

# Reproductive Training of Apprentice Shepherds

**A workshop manual for those who train trainers  
of apprentice shepherds of new congregations  
for continual reproduction**

## Participant's Outline



Introducing the menu-driven programmes  
'Train & Multiply'<sup>®</sup>, 'Paul-Timothy', and 'Shepherd's Storybook'  
Based on the teachings of George Patterson

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## Opening activity

### Form work groups

- Form a small group with a few others who are willing to join with you.
  - Those who normally work together should join the same flock.
  - Groups should have between three and six members.

### Group Bible discovery

- Read together the following three passages
  1. **Matthew 16:18-20.**
  2. **Matthew 18:18-20.**
  3. **Matthew 28:18-20.**
- Answer together this question: **“What makes a church?”**
- Write down your discoveries:
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### Work group tasks

- Pray together to bind yourselves as a flock, inviting Jesus into your midst.
- Choose one of you to serve as your shepherd.
- Consecrate your shepherd for the duration of this training.
- Send your shepherd to learn a simple way to serve communion.

**Discuss:** Which of the activities you just did were commanded by Jesus?  
Which ones proved easy to do and imitable?

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## **Action 1: Empower apprentice workers**

### **Task 1. Pray out more workers.**

Jesus said to his disciples, "The harvest is plentiful, but the labourers are few; therefore pray earnestly to the Lord of the harvest to send out labourers into his harvest." *Mt 9:37-38; Lk 10:2*

### **Session learning objectives**

- Describe and practice Jesus' authority to start new flocks.
- Describe and demonstrate training chains.
- Plan to start new flocks, to train novice workers, and to appoint coordinators.

### **Bible discovery**

- Open your Bible to Ephesians 4:11-13 and find five kinds of gifted workers."
- Where can you find these kinds of workers?
- What kinds of workers will you train and send?
- How can you identify apostles ("sent ones")?

### **Group Bible discovery**

- Read together one of these texts:
  1. **Mark 3:14-15.**
  2. **Mark 6:6-13.**
  3. **Mark 6:30.**
- Answer this question: **What did Jesus do, when training new workers?**

### **Group Bible discovery**

- Read together:
  1. **2 Timothy 2:2..**
  2. **Colossians 1:1, 7-8.**
  3. **Colossians 4:12-17.**
- Answer this question: **What did the apostles do, to train new workers?**

### **Group Bible discovery**

- Read together:
    1. **1 Timothy 1:3-4. Exhort, warn, train.**
    2. **1 Timothy 5:21-22. Keep the rules without partiality.**
    3. **Titus 1:4-5. Put churches in order, appoint elders.**
- Answer this question: **What is the role of a training coordinator?**

### **Work group tasks**

- Draw a map of your work area, showing the existing flocks and cells that could send workers to start new cell groups and congregations.
- Indicate with a symbol places where you wish to start a new church or cell group.
- Name coordinators for each region in which you work and plan to work, who will start or strengthen an extension Bible school (TEEE).
- Pray together, asking God to thrust more workers into the harvest.
- Ask the Holy Spirit to empower your current workers to train many novice shepherds of new flocks.

**Action 1: Empower apprentice workers****Task 2. Share authority with apprentice leaders.**

Jesus called to him his twelve disciples and gave them power and authority over the unclean spirits, to cast them out, and to cure diseases and to heal every affliction. After this the Lord appointed seventy-two others ... and said to them, "Behold, I have given you authority to tread on serpents and scorpions, and over all the power of the enemy, and nothing shall hurt you."  
*Mt 10:1; Mk 6:7; Lk 9:1; 10:1, 19*

**Session learning objectives**

- Identify kinds of persons to enrol in a shepherds' training programme.
- Learn seven basic commands of Jesus.
- Affirm the necessity of sharing or delegating authority to obey all of Jesus' commands.

**Discuss:** Under what circumstances would a congregation normally reproduce cells that are tiny churches within a big congregation?"

