

# Mentoring for reproductive disciple-making

A training workshop for trainers  
introducing *Train & Multiply*<sup>®</sup>



*“Be fruitful, multiply and fill the earth.”*

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### Purpose of this workshop

This is a 'model' training workshop to prepare trainers who will introduce the *Train & Multiply*<sup>®</sup> program. Participants will be expected to present the same workshop to others, in turn, making necessary cultural and content adjustments. T&M enables users to mentor others for reproductive disciple-making by applying Jesus' Supreme Order to local gatherings, their shepherds and their members.

### Objectives of this workshop

By the end of this workshop, the participants will be able to do the following:

- Disciple new leaders to reproduce gatherings and other new leaders.
- Have confidence in their ability to employ the T&M menus, Activity Guide and studies.
- Assess urgent learning needs new leaders who make disciples in new gatherings.
- Repeat this workshop with other trainers and mentors of new leaders.
- Extend training continually through 'chains' of new leaders who train others also.

### Format of this workshop

You may present workshop modules in all-day sessions or as lessons in a course over several weeks. From each module, use only those parts that meet participants' learning needs. It is best to have between eight and 24 trainees.

Before the workshop

- Arrange seating so that participants can see each other's faces.
- Arrange for participants to hold frequent, little, discussion groups.
- Provide a set of T&M materials for each participant who will train new leaders.

During the workshop

- Choose those modules, methods, subjects and activities that meet participants' learning needs and for which there will be enough time.
- Avoid using electronic equipment that participants will not be able to employ when they present similar workshops. Rely more on interaction than on media, to keep participants involved.

### Methods used in this workshop



**T&M menu.** Choose in advance a T&M study to use in demonstrations.



**T&M story.** Coach volunteers, in advance, to help you act out a brief drama at the start of each module. These stories illustrate a mentoring process employing T&M materials. *In the workshop, change the names from Paul, Timothy and Titus to local ones.*



**Reproductive tactic.** State clearly a tactical activity that normally leads to reproduction when applied along with other such tactics.



**Commandment.** Have participants read aloud from their Bible a commandment from Jesus, an example of Jesus performing the action, and an example of an apostle performing the action.



**Bible discovery.** Allow between four and seven minutes for little discussion groups to read assigned bible verses and answer a question that you will tell them. Each group may deal with a different passage, if several references are given. Warn them when they have one more minute. One member of each group should report to the whole workshop one answer to the question.



**Activity.** Present a skit, tell a story, recount a true event, or present a demonstration. Allow one or two minutes for this. Include participants whom you will have coached in advance, who will speak in their words.



**Discussion.** Share insights and ask questions. Invite the participants to ask questions, share experiences and make observations. Affirm every useful idea.



**Mentoring skill.** Demonstrate new skills. Then, have each participant choose a partner and practice together the same skill.



**T&M exercise.** Let pairs or triads of participants employ T&M menus and materials to mentor each other.



**Mr. Contrary.** At any moment, a helper can hold up a sign that says, “Mister Contrary,” and express an objection to the workshop teaching. When he does so, the workshop leader should ask *the participants to answer* Mr. Contrary.



**Pray, map & plan.** Let discussion groups gather to draw maps, lay plans, and pray together about their plans. This can take up to half an hour, if there is enough time.



**Bible Drama.** Time permitting, let participants dramatize, briefly, a bible story in a way that illustrates an idea from the module. Actors should not use costumes or elaborate props.



**Notes.** Both you and participants may supplement the guidelines found in this manual. It is more important to meet participants' learning needs than to present every idea in this manual.

## Evening sessions

If this workshop does not hold an evening session, then let participants choose to undertake evening activities like these:

- Mentor each other in very little groups, following the steps taught in this manual.
- Read through several T&M training booklets.
- Form little gatherings amongst themselves to worship, pray, encourage each other and partake in the Lord's Supper, all in a simple that they could teach to others.
- Go out, two-by-two, and talk about the original Good News story with anyone who is willing.
- Go out, in little groups, and prayer walk a needy part of the town.
- Hold a praise and prayer concert for God to expand his Kingdom in a neglected part of the population.
- Visit some sick or terminally-ill folk, show them love, let them confess sins, anoint them with oil, and ask God to bless them and heal them.
- Visit some new believers and teach them seven commandments of Jesus. Then help them start obeying each of those commandments.

## Special words used in this manual

**Coordinator:** One who helps workers keep reproducing disciples and gatherings, by mentoring trainers, arranging workshops like this one, and providing T&M materials.

**Gathering.** A congregation, cell or house group, which is a big or little church that seeks to reproduce while making new disciples.

**Leader.** One who leads or guides a gathering. Some may be called shepherds, elders or pastors. New leaders are usually not yet ordained and some never will be.

**Mentor.** To train or guide new leaders in the way that Jesus and his apostles did, by listening to T&M students report about their gatherings' needs, before teaching them and making plans together.

**Menu.** A list or index of activities and study booklets. A menu helps a mentor to choose studies that will help T&M students implement their plans.

**NT.** The New Testament of the Holy Bible.

**Reproduce.** A gathering reproduces when some of its members start another gathering. A leader reproduces by training a new leader using T&M. A disciple reproduces by helping someone else learn to obey Jesus' commandments.

**Student.** A worker who is enrolled in a T&M program and is mentored by another worker.

**Tactic.** A practice or activity that normally enables a gathering to reproduce by making disciples and starting new gatherings.

***Train & Multiply*<sup>®</sup> (T&M).** A licensed, shepherd-training program that consists of a menu, an activity guide and study booklets, used in extension education for new leaders.

Worker. An individuals or little team that starts or serves a gathering. Most workers remain self-supported, although some may receive a salary.

### Open the workshop

Have participants introduce themselves in their cultural manner.

Explain about this workshop:

- This is a workshop in which all the participants will have some work to do.
- This is not a seminar to teach about multiplication. Rather it will show how to employ the *Train & Multiply*<sup>®</sup> program that has helped many disciples, leaders and gatherings to reproduce.
- This workshop will not help believers, leaders and gatherings to reproduce. Rather, it will be similar workshops that participants will hold with co-workers that will help reproduction to happen.

### Adjust the workshop

Make changes to this workshop to meet the participants' needs. Make the skits and examples fit your culture. Include teachings that your organization requires, and leave out parts that your organization cannot approve. You may also change the order of the modules, leave out some modules, and include your own modules.



**Notes**

**Module #1**  
Mentor workers to launch temporary gatherings.



**T&M menu:** *Student Activity Guide*



**T&M story:** Paul visits, two new believers, Timothy and Titus, and shows them how they can worship God with their newly-converted families. Paul mentors them in how they can read the Bible, pray and celebrate the Lord's Supper.



**Reproductive tactic:** Start many, new, little gatherings simultaneously in a region. *Acts 14:21-23*. (If one stagnates or fails, the others may keep growing and reproduce.)



**Jesus' commandment:** "Fear not little flock, for it is your Father's good pleasure to give you the kingdom." *Luke 12:32*

**Jesus' practice:** "I have earnestly desired to eat this Passover with you before I suffer." *Luke 22:15*

**Apostles' practice:** "We were gathered together to break bread." *Acts 20:7*



**Bible discovery:** (A) Matthew 16:18-20; (B) Matthew 18:18-20; (C) Matthew 28:18-20. Answer this question: "What is required to be a real gathering?"



**Discussion:** Any of these are good answers: confess Christ, pray with Christ's authority, Christ is in your midst, two or more gather in Christ's name, make obedient disciples.



