, and Luke 10, find the basic functions of missionaries.
- In 2 Timothy 2:1-26; 4:1-8, find several principles for training Christian workers.

Activity 6: Select a mission agency and organize a missionary support group

Missionaries on the field need support, help and supervision. They should not go out independently, but as representatives of Christ Himself and part of His body the Church. Their work should therefore be backed by their local church to which they remain responsible. Most missionaries work with a mission agency which supervises them in the field. Without the help and experience of a mission agency, most missionaries would be much less effective.

- 1.** The ideal is that team members come from the same church or sister churches. They remain accountable to their home churches to start new churches in an unreached field. Missionaries who go to the field without any regular accountability, often suffer from serious problems as a result.
- 2.** If the church is not already linked with a suitable mission agency, look for one that can help your churches to send their missionaries to the field.

Examine the following characteristics of a mission agency:

- * Its doctrinal emphases: both written statements and unwritten traditions. Talk to its veteran missionaries.
- * Its goals and objectives. Are they completely compatible with the team's aims? How well has it achieved them? Examine yearly and five yearly plans.
- * Its policies and principles on field administration, mission government, personnel, rules of behaviour, children's education, retirement, insurance. Work together only if there is complete compatibility. Examine its history.
- * Will it help the team to use its God-given gifts to reproduce churches in a **pioneer** field?

- * Is there good will and harmony in the mission and proposed field? Is there real care for people? Are the people in the mission happy, confident, and organized to fulfil God's work? Would you feel completely happy working with them?

With which agency might you work? _____

3. Name people in the church to look after the missionaries' interests. It may be called a "Mission Action Group", "Missions Work Group", or "Mission Board", etc.
4. Make arrangements for the team to give regular reports (preferably monthly) to the sending church(es) and prayer partners.

Mission Support Group is organized (date): _____

STUDIES:

- Find in Luke 8:1-3 some activities that are good examples for a mission action group.
- This Series: Booklet 7 - *The Effective Sending Church*

Activity 7: Mobilize prayer support

1. Missionaries need fervent and regular prayer support. Form a permanent missionary prayer group to meet regularly to pray. Ask many people to pray regularly for your work. Send them a regular news bulletin with prayer requests. (Do not publicize names or details that might alert hostile authorities.)

Names prayer partners: _____

2. Pray for:
 - * the salvation of the people and for their leaders.
 - * the casting down of the demonic spiritual strongholds amongst the people.
 - * spiritual power for the team and their protection from evil.
 - * good relationships with family and team members.
 - * language acquisition.
 - * overcoming cultural barriers.
 - * peace and health.
 - * financial provision.
 - * other needs and opportunities as they are reported.
3. Ask friends to speak to other churches about the work so that they can join you in praying for the mission effort.

Regular prayer has begun: _____

STUDIES:

- Find in 2 Thess. 3:1,2, Dan. 9:1-3, 2 Cor. 10:3,4 and Eph. 6:18-20, several principles for missionary prayer.

Activity 8: The team prepares to work in a secular job, if needed

Missionaries are not allowed to do evangelism openly in most unreached fields. They do some other work approved by the government, serving as "bi-vocational" workers. Some are businessmen, teachers, nurses, etc.. Small businesses have been used effectively to put church planters in touch with the responsive class of people. Self-employment makes the missionaries *believable* with the local people (they suspect that they are spies or criminals if they see them hanging around without working.)

Aquila and Priscilla are the primary examples of "tentmaker" missionaries, whose bivocational work was instrumental in starting churches in Corinth (Acts 18:1-8), Ephesus (Acts 18:18-26; 1 Cor. 16:19), and Rome (Romans 16:3-5). The apostle Paul worked for his living making tents, as well as receiving support from churches (Acts 18:1-5; 2 Cor. 11:8; Phil. 4:14-17).

1. Plan to enter with some vocation other than "missionary" (if needed). This requires much care. Generally, small businesses, especially if they operate as low capital, labour intensive, low technological enterprises, or export something, have been good occupations for missionaries starting churches.
2. Things for businessmen in a restricted field to consider:
 - * Is the business wanted by the government of the country? Otherwise the team will be denied residence. Write to the consulate of the country to find out; do not mention evangelism or church planting.
 - * With what work or business will you enter the country?
 - * If you need help to choose a feasible business or work, read Booklet 8 in this Series: *Tentmaking Missionaries*.
 - * Do you need additional training for a second vocation?
 - * Plans for vocational training (if needed):

3. If possible, contact people in the target country to help you. It is important to visit the country to organize many aspects of a business venture.

Begin to investigate all this long before the team has to leave. It may even be necessary for a team member to serve as an apprentice with a businessman to learn a trade.