**Group Bible discovery**

Read together one of these passages:

1. **1 Timothy 3:1-7.**
2. **Titus 1:5-9.**

Answer this question: "What kind of persons should be trained as shepherds?"

**Discuss:** What was the risen Christ's final command, according to Matthew 28:18-20?

**Group Bible discovery**

Read together: **Acts 2:37-47.**

Answer this question: "In what ways did the first church obey Jesus' commands?"

**Discuss:** What are three levels of authority in churches?

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**Discuss:** "In what ways do some churches and mission make it hard to obey Jesus?"

**Group work tasks**

- Identify which of the commands of Jesus need attention in your churches and cells?
- Make plans to authorize workers and flocks to perform the commands of Jesus.
- Write on your maps the name of workers whom you would like to enrol as trainees.
- Pray for one another that the Lord Jesus will call many folks to faith.
- Pray for one another that the Lord Jesus allow you to make many disciples.

**Action 2: Enable apprentice workers.****Task 3. Commission apprentice workers & send them in teams.**

Jesus sent them out two by two, to proclaim the kingdom of God and to heal. "Go your way, He said, "Behold, I am sending you out as lambs in the midst of wolves". *Mt 10:5; Mk 6:7; Lk 9:2; Lk 10:2*

**Session learning objectives**

- Discern ways to start new churches.
- Understand healthy and unhealthy teams.

**Group Bible discovery**

Read together:

1. **Acts 10:21-27** with **10:45**.
2. **Acts 13:1-3** with **14:21-25**.
3. **Acts 18:1-3** with **Romans 16:3-5**.

Answer this question: **What are some biblical models of starting new flocks?**

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**Discuss:** What are some advantages of going in small teams.

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**Discuss:** What kinds of teams start new flocks?

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**Group work tasks**

- Plan to commission publicly those who shepherd flocks and those whom you will send to start new flocks.
- In your plans, note the names of persons with different gifts whom you can put together in teams.
- Pray for one another and for those who will form task groups that will start new flocks.

**Action 2: Enable apprentice workers.****Task 4. Give instructions to apprentice workers.**

Jesus instructed his disciples, "Go nowhere among the Gentiles and enter no town of the Samaritans, but go rather to the lost sheep of the house of Israel."  
*Mt 10:5-6; Mk 6:8*

**Session learning objectives**

- Discern where to start new churches.
- Use training materials correctly.

**Group Bible discovery**

- Read together: **Acts 1:8.**
- Answer this question: **What are four kinds of places in which God wants his servants to start new flocks?**

**Discuss:** What are some criteria for choosing a new field in which to work.

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**Discuss:** What you will do during mentoring sessions?

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- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

**Discuss:** What kind of training materials will you supply to your trainees?

<http://www.MentorAndMultiply.com> Loads of advice and resources.

<http://www.Paul-Timothy.net> More training resources and documents.

<http://www.TrainAndMultiply.com> T&M<sup>®</sup> training materials in many languages.

<http://www.Paul-Timothy.net/dn/> Windows<sup>®</sup> freeware.

**Discuss:** What is a training menu?

**Group work tasks**

- Show on your map neglected places, people groups and families where you will send workers to evangelise and start churches.
- Identify current and potential trainers whom you will train to mentor novice leaders. Draw faces ☺ on your map and write names in your plans and. If you must speak to them first, then write a query mark ("??") beside their name.
- Make a plan to hold a workshop like this one for your co-workers and workers in other ministries.

**Action 3: Help apprentice workers plan their work.****Task 5. Teach your workers imitable methods.**

Jesus charged them to take nothing for their journey except a staff, no bread, no bag, and no money in their belts, but to wear sandals and not to put on two tunics. He said to them, "Take nothing for your journey, no staff, no bag, no bread, and no money; and do not have two tunics. Carry no moneybag, no knapsack, no sandals, and greet no one on the road. Acquire no gold nor silver nor copper for your belts, no bag for your journey, nor two tunics nor sandals nor a staff, for the labourer deserves his food." *Mt 10:9-10; Mk 6:8-9; Lk 9:3; 10:4*

**Session learning objectives**

- Remove economic hindrances to evangelism and church planting.
- Discover dynamics of spiritual small groups and of believers' spiritual gifts.
- Act out Bible stories.

