

## THE BIBLICAL BASIS FOR KEY PRINCIPLES IN T4T

In targeting the harvest that God has already prepared, T4T is based on several Biblical truths that lay the foundation for rapid multiplication:

**First**, God's Spirit is already at work all around us convicting people's hearts and preparing them to receive the Good News (John 16:8). Our job is to go out and find them. The only way to find them is to share the Gospel with everyone (Mark 16:15). We must spend a significant amount of time broad sowing and initiating with lots of people to share vision and see where God has prepared hearts for unbelievers to receive the gospel and/or believers to become key volunteers/spiritual multipliers.

**Second**, evangelism is most effective when it comes from someone who knows you and loves you. T4T model is effective because it focuses on sharing the Gospel with friends, family and existing networks of relationships (Acts 10:24, 16:31-33). Those within a relationship network who come to Christ form the nucleus of new groups of disciples (1 Cor. 16:19, Rom. 16:15) that are able to lead and feed themselves. Our staff have to overcome the largest bridge to gospel because we are outsiders. Students will have a smaller bridge to the gospel because they are insiders. New believers will have the smallest bridge to the gospel within their natural network (oikos). Their testimony is probably the only bridge needed to prepare their network (family, friends, peers) to hear the gospel. Once they go beyond their natural network, they may need a few simple tools/training (i.e. Connect skills) as a bridge to the gospel, but they do not need to use the same large bridge that staff need as outsiders.

**Third**, those who come to Christ are trained so that they can repeat this process within new networks of relationships (2 Tim. 2:2). It is vital that training be kept so simple that anyone can do it. T4T keeps things simple by focusing on just four basic questions: 1) What do I say?, 2) Who do I say it to?, 3) What makes you think I will do this?, and 4) What do I do if they say "yes" to Jesus?

**Fourth**, among those who are trained, some will arise who are especially fruitful, leading many to Christ and effectively training them so that multiplication keeps happening (Matt. 13:23). The only way to find these super productive believers is to train everyone and see what fruit they produce. These super producers are key to the establishment of a movement.

**Fifth**, the secret to success in T4T is not the lesson content. The content can be flexible. In fact, you are encouraged to adapt the lesson content to what is most effective in your environment. The more important factor is the "process" of T4T. The process focuses on developing "doers of the Word" who are faithful to witness and train others and who are growing into the kind of people that God uses. This process is built into the weekly meeting structure that ensures encouragement, accountability, and well-rounded life as a body (Three-thirds process).

## SUMMARY OF TRAINING FOR TRAINERS (T4T) MODEL

- You and your team have fully embraced a **VISION** (movements everywhere) and are committed to do whatever it takes to see ALL people have a chance to respond to the kingdom. Find God's HEART for your people and do not cease to seek Him for the fulfillment of His vision. This will include an army of multiplying disciples who are leading movements on their university.
- Since this vision is so large, you break it down into **TARGET AREAS**. Your goal is simple: launch a reproducing mustard seed of believers (student-led movement) with the vision to reach that target area and beyond.
- You know a movement has taken root in each target area when you can track at least four generations of believers and small groups (**Spiritual Multiplication-G4**) in that place.
- To fulfill the vision, you (staff and key volunteers) have to start at the foundation by **ABIDING** in Christ— full of integrity, faith, humility and desperation for God and His vision.
- At the same time, you, your team, outside supporters and new believers are crying out fervently to God in **PRAYER** to see the vision fulfilled.

To fulfill the vision, you do your part in the divine-human partnership – the five high value activities of the FOUR STAGES – to position yourself to be used by God. You minimize your time in low value activities and increase your time in the highest value activities that get to “Multiplying Student-Led Movements” (MSLM).

- Therefore, you and your team search diligently to find God-prepared people by **EXPLORING** and **NETWORKING** within your target areas (scope). You live with the simple dichotomy of lost or saved.
  - You hunt for lost persons of peace and start witnessing to them. You start by using a simple bridge such as a testimony or a set of questions.
  - At the same time, you hunt for saved believers (primarily within student culture) that will work alongside you to reach students in this target area. You bridge into them by casting vision to them of what God can do in and through them (using KV challenge) and then to train them.
- As lost people listen or saved people get trained, all of you **EVANGELIZE** broadly in a reproducible way (WIN) through . . .
  - The right fields – persons of peace and their oikos
  - Right practices – simple bridge to gospel and clear, simple gospel presentation
  - And the right amount of time – short term pushes and weekly disciplines
- As people believe, they are immediately brought into reproducing **DISCIPLESHIP** relationships (**BUILD**), sometimes one-on-one, but usually one-on-several. They begin a well-defined process of simple short term discipleship that they immediately pass on to those they are witnessing to through a very reproducible process. Eventually they enter into a pattern of long term discipleship that enables them to feed themselves from the Word.