Preparations have begun for secular work, if needed (date): _____

STUDIES:

- Find in Acts 20:33-35 and 1 Cor. 9:1-27 guidelines for bivocational work.
- This Series: Booklet 8 - *Tentmaking Missionaries*.

Activity 9: **The team practises learning a new language**

Start as soon as possible to study a new language. Even though it may not be the language you will speak in your permanent target field, you will gain the skill of language learning. Pray for the ability to learn languages.

If possible, follow this Activity in conjunction with Activity 10: The team helps plant a church in a different culture nearby.

1. Practise learning a new language (if needed). If possible, learn the language you will be using on the field. See *How To Learn Another Language* (Booklet 7 of the *Missionary Training Series*).
Which language are you learning? _____
Language helper's name (if any) _____
Five learning steps (from How to Learn Another Language) practised and mastered. Date: _____

Mark the drills you have mastered:

- Repetition drills
- Completion exercises
- Comprehension exercises
- Pronunciation exercises (e.g. comparing different sounds, e.g. "pale" and "bale" to distinguish p's and b's)
- Grammatical exercises (e.g. I ate the bread, You ate the bread, He ate the bread)

Language acquisition practice has begun (date): _____

STUDIES:

- Find, in Acts 22:2, an example of the value of good language acquisition.
- This Series: Booklet 7- *How to Learn another Language*

Activity 10: The team helps plant a church in a different culture nearby

If the team lacks experience in cross-cultural work, it is wise to practise evangelism with some local ethnic group, before going abroad. The team practises incarnational methods and, if applicable, ways of working in restricted fields. Many governments deny access to foreign missionaries and prohibit Christian literature and other ministries. Missionaries must learn methods that can be used in such circumstances.

The missionary team **plus** other members of the church, plant a new church. The others who work with the foreign missionary team will **continue** with this local cross-cultural work when the mission team has gone abroad.

With what local ethnic group might you start a church? _____

1. Suggestions to prepare to encounter new cultures:

- Study different cultures and religions, especially those of the people group with which you will work.
- Cultivate friendships with people from other cultures and countries. Learn their customs and practise communicating with them. Develop a knowledge of and an appreciation of the many different customs of other cultures.
- Participate in services of churches with different worship styles; learn to appreciate different ways of worshipping God.
- Consider this biblical principle for working in another culture: the apostle Paul said, *"To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. . . I have become all things to all men so that by all possible means I might save some."* (1 Corinthians 9:20-22)
- Root out from your heart, by prayer and confession, unbiblical values which oppose the mind of Christ, for example: materialism,

individualism, competition, rationalism, racism, entertainment styles of worship, and institutionalism.

- Learn to adapt easily (without complaining) to another culture. This is verified whilst working to begin another church or group in another culture.

2. Prepare at least one team member as a teacher who can train pastors on the field by personally discipling them. If you need help in this area, contact the Missionary Training Service (see page ii for the address).

Name of team member(s) who will train pastors/elders: _____

3. Team members need experience in modelling methods of worship, teaching, and organizing a church which can be imitated immediately by new leaders in uneducated, poor or hostile societies. Filter out Westernized methods. In restricted fields, evangelism and pastoral training must be done quietly, behind the scenes.

Mark each of the following when they have begun:

CULTURAL BONDING

- "Bond" with the people. Mix with them until you have come to enjoy and feel comfortable in their culture. Listen, watch and be sensitive to their way of life. If possible, live in their homes until you feel completely at ease with them.

INCARNATIONAL EVANGELISM

Incarnational methods are those in which we do not impose the Gospel message and forms from outside. Rather we enter humbly, and share from a position of vulnerability, just as our Lord Jesus Christ did in His incarnation. The purpose is *evangelizing to form a church*, not just studying the Word for the sake of studying. If possible, we aim to help whole groups to turn to the Lord rather than just individuals.

- Witness for Christ in situations where you are vulnerable and unconverted people are in control (e.g. Peter in Cornelius's home; Paul and Silas in the Philippian jail; the Lord Jesus in the house of Levi or Zacchaeus).
- Help heads of households to read or study carefully chosen Bible stories in their own homes. These passages should convey a basic understanding of God, the person of Christ, and the need for salvation. Include the historical accounts of Jesus' death and resurrection.
- Teach in a way they can repeat to their family and friends. Some missionaries talk way over people's heads. To avoid this, practise telling Bible stories for the major truths you need to impart, e.g. Noah's ark for God's holiness.
- Help unconverted heads of families to tell these and other Bible stories to their families.
- Help them to learn key Bible verses.
- Answer questions about the Gospel with your personal testimony. Avoid theological arguments.
- When witnessing to strangers, let them talk, rather than taking all the initiative yourself.
- Give personal testimonies, especially if physical healing accompanied salvation.
- Practise creative oral or artistic communication to evangelize. (Many of the unreached are practically illiterate.)
- Keep new believers and seekers in a loving relationship with their own unsaved relatives and friends. Help them communicate the Gospel through these relationships. Do not extract the convert from his social network to identify with a church made up of "outsiders". (See CULTURALLY RELEVANT WORSHIP, on the next page).