**Group Bible discovery**

- Read together: **1 Corinthians 14:3; 1 Corinthians 14:24-25.**
- Answer this question: **How can small groups evangelise unbelievers?**

**Discuss:** What are the biblical criteria for evangelists and church planters?

**Group Bible discovery**

- Look up these passages quickly and find a command in each one.
 

Mark 9:50	Galatians 5:13	Colossians 3:16	James 5:16
John 13:34	Galatians 6:2	1 Thessalonians 4:18	1 Peter 4:9
Romans 14:19	Ephesians 4:2 & 32	Hebrews 3:13	1 Peter 5:5
1 Corinthians 12:25	Ephesians 5:21	Hebrews 10:24	1 John 1:7
- Answer this question: **How can believers obey the 'one another' commands of the NT?**

**Discuss:** How will new church planters and shepherds be paid?

**Discuss:** What are some biblical ways in which God meets workers' money needs?

**Group work tasks**

- Show on your map (or in some other way identify) the neglected areas of a population that can be evangelised with low-cost methods and self-supported workers.
- Name self-supported, adult men who can take the gospel to nearby, neglected places and families.
- Plan to launch or expand an extension training programme; name a co-ordinator and some trainers.

**Action 3: Help apprentice workers plan their work.**

## **Task 6. Plan with your workers what they will say and do.**

Jesus said, "Proclaim as you go, 'The kingdom of heaven is at hand!' Heal the sick, raise the dead, cleanse lepers, cast out demons. You received without paying; give without pay, and say to them, 'The kingdom of God has come near to you.'" *Mt 10:7-8; Lk 10:9*

### **Session learning objectives**

- Discover ways to proclaim truth that others can imitate easily.
- When to baptise and how often to celebrate the Lord's Table
- Use the menu in a shepherds training programme.

**Discuss:** What are some guidelines for acting out Bible stories?

### **Group Bible discovery**

- Read together:
  1. **Acts 2:41-42; 20:7.**
  2. **1 Corinthians 14:26.**
  3. **1 Timothy 4:13; Titus 1:5-9.**
- Answer this question: **What are some essential elements of worship?**

### **Group work task**

- Have groups plan together a short, small-group worship that they will hold during a meal.
- If convenient, have the groups go to a public place and hold worship in a quiet manner.
- If possible, have the groups go to a religiously hostile place and worship in a secret manner.

**Demonstrate:** Local music and songs.

**Demonstrate:** Story-telling the Good News.

**Demonstrate:** Training 'menu' of materials.

### **Group Bible discovery (if baptisms are being delayed too long.)**

- Read together:
  1. **Acts 2:37-41.**
  2. **Romans 6:3-8.**
- Answer this question: **What are the purpose and importance of baptism?**
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### **Group work tasks**

- Choose a Bible story and prepare to act out the story in front of the workshop.
- Choose training program if you have not done so yet. You might use one, two or three programmes in regions having different conditions.
- Practice using the training menu. Form pairs of group members. Have one tell the other an urgent need in their flock and together consult the menu till you find your need. Then let the other tell a need and consult the menu, again.
- Continue planning the workshop that you will hold for workers in your ministry region.
- Pray for trainers who will be able to plan with novice apostles and shepherds.