- In the discipling process, believers are formed into reproducing (multiplying) SMALL GROUPS (transformational communities).
- Some of the believers will prove themselves to be reproducing (multiplying) LEADERS that are appropriate for each stage of the work. These leaders can form teams who will work together toward a common vision.
- Many believers will GO on to REPEAT various parts of the four stages (SEND) – some will evangelize, some will then disciple/train, some will then form new groups and some will train them to repeat the process.

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

## IN-DEPTH EXPLANATION OF T4T MODEL

### **VISION - God's Heart for Your People Group**

A key to any successful MSLM plan is to understand God's heart and vision for the people you work with. Only a vision of what He wants will drive you to pursue whatever it will take under His lordship for the whole scope to be reached with the kingdom. Effective MSLM practitioners continually return to the question: What will it take for my scope to be reached in the next few years?

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

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

In our work with the Ina, we initially thought it would be a great ministry if we could start 20 churches a year. But then we realized it would take us 250 years to plant churches in all 5000 villages! The demanding end-vision of 5000 churches changed our approach from personally trying to start all of those churches to starting the mustard seeds of a movement in key locations that would eventually spread to all 5000 villages. The END must dictate the approach you take. We were faced with a question: "Do we want to personally plant churches, or do we want to see churches planted?" For the sake of the kingdom, we chose the latter even though we love church planting. We decided to invest our lives in helping many others know how to plant churches among the Ina even though it meant we would not be involved personally in most of these new church starts.

- A similar question in our context would be "Do we want to personally launch and build movements, or do we want to see sustainable movements launched?"

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

- Ask God what HIS heart is for your scope (or target area) – number of believers, number of key volunteers, number of multiplying disciples, small groups, etc.
- Write a short simple statement that describes His vision for your scope.

## **Scope divided into TARGET AREAS to be reached**

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

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

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

**APPLICATION:** Examine your scope. List 5-15 basic priority locations (or target areas) in order of priority. The best way to envision it is this. If you had ten expedition teams that would go out to launch new movements, where would you send them?

## **Getting to 4th generation believers and small groups (G4-Spiritual multiplication)**

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

Paul describes four generations in a clear example:

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

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

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

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

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

- Depending on your context, list every believer by generation or small group by generation. What do you learn about how well a movement is starting?

- o How quickly are new generations starting?

### **ABIDING in Christ**

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

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

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

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

David was a skillful leader. Every MSLM is led by men and women who understand MSLM principles and how to cooperate with God in what they initiate with their hands. However, the foundation of who David was is that he was a man of integrity. Integrity means that you are true through and through.

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

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

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

The personalities and temperaments of men and women God uses in MSLMs all vary, but there is a spiritual posture of hunger and integrity that characterizes their lives. Their hunger for God and His kingdom drives them to humble obedience. They possess faith that God is going to move, and this faith inspires others around them. The size of MSLMs is not directly in proportion to the spiritual

maturity of the people God uses. But I've not witnessed God starting MSLMs through people who lack this basic humble posture of reliance on God. God is looking for a man or woman with the right HEART.

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

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

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

### **FERVENT PRAYER**

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

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

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

1. The initiators of the MSLM – they are fervent in praying diligently for the vision to be fulfilled. Frequently this involves weekly or monthly fasting and prayer gatherings.
2. Outside prayer supporters – this would be a team of fervent pray-ers who join the initiators, sometimes at distance, for the overall ministry. Generally the number of pray-ers is not the key; but rather the fervency of at least a few intercessors. *The prayer of a righteous man is powerful and effective. Elijah was a man just like us. He prayed earnestly that it would not rain, and it did not rain on the land for three and a half years. Again he prayed, and the heavens gave rain, and the earth produced its crops. (James 5:16-18 NIV)*
3. New believers who rise up in the movement – MSLMs become explosive when new believers take up the intercession baton – praying for the overall vision (God's heart) and the salvation of their family, friends, co-workers and neighbors (from now on this circle of influence is referred to by the Greek word for “household” – oikos).

**APPLICATION:** Assess the status of desperate prayer in your context.

- Are you and your team frequently fasting and praying for God's movement?
- Do you have a band of outside intercessors fasting and praying for God's movement?

- Are the new believers in your context fasting and praying for God's movement??

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

Everything above – understanding God' vision, scope-target areas, G4-spiritual multiplication, abiding in Christ, and fervent prayer are foundational and how we respond to God's heart.