BAPTISM

- Baptize new believers and celebrate the Lord's Supper (perhaps in a house, Acts 2:46). Use baptism rather than "going forward" or "raising of hands" to as the sign of belonging to the Lord Jesus Christ.

DISCIPLESHIP

- Personally disciple an unconverted person until he/she is obeying the Lord Jesus Christ. (We must train new disciples in a new church to obey all of Christ's basic commands, before giving them large responsibilities or teaching them much heavy doctrine.) Teach them to obey all the commands of Jesus:
 - * Repent, believe, and receive the Holy Spirit,
 - * Be baptized and live the new, holy life it initiates,
 - * Celebrate the Lord's Supper,
 - * Love God and men in a practical way,
 - * Pray daily,
 - * Give sacrificially,
 - * Witness and make disciples.
- Be able to teach the above through telling stories from the Bible.
- Teach adults to read, if necessary.
- Prepare converts for opposition or persecution: read the Lord's warnings in Matthew 10 and the accounts of persecution in Acts and Daniel. Help them to trust in God. In a hostile field you would tell about conversions only to trusted friends. Remember the need for secrecy. Let the convert make it public if he is willing to face persecution - let it be his decision.
- If possible and appropriate, form clusters of tiny multiplying house churches rather than a few large congregations. (Small churches are less easily detected by the authorities in a restricted field.)

CULTURALLY RELEVANT WORSHIP

The style of worship must fit the culture. Also the style of leading worship must be imitable by quite new Christians.

- Start the new church in homes of people of the target group: **not in your home.**
Avoid simply inviting new converts to worship with the team. The team rather helps them to start their own *completely new group*, within their own culture and community. At the first worship meeting the new converts or their family and friends should outnumber the outsiders, so that the new church is born with its own cultural and community identity.
- Celebrate the Lord's Supper in homes or other private places. In the early church, the Lord's Supper was the centre of the worship. We recommend weekly communion for new churches. Invite friends to observe; welcome them to join the group when they receive the Lord.
- Help them to develop their own culturally relevant forms of worship. If they prefer to pray on their faces, or in other ways, let them do it. Scripture does not prescribe any specific posture. Let the church be born within its own culture.
- Worship without sophisticated, expensive equipment, Western songs, and formal pulpit oratory. (A church planter in a hostile area must immediately mobilize local national leaders using a simplified type of service they can lead.)
- Help new Christians compose worship songs using their own style of music: at first, they might just use Psalms without any music at all.
- At first, there should be no formal Western style preaching; rather telling Bible stories and sharing the application.

PASTORAL TRAINING

- Organize and prepare local leaders (pastors/elders).
Train them by personal discipling using the Bible (examples of useful materials are available at www.missionarytraining.org).
- Give new leaders responsibility in ministry as soon as possible.

4. Leave trained leaders in the local church when the team preparing for overseas work leaves.

Names of leaders from among the members of the new church:

Note: If it is not possible to accomplish everything in this Activity with people of another culture, team members could act as a temporary church with the purpose of practising some of these items. Temporary churches are real churches, practising all the Lord's commands, but exist only temporarily as separate entities, for the purpose of training. Once the training is over, they are later absorbed into normal church life.

5. Evaluate the work of the team:
- * Did they relate and work well together?
 - * Can they adapt to another culture?
 - * Do team members still feel called to go abroad?
 - * Did the team leader enable them to get the job done?
 - * Do they have the gifts and skills needed to work abroad?
6. If any team members no longer feels called to go abroad, arrange for them to support the work from the home base, or fulfil another ministry.

Training in incarnational methods and ways of working in restricted fields has begun (date): _____

A new church project has begun (date): _____

STUDIES:

- Find in Acts 2 the basic things that a church does. All else is secondary.
- Find in Acts 10 several things that God, Cornelius or the missionary team did, to start the new church.
- Find in Mt. 10:1-42 several principles for effective evangelism.
- This Series:
 - * Booklet 5 - *How to Make Disciples in Other Cultures*
 - * Booklet 9 - *Evangelizing Muslims*
 - * Booklet 10 - *Evangelizing Hindus and Buddhists*