**Activity:** "Start gatherings." Form the participants into little gatherings. Have them pray to invite Jesus into their midst. Appoint one or two elders in each gathering. Take the elders aside and show them a simple way to serve communion. Let each one do so in their gathering. (Those who work together should be in a same gathering.)





**Discussion:** In what way did these elders receive training? [Mentoring and practice, on the job.]  
 What are some essential elements of worship that members of new, little gatherings can easily practice? [Praise, prayer, confession, communion, bible learning, sharing, giving.]  
 What forms can these take in your culture?



**Mr. Contrary:** This parody insults the divine institution of the church. Real churches must have a written constitution, meet in a chapel, have a trained pastor, and remain permanently.  
*[Answer: 1000s of such little gatherings start every day round the world. Many of them will reproduce and a few will grow big.]*



**Discussion:** What are some common objections that leaders have to unqualified persons starting and leading little gatherings? (Some may mention danger of bad doctrine, disunity, low quality, lack of finances, legality...) All such concerns can be controlled by a leader who regularly mentors such leaders, seeking to make them successful.



**Activity:** “Mentoring and teaching.” Show how mentoring differs from classroom training. Choose one or two of the following skits or create another skit that better fits your culture:

- Professor welcomes students to his theology course and starts to lecture. Student raises his hand and asks for help in evangelism. Professor answers that they will talk about evangelism in a course next year.
- Waiter welcomes the participants to his restaurant and proceeds to tell each one what they must eat.
- Buyer enters a small shop and asks for sugar. Seller replies that sugar would be bad for buyer’s health and insists that he buy tea, instead.
- Hold a short relay race with two teams, each team passing a cardboard baton. Run the race again, requiring one team to pass a pile of books instead of a baton.



**Mentoring skill:** Pray for the Lord to send forth more workers. *Luke 10:2*



**T&M exercise:** Distribute sample T&M materials, including the SAG. Let participants help each other identify the SAG and several study booklets.



**Discussion:** T&M studies are keyed to the SAG menus. Studies are not to be bound in one volume nor used in numerical order. Make as many photocopies as your students require, but do not supply T&M materials to unlicensed ministries.



**Pray, map & plan:** Supply or ensure that each gathering has a big sheet of paper and a marking pen with which it will draw and build a map, following each of the coming workshop modules. Pray for current students to become mentors of others also.



**Bible Drama:** Jesus and the Emmaus disciples.



**Notes**

## Module #2

### Mentor workers to foster prayer and devotional life.



**T&M menu:** Pray and plan with faith A1 (20, 24); Overcome in prayer A2 (13, 25); Develop prayer in the church A19 (47, 57); Promote prayer among churches A54.



**T&M story:** Timothy and Titus want their friends and neighbors to meet Jesus but are cautious about local religious fanatics. Paul mentors them in how they can pray with faith while walking their neighborhoods, ready to pray for miracles, when invited to do so.



**Reproductive tactic:** Keep praying for miracles and announcing the Good News. *Luke 10:9*



**Jesus' commandment:** "Ask, and you will receive, that your joy may be full." *John 16:24*

**Jesus' practice:** "All night he continued in prayer to God." *Luke 6:12*

**Apostles' practice:** "When [Paul] had said these things, he knelt down and prayed with them all." *Acts 20:36*



**Bible discovery:** (A) Mark 4:20 and 4:26-29; (B) Acts 6:1-7; (C) Acts 11:15-21; (D) Acts 12:16-17 with 12:24; (E) Acts 13:47-52; (F) Romans 15:20-24; (G) 2 Corinthians 4:13-18.

Answer this question: "What are some activities that normally lead to reproduction of disciples, leaders and gatherings?"



**Discussion:** Affirm all good answers like these: spreading the Good News, obeying Jesus' commandments, appointing new leaders, sending out 'apostles'. Where there is life, there is normally reproduction; where there is no reproduction, change methods.



**Activity:** "Prayer walking." Present a short drama about a prayer walking team that meets Mr. Grouchy who asks, "What are you doing in our neighborhood?" The team explains.

Grouchy then invites the team into his house to pray for his son who was born mute and has never talked. After a few seconds of prayer, the son begins to babble. Grouchy asks, "Son, can you not speak our language?" The son replies, "Yes, I can." Grouchy immediately beckons some participants to come hear his son speak. Grouchy says, "Now, tell us about your God."



**Discussion:** Explain that this is a true story from Mongolia that led to many men becoming believers and opening their homes to become new little gatherings. Talk about local prayer practices and miraculous answers.



**Mr. Contrary:** "God stopped doing miracles when the Apostles died. Prayer is supposed to change us, not change God's mind." [*Answer: 'You have not because you ask not.' Wherever workers pray, God does not change, he answers!]*



**Mentoring skill:** Identify actual and potential new leaders who require training. "The Lord appointed seventy-two others and sent them on ahead of him." *Luke 10:1*



**T&M exercise:** Let participants help each other find the three menus in the SAG along with the eleven Ministry Areas in each menu, as well as the two indices at the rear of the SAG.



**Discussion:** Explain how the menus correspond to three phases of reproducing gatherings: (1) starting a new gathering, (2) developing that gathering's ministries, and (3) guiding that gathering as it reproduces. Mentors may consult all three menus at any time.



**Pray, map & plan:** Each gathering draws a map of its region of responsibility, noting and labeling major geographical features. Its members pray over their map, asking God bless the population and to raise up many disciples and gatherings.



**Bible Drama:** Nehemiah's return to Jerusalem; Peter released prison.



**Notes**

### Module #3

#### Mentor workers to evangelize and reproduce gatherings.



**T&M menu:** Visit and witness A3 (2, 15, 16, 17); Baptize and receive new believers A4 (1); Pray for the sick and demonized A5 (25); Mobilize all members for evangelism A6 (4, 5, 8, 26, 3, ); Evangelize new places A20 (52); Plant new churches A21 (37, 50); Evangelize other regions, races & cultures A55 (37, 55); Coordinate the multiplication of churches A56; Keep multiplying new home groups A57 (37);



**T&M story:** Timothy and Titus report to Paul that some families repented and asked, “Now what?” Paul mentors Timothy and Titus in baptizing the new believers, and demonstrates a way in which to do so, explaining the importance of baptism to confirm faith and receive members.



**Reproductive tactic:** Confirm faith by baptizing and receiving the repentant. *Acts 2:41*



**Jesus’ commandment:** “Baptizing them in the name of the Father and of the Son and of the Holy Spirit.” *Matt. 28:19*

**Jesus’ practice:** “Jesus was making and baptizing more disciples than John.” *John 4:1*

**Apostles’ practice:** “He commanded them to be baptized in the name of Jesus Christ.” *Acts 10:48*



**Bible discovery:** (A) Acts 2:37-41; (B) Acts 8:12-16; (C) Acts 8:34-38; (D) Acts 16:34-38; (E) Acts 18:6-10. Answer this question: “What was the apostles’ practice of baptism?”



**Discussion:** Affirm all good answers, especially to confirm faith and to receive new believers into the gathering. How soon were new believers baptized? By whom? What followed immediately?



**Activity:** “Importance of baptism.” Have someone come to a door. Go open the door and ask what he wants. He replies gladly, “I have just trusted Jesus as my Savior!” Tell him dryly, “Fine. Go read your Bible. Come back when you are perfect.” Gently push him away and shut the door. After a moment, go ask the same person, “How did you feel, when I pushed you away and shut the door?”



