

# YOUR CHURCH CAN MULTIPLY

by David A. White

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# PREFACE

Praise the Lord for the way He has multiplied churches in the Philippines over the last two decades. People remain open to the Gospel. Workers continue to labor faithfully. The conditions are right for even more church multiplication.

But many attempts at planting a church begin with little planning and direction. Those involved are sometimes not sure what to do next. Because of this, many projects die after a year or so, never becoming a church. A recent study by a large denomination in the Philippines showed that 91% of their church planting projects failed! *Sayang na sayang!* My hope and prayer is that this book will greatly increase your success rate!

As we have taught church multiplication throughout the Philippines and interacted with hundreds of field workers, we have seen many things that are working well. For your benefit these observations are included in this book. The most important multiplication principles are marked with the picture on the left.

We have also observed some common errors. Suggestions are given which should help overcome these hindrances to success. The most common errors are marked with the “oops” on the left.

This book began as a seminar manual entitled *Ten Steps in Church Planting*. The seminar focuses on mobilizing church-based teams to plant daughter churches. Feedback from alumni who have applied these materials has been very encouraging. Many have appreciated having a step-by-step guide. You also can plant a daughter church by following this manual, step-by-step. But this is only a framework. Within these steps, there is plenty of room for the creativity of the Holy Spirit! Don't be afraid to experiment!

Near the end of each chapter you will find a section with the picture on the left called “Action planning and discussion.” Ideally, you could discuss these things together with your church planting team. If that's not possible, individuals can think through these items.

This will help give further thought to important areas which will affect your church plant. It will also help you apply the principles taught.

At the end of each chapter, you will find a big checkmark and short section entitled “The main thing to do now.” This will give you a brief summary of the crucial actions you need to take to complete each step in planting your church.

As you proceed through the book, you will meet two church planters in action: *Oscar Outreach* and *Carlos Church Planter*.

This book is intended to help new church planters, or pastors who are guiding their members to plant a daughter church. *Siguro meron ding mapupulot, kahit na beteranong* church planter. Bible school teachers may also use this as a textbook.

I’ve used a few Tagalog words, but non-tagalog readers won’t miss any main points. All Bible quotations are taken from the New International Version.

May God bless you and use you to plant churches that will plant churches!

## DEDICATION

This book is dedicated to the *barangays* of the Philippines. May each one be blessed with a church, for the joy of its residents and for the glory of God.

## THANKS

Thanks to Dr. Met Castillo who first introduced me to church planting. This book originated from his book, *Let’s Plant Churches*.

Thanks to Dr. Dean Wiebracht, Mr. Rey Halili and Bishop Efraim Tendero for encouraging me to write this book.

Thanks to Eric Smith, who has sacrificed his own ministry, doing the less glamorous work in Philippine Challenge, which has freed me to write.

Thanks to Pastor Joel Indico and Pastor Dan Parilla. We (and many others) have taught this material all over the Philippines and have been evaluating and refining it for the last few years in our travels together.

Thanks to Pastor Arman dela Merced, Winnie Saniel, Joel Indico, Rafael Salonga, Rey Bechayda, Judah Jim Cantoria, Manny Panganiban and Ramon Gasilao. These guys have been active in planting churches for many years and have contributed greatly by recounting some of their experiences, which I've included in this book.

Thanks to all those who read the first draft and gave helpful feedback.

Thanks again to Dr. Dean Wiebracht and to *Ate* Letty Paler, whose editing greatly improved what I had originally written.

Thanks to Ed Landry for his invaluable advice on layout and production.

Thanks to all the staff at Philippine Challenge, for all their help, big and small.

Special thanks to my wife, Sandy, who has listened with amazing attention, for many years, to all my ideas for this book.

# TABLE OF CONTENTS

FOREWORD .....	ix
OVERVIEW .....	xi
STEP ONE MOTIVATE YOUR CHURCH .....	1
Chapter 1 WHY IS CHURCH PLANTING IMPORTANT?.....	4
Chapter 2 PRACTICAL STEPS TO IMPART VISION .....	26
Chapter 3 PREPARE FOR HINDRANCES .....	36
STEP TWO MOBILIZE A TEAM .....	49
Chapter 4 RECRUIT A TEAM .....	51
Chapter 5 DEVELOP TEAM MEMBERS .....	76
STEP THREE SET A GOAL AND WRITE PLANS .....	95
Chapter 6 SET A GOAL.....	97
Chapter 7 SELECT YOUR TENTATIVE TARGET BARANGAY.....	110
Chapter 8 LIST ACTION STEPS .....	125
Chapter 9 WHERE TO GET THE MONEY.....	144
STEP FOUR CONFIRM THE TARGET BARANGAY.....	155
Chapter 10 .....	156
STEP FIVE MAKE CONTACTS.....	173
Chapter 11 .....	174
STEP SIX START OUTREACH BIBLE STUDIES (OBS) .....	199
Chapter 12 .....	200
STEP SEVEN NURTURE THE NEW BELIEVERS .....	215
Chapter 13 .....	216
STEP EIGHT FORM A FELLOWSHIP .....	233
Chapter 14 .....	234

STEP NINE CONTINUE NURTURE AND OUTREACH .....	267
Chapter 15 <i>DEVELOP NURTURE MINISTRIES</i> .....	269
Chapter 16 <i>CONTINUE TO DO OUTREACH</i> .....	287
STEP TEN FORMALLY ORGANIZE THE NEW CHURCH.....	297
Chapter 17 .....	298
ONGOING ACTIVITIES IN CHURCH PLANTING .....	313
Chapter 18 <i>SPIRITUAL WARFARE IN CHURCH PLANTING</i> .....	314
Chapter 19 <i>PRAYER FOR CHURCH PLANTING</i> .....	330
Conclusion .....	343
Resource 1 - <i>GUIDELINES FOR LEADING CELL GROUPS</i> .....	346
Resource 2 - <i>HELPFUL WEBSITES</i> .....	351
Resource 3 - <i>SEMINAR BOOKINGS</i> .....	352
Notes .....	353
Bibliography .....	359

# FOREWORD

The time is short; the task is gigantic. No one can refute the veracity of this observation in the light of the work of fulfilling the Great Commission.

In the Philippines, one of the ways we have responded to this is through establishing a national saturation church planting movement. Tremendous strides have been accomplished towards the fruition of this national vision. Nevertheless, the remaining task still poses a seemingly insurmountable challenge to the whole Body of Christ.

Throughout the years, I have learned that among the crucial factors in the consummation of the Great Commission is the multiplication of laborers, specifically church planters. Thus, I am deeply grateful to God for how He has raised up the author to be among the vanguard in this endeavor through the ministry of Philippine Challenge (PC). PC has trained a total of over 15,000 workers through church multiplication seminars in the last eight years. It has also been our able partner in the pursuit of our national vision.

Sometime last year, as Dave and I were discussing the final thrust of DAWN 2000, the compelling need to fast-track the training and development of church planters became all the more evident to us. I shared with him two strategic contributions he could make to this end: train other seminar facilitators and capture in book form the church multiplication principles he has been teaching. The first one, he has been doing faithfully, but the idea of the latter thrilled us both as we anticipated its potential impact. I then challenged Dave to drop his other ministries and concentrate on writing this book.

*Your Church Can Multiply* is a rare resource material substantially complementing our toil for the multiplication of laborers. I see at least three distinct features of this book. First, it is comprehensive. It systematically outlines the ten steps to planting churches, and thoroughly presents what is involved in each step and how it can be done.

Second, the points it offers are practical. They combine a clear-cut church planting framework and hands-on ministry experience. This book was not born out of mere theorizing but is a product of years of teaching, countless hours of interaction with students for feedback, and actual church planting endeavors. It is full of illustrations which are all extracted from the various experiences of church planting teams. Moreover, it provides suggested action plans for easier implementation of the principles it seeks to impart.

Third, this book expresses the author's deep personal convictions. A glimpse of Dave's heart would show us his passion to help fulfill the Great Commission. Thus, he has devoted himself to developing strategies for church multiplication through constant learning and interaction with other workers. Undoubtedly, God used these to all the more strengthen his convictions on the role of church planting in fulfilling the Great Commission. Added to this, his humility, as manifested in his openness to suggestions, made it possible for this book to become a wealth of collective insights and experiences of practitioners aptly written in the Philippine context. In sum, he shares with us not only church planting principles which he has proven to be effective, but his very heart.

As national coordinator of the DAWN movement in the Philippines, I look forward to seeing how God uses this tool in multiplying His laborers for the great harvest before us, and in taking us a notch closer to our national vision.

Indeed, this book is a must-have for anyone who desires to be equipped in the ministry of reaching the unchurched. I trust that the whole Body of Christ will maximize this invaluable resource as we labor together in helping see the Great Commission fulfilled in our generation.

BISHOP EFRAIM M. TENDERO  
National Director  
Philippine Council of Evangelical Churches



# OVERVIEW

There are many ways to plant a church. In this book, we will use a ten-step model. This is just one of the many models the Lord has used to plant churches in the Philippines. Before we look at the details, let's get an overview of the whole process.

After your church is motivated to plant a daughter church (Step 1) you can mobilize a team to help in the project (Step 2). The team will meet and write a plan showing what they will do to plant the church, and when they will do it. You can just fill in the blanks on the worksheets provided to make this easier (Step 3).

Now go to the target *barangay* to make sure this is really the place where you want to invest the next several months to plant a church (Step 4). If this is really the place, then start making contacts there. Make plenty of contacts (Step 5).

Open several OBSes (Outreach Bible Studies) for as many of the contacts as possible. In each OBS, help your contacts to discover the true way of salvation and to put their faith in Christ (Step 6). Nurture the new believers. Help them grow strong in their new faith (Step 7).

Now comes the most exciting step. Gather all of your OBSes together to form one big fellowship with a joint worship service (Step 8).

You're not through yet. The new believers still need to continue to grow in their relationship with God. You also need to continue evangelizing. Continue the nurture and outreach (Step 9). Finally, formally organize the new church (Step 10)!

Does that sound like a lot? Don't worry. We'll do it all, step by step.

## *Overview of Step One*

You would like to see churches multiply. That's why you are reading this book. You could plant a church as a solo church planter with no relationship to any church. But a better way would be to help your present church to plant a daughter church. There are many big advantages to planting a church through an existing church.

- **Manpower**  
People from the mother church can help with the church plant, greatly increasing your manpower.
- **Finances**  
The mother church can probably provide some funds for your expenses.
- **Emotional support**  
You'll know there are others standing behind you as you go through the ups and downs of planting a church.
- **Accountability**  
Leaders from the mother church can hold you accountable and provide covering. This will help guard against anything you may otherwise regret.
- **Equipment**  
Old equipment from the mother church can be donated to the new church.
- **Policies**  
A mother church can provide samples of documents like a church constitution, membership commitment and doctrinal statement.
- **Help**  
When the baby church encounters problems, it has a mother to turn to.

You are probably already motivated to see churches multiply. Do the members and leaders in your church share this vision?

Planting a church is a big job. Is your church committed to this? If not, you can help bring them to this point of commitment. Ideally, all the members will understand the vision for planting a daughter church, and give their full support. Without this, you could miss out on crucial resources.

To motivate your church to multiply, be prepared to clearly articulate the importance of church planting (Chapter 1). Then, prepare a variety of practical steps to impart vision for church planting to the whole congregation (Chapter 2). Also, be prepared for any hindrances you might encounter (Chapter 3). We'll cover all of these in Step 1 - Motivate Your Church.

# Chapter 1

## WHY IS CHURCH PLANTING IMPORTANT?

The Bible clearly teaches that we must evangelize. In addition, Scripture shows that those who are evangelized should be brought into the church. Beyond helping existing churches to grow, we can take an even more productive step. By far, the most fruitful way to evangelize is to plant new churches among those who respond.

Before starting, you need to be ready to clearly express why church planting is so important. Juan dela Cruz may object, “We already have a church. We don’t need another one.” You need to have a persuasive reply prepared. Are you ready? If not, you will be after you read this chapter.

Church planting is important because:

- New churches grow faster than old churches
- Church planting can give life and vitality to your church
- Church planting can facilitate good relationships in your church
- God blesses those who give, including churches which give members and money to plant new churches
- More types of churches are needed
- Church planting is the only way to fulfill the Great Commission
- There are still thousands of unchurched *barangays* in the Philippines in need of a church
- There are many large *barangays* with churches that need many more churches
- More churches can help solve the traffic problem
- Church planting can stimulate the growth of existing churches
- Church planting is the best way to reach unreached people groups

- Church planting is the major activity in the New Testament
- Church planting provides a rewarding ministry for ordinary members
- Church planting is the most effective evangelistic method under heaven

## ***New churches grow faster than old churches***

Think about the churches in your town. Which ones are the fastest growing? Most likely they are the newer churches. If you observe the churches in different towns, you will usually find this to be true. As a matter of fact, this is true not only in the Philippines, but worldwide. This has been clearly proven through formal research.<sup>1</sup> New churches lead far more people to Christ and bring them into the church than older churches. Because of this fact, it makes good sense to start new churches!

Why do newly planted churches grow faster than older churches?

### ***1. Evangelism is the main activity***

Older churches usually have a variety of activities. Many of them are good. The problem is that evangelism sometimes becomes a low priority. When planting a church, evangelism is the main thing that's done. Consequently, people come to Christ and the church grows.

### ***2. Virgin territory***

Target *barangays* for church plants are often in virgin territory. Less Christian activity has probably taken place there. Older churches, on the other hand, may have already covered their *barangay* several times with tract distribution and other forms of outreach. It's possible that *nagsawa na ang mga taga-roon*. Meanwhile, the Gospel is often more new to those living in the *barangay* of a new church plant.

### ***3. More noticeable***

A new church is usually more noticeable than an older church. We usually notice new stores. But how many people notice the old *palengke*? Thousands pass by daily without paying much attention. It's

the same thing with older churches. No one notices them anymore. New churches attract more attention.

#### *4. New believers fit in better*

When unbelievers come to Christ, they fit in much more easily in a new church. It's so easy to lead people to Christ in the Philippines. At the same time, it's so hard to bring them to church! There are many reasons.

One reason is that most new believers feel very out of place in an older church. In many older churches, the members have been there for years. They know exactly what will happen in every Sunday service. They know the songs. They know when to stand, when to sit, when to shake hands, who is always late, who sings off key, who doesn't sing, who shouts, who cries. They know it all. But what about the new believers? They hardly know anything. It's all foreign to them. As a result, many visitors don't return, *'di ba?*

What's the solution? Plant a new church! If you have a group of new believers, it's much more likely they will stay in a church where everyone is new like them. They don't know what they're supposed to do in church. But that's no problem. *Sila namang lahat ay baguhan, e!* New believers are more comfortable with their *kapwa baguhan*. They're all at similar levels in the beginnings of their spiritual development. They can learn together.

A key to rapid church growth is to disciple new believers in a context in which **they** are comfortable, rather than bringing them into a context where **we** are comfortable. It could be that we are comfortable in our local church, but new believers might not be.

Taytay Methodist Community Church held fruitful evangelistic crusades near their church in Bgy. Maningning. Some of the new believers came to the worship service. The problem was that they didn't fit in. They quickly stopped attending. The leaders then came up with a great idea! They opened a new church for these new believers, even though Maningning is only two kilometers away from TMCC. It clicked! A stable church is there today.

The biggest reason why new churches grow faster than old churches is that new believers fit in better in new churches.

### ***5. New believers in new churches have many contacts***

Most people come to Christ and into the church through a close friend or relative. After we have been in the church for a few years, most of our close friends are already Christians. This is not the case yet with new Christians. Their close friends are not yet Christians. Each new believer is an open doorway to many unbelievers. New Christians have far more contacts with non-Christians than those who have been in the church for a few years.

A new church is made up almost completely of new believers like this! Most have plenty of prime contacts. Through faithful follow-up the church can grow rapidly.

### ***6. It's easier to give birth than to raise the dead***

It's been said that it's easier to give birth than to raise the dead. This is true of people and of churches. Many people have given physical birth. Few have raised the dead. Many churches have given birth by planting a daughter church. Few churches that are old and lifeless have resurrected themselves to become a vibrant church.

Is there hope for an older church that's hardly growing? Yes! That church can plant a daughter church! It's easier to give birth than to raise the dead! It's not easy to plant a daughter church. It's also not easy to give physical birth. *Masakit daw*. But it definitely can be done!

### ***7. Proven by the experience of CAMACOP***

The history of the CAMACOP (Christian and Missionary Alliance Church of the Philippines) clearly illustrates that new churches grow faster than old churches. From 1975 to 1980 they had an emphasis on church planting. Their churches increased from 515 to 931. More importantly, the membership in all of their churches skyrocketed from 26,000 to 58,000! This gave them a **123%** increase in membership over the five-year period.

CAMACOP leaders then decided to change the emphasis. From 1980 to 1985 local evangelism was emphasized. Members were carefully trained to use the best evangelistic tools available. The emphasis was to bring those who responded into existing churches, to

help these churches grow. Church planting was no longer emphasized. And what was the result?

Many received Christ and were indeed brought into the existing churches. Churches grew. During this five-year period, membership increased from 58,000 to 82,000. Praise the Lord for this growth.

However, this was just a **41%** increase over this five-year period. Yes, there was growth—but far short of the earlier five-year period. The church planting emphasis had brought three times the growth to their total membership! Why? Because new churches grow faster than old churches. Church planting brings in more new members than growth through existing churches.

### **A Lesson from CAMACOP**

Years	1975-1980	1980-1985
Emphasis	Church Planting	Expansion Growth
Total Number of Churches	515 to 931 416 added 81% increase	931 to 1331 400 added 42% increase
Total Number of Members	26,000 to 58,000 32,000 added <b>123% increase!</b>	58,000 to 82,000 24,000 added 41% increase <b>only</b>

Other denominations have also had experiences similar to CAMACOP’s.

There are exceptions, but it’s generally true. New churches grow faster than old churches.

## ***Church planting can give life and vitality to your church***

Many churches think about planting a daughter church. Unfortunately, some never actually do it. They think their church is not quite ready. They give a variety of reasons.

“We need more leaders. When we have enough leaders, then we’ll plant a church.”



“We have some problems we’re working through right now. After that, we’ll consider church planting.”

“Our church is weak in evangelism. After we strengthen this area then we’ll plant a church.”

“We don’t have the money. When we have some surplus, then we’ll plant a church.”

“Our worship is weak. Once our people develop more of a heart to worship, then they’ll be ready to plant a church.”

“When our members are more spiritually mature we’ll plant a daughter church.”

All of these desires are good. However, if a church waits for these things to come **before** they plant a daughter church, they may never see these desires fulfilled. We can best fulfill these desires **through** planting a daughter church. **After** church planting begins, the church develops more fully. This can help develop leaders, do evangelism, raise money, gain a heart for worship and produce spiritual maturity. Launching out by faith to plant a daughter church can bring the very health and vitality for which many churches are waiting! Go for it!

Kawit Baptist Church was planted in 1986, and reached a peak attendance of 50. When Pastor Arman dela Merced arrived in 1993, the church was down to only 8 members! Pastor Arman knew very well that’s it’s easier to give birth than to raise the dead. Knowing this, he determined to use this dying church to plant a new church. In just six months, they succeeded in planting a daughter church in Imus, with 60 members! But that’s not all. Through giving birth, revival came to the church in Kawit. Membership reached 96!

## ***Church planting can facilitate good relationships in your church***

Juan and Juanita were madly in love. They became married and were as happy as could be ... at first. After two years they were still without a baby. This brought tension to their relationship. Juan began to complain often. “*Bakit pare-pareho ang ulam natin gabi-gabi? Bakit laging matigas ang kanin? Bakit masyadong marami kang tagihawat?*”

Juanita got a little bit tense herself. “*O ikaw. Mas mahilig ka na sa basketbol kaysa sa akin. Laging nanonood – PBA, MBA, NBA, WNBA. Puro BA, e!*”

They were both focused on each other’s faults.

Then, things changed. *Buntis na si Juanita!* The months passed, and Juan Junior was born. *Tuwang-tuwa na sila!*

Juan and Juanita’s bickering stopped. The *ulam* and the *kanin* were the same. *Marami pa ring tagihawat si Juanita.* But Juan didn’t notice. All of his attention was on Juan Junior.


*Mahilig pa rin si Juan sa basketbol.* But Juanita didn’t notice. Busy *na siya sa dede at diapers.*

The same thing can happen in a church. A church not planting a daughter church can become very inward-focused. Members can begin to complain about each other. “Pastor’s sermons are boring.” “The Praise and Worship team needs more practice.” “*Tsismosa si Ate Emma.*” “*Hindi marunong ang mga deacons.*” *Maraming tampuhan!*

A church that is planting a daughter church isn’t focused on itself. All of their attention is on their *anak*. Yes, there are shortcomings within the church. But the focus isn’t on complaining about shortcomings. The focus is on doing all they can to nurture their daughter church.

A good remedy for a “*tsismis* church” is to focus outward. Plant a daughter church!<sup>2</sup>

## ***God blesses those who give***

 *Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you. (Lk. 6:38)*

God’s blessing on those who give applies not only to individuals, but also to churches.

Planting a daughter church might require giving up some of your best members to serve on the church planting team. Others could become core members in a daughter church. It will cost money. But

God blesses churches that give their members and money to plant daughter churches.

Damayan Bible Baptist Church (now Faith Baptist Church) in Pasig began in 1980 with 52 members. In 1982 they gave a group of members to plant their first daughter church. Nearly every year since then, they have planted another church this way. As they have done this, God has always returned more than they have given.

*“Parang talbos ng kamote na pinutol,” sabi ni Pastor Edwin Tan. Mahirap sa mga dalawa o tatlong buwan, lalo sa tithes and offerings. Pero pagkalipas ng kaunting panahon, may talbos ulit.”* More new members were added than were given away! This is in addition to planting new churches.

As of 1999, 16 daughter churches have been planted, directly from Damayan. The morning attendance has increased from 52 to 160, in spite of the many members given away. Including the *apo* (granddaughter churches) they now have 48 congregations! This church continues to give. As they do, they continue to receive God’s blessing!

Love of Christ Ministries International had a large parking lot, *kasya ang 40 sasakyan*. However, the only vehicle to be seen there each Sunday was that of their founder. In 1992, they restructured their priorities, giving a greater emphasis to church planting. Members gave faithfully to support new church plants. As they did, God clearly began blessing their businesses. Before long, *kulang na ang parking lot nila, dahil sa dami ng sasakyan!*

## ***More types of churches are needed***

Every town is composed of different types of people. No single church can appeal to all residents. Because of this, different types of churches are needed.

Some people are “Silent Night” types. Others are “Joy to the World” types. Silent Night type people are more attracted to Silent Night type churches. Joy to the World type people are more attracted to Joy to the World type churches.

*Ang mga taong maingay, mas gusto nila ang church na maingay. Ang mga taong tahimik, mas gusto nila ang church na tahimik din.* The

same goes for those who are intellectual, emotional, executives, laborers, and so on. We can reach more people if we have more types of churches. To saturate any area, several types of churches may be needed.

Greenhills Christian Fellowship was planted with a specialized target group in mind. It developed a ministry style that would appeal to the business executives of San Juan and Pasig. When planted, it was a different type of church from the others in the area. Many of those won to Christ would probably never have been reached by a typical church.

Have you ever been to the Food Court at SM Mega Mall? It's always full of people! Why? *Dahil masarap? Medyo. Dahil mura? Hindi naman.* It's because there are so many types of food offered by Jollibee, Sizzling Plate, Aristocrat, Maxim's, Kipp's Chicken, Pizza Hut, Iceberg, Bodhi, Lydia's *Litson*, *Pancit* Malabon and many more. Everyone knows they will probably find whatever fits their taste. So that's where they go.


What if only Jollibee was there? Or only Maxim's? Would as many people eat there? One type of restaurant will reach one type of taste. A big variety of restaurants will provide something for everyone.

It's similar with churches. More types of churches will reach more people.

In addition to reaching different types of people we also need to think about changes that come with new generations. The last generation's style of church may not be very effective in reaching the present generation. This generation's style of church may not effectively reach the next generation. For maximum effectiveness, each generation may need a different approach.

Can existing churches change? Maybe. But it's usually hard to change an existing church. *Baka magkakaroon ng giyera sa church kung may babaguhin.*

It seems that God continually raises up a new generation of leaders to reach a new generation of unbelievers. They usually plant new churches. Let's encourage this!

 “No one sews a patch of unshrunk cloth on an old garment, for the patch will pull away from the garment, making the tear worse. Neither do men pour new wine into

*old wineskins. If they do, the skins will burst, the wine will run out and the wineskins will be ruined. No, they pour new wine into new wineskins, and both are preserved.”*


(Mt. 9:16-17)

The message of the Gospel does not change. But styles always change. Without compromising biblical truth, we need new churches that keep up with the times.

If all churches were to change with the times, *kawawa ang mga lola natin*. They like their old ways. What’s the solution? Plant new churches!

Everyone is welcome at any church. But most will end up where they fit in best. Most importantly, with more types of churches, we will reach many more unbelievers. Let’s plant more types of churches!

## ***It’s the only way to fulfill the Great Commission***

 *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. (Mt. 28:19-20)*

To fulfill the Great Commission we have to “*make disciples*” of all types of people. Simply defined, a disciple is a “follower.” A disciple is someone who follows and obeys Jesus.

Without a local church, it’s impossible to make disciples.<sup>3</sup> Making disciples includes “*teaching them to obey everything I have commanded you.*” This teaching takes place through the church. Disciples need to “*obey.*” This includes regular participation in local church gatherings (Heb. 10:24-25). If there is no church to participate in, obedience to this is impossible!

The problem is that millions of Filipinos are out of reach of existing churches. Without more churches, these millions will not have a chance to become disciples. Many live far from any church. Others are from different cultures.

Can you think of a way to fulfill the Great Commission, within the Philippines alone, without planting more churches? There is no other way.

Some Christians, who are zealous for evangelism, travel to far flung areas to evangelize. Many receive Christ. But often, there is no church there. And no new church is planted. Those who were led to Christ are left behind. The fruit is lost. *Sayang*. Did they make disciples? Was the Great Commission fulfilled?

To conserve the fruit of evangelism, we must bring new believers into the church. This could be through an existing church, or through planting a new church. The only way to conserve the fruit of evangelism in places where there is no church is through church planting. Even in places where there is a church, we will normally conserve far more fruit from evangelistic efforts through planting new churches.<sup>4</sup>

## ***There are still thousands of unchurched barangays in the Philippines***

We can best disciple every Filipino if we have at least one church in every *barangay*. This is the vision of DAWN (Discipling A Whole Nation). It will be a glorious day when this becomes a reality! As of today, there are still many thousands of *barangays* without even one church. For example, none of the *barangays* in the northeast portion of Tanay, Rizal have a church.

To help you locate unchurched *barangays* for church planting, DAWN has prepared research information like the map of Tanay, on the next page, for the entire Philippines. To acquire tables, maps or other data, contact DAWN research (Philippine Challenge, P.O. Box 13919 OCPO, 1605 Ortigas Center, Pasig City; phone 655-1524, 240-3893; philchal@pacific.net.ph).

## ***There are many large barangays that need more churches***

A typical *barangay* has a population of about 1,000. In these *barangays*, one church may be enough to reach that *barangay*. Other

*barangays* are densely populated. In Cainta, where I live, *Bgy. San Andres* has 46,000. *Bgy. San Isidro* has 47,000. *Bgy. San Juan* has 61,000! The average church in the Philippines has a worship service attendance of 58. If there was just one average church in *Bgy. San Juan*, Cainta, that church probably will not be able to reach the whole population of 61,000! To reach the whole *barangay*, more churches are needed. Even though there is already a church in this *barangay*, it still needs more.

To determine which *barangays* need church plants, it's helpful to compare the population with the number of churches. In densely populated areas, a good target is to establish at least one church for every 1,000 people. So *Bgy. San Juan*, with a population of 61,000, would need 61 churches. *Bgy. San Isidro*, with a population of 47,000, would need 47 churches. The reason for this ratio is that a typical church of 58 can probably only reach out effectively to a population of 1,000.

In rural areas, where the population is more spread out, one church is needed for approximately every 500 people. Some *barangays* in the rural areas are small, less than 200. In these *barangays*, one church could be enough. Larger rural *barangays* could need more than one church. *Bgy. Daykitin*, Buenavista, Marinduque, has a population of 1,500. Ideally, they should have three churches.

We have many large *barangays* that have a church, but still need many more churches.

## ***Church planting can help solve the traffic problem***

Almost every city and large town in the Philippines now has a problem with traffic. Committed Christians will still participate in church no matter how much traffic they have to endure to get there. However, many unbelievers or weak new believers will not attend if they have to travel 2-3 kilometers through traffic. We need to make the church easily accessible. Now, more than ever, we need to plant a church near to every Filipino.

## ***New churches can stimulate the growth of existing churches***

When selecting target *barangays* for church planting our first priorities are the *barangays* that do not yet have a church. After that, our next priorities are the large *barangays* that have a church but need more.

When considering any *barangay* for a new church plant, the church planters should always meet the pastors of any nearby churches. They should get their advice, and develop a good relationship with them right at the start.

Unfortunately, some pastors neglect this. A pastor in our town began his message one Sunday morning. All of a sudden, there was music coming from next door. People began singing. “*Ano kaya ’yon?*” *sabi ng pastor*. It was a new church *pala*. They held their first worship service right next door to an established church! They never even took the time to meet anyone from the existing church!

Because there are so many thousands of *barangays* without even one church, new church plants should normally be located at a distance from existing churches.

When a church plant is opened, and there are existing churches in that town, this isn’t bad for those existing churches. It can be good! New churches often stimulate the growth of existing churches.

Older churches can sometimes become complacent. New churches can wake them up. This is especially true if the newly planted church starts growing. This can create a sort of holy *inggit*. The new church can be a positive example. The existing church can often learn something about outreach from them.

A new church can have a positive effect on the community. As more are won to Christ, more residents are indwelt by the Holy Spirit. There is a stronger force to drive back the enemy. Vices are repented of. Idols are renounced. Crimes decrease. More demons in the place are defeated. The new church can make an impact on the community.

If a new church planting team comes to your area, welcome them! They are teammates, not competitors! They may reach people you would never reach. Praise the Lord. Don’t be threatened. Team up with them. Help each other!



A new church planting missionary to Italy moved into the neighborhood of a veteran church planting missionary. The new missionary visited the veteran missionary in his home. He apologized for moving into the same neighborhood, and assured the veteran missionary that he would not interfere with any of his contacts. The veteran responded by saying, “I’ve been sharing the Gospel with my next door neighbor for fifteen years. If the Lord uses you to lead him to Christ, and not me, hallelujah! Lead as many people in this neighborhood to Christ as you can. Don’t feel hindered by me in any way!”

When planting a new church, we not only bring life to unbelievers in the *barangay*. At the same time, we can also be beneficial to existing churches in the area.<sup>5</sup>

## ***Church planting is the best way to reach unreached people groups***

There are 14 unreached people groups remaining in the Philippines.<sup>6</sup>

A people group is considered “unreached” if there is no viable indigenous church within the group. By “viable” church we mean a minimum yet sufficiently developed indigenous church capable of evangelizing its own people without cross-cultural help.<sup>7</sup>

Our largest unreached people group is the Maranao (866,259). The smallest is the Molbog (7,940).<sup>8</sup>

These unreached people groups may possibly have a church near them. Unfortunately, however, if there is a church, it’s probably suited for people of another culture.

Those from the unreached people group are very welcome to join any church near them, but it’s not realistic to hope for this. If they were to join these churches, they would have to cross over into a new culture. Very few will do this.

A far better strategy is to plant churches for these unreached people groups **right within their culture**. The newly planted churches can use practices that are part of that culture. By doing this, these

unreached peoples can become disciples without adopting a new culture. Most people prefer to become Christians within their own culture. We can provide this opportunity by planting new churches for them.