Activity 11: **Arrange for financial support**

1. Pray for support. God will provide for His work. Together with the missionary agent make a budget (travel, lodging, food, pension and medical funds, children's schooling, tax contributions, etc.).
2. If the home churches lack funds to support missionaries full time, let them be bi-vocational (they earn their own support, as Aquila, Priscilla and Paul did, in Acts 18:1-4; compare Rom. 16:3-5.) You may need to recruit a businessman for the team, to set up a small business in the target field.
3. Partner with other churches, to raise the funds needed, if practical.
4. Ask members to prayerfully pledge, by faith, to give a certain amount each month, for the missionary team.
5. The church collects and distributes these funds using a well-managed accounting system.
6. Make plans with the mission agency for sending the money into the country in a safe way. Normally, bank accounts are opened in the home country and abroad. The church could deposit money in the home country, and missionaries could make cheques against this account and deposit them in their account abroad.
7. Make plans for the missionaries to account for the money they receive, including from other sources.
8. Missionaries must keep their supporting churches, agency and friends informed by writing to them regularly about the work.

(If working in a restricted field, write nothing that you don't want the authorities to find out.)

Activities to provide for missionary support have begun (date). _____

STUDIES:

- What are the missionary offerings *called*, in Phil. 4:18?

Activity 12: Identify the most responsive segment of the people group

1. Visit, if possible, the place where you plan to work, and ask God to lead you to the people whom He has prepared and chosen.
2. Investigate the political, economic and religious history and present situation in the country.
3. If you work in a restricted country, plan to penetrate first where vigilance by authorities is lowest and where people will welcome change. You may find it best to start with peasants or poor urban workers who are not content with the social conditions and have nothing to lose, own little land, and have little influence.
4. Try to match the church planters, at least those doing evangelism, with a people group (or a segment of it) which has the same educational and economic levels and political background as themselves. The most effective church planters for uneducated people in poor villages or depressed urban areas are other uneducated (humanly speaking), poor workers. There may well be harsh class distinctions. Determine which class to start with first. It is wise to recruit members for your team from a Christians in a people group which have similar characteristics, at least for the first stage of evangelism. This can save you many years' work.

Many new missionaries start with young, single, pro-Western types who want to learn English, dress in Western clothes, listen to Western rock music and live in an affluent life style. This is a grave mistake. It creates a church which rejects local culture and therefore virtually never reproduces in a grass-roots people movement. Rather, start with heads of households who are typical of the target people, but who are open to the Gospel.

5. Concentrate on just **one** group of people at a time. If you try to work simultaneously with several different tribes or groups who do not have very much to do with each other, the work will be weak.

To what *specific* people or segment of a people group do you feel God is calling you, and where are they? _____

6. Plan to live among the people. This is the way to "bond" with them. Learn to appreciate their ways. No matter how corrupt a culture may be, God has planted beautiful things in it.

7. Do they have the Scriptures or portions in their language?

(See the addresses in Activity 22 for information.)

Other Christian teaching materials? _____

What training courses are available in their language (see the search engine at www.missionarytraining.org for information.) _____

8. List things to do and not to do (manners, customs, ways to deal with people). For example, *do* shake hands in India with your right hand only.)

Things **to do**: _____

Things **not to do**: _____

9. What are their major holidays and important events in their lives?

How can you make Christian adaptations to these holidays for the purposes of evangelizing, worship or discipling the people (for example, for what holidays should the church provide a similar celebration)?

Avoid needlessly provoking a negative reaction by over-reacting to, or prematurely attacking, idolatrous practices and other sins of the culture.

10. In prayer, form a concrete aim for the work. An example would be: "Plant two house churches in Tripoli, Libya with at least ten Libyans in each, with their own national leaders by the end of 2004." As the aim is specific, you can easily measure progress and pray for its realization.

11. For more information on a people group, write to the Mobilization Dept., USCWM, 1605 E. Elizabeth, Pasadena, CA 91104, U.S.A.. Explain what specific information you need.

Research has begun, to determine the most responsive segment of the people group (date): _____

STUDIES:

- Find in Acts 17:16-34 how Paul used something in the people's own culture to present Christ.

Activity 13: **Confirm the team members**

Pray for God's confirmation of who should join the team. Churches and agency consult together. It is good to cooperate with sister churches, including those of another country or of the country itself, who are closer culturally to the target group. To have culturally closer people who relate better to the target people, is especially important during the initial evangelism phase. Make sure all share the same views on methods of working. Just one person who is against the methods advocated in these materials can destroy the whole venture.

Send members who have proven their ability to work together according to their gifts. One may be strong in evangelism, another in teaching, another strong in administration, etc.. The team will have full authority to baptize, celebrate the Lord's Supper, and train and appoint local elders who will pastor the new churches. Make sure a pastoral trainer experienced in personal discipling accompanies the team overseas. He will need the methods of personally disciple pastors on the job (see the MTS website for more information - www.missionarytraining.org).