**Discussion:** What is the importance of baptism? *[It confirms new believers’ faith. They are now members of the Body of Christ.]* Why should you not wait too long before baptizing? *[Repentant folk can feel they are unacceptable to God, and many will turn away.]* When should a new believer be counted for church growth? *[Only after baptism and inclusion in a gathering.]* Who should be authorized to baptize? *[All who win others to faith.]* How can you be sure a baptism candidate is authentic? *[You cannot be sure. However, most who get baptized straight away do remain faithful. See 1 Cor. 13:7.]*



**Activity:** “Sheep and wolves.” (If there is some misunderstanding about the place of small groups in a big congregation.) Have a participant play a shepherd who alone has authority to kill wolves by touching them with his hands. Have his flock huddle near him. Appoint two or three wolves who will “kill” sheep, when you give a signal, by touching them with both hands. After the wolves have killed several sheep, stop the action. Ask everyone how the shepherd could better protect his flock. Have the shepherd appoint two or three assistant shepherds and delegate authority to kill sheep to them. Restart the action with all live sheep. Let the action continue until it is clear the sheep are safe.

**Discussion.** How can shepherds expand their ministry through unpaid assistant shepherds? Why would it be important for shepherds to enroll such assistants as T&M students?



**Mr. Contrary:** Only ordained clergy are allowed to baptize. Unofficial baptisms are invalid. *[Answer: Jesus commanded baptism, so we baptize in obedience to him. What would you rather we did, instead?]*



**Mentoring skill:** Enroll new leaders as T&M students. *Col. 1:7-8*



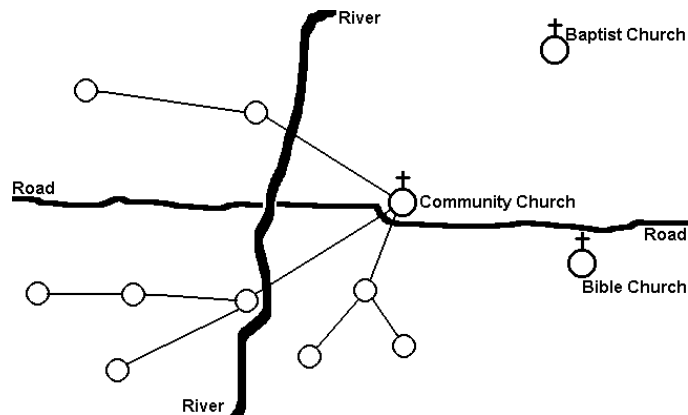
**T&M exercise:** Let participants help each other find the Activity Numbers in the three menus, then follow those numbers to find Activities in the SAG.



**Discussion:** Explain the use of the three sections of each Activity, Practical task options, Study options (Bible readings and training booklets), and Further reading. You may not need this kind of help, but many of your students will need this whilst helping other new leaders.



**Pray, map & plan:** Each gathering draws on its map, using symbols, the existing gatherings. They note on their map the names of leaders whom they should mentor by enrolling them in T&M. They pray to God to reproduce the disciples, the gatherings and their leaders.



**Bible Drama:** A Philippian jailor and his household believe. *Acts 16:16-33*



Notes



## Module #4

### Mentor workers to teach and make disciples.



**T&M menu:** Teach to live the Christian life A7 (7, 30, 33); Cultivate love for God and our neighbor A8 (19, 21); Teach to read and apply the Bible A9 (9, 14); Practice disciple-making A22 (7); Develop Bible teaching A23 (42, 51, 61); Deal with false teaching A24; Face opposition and persecution A25 (62); Develop further Bible study skills & application A58; Develop new teaching methods A59.



**T&M story:** Timothy's new believers want to know what Jesus expects of them. Titus' new believers think they have to start paying religious taxes to the Padre in a distant church. Paul mentors them in obeying and teaching Jesus' basic commandments.



**Reproductive tactic:** Teach obedience to Jesus and the NT above all else. *Matt. 28:18-20*



**Jesus' commandment:** "Go ... make disciples of all nations." *Matt. 28:19*

**Jesus' practice:** "I have come down from heaven, not to do my own will but the will of him who sent me." *John 6:38*

**Apostles' practice:** "We ... pray for you, asking that you may be filled with the knowledge of his will in all spiritual wisdom and understanding." *Col. 1:9*



**Bible discovery:** Acts 2:37-47. Answer this question: "In what ways did the early Christians obey Jesus' commandments in their gatherings?"



**Discussion:** Accept any answer that contains a commandment of Jesus, especially these: Baptize new believers (Matt 28:19); break bread (Matt 26:26-28); giving (Luke 6:38); love (praise) God (Matt 22:37); love neighbor (Matt 22:39); love one another (John 13:34-35); make disciples (Matt 28:18-20); prayer (John 16:24); receive the holy spirit (John 20:22); repent and believe and (Mark 1:15);; teach (Matt 28:19).



**Discussion:** *Explain* three levels of authority for what gatherings practice: (a) commandments of Jesus and the NT; (b) apostolic practices that were not commanded; and (c) human traditions. Cite several practices and ask participants to choose their level of authority. [For example: baptize (a); baptize immediately (b); baptize after a doctrine course (c).]



**Discussion:** How is obedience different from legalism? [Obedience is a loving response to Jesus by the saved. Legalism is trying to please God by keeping rules.]



**Activity:** “Obey my words.” Let a participant read Matthew 7:24-27, pausing to let two other participants act out the words. Have participants pretend to build houses. Invite the others to blow like wind, and sprinkle a little water on the actors.



**Discussion:** What was the difference between the two builders? [Both heard Jesus’ words, but only one of them put those words into action.]



**Mr. Contrary:** All authority comes from God, and, in this denomination, I have that authority. Therefore, all must follow my orders and the denominational Rule Book. [Answer: Believers are to submit to those who lead them, and leaders are to submit to the Word of God in everything, as examples to others.]



**Mentoring skill:** Ask God for wisdom to make ministry plans. *Jam. 1:5*



**T&M exercise:** Let participants practice using the SAG. Have each one think of an opportunity in a particular gathering and tell it to another. They will then consult the menus together, find an activity number, and look at the corresponding activity.



**Discussion:** Explain that the Activities in the SAG help mentors and students plan together what their gatherings will do immediately, by choosing tasks and readings that will help students implement their plans. When T&M does not have activities for a student's gatherings' urgent needs, the Holy Spirit will help you mentor them.



**Activity:** "Hand gestures." Time permitting, teach the participants a set of hand gestures that illustrate seven commandments of Jesus, which they can teach to the members of their gatherings.

Ask for volunteers who will write a poem and recite it to the participants, next day.  
Ask which participant or participants will compose a song with music and teach it to the participants, next day.

**Discussion:** New shepherds of new gatherings may not easily remember the commands of Jesus. Alternatives include posting a list of Jesus commandments on a wall wherever a new gathering usually comes together.



**Pray, map & plan:** Each gathering projects current gatherings starting 'daughter' gatherings, noting with a symbol in its map, each place where that will happen. Its members then write the name of the place and pray for God to raise up new gatherings there and others like them.



**Bible Drama:** Peter & Cornelius. *Acts 10*



**Notes**

## Module #5

### Mentor workers to identify leaders and spiritual gifts.



**T&M menu:** Plan and share responsibilities among the leaders (elders) A28 (49); Plan a calendar and daily work A29 (54); Hold administrative meetings A30 (45); Develop the believers' gifts A43 (60); Form groups for edification and ministry A44 (44); Develop special ministries A45 (44); Develop ministries to children A46 (51); Mobilize the young people A47; Establish wider networks for support and supervision A63; Evaluate, update and extend ministry A67



**T&M story:** Timothy and Titus see a need in their new gatherings to share the work, to send new believers for evangelism, and to coordinate efforts between their new gatherings. Paul mentors them in formulating plans to do so.