## ***Church planting is the New Testament pattern***

When we read the New Testament, we see church planting! In the Gospels Jesus said, “*I will build my church*” (Mt. 16:18). The book of Acts is filled with the church planting activities of the apostle Paul and others. The epistles are mainly letters to help newly planted churches or their leaders. Revelation was written to seven church plants.

Church planting is the main activity of the New Testament. It gives us the pattern to follow. The job isn't finished yet. Let's keep at it!<sup>9</sup>

## ***Church planting provides a rewarding ministry for ordinary members***

Praise the Lord for the many mega-churches we have in the Philippines! They are making a giant contribution to the discipling of the nation.

But mega-churches require mega-leaders. Not many can build a mega-church. Praise the Lord for Bishop Eddie Villeneuve, Rev. Butch Conde, Rev. David Sobrepeña, and many others! However, these leaders are too few. They cannot reach the nation alone. Ordinary members who help plant ordinary churches are needed also! Maybe you are just an ordinary member. But you can help plant a daughter church!

Manny was just a faithful attender at our church in Mandaluyong. When we targeted his *barangay* for planting a daughter church, he began to help us there. When the church was established he became one of the main leaders. He gave a testimony at the church's first anniversary. “I was just an attender at our mother church,” he shared. “I thank the Lord that through our new church here, I was given a chance to become a leader.”

There are many Mannys in our churches. We may overlook many of them. They may be intimidated by more experienced leaders.

Church planting opens up new opportunities and provides an excellent environment in which they can develop. Many will arise, if this opportunity is available.<sup>10</sup>

## ***Church planting is the most effective evangelistic method under heaven***

“It has been well substantiated by research over the past two or three decades: The single most effective evangelistic methodology under heaven is planting new churches. It holds true ... both on new ground and on old ground.”<sup>11</sup>

This is a statement often used by the well-known professor of church growth, Dr. C. Peter Wagner.

Our priority targets for church plants are our unchurched *barangays*. Even in *barangays with churches*, the most effective way to reach unbelievers and bring them into the church is through planting **new churches**.

We need to continue to do all we can to help our existing churches to grow. At the same time, we need to plant churches. As we do, the greater growth will come through planting new churches.

There are persuasive reasons as to why church planting is so important. Become familiar with these. Share these reasons with groups and individuals every chance you get. If anyone questions whether your church should plant a new church, give them some of the reasons for church planting we have just seen!

## ***Action planning and discussion***

1. In your opinion, what are some of the biggest benefits of planting a church through a mother church?
2. Name some of the older churches in your town. How is their growth? Name some of the newer ones. How is their growth?

3. Give an example of a church God has blessed, as they've used some of their people and financial resources to plant a daughter church or churches.
4. What are some different types of churches that may be needed in your town?
5. Do you agree with the statement, "Church planting is the only way to fulfill the Great Commission"? Why or why not?
6. How many *barangays* do you know of, in your town, which still have no church?
7. Does your town have any large *barangays* which need several churches? If so, which ones?
8. Scenario #1: In your *barangay*, there is an evangelical church within a five minute walking distance of every citizen. Scenario #2: In your *barangay*, everyone must travel 30 minutes through traffic to attend an evangelical church. How many people do you think would attend church in scenario #1? How many in scenario #2?
9. Who are some of the "Mannys" in your church who could possibly help start a daughter church?

## The main thing to do now

At the end of each chapter, you will find a short section like this giving you a brief summary of the crucial actions you need to take to complete each step in planting your church.

Identify two or three reasons for planting churches which you think are most compelling. Memorize these. Use these reasons, every chance you get, to persuade others of the importance of church planting.

# Chapter 2

## PRACTICAL STEPS TO IMPART VISION

Dong had a burden to plant a church. His local church didn't share this vision, so he just went ahead on his own. No one helped him. No one paid much attention to what he was doing. Then, after a few months, Dong experienced some problems in his church plant. He became overwhelmed and gave up. No one noticed.

Veron also had a burden to plant a church. She knew her local church didn't yet understand the importance of church planting. Because of this, she carefully took practical steps to impart this vision. After a while, leaders and members caught the vision. Several volunteered to help in various ways as this became a church-wide project. In less than a year a solid daughter church was established.

To motivate your church to plant a daughter church, we have seen that you need to prepare yourself to explain why church planting is so important. In Chapter 1, we looked at some reasons that you can use to impart this vision. Now, like Veron, prepare some creative ways to communicate this vision for church planting. Imparting vision and keeping the vision fresh is crucial to mobilizing continuous manpower, prayer and financial support.

In our Church Multiplication Seminars, we have asked the delegates what practical things they have done to motivate their churches. In this chapter you will find some of the ideas they have given. While recalling these ideas, the Lord has also given these seminar delegates new ideas to try. I've included some of these. You can use these creative methods in your church to impart vision for church planting.

- *Preach and teach*

Dr. Eli Javier preached on church planting for one month! The Sunday School classes also discussed church planting. The results were tremendous! They were able to raise money and mobilize team members to plant several daughter churches.

When trying to motivate the church through preaching and teaching, it's important to be positive and impart vision. People respond much more to vision than to guilt techniques.

- ***Pulpit reports***

Pastor Willie Basilio of Simbahang Ebangheliko ng Pateros has members of their church planting teams report regularly from the pulpit. This keeps the vision continually before the congregation.

- ***Case studies***

We've already seen the very fruitful church plant of Pastor Winnie Saniel in San Jose, Mindoro. This became a case study, which leaders presented to other Corpus Christi (now Take the Nations for Jesus) churches. It motivated many other churches to also plant daughter churches.

- ***Guest testimonies***

If you don't yet have church planters in your church, invite some to come. Lay people who are part of a church planting team can probably make even more of an impact than a fulltime professional church planter.

- ***Use statistics***

"Ten of the 27 *barangays* in Mandaluyong City still do not have even one church! Some examples are Barangka Ibaba (9,000 people), Barangka Itaas (12,000 people), and Barangka Drive (14,000 people)."

"Only 2.4 percent of the population of Batangas are born again."

"There are only 9 churches in the whole province of Sulu!"

Challenge your congregation by sharing the names and populations of churchless *barangays* in your town.

Statistics like these are available for the entire Philippines through DAWN research (Philippine Challenge, P.O. Box 13919 OCPO, 1605 Ortigas Center, Pasig City; phone 655-1524, 240-3893; philchal@pacific.net.ph).

- **Maps**

Use a map to highlight your target *barangay*.

If your church does not have a target *barangay* yet, you could display a map of your town, emphasizing all of the *barangays* without a church.

- **Personal touch**

“With the Lord’s help, I’m going to plant a church in *Bgy. Dayap, Calauan, Laguna*,” *Nanay Pitang* enthusiastically shared with *Ate Esther*. “I’ve never done this before. I really need your prayers,” she requested of *Kuya Ben*. *Nanay Pitang* spoke to individuals to arouse her church’s interest in church planting. Others have suggested that we *tsismis* about church planting. Dean Wiebracht calls this *tsismisyon*.

It’s especially important to talk personally with influential people in the church. This could be crucial to mobilize the church’s involvement.

- **Exposure**

Pastor Judah Jim Cantoria loves to take his members on evangelistic trips. Through this, he has mobilized several new church planters. He had one member who was always *contra sa misyon*. “*Minsan, pinilit ko siyang sumama*,” recalls Pastor Judah. “This caused a complete turnaround. Now, he strongly encourages church planting and missions.”

You could even take some of your members to observe a church plant—even for just one afternoon. If your church is now planting a daughter church, take them there. If not, you could observe another church. You could include your leaders or potential members of a future church planting team. Seeing the real thing can communicate powerfully.

Members of church planting teams are usually very appreciative when church leaders visit their work.

- ***Prayer***

Organize your church to pray for the unchurched *barangays* of your town. As a church learns to pray for more laborers, God will likely move that church to be the answer to their prayers. (See Mt. 9:36-38.)

Some have suggested that prayer for the church's leaders is crucial. Other churches practice prayer and fasting. Members with the burden for church planting especially need to pray.

Pastor Winnie Saniel was sent to the six-year-old church of Corpus Christi in Balanga, Bataan. They planned to close this church as it was no longer growing. "The church had many activities, *pero kulang sa panalangin,*" recalls Pastor Winnie. "We began concentrating on prayer, including prayer and fasting, overnight prayer and united prayer with other local pastors." As a result, the church was revived and planted a daughter church in Olongapo City.

- ***Banner***

A church near us has a huge banner displaying their goal of planting five new daughter churches. Banners can display church planting goals, themes or slogans.

- ***Drama***

Taytay Methodist Community Church frequently uses drama in the morning service to increase compassion for the lost.

- ***Compose a theme song***

Macy Esguerra Aquino of Taytay Methodist Community Church composed the song, "*Sa Tawag Mo.*" The Lord has greatly used this song to speak to many in their churches, calling individuals into church planting and even cross-cultural missions. Maybe you could try using a song writing contest with church planting as the theme?



- ***Film showing***

This is different from an evangelistic film showing. There are other missionary films available that we can use to challenge our members to take part in planting a daughter church.

- ***Video presentation***

Video your church planting team in action. Everyone should enjoy watching this.

- ***Slide presentation***

Bro. Rey Awatin of Tribes in Asia for Christ has put together an effective presentation.

- ***Pictures***

If no one in your church has a video camera, ordinary pictures also work well. Post pictures of the church planting team in action. This always attracts attention.

- ***Concert***

Prepare a special concert with songs that focus on reaching the lost. We are blessed today with many dynamic songs that combine worship and motivation to reach the lost. God often speaks very powerfully through songs.

- ***Posters***

These visual aids in strategic locations can be a big help in spreading the vision.

- ***Slogan***

“*Becoming a Great Commission Church*” was the slogan of Juana Rosario Bible Christian Fellowship in Laguna. Initially, this mobilized givers to support Filipino missionaries abroad. Then, members were mobilized to plant Jesus the Firm Foundation. The next year, they planted another church in Olivares Homes, Biñan, Laguna.

Dr. Eli Javier masterfully used the slogan “*Sama-sama sa Labing-lima*” to mobilize all the resources needed to plant 15 churches in one year.

- ***Brochures***

Love of Christ has successfully used brochures to mobilize those who will

- Go
- Give, and
- Get on their knees (pray)

- ***Newsletters***

Many church planting teams prepare a regular list of prayer items for their intercessors. Others write regular newsletters, especially if they have financial supporters. You could also give these types of newsletters to church members, to keep the vision for church planting alive.

- ***Mini library***

Even just three or four good books about church planting, evangelism or missions could produce big results in the lives of readers. Sharing books through a mini church library can multiply the results.

- ***Logo***

Taytay Methodist Community Church used this logo to communicate the need for everyone’s participation in their church planting projects.

- ***Bulletin board***

At our church we post pictures and newsletters on our Church Planting Bulletin Board.

- ***Church Planting Corner***

A Church Planting Corner could be a place to gather some of the things mentioned above.

- ***Missions statement***

“Our missions statement is read in all of our churches at least once a month. When this statement became clear, members began looking beyond their own church. This regular emphasis has raised vision and resources for church planting,” shares Rev. Rey Bechayda of Love of Christ Ministries International.

There are many more things you could do to impart vision to your church. Be creative. Ask God for some ideas.

### ***Action planning and discussion***

1. Who in your church could give a testimony about church planting? Whom could you invite from outside?
2. Who are some influential people in your church you could talk to personally about church planting?
3. What are some other things your church could do to provide motivation to plant a daughter church?

## **The main thing to do now**

- Fill in the chart below describing what you will do to motivate your church. You can use some of the ideas found in Chapter 2. You can also add your own ideas.

Action Step to Motivate Your Church	Person Responsible	Target Date	Check When Done
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Imparting vision is something that needs to be done continually to keep the project going strong. After you complete activities, add new ones to your list.

# Chapter 3

## PREPARE FOR HINDRANCES

To motivate your church to plant a daughter church we have seen that we need to impart vision. We can use various methods to persuasively present the importance of church planting. But even before you begin taking these practical steps, you may detect resistance. These hindrances could be general conditions in the church like immaturity. There may also be specific individuals who are resistant.

Try to anticipate these hindrances and have a convincing reply prepared. When an obstacle catches you by surprise, try to give a constructive response. Some of the actions discussed in Chapter 2 may be useful. Ask the Lord to show you other possible actions to deal with a particular obstacle.

As we have helped churches to plant daughter churches in the Philippines, we've noticed that there are some common hindrances. They are listed below along with some actions you might use. By doing this, we can use these encounters to actually gain support for church planting.

### *If there is lack of vision among church leaders ...*

- Find someone with vision and arrange for him or her to talk with your leaders.
- Take your leaders to visit a ministry that's aggressively planting churches.
- Point out to them that if it was not for church planting, your church would not be in existence now.
- Show statistics and maps about unchurched *barangays* in your area.
- Pray for your leaders.
- Use some of the ideas from Chapter 1.

Add some of your own ideas after the bullets below.

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### ***If the church lacks compassion for the lost ...***

- Bring in those who are ministering with compassion to speak in your church.
- Begin praying for the lost from the pulpit and in prayer meetings.
- Teach the members to pray for the lost in their personal prayer time.
- Take with you as many members as possible to observe the ministries of those who are reaching out with compassion.
- Preach on related topics.
- When the Lord does raise up people of compassion, have them give exhortations from the pulpit. Encourage them to talk to individuals.
- Fast and pray for the church.
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### ***If there are spiritual hindrances such as arrogance, greed, laziness or selfishness (as seen in Ezekiel 16:49) ...***

- Fast and pray.
- Pray for the opposite, such as humility, generosity, diligence and self-denial.
- Preach and teach on these topics.
- After much prayer, confront individuals, as the Lord leads.
- Minister personally to those who are creating the hindrances. Help them to repent, as needed.
- Provide the ministry of deliverance, if necessary.
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### ***If no one knows what to do to plant a church ...***

- Take potential church planting team members out to observe experienced church planters.
- Invite experienced church planters to go with your team to help them begin. Request them to check on the church plant from time to time to make sure things are on target.
- Send potential team members to church planting seminars.
- Finish reading this book and have your leaders read it.
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### ***If some say, “We already have plenty of churches” ...***

- Make a list of the unchurched *barangays* in your area.
- Point out that even in *barangays* which already have churches more churches are often needed. Remember our basic guideline: at least one church is needed for every 1,000 people. More churches are needed if there are more than 1,000 people per church.
- Point out that different types of churches are needed for different kinds of people.
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### ***If you have no workers ...***

- Obey Jesus’ command and pray for workers (Mt. 9:38). Pray for this at every possible opportunity.
- Brainstorm and list the different types of people in your church that could become church planters. Some possibilities are:

- √ Fruitful cell group leaders
- √ Those effective in evangelism
- √ Good organizers and leaders
- √ Members who have started a business
- √ Members who are critical of the church (maybe they have good ideas for a new church!)
- √ A convert who is the *sigá* of the *barangay*
- √ A positive thinker
- √ Professionals who have often transferred to new places
- √ Those who have volunteered to become missionaries at a missions conference (*marami*)
- √ Students in your church who believe God is calling them to the ministry
- √ Someone with lots of ideas

Add your own ideas. There are many more possibilities!

- √
- √
- √ -

- List the names of individuals who belong to the above categories. Pray for them, then talk to them about the possibility of becoming church planters.
- Form church planting teams made up of church members who have jobs. (Lay members can plant churches on weekends! Our church has planted several daughter churches in this way.)
- Conduct an evangelism training course. Combine it with on-the-job training (OJT), which will be part of a church planting project.
- Teach all your church workers to multiply themselves by training others to do their ministries. This will mobilize the inactive, and free those now involved in ministries to become available to help in church planting. **Training workers in this way is a key to rapid church multiplication**
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### ***If you lack money to plant a church ...***

- Make a church planting budget. Estimate your costs, then trim the budget.
- In addition to using fulltime paid professional church planters, use bivocational church planters (those who plant a church while maintaining their jobs). Also use church planting teams composed of lay church members. This will save a gigantic amount of money, and open up the possibility for many more church plants. **Utilizing bivocational church planters and lay church planting teams is a key to rapid church multiplication.**
- Target unchurched *barangays* right in your own town, rather than targeting far away provinces. This will save a lot on *pamasahe*.
- Use inexpensive New Testaments from The Bible League and conduct Outreach Bible Studies (OBSes) right out of the Bible. This is much cheaper than using Bible study materials.<sup>1</sup>
- Find free tracts. They are available.
- Contact organizations that help financially with church planting projects. (See chapter 9, “Where To Get the Money.”)
- Claim Philippians 4:19.
- Challenge the reluctant to trust God to provide for His church as it does what it is supposed to do—reproduce!
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### ***If the pioneers of your church didn't teach you about planting daughter churches ...***

- Use some of the ideas from the section on “Lack of vision among church leaders” (pp. 36-37).



- The pioneers may not have taught the members about planting a daughter church. However, these pioneers obviously believed in church planting. They planted your church!
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***If some say, “We need to develop the maturity of our members first ...”***

- Ask, “When will our members be mature enough?”
- Point out that planting a church may be the best way to help members **become mature!** (See Chapter 1, pp. 10-12.)
- In a worship service, ask all parents to raise their hands if they were “mature enough” to be good parents when they had their first baby. Probably very few will raise their hands. They matured as parents “on the job” once they had their babies.
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***If the church is already loaded with many other activities ...***

- Ask the church leaders: “In an ideal church, what percentage of its resources (time and money) should be used within the church, and what percentage should be used for outreach? Compare your church to this ideal.
- Ask God if he would like to rearrange your church’s use of its resources. Take time to listen to Him.
- Identify overlapping programs in the church. Could any be eliminated or combined?
- Identify programs in which few participate, but which eat up a lot of personnel. Could these be trimmed back or allowed to die a natural death?
- Remind others that “The most effective evangelistic method under heaven is church planting.”

- Identify those not yet involved in any ministry who could join the church planting team.
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What are some other hindrances you might face? There are many other hindrances not listed here. How will you deal with these? Be prepared!

We know God wants your church to reproduce! Let's trust that He will give you wisdom to deal with any hindrances you might encounter!

In our ten steps in church planting, Step One is to motivate your church. But don't think that when you go on to Step Two motivating is over! Beware! It takes the average person just one month to lose the vision.<sup>2</sup> Yes, we need to impart vision to our church to get it started. Then we also need to continue regularly with practical steps to keep the vision alive.

Practical steps need to be taken to impart and nurture vision. Hindrances require a response. The key person in all of this is definitely the pastor. The pastor is the key to church growth. The pastor is also the key to motivating a church to plant a daughter church.

If you would like your church to plant a daughter church, and your pastor equally shares this vision, you are well on your way! He will naturally play the key role in motivating your church. It's very likely that your church will reproduce!

If your pastor is not 100% committed to planting a daughter church, it's going to be really tough. The project could begin. But if the heart of the pastor isn't in it, the potential mother church probably won't give the support that the church plant needs. Many church plants like these die quickly. *Sayang*. Babies really need the full support of their parents! Pray for your pastor. Be patient. Encourage him. Work with him. Don't work around him. You will be glad in the long run.

If you're a pastor and this is your vision, the chances are great that your church will plant a daughter church! You can train and mobilize your members to do it. They will follow your vision. They may need

some modeling of ministry skills from you, or some other experienced person. They will definitely need care and guidance. Fortunately, they can do most of the work.

If you're a pastor and this has not been your vision in the past, now is a great time to start! If you have only recently come to realize the importance of church planting, you can now adopt this as a value of your own! You can choose to make this a part of your ministry. As you do, and as you proceed with wisdom, it's likely your congregation will follow you. Churches usually develop a heart like their pastor's.

In September 1988, Pastor Jose Loyola attended a DAWN 2000 seminar in Lucena City. His church was 32 years old and only had six daughter churches. As the seminar proceeded he became more and more embarrassed about this. At the same time, he also became motivated! He carried a vision for church multiplication back to his church. In the next eleven years they planted 48 more churches! A pastor with new vision made the difference!

With the pastor's vision imparted and the church motivated, you are now ready to mobilize your church planting team.

### ***Action planning and discussion***

1. List the names of a few pastors you know who are 100% committed to planting a daughter church. How many of these succeeded (given enough time)?
2. List the names of a few pastors you know who are **not** 100% committed to planting a daughter church. How many of these churches planted a daughter church?
3. Does your pastor have a strong vision for church multiplication?  
What can you do to help him?

## **The main thing to do now**

Identify any hindrances you are facing in motivating your church to plant a daughter church. What actions can you take? You can use the chart below.

Hindrance

Actions

Check

## *Overview of Step Two*

You could plant a church on your own. Many have done this. But there are many big benefits to be gained from using a church planting team.

Some leaders of church planting projects find it hard to mobilize a team. This is a big warning signal! Mobilizing a team is gathering people—like planting a church. If someone is unable to gather a team of believers, it will probably be even harder for him to gather unbelievers to form a church! The guidelines given in Chapter 4 should help you to recruit a team who will remain committed.

But it's not enough just to recruit a team. The team leader needs to provide for the development of the team members. We'll cover this in Chapter 5.

# Chapter 4

## RECRUIT A TEAM

Tim Rivera was part of a mission trip to Santiago, Isabela. *Maraming sumama*. Many received Christ through the evangelistic ministries. After one week, everyone went home, except for Tim. He was left behind to establish the church—left behind alone. *Wala siyang team*.

For two long lonely years he struggled. Finally, he gave up. He left Isabela defeated, without establishing a church.

What if Tim had recruited a team? Things might have been different. In this chapter, we'll begin by looking at the benefits of a team, and we'll end with commissioning the team which you recruited. Here are the points we'll cover:

- Recognize the benefits of a team
- Why some churches don't use teams
- How many workers are needed to form a team?
- How to recruit a team
- Qualities to look for in church planters
- Commission the team

### *Recognize the benefits of a team*

I've asked experienced church planters to name some of the benefits of using a team. Here are some of their answers.

#### **1. More manpower produces more fruit**

Let's say you have a church planting team of one pair of lay people leading OBSes (Outreach Bible Studies) during their non-working hours. They are able to hold four OBSes per week. But three pairs doing this would give **12** OBSes per week. That's a lot more fruit!

A fulltime church planter will also bear more fruit with a team. Pastor Arnel, a fulltime church planter, holds 12 OBSes per week. In

addition, his two pairs of volunteer OBS leaders hold an additional two per pair. That makes a total of **16! Mobilizing all possible manpower is a key to rapid church multiplication.**

## **2. Gives a variety of resources**

A team provides a variety of gifts, personalities, strengths, experiences and other resources.

*Kuya* Tony and *Kuya* Nanding faithfully went out evangelizing every Sunday afternoon. Many received Christ. Sadly, after two years, none of their fruit could be found! *Sayang!*

I joined them. We formed a church planting team of three. The Lord blessed us and we successfully planted a church. I don't think they could have done it without me. My part was to suggest a step-by-step system so that evangelizing eventually lead to planting a church.

At the same time, I'm sure that I couldn't have done it without them! They are much better at evangelizing than I am. With our variety of gifts together, we did it. That's *bayanihan* church planting!

Through a team, *mas maraming kakilala*. Some team members will feel comfortable with certain people in your target *barangay*. Other team members will be better able to connect with others. By working as a team you will be able to reach even more people.

Also, a team will probably have more access to material resources.

## **3. More ideas**

No single person has all the ideas. When facing a challenge in church planting, writing a list of various options is often a big help. A group provides more creativity. A team also provides a check and balance on ideas that might not be good ones.

## **4. Accountability**

I used to get up at 3:30 a.m. to go fishing with my friend, Ron. When the alarm rang I usually felt terrible. I often did not want to get up. I always did though, because I knew Ron would be waiting for me.

It's the same with a church planting team. Most members usually follow through on their responsibilities because they know their teammates are counting on them.

## **5. Greater aggressiveness**

*Mas matapang daw kapag sama-sama.*

## **6. Fruit is multiplied, not just added**

One horse can normally pull about 2,000 kilos. However, two horses working together can sometimes pull as much as 23,000 kilos!


This principle of multiplied production is also true in church planting. A team of four will probably produce even more than double the fruit of a team of two.

## **7. Encouragement**

*“Kung minsan, wala na akong gana para humayo,”* admitted Vic, a fulltime church planter. *“Pero laging pinasisigla ako nina Kuya Boy at Mang Abner. They are always so happy and joyful to be a part of our team. Talagang nakaka-encourage sila.”*

## **8. Helps in personal development**

Serving on a church planting team is a great way to apply Proverbs 27:17.

 *As iron sharpens iron, so one man sharpens another.*

In a team, we can learn to trust and submit to one another. The deepest and most sincere fellowship I have observed in our church is among the members of our church planting teams.

## **9. Mas masaya**

It's usually more fun to do things in a group. The more the merrier.

## **10. Helps prevent giving up**

“There were many times when I wanted to give up,” recalls Pastor Anthony. “The Lord used our team to give me the encouragement that I needed through the hard times to continue on.”



## **11. The church gets planted faster**


Teams really help keep momentum going in a church planting project.

## **12. Produces more church planters**

Baby served on the church planting team of Pastor Teddy. After that positive experience, she recruited her own team and planted a church of her own!

How many examples of solo church planters can you find in the Bible? I haven't found one yet. Jesus served with teams. So did Paul. They knew the benefits.

Deuteronomy 32:30 tells us that one can chase a thousand but that two can chase ten thousand. Ecclesiastes 4:9-12 also encourages us to work in teams.

 *Two are better than one ... If one falls down, his friend can help him up. But pity the man who falls and has no one to help him up! Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.*

**One of the keys to reaping a greater harvest is to develop church planting teams.**

## ***Why some churches don't use teams***

We can form church planting teams entirely from working people. They can plant a church on their days off. Our church has planted several daughter churches with teams like these. With these teams, the pastor or some other experienced person can provide the training and coaching that the team may need.

Fulltime church planters can also gain much additional strength by including others on their teams. In this case, the church planter could possibly be the one to train the team.

With so many benefits to teams, why don't all churches take advantage of these benefits? Why don't some use teams?

## **1. Members are unwilling to serve**

“*Maganda sana. Kaya lang, walang may gusto sa church namin.*” This can especially be a problem if there is a paid church planter. “He’s paid. I’m not. Why should I do his work for free?” some mistakenly think. *Lugi ang* church planting project when members think like this.

## **2. Leaders prefer to merely do the work<sup>2</sup>**

“*Hindi ako trainer. Church planter lang ako, e.*” This church planter is in the habit of doing all the work of church planting by himself. He’s used to it. He does not stop to think that he could multiply his fruit by training others while he is doing the work of church planting. **This is a big mistake.**

## **3. No time to train others**

“*Ako na lang ang gagawa. Mas madali kasi.*” This may be true—at first. This is especially true if the church planter will be the one to train the team. Time spent in training others does slow us down at the beginning. But in the long run it pays off. We produce many times more fruit as we multiply workers.

## **4. Hesitant because of past problems<sup>3</sup>**

“*Nasubukan ko na. Ayoko na.*” This church planter tried using a team. Unfortunately it did not work out.

## **5. The church planter is more effective than team members**

“*Mas marunong ako, e. Baka masira ang gawain.*” It may be true. This church planter may be more effective than any of the team members. Because of this, he keeps all the ministry to himself. Even though some church planters may be the most effective, other team members can make significant contributions also. *Sayang naman* if they are excluded!

I’m teaching my kids how to feed the fish in our aquarium. When they do the feeding, they leave a big mess. Some of the pellets do get into the water. But even more get scattered on the table. They can’t do it as well as I can. Not yet. But because I value training them, I’m

willing to help clean up their mess. When they do learn, there will be more of us who can feed the fish. Similarly, let's give team members a chance to develop.

Other church planters are very willing to train others, but the potential team members may be uncomfortable with the training. We can effectively use on-the-job training to prepare Outreach Bible Study (OBS) leaders.

To do this, the team member will lead part of the OBS. The church planter, pastor or other trainer will observe and give constructive feedback. Some team members are hesitant to lead an OBS when a "superior" is there who is more effective. "He's here. He's better at this than I am. Let him do it," they mistakenly think. As team members are willing to do part of the ministry, even in the presence of a "superior," this will speed up their development.

## **6. Some leaders want all the glory**

Actually, we all struggle with wrong motives for ministry at times. Let's not allow this to keep potential harvesters out of the harvest field!

## **7. Some leaders are insecure**

This can happen. Mobilizing others is a threat to some church planters. To avoid this possibility, they do all the ministry. We all have our insecurities. Let's base our confidence in our position in Christ. Then, if someone surpasses us, *walang problema!*

When I was new in the Philippines I was training *Ate Femy* to be an OBS leader. She developed quickly. Before long, she became more effective than me. Amen!

## **8. The fear of not being needed**

Impossible! There are thousands of *barangays* without a church. There is more than enough room for all of us.

## **9. No one in the church knows how to train others**

"*Maganda sana. Pero paano gagawin?*" Some pastors and church planters are good at doing actual ministry. What is missing is that they

don't know how to train others to do it. If that's your situation, keep reading. Help is on the way!

## **10. Ineffective recruiting**

We'll cover this also. *Darating din tayo rian.*

None of these are good reasons to neglect using teams. If your church is not yet using church planting teams, maybe you have seen the reason why. If so, hopefully seeing this will be the first step towards change. You can decide now to mobilize teams! This will multiply your fruit!

### ***How many workers are needed to form a team?***

The more the better! There are some examples in the New Testament of teams as small as two, although most teams are larger. The largest I've found so far is eight (Paul, Sopater, Aristarchus, Secundus, Gaius, Timothy, Tychicus and Trophimus - Acts 20:4). Even a small team of two or three is better than trying to plant a church alone. With more team members you can open more OBSes.

You should try to have a total of at least 30 people, all in all, in your OBSes. This way, when you bring all of the OBSes together to form a fellowship, there should be enough people present to get off to a good start. If you average only three contacts in each OBS, you will need 10 OBSes. If your OBSes are larger, you can get by with fewer OBSes. But more are better! With good scheduling, you can hold several OBSes in one day.

Pastor Jun is a fulltime church planter. "I can easily do 10 OBSes myself," he said.

"That's good," I replied. "But with teammates, you can open even more OBSes."

"*Oo nga, ano?*" he said.

"My schedule is very full. I can only help with one OBS per week," said Atty. Sanvictores. That helps! We can include people like him on our teams.

The main guideline is: Have enough team members to open OBSes for at least 30 people.

A team should have at least one male and one female. This will provide a better opportunity to reach both men and women.

All teams should also have at least one mature adult. Grace was 21 years old, a new Bible school graduate. “*Kuya* Dave, I feel called to be a church planter,” she said with enthusiasm.

As a young person, Grace will likely be most effective in reaching other young people. To establish a stable church, she will also need to reach mature adults. It may be hard for Grace, as a young person, to reach older adults.

“Amen,” I responded to Grace. “Who are some older adults who may be able to join your team?” I asked.

Grace mobilized a few older adults. They were effective in reaching other mature adults in the target *barangay*. They planted a solid church.

Think about the strengths and weaknesses of potential team members. If a teammate is weak in one area, the strength of another teammate can help provide what he or she lacks. I mentioned earlier that I’m strong in organizing but weak in evangelism. *Kuya* Tony and *Kuya* Nanding are both very strong in evangelism. They covered my weakness well. Together we planted a church!

## ***How to recruit a team***

Now that we have seen what kind of people we need on our church planting teams, here’s how we can recruit them.

### **1. List all of the positions to be filled on the team**

To begin, OBS leaders and intercessors are needed. You should also recruit apprentice OBS leaders. These are people who do not yet know how to lead an OBS, but have the potential to learn. As OBS leaders lead OBSes, they should train apprentice OBS leaders at the same time. This will multiply leaders.

You should also recruit apprentice-intercessors. Then, team them up with experienced intercessors for on-the-job training.

After a few months, when you have a worship service, you will also need Praise and Worship leaders and Children’s teachers.