Date Activity begun: _____

STUDIES:

- In Acts 13:1-3 and 14:26-28, find what the sending church did to separate the team, and how they remained accountable to it.

Activity 14: Make final preparations and plans for the field

1. Confirm plans for continued, regular prayer support by home church(es).
2. Make arrangements for the education of the children of the missionaries. (See suggestions in *The Missionary Team - Booklet 4* of this Series).
3. If needed, someone on the team should study basic medicine, hygiene, and nutrition.
 - * Learn to prepare nourishing food with different ingredients available in the country concerned.
 - * Take reference books on health and what to do in illnesses (such as *Where there is No Doctor* by David Werner*), cookery books, especially for vegetables, etc..
 - * Some missionaries take out medical insurance.
 - * Find out what immunizations are required for your field: Probably not all the following will be necessary for you. Obtain them 3 or 6 months before going if possible.
 - * BCG (against tuberculosis)
 - * Rubella (against German measles in women). One dose protects for life.
 - * Tetanus. Booster doses are needed every 5-10 years.
 - * Poliomyelitis. Protection against "infantile paralysis". Boosters every 5 years.
 - * Yellow Fever. Booster every 10 years.
 - * Typhoid. Two initial injections separated by one month. Boosters are needed every 3 years, except in highly endemic areas, where annual boosters may be given.

* Published by Macmillan, 18/21 Cavaye Place, London SW10 9PG; and Paramount Books, 1230 Avenue of America, New York, NY 10020, USA.

- * Cholera. One initial dose is sufficient with boosters every 6 months. It is not very effective and other preventive measures are more important (washing food well with disinfectant, and using clean or boiled water for drinking).
- * Gamma globulin. Against Hepatitis A (infectious hepatitis). It lasts 4-6 months and is given in the last week before departure.
- * Hepatitis-B. Against Hepatitis B, a blood-borne variety.
- * Rabies. The Merieux vaccine. Two initial injections, separated by one month, and a booster given 6-24 months later. Effective and expensive.
- * Have dental and eye check-ups. Take a spare pair of glasses (if required).
- * Stock a first aid kit. The following may be useful:

* adhesive tape	* witch hazel for bruises and sprains.
* bandages (wide and narrow)	* aspirin or other headaches medicine
* triangular bandage or arm sling	* anti-malarial: Chloroquine or Fansidar (for malarial areas: start 1 week before arriving, and never miss regular dosage)
* safety pins	* cough mixture
* scissors	* anti-diarrhoeals, e.g. Kaolin mixture
* 5ml. spoon to measure medicines	* water purification tablets
* sterile dressing pads	
* thermometer	
* tweezers	
* sun-protection cream	
* antiseptic cream.	
* calamine lotion	

4. Team members should make up-to-date wills, and let their family and missionary colleagues know where copies are kept.
5. Obtain passports. It is wise to take official copies of birth and marriage certificates, and an international driving licence (if you drive).
6. Be careful how the missionaries are placed. If they work with an established mission, make sure their immediate supervisor in the field encourages them to work where their spiritual gifts can be used freely, with an unreached people group. Sometimes, a mission agency headquarters may say missionaries will work in a pioneer (unevangelized) field; however, when they get there,

they find that they have to work with older missionaries in a field already reached, often for the sake of "orientation" or of "urgent need", and it evolves into a permanent assignment. This often leads to "missionary burnout". Such things must be clarified before committing to a field. Make sure any such "orientation" is *temporary*.

Sending churches must hold both mission agencies and their missionaries accountable, to reproduce churches in *pioneer* fields.

7. The team will cooperate with Christians who already live in the field. However, before making a permanent commitment to specific work together, make sure that they are in agreement with the team's practices. For example, they should allow baptism and the Lord's Supper to be carried out by new leaders prepared by the team. If their policies collide with the implementation of these and other commands of the Lord Jesus Christ and the Apostles, maintain good relations, but do not try to work with them in the same team. Otherwise friction will result.
8. Complete plans for the team to obtain entry and residence in the field, especially viable business/job connections if it is a restricted field. This may require another visit.
(See Activity 8).
9. Arrange for financial support and/or self-support of the team.
10. Have a clear understanding about your call abroad with family members who will be left behind. Make arrangements for elderly parents.
11. Plan how you will deal with stress, loneliness and culture shock.
(See Booklet 4 - *The Missionary Team* for more help.)
What plans do you have for the pastoral care of the team?