**Action 4: Reach whole families.****Task 7. Let workers start flocks in houses of worthy persons.**

Jesus said, "Whatever town or village you enter, find out who is worthy in it and stay there until you depart. And whatever house you enter, greet it. And if the house is worthy, let your peace come upon it, but if it is not worthy, let your peace return to you. First say, 'Peace be to this house!' And if a son of peace is there, your peace will rest upon him. But if not, it will return to you."  
*Mt 10:11-13; Mk 6:10; Lk 9:4; 10:5-6*

**Session learning objectives**

- Understand the importance of forming new flocks of new believers.
- Plan to help novice leaders and new flocks reproduce.

**Discuss:** How to evangelise by prayer-walking?

**Discuss:** What ensures that every new church can survive and reproduce?

**Group Bible discovery**

Read together:

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|---------------------------------|---------------------|
| 1. Acts 2:46-47.                | 4. Acts 16:29-34.   |
| 2. Acts 10:24-27 with verse 33. | 5. Romans 16:3-5.   |
| 3. Acts 16:13-15 with verse 40. | 6. Colossians 4:15. |

Answer this question: **Where did the apostles evangelise and start new flocks?**

**Group Bible discovery**

Read together:

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|------------------------------|-----------------------------|
| 1. Acts 2:46-47.             | 4. Acts 16:5; 19:10 and 20. |
| 2. Acts 12:24 with 13:48-49. | 5. Colossians 1: 6.         |
| 3. Acts 14:21-23.            |                             |

Answer this question: **What happened wherever the apostles made disciples?**

**Discuss:** What are the advantages of Elephant flocks? Of rabbit flocks?

**Discuss:** What are some common fears that church leaders have regarding new flocks?

**Discuss:** What freedoms must church leaders allow in new little flock?

**Group work tasks**

- On your maps, show where existing elephant congregations are located.
- Draw arrows from the elephant congregation to places where they will start rabbit flocks.
- Make plans to help your congregational members to form house-based, daughter flocks.
- Plan a small group worship that you will hold together during a meal time or this evening. Ensure that each one of you has something to do in the meeting.
- Pray for each other's plans, co-workers, trainees, and new flocks.

**Action 4: Reach whole families.****Task 8. Let workers bond with people and adopt their customs.**

Jesus said, "Remain in the same house, eating and drinking what they provide, for the labourer deserves his wages. Do not go from house to house. Whenever you enter a town and they receive you, eat what is set before you". *Lk 10:7-8*

**Session learning objectives**

- Workers adjust to the cultures of those to whom they take the Good News.
- Allow new believers from different culture groups to worship in their own way.
- Know to bond emotionally with the folks in another culture group.
- Plan on leaving one believing family in every 'community'.

**Discuss:** What is 'extraction evangelism'? What are some alternatives?

**Group Bible discovery**

Read together:

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|------------------------------|--------------------------------|
| 1. <b>John 4:20-23.</b>      | 4. <b>Acts 15:19 &amp; 20.</b> |
| 2. <b>Galatians 2:11-16.</b> | 5. <b>Romans 14:1-4.</b>       |
| 3. <b>Acts 10:26-29.</b>     | 6. <b>Revelation 7:9-10.</b>   |

Answer this question: **What does God think of human cultures?**

**Discuss:** What are some ways in which to 'bond' with another community?

**Discuss:** What are some ways in which different nationalities can cooperate in CP work?

**Discuss:** How can you distinguish cultural forms, meanings and functions?

**Discuss:** How would you worship in your own culture?

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| • Praise, worship                              | • Celebrating the Lord's table |
| • Prayer, intercession                         | • Fellowship, sharing          |
| • Reading the Word, sharing a testimony        | • Offerings, giving            |
| • Confession of sins, assurance of forgiveness | • Baptizing, welcoming         |

**Group work tasks**

- On your maps, identify the culture, language and ethnicity of each region and family where you plan to evangelise and start new flocks.
- Make plans to start new flocks that respect the language and culture of their members.
- Name workers who have the same culture, or a similar culture, as those whom they will evangelise.
- Identify another organisation that has workers with the same or a similar culture as those whom you wish to evangelise, and talk about forming a partnership with it.
- Pray for your co-workers that they will find ways to let the gospel flow freely in neglected people groups.
- Ask the Lord of the harvest to thrust forth more workers from within neglected regions and peoples.