Add any other positions that you think are necessary.

## 2. Write a position description for each position

See the sample position description for an OBS leader on p. 63.

This is just a sample. You should add, subtract and change the sample to fit your situation.

Some church planters recruit teams who will actually move to the target *barangay* to become the core members of the new church. These could even be lay people who will find a new job in the new place. This technique calls for a very high degree of commitment. Some books on church planting call this *colonization*. This would be an important point to include in the position descriptions if you use this method.

You can use the form on p. 64 to write your own position descriptions.

## 3. List possible team members

Stop and pray. Ask God whom He would like to be on your team. Listen. God will probably put people's names on your heart! Write these names below or on another piece of paper.

As you consider possible team members, try to find people who share your vision and will be committed to you as the leader.

If your church has a membership list, read it over prayerfully. The Lord may use this to give you teammates.

You can also ask leaders in your church for recommendations. Some leaders you might ask are: your pastor, adult Sunday School teachers, leaders of men's and women's fellowships, cell group leaders, elders or others.

## 4. Make an appointment with each prospect

Approach each individual on your list. It may go something like this:

**Dave:** "Hi, Ate Norie. Did you know I'm hoping to plant a church? I'm praying about those who can join our church planting team. The Lord has laid you on my heart. Could we get together so I could tell you more about it? I'd like to tell you what it would involve to join our team. You don't need to decide now if you'll join our team. You don't

even need to decide when we get together. I'd just like to tell you what it involves, so you can think about it and pray about it. *Puwede ba?*

**Ate Norie:** *"O sige, Dave."*

**Dave:** "Could we get together this Sunday, right after the service? *Magmeryenda tayo.*"

**Ate Norie:** *"O, sige. Lalong maganda."*

## **5. Keep the recruiting appointment**

The main thing to do at the recruiting appointment is to explain the position description. This will make it very clear what you are expecting of the different team members. When you discuss the duties, you may make some adjustments. For example:

**Dave:** "Each OBS leader will lead at least two OBSes per week."

**Ate Norie:** "I'm doing a lot of overtime, Dave. I don't think I can commit to two OBSes per week. Would it be possible to take just one OBS per week?"

**Dave:** "OK. We could make that adjustment."

When you explain the qualifications, encourage your prospect like this:

**Dave:** "Ate Norie, not everyone is qualified to serve on our team. Not everyone has these qualities. But I see all of these qualities in you. That's why I've chosen you to talk to about this."

**Ate Norie:** *"Naku! Talagang binobola mo ako!"*

**Dave:** *"Hindi, Ate Norie. Totoo naman, e!"*

After you have explained the position description, give a copy to your prospect to take home. Now that they know what being a team member involves, ask them if they would think and pray about joining your team. If they agree to consider this, set a date when you will ask them for their decision. Usually three or four days is enough time for them to make their decision.

While at the recruiting appointment, you can mention to potential team members the great benefits to them, should they decide to join.

- They can be a part of something truly significant.
- Their unique gifts and abilities are really needed.
- They will be strengthened and will grow spiritually.
- God will reward their sacrifices with joy and eternal rewards.<sup>4</sup>

## 6. Follow-up to determine the prospect's decision

The conversation may go something like this:

**Dave:** “Hi, *Ate* Norie. I’m calling to see if you’ve made a decision already about joining our team.”

***Ate* Norie:** “Yes, Dave. I feel the Lord is leading me to join.”

**Dave:** “Amen! *Salamat sa Panginoon!* I’m really looking forward to working with you, *Ate* Norie!”

Others will decide not to join. That’s okay, too. Thank them for taking the time to consider your request. Thank them for their honesty and their sensitivity to the Lord’s leading.

Recruiting your team this way, with position descriptions, helps give you a solid team. They know exactly what they are getting into, and are committed to do it.

Church planters who take short cuts in recruiting a team may get some who will join quickly. Unfortunately, many may drop out just as quickly after they see how much work it really takes.

Some try to recruit team members through appeals from the pulpit. As you’ve probably learned from your own experience, pulpit appeals are very ineffective. Furthermore, this may make the church planter appear desperate for teammates. Most people are not attracted to join a project that’s desperate for people. The personalized approach, with qualifications for team members, keeps a high standard. It makes being a team member a privilege.

Also, if you appeal for team members from the pulpit, what will you do when someone volunteers who is not qualified?

Recruiting is more than just assigning. Recruiting respects people’s rights to make their own decisions.

Yes, we could just assign. People may say, “*Sige po, Pastor, sige po.*” Then, after a few weeks, they may give excuses for being absent.



*Kung ayaw, maraming dahilan.* Careful recruiting produces solid commitments.

As soon as possible, recruit workers for the harvest **from the harvest**. You have a limited number of potential workers who are from your mother church. But the number of potential workers in your target area is unlimited! They are not Christians ... yet. But once you have some new believers in your OBSes, you have a whole new source of new workers. These are workers **from the harvest!**

You can use the worksheet on pp. 69-70 to list those committed to your team. You can write on the worksheet or on another piece of paper. You don't necessarily have to fill in all of the blanks to have a complete team. One person could possibly fill more than one role. For example, one of the OBS leaders may also be the team leader.

## ***Qualities to look for in church planters***

There are important qualities to look for in church planters, especially in leaders of church planting teams. Many have gone out as church planters who did not have the necessary qualities. This is probably the main reason that the majority of outreaches die out after a year or two.

Research has shown that there are 13 vital qualities that church planters need.<sup>5</sup> These qualities are:

- Has vision
- Is self-motivated
- Creates ownership of the ministry (skillfully leads others to participate and become committed)
- Able to reach the unchurched
- Has the cooperation of his/her spouse
- Builds relationships effectively
- Is committed to church growth
- Is responsive to the needs of the community
- Taps the gifts of others
- Is flexible and adaptable
- Is a good team builder
- Able to overcome setbacks
- Exercises faith

It isn't necessary that all leaders of teams be fulltime church planters. There are many who have the above qualities who could become bivocational. These are people who plant a church while maintaining their jobs. In fact, **mobilizing many planters of this type is essential for rapid church multiplication. We will greatly hinder multiplication if we limit the number of new church plants to the number of fulltime planters mobilized.**

It would be ideal for team members to have also the qualities described above. Those lacking some of these characteristics can still make valuable contributions. Here are the minimal characteristics to look for in team members.

- Good testimony  
A strong spiritual life. She/he serves as a good example to those being reached.
- Burden for the lost  
Has a passion to see the lost come to Christ.
- Faithful  
Someone you can count on, who will not quit the project after a month or two.
- God's leading  
Most of all, make sure team members feel the Lord is leading them into this ministry.

Having good team members will make a big difference!

## ***Commission the team***

After you have recruited the team you may want to have a commissioning service to send them out. This can help to build even greater commitment in the team members. It should also increase prayer support from the mother church in the months ahead. God can use this to begin to speak to others, who may become members of the next church planting team. It will be a powerful visual aid to the whole congregation, showing the priority of planting new churches. All of this still applies, even if the target area is just three *barangays* away.

After you establish the daughter church, hold a celebration service, reflecting back on the commissioning service.

Jay is an architect with his own construction business. He had a burden to plant a church, so he recruited a large team of twelve. These twelve went faithfully and joyfully to the target *barangay* every Sunday afternoon. They had rich fellowship while serving together. In less than a year, a solid church was planted. New workers, from the harvest, were trained as the team phased out. Their mission was accomplished. Many tears of joy were shed during the farewell service for the team. The new believers thanked the Lord for the team. The team thanked the Lord for the rewarding opportunity. Jay thanked the Lord for the team, who helped fulfill his vision.

I believe there are many more teams like this waiting to be mobilized. May the Lord provide leaders who will raise them up for the still unreached *barangays*!

### ***Action planning and discussion***

1. What are some other benefits of having church planting teams, in addition to those mentioned in this chapter?
2. Of all the different benefits of church planting teams, which are most meaningful to you?
3. What are some other possible reasons why a church may not use a team?
4. Of all the reasons given for not using church planting teams, are any true of your church? If so, which ones?
5. If you already have a church planting team, what are some of the strengths and weaknesses of your team members? Do the strengths of some members cover the weaknesses of others?
6. Write a position description for each position on your church planting team.

7. What are some of the benefits of recruiting a team in the way explained in this chapter?

## The main thing to do now

- Recruit your team. Below is part of the worksheet we saw earlier in this chapter. These are the positions that you need to fill to start the church plant. It's not necessary to fill in every blank.

# Chapter 5

## DEVELOP TEAM MEMBERS

*Aling* Soring was 62 years old, with seven grandchildren. We approached her about the possibility of joining our church planting team.

“*Ako?* Plant a church? *Matanda na ako, e. Hindi yata ako bagay sa ganoon.*”

“We’ll show you what to do, *Aling* Soring. And we’ll be there with you, for as long as you need us.”

With great reservations, *Aling* Soring agreed. She was very faithful. Slowly but surely, she developed into a fruitful OBS (Outreach Bible Study) leader. Her contribution was vital to the church that was planted.

*Isang araw*, after the church was established, *lumapit si Aling* Soring *sa akin*.

“Pastor Dave, church planter *na pala ako!*” *sabi ni Aling* Soring, *napakalaki ng kanyang ngiti*.

“*Oo nga, Aling* Soring. Church planter *na po kayo talaga.*”

Recruiting team members is only the beginning. Now we need to focus on seeing them become productive workers. How can we do this? The following can help contribute to the development of team members.


- Train team members in ministry skills
- Help your team to continue to grow in their spiritual lives
- Build strong relationships
- Recommend resources
- Pray for team members
- Encourage team members
- Lead team development meetings

***Train team members in ministry skills***

Some of the OBS leaders you have recruited may already have experience and are effective. You can mobilize them immediately to train potential leaders while they lead their OBSes. Others may not know how to lead an OBS, but have the potential to learn. They can join the team as apprentice OBS leaders. Mobilize experienced OBS leaders to train apprentice-leaders using on-the-job training.

The apostle Paul did not stay long in Thessalonica. In his short time there he planted a healthy church. He did it by developing leaders. If we carefully read 1 Thessalonians, *maraming mapupulot* about how he did this.

In 1 Thessalonians 1:6-7 we see that Paul modeled ministry skills.

 *You became **imitators** of us ... And so you became a **model** to all the believers in Macedonia and Achaia.*

We can also model ministry skills to apprentice OBS leaders and others whom we train through on-the-job training. Whenever possible, train two apprentices at once to produce double the fruit. Here's how:

### **On-the-job training**

1. You lead the OBS. Your apprentices observe.
2. You lead the OBS. Your apprentices help.
3. Your apprentices lead the OBS. You help.
4. Your apprentices lead the OBS. You observe.
5. Your apprentices lead the OBS. New apprentices observe.<sup>1</sup>

Let's look at the details of how to do on-the-job training.

#### **1. You lead the OBS. Your apprentices observe.**

Before the OBS, meet with your apprentices. Explain to them what you will do at the OBS. Explain only as much as they are able to receive. Don't overwhelm them.

**Make sure** to keep everything in the OBS simple. Your apprentices should be able to imitate everything that you do.

At the OBS, you do all the leading. Your apprentices just observe.

After the OBS, review everything that you did with your apprentices. The key phrase for you to use is, “**Did you notice ...?**”

- “**Did you notice** the way I handled Tony’s question when he asked me if there really was a garden of Eden?”
- “**Did you notice** how I had Fred read for *Mang Ben*, because his eyes are weak?”
- “**Did you notice** the way I helped *Mang Badong* find the spiritual blessings in the verses?”

This debriefing right after the OBS is great training for your apprentices!

## 2. You lead the OBS. Your apprentices help.

When your apprentices are ready, ask them to lead part of the next OBS. Ask them to lead the discussion for just one verse each. This makes it easy for them to start.

Choose the easiest verses for them. At the next OBS, when you get to these verses, they will lead. After that, you will take over again.

Continue to meet before the OBS to explain to them what you will be doing. They will also review with you how they will lead the discussion of their one verse. Do this to make sure they have prepared.

After the OBS meet with your apprentices again to evaluate. Tell them **everything** they did well. Encourage them. This will reinforce the good things that they did. When you do this, it’s likely they will do these good things again.

Then, give them **just one** suggestion for improvement. Just one, *ha?* They will probably make plenty of mistakes. Don’t point all of them out yet. This could discourage them. Make this evaluation an uplifting time. Little by little, your apprentices will improve.

*Kuya Nanding* did well the first time he led part of an OBS. In our evaluation I told him, “*Kuya Nanding*, it’s good that you let *Ate Tes* make her own discoveries in verse 9. You didn’t just tell her the answer. Your explanation was very clear. *Magaling ang iyong mga illustrations tungkol sa* good works. You were very well prepared. You really emphasized what a big mistake it is to trust in good works. You kept things moving at a good pace.”

“*Salamat, Dave,*” he responded, smiling happily.

“I noticed one thing you might do to make the OBS even better next time,” I added. “Next time, you might want to try and look up at the people in the OBS, rather than always looking down at your Bible while you talk.”

“Okay. *Salamat*, Dave,” he answered happily still.

At the next OBS, *Kuya* Nanding made very good eye contact with everyone.

Evaluation is the most valuable contribution you can make in the development of your apprentices.

I also applied this process to train Virgie. After our evaluation she said, “*Kuya* Dave, could I lead the OBS for more than one verse next week?”

Before that, Virgie was afraid to lead. After getting started on just one verse, she wanted more!

When I was training *Ate* Femy, I had a little bit of a hard time. Before the OBS, we reviewed the part of the discussion, which she would be leading. She was well prepared. *Kaya lang*, when we got to the OBS, she got very nervous. When it came time for her to lead, her hands were shaking and her voice was quivering. Rather than asking the discussion question that we had reviewed together, she repeatedly asked, “*Anong gusto ng Diyos? Anong gusto ng Diyos? Anong gusto ng Diyos?*” Somehow, the OBS contacts found responses to give. I helped *Ate* Femy make it through the OBS.

After the OBS, it came time for our evaluation. I knew that it was now the time to tell *Ate* Femy everything good that she did. *Kaya lang*, I couldn’t think of anything! I thought harder, and told her, “*Ate* Femy, *maganda ang sapatos mo. Maganda rin ang damit mo.* And *Ate* Femy, it’s good that you brought your Bible to the OBS.”

On suggestions for improvement, I had plenty of ideas. She did everything wrong! But my only suggestion was, “*Ate* Femy, next time, maybe you could use the discussion question that we prepared.”

“*O, sige po*, Pastor Dave,” she replied. At the next OBS she did it. She did much better. At every OBS she steadily improved. Soon, she became a fantastic OBS leader! Lots of encouragement and just one suggestion for improvement helped her to develop.

After each OBS, continue to review the part of the OBS that you led also. Keep using the “Did you notice ...?” technique.



Give your apprentices their assignment to prepare for next week's OBS. Give them as many verses as you think they can comfortably handle. Keep adding gradually.

**DON'T** limit your apprentices to just leading the opening or closing prayer or giving a testimony. **DO** let them lead part of the actual Bible study. This will really help their development.

### **3. Your apprentices lead the OBS. You help.**

Now your apprentices will lead most of the OBS. Continue to decrease your part. Continue to meet with them after the OBS to evaluate.

### **4. Your apprentices lead the OBS. You observe.**

Now your apprentices will lead the whole OBS. Pray silently for them as they lead. Keep encouraging them. Keep meeting with them before and after the OBS.

I continued to give *Kuya* Nanding one suggestion for improvement each week. After a few weeks, I didn't have anymore suggestions!

"*Kuya* Nanding, *wala na akong masabi. Ang galing mo na talaga. Gradyuate ka na,*" I said.

"*Salamat, Dave,*" he responded, with his biggest smile yet.

### **5. Your apprentices lead the OBS. New apprentices observe.**

Your involvement with your apprentices isn't over yet. Make sure they recruit someone now to observe them as their apprentice-leaders. **This fifth step is crucial for multiplication of leaders.** Don't skip this!

*Kuya* Nanding could now handle the OBS on his own. I left him and opened a new OBS. Leaders were multiplied!

*Kuya* Nanding recruited Sammy to come and observe as he led the OBS. He was now the leader and Sammy was his new apprentice! My other apprentice, *Kuya* Tony, recruited *Ate* Ellen. This type of on-the-job training is very effective.

Sammy was part of the fruit of one of our OBSes. This is the best place to find new apprentice-leaders!

How long will this type of training take? It depends on your apprentice. Some will learn in a few weeks. Others might take a few months. It also greatly depends on the methods you use in your Bible studies. More new leaders can be trained and mobilized far more rapidly by using simple methods that are easily reproducible. But whether your apprentice develops quickly or slowly, the important thing is to keep multiplying leaders.


These five steps of on-the-job training not only work to train new OBS leaders. You can also use these steps for any ministry in the church!

## ***Help your team to continue to grow in their spiritual lives***

It's crucial that team members develop ministry skills. But this is not all they need. It's just as crucial that they also continue to grow in their spiritual lives.

We cannot just assume this will take place. *Kailangan nating tutukan sila.*

This was the concern of the apostle Paul regarding those he was developing in Thessalonica.

 *Night and day we pray most earnestly that we may see you again and supply what is lacking in your faith.*

(1 Thess. 3:10)

His concern mentioned here was not for their ministry skills. It was their faith—their spiritual lives.

To help team members to continue to develop in their spiritual lives, it's helpful to first see what God has used in our own spiritual development.

- “Scripture memory has played a big part in my spiritual growth.” (Zeny)
- “I continue to grow by reading through the Bible every year.” (Connie)
- “God got me off to the right start through one-on-one discipleship.” (Charlie)

- “I start off every day by reading a Psalm and using it as a guide to worship the Lord.” (Eric)

When we identify what God has especially used in our lives, we can share that with those we want to see develop. This is especially powerful because it’s real to us. It’s not just an idea or something we have read.


What has God used in your life? You can impart this to your teammates!

Spiritual development is a lifelong process. *Tutukan natin* in the lives of our team.


## ***Build strong relationships***

We can best help our team members develop ministry skills and their spiritual lives through loving relationships. Yes, we will serve together. We also need to minister to one another. Informal times of fellowship together are also important. If relationships are weak, team members may feel they are just being used.

Paul had a strong, loving relationship with those whom he reached in Thessalonica.

 *We were ... like a mother caring for her little children. We loved you so much that we were delighted to share with you not only the Gospel of God but our lives as well, because you had become so dear to us. (1 Thess. 2:7-8)*

These Thessalonians then began planting churches in Macedonia and Achaia and beyond (1 Thess. 1:7-8). I’m sure Paul rejoiced in more church planting! At the same time, his concern for them *mismo* continued.

 *Brothers, when we were **torn away** from you for a short time (in person, **not in thought**), out of our **intense longing** we made every effort to **see you**. For we wanted to **come to you**—certainly I, Paul, did, **again and again**.*  
(1 Thess. 2:17-18)

The members of these church planting teams clearly knew how important they were to Paul!


I too, need to be careful. I confess, when I see a member of our team, usually the first question that comes to my mind is “*Kumusta ang OBS mo?*” But I stop myself. I always try to make sure that my first question is “*Kumusta ka?*”

As we show genuine love to our team, the day may come when they will give a serious answer to “*Kumusta ka?*” Many team members will pour out their hearts once they know you truly care. There have been seasons when I have spent more time ministering to teammates than to those we were trying to reach. This is often a vital part of mobilizing a team.

My most rewarding relationships, outside of my family, have been with fellow workers with whom I have served. This can be your experience too!

## ***Recommend resources***

Paul provided the Thessalonians with resources as he continued to develop them as leaders. When he was not able to go to them personally, he sent Timothy. Timothy was a resource.

 *So when we could stand it no longer, we thought it best to be left by ourselves in Athens. We sent Timothy, who is our brother and God’s fellow worker in spreading the Gospel of Christ, to strengthen and encourage you in your faith.*

(1 Thess. 3:1-2)

The Lord has blessed me with some good books. I love to loan these books out to those with whom I am working. These resources are a big help in their development.

As you work with your church planting team, try to provide resources for them that will contribute to their development. You might be thinking, “*Mabuti ka pa, Dave. Marami kang books. Ako, wala.*”

There are also other types of resources. How about

- a seminar you could recommend
- a teaching tape that’s been helpful to you
- a praise and worship tape that’s really ministered to you
- a passage of scripture


- a good Christian radio or TV program
- a person they could talk to and get advice from

Providing good resources is a great way to accelerate the development of your church planting team.

## ***Pray for team members***

I'll confess, I don't pray for every contact in our target *barangay* every day. But I make sure I pray daily for every member of our team.

Paul was faithful in his prayers for the Thessalonians as they planted churches.

 *We always thank God for all of you, mentioning you always in our prayers. We continually remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope.*

(1 Thess. 1:2-3)

Paul not only prayed for them. He also told them that he was praying for them. He even went on to tell them what he was praying.

We can follow Paul's example. We also can pray for our team, and tell them what we are praying.

"*Kuya* Nanding, I've been praying that the Lord would strengthen your son, Louie, in his spiritual life. I've also been praying for your wife, *Ate* Carmen, that she would have a deeper understanding of her position in Christ. I'm praying that the Lord will powerfully use you as an OBS leader, and that one day, you'll be a preacher." I would tell *Kuya* Nanding something like this every week.

"*Maraming salamat, Dave,*" he always replied, with a big smile.

I usually pray three things for teammates:


- For the development of their ministry skills
- For their spiritual lives
- For their problems

Teammates have often shared problems with me because we have developed a good relationship.


The greatest thing we can do in mobilizing a team is to faithfully pray for our team members.

## ***Encourage team members***


Look at the different ways Paul encouraged the Thessalonians: He told them of his continual prayers.


 *We always thank God for all of you, mentioning you in our prayers.* (1 Thess. 1:2)

He commended them for sharing the Gospel.

 *The Lord's message rang out from you not only in Macedonia and Achaia—your faith in God has become known everywhere. Therefore we do not need to say anything about it.* (1 Thess. 1:8)

He told them they were his joy.

 *For what is our hope, our joy, or the crown in which we will glory in the presence of our Lord Jesus when he comes? Is it not you? Indeed, you are our glory and joy.*  
(1 Thess. 2:19-20)

 *How can we thank God enough for you in return for all the joy we have in the presence of our God because of you?*  
(1 Thess. 3:9)

These are powerful words of encouragement! We also need to encourage the members of our church planting team. Point out progress you see in their ministry skills. Mention qualities in their spiritual lives that you appreciate. Tell them frequently that you are glad they are on the team!

“*Kuya Nanding, tuwang-tuwa ako na magkasama tayo.*” I told him this many times.

## ***Lead team development meetings***

We have looked at several productive steps we can take to help in the development of our team members. We can do most of these things one-on-one. An even more efficient method is to minister to the whole team *nang sabay*. We can do this in team development meetings.

These meetings have the additional dynamic of team members interacting with and ministering to each other, which helps deepen team relationships. Team meetings can be a powerful tool for leadership development.

There are many different things that we can do in these development meetings. Of all the possibilities, there are four items that should take place at every meeting.

### **1. Skills training**

Teach your team whatever skills they need, **at that time**, to fulfill their role. Some possibilities are:

- How to conduct a community survey
- How to do evangelistic prayer visitation
- How to distribute tracts
- How to lead an Outreach Bible Study
- How to lead others to Christ
- How to pray for the sick
- Etc.

After teaching these skills in team meetings, help team members to implement these immediately by using on-the-job training (see p. 77). Anything taught to trainees too early may not be fully appreciated. Worse yet, they may forget what we've taught them! Teaching ministry skills, right at the time they are needed, and combining this with on-the-job training, is a very powerful training method. By doing this, team members internalize valuable ministry skills, which they can use for the rest of their lives.

### **2. Encouragement**

*Nakakapagod ang church planting.* It calls for sacrifice. Team members need encouragement! Do this by reviewing progress in the ministry and in their skills development. Tell them how much you appreciate them. Give words of affirmation. Share edifying thoughts from the Word of God. Be generous with encouragement!

### **3. Vision**

After reviewing progress, impart vision for the further progress which you foresee. Be clear about the direction in which the project is heading. Describe what you foresee for both the near and distant future. Imparting vision helps sustain motivation to continue to make sacrifices.

#### **4. Prayer**

Always give a large block of time to prayer. *Hindi puwedeng maiksing* opening and closing prayer *lang*. Pray through all upcoming ministry plans, for everyone in all OBSes and for the fulfillment of your vision!

I like to have team meetings every week. We always have our meetings right before we go to our OBSes. If this is too heavy on your schedule, you could meet every other week, or even just once per month.

In some teams, members quickly lose motivation and drop out. This rarely happens in teams that practice what we have discussed in this chapter. These steps will not only help maintain faithfulness in team members. More importantly, we can contribute greatly to the progress of valuable workers who will continue to serve the Lord for the rest of their lives.

### ***Who leads the team?***

You will need to make it very clear who has ultimate responsibility for recruiting, developing and leading the church planting team. It's best if this is one person, although this person can draw on the help of others, possibly including the pastor or members of the Outreach Committee. Here are some options.

#### **1. Fulltime church planter**

If there is a fulltime church planter, *maaaring ito ang papel niya*.

#### **2. Team member**

One of the volunteer team members can also serve in this way.




### 3. The pastor

The pastor could be very actively involved in the church plant, including holding OBSes, training OBS leaders and leading the team. Or, he could provide leadership to the team, but only go out occasionally to the target *barangay*. If he is the team leader, he will have to go frequently enough to make sure that effective on-the-job training of OBS leaders is taking place.

### 4. Member from the outreach committee

A member of this committee could also be an active member of the church planting team and serve as the team leader. Or, like the pastor, he could provide leadership to the team, but not always go to the target *barangay*. As with the pastor, he will need to be on site frequently enough to make sure that healthy development of OBS leaders is taking place through on-the-job training.


If your church believes in the function of apostles, prophets, evangelists and pastors and teachers, and if you have access to any of these, you could use them to help in training your team. Their function is clearly to equip members to serve, *'di ba?*

 *It was he 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.*

(Eph. 4:11-12)

Use them to help in training.

Those who are capable, in any area of ministry, should always be training others.

 *The things you have heard me say ... entrust to reliable men who will also be qualified to teach others. (2 Tim. 2:2)*

## ***Ongoing multiplication of all workers***

The laborers are few. There is much to be done. All workers, at all levels, can multiply themselves using the five steps of on-the-job training (see p. 77). Every worker should have an apprentice.

- Ushers can train apprentice-ushers
- Musicians can train apprentice-musicians
- Children’s teachers can train apprentice children’s teachers
- Cell group leaders can train apprentice cell group leaders
- Intercessors can train apprentice-intercessors
- Church planters can train apprentice church planters
- Pastors can train apprentice-pastors
- Seminar speakers can train apprentice seminar speakers
- Denominational leaders can train apprentice denominational leaders

This will enlarge our capacity to take in more fruit!

We have spent a long time discussing how to develop a team. Some church planters prefer to plant their church on their own. “*Malaking abala ang team, ” sabi ng iba. “Ako na lang.”*”

Yes, they can plant a church this way. But it will be small and hindered in its growth. These church planters will soon be loaded down doing all the ministry themselves. Their church plant will only grow equal to the amount of ministry that **they** can handle. Some will eventually get wise and also mobilize others to do the ministry. When they do this, growth can begin.

It’s far better to start out right. Mobilize a team right from the start. **Church planters who focus on mobilizing others to do the ministry have unlimited potential. This is a key to rapid church multiplication.**

## ***Parable of the atis***

Brother Oscar Outreach and Brother Carlos Church Planter both like to eat *atis*. They both have an *atis* tree in their *bakuran*.

Year after year, Brother Oscar picked the fruit and ate them. Brother Carlos not only picked the fruit. He also kept some of the seeds and planted them. After a few years, his *bukid* was full of fruit-bearing *atis* trees. The fruit multiplied greatly!

Merely doing ministry is like picking an *atis* and eating it. Yes, fruit is produced. But there's no multiplication without planting the seeds.

Training apprentice-leaders is like planting *atis* seeds. These seeds grow and produce fruit of their own. The amount of fruit that is ultimately produced is greatly multiplied.

Planting seeds yields far more fruit than just merely picking fruit. Brother Carlos now has many times more fruit than Brother Oscar.

Fortunately, we can do both! We can do ministry and at the same time train others. This multiplies our fruit!

We find *atis* seeds right within the fruit of the *atis*. We also find new apprentice-leaders right within the fruit of our ministry—in the harvest! As soon as possible, recruit the new believers from your church plant as apprentice-leaders. Mobilize them where they are best suited. This is a big key to reaping a greater harvest!

### ***Action planning and discussion***

1. In what ministries in your church could you use on-the-job training to develop new leaders?
2. What has God especially used in your own life to help you grow spiritually? Can you impart this to others?
3. What are some good resources you are aware of that you could share with those with whom you are working?
4. Has anyone ever told you that they were praying for you? How did that make you feel?
5. Who can help to train your church planting team?
6. What are some of the most important things about mobilizing a team that God has shown you from this chapter?

## The main thing to do now

- Memorize the five steps of on-the-job training.
- Begin using these steps to impart ministry skills to your team.

## ***Overview of Step Three***

Planting a church is a big job. There are so many things to do! Where do we start? It can help tremendously if we have a plan, showing what we need to do step by step.

To begin to plan, it's important to clarify exactly what it is we hope to accomplish. To do this, we can write a goal. Having a clear goal helps to give clear direction. We'll cover how to do this in Chapter 6.

One of the things we will state in our goal is where we will plant the church. This is a very important decision. All of Chapter 7 is about this.

Once we've written our goal, including our target *barangay*, we will list the action steps we will take to achieve this goal. Listing these steps in a logical sequence will help the project go more smoothly and efficiently. We'll cover how to do this in Chapter 8.

It will probably cost money to implement your plan. We'll see several possible sources of funds in Chapter 9.

# Chapter 6

## SET A GOAL

### *Why are goals important?*

Many church planters are so eager to plant their church that they overlook this important step of writing a goal. Here are six reasons why setting a goal for your project is important.

#### *1. Goals help increase our faith*

A goal is a declaration of fruit that is to come. It looks forward to a future that is bigger and better than our present situation. As of now, it's still unseen.

📖 *Faith is ... what we do not see.* (Heb. 11:1)

A goal is a statement of what we will see ... by faith! To set a goal takes faith. We need to trust God for the goal to be achieved. To declare our goal publicly takes even more faith. Exercising our faith in this way is good for us. And it also pleases God.

📖 *Without faith it is impossible to please God.* (Heb. 11:6)

An example of a goal is: **to plant a church with 30 new baptized believers in Bgy. Barangka Ibaba by Dec. 31, 2002.** If you look there now you won't find this church. But we see it ... by faith!

📖 *Faith is being sure of what we hope for and certain of what we do not see.* (Heb. 11:1)

By faith we work and trust God to do it. This is faith that pleases God.

Set a goal to plant a church. Exercise your faith. If you don't set any goals, you'll miss this opportunity.

#### *2. Goals help minimize wasted outreaches*

*“Sige na. May contact na tayo roon. Mag-outreach na tayo.”*  
Every year, thousands of outreaches are hastily opened without a goal. After a year or two, over 90% of these outreaches die off with no lasting fruit. *Sayang na sayang!*

Having a clear goal could make a big difference! The goal of the Great Commission is clearly to *“make **disciples**”* (Mt. 28:19). Disciples are learners or followers of Christ. It’s impossible to make disciples outside of a local church. All outreaches should have a goal to bring the converts into a church. This could be either an existing church, or a new church could be planted for the new converts. We can make **converts** without bringing people into a church. But we can’t make **disciples**. Any outreach that makes only **converts**, and doesn’t bring these converts into a church, comes short of fulfilling the Great Commission.

Why do so many of our outreaches make only converts and not disciples? A big part of the problem is that many outreaches begin with no goal! In many outreaches it’s unrealistic to expect the new believers to come to the mother church. This could be because it’s very far away. Yet in many, there’s also no goal to plant a new church. Outreaches like this are doomed right at the start. No outreach should ever be opened without a goal!