12. Make plans for correspondence between the team leader and the churches and missionary agency. Do not send letters through regular mail into restricted fields if they contain anything that would arouse suspicion; authorities systematically read letters from outside the country. Do not try to fool them with a code: they will soon see through this. Arrange a "safe address" (to someone who can personally deliver it).
13. Make plans for continued supervision of the team: by leaders of the missionary agency and visits from the church leaders, and other coaches. The pastor/trainer in the sending church continues corresponding with the team leader to help assure continued extension of the work.
14. If no missionary agency with a base in your home country can work with you to reach an unreached people, a church or several churches could form their own mission agency. If you find a foreign agency that will help you, cooperate with them if they are in agreement with your way of working. However, it may not work out to put your people totally under the control of foreigners with a foreign mission agency. This is because each culture has its own way of doing things, and friction easily develops.
15. What else should the team do or learn, before leaving?

Final preparations are made to leave for the field (date):_____

STUDIES:

- This Series: Booklet 7 - *The Effective Sending Church*

Activity 15:
The church commissions and sends the team

Under the direction of the Holy Spirit, after serious prayer and fasting, the church(es) separates those going to the field, by laying on of hands, as in Acts 13:1-3.

The team is sent out by the Holy Spirit (date): _____

ON THE FIELD

FROM HERE ON INSTRUCTIONS ARE DIRECTED TO THE MISSIONARY TEAM.

Activity 16: **Locate where the people are most responsive and the team can best use its gifts**

1. Team members live where they can best accomplish their mission (among the type of people likely to be responsive, and where they can build relationships with heads of families, etc.).
2. The team sends to the sending churches and missionary agencies, regular reports of what they are doing.
3. Its members who already know the language and culture work in ministries for which they are gifted. They begin starting new churches among an unreached people and teaching them to obey all the commands of Christ.
4. Cooperate with other mission agencies, but do not put yourselves under another mission agency whose field supervisor for any reason impedes direct obedience to the commands of the Lord Jesus Christ.
5. Always remember that the team is not meant to work in established churches but may cooperate **with** them. **National churches sometimes may provide other team members and contacts in unreached areas.** If a church does not want to reproduce daughter churches in unreached areas, work with other churches.

Do not put yourself under the authority of any church which is not open to the biblical principles that allow church reproduction and which does not obey the Lord Jesus Christ's commands above all else. Sometimes churches have man-made (non-biblical) requisites for becoming a pastor or elder, baptism or officiating the Lord's Supper. Sometimes a national church imposes non-biblical requirements which make it impossible for new leaders prepared by the team to serve as pastors. If a missionary has to pastor the new church instead of local leaders, church reproduction is held back.

6. Sometimes, new missionaries have hindered the work in an area by not consulting local churches. For example, a group of young people distributed tracts in a Muslim city. As they did not know the language, they did not know that the tracts contained attacks against Muslims. The local police arrested the leaders of the local group of Christians and held them responsible even though they knew nothing about the tracts.

Team members have located among the people where they can do church planting unhindered by non-biblical rules imposed by other churches (date):

Activity 17: The team settles in and bonds with the target community

1. Pray for grace with the local people, to be accepted by them.
2. Show the love of Christ. This is the key to your relationship with the people. Find out quickly how a "good neighbour" behaves in that culture.
3. If possible live in a house with people of the community. Team members live in different houses and immerse themselves in the culture.

What should a missionary and his wife and children do so that the family will be comfortable and happy having a missionary family living with them? (e.g. helping with house chores, etc.) Find out the right things to do:

Adapt to the customs of the people as regards eating, sleeping, time schedules, routines, etc.

4. Learn the language (this is the first major task). Find a language helper. Establish a daily language learning programme.
5. Study the culture. It cannot be divorced from proper language acquisition.
In what unique ways do the people of this culture express themselves? ____

6. Be a humble listener and learner of their language and customs. Find out the people's worldview: what religious ideas they already have. This will help when you present the Gospel. Develop friendships with the people. Do not become dependent on other missionaries or foreigners for friendship.
7. Now, more than ever, one must develop positive attitudes towards oneself, one's family, other team members and the nationals. Satan will try to thwart the team's efforts from now on, in every way. Learn to enjoy life in the country and your family to do the same.
8. Develop your business identity in the community (if applicable). Observe different ways of making a living in the community.

9. Meet regularly to pray, compare notes and plan (but not deride the culture). Some people find adapting very difficult and need much support from other team members.
10. If the team worships together, be careful not to invite converts and so think that you have begun a national church. The national church must have its **own** identity, its own leaders, and meet where they are in control. Otherwise the new church could fail when the team leaves, and probably will not reproduce daughter churches.
11. Maintain communication with the home church and mission agency.