**Reproductive tactic:** Identify and send out apostles and evangelists. *Eph. 4:11*



**Jesus' commandment:** "Pray earnestly to the Lord of the harvest to send out laborers into his harvest." *Luke 10:2*

**Jesus' practice:** "Peace be with you. As the Father has sent me, even so I am sending you." *Matt. 10:16*

**Apostles' practice:** "Tychicus I have sent to Ephesus." *2 Tim. 4:12*



**Bible discovery:** (A) Romans 12:3-9; (B) 1 Corinthians 12:7-12; (C) 1 Corinthians 12: 27-31; (D) Ephesians 4:11-16; (E) 1 Corinthians 14:26-32; (F) 1 Peter 4:7-11. Answer this question: What kinds of spiritual gifts do believers receive from God?



**Discussion:** What are the main kinds of gifts? [*Speaking and serving.*] What is the guiding principle for the use of gifts? [*Love or edification.*] Which believers should be allowed to speak prophesy in a gathering? [*Each one.*]

**Discussion:** What to do if a 'Timothy' does not reproduce by training a "faithful man", in turn? [*Affirm all good answers.*]

- (1) Have your Timothy teach about spiritual gifts to his gatherings and help the believers to recognize each other's gifts.
- (2) Conduct a workshop like this one to several Timothies and have them lay plans to start mentoring new Timothies.
- (3) Find most new Timothies in the existing gatherings and not recruit them from outside.



**Activity:** "Five-fold ministers." Let five individuals sit together. After each one speaks, let the participants tell each speaker's gift. (1) I think we should start a new church amongst the immigrants. *[Apostle.]* (2) The Lord loves us dearly and wants us to be encouraged. *[Prophet.]* (3) Jesus died for our sins and rose to life. Please, trust him to save you. *[Evangelist.]* (4) I think we should get better organized to have a stronger ministry. *[Shepherd.]* (5) Please open your Bibles to Ephesians chapter 1. *[Teacher.]*



**Discussion:** What are some ways in which your students can help their disciples discover their spiritual gifts? *[Let them serve in several ways, watching to see which ministries they do well and do joyfully. Listen to their visions and wishes to serve one another better.]*



**Mr. Contrary:** Apostles were a special class of men who saw the resurrected Christ and had authority to command gatherings. *[Answer: Most apostles in the NT were ordinary believers who went and started new gathers. That is the kind we have today.]*



**Mentoring skill:** Listen to workers report on their gathering. *Mark 1:30-31*



**T&M exercise:** Let participants look together at a sample training booklet. Have them identify the sections of the booklet: the study section with questions to answer, the Summary test, and the Practical work.



**Discussion:** Students pay an affordable price for their study booklet. They are to read it at home and fill in their answers, and bring it back with them to your next mentoring session when you will review it. Let students tell you what they learned.



**Pray, map & plan:** Each gathering's members note on their map the names of workers who can start daughter gatherings, as well as the names of families who will host those gatherings, if they know their names. They then pray for those workers and for those families, asking God to prepare them.



**Bible Drama:** Jethro & Moses. *Exo. 18:13-21*



**Notes**

## Module #6

### Mentor workers to lead group worship and communion.



**T&M menu:** Meet to worship God A10 (11, 12, 13, 18, 31, 34); Have family prayers A11 (6); Preach Bible messages A26 (35, 43, 58, 59); Hold special services and meetings A27 (12, 31, 34); Organize united services between churches A60; Strengthen the music ministry A61; Improve the preaching A62



**T&M story:** Timothy and Titus report that the new believers feel a need to worship, and they miss their former religion's beautiful ceremonies. Paul mentors them in planning to introduce culturally-appropriate worship into new gatherings.



**Reproductive tactic:** Worship in little gatherings, celebrating the Lord's Table. *Acts 2:42, 46*



**Jesus' commandment:** "Take, eat; this is my body.... Drink of it, all of you." *Matt. 26:26-27*

**Jesus' practice:** "Jesus took bread, and after blessing it broke it and gave it to the disciples." *Matt. 26:26*

**Apostles' practice:** "We were gathered together to break bread." *Acts 20:7*



**Bible discovery:** (A) Acts 2:42-47; (B) Acts 20:7-11; (C) 1 Corinthians 14:24-32; (D) 1 Timothy 2:1-10; (E) Colossians 4:15-16 with 1 Thessalonians 5:25-27. Answer this question: "What are some normal activities of NT gatherings?"



**Discussion:** When mentoring students, what are some activities that you should ensure that they introduce into their gatherings, over time? Affirm all good responses. [*Especially loving relationships, prayers, speaking encouragement (prophesy), Lord's Supper, sharing to meet needs, giving to send workers, bible reading, baptizing new believers, praising God...*]



**Activity:** “Describe a person.” Say that you are going to write a description of one of the participants. “Hair? Yes. Eyes? Two. Ears? Two.” Ask, does my description of this participant help you to know the participant personally? Of course not.



**Discussion:** What are some ways in which worshippers can experience the real Presence of Christ in their midst? Affirm any good response. *[Especially the Lord’s Supper, members prophesying, praying with authority, exercising each one’s spiritual gifts, being filled with the Spirit, seeing visions, and especially receiving God’s answers to prayer.]*



**Discussion:** (If there is some question of the meaning or importance of the Lord’s Supper.) Announce that you are going to worship God in the Old Testament way. Pretend to pull along a sheep with an invisible rope while a volunteer says ba-a-a-a. Ask for two Levites (participants) to help you tie its feet. Ask which one has the ‘knife’. Say, “Before you slay the sheep, I must lay my hands on its head and confess my sins and those of my household; this will take a while.” Have a Levite pretend to slit the sheep’s throat. Shout, ‘Blood spurting! Sheep poop! Flies coming! Smoke from the fire!’



**Discussion:** Ask, ‘Why did God require such a disgusting, revolting way of worship?’ Accept all good answers, especially that our sins are disgusting and revolting to God. Nowadays, we celebrate the Lord’s Supper as a moment when we confess our sins and receive God’s forgiveness. New believers need to do so often. Celebrate the Lord’s Supper often in new gatherings.



**Activity:** “All prophesy.” Let three participants sit together and announce that they are part of a little gathering where all prophesy. First participant says, “You all know what a thief I am. This week I was tempted to steal, but I prayed to Jesus who helped me resist.” Second participant, “I thank God, that since this gathering started praying for my husband, he stopped beating me.” Third participant falls to the floor exclaiming, “This week I stole some stuff and I beat my wife. God is amongst you!”





