

Church Planting Institute  
USING THE CPI PROGRAM



# Church Planting Institute

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## USING THE CPI PROGRAM

Over the past few years, the CPI program has been used very effectively in numerous nations of SE Asia. Some 20,000 churches are currently using it. Many more are waiting to enrol. Several thousand training centres have been established. Hundreds of new churches have been planted. What is the secret of its effectiveness and can it be duplicated in other parts of the world?

First let me confess that the secret of success does not lie in the written material but in the effective use of it. The main reason why the program is producing such amazing results is largely due to the passion, commitment and dedication of the pastors and churches that are using it.

We discovered thousands of pastors in Asia who were keen to plant new churches. Almost without exception they had one common cry, “We do not have a method or the training materials to train our potential leaders!” The CPI material has provided them with both, but the real credit is due to the passion of those pastors.

The effectiveness of the CPI program does not lie in the material itself, but in the proper and biblical use and application of it. The success of the program may be attributed to several biblical (New Testament) principles that are employed.

## EMPLOYING THE NEW TESTAMENT MODEL

### The Two Primary Tasks

Prior to His ascension Jesus encapsulated His mandate into two major emphases.

1. Mark 16:15. Preach the Gospel to every person.
2. Matt 28:19. Disciple every convert.

These two commandments comprise **the strategic task** of the church. All other activities and programs are incidental and secondary. Failure to do both strategic tasks will result in the ultimate failure of a church regardless of other activities and apparent accomplishments. Compliance with both commands affords healthy church growth and the effective spread of the Gospel including new church planting.

### Two Effective Tools

To ensure the successful accomplishment of this task, Jesus gave two effective tools.

#### 1. Power. Acts 1:8.

*“You will receive the power (dunamis = dynamic) of the Holy Spirit.”*

Nothing worthwhile can be accomplished for God except by the power of His Spirit.

John 3:6

*“Flesh gives birth to flesh, but the Spirit gives birth to spirit.” (NIV)*

#### 2. Plan. Acts 1:8.

*“You will become witnesses unto Me, throughout the whole world!”*

**The plan** was to ensure that every Christian became a true representative (incarnation) of Jesus, communicating His life to others through word and deed. The ultimate purpose of discipleship is that we may present every Christian “perfect in Christ.”

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Col 1:28

*"We proclaim Christ, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ."* (NIV)

## THE NEW TESTAMENT MINISTRY MODEL

### 1. Multiple Ministry teams

Acts 2:14

*Then Peter **standing up (together) with the Eleven**, raised his voice and addressed the crowd: "Fellow Jews and all of you who live in Jerusalem, let me explain this to you; listen carefully to what I say." (NIV)*

The author, Luke, deliberately mentions that Peter did not stand alone. Though on this occasion he was the preacher, he was obviously supported by his fellow Apostles. Together they constituted a multiple ministry team.

### 2. Preaching the Gospel to the unconverted

Acts 2:46

*"Every day they continued to meet together in the temple courts."* (NIV)

For these recently converted Messianic Jews, the temple was no longer their sanctuary, it now became a place to meet and influence the local public. These were not "Believers meetings," they were evangelistic forums where the Gospel could be proclaimed.

Too many modern churches "proclaim the Gospel" continuously within the walls of their church sanctuary instead of taking it into the arenas of public life to the non believing public.

### 3. Making Disciples in small groups

Acts 2:46-47

*"They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favour of all the people. And the Lord added to their number daily those who were being saved."* (NIV)

Those house groups, involving happy meals, with united hearts expressing mutual gladness and incorporating joyful praise to God, attracted the interest and favour of the general public who liked what they saw enacted amongst the believers. God was also obviously delighted with this scenario because He added to their number daily all those who were being saved. They also afforded excellent opportunity for disciple training.

## OUR CONTEMPORARY PATTERN

### From the New Testament Account We Deduce That

- The church's **primary task** is to proclaim the Gospel.
- The Holy Spirit was given to this end. (Acts 1:8)
- Every believer should be a witness to Christ, His Grace and His Gospel.
- Specific training and motivation is required to achieve this.

### Leaders Are Responsible To Provide The Training And Inspiration.

- This is best achieved in small groups. (Cell groups)
- Every congregation should be growing and expanding.

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- Every congregation should be reproducing more congregations.
- Every congregation should conduct house groups.
- These should be informal, happy, social occasions including meals.
- They should have an atmosphere conducive to newcomers.
- God will cause such groups to grow and expand. Acts 2:47b.

## **A SUGGESTED STRATEGY**

Teach **“YOU CAN BE A REAL WINNER”** to the whole congregation. This could be accomplished by presenting this topic every Sunday morning as a teaching series for 8-12 weeks. Make the sessions inter-active rather than the usual lecture/sermon style. Invite questions and encourage active participation

- Provide notes of the teaching for every person.
- Provide appropriate Gospel literature for distribution.
- Encourage feedback each week from those practising what they learn.
- Celebrate every victory encouraging others to emulate.
- Perceive and recognise potential leaders.

After teaching **“YOU CAN BE A REAL WINNER”** to the entire church, you may want to follow this up by teaching them from **“HOW TO BECOME A SUCCESSFUL LEADER.”** This will whet the appetites of those with a desire to become Christian leaders, further enabling you to recognise those members with leadership potential and possibility. The teaching **“MULTIPLYING MINISTRIES”** can also be used in the same manner if desired.