Team members have settled in and bonded with the people (date): _____

STUDIES:

- This Series:
 - * Booklet 5 - *How To Make Disciples In Other Cultures*
 - * Booklet 6 - *How To Learn Another Language*

Activity 18: Wage spiritual warfare for the community with prayer and fasting

1. The missionary team, the sending churches, missionary agencies and prayer supporters pray (and fast) for the establishing of Christ's kingdom in the area.
2. Confront and banish demonic forces with God's authority in the name of the Lord Jesus Christ.
3. Pray for the sick in the name of Christ. Their healing is a powerful witness for people of atheistic, polytheistic or animistic backgrounds.

4. Recognize and deal firmly with false imitations of God's power.

Spiritual warfare has been enjoined (date): _____

STUDIES:

- Read Acts chapters 13 and 14, to find what Paul and Barnabas did to start churches.
- Find in Mark 3:14,15 and Heb. 2:3,4 what Jesus expects His apostles to do regarding spiritual warfare.

Activity 19:

The team proclaims Christ and begins churches

1. Pray constantly for the conversion of many to Christ: a movement of God throughout the people. Pray that God will open the people's eyes, for team unity in achieving this goal, for pre-Christians to be born from above.
2. Analyze the culture to see how to communicate the Gospel more effectively. You may find things in their culture that are pictures of what God has done for us in our Lord Jesus Christ. What parallels are there between things in the people's culture and the Bible?

3. When you can speak the language, be a storyteller. Tell stories about yourself, your culture and especially about the Lord Jesus Christ. Continue to learn the language and culture.

4. Keep evangelizing and discipling new converts until a new church is born. The church is born when a congregation of **any number of believers in Christ are obeying His commands** (repentance and faith, receiving the Holy Spirit, baptism, love, the Lord's Supper, prayer, giving and making disciples).

Each team member should:

- * show a passion for souls
- * communicate the Gospel enthusiastically, person to person
- * show love for the recently converted
- * develop their ability to answer people's objections.

Evangelize heads of households first. Avoid starting mainly with women and young people; that may be easier at first but will cost dearly later. Use methods they can imitate. Avoid using equipment they do not have. Use culturally relevant ways of communicating the Gospel (e.g. dramas, songs, poetry, audio-visual aids, etc.).

5. Break bread. The team celebrates the Lord's Supper with the believers as soon as they are baptized. Many churches begin like this, when a team member meets in the home of just one converted family for the Lord's Supper. This was the practice of the apostles in Acts 2:46. In Troas they gathered each Lord's Day (Acts 20:7).
6. Help the new Christians to win their whole families and communities for the Lord Jesus Christ.
7. Translate portions of the Scriptures into the local language, where necessary.
8. Encourage new believers to compose their own hymns and praise songs with their own style of poetry and music.

9. Help those in need. Avoid giving away large quantities of food and clothes, however, except in emergency. This creates an unhealthy dependence on the team.

The first new national church has begun (date): _____

God's name be praised for ever and ever! Amen.

STUDIES:

- Study Luke 24:46-48 to discover what the risen Christ commands us to proclaim to the nations.
- Review Acts 2:37-47 to see what the converts did, in the first church.

Activity 20:

The pastoral trainer trains pastors/elders

As soon as you begin training a pastor/elder, start giving him more and more pastoral responsibility. A church seldom reproduces if it depends on outside control or subsidy. Its own local leaders must take the lead in freedom, so that the Holy Spirit can move them to multiply daughter churches.

1. Pray that God will raise up good leaders for the church.
2. Appoint elders in the new church. You may want to name "provisional" elders if you feel they are still too new for a permanent, official position. Elders should be considered as **shepherds** or "co-pastors" (not "enforcers of rules"). These elders will have responsibility to make sure that all the following essential ministries are practised:
 - * Evangelizing and baptizing
 - * Helping new members to obey all the Lord's commands
 - * Praying (including family worship and personal devotions)

- * Giving (including every aspect of Christian stewardship)
 - * Pastoring (feeding and guiding the flock)
 - * Applying God's Word to members' lives
 - * Helping the needy (feeding widows and destitute, praying for the sick, casting out demons, teaching adults to read, health and development, etc.)
 - * Cultivating love and fellowship between Christians
 - * Strengthening families
 - * Watching over the spiritual life of the members and correcting the disorderly
 - * Organizing and enabling ministries for each member according to their gifts
 - * Worshipping God (including the Lord's Supper)
 - * Making disciples obedient to Christ (including training pastors and elders, and other leaders)
 - * Planting daughter churches
 - * Sending missionaries to unreached fields.
3. Begin work in another area with most of the other team members.
 4. Train the elders in their work. At first, you might use only the recommended Scripture passages. Find out what training materials are available in the language too. Further information on training materials and programmes can be found at www.missionarytraining.org.
 5. Train the new elders on the job. Help them to develop humility and be servants of the flock not dictators, as the Word of God commands us in Matthew 20:20-28, and 1 Peter 5:1-4.
 6. You might cooperate with other missionaries in the region in translation, training, literacy, literature distribution, etc..