Someone once said, “If you aim at nothing, you will hit it every time.” That’s exactly the goal of many outreaches—nothing! And that’s the fruit that remains after a year or two—nothing! *Sayang lang.*

Fortunately, we can easily fix this. Have a goal for every outreach! You could have a goal to bring the converts into an existing church, if that’s realistic. If not, there must be a goal to plant a church for the new converts. This produces fruit that will last! This could minimize years of wasted outreach efforts!

Are you thinking about opening an outreach? *Mag-isip muna sandali!* What is your goal? **If you don’t have a goal, don’t open that outreach!** If you open an outreach with no goal, it will probably be one of the many thousands that die off after a year or two with no lasting fruit! *Sayang, lang!*

### ***3. Goals help give us clear direction***

“Let’s reach this whole city for Christ!” It’s good to have vision like this. It’s even better to state this vision as a clearly measurable goal. Goals can help put our vision in concrete terms.

When working with a team, we can gain clear direction by agreeing together on goals. Proverbs 20:5 says “*The purposes of a man’s heart are deep waters...*” Most people have deep desires that are like deep waters. They’re not very clear.

The same verse goes on to say, “*...but a man of understanding draws them out.*” A good leader can help a group come to an agreement on their goals. He enables his team members to express their deep desires, and helps them reach an agreement on the group’s goals, providing clear direction. Clear direction gives greater efficiency, more fruit and greater unity.

We can then focus on the action steps to take to accomplish the goal. This will help prioritize the use of resources (money, materials, time). A clear goal gives clear direction to a church planting team.

#### **4. Goals build anticipation and motivation**

It’s a lot of hard work to plant a church. When planting a church in Bgy. San Jose, there were plenty of days I felt too lazy to go. But I remembered the goal! *A church with at least 25 adult members in Bgy. San Jose!* This helped to keep me motivated and going.

Jesus had a goal. Read Hebrews 12:2 and look for His goal there:

📖 *Let us fix our eyes on Jesus ... who for the joy set before Him endured the cross, scorning its shame.*

Do you see it? His goal was “*the joy set before Him.*” His “joy” was to save us and to have an eternal relationship with us. This was His “*joy set before Him.*”

Because He was motivated to achieve this goal, He endured much. He “*endured the cross, scorning its shame.*”

Those who are motivated to achieve the goal of planting a church will also be willing to endure many things: *init, ulan, usok, lamok, pagod, puyat, gutom, kabiguan, sakripisyo—sige lang!* It’s all worth it, to reach the goal! *A new church in Bgy. San Jose!* Without a goal, it’s easy to just stay home. Goals are powerful motivators.



## **5. *Achieved goals bring great joy***

 *A longing fulfilled is sweet to the soul.* (Prov. 13:19)

When the church is established and the goal is achieved, *ibang klaseng galak*.

## **6. *You will be much more likely to plant a church if you have a goal to do so***

It's that simple. Of course, having a goal to plant a church doesn't mean that it will automatically happen. But it's unlikely that an outreach that's opened, without a goal to become a church, will somehow become a church. Do you want to plant a church? Set a goal to do it!

## ***Why some church planters do not set goals***

If goals are so important, then why do so many church planters not have goals?

### **1. *They don't know it's important***

Perhaps they're not aware of the reasons we've just covered.

### **2. *They don't know how***

Maybe this is you. Maybe you have now seen, for the first time, that goals are valuable. But you don't know how to write goals. Don't worry. We'll get to that in just a minute.

### **3. *They lack the discipline to take the time to do it***

Some church planters know goals are valuable. They also know how to write good goals. But even though they know how, they still don't do it. They just don't have the discipline to state their goals clearly before starting a project. *Sige-sige na lang. Diretso na tayo sa gawain.*

### **4. *They think it's not spiritual since only God knows the future***

Goals state our hope for the future. Some church planters think this is presumptuous. After all, only God knows the future. This is being overly precautious. Goal setting and planning are biblical.

📖 *The plans of the diligent lead to profit.* (Prov. 21:5)

📖 *In his heart a man plans his course, but the LORD determines his steps.* (Prov. 16:9)

It is true that God is the One who determines our steps. But we should still plan our course, rather than have a *bahala na* mindset.

### ***5. They will be embarrassed if they don't reach the goal***

*“Ayokong magsabi ng goal ko. Baka hindi matupad. Mapahiya lang ako.”*

So rather than take this chance, many church planters don't set goals. If they do have goals, they keep them secret.

Yes, goals are risky. That's faith! Charles Kraft, in his book, *Christianity with Power*, says faith is spelled R-I-S-K. If we are in tune with God, and He is leading us as we set goals, make them known—by faith! If we don't reach our goals, we can always reevaluate and adjust our plan.

Unwillingness to risk really means a lack of faith.

## ***How to write goals***

Okay. Here's how to do it. It's easy to write goals once you know the characteristics they should have. Well-written goals will be **SMART** goals. **SMART** stands for **S**pecific, **M**easurable, **A**chievable, **R**esult-oriented and **T**ime-bound.<sup>1</sup>

### **SPECIFIC**

In setting goals for church planting, choose a specific target *barangay*. We will study this in detail in Chapter 7. After choosing a specific *barangay*, you can develop a unique plan to reach the people of that place.

## MEASURABLE

Set a goal to reach a measurable number of people. It will probably be best to use the number that your denomination recognizes as the minimum for an official church. Some denominations require as few as 15 members. Others require as many as 75. When you reach this number, you will meet one of your requirements of becoming an official church.

## ACHIEVABLE

Set a goal that will stretch your faith. The goal should be beyond where you are now. At the same time, it must be realistic. Some overzealous church planters and pastors make the mistake of setting goals which are too high. When members realize from the start that the goal is impossible to reach they won't pay any attention to it.

Goals should give motivation. But unrealistic goals don't motivate. Instead, they are ignored. Achievable goals are the ones that motivate people to help.

## RESULT-ORIENTED

Well-written goals measure the result or fruit desired, rather than just stating an activity. Some make the mistake of confusing goals with activities like the following:

- hold three crusades
- visit every home
- pass out 500 tracts

You could do all of these activities and produce no lasting fruit! This often happens.

We need to do more than just be involved in activities. SMART goals help us measure the **result** or fruit that will be produced from activities. This helps us to aim for fruit, and not just activities.

## TIME-BOUND

Goals for church planting should include a specific target date for when the church—by faith—will actually be established. Without target dates we can easily postpone things. *Saka na lang*. Some church

planting projects drag on for two, three or even four years. Most just die. Having a target date helps us plan the things we need to do to plant the church within a reasonable time. It helps us stay focused. Projects with target dates will usually bear more fruit faster than those without target dates.


Let's add two more characteristics to SMART goals.

## OWNABLE

Ownable means everyone involved wants to achieve the goal. It's important to them. You can encourage ownership by involving everyone who will take part in the project in setting the goal and making the plans. Include their input. If you announce or explain a goal that you alone have chosen, this will decrease ownership and motivation.

## PRAYERFULLY SET

Some make the mistake of setting goals based on mere human wisdom. We need God's help, not only when we are out in the target *barangay*, but even as we set our goal. Let's seek His direction. Listen to Him. Then go for it, by faith.

 *Commit to the LORD whatever you do, and your plans will succeed.* (Prov. 16:3)

## *Sample goal<sup>2</sup>*

Look at the following goal. In light of the criteria we've just considered above, would you say that it's a SMART goal?

- We will plant a church in *Bgy. Barangka Ibaba* by Sept. 30, 2003.

Did you spot what's missing? It's not measurable. It should include a measurable number of people that they hope to bring into their new church. Let's fix it:

- We will plant a church in *Bgy. Barangka Ibaba* **with 30 new baptized members** by Sept. 30, 2003.

Now that's a SMART goal!

## **Quiz**

Review the characteristics of SMART goals. Which of the following goals have all the characteristics of SMART goals?

If the goal below has all the characteristics of a SMART goal, write SMART on the following line. If it's missing one or more of the characteristics, write the missing characteristic(s) on the line. (You can use another piece of paper if you'd like to.) The answers are in the Notes in the back of the book.<sup>3</sup>

1. We will plant a church in Batangas.

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2. We will plant a church with 30 adult baptized members by Dec. 31, 2003.

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3. We will plant a church in *Bgy.* San Isidro by Nov. 30, 2003.

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4. We will plant a church in *Bgy.* Wawa with 30 new adult baptized members by Sept. 30, 2003.

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5. We will plant a church in *Bgy.* Dela Paz with 30 adult baptized members as soon as possible.

---

6. We will pass out 1,000 tracts in *Bgy.* San Roque every month.

---

7. We will hold 10 evangelistic crusades by Sept. 30, 2003 in *Bgy. Manggahan*.

---

8. We will plant a church in *Bgy. San Jose* with 10,000 members within one month.

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### ***You try it!***

Practice writing a goal to plant a church. Make sure your goal includes all of the characteristics of a SMART goal.

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Many church planters are not in the habit of writing things down, especially goals. Because of this, a worksheet is provided on p. 107 to make writing your goal easier. Just fill in the blanks.

By faith, we will plant a church in \_\_\_\_\_


---

with at least \_\_\_\_\_ new baptized adults by


---

*Madali lang, hindi ba?*

Goals are part of good planning, which the Bible exhorts us to do.

 *The plans of the diligent lead to profit as surely as haste leads to poverty. (Prov. 21:5)*

*Mas maganda pa ang dating sa Tagalog.*

 *Ang mabuting pagbabalak ay pinakikinabangan, ngunit ang dalus-dalos na paggawa’y walang kahihinatnan. (Kaw. 21:5, Magandang Balita Biblia)*

Once your goal is clear, you’re ready to plan the action steps you will take to achieve your goal.

### ***Action planning and discussion***

1. Name some outreaches that were opened without a goal and that died off after a year or two.
2. Do any of the reasons why some church planters don’t set goals apply to you? If yes, which one(s)?
3. How can this chapter on goals be helpful to you in your church planting project?
4. Take time to pray and seek God’s direction and His goal for your church plant.

### **The main thing to do now**

- Write your goal to plant a church. You can use the worksheet below. Make this your actual goal for your church planting project. (You may want to read chapter 7 before finalizing your target *barangay*.)

# Chapter 7

## SELECT YOUR TENTATIVE TARGET BARANGAY

One of the most critical decisions you will make in the process of planting your church is the selection of your target *barangay*. Some church planters give little attention to this very important decision. *Basta't may contact, sige nang sige.*

But if your target *barangay* is hastily chosen, without sufficient basis, the project could drag on for years. Worse yet, it could die. In selecting a target *barangay*, look for:

- A *barangay* without a church
- A *barangay* with too few churches
- A *barangay* where some of your members live
- A *barangay* where some of your members have transferred
- A *barangay* where you have contacts
- A new community
- Responsive residents
- A *barangay* near to your church
- A *barangay* where contacts can be concentrated
- Agreement among the team and the leaders of your church
- The go signal from the Lord

### 1. Is it a *barangay* without a church?

There are still thousands of *barangays* in the Philippines without even one church. These are our **top priority** targets for church plants. The leaders of the local Ministerial Fellowship may have this information. If not, you could survey the area yourself. DAWN research has this information for every *barangay* in every province. For information on Luzon, contact

Philippine Challenge



P.O. Box 13919 OCPO  
1605 Ortigas Center, Pasig City  
philchal@pacific.net.ph  
655-1524, 240-3893, 240-4124

For information on Visayas and Mindanao, contact

Philippine Challenge  
P.O. Box 81202  
8000 Davao City  
philchal@mozcom.com.  
221-2670, 226-4306

## 2. Is it a *barangay* with too few churches?

We saw in Chapter 1 that one church is not enough for highly populated *barangays*. In cities, ideally, we would like to have at least one church for every 1,000 people. In rural areas, ideally, we would like to have at least one church for every 500 people.

In the sample below from our DAWN research we can see that General Santos City has a church in every *barangay*! We might conclude that no new churches need to be planted in that city. However, look in the right hand column at “people per church.” In the *barangays* where this figure is 2,000 or higher, more churches are still needed. In *barangays* where this figure is 1,000 - 2,000 at least one more church is highly desired. So even though this city has at least one church in every *barangay*, many of its *barangays* still need churches.

### General Santos City

<i>Barangay</i>	Population	Churches	People per Church
Glamang	8,536	1	8,536
Lamlenol	5,674	1	5,674
Batomelong	5,651	1	5,651
Bawing	3,943	1	3,943
Lagabang	3,851	1	3,851
Lagao (1 <sup>st</sup> & 3 <sup>rd</sup> )	53,267	17	3,133

Tambler	11,273	4	2,818
Bula	26,886	10	2,688
Crossing Makar	2,562	1	2,562
Labangal	52,062	26	2,002
Mabuhay	5,805	3	1,935
Siguel	1,841	1	1,841
Conel	7,021	4	1,755
Dadiangas (Pob.)	47,578	28	1,699
Upper Labay	1,669	1	1,669
Katangawan	5,187	4	1,296
Maan San Jose	1,241	1	1,241
New Society	1,146	1	1,146
San Isidro (Lagao 2 <sup>nd</sup> )	6,808	6	1,134
Apopong	12,128	11	1,102
Labay: Upper	2,987	3	995
Buayan	5,650	7	807
Tinagacan	4,111	6	685
Ligaya	2,424	4	606
Baluan	3,471	6	578
San Jose	2,466	8	308
Sinawal	742	6	123
TOTAL	285,980	163	
	1,754		

If you select a *barangay* which already has a church, make sure you get to know the leaders of that church and develop a good relationship with them. Work together as a team to reach the whole *barangay*.

A church in Navotas completely ignored this. They moved their church right next to an existing church—*dingding lang ang pagitan!* *Hindi sila nagpaalam. Nag-away pa!* These behaviors completely

disregard the exhortation to “*Make every effort to keep the unity of the Spirit through the bond of peace*” (Eph. 4:3).

### 3. Where do your members live?

Do you have a small cluster of families, or even just one family, who lives 2-3 kilometers from your church? These families and their contacts could become the nucleus of a daughter church.

“Two to three kilometers? *Malapit lang ’yan, a,*” some may say. It’s true. This isn’t far **for your members**. Faithful members will travel farther than this to go to church every Sunday, and think nothing of it. However, this distance may be a hindrance **to their neighbors** with whom they are sharing Christ. A new church, right in their neighborhood, will definitely reach more of these neighbors.

We used to attend a church in *Bgy. Bagong Silang, Mandaluyong*. The families of *Kuya Tony, Ate Ellen* and *Ate Bing Bing* all lived in *Bgy. San Jose*, about three kilometers away. There were 8,000+ people in *Bgy. San Jose*, and not one church. These three families opened Outreach Bibles Studies for their neighbors and we planted a daughter church there.

Some books on church planting call this “hiving off” or “branching.” Many churches have been planted in the Philippines this way.

The danger with this method is that sometimes new congregations begin composed entirely of those who are already Christians, coming from the mother church. This does start new churches, but it does not bring any growth to the Kingdom of God. A solution to this problem is to set a goal to reach a specific number of **unbelievers**. Mobilize the church members, who will be part of the new church, to reach their neighbors. The new worship service will begin only when the required number of **new** believers are ready to become active. Until then, *bawal ang* worship service. During this time of initial outreach, the members can continue to attend the mother church.

Most churches have members who are good candidates to help plant a church in this way. The problem is, some members love each other so much that they’re not willing to start new churches through this method. Love is good. *Pero, mga minamahal na nagmamahal,*

*kung minsan sobra na ang inyong pagmamahalan!* Too much love (of this kind) can actually hinder the growth of the Kingdom. We will have all of eternity to fellowship. But now is our only season to evangelize. Yes, friends will be missed. It does hurt. I know. But let us do it, *alang-alang sa mga hindi pa mananampalataya*. New friends will be made. Those who plant churches in this way will have no lack of loving friendships.

#### **4. Where have your members transferred to?**

Do you have members who have moved away from your church and can no longer attend because it's too far? These members, along with their contacts in their new area, could be the start of a daughter church.

Mr. and Mrs. Prince Dumarán were members of the Alliance church in Zamboanga. They transferred to Dagupan City, and became instrumental in planting a church there.

Some books on church planting call this "seeding." Thousands of churches have been planted in the Philippines in this way.

#### **5. Do you have other contacts in the *barangay*?**

Where do you or your members have friends, relatives or *kumpares* who would like to have a Bible study? Contacts like these can be the first fruits of a daughter church. This method is extremely effective, especially through relatives. Many times, when a family member comes to Christ, they will have a burden for their relatives in another province. And so the Gospel is taken to them, and a church is planted. A large percentage of the churches in the Philippines have been planted this way.

This is especially effective with contacts that have many more contacts of their own. With initial contacts like these, it's more likely the new church can get off to a strong start. However, if your contact is a *lola*, *laging nasa bahay*, with no friends, it will probably be hard to plant a church through her.

Pastor Rafael Salonga's wife, Filma, had many unsaved relatives in Asingan, Pangasinan. A healthy church was quickly planted through her many contacts.

Although it's better to start off with more contacts, many churches have been started through just a single contact!

- Pastor Joel Indico planted Zion Baptist Church in Dasmariñas, Cavite with just one contact.
- In Bacoor, Cavite, there was a member of Pastor Arman dela Merced's church who owned a pet shop. This owner had a *suki* who wanted to have a Bible study. This was their only contact. An established church now meets in the compound of this *suki*.
- In Libtong, Cervantes, Ilocos Sur, the Filipino Assemblies of the First Born had just one contact, a *barangay* councilor. After one year, 73 of the 75 families in the *sitio* in which he lives became Christians and active in the newly planted church!

You could possibly select a *barangay* with no contacts at all. But having some contacts is a big advantage.

A possible danger with this method is beginning a church plant **just** because there is a contact. The other factors in this chapter should also be considered.

## **6. Is there a new community?**

New communities are generally the easiest places to plant a church. People are usually more receptive to the Gospel when there is change occurring in their lives. This could be any type of change, including change of residence. A great time to reach people is right after they transfer. They probably don't have any friends yet in the new community. They are open to developing new relationships. Let's reach out to them with the Gospel and practical Christian love!

When new residents move in near our mother church, they are great targets for outreach. In a new community, everyone is a new resident! Everyone in the community is a good target!

"These are virgin territories to be conquered," challenges Pastor Joel Indico. "The people are new and are looking for friends."

When Palao Village in Calamba, Laguna was a new subdivision, the members of Love of Christ used the records at the Homeowners Office to locate those who were moving into the subdivision.

*Tumulong sila sa pagbubuhay.* They planted a church in this new community through these contacts.

The danger of planting churches in new communities is the temptation to just gather those who are already Christians that have transferred into that place. But this doesn't produce any growth in the Kingdom! This isn't the type of church planting we have in mind. These Christians can, however, be a big help in reaching unbelievers there. Be sure to reach plenty of unbelievers first, before beginning the first worship service. By insisting on this, we can force ourselves to evangelize to plant the church. *Mas maganda 'yon.*

### **7. Are the residents responsive to the Gospel?**

We are much more likely to bear more fruit when we target a responsive area. Places usually do not stay responsive forever. We should send the majority of our church planters to these places while the response is good. *Sayang kung nakalipas ang tag-ani, at wala tayong nagawa.*

Other places may not be responsive now. But things can change. A time of response can come. We can send a smaller percentage of our resources to less responsive areas. They can prepare the soil, plant seeds and observe the response. When the field becomes ripe, more laborers can be called in. *Habang hilaw pa, magbabantay lang sila.*

Suppose there are two *manggahans*. One is loaded with heavy yellow mangoes—*nalalaglag na*. The other has *bulaklak pa lang*. Where would you send more of your harvesters? *Siyempre, sa may mga hinog na*. Sending harvesters into responsive areas is also a good strategy in church planting.

The church should not only pursue receptive lost people, it must pursue responsive lost people—those who are interested in spiritual truth. We can call these people “seekers.” There are several biblical examples of this principle.

Jesus instructed His twelve disciples to pursue responsive lost people (Mt. 10:11-15; Mk. 6:10-11; 12:34; Lk. 9:4-6). Paul pursued responsive people (Acts 13:43-52; 18:1-7). Some individuals who were “seekers” were Zacchaeus (Lk. 19:1-10), Nicodemus (Jn. 3:1-21), the eunuch from Ethiopia (Acts

8:26-38), and Cornelius (Acts 10). The point is that these people are strongly moving toward or are very close to faith in Christ. They must be pursued with a passion.<sup>1</sup>

“But how can I know which places are responsive?” you may ask.

The population growth rate can give us an idea about possible responsiveness. If the population growth is rapid it’s probably because there are many new residents. These places are more likely to be responsive than places with slow population growth. The population of Metro Manila is spilling over into Cavite, Laguna, Rizal and Bulacan. Many *barangays* in these provinces are excellent targets for church planting.

You can find information on population growth rates at your local *munisipyo* or through DAWN.

“All kinds of cults and religions are growing in our *barangay*— Iglesia, Dating Daan, Almeda and PBMA.” This probably shows that people are searching. If they are responsive to cults and other religions, they will probably be responsive to the Gospel also. *Huwag sana tayong maunahan.*

The Average Annual Growth Rate (AAGR) of churches in the area can also show us which places are responsive. The AAGR is simply a measure of how fast, on the average, churches are multiplying.

An AAGR of 10% or higher shows that the area is very responsive. Many provinces in the Visayas (Northern Samar, Aklan, Antique, and others) have high growth rates like this.

An AAGR of 4% or lower probably indicates a lack of responsiveness.<sup>2</sup> Sulu, Tawi-tawi, Basilan, Batangas, Nueva Viscaya, Quirino and Sarangani all have low growth rates. This helpful information is available from DAWN Philippines.

Another thing you can do is just observe. Are there new churches popping up? If so, this probably shows responsiveness.

You can gather these facts without doing much research in the target *barangay*. But the best way to test responsiveness is to talk to people in the target *barangay*. We will cover this in Step 4 – Confirm the Target *Barangay*.

## **8. How near is it to the mother church?**

“*Kung mas malayo, mas espirituwal.*” That’s what some seem to think when they choose their target *barangay*. Some prefer far away places, passing up hundreds of churchless *barangays* on the way. *Mahilig sa malayo.*

In some cases, there are good reasons for planting a church a long distance away from the mother church. But there are big advantages to targeting a nearby *barangay*—even just 3-4 *barangays* away. Here are some of them:

- Better supervision
- *Bawas sa pamasahe*
- More people involved, who are also able to participate more frequently
- More fruit!

A bigger team in the target *barangay* should mean more OBSes (Outreach Bible Studies) and more disciples made.

Peacemakers, in Cainta, Rizal, has recently planted two other churches **right in Cainta**, two more in the next town of Antipolo and one in nearby Angono. They have also planted churches in other provinces.

From 1995 to 1998, Antipolo Christian Community Church, pastored by Rainier Mia, planted nine churches. Five of these were **within their own city of Antipolo**. They planted two others in the bordering towns of Cainta and Angono.

Pastor Art Pabellon reports that the Southern Baptists have forty churches in Davao City. But they’re not satisfied. They have seven more church plants in progress, also within Davao City!

The Foursquare Gospel Church of the Philippines has done this in Romblon. Rather than go to other provinces, they have planted dozens of churches right within Romblon.

We usually do not have to look far to find a *barangay* that needs a church. Closer to home is much more practical and efficient.

As your church gains experience in planting churches within your own culture, you can consider planting a church in an Unreached People Group. Contact PMA (the Philippine Missions Association), AMNET (Asia Missions Network) or Philippine Challenge for help on reaching out cross-culturally.<sup>3</sup>



## 9. Can you concentrate contacts there?

Target a *barangay* where you think you will be able to make plenty of contacts, all concentrated in one small place. Open all your OBSes there. If you do, it will be much more likely you will be able to bring these OBSes together to form a church.

Many churches make the common mistake of opening OBSes all over the place, *kahit nasaan*.

“I have 18 OBSes per week, all over Metro Manila,” one church planter recently shared with me. “How can I bring them all together to form a church?” he asked.

Most Bible studies scattered all over have a common fate: After a year or two—*wala na. Sayang!*


The time to start thinking about this is when selecting your target *barangay*. Choose a *barangay* where you can make enough contacts, concentrated in one place, to plant a church.


“How about more than one target *barangay*?” you might ask. The average church in the Philippines has 58 members. Concentrating on one target *barangay* is enough for most churches.

Large churches can work on planting more than one church at a time. In these cases, it’s usually best to have additional teams, each with their own target *barangay*. In each of these separate targets, look for contacts in a concentrated area.

## 10. Do the team and the leaders of the mother church agree?


The team can discuss all of the above factors. This is an important decision. It’s normally best to include the pastor and possibly other leaders of the mother church in the decision making.


 *Plans fail for lack of counsel, but with many advisers they succeed.* (Prov. 15:22)

 *For lack of guidance a nation falls, but many advisers make victory sure.* (Prov. 11:14)

## 11. Has God given the go signal?

The Lord normally leads church planters to target *barangays* where many of the factors we've seen in this chapter are present. We should definitely consider all of these. But God may lead you to a *barangay* where most of the factors **are not** present! Let's block off time to listen to Him. Let's be sure we don't repeat the mistake of the Israelites who "*did not inquire of the Lord*" (Josh. 9:14). His direction overrules all other factors!

 *Trust in the LORD with all your heart and lean not on your own understanding; in all your ways acknowledge him, and he will make your paths straight. Do not be wise in your own eyes. (Prov. 3:5-7)*

 *Seek the counsel of the LORD. (1 Kings 22:5)*

You have based your tentative selection of your target *barangay* mostly on things you already know or can easily learn. To make a final confirmation of your target you will need to get into the *barangay* and start talking to people. We'll cover this in Step 4 – "Confirm the Target *Barangay*."

Once you have selected a tentative target *barangay*, you can plan the action steps you will take to plant a church there. This is our topic in the next chapter.

## *Action planning and discussion*

1. Do you have any members who live 2-3 kilometers or more away from your church? Are they good candidates to become the core of a daughter church?
2. Do you have any members who have moved far away and are no longer able to attend your church because of the distance? Could they become the nucleus for a daughter church?
3. Where do you have good contacts who could be the start of a daughter church? Do these contacts also have more contacts?

4. Do you know of any new communities where you could plant a church?
5. Province A is extremely responsive to the Gospel. Province B is only slightly responsive. Province C is violently opposed to the Gospel at this time. If you were responsible to assign 100 church planters, how many would you assign to Province A? How many to Provinces B and C?
6. What factors show that your target *barangay* may be responsive?
7. How close is your target *barangay* to where your team members live?
8. Who, in your church, should make the decision about your target *barangay*?
9. Have you taken time to listen to the Lord's voice regarding your target *barangay*? What did the Lord show you?

## The main thing to do now

- Select your tentative target *barangay*.

Bgy. \_\_\_\_\_

- Check the factors below which are present in this *barangay*. It's not necessary that all factors be present. But you do need to have sufficient basis for choosing the *barangay*.

- \_\_\_ 1. There's no church in the *barangay*.
- \_\_\_ 2. There are too few churches in the *barangay*.
- \_\_\_ 3. We have members there who could become the core of the new church.
- \_\_\_ 4. We have members who have transferred there.
- \_\_\_ 5. We have good contacts.

- \_\_\_ 6. There is a new community there.
- \_\_\_ 7. There are indications that the *barangay* will be responsive to the Gospel.
- \_\_\_ 8. The *barangay* is near the mother church.
- \_\_\_ 9. We'll be able to concentrate many contacts in one place to plant a church.
- \_\_\_ 10. We've reached an agreement among the church planting team and the leaders of the mother church.
- \_\_\_ 11. God has confirmed this to us.

Go back to p. 109 and write your goal, including your target *barangay*, if you haven't done so already.

# Chapter 8

## *LIST ACTION STEPS*

For many months we observed the construction of the MRT<sup>1</sup> on EDSA. What a big job! How do you suppose they did it? Do you think the workers just gathered one day and started to pour concrete and fasten steel girders together? Of course not. That kind of approach would never succeed. First, an architect needed to come up with a plan.

It would be very hard to complete any large project without a written plan. But with a plan, even projects as enormous and complex as the MRT can be erected.

This is also true in planting a church. Having a written plan to follow—step by step—is a huge help!

Many church planters find it hard to write a plan to plant a church! Because of this, we have worksheets here to make this easier. All you have to do is fill in the blanks!

Someone has said that a vision without a written plan is just a dream. As you write your plan, your dream will be one step closer to reality!

Suggestion: You might want to skip this chapter now, finish reading through Step 10, and then come back and read this chapter. You will understand the plan to implement all of the ten steps more clearly after you have read about each step.

### *Make a timeline*

One good way to write action steps in a logical sequence is by using a timeline. A timeline will show **what** to do and **when** to do it. See the sample timeline on p. 127, which has actually been used to plant many churches.

#### **Step 1 - Motivate your church**

On the sample you can see that motivating your church is drawn right across every month. That's because this is an ongoing activity.

## **Step 2 - Mobilize a team**

One month should be long enough to recruit a team and have them start helping. The time needed to train them isn't included on this sample timeline. So keep this in mind.

## **Step 3 - Set a goal and write plans**

Right after the team is recruited they can take part in setting the goal and writing the rest of the plan. This will include selecting your tentative target *barangay*. Two weeks should be long enough if you get right at it. The leader of the project can just write in the timeline for steps 1-2 on his own, since there probably won't be a team yet.

## **Step 4 - Confirm the target *barangay***

When you finish writing the plan, including the tentative target *barangay*, you can then confirm the target *barangay*. One month should be plenty of time.

## **Step 5 - Make contacts**

After confirming the target *barangay*, we have one month scheduled just to make contacts, from mid-September until mid-October. While you are confirming the target *barangay* during the previous month, you may also make some contacts, even though this isn't your main activity at that time. That's what the dotted line from mid-August until mid-September means.

## **Step 6 - Open Outreach Bible Studies**

Two months are scheduled for OBSes (Outreach Bible Studies), from mid-October until mid-December. But if you make a hot contact earlier, someone very enthusiastic who is ready to start an OBS, *huwag pigilin dahil lang sa* schedule. Go ahead and start. That's what the dotted line from mid-August until mid-October means.

## **Step 7 - Nurture the new believers**

You should only need two months for the Nurture Bible Studies. Let's put two extra weeks into the schedule *dahil Pasko na*.

### **Step 8 - Form a fellowship**

When all the Bible studies are over, we can bring them all together to form a fellowship. On our sample timeline, this is just one week after the end of Step 7, in the first week of March. This is our target date to begin the first weekly joint fellowship. You will notice that the line for Step 8 begins in mid-December. This is to allow enough time for all the things that need to be done before beginning the weekly joint fellowship. These are described in detail in Step 8. When you begin the Nurture Bible Studies, start preparing to form a fellowship at the same time.

### **Step 9 - Continue nurture and outreach**

Once you reach this step, nurturing your members and doing outreach are never ending.

### **Step 10 - Formally organize the new church**

About three months after the weekly joint fellowship begins you should be ready for formal organization. This gives you time to reach your goal and finish the other requirements mentioned in Step 10.

Notice that the line begins in March and ends in June to provide enough time for this. Before you formally organize, be sure you have reached your goal on the number of new believers who compose the new church. You may not reach this goal when you begin the joint fellowship.

For example, your goal may be 40. Let's say you have 25 when you begin the weekly joint fellowship. That's fine. Then, when the 25 grow to 40, you have reached your goal, and can go ahead with formal organization.


Many church plants reach their goal before the target date. That's even better! If so, you might be able to formally organize sooner. Some church plants even hit their goal right when they begin their weekly joint fellowship! That's great! They can go ahead with formal organization when they finish the other things discussed in Step 10.

On any step, if you are ready to begin sooner than you have on your schedule, go ahead! Don't wait just because of the schedule. On the other hand, try hard to not get too far **behind** schedule.