**Discussion:** Where do most folk get saved? Affirm all good answers. *[Explain that round the world, most come to faith in Jesus while visiting a gathering where all prophesy.]* What forms can prophecy take in a gathering? *[Encouraging words, helpful advice, bible application, relating a vision, singing, reciting a Scripture, even sermons...]*



**Mr. Contrary:** Only ordained clergy are allowed to officiate at Holy Eucharist. Anyone else would profane the sacrament. *[Answer: We eat the Lord's Supper in obedience to him. It is the center of worship in gatherings of new disciples.]*



**Discussion:** Memorize with the participants the elements of a T&M mentoring session.

#### ELEMENTS OF A T&M MENTORING SESSION

1. **Pray** for wisdom to respond to needs, opportunities and problems of trainees congregations and cells, as often as you sense a need to do so.
2. **Listen** to trainees report to you about their congregations' and cells' needs, opportunities and problems. (Never spend more than half of the session time dealing with problems. Always plan something new.)
3. **Plan** together the activities that trainees will introduce immediately in their congregations and cells. Refer to the T&M *Activity Guide* Menus and Activity pages for advice and recommendations.
4. **Assign** Bible reading and a T&M training study or other materials that will help trainees implement their plans. Refer to the T&M *Activity Guide* Menus and Activity pages for recommend Scripture texts and training studies.
5. **Review** any assignment made in a previous mentoring session. Let the trainees teach you what they learned. Discuss the material and answer their questions.
6. **Model** any new skills that the trainees need to acquire in order to implement their plans. Practice together. Perhaps go do some ministry together.
7. **Intercede** for trainees congregations and cells, and by name for any persons whom you have talked about during the session.



**Mentoring skill:** Lay plans with students that they will implement immediately. *Titus 1:5*



**T&M exercise:** Let participants mention to each other hard problems and persistent challenges to their ministries that are not dealt with in the T&M menus or Activities. Have participants listen carefully one to another, and speak back to each other what they heard the other say.



**Discussion:** T&M materials are designed to keep disciple-making reproductive, not to solve all your problems. Some problems cannot be solved. Never spend more than half of your mentoring time dealing with problems. Always plan for students to do something new or more, despite the problems.



**Pray, map & plan:** Each gathering's members note on their map the names of more experienced leaders who will train less experienced workers, using the T&M program. If those leaders have not yet agreed to do so, then the members will plan to talk to them about it. Have them pray for those who will become trainers.



**Bible Drama:** The Last Supper.



**Notes**

## Module #7

### Mentor workers to model giving and to serve the needy.



**T&M menu:** Develop stewardship A15 (3); Mobilize the brothers in Christ to visit A40 (48); Help the needy A41 (40); Support shepherding leaders and other workers A42; Fulfill the responsibilities of citizens A48 (36); Broaden social ministry A68



**T&M story:** Timothy and Titus report that there are pressing financial needs amongst the new believers, as well as willing evangelists who cannot afford bus fare. Titus especially wants a salary so that he can do all the work, himself. Paul mentors them in stewardship and in finding unpaid workers amongst “men of peace.”



**Reproductive tactic:** Find “men of peace” in communities and families. *Luke 10:5-8*



**Jesus' commandment:** “Give, and it will be given to you.” *Luke 6:38*

**Jesus' practice:** “He had compassion on them and healed their sick.” *Matt 14:14*

**Apostles' practice:** “I have shown you that by working hard in this way we must help the weak.” *Acts 20:35*



**Bible discovery:** (A) Mark 6:34-37; (B) Acts 6:2-6; (C) Romans 12:6-8; (D) Philippians 1:1; (E) Titus 2:7-8; (F) 1 Peter 4:10-11. Answer this question: “What is a good balance between preaching ministries and compassion ministries?”



**Discussion:** Recall how Jesus both taught crowds and fed or healed them. God wants his gatherings both to teach His Word and to perform good works. God gives both speaking and serving gifts; He gives both elders and deacons; he gives both messages and mercy.



**Activity:** “One-winged birds.” Let two participants flap their arms like birds as they walk amongst the others, saying, “I both preach and I show compassion.” Mister Specialist stops them and exclaims, “You cannot do both well. You should specialize in either preaching or compassion. Let me clip one of your wings.” He crosses his arms like scissors and “clips” the right arm of one bird and the left arm of the other. The birds now fly in tight circles. Ask the other participants how to coordinate the work of the two specialists. *[Let them join their clipped arms and fly together.]*



**Discussion:** God gives a diversity of gifts to the Body of Christ, so that its members should cooperate and serve together. Therefore, keep evangelistic and compassion work coordinated. Do not let foreign money tempt you to separate the two efforts.



**Mr. Contrary:** You must instruct all the believers and gatherings to pay tithes, and you must send their offerings to the central office, my office *[Answer: We let new disciples learn to give by meeting each other's urgent needs and by spreading the Good News. Some may wish to adopt tithing, later on.]*



**Mentoring skill:** Assign studies that help students to implement their plans. *2 Tim. 3:16-17*



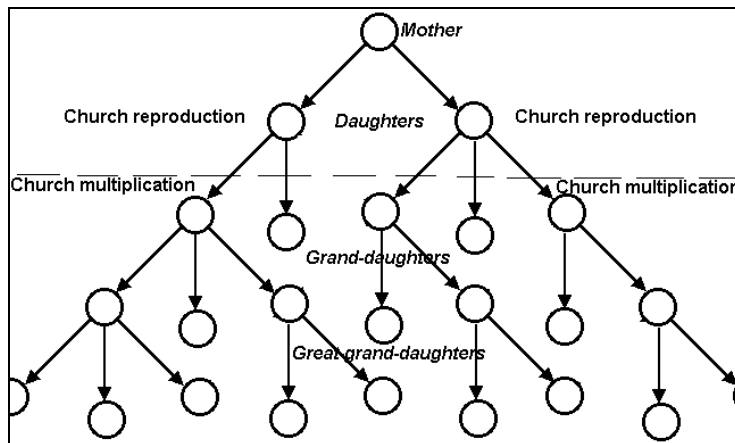
**T&M exercise:** Let participants explain to each other what they have learned from reading a T&M booklet. If they have not read a booklet, then have them tell each other some new or interesting insight gained from this workshop.



**Discussion:** Students will remember what they tell their mentor better than they will remember what their mentor tells them. If a student comes to the next session without having completed their assignment, then maybe you gave them too much to do or the assignment was not what their gatherings needed. So make a new plan with a modified assignment.



**Pray, map & plan:** Let each gathering's members draw on their map, grand-daughter gatherings that will that new daughter gatherings will start, in turn. Have them note on their map the names of places where that will happen. Have them then pray for those places and that God will prepare folk to hear and believe the Good News and become a new gathering.



**Bible Drama:** The First deacons. Acts 6:1-6

## Module #8

### Mentor workers to improve fellowship and body life.



**T&M menu:** Develop fellowship in the church A13 (21); Organize recreational activities A31 (46); Resolve disputes and divisions A32; Develop fellowship between churches A64 (63); Cultivate fellowship and combat legalism A65



**T&M story:** Timothy and Titus come to Paul. Timothy reports, "In our gathering, we enjoy very good bible study, for we have a couple of excellent bible teachers. However, we have not seen anyone come to Christ in half a year, and I do not know what to do about it." Titus reports, "We have a couple of effective evangelists and have seen so many come to faith in Christ, in the past few weeks, that we have had to start two new gatherings. However, they do not know much, for we have no bible teachers."



**Discussion:** How would you advise these two leaders? *[Not to merge their gatherings, for we want to reproduce gatherings. Better to have one gathering lend a bible teacher to the other and the other lend an evangelist for few weeks.] It is as important to have fellowship between gatherings as it is within a gathering.*



**Reproductive tactic:** Empower big and little gatherings to reproduce themselves. *Col. 4:12-13*



**Elephants**  
Mature in 18 years  
1 baby per pregnancy  
Fertile 4 times a year  
22-month gestation  
Family increases from 2 to 3 in three years

**Rabbits**  
Mature in 4 months  
Average of 7 babies  
Almost always fertile  
1-month gestation  
Family can increase to 476 million in three years



**Jesus' commandment:** "A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another." *John 13:34*

**Jesus' practice:** “[Jesus] asked them, ‘What were you discussing on the way?’” *Mark 9:33*

**Apostles' practice:** “All the churches of Christ greet you.... Watch out for those who cause divisions.” *Rom 16:16-17*



**Bible discovery:** (A) Matthew 18:15-20; (B) Matthew 20:1-16; (C) Acts 6:1-7; (D) Romans 16:1-7; (E) 1 Corinthians 1:9-13; (F) Philemon 10-19. Answer this question: “In what ways are gatherings to maintain fellowship and resolve differences?”