### **Initiate A Training Program For Potential Leaders**

The training program is for those of your members who display attributes and characteristics of potential leadership. Training classes are conducted in addition to the regular church services. Classes might be held two or three nights per week or on Saturdays.

- Recognise potential leaders among those practising evangelism.
- Adopt them into a “Leadership fraternity” (a fellowship of leaders in training)
- Commence specific Training classes and Workshops.
- Teach and demonstrate principles of leadership.
- Encourage active participation in workshop sessions.
- Assign tasks and responsibilities.
- Recognise and reward genuine accomplishments.

It is to this leadership fraternity that you should specifically address the topics of Module Two to Four

## THE PROCESS OF TRAINING LEADERS

### 1. Inspiration

People must be inspired, aroused and motivated to a desire and commitment to leadership. If leadership is not perceived to be exciting and challenging, no one of worth will desire to become one.

### 2. Education

Leadership roles require adequate training. A potential leader must be inspired and committed but they should also receive solid practical training in order to acquire and exercise competent leadership skills.

### 3. Motivation

Motivation involves **motion**, i.e. action, performance, accomplishment. A person may be inspired, yet not motivated. Motivation means inspiration to the degree that you actually do something positive and effective about those things that inspire you.

Leadership is action not position!

### 4. Authorisation

One can only act effectively when they are properly authorised to do so. Many pastors are slow to authorise their members to minister. Yet this is the very purpose for which Christ has given pastors and teachers to the church, i.e.

Eph 4:12

*“to prepare God’s people for works of service, so that the body of Christ may be built up.” (NIV)*

### 5. Celebration

One of the secrets of inspiring a continuance of effective service is to recognise and celebrate those achievements. Mutual celebration inspires people to even greater efforts and accomplishment.

There are several other basic, indispensable factors without which the program will not work. Let me briefly outline them.

### 1. A PASTOR WITH A PASSION.

Local pastors and their churches are undoubtedly the key to effective evangelism and church planting. A pro-active church, dedicated to evangelism and functioning as a training centre, is the finest medium for fostering evangelism on a world wide basis.

**The Pastor’s primary purpose must be :-**

a) **To serve God fully.**

b) **To fully maximise his ministry.**

2 Tim 4:5

*“But watch thou in all things, endure afflictions, do the work of an evangelist, make full proof of thy ministry.” (KJV)*

**Three things necessary to “make full proof” of one’s ministry.**

- Wholehearted commitment to Jesus Christ and His Gospel.
- Wholehearted commitment to training competent leaders.
- A consuming passion to win the lost to Christ.

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c) **To Reproduce effective leaders.**

The greatest single thing one can do to maximise one's ministry is to produce other effective leaders.

God ordained that every healthy, living thing should grow and reproduce after its own kind. (The church you pastor is the kind you reproduce. What kind of church will you produce?)

Gen 1:11-12

*"Then God said, "Let the land produce vegetation: seed-bearing plants and trees on the land that bear fruit with seed in it, **according to their various kinds.**" And it was so.*

*The land produced vegetation: plants bearing seed according to their kinds and trees bearing fruit with seed in it according to their kinds. And God saw that it was good."* (NIV)

He further ordained that every living, healthy human should also reproduce after their own kind and fill the earth with humans of every race.

Gen 1:27-28

*"So God created man in His own image; in the image of God He created him; male and female He created them. Then God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the fish of the sea, over the birds of the air, and over every living thing that moves on the earth." (NKJ)*

It is also obvious that He intends every living to reproduce itself.

- Every healthy sheep should produce more sheep.
- Every faithful shepherd should produce more shepherds.
- Every pastor/evangelist should reproduce more pastors/evangelists.
- Every church should produce more churches.

2. **LEADERSHIP TRAINING.**

**Leadership is a function, an action. Something people DO!**

We often hear the phrase, "a born leader" but leadership is actually a skill that can be taught, caught, learned and practised. Some, by nature and characteristics may be better disposed to exercise it but many who have little natural leadership may learn and develop its skills.

**As a functional skill, leadership can be:-**

- Taught
- Caught
- Learned
- Practised
- Developed
- Matured

**Leaders are made**

Mark 1:17

*"Come, follow me," Jesus said, "and I will **make you** fishers of men."*

**Leaders are made by :-**

- Being with their leader.
- Observing and emulating their leader.
- Being trained by their leader.
- Imbibing his spirit.
- Obeying their leader.
- Practising what they learn.

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- Developing and improving their skills.

**Leadership selection is the first step**

**In the secular world, leadership selection has become extremely complicated and demanding**

- Very demanding criteria
- Correct psychological aptitude.
- Excellent references.
- Post graduate qualifications.
- Impeccable appearance.