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

#### **4 STAGES – The five parts of a MSLM plan to fulfill God's heart.**

The "four stages" demonstrate the five basic areas in which we must work to initiate MSLMs. We call these high value activities because they are the most important from the human side of the divine-human partnership in getting to MSLM. High-value activities are those which most help you get to the goal of a MSLM. Low-value activities are those which may be good, but are still not most essential in a MSLM-oriented ministry.

Although there is a basic progression in ministry from one stage to the next, MSLMs get very messy and you find yourself doing all five activities simultaneously before too long.

#### **Stage 1: EXPLORING/NETWORKING God-prepared people – whom to talk to and how to start**

In stage one, we are looking for the people that God has already prepared and we begin to plant the seeds that will draw these people to God's purposes. We are looking for where the Spirit is already working and share with these individuals: sharing vision with believers and the gospel with the lost. We all need to apply a simple dichotomy to life that mirrors kingdom reality: Every person we meet falls into one of two categories -- lost or saved. This dichotomy guides our interactions. If persons are lost, we witness to them. If they were saved, we train them so that they can fulfill God's purposes. This enables you to find the God-prepared people. Whom do you talk to and how do you start?

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

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

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

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

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

### **APPLICATION:**

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

### **Stage 2: Reproducing EVANGELISM**

Every MSLM has a way to fulfill the instructions of Luke 10 in finding people of peace and helping them reach their oikos (circle of influence). Every MSLM demonstrates a situation in which many lost people are hearing the gospel through personal encounters with Christians. We call this personal evangelism – mouth to ear – as opposed to broader ways of gospel dissemination (e.g. radio, literature distribution, large group outreaches, etc.). Before proceeding any further, prayerfully read Luke 10:1-20 in your Bible two to three times. Take the time to list every command or clear expectation Jesus gave these disciples.

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

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

1. Right fields: Look for Spirit-prepared persons of peace and through them, reach their oikos (circle of influence).

- The Spirit of God is preparing people all around us. We must sniff out who they are. When we do, we often see firm decisions for Christ in hours, days or weeks, rather than months or years.

- A person of peace is literally a “son of peace” like James and John were “sons of thunder” and Barnabas was a “son of encouragement”. “Son of” indicates the characteristic of this person. A person of peace is peaceful toward you and the kingdom. A person of peace is a lost person who accepts you and your gospel message. He becomes a channel of evangelism to his oikos (family, friends, neighbors, co-workers). He may not accept your message immediately, but he does not reject it and is open to learning more and more. Within a reasonable time period, he does believe.

- I often hear people tell me they found a person of peace. When I ask them how they know this is a person of peace, they tell me it was because they were invited into a home. When I ask them what happened when they shared the gospel, a puzzled look comes over them. One might say, “Well, I haven’t shared with them yet.” At this I respond, “Well, then, you don’t know if you have found a person of peace yet because you haven’t shared a spiritual message yet.
- Movements begin when we help the person of peace (POP) reach his oikos in simple reproducing evangelism.

- A person who does not accept the messenger and the gospel message proves himself not to be a person of peace, regardless of how friendly he or she may be (Matt. 10:14). Jesus tells us to keep moving on to find the person of peace. Every “no” leads us one step closer to the “yes.”

## 2. Right practices: Presence, Power, Proclamation

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

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

- Presence – We bring a loving presence and the holy presence of God. Jesus tells us to enter into homes and speak peace, eat what is set before us, and generally invest in those who are responding. This is not relationship evangelism, but it is relational evangelism. It is not hard-hitting cold-calling but is loving encounters with people, and investing time when it becomes apparent they are prepared by God.
- Power – Dependence on power of Holy Spirit to speak through you and work in the hearts of those we speak to.
- Proclamation – Jesus said to heal the sick and “say to them, ‘The kingdom of God has come near to you.’” A clear proclamation of the death, burial and resurrection of Jesus and salvation being offered

to all people through repentance of sin and faith in Jesus (Luke 24:46-47) is the necessity for salvation of every person. They cannot believe if they do not hear the gospel. Often we share parts of the gospel or spiritual truth, but how often do we share the whole gospel message? Only the gospel can save!

o Proclamation also includes calling people to commitment – repentance and faith (e.g. In the sending of the twelve: “They went out and preached that men should repent.” Mark 6:12, NASB). Repeatedly Jesus and the apostles called people to a radical obedience to the claims of the kingdom (Mark 1:15-17, Matt. 11:28-29, Acts 2:40, 2 Cor. 5:11). We often say: “You don’t know if someone is ready to believe until you ask him.” More people are probably ready to believe than we think; let’s call them to commitment. [See the T4T book chapter 13 on “Gospel Presentations” for more about the call to commitment.]