**Action 5: Preach and heal.****Task 9. Let workers leave people & places that reject them.**

Jesus said, "Wherever anyone will not receive you or listen to your words, shake off the dust from your feet when you leave that house or town.... Go into its streets and say, 'Even the dust of your town that clings to our feet we wipe off against you. Nevertheless know this: the kingdom of God has come near.' When they persecute you in one town, flee to the next, for truly, I say to you, you will not have gone through all the towns of Israel before the Son of Man comes. The one who hears you hears me, and the one who rejects you rejects me, and the one who rejects me rejects him who sent me."  
*Mt 10:14, 23; Mk 6:11; Lk 9:5; 10:10-11, 16*

**Session learning objectives**

- Understand that persecution is normal for followers of Jesus.
- Know how to respond to hostility and persecution.
- Adopt ways in which to start new flocks where authorities remain hostile.

**Discuss:** When should a church seek to worship secretly?

**Group Bible discovery**

- Read together these two texts:
  1. Acts 18:1-4.
  2. Acts 18:24-28.
- Answer this question: **“What skills did Aquila and Priscilla have that enabled them to train leaders privately in a hostile field?”**

**Discuss:** How can a “three-way partnership” evangelize a radically-different culture group?

**Discuss:** In what circumstances should workers leave a place or people group?

**Group Bible discovery**

- Read together: **Matthew 10:16-22.**
- Answer this question: **What are some biblical tactics for dealing with hostile authorities?**

**Discuss:** What will you do when arrested by civil authorities?

**Group work tasks**

- Describe the forms of persecution and hostility that workers experience in your fields.
- If needed, plan to introduce worship forms that avoid drawing hostile attention to believers.
- Lay plans to train your workers how to avoid hostility and what to do if arrested.
- Discuss together how you might form partnerships to reach a culturally-distant population.

**Action 5: Preach and heal.****Task 10. Let workers proclaim the original Good News.**

So Jesus' disciples departed. They went out through the villages, preaching the gospel and healing everywhere. They proclaimed that people should repent. *Mk 6:12; Lk 9:6*

**Session learning objectives**

- Define the original Good News as announced by Jesus and his apostles.
- Understand repentance and how to lead folks to repent.
- Use Bible stories to announce and explain the Good News.

**Discuss:** What are some guidelines for leading evangelistic group Bible studies?

**Group Bible discovery**

Read together any of these texts:

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|-------------------------|----------------------------------|
| 1. <b>Luke 24:44-48</b> | 6. <b>Acts 10:38-43</b>          |
| 2. <b>Acts 2:22-24</b>  | 7. <b>Acts 13:26-31</b>          |
| 3. <b>Acts 2:29-33</b>  | 8. <b>Acts 17:1-4</b>            |
| 4. <b>Acts 3:13-15</b>  | 9. <b>Acts 17:30-34;</b>         |
| 5. <b>Acts 5:29-32</b>  | 10. <b>1 Corinthians 15:1-8.</b> |

Have the work groups answer this question: “**What was the original Good News?**”

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| 1. | 6.  |
| 2. | 7.  |
| 3. | 8.  |
| 4. | 9.  |
| 5. | 10. |

**Discuss:** What are some advantages of telling Bible stories over abstract, doctrinal teaching?

**Group Bible discovery**

Read together one or more of these texts:

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|----------------------------|----------------------------------|
| 1. <b>Matthew 21:28-32</b> | 5. <b>Acts 2:38</b>              |
| 2. <b>Luke 15:11-24</b>    | 6. <b>Acts 8:22</b>              |
| 3. <b>Luke 18:10-13</b>    | 7. <b>Acts 26:20</b>             |
| 4. <b>Luke 23:39-43</b>    | 8. <b>1 Thessalonians 1:9-10</b> |