**Discussion:** A major responsibility of leaders is to develop and maintain loving fellowship between members. This includes loving discipline that seeks to restore offenders.



**Activity:** “Two shepherds.” Let two participants play two shepherds, Mister Grace and Mister Law. and another two play two drunkards. You tell the story while the others act out what you say. Each shepherd leads a drunkard to Christ. Mr. Grace says to his believer, “Welcome into our gathering; we will baptize you this Sunday. Please come sober.” Mr. Law says to his believer, “You must stop drinking, so you are on six months’ probation.” A few weeks later, the two believers come to town for a festival, meet old friends and get drunk. Mr. Grace visits his believer and encourages him. He eventually stopped drinking. Mr. Law visits his believer and scolds him, telling him he failed his probation. This believer never came back to church.



**Discussion:** What is the place of grace in dealing with believers’ failures? For what offenses can a gathering deny baptism or put believers out of the gathering? [*Only for refusal to repent, never for having had a failure.*] Sinning believers change faster under grace than under rules and punishment. “Love bears all things, believes all things, hopes all things, endures all things.” (1 Cor. 13:7)



**Mr. Contrary:** Such emotionalism only leads to bad doctrine. What the gatherings need most is sound teaching, my teaching. [*Answer: We need both, sound doctrine and genuine love. Love is not always emotional but it always strengthens others.*]



**Mentoring skill:** Review completed studies; have apprentices tell what they learnt. *2 Cor. 2:9*



**T&M exercise:** Let participants find the Student information form in the SAG. (Page 18 of the English version). Have them tell each other an actual or potential student and how to fill in each item for that student.



**Discussion:** Many ministries create an extension bible school in which you who mentor are the teachers and all the students learn “on the job.” Mentors help students envision a far future, then mentor them for the near future.



**Pray, map & plan:** Each gathering writes a plan to hold one or more T&M workshops, like this one, to train trainers. Its members write down dates, venues, workshop leaders’ names and workers who should be invited to participate. They then pray for those workshop leaders and participants.



**Bible Drama:** A good Samaritan. *Luke 10:30-37*



Notes



## Module #9

### Mentor workers to shepherd and counsel.



**T&M menu:** Visit and encourage the brothers in Christ A14 (22, 29); Strengthen families A33 (56); Build up love in the church A34 (53); Apply loving biblical discipline A35 (41); Solve problems through counseling A36 (39); Train counselors at a basic level A37 (39); Encourage and pray for the sick A38 (25, 38); Deliver the demonized A39 (57); Further develop counseling ministry A66



**T&M story:** Timothy and Titus report that fellowship has improved and that there are some new believers. Meanwhile, some individuals and families have grown cold or discouraged, and others are sick. Paul mentors them to prepare believers to visit the weak, to pray for the sick, and to restore offenders.



**Reproductive tactic:** Let the Holy Spirit guide and empower workers. *Acts 9:26*



**Jesus' commandment:** "Tend my sheep." *John 21:16*

**Jesus' practice:** "Jesus, full of the Holy Spirit ... was led by the Spirit in the wilderness." *Luke 4:1*

**Apostles' practice:** "While Peter was pondering the vision, the Spirit said to him...." *Acts 10:19-20*



**Bible discovery:** (A) Matthew 18:12-18; (B) Acts 5:40-42; (C) Acts 10:23-29; (D) Acts 20:17-21; (E) James 5:13-20. Answer this question: "What are some guidelines for visiting folk in their homes?"



**Discussion:** Affirm all good answers. T&M students serve seekers and believers both in gatherings and in their home. When visiting in homes, go with another workers; have a purpose for your visit; apply the Word of God to your hosts' needs; pray for them in Jesus' name, expecting Him to answer. Do not express doubt. Complete your ministry work before accepting any food.



**Mr. Contrary:** Scandalous behavior makes gatherings look bad, makes me look bad. We must put weak members out of the gatherings. *[Answer: There is only one cause for excluding a member from a gathering, refusal to repent. We must up hold weak members and help them grow strong.]*



**Mentoring skill:** Model new skills that your students need. *2 Tim. 3:10*



**T&M exercise:** Let participants mentor each other by praying, listening, consulting the SAG menus and Activities, recommending readings, laying plans and interceding for gatherings and their leaders.



**Discussion:** Mastery of the basic mentoring skills will help you and your students training up all the new leaders required to sustain a movement of reproductive disciple-making. Many mentor write these steps in a flyleaf of their Bible.



**Pray, map & plan:** Each gathering writes a plan to enroll leaders as student in a T&M shepherd training program. Let them read together pages 9-12 in the SAG on “What to do during a first session with a student.” Have them pray for new students, by name if they can, and pray for each student to find other students whom they will enroll and train, in turn, in continually-extending training ‘chains.’



**Bible Drama:** Paul's letter to Philemon.



**Notes**

## Module #10

### Mentor workers to train shepherding leaders.



**T&M menu:** Enroll new pastoral leader students A16 (24); Train new pastoral leadership students A49 (24); Form new pastoral leader training “chains” A69; Strengthen pastoral leaders and elders in all churches A70; Write new pastoral leader training materials A71; Provide advanced training for pastoral leaders A72



**T&M story:** Timothy reports that there are now several more house gatherings, and Titus that several families are meeting as a congregation. Both feel a need for more leaders to share the work load. Paul mentors them in how to enroll new leaders in T&M, forming training chains. Timothy asks about bible school. Foreigners have offered Titus a scholarship to study in another country, if he will leave his gatherings for two years.



**Reproductive tactic:** Empower trainees to train others, in turn. *2 Tim. 2:2*



**Jesus' commandment:** “Strengthen your brothers.” *Luke 22:32*

**Jesus' practice:** “These twelve Jesus sent out, instructing them.” *Matt. 10:5*

**Apostles' practice:** “Follow the pattern of the sound words that you have heard from me, in the faith and love that are in Christ Jesus.” *2 Tim. 1:13*



**Bible discovery:** (A) Matthew 10:1-12 and 11:1; (B) Mark 6:7-13 and 6:30-31; (C) Luke 9:1-6 and 9:10; (D) Luke 10:1-4 and 10:17-20; (E) 2 Timothy 2:1-2. Answer this question: “By what methods did Jesus and the apostles train new leaders?”



**Discussion:** Affirm all good answers, especially these: Faithful workers, learning on the job, planning methods and messages, immediate application, hearing reports, listening before instructing, delegated authority, authorized to train others in turn, no budget or dependence on expensive methods, equipment or facilities. There are four “generations” of workers in 2 Tim. 2:2, Paul, Timothy, faithful folk and others also.



**Activity:** “Greet no one.” Have two participants start on a journey across the room to visit someone on the other side of the workshop meeting place. As they proceed, have them hesitate at two or three spots along their way. Explain that they have friends or relatives at those places. However, they continue on without greeting anyone.