The timeline we have looked at is only a sample. Some less experienced church planters react by saying one year is very fast. But do you know that hundreds of churches have been planted using this timeline? Many have even done it in less than a year! Of course, this is only the beginning of the church. Much still needs to be done. But new churches have been started! *Magpakasipag nang kaunti*. Stick to your timeline. It can be done!

Now, meet with your team and make your timeline. You can photocopy the blank timeline worksheet on p. 131. Fill in the blanks at the top to write your goal. Write in the actual months. Then just draw a line for when you will accomplish each of the steps. You can make your timeline just like the sample, or you can make as many changes as you would like. Just draw in the lines. Simple! (Simple to draw the lines, but not so easy to accomplish! )

When you've made your timeline, you might want to pray with your team, asking the Lord to fulfill the plan.

 *Commit to the LORD whatever you do, and your plans will succeed.* (Prov. 16:3)

## ***Make schedules***

Written schedules can help us to stay organized as we plant the church. As a sample, you can see the schedule of Femy Roy, on p. 132, who helped plant a church in Dagat-dagatan, Navotas.

With careful scheduling, a lot can be accomplished in one day. In *Ate Femy's* schedule, Saturday and Sunday afternoons were both loaded with three OBSes. Saturday mornings were for training, team meeting and prayer. Visitation to the OBS contacts was done on Thursday afternoons. On Thursday evenings *Ate Femy* prepared for her OBSes. *Aling Soring*, her partner, had the same schedule.

I was also part of this team. I had the same schedule, except I didn't join *Ate Femy* and *Aling Soring* on Thursdays. They handled the visitation themselves.



Can a church be planted just on weekends? Absolutely! Our teams have planted many with this schedule! One of the keys is good scheduling. Schedule several OBSes, one after the other.


Fulltime church planters can do so much more! Some church planters are satisfied with just one OBS in a day. Much more can be done!

When you have many OBSes, you can help organize your time with a written schedule. If you are the team leader, it might help you to know the schedule of each team member. A written schedule can also help provide accountability to teammates who may still be developing in their faithfulness and self discipline. It might help you as you follow them up to make sure they've kept their commitments.


You can photocopy the blank schedule on p. 133 and distribute it to your team. OBS schedules usually change frequently as we add new OBSes and drop unproductive ones. It's best to write your schedule in pencil so you can easily make changes.

## ***Write a budget***

Before going any further in your church plant, be sure to think about how much the project will cost.

 *“Suppose one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it? For if he lays the foundation and is not able to finish it, everyone who sees it will ridicule him, saying, ‘This fellow began to build and was not able to finish.’ ”*

(Lk. 14:28-30)

 *The plans of the diligent lead to profit as surely as haste leads to poverty. (Prov. 21:5)*

To make this easier we can divide the budget into three parts: Budgets A, B and C.

**Budget A** - The monthly budget from the time the project begins until you begin your regular weekly worship service.

**Budget B** - Onetime expenses for equipment needed mainly to set up the worship center.

**Budget C** - The monthly budget after you have a regular weekly worship service since your monthly expenses will probably increase at this point.

**WEEKLY CHURCH PLANTER'S SCHEDULE - SAMPLE**

Name: Femy Roy Date: May 1  
- October 1

TIME	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
7:00-8:00				
8:00-9:00				
9:00-10:00				
10:00-11:00				
11:00-12:00				
12:00-1:00				
1:00-2:00				
2:00-3:00				
3:00-4:00				
4:00-5:00				Visitation
5:00-6:00				Visitation
6:00-7:00				
7:00-8:00				
8:00-9:00				Study &
9:00-				Preparation
TIME	FRIDAY	SATURDAY		SUNDAY
7:00-8:00				
8:00-9:00				
9:00-10:00		Team Meeting		
10:00-11:00		Team Meeting		
11:00-12:00		Team Prayer Time		
12:00-1:00				
1:00-2:00		OBS – Noemi		OBS - Salonga

2:00-3:00	OBS – Baby	OBS - Dasmariñas
3:00-4:00		
4:00-5:00	OBS – Mang Hector	OBS - Aling Soring
5:00-6:00		
6:00-7:00		
7:00-8:00		
8:00-9:00		
9:00-		

Let’s look at the details of the Sample Budget on p. 136. This is just a sample. Your actual budget will probably be quite different.

In **Budget A**, we have P800 per month for the allowance of four volunteer workers. If you have a larger team, you may need to budget more. If you have fulltime workers you will need to budget quite a bit more. On the other hand, many members of church planting teams donate their own *pamasahe* and *meryenda*. If you have team members who do this, you may not need to budget **anything** for workers’ allowance.

Notice we have budgeted P100 per month for materials. In some months, this may be more than you will need. In other months this will not be enough. Budget for what you will need on an average month.

In Chapter 19, we will discuss the need for intercessors. One way to communicate with them is through a regular prayer letter. We have budgeted P100 per month for this important item.

All together, we will need P1,000 per month for the first few months of the project.

Some church plants may cost much more than this. Some will cost less. When we taught about budgeting for church planting in Abra, these church planters said to us, “Why do we need a budget? We’ve planted churches without spending anything.” Good! Others though have spent **millions** of pesos to plant just one church! And this didn’t even include a building!

Our goal is to saturate the entire Philippines with churches. We can best accomplish this by mobilizing all existing churches to multiply. Most churches cannot do this if they need millions of pesos. Therefore, it’s crucial that we also find ways to plant churches that are within the

budget of an average church. Fortunately, there are many churches being planted without spending much money.

In **Budget B**, we've tried to be *matipid*. Notice there is no keyboard yet to use during worship, no overhead projector and no sound system. Many new churches start out using the karaoke of one of the new believers. This is a good way to get them involved. We can use inexpensive musical instruments in the beginning, like a tambourine and marakas. *Saka na lang tayo bibili ng* keyboard and overhead projector. These aren't essential to get started. Notice there is only enough budget for one electric fan. *Kung maiinitan ang mga miyembro*, you might be able to use this as an opportunity to start taking an offering to buy another fan. In one of our church plants, *sinadya namin na kulang ang* electric fan!

Many churches have found that a good way to begin taking offerings is to list specific items that they would like to purchase. People can designate their giving to buy a specific item. This is usually rewarding to the givers when they see the item purchased and used in their church.

It's crucial that we develop a sense of ownership in the new believers. They need to feel that this is **their** church! One way to do this is to let them buy some of the equipment. Providing everything, if you're able, may be faster in the short run. But it's very unhealthy in the long run.

To begin taking the offering, other church planters emphasize that giving is an act of worship, even if there is nothing yet to purchase. Some even start taking offerings in their Outreach Bible Studies. Think it through. Pray. Do what you feel is best in your context.

In **Budget C**, we have P500 per month for the venue. You won't be able to rent a *sinehan* for P500. But you might start off in someone's driveway, and offer them this as a love gift for the extra *kuryente* used.

God Is Alive Christian Ministries, pastored by Rafael Salonga, meets in Shakey's for free! The only requirement is members have to buy something to eat after the service. Creativity can find inexpensive venues.

Perhaps one of the team members can become the pastor, while he maintains his job on weekdays. P1,000 could be given as a love gift. In

some contexts much less could be given. A fulltime pastor will probably require a bigger budget. Using bivocational workers (those who lead the church while maintaining their secular job) is essential for rapid church multiplication. Multiplication will be very slow if all church plants require a fulltime paid worker.

At this point, the team members from the mother church can begin to phase out. The new believers from the harvest can begin to take their places. The workers' allowance can be decreased to P400. Total needed: P2,250 per month. It can be done. Many churches have begun on similar budgets.

We need to identify sources of funds for all budget items. For **Budget A** we will need P1,000 per month. The mother church is able to give P500 per month. The new daughter church is not yet able to give anything, as there is no offering yet. What can we do? *Ate Rose* in Hong Kong can send P500 per month. *Salamat! Kumpleto na.*

(If you don't have an *Ate Rose*, and you're wondering where you'll get the money, the next chapter is especially for you.)

In **Budget B**, we need P6,240 for onetime expenses. The mother church can take a special offering to raise P1,000. By faith, we can start the offering at the new daughter church to raise P2,000. If more is given, that will be even better. *Ate Rose* said she can give P2,000 for special needs. *Pero kulang pa rin. A kumpare* of one of our team members promises to cover the rest. *Salamat!*

In **Budget C**, the mother church can continue to give P500 per month. By faith, the new daughter church will be able to give P600 per month. *Ate Rose* can continue to give P500 per month. *Pero kulang pa rin. Buti na lang, Kuya Art* says he can cover the rest *dahil gumaganda ang takbo ng negosyo niya.*

This should be enough budgeting to get you started. You can revise the budget after a few months as things change. As soon as possible, you should phase out outside sources of funds. The new daughter church should become financially independent.

Almost all denominations in the Philippines have clear plans to phase out support of new churches. Phase out times range from a year and a half to four years.

At this point, you may not know all of the details to complete Budgets A, B and C. Just do the best you can. Estimate, if necessary.

Some have asked, “Can’t I just plant the church by faith?” If you have no sources of funds, but **have faith** that God will provide, go ahead. God has honored the faith of many church planters, and has provided after they have stepped out. But it’s a good idea to know how much faith you will need. So make the budget.

You can photocopy the blank worksheet on p. 140 to make your budget. Just fill in the blanks. Add other items as needed. Try to match the total expenses and sources of funds for each budget column.

Congratulations! You’ve written your plan!

## *Make adjustments*

**The plans of the diligent lead to profit as surely as haste leads to poverty.**

(Prov. 21:5)

There will probably be things that will happen that you didn’t plan for. Because of this, you will need to make adjustments in your plan once in a while. *Hindi problema ’yan*. It’s part of good planning.

To find the money we’ll need, let’s go on to Chapter 9.

## *Action planning and discussion*

1. What are some of the things you like about the Sample Timeline?
2. Can you think of any church planting projects that stopped because of lack of funds? Did they count the cost before they started?
3. When do you think will be the best time to start taking offerings in your new church?
4. What will you do to prepare the congregation for this?
5. Talk to an experienced church planter about some of the things he has learned about starting the offerings.

6. What are some of the pro's and con's of taking offerings in your Outreach Bible Studies?
7. What will you do to help the new believers feel like the church is "their church" and not "your church"?
8. How long will it be (estimate) until your church is financially self-supporting?
9. What good ideas did you get from the Sample Budget?
10. Were any parts of the Sample Budget unrealistic for your situation? Which? What changes will you make?

## The main thing to do now

- Fill up the Timeline.  
You can photocopy the blank timeline worksheet on p. 131.
- Fill up the Budget Worksheet.  
You can photocopy the blank budget worksheet on p. 140.

# Chapter 9

## WHERE TO GET THE MONEY

In some places in the Philippines, church planters say they don't need any money to plant a church! But in many other places, the normal complaint is that there isn't enough money to plant a church.

In most cases, planting a church will cost something. Some churches cost millions of pesos to plant. Some will cost only a few thousand.

Whatever your case may be, you will probably need money. Where will you get it? Fortunately, there are many possible sources through which the Lord can provide for this need. Do you know what they are? To find out, read on.

### *Your mother church*

This is the best place to start. Besides financial support, mother churches can also provide additional manpower, prayer support, emotional support, other material resources and accountability. Some mother churches can support 100% of the church planting project. Others are only able to support partially. Other sources of funds can complete what is needed.

“But I'm an independent church planter,” some will say. Independent planters may want to reconsider and establish themselves with a mother church first which can then become their base for church planting.

### *Your new daughter church*

“But we don't have an offering yet. In fact, we don't have a congregation yet!” some church planters will respond. That's okay—in the beginning. At first there may be no income from the new church. As soon as possible, however, the daughter church should



contribute to its own support. In most cases, it should eventually become completely self-supporting. Other sources of funds are only temporary.

In some places, it may take years to reach this goal. Other churches become self-supporting quickly.

Pastor Joel Indico preached on giving in his second sermon at the new church, Jesus the Firm Foundation, in Country Homes, Biñan, Laguna. “*Subukan ninyo ang Diyos,*” was his challenge. In the first year, the church reached an income of P10,000 per month.

Pastor Arman dela Merced began a church plant in January in Molino, Cavite. They held their first joint worship service in June. They officially organized the church in December. By the next November the church income reached P16,000 per month.

As we think about funding the new church for the first year, it is normal to expect some percentage, even if it’s small, to come from the new church itself.

The resources needed to establish new churches are there, **in the harvest**. In fact, there are far more resources in the harvest than in the church!

## ***Your denomination***

Every denomination in the Philippines with which I have had contact has funds to support church planting.

## ***Non-denominational agencies***

“*Buti pa ’yong may denomination! Kami,* we’re an independent church.”

There is hope for you too! We have several non-denominational agencies in the Philippines who have the heart, and money, for church planting. The following support church planters:

### **The Bible League**

P.O. Box 330 CPO

1099 Manila

Tel. Nos.: 920-3590; 928-3835

Fax No.: 920-3839  
Email: [tblp@philonline.com](mailto:tblp@philonline.com)

**Jesus Our Life**

P.O. Box 4499  
1284 Makati City  
Tel. Nos.: 883-4492 to 93  
Fax No.: 850-7824  
Email: [fredjol@jmf.org.ph](mailto:fredjol@jmf.org.ph)

**Asia Evangelical Fellowship**

P.O. Box 19  
1469 Valenzuela City  
Tel. No.: 291-4971; 293-1336  
Fax No.: 293-0901  
Email: [asevfeph@mnl.sequel.net](mailto:asevfeph@mnl.sequel.net)

**Fishers of Men**

Blk. 1 Lot 14 Rose St.  
Village 1, Sta. Rosa, Laguna  
Tel./Fax No.: (049) 534-1787

**New Hope Christian Ministries**

250 Sto. Rosario Street  
1501 Plainview, Mandaluyong City  
Tel. No.: 532-8717  
Fax No.: 531-6937  
Email: [newhope@sci.com.ph](mailto:newhope@sci.com.ph)

**White Fields Ministry, Inc.**

Box 7224, DAPO  
1301 Pasay City  
Tel. No.: 512-6764  
Email: [WFHarvest@Qinet.net](mailto:WFHarvest@Qinet.net)

***Christian companies***

There are many successful companies in the Philippines owned by Christians. These owners work hard at making as much money as they can ... so they will have more to give to the Lord's work! Many of them love to give to church planting.

## ***Other churches***

The Lord has blessed different churches in the Philippines with different resources. Some are blessed with manpower. *Handa silang humayo* as church planters and missionaries. Others are blessed with financial resources to support those in the front lines. Many churches like these actively support church planters, even from other churches.

## ***Tentmaking*** (Supporting Yourself)

At times, the apostle Paul worked as a tentmaker to support himself while he planted churches. This is where we got our term "tentmaker."

Many church planters today still work to support their families while planting a church at the same time. It's ideal if the tentmaker's job can also help make contacts for the church plant. But this isn't essential.

We've already seen the church planters in Abra who said they didn't need any money to plant a church. They were farmers. When the Lord led some of them to plant churches, they did this while continuing their farming.

"But I'm not a farmer. I live in the city."

*Puwede pa rin!* Jay de Leon is an architect. He planted a church in Morong, Rizal, while continuing his business. He didn't receive any outside support for his family's needs. As a businessman, he had a big advantage. His schedule was flexible. He could schedule times to go to the target *barangay*.

"*Buti pa si Jay! Ako, walang business.*"

*Puwede pa rin!* Kuya Boy, Kuya Ben, Mang Abner, Ate Cora, Ate Baby, and many more in our church have fulltime jobs. They work Monday through Friday, 8:00 am to 5:00 pm. *Nakatali talaga*. But they have planted churches on weekends. They are also tentmakers.

## ***Your church planting team***

The team can also give to support the work. They might continue to tithe to the mother church and give additional offerings to the church plant. Others may wish to divide their tithe between the mother church and the church plant. Some give their whole tithe to the church plant. This is often done when members from the mother church, who live somewhat far from that church, are released to become core members, to start a church near where they live. Yes, the mother church will feel the loss. But God blesses those who give! When doing this, be sure to gain the full understanding and approval of the mother church.

When members are released to start new churches, and their giving is directed to the church plant, they usually give much more. Studies have shown that they give 50% more! This is probably because they are directly involved in what their money is helping to support. They can see the results of their giving immediately. Allowing and encouraging team members to give to the church plant is a great way to raise needed funds.

## ***Prayer partners becoming share partners***

We can also raise support through our prayer letter. It's important to communicate with our prayer partners. A prayer letter is one way to do this. As we communicate our prayer needs and answers to prayer, some of our prayer partners will become share partners. As they see our needs, and pray for God's provision, God will speak to some of them to become the channel of the provision.

To start, make a mailing list of everyone whom you think would like to pray for your church planting ministry. Some possibilities are:

- Relatives
- Churchmates
- Former churchmates
- Friends
- Pastor friends
- *Ninongs, ninangs, mga inaanak*
- Former classmates

- Workmates
- Businesspeople
- Filipinos abroad
- Those you invited to your wedding (If you still have your guest list, this could be a big help!)

You may have to trim this list, depending on your budget. You can save some money by hand delivery in cases where you will be seeing these people anyway.

Send your prayer letter regularly. Monthly is ideal. Your letter should focus on your vision, your prayer needs and the fruit of your ministry. Occasionally you can also mention your financial needs. Then, get ready. Some may start to give! We have many families who support us regularly who started this way.

Some will tell you how interested they are in your prayer letters. If they do not begin helping with your financial support voluntarily, you can personally invite them to become a part of your support team.

Actually, you're not just asking them to support **your** ministry. You're encouraging them to become a very real part of what **God** is doing through you. As they pray for you and contribute to your support, they become a vital member of the church planting team. They will share the burden as you face trials and difficulties. They will rejoice with you as God gives birth to a church.

When you ask someone to consider helping with your support, you will get much better results if you also ask permission to contact them again, within one week, to know their decision. *Kaunting tapang lang!*

I'm confident God will bless those who give to our ministry. So I have no fear of asking for support. I see it as an opportunity for the person to be blessed!

As missionaries, we raise 100% of our support. This covers the needs of our family and the ministry of Philippine Challenge. The Lord has used this method to provide for us since 1985.

*"Okay 'yan sa inyo. Amerikano ka kasi."*

This also works well for Filipinos in the Philippines. Many Filipino organizations use this method. One is Philippine Campus Crusade for Christ which has 144 fulltime workers who have raised support this way.

Pastor Joel Indico has also raised support in this way. Here's his testimony:

When I began planting my first church in Bacoor, Cavite, *nagsimula ako sa wala*. Those whom we reached began to give to us. We needed what they gave—in order to eat.

We also had 200 prayer partners. This was required by Child Evangelism Fellowship, with whom we were serving. As these prayer supporters continued their involvement with us, our relationship with one another deepened. Some began to give. One was the vice president of a large company. As I continued to share about my ministry with him, God gave him a burden to help even more. One day, he presented me with a new car—with insurance and gas allowance *pa!*

God has abundantly provided for my ministry and family, mostly through prayer partners who have become share partners.

When people give, be sure to thank them! We have given to many who raise support. Some have thanked us. Many never do. Express your gratitude by saying thanks or writing a note. Gratitude is an important quality for a church planter to develop. Besides this, if you thank someone, they are much more likely to continue to give. Also, be sure to thank the Lord for your share partners!

It does take time, and it is an expense to produce a prayer letter. But the help it provides our ministry is worth the investment. Even if you start with just a few recipients, it's well worth the effort!

In this chapter we have discussed several good sources of funds. The Lord may show you even more ways.

This wraps up our planning. Now you're ready to confirm your target *barangay*.

## ***Action planning and discussion***

1. Before you approach potential supporters, make sure you have written your budget. People are much more likely to give when they can see where the money will go.
2. All churches should become financially independent. Do you agree or disagree? Why?
3. What percentage of your financial need do you hope will come from the new daughter church itself within the first year?
4. Potential resources to establish new churches are in the harvest. Can you think of some specific examples?
5. If you are part of a denomination, what funds are available for church planting?
6. What non-denominational organizations do you know of that support church planting, other than those already mentioned?
7. Who do you think might like to receive your prayer letter?

## The main thing to do now

- Identify where you will get the finances you will need. Of the possible sources below, check which ones you will use.

- Mother church
- New daughter church
- Your denomination
- Non-denominational agencies
- Christian companies
- Other churches
- Tentmaking
- Church planting team
- Prayer partners, who may become share partners
- Other possible sources of funds:

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- Contact the sources you have chosen to secure the finances you will need.



# Chapter 10

Romel was very eager to plant a church. One of the members of his church in Binangonan had a burden for two unsaved relatives in Angono, the next town. These relatives lived very near each other. Romel met with them. They both said they would be willing to have a Bible study in their homes. Romel checked the DAWN research and found that their *barangay* had no church. Knowing this, he began to plant a church.

This decision was made too quickly. Romel knew the steps to take to carefully confirm the target *barangay*. But he neglected to do them. He didn't know that others had tried to plant a church in that *barangay* and failed. He didn't bother meeting the other local pastors or leaders of the Ministerial Fellowship. They could have given him some good advice.

Romel struggled trying to open more OBSes (Outreach Bible Studies). The original two families turned out not to be very responsive. He wasn't able to gain additional contacts through them, or through other methods. After struggling for eight months, he finally gave up. *Hindi nagpatuloy ang gawain. Sayang!*

In Step 3, you made a **tentative** selection of your target *barangay*. This was based mostly on things you already knew, or easily found through the DAWN research. Now, it's crucial to carefully **confirm** your *barangay*.

Hasty confirmation of a target *barangay* may produce deep regrets. As with Romel, the project may die off after a few months, or even after years of little fruit!

But there's a hidden bonus! The actions in this step go far beyond confirming the target *barangay*. They will also give you a good start in laying a solid foundation in the community, if you continue there. Here's what to do to try and avoid what Romel experienced:

- Meet the *barangay* captain or homeowners' president
- Meet the local pastors, if there are any
- Talk to the leaders of the Ministerial Fellowship
- Make an ocular inspection

- Make sure the members of the church planting team match up with the people in the target *barangay*
- Determine the responsiveness to the Gospel
- Locate the harvest force
- Listen to the Lord's voice
- Reach an agreement among the church planting team, including the leaders of the mother church

### ***Meet the barangay captain or homeowners' president***

Sooner or later, you will probably be asking the *barangay* captain or president of the Homeowners Association for permission to do something. *Medyo nakakahiya* if you have been in the *barangay* for several months, and only meet these officials when you need their permission. It's much better to meet them right at the start, before you get active in the *barangay*.

You don't need the permission of these officials to plant a church. We live in a free country. But paying a courtesy call to introduce yourself and request their blessing is usually appreciated. It may also help put you in a good position for help you may need in the future.

Be clear about your plans. You can do this in a way that will probably be acceptable to them. You could say something like:

*"Magandang hapon po, Kapitan. I'm Carlos Church Planter from God Is Good Fellowship in Taytay, Rizal. We're concerned for the residents here in Bgy. San Isidro, as we know you are. We'd like to volunteer to work together with you to see God's blessing come to this barangay. We'd like to serve this community, with you.*

*"One thing we'd like to do is bring the Word of God to those who are interested. We've been praying for everyone living here. We'd also like to pray for them in their homes. It would be a big encouragement to us to know that we have your blessing."*

*Mahirap tanggihan.* Most officials appreciate this.

You can also ask their advice. They are a great resource since they know the community very well.

Who are other possible community leaders who are influential and respected? It would be good to meet them and gain their favor and cooperation.

Carefully observe the response of these officials. Pray that the Lord would use this to guide you in your decision about confirming this target *barangay*.

### ***Meet the other local pastors, if there are any***

The pastors of any churches that may be near your tentative target *barangay* will probably be able to give you very helpful advice. They can probably tell you if there have been evangelistic activities there, what the results were, and what things were learned. If others have tried to plant a church there and failed, they will probably know about that, too. They can probably tell you whom to watch out for and who can help you. Come as a learner. The input they give will play a big part in whether or not you confirm the *barangay* as your target.

Also, pastoral ethics guide us to meet the pastors nearby before opening a new work.


Be sure to build a good relationship with the other pastors in the area, right from the start. Yes, you could probably plant your church without doing this. But to make a big impact on your area, there's got to be strong unity among the pastors. You can help toward this!

We have observed that in areas where churches are growing rapidly and making a big impact, there is always strong unity among the pastors. In areas where churches are hardly growing, there is always division or indifference among the pastors. Start off right. Build good relationships. You will benefit. So will everyone else. And God will be pleased with your effort to pursue unity in the Body of Christ.

When you come to start a new work in the area, the existing pastors **should** welcome you in wholeheartedly. You're not a competitor. You are coming to help them—to help them reach their town. All help **should** be welcomed, *'di ba?*

Unfortunately, it doesn't always happen like that. Insecure pastors may feel threatened. Those who don't really care about reaching their

whole town may prefer that you didn't come. Just do your best to try to win them over.

 *If it is possible, as far as it depends on you, live at peace with everyone.* (Rom. 12:18)

## ***Talk to the leaders of the Ministerial Fellowship***

The leaders of the nearest Ministerial Fellowship will probably be a very valuable resource for you. They may even inform you that there is already a church in your target *barangay*, when you thought there was none. They may know that someone else has already targeted your *barangay*. Talking to these leaders will surely help you in your decision about confirming the tentative target.

If you do confirm this target, be sure to join the Ministerial Fellowship. It's a great way to strengthen relationships with the local pastors. One of the biggest keys to evangelizing our nation is unity among the pastors. Ministerial Fellowships are a great help.

## ***Make an ocular inspection***

Walk through every street of the *barangay*. Observe as much as you can. Later, write down insights, ideas or impressions from the Lord.

## ***Make sure the members of the church planting team match up with the people in the target barangay***

Study the people in your target *barangay*. You can probably find helpful information about the community at the *munisipyo*. But there's no substitute for getting out and talking to people. Here are some things you will want to learn:

- Likes and dislikes of residents
- Habits
- Provincial backgrounds
- Family size

- Educational backgrounds
- Financial status
- Occupations
- Fears
- Needs

Knowing these things will help you determine if your team will be able to relate well with the people in the community. If they can't, you'd better pick another *barangay*. Also, after you gain a better understanding of the community, you can develop your strategy on how you will reach these particular people. This will especially affect the methods you choose to make contacts (Step 5).

One way to gain this understanding is through informal *pag-iistambay*. *Makipagkwentuhan sa sari-sari* stores, etc. *Makinig nang mabuti*. *Mag-observa*.

Another way is through a more systematic community survey. You can photocopy the form on p. 161 or make your own.

### **Community Survey Form**

I am \_\_\_\_\_ from \_\_\_\_\_ (church).  
 (Show your ID and permission.) We would like to be a source of God's blessing to this community. We are thinking about possibly starting a ministry here. Before we begin we want to understand the community so we can give the right kind of help. We are doing a community survey. This is not a business. May we ask you some questions so that we could better understand this community?

1. What is your favorite TV show?
2. What are the favorite shows of others who live here?
3. What radio station do you listen to?
4. What newspaper do you read?
5. What province are you from?
6. How many children do you have?
7. Where do your children attend school?
8. What are some of the jobs of those who live here?

9. Why do you think some people are not actively involved in their religion?
10. How often do you participate in a meeting with those of your religion?
  - \_\_ A few times a year
  - \_\_ Once a month
  - \_\_ Once a week
  - \_\_ More than once a week
11. What are the fears of the people who live here?
12. Apart from money, what is the biggest need of the people in this community?

Return to this house. Hot contact

Possible contact.

Person to look for: \_\_\_\_\_

Address: \_\_\_\_\_

Interviewer: \_\_\_\_\_

Do not return. Not a good contact.

Before conducting surveys, fold the survey forms on the dotted line. It will be better if those being interviewed don't see this portion.

You may prefer to make your own survey form. If you do, be sure to only ask for information that you really need to know.

Remember, the purpose of this survey is to gain a better understanding of the target community. It's not to evangelize. Many church planters use a community survey to make contacts. You could also do that at another time. That's not the purpose of **this** survey. If no evangelistic contacts are found as a result of this survey, that's okay. Our main purpose, at this point, is just to get to know the community.

As you are doing this survey to get to know the community, you may also make some hot contacts. You might as well write their names down. You can come back to them another time. That's the purpose of the bottom part of the survey form.

It's best to survey about 50 homes to gain a good understanding of the community. If you mobilize your team to help, you can do this in one day.

It's normally important to get permission from the community officials before doing a survey. You may need to display your permission. Wearing an ID may also be helpful. The biggest help of all is to have someone with you who lives in the community.

When finished, compile the results. Try to describe a person who is most typical of the group in the *barangay* you are targeting. You can use the form on p. 163.

These ideas were adapted from *The Purpose Driven Church* by Rick Warren, available in the Philippines. For some great advice on how to get to know your target community, see pp. 153-203.

When compiling the results of your community survey, you may find that not everyone in the community is similar. Maybe there are two (or more) very different types of people living there. If so, pick just one of these groups. Specifically target them and try to reach them. This should produce more fruit than having a general strategy to reach anyone and everyone. Describe this group in your "Description of a Typical Resident."

**Description of a typical resident of**  
\_\_\_\_\_ (target *barangay*)

1. They have \_\_\_\_ children.
2. Their kids are studying at \_\_\_\_\_.
3. The job of Mr. \_\_\_\_\_ is \_\_\_\_\_.
4. The job of Mrs. \_\_\_\_\_ is \_\_\_\_\_.
5. They're originally from \_\_\_\_\_ (province).
6. The newspaper they read is \_\_\_\_\_.

7. The radio station they listen to most is \_\_\_\_\_.
8. Their favorite TV show is \_\_\_\_\_.
9. They think that many people don't participate in their religion because \_\_\_\_\_.
10. Some of the things they fear are \_\_\_\_\_.
11. Some of their needs, besides money are \_\_\_\_\_  
\_\_\_\_\_.

Ideas for Ministry:

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For example, if your target *barangay* has both rich and poor people, it will probably be better to target one or the other. Usually, the two do not mix. There are exceptions. But this is usually true.

If you reach mainly the rich, and have some who are poor that attend, they will probably feel out of place and will not continue. If you reach mainly the poor and have some who are rich that attend, they probably won't be attracted to return either.

“Men like to become Christians without crossing racial, linguistic, or class barriers. This principle states an undeniable fact.”<sup>1</sup>

“*Kuya* Dave, could you join us in our church planting team?” asked Elena.

“Why?” I responded.

“Because our target *barangay* is mostly upper class. We thought you might be more effective there,” Elena explained. “Our team can't seem to relate very well to them.”



Elena's intuitions were right on track. Getting team members who could relate to the target community is one possible solution. The other is for the team to pick a new target *barangay*—one to which their team members could more easily relate.

Along this line, do you have a member of your church planting team who is part of a cultural minority? If so, you may want to consider challenging him to go back to reach his own people. He will have a big headstart and may be more effective than an outsider.

## ***Determine the responsiveness to the Gospel***

You're much more likely to plant a church if the residents are responsive to the Gospel. We've already seen that people are more likely to be responsive if

- The population is growing
- Cults are growing
- Other churches are growing

Now, let's take a closer look at the responsiveness in the tentative target *barangay*. As you get to know the community, here are some more things to look for that could indicate that people will be responsive to the Gospel.

### **1. People are interested in studying the Bible**

This is really easy to find out. Just ask! You can ask people informally as you have opportunity. You can also ask house-to-house. You can use the very simple survey form below, or something similar.

If most of the people say "no," then the responsiveness isn't good. It will probably be hard to plant a church there. If most of the people say "yes," this **might** indicate responsiveness. The problem is, some people will say "yes," but they don't really mean "yes." The surveyors need to carefully observe nonverbal cues such as their facial expressions, and try to discern how responsive the people really are. Some will clearly be responsive. This isn't an exact science, but it might give us some good indications.

Another option is to add the two questions above to your community survey form.