**Jesus used a different measure**

**a) Truly Born again.**

John 3:3

*"In reply Jesus declared, "I tell you the truth, no one can see the kingdom of God unless he is born again.""* (NIV)

**b) Following Jesus. Being with Him. Imitating and emulating Him.**

Matt 4:19-20

*"Come, follow me," Jesus said, "and I will make you fishers of men." At once they left their nets and followed him."* (NIV)

**c) Filled with God's Spirit.**

Luke 24:49

*"I am going to send you what my Father has promised; but stay in the city until you have been clothed with power from on high."* (NIV)

**d) Completely committed to God and His Will.**

Luke 14:26-27

*"If anyone comes to me and does not hate his father and mother, his wife and children, his brothers and sisters-- yes, even his own life-- he cannot be my disciple.*

*And anyone who does not carry his cross and follow me cannot be my disciple. (NIV)*

**e) Obedient.**

John 14:15

*"If you love me, you will obey what I command."* (NIV)

**f) Faithful.**

1 Cor 4:2

*"Now it is required that those who have been given a trust must prove faithful."*

**Leadership training is best accomplished "on the job."**

Jesus trained His disciples "on the job."

Effective training cannot be accomplished in isolation from the scene in which it will be practised.

Whatever is learned in isolation will have to be tested in reality.

**Leadership development involves three basic steps**

- Observing
- Understanding

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- Doing

**Every pastor should be training leaders**

Eph 4:11-12

*"It was he (Christ) who gave some to be apostles, some to be prophets, some to be evangelists, and some to be **pastors and teachers**,*

*to prepare God's people for works of service, so that the body of Christ may be built up."* (NIV)

2 Tim 2:2

*"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others."* (NIV)

**The Preparation (Equipping) Of The Saints. (Eph 4:12) requires several things :-**

**a) Selection of potential leaders.**

Jesus did not demand a remarkable curricula vitae, He relied on spiritual discernment.

**b) Close association with them.**

Jesus was accessible and available to His disciples. They spent quality time together with Him.

**c) Teaching and training.**

The teaching and training that Jesus afforded was both spiritual and practical. Most of it took place on the job, as Jesus pursued His ministry and calling. The disciples accompanied Him everywhere, hearing His every word, observing His every action.

**d) Delegation of tasks with appropriate authority.**

Jesus delegated specific, meaningful tasks to His disciples and shared with them His God given authority.

Matt 28:18-20

*"Then Jesus came to them and said, "All authority in heaven and on earth has been given to me.*

*Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,*

*and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."* (NIV)

**e) Supervision. Correction and commendation.**

All trainees require and appreciate mature supervision, guidance and direction.

**f) Promotion.**

Matt 24:45-47

*"Who then is the faithful and wise servant, whom the master has put in charge of the servants in his household to give them their food at the proper time?*

*It will be good for that servant whose master finds him doing so when he returns.*

*I tell you the truth, he will put him in charge of all his possessions."* (NIV)

**g) Rewards.**

Luke 6:23

*"Rejoice in that day and leap for joy, because great is your reward in heaven. For that is how their fathers treated the prophets."* (NIV)

### 3. EVERY LOCAL CHURCH SHOULD BE A TRAINING CENTRE.

Eph 4:11-13

*“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ;”*

Ministers were not given by Christ to **do** all the work of the ministry but rather to equip, (train and thoroughly prepare) the saints, (members of Christ’s Body) that they might minister to, edify and increase the Body of Christ. (The Church)

Any local church that is not providing opportunities for its members to be trained and equipped in leadership and evangelistic skills, is failing to fulfil its biblical role and responsibility.

**To activate this reproductive system requires several features.**

- A dedicated and pro-active pastor who can inspire and motivate the members of his congregation.
- A leader with a specific vision for the furtherance of the Gospel in his geographic locality.
- A leader who will lead by example, providing a role model for his congregation of an evangelist and Soul Winner.
- A leader who understands the biblical principles of training and delegating.
- A “mission minded” pastor who understands the biblical requirement to “send forth labourers into the harvest fields.”
- A pastor who is willing to release dedicated lay people into the planting of new congregations, planted and nurtured by the local church.
- A pastor who is determined that one day he will hear his Master say, “Well done, good and faithful servant. You have been faithful in the smaller things and I will make you a ruler over greater things.”

### 4. THE EXAMPLE OF JESUS

The objective that Jesus pursued was broadly two fold. Firstly to introduce men and women to God through faith in His redemption. Secondly to “plant” the church, comprised of all the members of His Body throughout the earth. This great company of redeemed people are to be found in Christian churches around the world.

The method that Jesus employed was that of finding, calling, training disciples and commissioning them to spread the gospel and to plant new churches wherever they went.

He commissioned all His disciples to do two things.

- Firstly to “preach the gospel to every creature.” (Mark 16:15)
- Secondly to “make disciples” of all who believed and received their message. (Matt. 28:19)

This was Christ’s method. It was the method employed by the early church. It is the biblical method. It is the method that God is using and blessing today. It is also the method we advocate in the **Church Planting International** material.

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This course, “Church Planting” is comprised of four modules and a total of fifteen subjects and is primarily intended for use within a local church. It is a basic training program designed to assist local pastors in preparing potential leaders in the church to become evangelists and church planters.

The approach we suggest is for the local pastor(s) to form a discipleship class that meets regularly in the local church. Enrol all the potential leaders in the congregation and begin to disciple them using the C.P.I. materials. The Church Planters’ Training Manual suggests several ways in which this can be done.

## 5. BEGIN BY TEACHING THE WHOLE CONGREGATION

I encourage every pastor to begin by teaching the lesson, “**You can be a real winner**” to the entire congregation. Use it to challenge every member to the responsibility and privilege of being an effective witness for Christ. Why not teach the various lessons as a series on Sunday mornings? Following this, teaching can be given on various aspects of Christian leadership, the aim being to inspire and motivate members with a desire to serve God.