**Discussion:** What would happen if they stopped and greeted their friends or relatives along their way? *[Answer: They would be entertained and delayed, maybe for several days.]* How can they fulfill their social duty to greet those friends or relatives? *[Answer: They can stop and greet them on their return trip.]* Jesus said, “Do not greet anyone along the way!” *Luke 10:4*



**Activity:** “Reverend Moneybag.” Have a participant suddenly interrupt the workshop, announcing that he is Reverend Moneybag. He waves a handful of money for all to see. He says he is looking for keen young men with experience whom he can send to Singapore for bible school. When the return here, they will work on salary for his organization.



**Discussion:** How will you answer Mister Moneybag? Affirm all good answers. Explain that there are many such rich foreigners who are willing to take you and your students away from your work to do their work.



**Activity:** “Locals cannot evangelize.” Two individuals are on their way home from attending an evangelistic campaign. One remarks on the huge crowd, the electronic equipment, the professional musicians, the foreign preacher, the public invitation. After each point, the other comments how that local folk cannot afford to do that. They both conclude that local folk cannot evangelize.



**Discussion:** What kinds of methods, materials and equipment do some ministries employ that ordinary believers could not imitate or afford?



**Activity.** Form some or all of the participants into four or five groups with space between the groups. Name the groups Antioch, Ephesus, Colossae, Laodicea and in Hierapolis. Have Antioch lay hands on Paul who brings Timothy to Ephesus where they start new gatherings. Paul goes to prison. Epaphras arrives from Colossae and comes to faith. Timothy lays hands of him and sends him to Colossae where he starts a gathering that reproduces in Laodicea and in Hierapolis. Move workers between these centers for mentoring: Paul → Timothy → Epaphras → Archippus → Nympha. Paul wrote “Colossians” to all of these places and workers.



**Discussion:** This is the normal way in which gatherings reproduce through leaders who reproduce in training chains. If it makes sense, then explain that leader reproduction is the masculine side of reproduction and gathering reproducing are the feminine side.



**Mr. Contrary:** We must require gatherings to have qualified leaders. That requires two or three years of study in a theological institution. *[Answer: Our gatherings need two kinds of leaders, a few highly educated ones and 1000s of others who will keep reproducing and leading new gatherings.]*



**Mentoring skill:** Intercede for trainees’ gatherings’ members. *Col. 1:9*



**T&M exercise:** Let participants discuss amongst themselves training subjects that current gatherings and leaders need, that T&M does not deal with.



**Discussion:** The best materials came from actual mentoring sessions in which students described what their gatherings’ learning needs. When writing, think about a particular leader and gathering, and write a training booklet that meets their need. Share your best new lessons with other and with the Train & Mentor office in Canada.



**Pray, map & plan:** Each gathering writes a plan to obtain T&M master copies, to reproduce T&M materials, to stock them, and to make them available, at an affordable price, to every worker who trains others in turn. The gathering members then pray to God for grace to make the materials available to all their workers who need them. Time permitting, have them sketch out a sample lesson with suggested Scripture texts.



**Bible Drama:** Jethro & Moses. *Exo. 18:13-24*



**Notes**

## Module #11

### Mentor workers to make disciples of the nations.



**T&M menu:** Pray for world evangelization A17 (27); Involve the members in world mission A50 (27, 37); Begin missionary training A51 (55); Support missionary work A52; Choose train and send missionaries A73 (27, 37, 55); Supervise and support the missionary program A74



**Story10:** Timothy's believers have relatives who live across the border and Titus has been approached by another ethnic group about joining his congregation. Paul mentors them about cross-cultural mission and some steps to take.



**Reproductive tactic:** Write training studies that meet urgent needs. *Jude 1:3*



**Jesus' commandment:** "You will be my witnesses ... to the end of the earth." *Acts 1:8*

**Jesus' practice:** "Repentance and forgiveness of sins should be proclaimed in his name to all nations." *Luke 24:47*

**Apostles' practice:** "I make it my ambition to preach the gospel, not where Christ has already been named, lest I build on someone else's foundation." *Rom. 15:20*



**Bible discovery:** (A) Acts 1:4-9; (B) Acts 13:2-3; (C) Acts 15:36-39; (D) Acts 17:13-15; (E) Acts 18:1-5; (F) Acts 18:24-28. Answer this question: "What were the size, duration, mobility and finances of apostolic missionary teams?"



**Discussion:** Missionary teams were small, moved every few months, reorganized often, and were often self-supported. In most 'unreached' or 'neglected' fields today, most missionaries must work as businessmen or laborers, must evangelize discreetly, and must train new workers by personally mentoring them.



**Activity:** “Circles, squares, triangles.” Form some participants into three groups with space between groups: the Circles, the Squares, who are culturally different from Circles, and the Triangles who are culturally similar to the Squares. The Squares are poor but have many gatherings. The Triangles, too, are poor but they have very few gatherings.. The Circles send a missionary team to the Triangles but cannot speak their language; they adjust poorly and soon leave. What to do? (Continued below..)



**Discussion:** How can the Circles help start gatherings amongst the Triangles? Approve all good answers. *[Best answer: Circles train and support Squares who go to the Triangles and quickly learn their language and culture.]*



Activity (continued): Continue the activity with a Square team going to the Triangles along with one Circle who stays in the background as an experienced mentor.



**Discussion:** What are some skills that mentors must teach cross-cultural workers? *[How to learn another language and adjust to another culture. How to discover receptive folk in another population. How to support one self in another region or country. How to start gatherings in which folk from another culture can worship freely and joyfully. How to form missionary teams, reorganize often, and dissolved unneeded teams. How to avoid local folk becoming financially dependent on missionaries and foreign money.]*



**Mr. Contrary:** Only the rich, Western nations can afford to send and support missionaries. Let them do so! *[Answer: Most overseas and cross-cultural workers are self-supported laborers and business folk, like us. We can serve Christ anywhere.]*



**Mentoring skill:** Keep extend training ‘chains’ using T&M. 2 *Tim. 2:2*

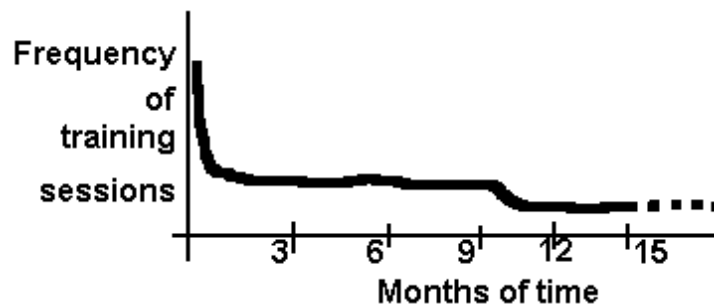




**T&M exercise:** Let participants tell each other about seminars, conferences and distance education courses they have attended and found helpful. Have them discuss together what kind of bible conference would be most helpful for their current co-workers.



**Discussion:** Mentored training starts with frequent sessions, continues less frequently, and is usually no longer needed after a year or two. Most workers and leaders need and enjoy occasional seminars and bible conferences led by experienced teachers. T&M recommends that leaders organize such events two, three or four times annually. Draw this diagram and explain that mentoring must be done frequently for the first few weeks, less so over several months, and may no longer be needed after a year or more.



**Pray, map & plan:** Each gathering writes a plan to name or appoint regional and district training coordinators who have a passion for reproductive disciple-making. The gathering members then write in their plan names and areas of responsibility. They then pray for those coordinators that God will enable them to keep making new disciples continually through training new leaders of new gatherings.



**Bible Drama:** Peter & Cornelius. *Acts 10*



Notes

Module #12  
Mentor workers to evaluate their activities.