## **2. People have relatives who are born again.**

- “My uncle in California is born again.”
- “My parents attend JIL.”
- “My *lolo* in Tarlac has a Bible study in their home.”
- “My husband in Saudi just became born again.”

Comments like these are a great sign! People are usually much more responsive to the Gospel if they have relatives who are already born again.

## **3. There are those who were formerly (but no longer) involved in various cults**

“I was a Mormon for a few years. Then I tried Iglesia. Then *Dating Daan*. Now I’m not anything,” explained *Mang Hector*. People like these are searchers. They’re probably open.


## **4. There is change occurring in peoples’ lives in the community**

People are generally more responsive to the Gospel when there is change occurring. When other changes occur, people become more open to also “change their religion.”

If a large factory opens and provides new jobs, this may also bring responsiveness to the Gospel. When people change their residence this also provides an opportune time to share the Gospel. Newlyweds and those with first babies are usually thinking more about God at these times. A death in the family often softens hearts.

## **5. People are unhappy about their condition**

Those with difficult conditions, like the poor, those facing oppression or tragedies are often more open to the Lord than those who think they “have it all.”

 *It is easier for a camel to go through the eye of a needle than for a rich man to enter the Kingdom of God. (Mt. 19:24)*

## **6. There is unity among the churches in the area**

I don't claim to understand everything that goes on in the spiritual realm. But one thing has been very clear as we've ministered throughout the Philippines: Where many people are coming to Christ, there is usually unity. Where there are divisions Satan gains power. Spiritual blindness is strengthened. Response to the Gospel is greatly hindered.

If there is unity in the area of your target you've got a lot of power on your side. This is a big factor.

If some of these factors listed above are present, it's much more likely you will find a good response to the Gospel. God sometimes moves powerfully in *barangays* where all of these factors are absent. He works against what we expect and overcomes the darkness! But He normally works through the factors mentioned.

## ***Locate the harvest force***

The "harvest force" is anyone in the target *barangay* who can help plant the church. They may be believers or unbelievers. If you find that the harvest force is strong, this will be a big advantage. Here are some things you can look for:

### **1. Christians who are not yet part of a church**

Often there are Christians who have moved into the area who haven't found a church yet. This is especially true where there aren't many churches. They can help.

Caution! They will probably want the new church to be like their former one. If they do not adopt your vision for the type of church you will plant you may be better off without them.

### **2. Those who received Christ in evangelistic crusades but were never followed-up**

If you can locate these people, some will probably be a big help to you by opening OBSes for their family and neighbors.

### **3. Sympathizers who are supportive**

By sympathizers we mean those who aren't yet Christians, but who are willing to help get the church planted.

Pastor Arnel Luad is planting a church in Floodway, Bgy. San Juan, Cainta, Rizal. The president of the Urban Poor Association asked Pastor Arnel, "These people are always arguing with each other. They need to learn to pray. I'll gather them. Could you teach them to pray?"

This is a non-Christian who is part of the harvest force.


### ***Listen to the Lord's voice***

We listened to the Lord's voice in selecting the tentative target *barangay*. Now that we have studied things more carefully, it would be good to listen again. It's possible we may have missed something in choosing our tentative target *barangay*. The Lord may use some of the new information gathered to speak to us more clearly now.

Each team member should seek the Lord individually. The team should also have a special time together of prayer and listening to God.

### ***Reach an agreement among the church planting team, including the leaders of the mother church***

Now that further investigation has been done, once again, what is the feeling among your leaders and your church planting team? Confirming your target *barangay* is one of the most important decisions you will make in the church planting project! Wisdom from the observations of co-workers and church leaders is a great asset.

 *Make plans by seeking advice; if you wage war, obtain guidance.* (Prov. 20:18)

After you have confirmed your target *barangay* it's time to make contacts there! We'll see how to do this in the next chapter.

### ***Action planning and discussion***

1. Carefully plan what you will say when you visit the *barangay* captain. Discuss this with your team. Who will make this visit? Who will do the talking?
2. If you are considering working with a tribe, meet the chieftain as soon as possible.
3. Are there other churches near your tentative target *barangay*?
4. What could you do to make yourself more welcome among pastors of existing churches in the area of your target *barangay*?
5. Can you think of an area where churches are growing rapidly? How is the unity there?  
  
Can you think of an area where the churches are hardly growing? How is the unity there?
6. Who is the leader of the Ministerial Fellowship nearest to your target *barangay*?
7. What will you do to get to know your target community?
8. Donald McGavran said, “Men like to become Christians without crossing racial, linguistic, or class barriers. This principle states an undeniable fact.” Share some real life observations that either support or deny this statement.
9. Which factors are present in your target that encourage you to believe there will be a good response to the Gospel?
10. Who could be part of the harvest force in your *barangay*?
11. What has the Lord spoken to you and your team about your target *barangay*?
12. What helpful input have you received from your church leaders about confirming your target *barangay*?

13. Can you think of any examples where church planters hastily confirmed a target *barangay*? What difficulties did this bring?

## The main thing to do now

- Meet the *barangay* captain or homeowners' president.
- Meet the local pastors, if there are any.
- Talk to the leaders of the Ministerial Fellowship.
- Make an ocular inspection.
- Conduct a community survey and make sure the members of the church planting team match up with the people in the target *barangay*.
- Determine the responsiveness to the Gospel.
- Locate the harvest force.
- Listen to the Lord's voice, individually and as a team.
- Reach an agreement regarding your target *barangay* among the church planting team, including the leaders of the mother church.

Check one of the following:

- We confirm *Bgy.* \_\_\_\_\_ as our definite target *barangay*.
- We have decided that *Bgy.* \_\_\_\_\_, our tentative target *barangay*, will not be our target. We will go back to Step 3 and select a new tentative target *barangay*.

# Chapter 11

After you have confirmed your target *barangay* it's time to meet the people—as many as you can. A church plant with only a few contacts will probably produce a weak church. Making many contacts will get the church off to a strong start. *Papaano kaya? Mabuti na lang, marami tayong magagalang na methods to make contacts! Dito makikita natin ang creativity ng Pinoy!*

## *85 possible methods*

### 1. Contacts gained through your community survey

You probably met some potentially good contacts when you did your community survey (Step 4). Now is the time to follow them up.

### 2. Webs of relationships

Once you have a solid contact, show them the picture below.

Ask them if they have any family members whom they could invite to an OBS (Outreach Bible Study). Any relatives? Any *kumadres*? Any neighbors? Any friends? **This is the best way to make fruitful contacts!** No other method can compare.

We see contacts made like this in the New Testament.

- Cornelius – He “*called together his relatives and close friends*” to hear the message of salvation (Acts 10:24).
- Lydia – She put her faith in Christ (Acts 16:14), and then **her household** followed (Acts 16:15).
- The Philippian jailer – He heard the message of salvation (Acts 16:31), then “*the whole family was filled with joy, because they had come to believe*” (Acts 16:34).
- A demonized man – Jesus ministered deliverance to this man, then told him to “*Go home to your family and tell them*” (Mk. 5:19).<sup>1</sup>

In a survey, 14,000 church members in the U.S. were asked how they were brought into their church. Their answers:<sup>2</sup>

Through the pastor	5%
A church program	2%
Sunday School	4%
Visitation	1%
Special need	1%
Just walked into church	2%
Evangelistic crusade	1%
<b>Friend or relative</b>	<b>84%</b>

I'm sure that these figures would vary some if a survey like this were done in the Philippines. Probably even more than 84% of Filipinos are brought into church through friends or relatives. They have more friends and relatives *kasi*. They're more relational. So let's take advantage of this!

If you start in a *barangay* without any contacts you can use some of the other methods listed to make your first contacts. Then, as soon as possible, follow-up on the webs of relationships of your good contacts.

You may have heard this method also called *Oikos* Evangelism<sup>3</sup>, Friendship Evangelism or Referrals. Our church planters now call this the "*Kilala* System."

### **3. House-to-house visitation and witnessing**

Pastor Winnie Saniel required all 27 members of his church in San Jose, Mindoro—no exception—to undergo on-the-job training in house-to-house witnessing. They planted six daughter churches through mobilizing the whole congregation! The mother church exploded! Total membership of the mother and daughter churches reached 2,000!

### **4. Evangelistic prayer visitation**

This is a powerful variation of ordinary house-to-house witnessing. Go house-to-house, informing people that you will be having a prayer meeting. Tell them you would like to pray for their needs. Ask them if there is anything you could pray for them. Then, go meet with your



team, or other prayer group, and pray for these needs. Return soon to see if the Lord answered your prayer. Do this a few times, to develop a good relationship with the contact. Hopefully, you'll soon have a chance to pray in their house for them. Then you can begin sharing Scripture also, until you have an OBS. This is fun to do, and fruitful too.

Pastora Dolly Tabunan uses a variation of this method. She goes house-to-house, offering prayer for the needs of the family. Her goal is to get into the home, pray for their needs on the spot, and share Scripture. This has produced 90% of the members of the church she planted in *Bgy. Punta, Jala-Jala, Rizal*.

For more on Prayer Evangelism, see *That None Should Perish* by Ed Silvano, pp. 57-96.

## **5. Evangelistic Christmas caroling**

As you carol in your target *barangay*, assure those you sing to that you are there to give, not to receive. You may also want to give an inexpensive gift. Return soon to further develop the relationship begun.

## **6. Ngitian**

This one's easy to do. Walk around the *barangay at ngumiti*. Try to start a friendship with those who smile back.

## **7. Batian**

Pastor Joel Suque, in Calauan, Laguna, goes beyond smiling. He greets everyone he sees as he walks or bikes through the *barangay*. This produced 170 contacts.

## **8. Beauty parlor, barber shop**

This is a great place to *istambay* and make contacts. Customers being served and those waiting have nothing to do.

## **9. Libreng kasal**

In Cogo, Antipolo City, Pastor Omar Fadul surveyed 2,000 homes and found 70 unmarried couples. He performed a free mass wedding,

which most of them gladly received. *Naging ninong pa siya sa lahat.* He then formed a church from these newlywed couples!

#### **10. House blessing**

Pastor Dominador Herrero offered a free house blessing in a new subdivision in Montalban. (*Sumisingil ang iba ng P150!*) Before dedicating the house, he shared the Gospel and dedicated the residents. Afterwards, he offered an OBS. Many responded and a church was planted from these contacts.

#### **11. Kodakan**

A church planter in San Pablo, Laguna, offers to take a free picture of potential contacts, especially families. She then takes the picture to them and starts a friendship. *Medyo magastos, pero mabunga raw.*

#### **12. Pistahan**

Redeem the town fiesta. Use it for church planting! Have a singing contest with Christian songs. Use evangelistic drama, mime or dance. Read evangelistic Scriptures over the karaoke.

In some places, churches discourage any involvement in the fiesta. Other places have fruitfully used the fiesta. Use your judgment.

#### **13. Healing**

As you meet those who are sick, pray for their healing. If the Lord heals, you will have a good contact. Even if there is no healing, the love you have shown through prayer will be greatly appreciated.

#### **14. Hospital visitation**

Workers from Love of Christ prayed for a patient at Miller Hospital (Seventh Day Adventist) in Bartolome, Cebu. The Lord healed the patient! "Could you come and do this every week?" requested the hospital chaplain. Many contacts were made, and those who lived near the hospital were gathered to form a new church!

#### **15. Deliverance ministry**

Workers in Bautista, Pangasinan spent a week ministering to two demonized girls. While ministering, they got to know the families and the neighbors. These contacts witnessed God's power as the girls were set free. They were then able to open six OBSes and plant a church.

## **16. Radio, TV**

The Southern Baptists have started many churches by asking people if they have heard their radio program, *Dahil May Buhay*, aired on DZAS and DZRH. They freely invite all other groups to use this as a resource.

## **17. Concerts**

Many conduct evangelistic concerts using their own local talent. Metropolis for Christ provides nationally known singers, along with sound equipment. Arrange bookings through Rev. Leo Alconga, Coordinator (435-5784, 927-6069). The only responsibility of those who schedule a concert is to follow-up on the contacts to plant a church!

## **18. Film showing**

One great resource for evangelistic films is Christian Light Foundation, Inc. They will come to your location in their truck equipped with a projector, sound system, generator, tracts and response cards! They are based in Quezon City, Legaspi City, Tuguegarao City, Bacolod City and Calbayog City. You can contact their central office in Quezon City at 374-5082, 410-1649, [clfqc@amdg.com.ph](mailto:clfqc@amdg.com.ph).

## **19. Chalk talk**

In a chalk talk, a speaker makes simple chalk drawings while presenting the Gospel.

Pastor Inocencio of UNIDA planted a church from 50 contacts gained through one chalk talk in Tanza, Cavite.

Philip Go of Sowers uses chalk talks at Sinulog, Cebu's annual festival. He mobilizes five or six roving chalk talk teams. Every year, hundreds profess to receive Christ.

## **20. Livelihood projects**

Love of Christ teaches the care and breeding of chickens, and supplies the initial pair to help contacts get started. They only ask that recipients give some of the eggs away and help others begin also. They then go back and visit the multiplied web of contacts.

## **21. Relief work, feeding**

In Cagayan de Oro, Love of Christ networked with the DILG in food supply distribution. They conducted OBSes before distribution. Strong contacts were made with 70 families.

## **22. *Kawanggawa***

A member from Love of Christ was on the staff of Philippine General Hospital. She helped the sick who were in need to get free or discounted assistance at PGH. Through this, in less than a year, they planted a church of 85 in Dasmariñas, Cavite.

## **23. Used clothing**

Jesus Christ Spring of Eternal Hope has opened many OBSes at their church plant in Marikina by distributing used clothes and toys gathered from their mother church.

## **24. PTA**

In Ampid, San Mateo, Pastor Menardo Amoroso met 50 families and planted a church through involvement in the local PTA.

## **25. Dinner fellowship**

A contact of Pastor Winnie Saniel invited several neighbors for dinner. *Maraming dumating*. He opened OBSes *kaagad* and planted a church in Naga City.

Pastor Rafael Salonga used *kilawin* to plant a church in Malibay, Pasay.

## **26. Business contacts**

Pastor Rafael Salonga gained 37 contacts from his wife's business.

## 27. Child evangelism, DVBS

Pastor Joel Indico held an afternoon children's class in Bacoor, Cavite. "Why isn't there anything for us?" many parents asked. Evening Bible studies were begun for them, which led to planting a church. Pastor Joel used children as a bridge to their parents.

A possible danger in planting a church this way is unintentionally creating an image that your ministry is only for children. If parents mistakenly get this image, they may never attend. "*Papupuntahin na lang namin ang aming mga anak,*" *sabi ng iba.*

## 28. Book of Hope

This is a magazine-type publication using Scripture portions in an attractive format.

## 29. Evangelistic crusades

Hundreds of thousands of Filipinos pray to receive Christ every year in crusades. Unfortunately, only a small percentage become involved in a church. We can greatly increase this percentage of those who will become active in our new church by planning good follow-up. In addition to the counseling received at the crusade, visit those who received Christ to start an OBS for them. In the OBS, their understanding of salvation and commitment to Christ will deepen.

The best day to follow-up is the day after the crusade. This also applies to other impact events. Research on follow-up of church visitors has shown that a high percentage will attend church again if visited within two days. After that, the percentage of those who return drops quickly with each day that passes.<sup>4</sup>

I suspect that the information on the graph on p. 182 is similar to those who respond at crusades. The sooner we follow them up, the more likely they will respond to having an OBS.

When making plans for the crusade, don't just plan the crusade itself and stop there in the planning. At the same time, **plan** the follow-up. Just as you plan who will be the speaker, who will set up the sound system, etc., plan also who will do the follow-up. Schedule this in advance. Make this very clear to the team.

Everything said here about follow-up applies to any type of evangelistic event like medical missions, concerts, chalk talks, and so on.

For even greater fruit, if you already have some good contacts in the *barangay*, mobilize them to invite their contacts. Use Webs of Relationships as described in #2. Research has shown that those who received Christ at a crusade, who are brought by a friend, are likely to come into the new church. Those who are brought by a friend are ten times more likely to come into the church, compared to those who come without a contact.

The League of Philippine Evangelists publishes a directory of speakers, available to serve in your crusade. Call PCEC at 433-1549 or 913-1655 to receive a copy.

### **30. *Harana***

In Dipolog, Zamboanga del Norte, *nabigo si* Pastor Winnie Saniel. No methods for making contacts worked. He experimented with a *harana* with those celebrating their birthdays. The team brought food, sang, then shared the Gospel. *Nag-click!* They planted a church!

### **31. Rehab center**

While in Naga City, Pastor Winnie Saniel trained the deaf and blind to team together to do house-to-house witnessing. Many responded. They planted the church named Bicol Christian Deaf and Blind Rehab Center, composed both of those without handicaps who were reached, and deaf and blind members of the church planting team!

Here are many more methods that are being used by creative Filipino church planters. You're sure to find an idea that will fit your target *barangay*!

### **32. Tract distribution, Bible distribution or distribution of Scripture portions**

Try using the *sari-sari* stores or *kainans* of your members or contacts for this.

33. **Secular seminars** - *Examples: cooking, nutrition, health, exercise, childbirth, child-raising, investing, agriculture*
34. **Christian videoke**
35. **Beauty tips**
36. ***Istambay sa kanto***
37. **Parties** - *birthdays, anniversaries, baby dedications, memorial services, or other occasions.*
38. **Sports evangelism**
39. **Field trips, excursions, camping**
40. **Homeowners Association**
41. **Native dance**
42. ***Bayanihan***
43. **Tape lending**
44. **Video showing in homes** (*Jesus Film, Hinugot sa Dilim*)
45. **Street cleaning**
46. **Aerobics ministry**
47. **Art competition**
48. ***Pakikiramay***
49. ***Kuwentuhan***
50. **Chess**
51. **Service clubs, such as Rotary**
52. **Fliers**
53. ***Libreng tubig***
54. ***Anihan***
55. **Book sharing**
56. **Table and chairs lending**
57. **Free art lessons**

58. **Barangay assembly meeting**
59. **Music and drama**
60. **Evangelistic seminar, Life in the Spirit seminar**
61. **Medical ministry**
62. **Dental ministry**
63. **Puppet show**
64. **Values formation teaching**
65. **Counseling**
66. **Jogging**
67. ***Kapihan***
68. **Tutorial**
69. **Support groups**
70. **Testimony**
71. ***Suki***
72. ***Abot-ulam***
73. ***Libreng masahe***
74. **Picnic**
75. ***Barkadahan***
76. **Street corner evangelism (Huwag lang humingi ng pera.)**
77. **Sowers International**
78. **Community development (*could be done in cooperation with government agencies*)**
79. **Christian Schools**
80. **King's Kids (*YWAM*)**
81. **Recreation center**
82. **Hometown association**



83. Welcome party
84. *Libreng* car wash
85. Boating

## ***Guidelines for making contacts***

### **1. Keep contacts close together**

When you look for contacts, be sure to concentrate in one place! If you do, it will be easier to gather all your OBSes together to form a church. The time to make sure of this is when you make contacts. If your contacts are too spread out it will be impossible to gather them together to form a church.

“But *Kuya Dave*, may contact *ako sa Cavite, at Laguna, at Bulacan.*”

*Maghintay lang muna sila.* Look for more contacts right there in the target *barangay*. Concentrate there. This will help you plant a church, rather than just opening a “*gawain.*” Opening an OBS for every contact, *kahit saan*, will usually produce OBSes that die out after a couple years with no lasting fruit. *Sayang!* Or, you may be stuck with isolated, small OBSes, *habang buhay*, that never become a solid church.

**This is one of the biggest mistakes of many church planters. They grab any contact, *kahit saan.*** As a result, time and money are spent with no lasting fruit. This is a common mistake.

New contacts that are far away from the target *barangay* could be part of a future church plant. *Maghintay lang muna.*

### **2. Get a solid core of residents**

If you reach all transients, your church will soon disappear. Yes, transients also need the Lord. But you’ll need at least a core of stable residents to plant a church. A more fruitful approach would be to first plant a stable church among long-term residents. Then the people in that church can reach out to transients.

### **3. Make lots of contacts**

When you begin your worship service, it's important to get off to a strong start. Many experienced church planters feel this takes at least twenty people participating in the first worship services (not including children). To do this you will need to make plenty of contacts and open many OBSes.


Let's review. To get twenty solid believers in the first worship services you will probably need a total of at least 30 in all your different OBSes. Probably not all from the OBSes will come to the worship service. To get a total of thirty in all your OBSes you will probably need at least fifty good contacts. Some contacts that you thought were good won't follow through and participate in an OBS.

It's not hard to get this many contacts. We usually get 100 contacts through our evangelistic events. As an alternative, if you have a few solid contacts and followup on their webs of relationships, you'll quickly have more than fifty.

Fifty contacts is the **bare minimum**. More is better!!

Pastor Rey Calusay, in Antique, uses the *lusob* method in their Summer Of Service program. They raise up large teams that go together for 1-2 weeks to a target *barangay*. They saturate the *barangay* with evangelistic activities all day. This produces plenty of contacts! They leave a church planter behind to continue the process of establishing the church. Pastor Rey's teams have planted over 110 churches in this way.

Dr. Eli Javier also used this method to plant many of the Light of the World churches.<sup>5</sup>

 *Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. (2 Cor. 9:6)*

I know this verse is about "sowing" through giving materially and "reaping" benefits from the Lord. But the principle of sowing and reaping also applies to making contacts in church planting. If we sow abundantly by making many contacts, we are more likely to reap abundantly by planting a strong church. If we sow sparingly by making few contacts, we will probably also reap sparingly in the church we plant, if we even succeed in planting a church at all.

This is another huge mistake that many church planters make. **They don't make enough contacts.**

Yes, there are some churches that started out as a single OBS that grew and grew and became a large church. But for every one of these which succeeded in planting a strong church from a single OBS, there are 100 that either died out or remained very small and struggling *habang buhay*. You will only strengthen your church plant by making lots of contacts and opening many OBSes.

Remember: Make all the contacts in one concentrated area.

#### **4. Write them down**

When you make lots of contacts it's hard to remember everyone. I always carry a small pad of paper and *bolpen* in my pocket when I'm in the target *barangay*. When I make a new contact, I write his or her name down on my pad. When I get home, I transfer the names to my "Contacts List." You can photocopy and enlarge the worksheet on p. 190, or improvise and make your own.

Everyone on the list is a prospect for an OBS.

#### **Contacts list**

Date contacted	Place met	Other information
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#### **5. Concentrate on one type of target people**

In Step 4 we discussed the importance of clarifying who your target people are. Now, as we make contacts, it's important to make contacts with this group of people. If your target is the rich, focus on the rich. If your target is the poor, focus on the poor. If you do, when you bring them all together to form a church, *magkaka-vibes sila*. If you make contacts with others, you may open OBSes with them, but it's unlikely they will come into the new church. *Sayang*. There are exceptions. But this is what usually happens.

#### **6. Respect the head of the household**

Whenever you have a good contact for a potential OBS, be sure to meet the head of the household. Start a friendship. Pray hard and work hard to include him in the OBS. Do all you possibly can. **When you win the head of the household, you've got a good chance of reaching the whole family or clan.**

Pastor Winnie Sanieel applied this when planting a church in Bgy. Sta. Rita, Olongapo City. The head of the household he made friends with had 15 children. He led him to Christ and helped him grow in his faith. As he gained the approval of this head of the clan, he was able to lead eight of his adult children to Christ. Along with them came thirty grandchildren! Pastor Winnie quickly planted a church of fifty people. Forty came through the head of one household!

Perhaps the head of the household still won't participate. At least get his permission to hold the OBS in his home. Hopefully he'll become more responsive as the OBS proceeds. Without this blessing, you may open an OBS, and even lead some family members to Christ. However, you might encounter resistance if you try to extract family members and bring them into the new church.

## **7. Discover and try to meet real needs**

People's deepest need is the Gospel. They may not feel this need as strongly as they may feel more immediate, pressing needs. Helping to provide for these felt needs may open the door for us.

In our list of 85 Possible Methods, the use of *kawanggawa* is a good example of meeting a felt need. *Libreng kasal* provided a solution to the guilt felt by unwed couples. Providing a house blessing meets the need of those in fear of the spirit world. There are many more examples.

In attempting to meet real needs, it's best to try to provide long-term solutions. Short-term solutions that build dependence on church planters could be counter-productive.

## **8. Use a personal touch**

Visit contacts. Do things with them. Learn about what interests them. Talk about this with them. Be there at times of crisis. Use any method to make a contact. Then, be a friend!

Pastor Ronnel Gabriel of Love of Christ International Ministries once said to me, “If I develop a good relationship with someone, they’ll come anywhere with me.”

“Including church?” I asked.

“Including church!” he confidently answered.

A personal touch will make all the difference—*lalo na sa Pinoy*.

## **9. Introduce contacts to friendly Christians**

“*Ang bait ng ipinakilala mo sa akin,*” Ate Lori said to me.

As soon as possible, help contacts make friends with several Christians who will also be a part of the new fellowship. This will greatly increase the likelihood they will stay in the new church. *Sadyain natin.*

## **10. Live in the target *barangay***

If this is possible, it would be a big advantage. In cases where this isn’t possible for the planter, team members living in the target *barangay* would be very helpful.

## **11. Make contacts with non-Christians**

I shouldn’t have to include this. Unfortunately, some are “planting churches” by getting members from existing churches. This produces no growth in the Kingdom of God. It only creates *sama ng loob* and divisions, which hinders evangelism. When making contacts, look for non-Christians, *ha?*

## ***Methods that may not be effective in church planting***

There are some methods of making contacts that are good for evangelizing. However, they may not be the best methods for planting a church.

### **1. Jail ministry**

This is good if you are going to plant a church inside the jail compound, as some have done in Muntinlupa. If you are planting a

church outside, it may be years before your contact is released. What if he is in for life? Are you sure where he will live when he is released?

## **2. Bus preaching**

Maybe the *pasahero* is only on vacation. Maybe they live in a far away place.

## **3. Street preaching, in busy places**

*Saan galing ang mga tao?* How will you contact them again?

## **4. Internet evangelism**

*Baka taga-ibang bansa ang ma-contact mo.*

To plant a church, select methods that allow for immediate follow-up on those who respond. Also, try to make contacts who live in a small geographic area.

## ***Select effective methods***

We have looked at many possible methods for making contacts. We have seen some important guidelines. We've also seen some methods that may not be effective for church planting. Now, the question is: Which methods will you use?

Think about your target people. Choose methods you think will be especially effective in reaching them. Now is the time to use what you learned about your target group in your community survey. If one method turns out to be ineffective, try another. There's no shame in trying a method that doesn't work. There are plenty of others to choose from.

After you have made lots of contacts, you're ready to open Outreach Bible Studies (OBSes).

## ***Action planning and discussion***

1. Do you agree that using webs of relationships is the best way to make contacts? Why or why not?
2. Have you ever been a part of an evangelistic crusade where many people prayed to receive Christ, but very few came into the church? What could have been done differently to produce more fruit?
3. What other creative ways to make contacts can you add, in addition to those described in this chapter?
4. What will you do if you have a good contact living very far from your target *barangay*?
5. Do you agree that we should focus on one type of people as our target in making contacts? Why or why not?
6. What might be some felt needs in your target *barangay*?
7. Can you think of examples of church plants that only made a few contacts? What happened?

## The main thing to do now

- Of all the possible methods for making contacts, choose two or three that you will use to get started:

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- Make at least 50 contacts.

# Chapter 12

“I always considered myself to be religious. I even read the Bible occasionally. But I feared death. I had sins that I thought might not be forgiven. I thank the Lord every day for the Outreach Bible Study in our home! Through this, I and my whole family have put our faith in Christ alone for our salvation!”—Boy Mendoza, Mandaluyong City.

In cultures that are religious, where there is interest in the Bible, and where people are relational and hospitable, OBSes (Outreach Bible Studies) are an ideal method to use in church planting. Other cultures are more secular and prefer privacy. OBSes will probably be less effective in cultures like these.

It’s not surprising that millions of Filipinos have found Christ in OBSes. This is a very powerful tool! That’s why OBSes are the heart of this model of church planting. Because this is so, it’s crucial that we have solid OBSes.

Thousands of Christian workers have opened OBSes. But we want to do more than just open more OBSes. We want to open OBSes **to plant churches**. Many have attempted to plant a church, but failed, even though they used OBSes. *Bakit kaya?* In this chapter we’ll see the characteristics of OBSes that are needed to effectively plant churches.

## *Select good OBS materials*

The materials you choose can make a big difference. This is an important decision. Here are some key things to look for.

### **1. Focus on evangelism**

The majority of the Bible study materials in our Christian bookstores focus on Christian living or doctrine. These have their place. But in **Outreach** Bible Studies, with non-Christians, we need materials which focus on salvation. Also, the Gospel must be very clear so it can be accurately understood. Many have prayed a prayer to



“receive Christ” who have not yet sincerely trusted Christ as Savior. Good materials can help minimize this.

You may also have some people in your OBSes who have already received Christ, but never got involved in a church. They never grew in their faith. They also need materials that teach the Gospel to strengthen their faith in Christ.

## **2. Gospel repetition**

In the most effective OBSes, the Gospel is clearly presented several times in different ways. Each lesson covers a different aspect of the Gospel. Most people need to hear the Gospel several times before they really understand and genuinely respond.

## **3. Easy to use**

Find **simple** materials! This is crucial! To reach many people we need to open lots of OBSes. To open more OBSes we need more OBS leaders. If we use simple OBS materials we can mobilize many more OBS leaders. **Using simple materials means more people will be saved!** Some materials have great content, but only highly qualified leaders are able to use them. This will limit the fruitfulness of your church plant. Avoid materials like this. Finding OBS materials that are easy to use is one of the most valuable steps you can take in planting your church.

## **4. Discovery learning**

Choose materials that lead people to discover truths from the Bible for themselves. Learning through discovery is far better than just being told through lecture.

Communications expert Charles Kraft says:

The most impactful kind of learning comes to us via discovery. Jesus specialized ... in leading His hearers to discovery. This is why His answers were so often in the form of questions.<sup>1</sup>

Materials that are merely outlines or lecture guides are far less effective than materials that lead students to discover truths from the Bible for themselves.

## **5. Inexpensive**

If your OBS materials are inexpensive, lack of funds will not hinder continued aggressive outreach. If materials are expensive, outreach may stop if you run out of funds.

## ***Some possible materials***

Here are a few possible OBS materials you may want to try. Not all of these meet all of the characteristics we looked at *kanina*.

### **1. Tuklasin**

Written in the Philippines, these very excellent materials are available at The Bible League outlets, nationwide, in English and Tagalog. The cost is very minimal.

### **2. Train and Multiply**

This series of small training booklets provides comprehensive training for church planters. All booklets are very practical, including assignments. Planters learn while on the job. Included is a set of simple OBS lessons. The booklets were written in Honduras and are very relevant to our Philippines context. These are available in English, Cebuano and Tagalog through Philippine Challenge.

### **3. SOW (School of Workers)**

Written by Ben Baluyot of Tribes and Nations Outreach. A practical model which trainees can follow in teaching others to evangelize and pioneer churches. Many Filipinos have appreciated these materials.

### **4. Building on Firm Foundations (Also sometimes known as the Chronological Bible Lessons)**

These thorough lessons begin with Genesis and lay a solid foundation for presenting salvation through Christ. They are especially effective for reaching those without any biblical background.

Available in English and Tagalog through New Tribes Mission of the Philippines.

## **5. Homemade**

Many churches have developed their own materials. You can get permission to use these. You also may want to write your own.

## **6. Inductive Bible study**

You can conduct OBSes straight from the Bible.

### ***Inductive Outreach Bible Studies***

In inductive OBSes contacts discover Bible truths for themselves, straight from the Bible. You can lead OBSes like this by using one simple question. Those at the OBS answer this one question. As they do, they make their own discoveries. Many different truths about salvation are discovered. The Gospel is always emphasized. Different aspects of salvation are covered at each OBS. You will spend almost nothing on materials.