One of the positive results of this will be the number of members who will approach you privately and say, “Pastor, this is wonderful material. How can we receive more teaching like this?” Such enquiries will help you to recognise those persons in your church who are eager to learn and to work for Christ. These are the persons you should then recruit into your discipleship classes so that you may teach them everything that God has shown you. Having recruited these persons into a distinct and committed group of potential leaders, you should then commence to teach them the other subjects in the two modules. Each subject contains biblical principles together with practical suggestions.

## 6. EVERY PASTOR SHOULD BE A MENTOR

“A mentor is an experienced and mature person who adopts the role of guardian, counselor, advisor, role model, friend and tutor to someone of less experience in order to develop the best and highest qualities in their protégé.”

Mentor was the name of the person that Odysseus appointed to the position of guardian/educator of his son Telemachus. It is used now to describe the relationship and methodology by which an experienced person shares their knowledge and wisdom with a younger protégé to enable the younger achieve their highest potential.

**An ideal mentor should be :-**

- A spiritual guardian.
- A role model to emulate
- A trusted confidant
- A true friend.
- An honest advisor.
- A capable tutor.

“Mentoring is an historically and biblically validated system for conveying positive life shaping influences to a younger protégé.”

The relationship between mentor and mentored should not be a perpendicular one of superior to subordinate, but rather a horizontal one of friendship and trust.

The role of Jesus before His disciples was that of a mentor.

The Apostles assumed roles as mentors to their younger brothers in Christ.

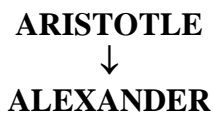
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Barnabas was a mentor to Paul. Acts 4:36,37; 9:26,27; 13:13.  
Paul, in turn, became a mentor to Timothy and numerous others.  
Timothy was encouraged to be a mentor to others. 2 Tim 2:2.

Mentoring is a mutually agreed relationship whereby an experienced person conveys encouragement, guidance, instruction and life experience to a less experienced colleague. He also shares and models his life with his protégé in order to reproduce his effectiveness in him.

A fine biblical example of a similar relationship might be that of Paul and Timothy. Paul who appears to be some 30 years older than Timothy, virtually adopted him as his apprentice. He refers to him as “my son in the Faith.” Timothy accompanied his older companion on many ministry and missionary trips. He closely observed Paul, learning from everything he did and said. Timothy’s eventual spiritual stature and effectiveness owed much to Paul’s earlier influence upon his life.

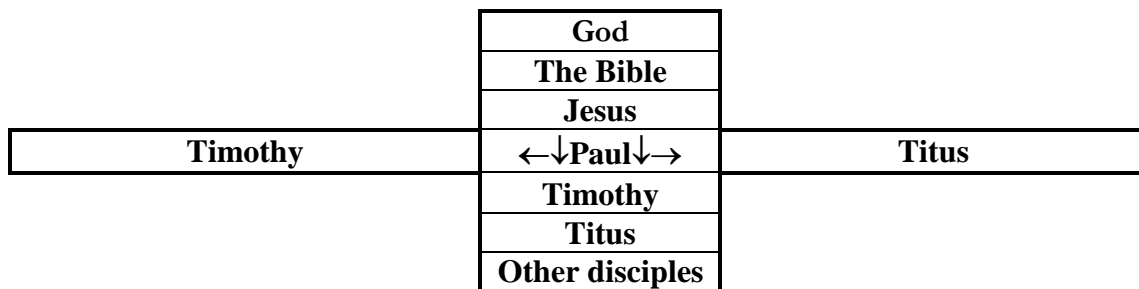
The traditional, ancient relationship of a mentor to his pupil was a vertical, hierarchical one, that may be portrayed like this :-



However, I believe that the biblical one of a paracletos, (one who comes alongside you to guide, teach and assist) was actually more similar to the modern concept of mentoring which might be depicted in this manner.

**PAUL → TIMOTHY**

**In the Biblical model there is both a horizontal and a perpendicular aspect. E.g.**



**QUALITIES OF A GOOD MENTOR**

**a) Experienced**

Having learned many important lessons in the laboratory of life, he is able to pass them on to his protégé, enabling him to avoid making elementary mistakes and learn by the experience of other successful persons.

**b) Blameless Character**

A person who assumes to convey his life and character to another must ensure that his own life is blameless, an example of Godliness to all believers. People tend to reproduce after their own image, therefore the original should be of excellent quality.

**c) Maturity and proven effectiveness**

A mentor must have a well developed personality and character. He must be well seasoned and fully developed in all aspects.

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**d) Able to recognise potential in others**

An effective mentor must have the perception and wisdom to recognise good potential in younger people. He must be a good judge of character, and able to recognise the indications of those who are potential leaders.

**e) Should be a “people person”**

I have often said that basically, the ministry is about two things.

- It is about GOD
- It is about PEOPLE.

An effective mentor must know God intimately but he must also be able to relate well to people. Too many pastors have isolated themselves from real, honest relationship with their charges. A false type of religious relationship is too shallow for the formation of the kind of brotherly bonds that true discipleship requires.

The mentor should be easy to relate to.