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

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

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

- Short-term “pushes” by yourselves and short-term teams (***Expedition Teams/Projects***). In these, you take a week or two in which you set aside our normal schedules and press hard to find persons of peace (PKVs/KVs).
- Weekly disciplines (for staff or key volunteers) During normal weeks, we all still need a discipline for weekly witness. The key is helping believers establish a weekly discipline of witnessing regularly (i.e. five times). This becomes the norm for every believer. When every believer is witnessing five times a week on average, your ministry will find the persons of peace as time goes by.

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

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

Also remember that it is reproducing evangelism which is making new disciples (Matt. 28:19-20). It is not just planting seeds, but it is also reaping souls. We persevere and remain faithful until there are new believers. No MSLM starts without lots of witnessing, thereby reaping new disciples. If you have

no disciples, then you have to give lots of time to sowing until there is a harvest. Paul called this phase “planting.”

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

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

### **APPLICATION:**

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

### **Stage 3: Reproducing DISCIPLESHIP**

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

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

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

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

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

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

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

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

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

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

#### **APPLICATION:**

- In your context, is there a clear pattern of short-term and long-term discipleship that new believers move through?
- Is it clear enough and simple enough that they can pass it on to others?

#### **Stage 4: Reproducing small groups/movements (Multiplying Movements)**

We believe that believers grow best in the context of transformational communities. In MSLMs, these small groups are formed rather quickly in the process because they are simple in nature, following the example found in Acts 2:37-47. They often meet in dorms, under trees or in coffee-shops. These churches are simple in nature because the end-vision dictates our methods: we desire to start churches that can endlessly multiply within the culture – started and led by average believers.

#### **Leadership Development: Reproducing LEADERS (Multiplying Leaders)**

To have sustained MSLM, you must have a clear process for developing and multiplying generations of leaders who can shepherd the movement. Some have said that our distinctive is that we are a “discipling” movement – and we are. But perhaps most importantly, we must become distinctive as a movement of multiplying leaders. **Developing leaders is the engine that drives the future and health of the movement.**

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

#### **APPLICATION:**

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

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

## **The Cyclical (Messy) Nature of MSLMs**

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

- **STAGE 1:** We find God-prepared people by looking for lost people and winning them and/or mobilizing existing Christians and training them. A relatively large percentage of lost people we bridge into spiritual conversations with, or believers that we cast vision to will go on to the next stage.
- **STAGE 2:** With the large number of lost people being witnessed to, a smaller percentage of them will actually believe during the EVANGELISM process. The person of peace and his oikos will usually believe and move into the next stage.
- **STAGE 3:** A smaller number of those who believe will agree to meet in DISCIPLESHIP both for the short term and eventually the long term.
- **STAGE 4:** A smaller number of those will be willing to become a part of a new or existing SMALL GROUPS. This is especially where the neat progression starts to get messy. So, discipleship continues simultaneously to the start of new small groups. Disciples precedes and continues on after the formation of the small group.
- **LEADERSHIP Development:** Of all the believers who become a part of new groups, a small percentage will become leaders of groups. These are people who can do some of or all of the four stages well.
- **REPEAT (Launching new movements):** Every good farmer knows that when harvest comes, a small percentage of the best seed is saved to be planted in the next generation of crops. In the same way, all believers are encouraged to witness to lost friends and train them in a new generation. Not all do. In fact we find that in T4T, many new believers will witness to and win people, a smaller number of them will start groups, and a smaller number of them (15-20%) will actually train that next generation to repeat the process. These can be likened to 30, 60 or 100 fold believers in Jesus parable of the soils (Matt. 13:23).

## **DEATH**

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

Every movement in history displays the spiritual triggering effect of John 12:24. You can have all the right elements, but unless people are willing to die (pay the price) to see God’s vision fulfilled in and through them, nothing begins.

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

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

*“The one on whom seed was sown on the rocky places, this is the man who hears the word and immediately receives it with joy; yet he has no firm root in himself, but is only temporary, and when*

*affliction or persecution arises because of the word, immediately he falls away.” (Matt. 13:20-21, NASB, emphasis added)*

Persecution does not breed MSLMs; boldness in the face of persecution does! A church planting movement in Asia using T4T was growing and moving from valley to valley, there were times that new churches did not multiply. The first thing I would examine to discover why they were not starting new churches was the DEATH factor. 90% of the time, the new believers were afraid to share the gospel in a new place. When we helped them count the cost and become bold, the work took off again.

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

### **APPLICATION:**

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

### **The All-in-One Process of T4T**

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

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

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

T4T is a process to do that. It includes the elements to find God-prepared PEOPLE, EVANGELIZE the lost, DISCIPLE them to maturity, launch STUDENT-LED MOVEMENTS that can endlessly multiply, develop LEADERS and REPEAT the process generation by generation. T4T is a process of how to disciple and train believers who are willing to truly mean "yes" at each stage of the MSLM process.