This is my favorite method. I especially like it because it's simple and can be used to mobilize many leaders. It's especially effective among those who already trust the Bible as the true Word of God. With this method, you will never run out of lessons. Your materials will never be out of stock. Your leaders will really mature as they prepare lessons straight from the Bible. Hundreds of churches have been planted throughout the Philippines using this method.

Because this has been so fruitful, we have produced a book explaining this method. It's entitled *Anyone Can Lead: Guidelines for Leading Outreach Bible Studies*, published by OMF Lit. This is an ideal companion to this book. It gives plenty of sample OBSes and tells you everything you need to know to effectively prepare and lead OBSes in this way. Even if you choose to use other OBS materials, there are many suggestions in this book that might help you in your church planting.

### ***4Ws format***

A very effective format for leading OBSes is the 4Ws format, popularized by Ralph Neighbour.<sup>2</sup> This is working well in the Philippines.<sup>3</sup>

## **W**ELCOME

Use an icebreaker to help everyone get better acquainted. This could be a simple discussion question on a very light topic. For example you could ask something like: What is the most exciting thing that has happened to you since our last OBS? You can also use simple games.

## **W**ORSHIP

Pick a few simple worship songs that you will use in all your OBSes. It's important to sing the same songs at all OBSes, regardless of who the leader is. By doing this, when you bring all the OBSes together to form a joint fellowship, they will all know the same songs that you can use to worship together.

As your contacts begin to mature you can also teach them to worship through prayer.

Think about how you will worship in the joint worship service with all the OBSes together. Use this worship time in your OBSes to prepare your contacts for that joint worship.

## **W**ORD

Word stands for the Word of God – the Bible. Here is where you will use the Bible study materials you selected.

## **W**ARFARE

Ask each one if they have any personal needs, then pray for those needs. Be sure to pray for everyone who attends, even if they don't express their needs.

Our contacts need to understand that God wants to reach their neighbors, too. Ask each contact if they have any neighbors, relatives or friends whom they could invite to the OBS. Pray that the Lord would bring them. Keep praying for this at every OBS.

## ***Keys to planting a church through OBSes***

### **1. Start lots of OBSes!**

Remember, you should have a minimum total of at least 30 good contacts in all your OBSes. This is a minimum. The more the better!

We've seen earlier that some church planters make the mistake of trying to plant a church through just one OBS. For rapid church planting that gets a church off to a strong start multiple OBSes are much better. Ten OBSes are ten times better than one, *'di ba?*

### **2. Keep OBSes close together**

When making contacts, we've seen that we need to find many contacts in a concentrated area. Now, as you open OBSes, continue to keep the OBSes concentrated in this area. This is essential if you want to gather all of the OBSes together to form a church. **If your OBSes are scattered all over your town, it will probably be impossible to gather them together.**

Look at the OBS schedules of Oscar Outreach and Carlos Church Planter on p. 208.

Who is more likely to gather his OBSes together to form a church?

### **3. Inform everyone how long the OBS will last**

Most OBSes will meet once per week. Some can meet more often. This is good, if it's convenient with everyone's schedule.

At the first OBS, inform everyone how long the OBS will last. We suggest two months. This will help your contacts to know that the OBS will not go on forever. It might also encourage them to attend more regularly, while they have the opportunity. This will be long enough to cover many different aspects of salvation. Most will understand and trust Christ in this time.

After two months you can make a transition. For those who are interested, you can offer another Bible study for two more months. Instead of studying salvation you can study the basics of Christian growth. With this transition the Outreach Bible Studies become Nurture Bible Studies. This is what will happen with most of the OBSes. We will cover Nurture Bible Studies in Step 7.

You may have one or two OBSes that have been unfruitful. *Siguro nagtatago ang mga contacts sa iyo.* When you get to their house for the OBS, *laging wala sila.* With some, it will be clear that they are not interested after all. *Meron ding mga ganito, 'di ba?* When you reach the end of two months, this will give you a chance to end these OBSes. Rather than prolonging an unfruitful OBS you can conclude it. Look for fresh contacts and open new OBSes. See your contacts list and choose your hottest prospects.

**One of the biggest mistakes a church planter can make is to allow unfruitful OBSes to go on and on.** When you tell everyone at the first meeting that the OBS will last for two months it's easy to end unfruitful OBSes. If there is no clear time frame this becomes very awkward. Because of the awkwardness, *binabale-wala ito ng karamihan ng church planters.* In these cases unfruitful OBSes usually drag on and on, then eventually die off with no lasting fruit. *Sayang ang pamasaha at oras. At merong mga ibang naghihintay!*

#### **4. Teach your contacts to read the Bible**

It's good that your contacts will be studying the Bible in the OBS. It will be even better to also help them to begin personal daily Bible reading. Help them get a New Testament. Suggest to them where to begin reading. Give them some simple advice that you have found helpful in your own personal Bible reading. Getting your OBS contacts started in reading the Bible is one of the greatest things you could possibly do for them!

#### **5. Teach your contacts to pray**

Teach your contacts to pray out loud in the group OBS. Also, teach them to pray daily, while alone with God.

We all know that Bible reading and prayer are essential to spiritual growth. Contacts who are growing spiritually will naturally come into the new church. Contacts who do not grow spiritually will probably not take part. Don't leave your contacts' spiritual growth to chance. *Tutukan ito!*

#### **6. Develop a good relationship**

Work hard at developing a good relationship with your OBS contacts. Spend time visiting with them before and after the OBS. Phone them. Stop by for a short visit in between OBSes. Find out when their birthday is. Remember it when it comes.

Find out what interests them. Talk about this with them. Don't just always talk about the Bible. You can gain credibility and influence if you know something about the things they know about.

## **7. Give visitors extra special attention**

When you have visitors, it's important to help them catch up on what the others have already studied in the OBS. To do this ask someone to review the highlights. Ask those who have received Christ to share a short testimony. This fulfills a double purpose. It teaches the visitors the way of salvation and reinforces the new believers' faith.

Before they leave, be sure to give them a good tract.

It's also good to visit them. This is an opportunity to help them catch up even more.

Another good option is to open a new OBS in their home. There, you can start right from the beginning. You will also have a great chance to reach the others in their family. If you have an apprentice OBS leader who is ready, this could be her chance to have her own OBS.

## **8. Train apprentice OBS leaders**

**Use every OBS for a double purpose. Lead contacts to Christ and train apprentice OBS leaders *nang sabay*.** Make sure you have at least one apprentice in every OBS. This will greatly increase your fruit-bearing capacity by multiplying laborers. Here's where you put into practice what we studied in Step 2 about training apprentice-leaders.

As you apply all of this, you can look forward with great hope to seeing many come to know Christ. But this is just the beginning. These new believers need to grow strong in their faith. How can we help them? We'll look at this in Step 7.

## ***Action planning and discussion***

1. Which of these qualities of OBS materials might be easy to overlook? If overlooked, what might be the result?
  - Focus on evangelism
  - Gospel repetition
  - Easy to use
  - Discovery learning
  - Inexpensive
2. What are some of the things you like about Inductive OBSes, from what you know so far?
3. What are some of the advantages of starting multiple OBSes?
4. Why do you think some church planters open OBSes scattered in many places rather than concentrate in one area?
5. What time frame will you use for your OBSes?
6. How will you help your OBS contacts to get their own Bibles?
7. Some keys to planting a church through OBSes are:
  - Start lots of OBSes
  - Keep OBSes close together
  - Inform everyone how long the OBS will last
  - Teach your contacts to read the Bible
  - Teach your contacts to pray
  - Develop a good relationship
  - Give visitors extra special attention
  - Train apprentice OBS leaders

Of all of these actions, which might be easy to overlook? If overlooked, what might be the result?

## The main thing to do now



- ❑ Choose your OBS materials.
- ❑ Start OBSes with a total of at least 30 people. The more the better!

# Chapter 13

While planting a church in Morong, Rizal, Jay de Leon established eight OBSes (Outreach Bible Studies). Most of the contacts received Christ in the OBSes, but their spiritual growth was slow. Jay thought that bringing all the OBSes together to form a weekly joint fellowship might help. He asked his contacts if they would like that. Their response was positive so Jay proceeded.

Twenty-four attended the first joint fellowship. Fifteen attended the next week. Jay asked me to be their speaker on the third week. Only four attended!

Jay realized that he had not done all that he should have done to nurture these new believers. They had not developed a strong enough faith to maintain their involvement in the new church.

Many contacts will quickly develop enough faith to participate in an OBS in their home. It takes another level of faith to join with those from other OBSes and become involved in a fellowship. This is something we must accomplish at this stage of the church plant.

Nurturing new believers is one of the biggest tasks of a church planter. Those who are effective in this are well on their way to planting a healthy church.

Some church planters are good at evangelism but are weak when it comes to nurturing new converts. If so, it's vitally important that they team up with others who are gifted in nurturing new believers. We cannot plant a healthy church which will impact the community through evangelism alone.


Now back to Jay. He stopped his weekly joint fellowship and concentrated on Nurture Bible Studies *muna*. After focusing on this for two months he tried again at forming the joint fellowship. This time the new believers were more solid. They really became involved. He has a strong church now.


After holding OBSes for two months, you should have plenty of new converts. Now, what can we do to strengthen their faith? Let's look at some crucial components.


## *Select good Nurture Bible Study materials*

Outreach Bible Studies can now become Nurture Bible Studies. There are plenty of materials available that cover all the basic topics needed by a new believer. In addition to covering these topics try also to choose materials that include the qualities listed below. This is an important decision to develop a healthy church.

### **1. Focus on obedience and character development**


 *Teaching them to **obey** everything I have commanded you.*  
(Mt. 28:20)

 *Teaching everyone with all wisdom, so that we may present everyone **perfect in Christ**.* (Col. 1:28)

 *All Scripture is ... useful for ... training in **righteousness**.*  
(2 Tim. 3:16)

These Scriptures make it clear that as we teach the Bible our main goal is character development. Healthy churches are composed of believers developing a Christ-like character. Good materials facilitate this. Avoid materials that merely teach doctrine or Bible knowledge, and overlook or assume obedience and character development!

 *Knowledge puffs up.*  
(1 Cor. 8:1)

 *Do not merely listen to the word, and so deceive yourselves. **Do** what it says.* (Jas. 1:22)

In Naga City, Pastor Winnie Sanial led an *albularya* to Christ. She stopped being an *albularya*, in spite of severe persecutions.

Pastor Rafael Salonga led a *bakla* to the Lord. This young man repented of his former lifestyle and began to aggressively share the Gospel, especially *sa mga bakla*. *Ngayon, siya ang pinakamainit sa Panginoon sa church planting team ni Pastor Raffy*. This is the kind of obedience we want to see in new churches!

## **2. Easy to use**

We chose OBS materials that are easy to use and mobilize many OBS leaders. Now we need to continue to keep things simple as we nurture our new believers. Once again, choose materials that are easy to use. If you do, you will be able to mobilize many leaders who can nurture many new believers. If you choose materials that only a few are able to use your progress will be hindered. Fewer will be effectively nurtured because fewer will be able to lead Nurture Bible Studies.

## **3. Discovery learning**

Discovery learning is not only best for OBSes. It's also the most effective way to help nurture new believers. It's exciting to see new believers discover truths from the Word of God that relate to their lives! Your job is to facilitate this! There are methods and materials available that will help. Choose these. Avoid mere lecture guides or outlines.

## **4. Inexpensive**

By choosing inexpensive materials the number of new believers we can nurture won't be limited by our budget.

## ***Some possible materials***

### **1. Tuklasin**

Excellent materials to help new believers grow. Available in English and Tagalog nationwide at The Bible League distribution outlets.

### **2. Bible Study Guides, Vol. 1 and 2, by Bertram Lim**

Single passages are used to cover topics especially needed by new believers. Good discussion questions are provided. A good job has been done in sticking to the passage being studied. These materials have been very well received. Available at OMF bookstores in English and Tagalog.

### **3. Train and Multiply**

These training booklets for church planters also include very practical and simple lessons for new believers. Available through Philippine Challenge in English, Cebuano and Tagalog.

#### **4. SOW (School of Workers), Vol. 2**

By Ben Baluyot.

#### **5. Discipleship series**

Available through Victory Publishers.

### **6. Homemade**

As with OBS materials, many have written their own materials for Nurture Bible Studies.

### **7. Inductive Bible study**

You can use just the Bible as your material to nurture new believers. You can do this in a way which will fulfill all four qualities of good Nurture Bible Study materials mentioned in the previous section. For help on how to do this, see *Anyone Can Lead: Guidelines for Leading Outreach Bible Studies* from OMF Lit.

### **8. Christian bookstores and denominational publishers**

You can find many other materials for nurturing new believers by browsing through your local Christian bookstore or asking denominational publishers. Many of these are written especially for Filipinos. Other Philippine languages (Cebuano, Ilocano, etc.) are often available.

Here are some other materials that were written in a Western context, but are being used internationally. You can easily adapt these to our Filipino context:

#### **9. Ten Basic Steps to Christian Maturity**

*Available through Philippines Campus Crusade for Christ.*

### **10. Navigators**

You might want to try their *Design for Discipleship* or *Studies in Christian Living* series.

Some of the materials mentioned meet more of the qualities of good Nurture Bible Study materials than others.

## ***Inductive Bible study***

Personally, I almost always use inductive Bible study in my Nurture Bible Studies. Because it's so easy, we have mobilized hundreds of leaders who use this method. The leaders just facilitate. The Holy Spirit speaks to the new believers straight from the Bible. *Hindi ako nagsasawa sa ganito.*

One option is to study Ephesians 1-3 in your OBSes. Then cover Ephesians 4-6 in your Nurture Bible Studies. You can also use this method to study other parts of the Bible. Hundreds of churches have been planted using this method.

## ***4Ws format***

You can use the same format in the Nurture Bible Studies that we used in the OBSes (see pp. 206-207). The only difference is in the Word portion. The topic is now Christian growth rather than salvation.

## ***Provide a personal touch***


Everything done to help develop new believers should be done with a personal touch. Take sincere interest in every new believer. Make sure they know they are important. Model genuine love. Mobilize team members to do this also and to give pastoral care. Establish an environment of love and acceptance in the Nurture Bible Studies. Teach the new believers to also minister to one another. This will give the ideal environment for Christian growth.

Pastor Winnie Sanial led 17-year-old Ricky Victoria to Christ and brought him into the pastoral house. Through this personal touch, Ricky grew solid in his faith. He then went on to plant a church in Dagupan City, developed into a strong pastor and became president of

the Ministerial Fellowship. The personal touch of Pastor Winnie played a big part!

## ***Teach new believers a simple way to share their faith***

Many new believers go through Nurture Bible Studies with the best materials. Even so, they still do not grow strong in their faith! *Bakit kaya?* For new believers to grow strong it's essential that they share their faith. This is made clear in Philemon 6. You may never have noticed this before.

 *I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ. (Phm. 6)*

*Mabigat, 'di ba?* This has serious implications for nurturing new believers and planting churches which will impact their communities. We need to share our faith **so that** we might fully understand our position in Christ. This means that believers who do not share the Gospel will never grow strong in their faith! *Kaya pala! Malaking bagay ito, ano?*

We can enable more new believers to share their faith if we use simple methods. Here it is again—simple methods. If we make sharing the Gospel difficult many will never become capable. How can we make sharing the Gospel so simple that even new believers can do it? Here are some possible methods:

### **1. The Bridge**

I always try to get Bibles with The Bridge Illustration in the back. Many Bibles have this, especially those from The Bible League. You can teach new believers to simply read this and show the pictures to their friends as they read. *Kumpleto na ito.* This is convenient because it's right there in their Bible.

### **2. Tracts**

Get some good tracts. *Ganoon din*, teach your new believers to simply read this to their contacts. *Mas mabuti kung may pictures pa na puwedeng ipakita.*

### 3. One verse evangelism

Teach your new believers to share the Gospel by explaining just one verse in the Bible. You might try this with John 3:16, Romans 6:23, Ephesians 2:8-9 or other favorites.

### 4. *Gayahin ang OBS*

If your OBS methods are simple enough, new believers can take what they have learned and repeat it with their friends.

Abner was very serious and deep in thought in our first OBS. In the third OBS he became “enlightened” and received Christ. Eight days later he was leading his first OBS! He simply imitated the way I had lead the OBS with his family.

If you know of other methods you would like to try, go for it! Just make sure that whatever method you choose meets the following tests:

- It bears fruit (people understand the Gospel and receive Christ)
- It’s easy to use, even for brand-new believers
- It’s easy to pass on to others

There are other methods of evangelizing that are *mas malalim*. *Magaling din ang mga ’yon*. We also need these. We can also use these deeper teachings about evangelizing at future upgrading trainings. This will probably click with **some** of our members who will greatly benefit from more advanced training.

We just need to make sure that more advanced forms of evangelizing are not **the only** ones we make available to our members. If we only offer advanced methods some of our members will be left out. They will never learn to share their faith. Along with this, they will never really grow in their spiritual lives. We also need simple methods that **any** new believer can use.

***Mobilize new believers to actually share their faith***



Teaching our new believers a method to share their faith is a good start. Now they need to actually do it! We can't assume this will happen just because we've taught them a method. Don't leave this to chance. *Sadyain!*

Those who are most likely to respond to the Gospel are those with whom our new believers already have a relationship. To facilitate this you can guide your new believers through the following steps:

### **1. Brainstorm names**

Help your new believers list people with whom they could possibly share the Gospel.

### **2. Prioritize**

Of all the names listed, who might be the most receptive. Whom should they share with first?

### **3. Pray**

- The new believers pray  
Teach them to pray personally for the salvation of those with whom they will be sharing.
- Pray together  
The two of you could pray for these contacts when you are together.
- The Nurture Bible Study prays  
Pray together each week for the contacts whom your new believers will be sharing with.
- Others  
Teach your new believers to enlist others to join them in prayer for their unsaved friends.

### **4. *Alalayan***

Now it's time to do it. It will probably be best if you model this first in a real life situation. Then, your new believer can imitate you and share the Gospel too! You can use the steps of on-the-job training that we learned in Step 2.

- You share, they observe
- You share, they help
- They share, you help
- They share, you observe
- They share, someone else observes

Anyone from the church planting team could help mobilize the new believers to evangelize in this way.

## **5. Bring contacts to the Nurture Bible Study**

Help your new believers to bring their friends to the Nurture Bible Study. This will be a great place for them to meet new Christians with whom they could feel comfortable. The fact that you are studying a topic that is for nurturing those who are already believers shouldn't be a big problem. In whatever passages you are studying there will probably be truths about salvation. You can emphasize these for the benefit of your visitors.

Rather than explain these verses yourself, ask the new believers to do it. This will probably have a greater impact coming from them rather than coming from you. Your visitors will probably relate more easily to these new believers than to you. So it will be more powerful to hear these things coming from them.

Actually, this accomplishes a double purpose, because it also gives your new believers more practice in sharing the Gospel. According to Philemon 6, doing this will help them gain a full understanding of every good thing they have in Christ.

At the Bible Study, you could also ask some of the new believers to share their testimony of how they received Christ.

Another option is to open a new OBS for these new contacts. This will multiply your contacts by giving you an opportunity to reach their whole family. If you do this, it would be great to use your new believer as the apprentice OBS leader!!

Maybe you are already starting to have some fun outings, activities or social gatherings at this stage of your church plant. If so, this is

another opportunity for your new believers to invite their contacts. This is a great way for their contacts to meet other new believers!

To help mobilize your new believers in sharing their faith make enlarged copies of the Good News Sharing Guide on p. 227. Give one to every new believer. Help them fill this up. Review it with them regularly. This will help mobilize them in sharing their faith.

### **Good News Sharing Guide**

#### ***List possible contacts***

- Family
- Relatives
- Neighbors
- Co-workers
- Kumpare, kumare, inaanak*
- Friend
- Classmate

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.
- 16.

## ***Why wait?***

You might ask, “*Kuya Dave*, why wait until Step 7 to mobilize new believers to evangelize? Why not do it during the OBS stage?”

Most people need to hear the Gospel several times before they understand and truly trust Christ. This will usually take most of the OBS stage (two months). The start of the Nurture Bible Study stage is usually about the right time to start mobilizing the new believers to share their faith.

“But what if someone is ready during the OBS stage?” some ask.

If someone has solid faith in the OBS stage, go ahead. Mobilize them then. *Huwag pigilin.*

## ***Benefits of mobilizing new believers to evangelize***

### **1. Gives joy**

This gives our new believers incomparable joy as they lead their friends to Christ.

### **2. Mobilizes more laborers**

 *The harvest is plentiful, but the workers are few* (Lk. 10:2).

We need more workers who will share the Gospel. New believers are a great source of workers!

### **3. Seizes the opportunity**

Most new believers have many contacts with unbelievers. But this will quickly pass. Most Christians have mainly Christian friends after they have been believers for a couple years. Mobilizing new believers to share their faith takes maximum advantage of this time when they are still in good contact with their non-Christian friends. *Agapan, bago mawala ang pagkakataong ito.*

### **4. Produces growth through multiplication**

Members of our church planting team can keep making contacts and continue leading people to Christ. This is good. But this is growth by addition. Growth by multiplication comes by mobilizing our new believers. This produces far more fruit.


Let's pretend I'm going to give you some money. You have two options. In option one, I'll give you 1,000 pesos. Then I'll give you an additional 1,000 pesos every week for the next 52 weeks. In option two, I'll give you just *isang sentimo*. Then, I'll **MULTIPLY** that amount by two every week for the next 52 weeks. On the second week you will receive *dalawang sentimos*, on the third week *apat na sentimos*, and so on. Which option would you choose?

If you chose option one, you will have P53,000 at the end of the year. *Ayos, ano?*

But if you chose option two—congratulations! *Billonaryo ka na!* Option one adds money. Option two multiplies. Multiplication may be slower at first. However, it doesn't take long for it to be far more productive than addition.<sup>1</sup>

Mobilizing new believers to share their faith produces growth by multiplication.

## **5. Produces spiritual growth in the new believer**

 *I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ. (Phm. 6)*

Once you have a group of maturing believers you are ready to bring them together to form a joint fellowship. *Nakakatuwa! Nakakakaba rin!* In the next chapter we'll see what needs to be done to proceed with this important step.

## ***Action planning and discussion***

1. Here are some characteristics to look for in materials for your Nurture Bible Studies:
  - Focuses on obedience and character development

- Easy to use
- Emphasizes discovery learning
- Inexpensive

Which of these might be easy to neglect? If neglected, what might be the result?

2. What specific material will you use for your Nurture Bible Studies? What do you like about this material?
3. What are your thoughts after reading Philemon 6?  
*“I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ.”*
4. Which method of sharing the Gospel will you teach to your new believers to enable them to evangelize?
5. What excites you about mobilizing new believers to evangelize? What challenges do you anticipate?

## The main thing to do now

- Select your Nurture Bible Study material.
- Form Nurture Bible Studies from all responsive Outreach Bible Studies.
- Help your new believers share their faith.

# Chapter 14

After completing the OBSes (Outreach Bible Studies) and Nurture Bible Studies, it's time to bring them all together to form a joint fellowship. This is an exciting day for the church planting team!

*Nakakanerbiyos din!*

Attending a joint fellowship is a big step for many new believers. Some may be hesitant to come to this type of gathering. They may be fearful because it's something new and unknown to them. For some it will represent a step in breaking with their current religion. Some may face persecution.

Because of these obstacles, we have used OBSes and Nurture Bible Studies first, before attempting to bring our contacts to a joint fellowship. For most people, attending a Bible study in a home is far less threatening than attending a joint fellowship. There will normally be little or no persecution. Some will attend the OBS while continuing their involvement in their present religion. They can easily *add* the Bible study to their other religious practices.<sup>1</sup> This may not create any conflict, at least in their minds.

It's quite a different matter, however, to bring the OBSes together to form a joint fellowship. It's a bigger challenge. It calls for a higher level of commitment.

We need to carefully prepare our contacts for this step! We've begun by laying a solid foundation, clearly teaching various aspects of the Gospel. We have helped our contacts to begin a daily Bible reading and prayer time. We've strengthened their faith through the Nurture Bible Studies. Will all of these be enough? What if you call for a joint fellowship and no one comes?! What if your months of work do not bear fruit in producing a church?

You have already worked very hard to prepare for this day. In this chapter we will look at some more actions to prepare for the extremely crucial step of bringing all your Bible studies together to form a fellowship.<sup>2</sup>

## ***“Link” the OBSes together***

Before beginning a regular weekly worship service, help the people in all your OBSes to get to know each other. This is sometimes called “linking.” Becoming acquainted first will be a big help. If you gather all OBSes together for joint worship and contacts do not know each other, the atmosphere may be a little cold. So use some creative activities to help everyone get to know each other first. This prepares the way and builds excitement to begin the weekly joint fellowship.

Here are some linking activities that church planters have used.

### **1. Special occasions**

Have your birthday party in the target *barangay*. Invite all your OBSes. *Sino ang tatanggi?* If your birthday has already passed, use your spouse’s birthday (or one of your kids, or one of your team members, or your anniversary).

In our church in Mandaluyong we used a Christmas party as an opportunity to gather all the OBSes for the first time. *Masaya ang lahat.*

Plan games and fun activities. If you already know where you will hold your regular worship service, this would be an ideal venue.

### **2. Film showing**

The main purpose of this isn’t evangelism, but to bring the OBSes together. A second purpose could also be for evangelism, as OBS members may want to bring friends. *Hindi natin pipigilin ’yon.*

### **3. Cross-OBS testimonies**

Arrange for members of one OBS to go and share their testimony with another OBS.

### **4. Visitation**

Bring members from one OBS with you to visit members of other OBSes. Have team members do this in their routine visitation.

### **5. Special *meryenda***



This is sure to be a popular idea.

## **6. Once-per-month worship celebration**

Have a time of informal worship and sharing from the Word. It seems to be easier for some new believers to attend when it's only once a month, at least at the beginning. You can also include fun games and maybe a light *meryenda*. Many church planters have found this to be effective.

## **7. Outings**

Swimming, picnics, nature walks, sports and other activities have been used. One seminar delegate suggested a family camp.

## **8. Ask**

Need more ideas? Ask your OBS contacts! See what they would like to do. This is a strategic way to help them begin to develop a feeling that this is "their church," not just "your church." You can start involving them in decision-making even at this early point.

While doing these linking activities, keep your ears open for the magic words: "Can we do this every week?"

After a couple of linking activities, *Ate Baby* asked, "Pastor Dave, why don't we meet like this every week?"

"*Magandang idea, Ate Baby*. Why don't you ask some of the others what they think about your idea," I strategically responded. Soon after that, we began meeting for weekly joint worship.

If no one asks, you can begin mentioning this possibility to individuals. Observe their responses carefully. You can't start the weekly joint fellowship until your OBS contacts want this.

These linking activities are a crucial step. They help your contacts begin to develop relationships with one another. This will hopefully lead to bonding with one another.

***Avoid premature birth***

Because of being born prematurely some babies suffer birth defects which last their lifetime. Others die. For a healthy birth a sufficient amount of time is needed in the womb to develop.

This is also true in the birth of new churches. Development is needed before bringing all the OBSes together to form a new church. Premature birth could occur by trying to bring all of your OBSes together to start your weekly worship service too soon.

Weak faith can cause premature birth. Many contacts have enough faith to attend an OBS. They need stronger faith to attend joint worship. Trying to bring contacts together whose faith is still weak can result in premature birth. We saw this in the church plant in Morong, Rizal in Step 7. Here are some things to look for to make sure your contacts are ready to form a joint fellowship.

- They are sharing how God is speaking to them through their daily Bible reading.
- They are sharing how God is answering their prayers.
- They are repenting of vices and idolatrous practices.
- They are sharing the Gospel with friends and relatives.
- They want to be baptized.
- They are offering to give financially to the Lord's work.
- They are asking for more linking activities.
- They are beginning to serve to fill in what is needed in joint fellowships.
- They are asking for a regular joint fellowship.

When you've reached this point, *panahon na! Hinog na!* If you don't observe these things yet, *hilaw pa. Huwag munang pitasin.* Your church plant will likely suffer from premature birth.

Having too few contacts can also cause premature birth. If you begin your joint worship service with only a few people it may be hard to have dynamic worship. This will make it more difficult to attract newcomers. As those who live in the area pass by, they will see that only a few are attending. Many churches that start small stay small. There are exceptions but this is what usually happens. A church that starts with just a few may stagnate quickly. If it does grow, its growth may be very slow. Worse yet, it may die. Crowds attract crowds. *Maghintay muna.* Patience in making more solid contacts and converts may be well worth the wait.

Some church plants start a worship service with as few as 10 or 12 people. With so few, meeting more like a cell group may be much better. You can still enjoy the dynamics of small group interaction with a group this small. Use the 4Ws format! (See pp. 206-207.) This should be much more effective than creating passive listeners at a traditional-type worship service. There's really no need to conduct a worship service for a group of 10 like we would for a group of 100.

How many should we have before starting a regular weekly worship service? Many experienced church planters suggest 20-25 as a minimum. This gives enough to experience more dynamic worship and attract neighbors. More is definitely better! You may have a different number in mind. That's okay. Just be sure to watch out for premature birth.

## ***Baptize the new believers***

For many new believers, baptism puts a seal on their commitment to the Lord and to the new church.

Be sure that those who are baptized invite their friends and relatives. This can help make the stand they are taking for Christ even more significant. It's also a great way to make more contacts, especially by making this a joyful celebration!

First, be sure to teach clearly the meaning of baptism to all candidates. Get their feedback to make sure they understand baptism's significance. Unfortunately, I've been to some baptisms where those being baptized still thought that they could be saved by being baptized!

Have those who will be leading the new church do the baptizing. This gives an opportunity for them to continue to establish their authority. It also further strengthens their relationship with their members. This has more benefits than bringing in a "big pastor" to do the baptizing. If church policy will not allow this in some circumstances, just use this as an opportunity to solidify relationships between those who are baptized and church leadership. Of course, we'll always carefully follow church policy.

A baptism certificate is usually greatly valued. This is another way to help seal the commitment to the new church.

Some church planters baptize while still in the OBS stage. Others use this as an outing and linking activity. Some wait and do this right after the first weekly worship service.

## ***Find a suitable venue***

There are many possible venues new churches can rent inexpensively. You may even find a place you can use without cost. It's usually better to rent first rather than trying to put up a building immediately. Building programs can consume our energy, attention and resources. This could unintentionally become the focus, rather than continued outreach and ministering to the members. Also, if you construct a building at this stage it will probably be small. This could restrict future growth.

Most important of all, buildings are expensive. If our church planting is dependent on building buildings, we're going to be seriously slowed down. But if we find inexpensive venues, we can accelerate church planting!

Many new churches have been very resourceful when finding a venue. Here are some places actually being used by new churches:

1. A large *sala*
2. Garage or driveway
3. *Barangay* Hall
4. School classroom
5. School auditorium
6. Restaurants
7. *Palengke*
8. *Tabing-dagat*
9. Public park
10. Office
11. *Bodega*
12. Tenement hallway
13. Dead-end street
14. *Dating* funeral parlor
15. Student center
16. Subdivision clubhouse
17. Multi-purpose building

18. Auto repair shop
19. Tent
20. Movable building
21. Sharing a building with another church
22. Resort
23. Rooftop
24. *Sa ilalim ng punong mangga*
25. Rest home
26. Covered court
27. Plaza
28. Boarding house
29. Park
30. Gym
31. Vacant lot
32. Cottage
33. Cave (*Ano, kweba? Totoo ito sa Aurora province.*)
34. *Bangka* – a floating church!

It's very likely you can find at least one of these options in your target *barangay*. Again, ask your OBS contacts for their input on possible venues. They probably know the place better than you do. They may even have other ideas that are not on our list. More importantly, this is a strategic way to begin to get them involved in the new church so they feel as if it's "their church."

Find several options, then choose the best one. When choosing, here are some things to look for.