Answer this question: **How do sinners repent?**

**Discuss:** How can you lead unbelievers to repentance in you culture?

**Group work tasks**

- Choose from the list above points which you agree are most important for your culture.
- Suggest Bible stories that they could tell to people to reveal truths about salvation, repentance, the cross, resurrection, grace, baptism, the Lord's supper?
- Choose ways in which to tell the Good News that local folks can imitate with others, in turn.
- Identify which materials, equipment and methods hinder the Good News flowing freely in your regions. Plan to replace those with things that are more appropriate.
- Pray about how to help seekers repent in your ministry culture.

**Action 6: Report activities and results.****Task 11. Let workers pray for signs and wonders.**

Jesus' disciples cast out many demons and anointed with oil many who were sick and healed them. *Mk 6:13; Lk 9:6*

**Session learning objectives**

- Know the place of gifts of the Spirit in evangelism and in new churches.
- Understand how to integrate mercy ministry with evangelism and starting flocks.

**Discuss:** (a) What are some ways in which local religion and spirituality keep folk in bondage? (b) What will you ask Jesus to do when challenged by local religious workers?

**Group Bible discovery**

Read together:

1. **Luke 10:1-9**
2. **Luke 10:30-37**
3. **Luke 10:25-28**
4. **Matt. 25:31-46**
5. **1 John 3:16-18**

Answer this question: **What is the Scriptural balance between mercy and proclamation?**

**Group Bible discovery**

Read together:

1. **Romans 12:4-10**
2. **1 Corinthians 12:7-11**
3. **1 Peter 4:10-11.**
4. **Ephesians 4:11-12.**

Answer this question: **What kinds of gifts does the Spirit give to believers?**

Speaking gifts	Serving gifts	Gifted persons

**Discuss:** What are the tasks of apostles, prophets, evangelists, shepherds, teachers?

**Discuss:** How to pray for the sick to be healed?

**Group work tasks**

- Assess the unmet survival needs of your population.
- Which of those needs can be met by integrating development work with starting flocks?
- Identify gifted and trained individuals who can implement such development work.
- Pray and ask God to raise up workers who have both speaking and service gifts.
- Pray and ask God to make signs and wonders part of your workers' evangelism.

**Action 6: Report activities and results.****Task 12. Listen to workers give their reports.**

The twelve apostles returned to Jesus and told him all that they had done and taught. And he said to them, "Come away by yourselves to a desolate place and rest a while." ... And Jesus took them, and they went away in the boat ... to a desolate place by themselves. The seventy-two returned with joy, saying, "Lord, even the demons are subject to us in your name!" And Jesus said to them, "I saw Satan fall like lightning from heaven." *Mk 6:30-32; Lk 9:10; 10:17-18*

**Session learning objectives**

- Understand how to choose studies that meet the urgent needs of trainees' flocks.
- Agree always to add something new to trainees' flocks at every training session.

**Discuss:** How can trainers and team leaders discern a new church's opportunities and needs?

**Group Bible discovery**

Read together:

1. **Mark 6:30-32.**

2. **Luke 9:10.**

3. **Luke 10:17-20.**

Answer this question: **What did Jesus' and his trainees do after they went out to preach?**

**Group Bible discovery**

Read together:

1. **Luke 10:25-27.**

2. **Acts 20:28-32.**

3. **Ephesians 4:11-16.**

Answer this question: **"What are some congregational ministries required by the NT?"**

Ministries that shepherd congregations

Ministries that instruct believers

Ministries that build the Body and cultivate character

Ministries that serve communities and extend God's Kingdom

**Group work tasks**

Discuss some current learning needs of your shepherds and apostles?

Identify which ministries required by the NT need attention in your trainees' congregations.

Plan a series of conferences and training seminars.

How often will you hold those? Once a year? Twice? Thrice?

Pray for your trainees to learn to listen and plan with their trainees.