**f) He should be an encourager**

(Encourage: To give “fresh heart to,” i.e. to inspire with courage, spirit and confidence)

Barnabas was the man that God chose to disciple Paul. His name means “Son of consolation.” Barnabas did not have a spectacular public ministry. He never became a mighty Apostle like Peter and Paul. He was known for his ministry of encouragement to others. That is why God selected him to shape and influence the early spiritual life of the great Apostle Paul. Barnabas constantly affirmed Paul, introducing the former persecutor to the church he had harassed and making openings for Paul’s ministry.

**g) He must be patient**

Teaching and developing novices requires a lot of patience. It is never accomplished over night. Young disciples will usually make some mistakes. The mentor must deal patiently with this, maintaining loyalty and commitment despite some immature mistakes.

**h) Be trustworthy**

To be trustworthy simply means, to be worthy of one’s trust. Your disciples will want to trust you completely. They will look up to you as their closest example of what a true Christian should be. They will rightly expect that your word is your bond. That you will keep every promise you make even when it may cost you something to do so.

**i) Have a sense of humour**

Ideally a mentor needs and should have a good sense of humour. The ability to see the funny side of a tense situation can drastically reduce the tension. It is always a help too when one can laugh at oneself. This makes a person human and likeable.

**j) Be a person one can admire and emulate**

A disciple who admires his teacher will inevitably try to emulate him in numerous ways. There is a great difference between “copying someone” and “emulating them.” Copying is trying to look or sound like someone else. Copying their mannerisms, appearance and personality. This is a very shallow and superficial thing that is only indulged in by very immature persons.

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To emulate is to learn from someone. Observe them carefully. Learn from them the true principles of Godliness and character. Seek to be like them, not superficially, but honestly, deep in your spirit. Paul said:

1 Cor 11:1

*“Follow my example, as I follow the example of Christ.” (NIV)*

**THE IDEAL MENTOR IS**

**a) Honest with you at all times**

Eph 4:15

*“Instead, **speaking the truth in love**, we will in all things grow up into him who is the Head, that is, Christ.” (NIV)*

Speaking the truth, in love, is the way to grow up into Christ in all things. It is essential to mature spiritual development, personally and ministry wise. However, the person who “tells the truth in love” should also be willing to “hear” the truth in love. It must be a reciprocal arrangement.

**b) Completely committed to you**

Mentorship demands an honest commitment to one another. Without this it cannot function and will never achieve its goals. It is therefore a relationship that should not be assumed lightly nor entered into without proper consideration.

I think that Paul’s exhortation to Titus bears some relationship to this.

1 Tim 5:22

*“Lay hands suddenly on no man,” (KJV)*

I believe that Paul is speaking of not being hasty to ordain a man. Do not make your choice and decision too quickly lest it be a wrong choice.

**c) A Role Model to emulate**

The prospective disciple should seek to join themselves to someone they admire so much that they would like to be like them. They should ask themselves, “Is this truly a person that I would wish to be like?” If for any reason, the answer is No, they should never desire a mentor relationship with this person.

**d) A mentor is a tutor**

a) a person who instructs another in some branch or branches of learning, especially a private instructor.

b) to act as a tutor to; teach or instruct, esp. privately.

c) a tutor gives intensive instruction in some subject to an individual student or a small group of students. © Webster’s Dictionary

Gal 4:1-2

*“Now I say, That the heir, as long as he is a child, differeth nothing from a servant, though he be lord of all;*

*But is under tutors and governors until the time appointed of the father.”*

A tutor in the biblical sense is really a guardian appointed by the father to train his child in the skills of life. The Holy Spirit is such a guardian/tutor to us and we are to play that role to disciples who are younger and less experienced than we.

**e) A mentor is a trusted companion**

True mentoring thrives best in a relationship that affords faithful companionship. This is the kind of friendship to which Jesus referred when calling His disciples.

John 15:15

*“I no longer call you servants, because a servant does not know his master's business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you.”* (NIV)

**f) Real Leaders Produce More Leaders**

One sure sign of effective leadership is the reproduction of more leaders.

- **Ask God to show you His choice**
- **Require from them commitment and sacrifice**
- **Train and equip them**
- **Give them room and time to grow**  
Create a climate of faith in which others can flourish.
- **Maintain a positive expectation of them**
- **Delegate responsibility to them**
- **Share with them the spoils of victory**

**The Teaching Environment**

Effective mentoring requires two forums

1. A formal aspect (tutelage) which is pre-planned.
2. An informal aspect (relationship) which is spontaneous.

It is interesting to note that neither Jesus, nor the Apostles established any Bible Colleges or Seminaries. Instead, they taught and disciplined their charges in the pragmatic arena of real life. Effective training and discipleship can never be achieved solely in a class room situation.

Jesus appears to have done most of His discipling whilst walking the dusty roads of Israel. On other occasions, they would rest by the way side and He would talk with them informally, bringing important issues of life to their attention and teaching the spiritual significance of them.

The training of the early church obviously took place in the context of the local churches. Neither were these churches hidden away in the solitude of isolation that seminaries often offer. Much of their vital Christian lives were lived out in public places amongst the multitudes they were endeavouring to reach for Christ.

Even in our modern context, the local church is still the best training environment for ministry. When mentoring takes place in the situation and atmosphere of a local church, the disciples are being trained in the very atmosphere of what they will endeavour to perpetuate. i.e. trained in a local church to go and plant another local church.