**T&M menu:** Evaluation of Activities (10, 8)



**T&M story:** Timothy comes to Paul very depressed, because a visiting pastor has declared his baptisms invalid. Titus reports that some church members have built a pulpit so he can preach sermons like they do in “real churches.” Paul mentors them in discerning three levels of authority for what gatherings practice.



**Reproductive tactic:** Pass every ministry practice through the NT “filter.” *Mark 7:7-8*



**Jesus’ commandment:** “Let the Scriptures be fulfilled.” *Mark 14:49*

**Jesus’ practice:** “I have not come to abolish them but to fulfill them.” *Matt. 5:17*

**Apostles’ practice:** Learn by us not to go beyond what is written. *1 Cor. 4:6*



**Bible discovery:** (A) Mark 7:6-13; (B) Acts 15:5-11; (C) Acts 17:10-13; (D) 1 Corinthians 4:16-20; (E) 2 Timothy 3:14-17. Answer this question: “What guidelines can help workers and gatherings make good choices?”



**Discussion:** How often should we go back to the New Testament to adjust our beliefs and methods? [*Continually.*] If disciples, workers or gatherings stop growing and reproducing, what should we do about it? [*Pray, honestly evaluate our methods, repent of our mistakes, and make needed changes.*]

**Discussion:** What are some methods, materials, rules or traditions that are hindering reproduction of disciples, leaders and gatherings in your region or organizations? What recommendations would you like to make to remove those obstacles?



**Mr. Contrary:** We must avoid confusion and avoid costly errors. We must ensure that every gathering follows our denomination's traditional practices and procedures approved by the central office. *[Answer: We try to follow all our traditions, except those that hinder obedience to Jesus and the NT and those that give a wrong meaning in our culture.]*



**Mentoring skill:** Let workers learn on the job, and mentor them. 1 *Tim.* 1:3



**T&M exercise:** Have participants lay hands on each other and pray for each other's training ministries, asking God to raise up students who will learn "on the job".



**Discussion:** All movements of continual, reproductive disciple-making encounter many problems and resistance. We mentors must persevere in spite of all. If we have stopped reproducing, then we can repent and get started again.



**Pray, map & plan:** Each gathering brings its map and plans and lays them with the other maps and plan. All the participants offer their maps and plans to God, asking him for grace to multiply disciples continually until their entire nation has heard the Good News.



**Bible Drama:** Paul's changing missionary methods. *Acts 14 and 16.*



Notes

## 12 Commandments of Jesus

“Fear not little flock, for it is your Father's good pleasure to give you the kingdom.” <i>Luke 12:32</i> .....	8
“Ask, and you will receive, that your joy may be full.” John 16-24.....	11
“Baptizing them in the name of the Father and of the Son and of the Holy Spirit.” <i>Matt. 28:19</i> .....	14
“Go ... make disciples of all nations.” <i>Matt. 28:19</i> .....	17
“Pray earnestly to the Lord of the harvest to send out laborers into his harvest.” <i>Luke 10:2</i> .....	20
“Take, eat; this is my body.... Drink of it, all of you.” <i>Matt. 26:26-27</i> .....	23
“Give, and it will be given to you.” <i>Luke 6:38</i> .....	27
“A new commandment I give to you, that you love one another.” <i>John 13:34</i> .....	30
“Tend my sheep.” <i>John 21:16</i> .....	33
“Strengthen your brothers.” <i>Luke 22:32</i> .....	35
“You will be my witnesses ... to the end of the earth.” <i>Acts 1:8</i> .....	39
“Let the Scriptures be fulfilled.” <i>Mark 14:49</i> .....	42

## 12 Reproductive tactics

Start many, new, little gatherings simultaneously in a region. <i>Acts 14:21-23</i> .....	8
Keep praying for miracles and announcing the Good News. <i>Luke 10:9</i> .....	11
Confirm faith by baptizing and receiving the repentant. <i>Acts 2:41</i> .....	14
Teach obedience to Jesus and the NT above all else. <i>Matt. 28:18-20</i> .....	17
Identify and send out apostles and evangelists. <i>Eph. 4:11</i> .....	20
Worship in little gatherings, celebrating the Lord's Table. <i>Acts 2:42, 46</i> .....	23
Find “men of peace” in communities and families. <i>Luke 10:5-8</i> .....	27
Empower big and little gatherings to reproduce themselves. <i>Col. 4:12-13</i> .....	30
Let the Holy Spirit guide and empower workers. <i>Acts 9:26</i> .....	33
Empower trainees to train others, in turn. <i>2 Tim. 2:2</i> .....	35
Write training studies that meet urgent needs. <i>Jude 1:3</i> .....	39
Pass every ministry practice through the NT “filter.” <i>Mark 7:7-8</i> .....	42

## 12 Mentoring Skills

Pray for the Lord to send forth more workers. <i>Luke 10:2</i> .....	9
Identify actual and potential new leaders who require training. <i>Luke 10:1</i> .....	12
Enroll new leaders as T&M students. <i>Col. 1:7-8</i> .....	15
Ask God for wisdom to make ministry plans. <i>Jam. 1:5</i> .....	18
Listen to workers report on their gathering. <i>Mark 1:30-31</i> .....	21
Lay plans with students that they will implement immediately. <i>Titus 1:5</i> .....	26
Assign studies that help students to implement their plans. <i>2 Tim. 3:16-17</i> .....	28
Review completed studies; have apprentices tell what they learnt. <i>2 Cor. 2:9</i> .....	32
Model new skills that your students need. <i>2 Tim. 3:10</i> .....	34
Intercede for trainees' gatherings' members. <i>Col. 1:9</i> .....	37
Keep extend training 'chains' using T&M. <i>2 Tim. 2:2</i> .....	40
Let workers learn on the job, and mentor them. <i>1 Tim. 1:3</i> .....	43

## 12 T&M exercises

Let participants help each other identify the SAG and several study booklets. ....	10
Let participants help each other find the three menus in the SAG along with the eleven Ministry Areas in each menu, as well as the two indices at the rear of the SAG. ....	12
Let participants help each other find the Activity Numbers then the Activities in the SAG.....	16
Let participants practice using the SAG: consulting the menus, finding activity numbers, and looking at the corresponding activities. ....	18
Let participants look at a sample training booklet, identify the sections of the booklet.....	21
Let participants listen carefully one to another, and speak back what they heard.....	26
Let participants explain to each other what they have learned from reading a T&M booklet. ....	29
Let participants find the Student information form in the SAG.....	32
Let participants mentor each other. ....	34
Let participants discuss amongst themselves training subjects that current gatherings and leaders need, that T&M does not deal with.....	37
Let participants discuss together what kind of bible conference would be helpful for their current co-workers.....	41
Have participants pray for each other's training ministries, asking God to raise up students who will learn "on the job" . ....	43

## Activities

“Start gatherings.” .....	8
“Mentoring and teaching.” .....	9
“Prayer walking.” .....	11
“Importance of baptism.” .....	15
“Sheep and wolves.” .....	15
“Obey my words.” .....	18
“Hand gestures.” .....	19
“Five-fold ministers.” .....	21
“Describe a person.” .....	24
“All prophesy.” .....	24
“One-winged birds.” .....	28
“Coordinate gatherings.” .....	30
“Two shepherds.” .....	31
“Greet no one.” .....	36
“Reverend Moneybag.” .....	36
“Locals cannot evangelize.” .....	36
“Circles, squares, triangles.” .....	40