National pastors/elders are in training (date): _____

STUDIES:

- Find in Acts 14:23; 2 Tim. 2:2 and Titus 1:5 several guidelines for training church leaders.

Activity 21:
The pastoral trainer helps the new churches to begin other new churches

1. Pray and aim for a network of many churches as soon as possible.
2. Once churches are multiplying, avoid "burning out" through overworking. Turn over problems and responsibilities to the new elders, and work in new areas. This forces the newer elders to do their jobs. Do not let an elder tackle a really stressful problem as an individual, however; show him how to deal with it as a corporate body of elders. Continually pray for the elders in their work. Those things that you don't have time to do, or neglect your family trying to do, or burn yourself out physically or mentally trying to do, are not God's will for you.
3. Help the new church to make plans to reach all their people and area with the Gospel. Help them to put these plans into action. Encourage them to send out bands of witnesses to surrounding communities to begin new churches.
4. Mobilize new elders to become Pastoral Trainers of other newer workers and elders. This is essential for normal church reproduction. (Compare 2 Tim. 2:2.)
5. As soon as possible, some national Christians should join the missionary team, working in new areas.

Daughter or granddaughter churches are multiplying (date): _____

STUDIES:

- Find in Acts 19:10 a principle to guide your team.

Activity 22:

Help translate the Scriptures (if necessary)

This translation can be done simultaneously with church planting, if necessary. It may be better if a special team is dedicated to this task. Work with national Christians to translate the Bible into their language.

Organizations well qualified to help in this very specialized work are:

*Wycliffe Bible Translators,
PO Box 2727,
Huntington Beach,
CA 92647,
U.S.A.*

*The United Bible Societies World Service,
First Floor,
63 Carter Lane,
London EC4 5DY,
United Kingdom*

Activity 23:
The pastoral trainer enables the pastors to train other pastors or elders and their own missionaries

1. Pray that God will raise up workers for the world harvest field from among this people.
2. Furnish the pastors with appropriate pastoral training materials and help them start training other pastors or elders (www.missionarytraining.org will have links and examples).
3. Furnish the pastors with a copy of this *Missionary Training Guide* and related booklets to start training missionaries. Help them if they have problems.
4. Finish projects of Bible translation or preparation of training materials.
5. Begin or extend the work into totally new areas.

National pastors are training newer pastors and elders (date): _____

STUDIES:

- Find in Rom. 15:20-24 guidelines for missionaries once the national churches and leaders are doing their job.

Further Reading

- *Our Globe and How to Reach It*, by David B. Barrett and Todd M. Johnson, New Hope, Birmingham, Alabama, U.S.A., 1990.
- *Operation World* by Patrick Johnstone, STL, Bromley, Kent, England, 1986. (Country by country prayer guide)
- *Perspectives on the World Christian Movement*, edited by Ralph D. Winter and Steven C. Hawthorne, William Carey Library, P.O. Box 40129, Pasadena, California, USA. (Revised edition 1992)
- *Perspectives on the World Christian Movement: A Study Guide*: 1995 Edition. William Carey Library (see above for address)
- *Going to the Nations: An Introduction to Cross-Cultural Missions*, by Lois K. Fuller, Nigeria Evangelical Missionary Institute, Post Office Box 5878, Jos, Nigeria, 1992 (Second Edition)
- *The Missionary and His Work*, by Lois K. Fuller, Nigeria Evangelical Missionary Institute, Post Office Box 5878, Jos, Nigeria, 1991.
- *Understanding Church Growth*, by Donald A. McGavran, Eerdmans, Grand Rapids, Michigan, USA, 1980.
- *Passing the Baton: Church Planting that Empowers*, by Tom A. Steffen, Center for Organizational & Ministry Development, 120 E. La Habra Blvd., Suite 203, La Habra, CA 90631, USA.
- *Tuning God's New Instruments (A Handbook for Missions from the Two-Thirds World)*, by Denis Lane, World Evangelical Fellowship, 141 Middle Road, 05-05, GSM Building, Singapore 0718, Republic of Singapore. How to organize a mission agency.

Dr. Ralph D. Winter, founder of the US Center for World Mission:
I am delighted to become aware of the very significant thrust of the new Missionary Training Service, and its programme. Here is a set of materials designed specifically for missionary training. Many people study in schools that are not primarily designed for this purpose and do not get as concentrated and as strategic an exposure as is offered in this programme.

The Missionary Training Series

The Missionary Training Guide	Booklet	1
Resources For Missionary Work	Booklet	2
Unreached Peoples of the World	Booklet	3
The Missionary Team	Booklet	4
How to Make Disciples in Other Cultures	Booklet	5
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