**g) The Multiple Cell Church**

Many traditional churches function on a “One cell” model. i.e. the church is a single congregation that conducts all its activities together. This style of church is NOT conducive to leadership development, nor to church planting projects.

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Other churches are adopting a multiple cell model which is based more accurately on the New Testament paradigm. In addition to any “One congregation functions” this church also has multiple cell groups usually meeting weekly in the homes of certain church members. They attract church members who live within close geographical proximity to a particular house. This style gives opportunity to :-

- Reach further afield with Gospel outreaches.
- Train more persons for leadership responsibilities.
- Afford more opportunities for ministry experience.
- Provide a closer pastoral care.

Remember, Everything reproduces, *after its own kind*. To ensure that the churches you plant are virile and effective make sure that your church is :-

- Refreshed
- Revived
- Reproducing lively, powerful churches.

Pastor, you must honestly assess the spiritual quality of what your local church is experiencing to make sure it is of “export quality.” Is it truly the kind of active, exciting, dynamic church, exhibiting total loving commitment to God and a dying world, that Christ longs to reproduce?

It is recorded of the early church that they were,

Acts 2:47

*“praising God and enjoying the favour of all the people. And the Lord added to their number daily those who were being saved.” (NIV)*

Is your church a New Testament quality church to which God will entrust people who are being saved?

I sincerely trust that YOU will be able to become involved in this challenging work. I am sure that you will see your church increase, your members mature, and new congregations planted in your locality and further afield. Above all, God will be glorified amongst you and His Kingdom mightily increased.

## **CPI OPERATIONS MANUAL**

### **WHAT IS THE “CHURCH PLANTER'S TRAINING PROGRAM?”**

It is an exciting program initially designed for Churches in the Frontier Mission Nations of the World where it is presently being used by some 20,000 churches.

Within these regions are the most heavily populated countries on earth, which have for centuries been dominated by the gigantic pagan religious systems. But the Kingdom of God is emerging in a new breath-taking role, sweeping many thousands into its ranks and paving the way for the greatest Kingdom Harvest ever witnessed.

We firmly believe that these nations are about to witness an explosion of dynamic Christianity amongst them that will cause the Name of Jesus Christ to be powerfully exalted and the demonic principalities to "bow the knee" before that Name. A great and glorious harvest will accompany these manifestations and we want to play some small part in preparing the army of reapers.

We have recently adapted the program for use in Western nations and are thrilled to see that it is achieving results there too. The edition you now hold is that adaptation.

### **SOME BASIC INFORMATION ABOUT THE COURSE.**

1. It is produced and administered by Church Planting International. This organisation is non- sectarian and inter-denominational in character, seeking to assist all churches that preach salvation through faith in Christ. C.P.I. seeks to work in co-operation with all groups and denominations who exalt Jesus Christ as Saviour, Lord and King.
2. It is not necessary to join C.P.I. in order to operate a Training Centre. We are not a denomination, nor are we seeking to have churches join our organisation. We encourage you to remain in the denomination of which you may be a member and continue to submit to their spiritual covering. We also encourage you to work as closely as possible with those who have spiritual oversight over you.
3. C.P.I. is working in close association and fellowship with numerous denominations and mission organisations and enjoys a high credibility rating and great acceptance amongst churches of all denominations including Evangelical, Pentecostal, and Roman Catholic churches.
4. The Church Planting program is designed to be flexible and adaptable to a variety of circumstances. It is intended primarily for use in a local church. We are encouraging pastors to adopt this program into their local church and to embark on a project of outreach into surrounding areas. The program is ideal for this because it :-
  - a) It can be conducted effectively using existing church facilities or other suitable accommodation.
  - b) The local pastor and his associates, are usually able to effectively teach this basic program.

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- c) It is extremely cost effective, therefore tuition can be offered free of charge.
- d) Students are recruited from amongst potential leaders in the local congregation.
- e) New congregations, planted by the graduates, can be overseen by the local pastor and assume a "daughter-church" relationship.
- f) The curriculum can be taught in a manner appropriate to the culture of the local people.
- g) The timetable for teaching can be adapted to suit local conditions, depending on the proximity of students, availability of transportation and other local factors.
- h) It can be taught on a full-time or part-time basis. In day classes, or night classes. Weekly or monthly etc. Whichever is most suitable for local conditions and requirements.

**REQUIREMENTS FOR OPERATING A CHURCH PLANTING TRAINING CENTRE.**

1. The local pastor must have a desire and commitment to win souls and a vision to see new churches planted in the surrounding areas or further afield.
2. The church that adopts this program should also be alive evangelistically with a membership that desires to see the Kingdom of God extended.
3. Some kind of facility is needed. It does not have to be dedicated or restricted to this one purpose. The program can be conducted in virtually any facility, e.g. the church building, or hall is ideal. The pastor's home or a rented room could also be suitable. Anywhere where it is possible to achieve some privacy and relative quietness conducive to study.
4. Very little equipment is required. Most churches would contain everything that would be needed. The idea is to keep the equipment to a minimum and not to use anything that cannot be easily acquired in any location. Use whatever is available. e.g. black board, white board, overhead projector etc.
5. The teacher will have his/her 'Church Planters' package. The notes are written in such a manner as to make it easy for the teacher to study and simple for him to teach from. The same notes may be used as one's teaching notes. Notes can also be copied from these for the use of the students. If required, the notes can be written in the language or dialect of the local people and presented in a manner which is the most culturally appropriate.

The teacher will use the prescribed notes as the basis of his lectures but may adapt them to the specific requirement of the situation. He may add his own thoughts, illustrations and comments. He may adapt the notes to better suit the prevailing cultural, religious, or economic situation of the national and local scene.

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6. This course is presented in four modules, containing sixteen subjects. The sponsoring church will determine the time frame over which it should be taught. The length of each term may be determined by how frequently the classes are conducted. Obviously this may vary from place to place depending upon the location, transport, employment situation—all factors that may determine how frequently, or infrequently the students are able to meet.

The notes are prepared so that the teacher may teach directly from them, adding further truths from their own understanding and experience. It can be “custom tailored” to suit each unique situation. The Modules can be regarded as a smorgasbord of teaching from which appropriate aspects may be taken and used, or superfluous items may be left.

The ideal teaching style is one of mentoring in which the tutor assumes the role of an older brother, or father in God, to thoroughly train his charges in all aspects of life and ministry. A relationship of common trust is built in this manner. Measures of maturity are formed in the students that could not be inculcated in any other way. The relationships that are formed will undoubtedly last far longer than the duration of the classes. Fruitful ministry partnerships will be formed that may last a lifetime.

## GETTING THE PROGRAM STARTED.

### 1. THE VENUE:

One of the strengths of this program is that it does not require a dedicated facility, i.e. a facility which is provided solely for this function. Virtually any room can be used, whether it be a church sanctuary, fellowship hall, or the living room of someone's house.

However, we do encourage you to utilise some part of the church facility if possible, for several reasons.

- a) Discipleship Training should take place within the context of the local church.
- b) It should be seen to be an integral part of the church's program.
- c) The primary purpose of an Ascension Gift Ministry, (pastor, teacher etc) is to *"Prepare the saints for the work of the ministry."* (Eph. 4: 11,12.)
- d) The local church is the focal point of the Church universal. It is a building block which Jesus uses to "Build His Universal Church."
- e) This "Church Planters Training Program," should be under the oversight and covering of a local church which is God's operations base.
- f) Outreach and new church planting should be undertaken by the local church and its oversight.
- g) The students will be largely members of the local church, leaders and potential leaders.
- h) The more biblically based activities utilise the local church facility, the more valuable that facility becomes.
- i) It is not necessary for such a teaching program to have its own specific building. The expense of providing such is unnecessary. Rather let monies be used to sponsor outreaches and church planting.

### 2. THE CURRICULUM.

The package we supply is basically sufficient material for the teaching program, in its simplest form. It is sufficient for the purpose of training potential leaders in the skills of soul winning, and church planting. One of the reasons we have sought to keep the materials at a minimum is so that it can be made available to even the smallest, rural congregations. It has already been proven that this style of program produces results.

Of course, this basic program can also be added to if so desired. The material itself can be expanded by the teacher at his discretion. Other tools and aids can also be used if available. For examples, overhead projectors, amplifying systems, various teaching aids, can all be employed to communicate the message more effectively.

### 3. FACULTY MEMBERS.

Once again the principle holds true. This program can be used effectively at its lowest denominator. If necessary one teacher can teach this whole program. However, it is better to use several teachers if these are readily available. The local pastor, should usually assume the role of Principal. He is in charge of the whole program. He may appoint assistants

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should he desire to help with any aspect of the program to achieve the most effective functioning of the program.

#### 4. STUDENT BODY.

Wherever possible students should be chosen from amongst the local believers. However, this is not a rule. The course can also cater for students who may not be members of the church that sponsors the centre.

Senior Pastors should identify the potential leaders, pastors and church planters, within their congregation and invite them to become part of a discipleship training class.

Students ought to at least have the following qualifications :-

- a) They must be "born again" believers.
- b) They should have a good testimony of God's grace in their life.
- c) They should have a written recommendation from their local pastor.
- d) They should have some indication of the leading of God to pursue this course.
- e) Ideally they should be literate.
- f) They must be prepared to study and work hard at the course.
- g) They must be willing to submit to the oversight of the centre.
- h) They must be willing to sacrificially give of their time, not only in fulfilling the course, but in assisting in the planting of new congregations.

#### 5. THE CLASS ROOM FORMAT.

This also can be somewhat flexible, and the Principal will ultimately determine the nature and format of how the class will function. The most important criteria is that THE GRADUATES MUST BE ABLE TO **DO** WHAT THEY HAVE LEARNED, I.E. WIN SOULS AND PLANT CHURCHES.

**Someone has well said,  
"If the student has not learned,  
the teacher has not taught."**

So, this is our ultimate aim, and the structure, format, and function of the class room activities must reach this objective. However, there are certain features which have proven helpful and fruitful and we encourage you to include them in your teaching philosophy and methods.

#### A VITAL KEY TO SUCCESS.

Undoubtedly the most important key to the effectiveness of this program, is the Principal/mentor. Without this person the whole program fails. He is the fulcrum around which the program revolves. We can place the tools in his hands, but without his dedicated commitment the whole project disintegrates. So much depends upon his leadership.

We want to supply the tools, but we need the dedicated leaders to "finish the job" - of preaching the gospel in every nation, and to every creature. The Principal, leading the training course, and supervising the subsequent outreaches, is our link with the harvest field. He and the students under his care, are our hands to gather in the harvest. We want to be co-labourers together with YOU. We want to join with you, work with you, rejoice with you.

We want to be in touch with you to encourage and advise you. We believe that together we can see something accomplished for God. So, let's all give it our best

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effort, and with God's help and strength something great will be achieved to extend His glorious Kingdom.

Pastor, in order to "make full proof" of your ministry, you must also "do the work of an evangelist." (2 Tim. 4:5.) We want to help you to do that. In co-operative partnership together, we can make it happen.

To accomplish this you must be more than just a teacher in the classroom. You must be an inspirational role model for the students. You must inspire and motivate them through your example. This challenge will bring out the best in your own ministry, enhancing and enlarging your sphere of influence and your effectiveness. You must model for them the role of an evangelist and church planter. By inspiring your students, you can multiply the fruitfulness of your ministry many times over. Their fruit will be your fruit.

I believe that God is offering all of us an opportunity in these crisis days, to enlarge our outreach and to reap a harvest for God's glory.

## HOW TO CONDUCT A "CHURCH PLANTING TRAINING CENTRE."

### 1: THE PERSONNEL YOU MAY NEED.

#### a) The Principal/Mentor.

The senior pastor, or his appointee, should assume this role. His doing so will

- Give the program credibility in the eyes of the church.
- Invigorate his own ministry.
- Form a bonding between him and his future leaders.

#### b) Teachers.

In a smaller church, the pastor may be the sole teacher.

It is desirable however, that there be more than one teacher.

Other teachers may be associate pastors, assistants, elders etc.

### 2: WHAT YOU WILL NEED TO CONDUCT THIS PROGRAM.

#### a) Lecture notes when needed.

- The lecturer may prepare, and present notes when deemed necessary.
- These may be photo copied from the Curriculum if desired.
- If you wish you may translate any of these materials into the local language.

#### b) The students should also have :-

- A Bible.
- A suitable notebook.

### 3: PREPARATION FOR TEACHING.

The teacher must prepare beforehand by :-

- Studying the notes on the appropriate subject in the Curriculum.
- Study the various scriptures referred to.
- Prepare his own notes.
- Prepare notes for the students, translating when necessary.

### 4: TEACHING EFFECTIVELY.

#### a) The teacher is the real key to effective learning.

- The effectiveness of the teacher is essential to the success of this program.
- We encourage the teachers to follow the notes as closely as possible.
- We also encourage them to personally identify with the teaching.
- Use illustrations and examples from your own experience.
- Make the teaching applicable to the local scene and culture.
- Reinforce the teaching but do not stray from the theme of the notes.
- Teaching should not be heavy and boring.

Many think that the teaching ministry has to be heavy and laborious.

This is far from the truth. Make your lectures as interesting as possible. You must hold the attention span if you want your listeners to learn from what you teach. Use various means of communicating. e.g. visual, drama, participation. etc. Be enthusiastic and excited. Communicate enthusiasm.

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**b) Visual aids are often effective means of communicating.**

Not every centre may have an overhead projector but they can obtain a simple blackboard, please make good use of it.

Write out your outline before class commences.

Organise various skits and dramas to visually illustrate a point.

- Student participation is essential.
- People remember best the things in which they participated.
- Organise class participation as frequently as possible.
- If you are teaching witnessing and soul winning, have the students practice on one another.
- In the classes on preaching, ensure that every student has a turn at preaching. Let the other students comment on various aspects of the preaching making helpful suggestions about things which might be improved in the presentation.
- Organise for them also to participate in extra curricular activities, e.g. street witnessing, sick visiting, song leading in the church.

**c) A well known and truthful proverb says :-**

I hear, and I forget.

I see, and I remember.

I participate, and I understand.

**d) The students must practice what they have learned.**

- Use the students as frequently as possible in all manner of church activities.
- Allow them to gain experience in every area of church service.
- Have them report back to the class about their various activities and tell what they learned from it.

**5: CONDUCTING THE LESSONS.**

**a) Always aim to start on time.**

Your students need to learn to be punctual.

If you wait for late comers to arrive, you waste the time of those who came early.

It is discouraging if the sessions always commence late. Everyone will begin to come late.

You have a course to complete and time is vital.

**b) Don't turn it into another church service.**

Do not have long periods of singing. We recommend 15 minutes fervent specific prayer. You are not conducting a church service, but a training class.

**c) Try to keep to your time table.**

You have determined how long this course will require, e.g. 12 or 18 months.

Keep pacing yourself to ensure that you are on time and that you effectively conduct the course in the time period you have nominated. Various plans may have been laid for church planting endeavours and these should not be interrupted or delayed without good reason.

**d) Be open to "Divine Interruptions."**

Always be sensitive and open to Divinely ordained changes to your program.

God can accomplish more in five minutes than we can in five years.

God is the Director-general of our Course, always be open to Him.

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He may ordain that some evenings should be given entirely to prayer.  
Obey His leading. You can catch up with lectures later.

**6: SOME FURTHER CONSIDERATIONS.**

Don't treat your students like juveniles. If you treat them as mature, responsible people, they will respond in that manner.

Try to build relationships with each student. They will be fellow-labourers with you and you need a good relationship and understanding with them

They will look to you as their spiritual covering and authority.

Be a good role model to them. They will sub-consciously tend to follow your example. They will pattern themselves on you to some degree.

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