- Centrally located for OBS members
- Easily accessible
- Visible
- *Kilala*
- Pleasant
- People will want to go there
- Affordable

When your church grows you can look for a larger place to meet. Here are some more samples of venues churches are actually using:

- Cockpit
- Skating rink

- McDonald's
- Shakey's
- Mall
- Hotel
- *Sinehan*
- Building function room
- Music Museum (concert hall)
- Disco house
- Night club (The owner of one became born again through the service held there!)

## ***Gather equipment***

Meet with the team and make a list of all the equipment you will need. Here are some things you may want to include.

- Chairs or benches for adults
- Chairs for children
- Flip chart
- Musical instruments
- Pulpit
- Karaoke
- Microphone
- Offering baskets
- Blackboard
- Table
- Electric fan
- Communion set

Keep it simple at the beginning. An expensive sound system probably will not be necessary at first. You may not even need a karaoke. Start off with a flip chart. *Balang araw, baka magkakaroon ng* overhead projector. Be sure to have musical instruments, even if you can only afford a tambourine and a pair of marakas. Some new churches also use bongo drums. These instruments are much better than nothing. Someday maybe the Lord will provide a keyboard.

You can probably get some used equipment from the mother church. Better yet, involve your OBS contacts. Again, this is a strategic way for them to develop a sense of ownership in the church.

At the church plant of Pastora Grace Agravante in Antipolo, Rizal, *Ate Cecille* brought their karaoke. *Kuya Fernando* and *Mang Tinio* brought chairs. *Julius* made a flip chart.

## ***Prepare the people involved***

### **1. Praise and worship leaders**

*Napakahalaga ng* praise and worship. In some new churches praise and worship is even more effective than preaching in attracting and keeping the new congregation. Some church planters spend years preparing to preach. Be sure to give adequate preparation to the praise and worship also.

Use team members as singers and instrumentalists. One person could possibly do both, if that's all that is available. If no team member can lead worship well, you can recruit from the mother church *muna*.

Be sure to prepare the praise and worship leaders well! Explain clearly to them that the church is made up of *puro baguhan*. They need to carefully explain everything to the new worshipers. Beyond leading worship, *kailangang turuan ang mga baguhan kung paano sila magwo-worship*. Some worship leaders in new churches assume everyone already knows how to worship, just like in an older church. This can cause new attenders to feel left out, *parang hindi marunong*. *Baka hindi na sila babalik*. Teaching them how to worship in the OBSes will also help minimize this.

Ideally, involve the new believers as worship leaders as soon as possible. Work hard on raising up worship leaders from the harvest, from your new believers. Experienced worship leaders can train the *baguhan*. Use the five steps of on-the-job training in Step 2 (p. 77).

### **2. Children's teachers**

For the spiritual growth of the children provide Bible teaching and worship on their level. It's best to separate the children during the sermon. Many churches keep adults and children together during the worship time.

If children remain with the adults during the sermon *baka makaabala*. Parents may not be able to give their attention to the message as they are also watching their kids. Some parents will solve this by having one parent stay home and one attend the worship service. This will cut your attendance in half *kaagad!* A good children's class during the sermon not only ministers most effectively to the kids but allows both parents to attend and give their full attention to the message.

Team members can handle the children's class. If none are available, again, you can recruit *muna* from the mother church. Again, as soon as possible, begin to train new believers from the harvest as children's teachers. When you add a second service, these teachers can attend the other service.

### **3. Preachers**

Who will give the message at the first worship service? If the church planter is going to stay and pastor the church, he should give the sermon. This will help establish his credibility.

Other church planters establish churches and then move on to plant another. Perhaps one of the less experienced team members is being prepared to become the pastor. If this is the case, it's beneficial for this team member to deliver the first sermon. When we planted a church in Mandaluyong I did this with *Kuya Tony*. This is a strategic step in the church planter's phase-out. Even though I was the more experienced preacher, this was an important step in establishing *Kuya Tony's* authority. Work with the new preacher. Help him prepare a good message. This is more work but a valuable investment in developing leaders. *Higit pa sa sulit*.

Make sure the messages are positive and uplifting. Choose topics that will help the new believers feel glad that they are Christians and involved in your church.

### **4. The worshipers**

Most of all, prepare the new worshipers. Remember, *bago ito sa kanila*. Many have never been in this type of worship service before. Explain everything to them as you go along (when to close their eyes, open their eyes, clap their hands, raise their hands, what to do while



you pray, and so forth). This will help them feel more comfortable. **If they are comfortable it's more likely they will continue to attend.**

Use the same songs you used in your OBSes. If you do this, your new worshipers will already know these songs. You can teach new songs slowly.

## ***Have a baguhan-friendly church***

Your new church will be composed of *puro baguhan*. Do things in your new church in a way that's best suited for them. There are many things about church they don't know yet. If we conduct our new church just like an older church, many may feel out of place. *Puro baguhan kasi*. Others won't return.

Think about everything you will do in your new church through the eyes of a *baguhan*. What would be hard for a *baguhan* to understand? Think back to the first time you attended a born-again church. What were some things with which you were unfamiliar? What made you uncomfortable? Could you change these things in your new church to make the new worshipers more comfortable? Here are some ideas that might help.

### **1. Use a flip chart**

If everyone can see the words of the songs it will be much easier for them to join in singing.

### **2. Use understandable words**

*Bawal ang* theological words that *baguhans* do not understand. *Bawal ang* churchy words like "invocation" and "benediction."

### **3. Loan Bibles**

Have a few Bibles available for those who do not yet have their own. Train helpers to distribute these to those without Bibles and help them find the verses. It's even easier for newcomers to follow along if this translation is the same as the preacher's. It's even easier yet if the page numbers are the same. The preacher can mention the page numbers to help newcomers find easily the passage being studied.

#### **4. Dress with sensitivity**

How will those who attend feel when they see what you are wearing? Will it help them feel comfortable? Keep this in mind when choosing your clothes and jewelry. Dress nicely, but don't overdress or dress to impress.

#### **5. Clearly mark the CR's**

Make clear signs pointing the way. Set up the worship center so that those getting up to use the CR won't be embarrassed.

#### **6. *Batiin ang mga baguhan***

Train your team to actively socialize with the new believers before and after the service. *Bawal magkuwentuhan ang team sa ganitong oras.* This is a prime opportunity to help the new members feel more comfortable by talking with them. Also continue to help the new members get to know one another. Facilitate this. As soon as possible, mobilize the new members to handle this *bati* ministry.

Starting a new church with all new believers requires a different mindset. Being sensitive to them will help minimize those who drop out of church because they feel uncomfortable. It's hard to change the *ugali* of an older church. A new church provides a completely new start. Without careful thought it's easy to do things in a new church just as we did things in our old church. *Mag-ingat. Mag-isip nang mabuti. Sadyain.* Plant a *baguhan*-friendly church.

### ***Regretfully, let the unresponsive go***

If there are some contacts from the Nurture Bible Studies who are unwilling to attend the joint fellowship, there is not much more we can do. The time frame of 4 months is now over. Just let them go. Don't extend their Nurture Bible Study any further. Just gather those who have responded to all that you have done to minister to them. It's very possible that some may never come to a joint worship service. Use your manpower to make new contacts, rather than stay forever with the unresponsive.

If you were careful to explain the time frame at the beginning it won't be hard to end unfruitful Bible studies. If there is no clear time frame it's very awkward. Without time frames unfruitful Bible studies usually drag on and on, then eventually die off with no lasting fruit. *Sayang ang pamasahe. Sayang ang oras. At may ibang mga contacts na naghihintay pa!*

An OBS is not an end in itself. It's only a tool. Through it we lead people to Christ. Then we join them into a church to make disciples.

### **What more do they need?**

Ephesians is loaded! Look at some of its great truths:

If you studied Ephesians in your OBSes and Nurture Bible Studies, your contacts will have studied all of this. If they are not ready to participate in your church after all this, when will they be ready? What more can you teach them? Will more Bible studies help? At this point, it's usually best to leave these contacts and open new OBSes with new contacts.

We wish that everyone from our OBSes would become active in our new church. Fortunately, most will participate. But some won't. This shouldn't surprise us. We don't want to tie up our OBS leaders for long periods of time in unproductive OBSes.

“But I still want to study the Bible”

After completing the Nurture Bible Study, some will still want to study the Bible *raw*. To these you can say something like, “I'm so glad you still want to study the Bible! *Tuloy-tuloy ang ating gawain*. We meet every Sunday, 4:00 pm, at the *barangay* hall. We study the Bible, worship the Lord and fellowship together. *Marami tayo! Sama kayo, ha?*”

Some will selfishly want the Bible study to continue in their home, just for themselves. What about their neighbors? They haven't had even one OBS yet! They deserve a chance too! There are many good contacts still to be made.

You might be thinking, “*Sayang* if I leave them after four months of hard work.” That's true. *Sayang nga*. However, to continue on will probably be *mas sayang pa!* To avoid *mas sayang pa*, consider four months to be *tama na*.

### *Avoid problems, explain the time frame*

It's awkward to end a Bible Study if you haven't previously explained the time frame. Making the time frame clear will also help avoid *tampo*. When the OBS ends, no one is surprised.

We can still visit contacts from completed Bible studies, like these. We can still pray for them. At the same time, we need to open a new OBS with fresh contacts.

### *But what about ...*

Yes, there are exceptions. There are rare instances where OBSes have gone on for many months. Then, the contacts finally came into the church.

Most good contacts will come into the church within four months. If they don't, they probably never will.

People in some areas might require a little more time. Be flexible. Study your context. But **never let an OBS go up to sawa**. Up to *sawa* OBSes usually eat up months of our time and produce no lasting fruit. One of the biggest mistakes a church planter can make is to open OBSes with no time frame.

### **How about cell groups?**

If your new church uses cell groups then an OBS can become a cell. In fact, one of the best ways to start new cells is through OBSes. In this case, **healthy** cells can go on indefinitely. That's good. Make sure the cell is growing by adding newcomers. Eventually, it will multiply. Also, healthy cells participate in joint worship. Disband cells that do not grow or will not participate in joint worship. Members of disbanded cells can join healthy cells, if they are willing. We'll look more at cell groups in Step 9.

### *Phase out the church planting team*

With small church planting teams (3-4) you will probably need everyone to serve in the joint fellowship. In our church plants we have had some very large teams (12-16). Not everyone was needed to staff

the worship service and the children's class. In fact, having a large team present at the joint fellowship could be counter-productive.

In Step One we saw that new churches grow faster than old churches. One reason is because in new churches everyone is new. Therefore, new believers feel more comfortable. Everyone is new—like them. The church has an atmosphere to it that makes it easy for new believers to become active. If there are a large number of team members or visitors from the mother church present, this atmosphere could be lost. These Christians know how to worship in this type of setting. *Sanay na sila sa ganito*. You could, out of habit, conduct a worship service that is just right for them. *Pero baka maiwanan ang mga baguhan!*

To prevent this, it may be a strategic time to phase out some of the team members. They have done their job. They have gathered a new congregation. They can now go on to another church planting project. *Oo nga—baka masakit*. But it's for the best. *Para mabawasan ang sakit* begin preparing team members for this well in advance. Then, after a little rest, begin planning for the next church plant.

A wrong extreme would be to pull out team members without having basic ministries covered. Of course, we need to be careful not to do this.

Also, it's best for the health of the church that the **new** believers begin to handle the ministries of **their** church. Allowing team members to stay on too long can create unhealthy dependence. Use a core of team members to train the new believers using the five steps of on-the-job-training (see p. 77). When they reach "*They do, someone else observes,*" it's time for the original team to move on.

Be sure to recognize team members and bring proper closure to their ministry. Give opportunity for sharing testimonies, expressing appreciation and giving affirmation. This can be an emotional and very touching time as new believers thank team members who led them to Christ.

## ***Mobilize everyone to serve***

While new believers are still new, it's important that they adopt the idea that they have been saved to serve. Brainstorm with the team and

the emerging leaders from the harvest. List all the possible jobs in the new church that the new believers could fill. These should be easy-to-do ministries, suited for new believers. Eventually some will also become elders, preachers, church planters and missionaries. For now, let's begin with the easier jobs. Most importantly, try to get everyone involved in serving.

Serving gives the new believers an opportunity to express their love for the Lord and thank Him for the salvation that is now theirs. Having a responsibility is also one of the things that will keep new believers in the church.

Here are some easy-to-do ministries you might consider:

1. Usher
2. Chairs set up
3. Record-keeper (attendance, etc.)
4. Decorator
5. Artist
6. Lettering
7. In charge of tracts
8. Messenger (goes to a Bible League outlet to pick up Bibles, etc.)
9. Technician (sound system, musical instruments)
10. Maintenance man
11. OBS apprentice-leader
12. Assistant to children's teachers
13. Visitation ministry
14. *Tagalaba* (church curtains) ministry
15. *Tagadilig* ministry
16. *Tagawalis* ministry
17. *Tagapunas* ministry
18. Cooking ministry (*kapag may handaan*)
19. Dishwashing ministry
20. Game leader
21. Transportation coordinator
22. Special number
23. Prepare communion
24. Photographer
25. Apprentice prayer warrior

26. Back up singer on Praise and Worship team
27. Instrumentalist (guitar, tambourine, marakas, bongo drum, other)
28. Scripture reader
29. Liturgist

We made a list similar to this in our church in Mandaluyong. At the worship service we gave a message on service, then posted the list. We let members pick which ministry they wanted to take. Everyone claimed a ministry!

As the new believers mature they can graduate to more challenging ministries. As they vacate their first ministry newer believers can take their place. Holding on to *pambaguhan*-type ministries for too long can deprive newer believers of a ministry position.

## ***Name the church***

Get your new believers involved in this decision. This is another great chance to enable them to feel that the church is their church. Let them choose a name that is meaningful to them.

In Navotas, the favorite verse in many of our OBSes was Ephesians 1:7, “*Tinubos tayo ni Cristo...*” They chose the name Redeemed Christian Church.

Besides choosing a name that appeals to your new believers think also about the rest of the target *barangay*. There are many unbelievers still to be reached. What name might appeal to them? It’s easy to determine this. Ask them! Get a list of about three possible names from your new believers. Ask unbelievers in the target *barangay* which one they like best and why. You’ll probably learn a lot!

No one will come to your church just because of the name. However, some names could hinder some people from attending. Choose a name that can take in a broad target audience. Avoid names that could possibly cause anyone to feel excluded.

Avoid any name that potential visitors might possibly perceive in a negative way. One church chose the name Little Hope Baptist Church. This was because they were in a town called Little Hope. *Maganda sana kung* Big Hope, New Hope or Living Hope. But Little Hope? *Hindi maganda ang dating!*<sup>3</sup>

Another church has a signboard that reads “Boring Seventh Day Adventist Church.” Like Little Hope, Boring is the name of their town. To make this even worse, the bottom of the sign reads “Pastor Dull”!

Many churches use the town or *barangay* in their name. In addition to possibly causing outsiders to feel excluded, *baka katawa-tawa pa ang dating*, like these actual churches. (English-only readers may enjoy reading the English translation of these church names in the Notes at the end of the book.)<sup>4</sup>

- *Tabaco* Christian Crusade
- *Lobo* Fundamental Baptist Church
- *Wawa* Bible Church
- *Tawad* United Church
- *Pagala-gala* Baptist Church
- *Linawan* Alliance Church
- *Sablayan* Christian Fellowship
- *Luksuhin* Baptist Church
- *Bato* Baptist Church
- *Pico* Nazarene Church
- *Pinagbarilan* Christian Fellowship
- *Sto. Niño* Baptist Church
- *Padagaan* Independent Church
- *Burol* UNIDA Christian Center
- *Tabaan* Baptist Church (*Mahilig yata sa kainan*)

Judging by the names of these churches you would think they also used the name of the place. That’s not the case. For some other reason the following names were chosen:

- *Sumpit* Baptist Church (*Baka dahil sinusumpit ang pastor habang nagsesermon.*)
- *Ducot* Calvary Tabernacle (*Ingat doon.*)
- *Sariwa* United Methodist Church
- *Lunok* Baptist Church
- *Balisong* Foursquare Church

A few more interesting names:

- Happy Church  
If you don’t like Happy Church, how about ...
- *Iyak* Full Gospel Church



- Jesus the Fairest of Ten Thousand International
- John 3:16 Ministries International
- *Binabalian-Loob* Baptist Church
- *Bantay-Abot* Full Gospel Church
- I Bind You Satan in the Name of Jesus Fellowship
- *Pasong Diablo* Christian Fellowship changed their name —*nakakatakot yata*
- Jesus Christ Prince of Peace King of Kings Lord of Lords God of Signs and Wonders Christian Ministries International also changed their name. *Bakit kaya?*

## ***Begin taking an offering***

Before taking the first offering be sure to teach clearly what the Bible says about Christian giving and how you will use the money. Don't make this the sermon topic at your first worship service. If you're planning on taking an offering at the very first worship service be sure to teach on giving in all the Nurture Bible Studies, before beginning the joint worship service. Another option is to preach on giving after a few services, then start the offering.

In churches that did not start the offering immediately, members have asked why there was no offering. A good response might be, "I'm waiting and praying for the right time, when our members are ready. When do you think would be a good time to start?"

This answer might help you gain a supporter who can begin to prepare other members for the offering.

Some church planters like to post a project list. They encourage members to specify the item which their offering is to be used for. When sufficient funds come in, they purchase the item. This has been an encouragement to many new believers.

Eventually, a new church will need funds for items that members won't see as clearly. But for now, this is often a good way to get started.

Other church planters emphasize that giving is an act of worship. They prefer not to point out how the funds are used.

Appoint a treasurer and assistant treasurer before beginning the offering. It's normally best that these be from outside the family of the

church planter or pastor. Doing this, and having two people involved, will provide healthy accountability and reassure your members that the church's funds are being handled properly.

Give regular reports to the congregation on how much money was received and how it was used. A monthly report is usually sufficient. Mention that all financial records are open to any member who would like to see them.

*“Natatakot akong magpa-offering,” sabi ng mga ibang church planter.* The Bible clearly teaches that God blesses those who give. Give your new believers this chance to be blessed! Start the offering.

## ***Begin the new church's prayer ministry***

Give priority to developing the church's prayer life while it's still very young. Beyond just beginning a prayer meeting start other prayer ministries. Here are some ideas being used by churches that can be easily incorporated by new churches.

### ***PRAYER METHODS AND PRAYER MINISTRIES<sup>5</sup>***

#### ***1. Evangelistic prayer visitation***

Mobilize the new believers to pray in the presence of unbelievers for their felt needs (described in Step 5).

#### ***2. Prayer lighthouses***

Mobilize members to pray for the salvation of each household around them. For a full explanation, see *That None Should Perish* by Ed Silvano, pp. 253-63.

#### ***3. OBS intercessors***

Mobilize at least one intercessor who will pray daily for all OBSes.

#### ***4. Intercessors for the pastor***

Mobilize those who will commit to diligent daily prayer for the pastor.

### **5. *Prayer walks***

Walk through the church's *barangay* praying for the things seen which God lays on your heart.

### **6. *Barangay captain***

Visit him occasionally and pray for him in his presence.

### **7. *Everyone prayed for***

Make a list of everyone attending your fellowship. Divide this list among those who volunteer to pray. Pray daily for everyone on the list for one month.

### **8. *Church prayer time***

Members gather at the church, once a week, for an hour of prayer. They form a circle, hold hands, and pray about whatever is on their hearts. *Purong panalangin lang.*<sup>6</sup>

### **9. *Days of fasting and prayer***

Schedule these regularly. Include prayer guides. Come together at the end of the day for joint prayer.

### **10. *Prayer retreats***

Get away for an extended time to focus on prayer.

### **11. *Prayer week***

If a retreat is hard to implement, you could try having a prayer week at church and/or in homes. Use special speakers and schedule prayer activities.

### **12. *Prayer groups***

Groups could meet regularly in the morning, afternoon or evening. Missions prayer groups could have a special focus on the nations and people groups. Some churches have developed childrens' prayer groups. Also, mobile groups could go out to pray for those in need of healing and deliverance.

### ***13. Prayer partners***

At the worship service, everyone finds a partner. They pray for each other during the coming week.

### ***14. Prayer chain***

Cover emergency prayer items by having one prayer warrior communicate to another.

### ***15. Vital part of all meetings***

Give significant amounts of time to prayer in all leadership, planning and task force meetings.

### ***16. Collect prayer requests***

Distribute a simple form in the worship service to collect prayer items that will be prayed for by various prayer groups or intercessors.

### ***17. Apprentice-intercessors***

Intercessors are those who pray longer, more intensely, with more insight and see more answers to prayer than the average Christian. Use these intercessors to mobilize others. This can include warfare prayer. Use the five steps of on-the-job training from Step 2 (p. 77).

### ***18. During the worship service***

Beyond the normal pastoral prayer from the pulpit, some churches also give opportunity for all those with illnesses to come to the front of the worship center to receive prayer. Others have those with illnesses stand where they are. Those nearby lay hands on them and pray. We can also do this with those who have sick loved ones, unsaved loved ones, financial needs or any other prayer focus.

### ***19. After the worship service***

Those with special needs can remain after the service to receive focused prayer. Personalized prayer is best.

### ***20. Mobilize a prayer leader***

Recruit and train someone who could develop and coordinate all of the new church's prayer ministries.

### ***PRAYER ITEMS***

Here are some specific items you may want to cover.

#### **1. *Other churches***

One pastor prays from the pulpit for two other churches in their town. He does this in every worship service.

#### **2. *Your town***

Pray for victory over specific strongholds of the enemy.

#### **3. *Unchurched barangays***

Pray for a church in every *barangay* in your town, and province.

#### **4. *Daughter church***

Ask God to raise up resources, and guide your church to plant a daughter church. Impart this vision through prayer!

#### **5. *The nation***

Intercessors For the Philippines<sup>7</sup> publishes a prayer guide, *Operation Burning Bush*, to mobilize prayer for the nation.

#### **6. *Unreached people groups***

Helpful prayer information is published by Philippine Missions Association.<sup>8</sup>

#### **7. *Missionaries***

Pray for missionaries from your denomination or local area.

#### **8. *The world***

The excellent prayer guide, *Operation World*, by Patrick Johnstone is available through OMF Lit.

These items could be prayed for personally, in prayer groups, at prayer events or from the pulpit.

## ***Summary checklist***

When will you begin your weekly joint worship service? A good time to begin is usually after two months of OBSes and two more months of Nurture Bible Studies. There are two extremes to avoid in setting this important date. One extreme is to wait too long. *Baka maiinip ang mga tao*. The other extreme is to start too soon—*baka mag*-premature birth. Avoiding these two extremes is the main guideline, rather than how many months have passed.

To see this clearly you can use the checklist below. When these specific items have all been accomplished, you're ready to start your weekly service!

- 1. Enough linking activities have been done (see p. 235-237).
- 2. Enough people are ready to attend. (You will need to decide on this number.)
- 3. The new believers have strong enough faith to attend.
- 4. The new believers are practicing daily Bible reading (most of them).
- 5. The new believers have a daily prayer time (most of them).
- 6. The new believers are excited about the joint fellowship.
- 7. The new believers have been baptized, or there is already a plan to do so soon.
- 8. You have a stable venue.
- 9. All the necessary equipment is ready.
- 10. The new believers are **ready to help** with all the necessary preparations.
- 11. Praise and worship leaders are ready.
- 12. The new believers know the songs they will sing at the worship service.
- 13. You have a plan to teach the new believers how to worship.
- 14. Children's teachers are ready.

- 15. The church planting team is ready to begin to phase out now (if this is helpful for the new church's development).
- 16. You have written a list of possible service opportunities for the new believers.
- 17. You have a date in mind to begin to take the offering. You have a plan to prepare the new believers for this.
- 18. The treasurer and assistant treasurer have been chosen.
- 19. You have ideas on how to begin a prayer ministry.
- 20. You have decided how you will continue to nurture the new believers. All people involved are prepared to lead these ministries. (We will discuss this in detail in the next chapter. But your plan and people involved need to be ready before launching the weekly worship service.)
- 21. You have a plan to do more outreach. (You will implement this in Step 9. We'll discuss this there. But you should prepare this plan before launching the weekly worship service.)

Add other things that the Lord puts into your mind to the list:

- 22.
- 23.
- 24.

Congratulations! You're ready for your weekly worship service!

### ***Action planning and discussion***

1. Share an example of a church you have observed which experienced premature birth. What were some of the unfortunate results? How could this have been prevented?
2. Are your new believers ready to form a joint fellowship? What are the signs that you observe which tell you they are ready?
3. What are some of the different ways that a good baptism event can help your church planting project?

4. Think back to the first time you attended a born-again church. Was there anything that made you uncomfortable? How can you minimize this in your new church?
5. How many months will your OBSes and Nurture Bible Studies last?
6. Have you observed an OBS which went on for many months, or even more than a year? What could have been done differently?
7. Describe the two wrong extremes in phasing out the team. What could be the consequences of each extreme?
8. What are some names for your church which could possibly cause some potential attenders to feel excluded?
9. When will you begin the offering? Why at that time?
10. Describe the prayer ministry you would like to develop in your new church.
11. Which items on the summary checklist on pp. 261-263 do you think are not essential? What items could you add?
12. In forming the fellowship, what are some ways to involve the new believers, so that they begin to feel that this is “their church”?

## The main thing to do now

- Complete the items on the summary checklist on pp. 261-263.



## ***Overview of Step Nine***

We have a joint fellowship! *Salamat sa Diyos! Malaking accomplishment!* But we're not finished yet with our church plant. Our new believers are probably still immature. We'll need to develop ongoing ministries that will effectively help new believers become strong. How can we do this? We'll cover this in Chapter 15 – Develop Nurture Ministries.

How many people in the *barangay* are still unsaved? *Marami pa!* What can we do to maximize our resources and reach as many of them as possible? We'll look at this in Chapter 16 – Continue to Do Outreach.

# **Chapter 15**

## *DEVELOP NURTURE MINISTRIES*

Pastor Mario planted a church in *Bgy. Poblacion*. After a year they had 25 members. They faithfully met for worship, week after week. Some of the new believers stopped smoking and drinking. But that was the extent of their transformation. They never became dynamic believers and the new church made no noticeable impact on the community. *Bakit kaya?*

You now have a church with people attending. The Nurture Bible Studies have ended. You have gathered everyone into one joint fellowship.

Besides having a worship service, what will you do with these believers? Colossians 1:28 exhorts us to “*present everyone perfect in Christ.*” In Step 7 we used our Nurture Bible Studies. We now need to develop more permanent ministries that will help our members to continue to make progress towards becoming “*perfect in Christ.*”

What ministries? What can we do to plant a church which will transform new believers and impact its community?

Have you ever dreamed about structuring your church in such a way that it would genuinely help people grow strong in their spiritual lives? Have you read Bible passages that you yearned to put into practice in your church? It's often hard to put our dreams into practice in an existing church because it's usually hard to change things. Now is your chance! You have a fresh start in a brand new church!

*Maaaring subukan mo na ngayon!*

But before you make any decisions on what ministries you will use to accomplish this, let's first think through some principles. Let's see some basic components that need to be a part of our nurture ministries. Once we understand these principles, then we can decide what programs we'll use.

## ***Implement essential principles of effective Christian nurture***

- Keep the Bible central
- Use active participation in the learning process
- Facilitate relationship-building
- Provide a shepherd for every sheep
- Mobilize to evangelize
- Assure attendance

### **1. Keep the Bible central**

For Christian growth the Word of God is vital. But just using the Bible is not enough. By also implementing the other principles below, we can use the Bible in a way that will produce the greatest results in the lives of our members.

### **2. Use active participation in the learning process**

When our members actively participate in discovering, sharing and planning applications from the Bible, much more growth normally takes place. This is far more effective than just using methods where members only passively listen to a lecture.

### 3. Facilitate relationship-building

Even if we use the very best teaching methods including participation, *maaaring kulang pa rin*. We also need relationships. Christians grow through relationships with other Christians. The Bible itself exhorts us to have meaningful interaction with other Christians. Ideal growth can take place as we minister to one another in the way the Bible instructs us.

We can gain great insights by studying the “one another” phrases of the New Testament. These commands show how we should minister to one another through significant relationships. Here are a few samples:

- *Encourage one another* (1 Thess. 5:11)
- *Stimulate one another to love and good deeds* (Heb. 10:24)
- *Instruct one another* (Rom. 15:14)
- *Bear one another’s burdens* (Gal. 6:2)
- *Confess your sins to one another* (Jas. 5:16)
- *Be devoted to one another* (Rom. 12:10)
- *Care for one another* (1 Cor. 12:25)
- *Love one another* (Jn. 15:12)
- *Build up one another* (Rom. 14:19)<sup>1</sup>

In deciding what types of ministries we will use to help our believers grow, it’s essential that we use ministries that implement the functioning of these “one another” phrases. Every member plays a part. No one person alone can provide all the ministry that even just one other person needs. We need the whole Body of Christ. As we mobilize the Body to minister to its members, not only are those who receive ministry blessed, but those who minister also grow—through ministering! A winning combination is studying the Bible in a group and practicing what is taught in these phrases.

In Romans 1:11-12, the apostle Paul told the Romans, “*I long to see you so that ... you and I may be **mutually encouraged** by each other’s faith.*” Paul was not only expecting to minister to the Romans. He was also longing for them to minister to him! This is the Body of Christ in action.

### 4. Provide a shepherd for every sheep

Every believer needs someone who will provide him or her with pastoral care. This is what shepherds do. Shepherds make sure that personal attention is given to every sheep, leading them in becoming mature in Christ. If one is experiencing a problem, the shepherd makes sure proper care is given. If a sheep strays, the shepherd makes every effort to bring him back to the fold.

Ideally, the Body of Christ will become aware of the needs of members and take action. Sometimes this happens. At other times, each member of the Body assumes that the pastor or someone else will take care of the need. Result: *walang tumulong*. Mobilizing shepherds can solve this problem. These shepherds will make sure that those under their care are properly ministered to and are developing well. *Sasadyain nila*.


Can a pastor shepherd a whole church? He can if the church is very small. But as the church grows, proper oversight sometimes is not provided. Many needs of the members will not even be noticed. Sheep will stray. Growth of churches with this set-up will normally taper off quickly. To provide the care needed and to enable the church to grow, more shepherds are needed. These shepherds will be like pastors. (You can even call them pastors if you'd like!) A pastor can multiply himself by mobilizing others to share his pastoral duties.

When you develop ministries to provide continued nurture, be sure that these ministries include shepherding. You may use a different term. That's okay. Providing pastoral care for the members is what has to be in place.

You will have a great opportunity in your new church! While it's small you can make sure everyone has a shepherd. With growth, you can mobilize the additional shepherds needed. (Use the five steps of on-the-job training on p. 77.) Mobilizing multiple shepherds is crucial.

## **5. Mobilize to evangelize**

We have seen in Step 7 that sharing our faith is inseparable from Christian growth.

 *I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ. (Phm. 6)*

Be sure to incorporate this into whatever ministries you develop for the ongoing nurture of your members.

## 6. Assure attendance

Some programs may be good. But if only a few are active we have a big problem, even if we've incorporated all the other principles! Attendance isn't really a principle, but it is important to include it here on our checklist for effective Christian nurture. When we develop good ministries, our members need to be active in them.

### *Evaluate ministries that are commonly used*

Some of the ministries most commonly used to provide ongoing nurture are sermons, Sunday School, discipleship groups and cell groups. Let's evaluate these four methods. This might help you in determining which ministries you will use in your new church. There are also many other commonly used methods. You might want to evaluate these methods on your own.

	<b>Nurture Principles</b>					
	Bible	Participation	Relationship	Shepherding	Mobilize to Evangelize	All Attend
Sermon	Yes	No	No	No	Could help	Hopefully
Sunday School	Yes	?	?	?	Possibly	Usually a small percentage
Discipleship Group		Yes <i>Kaunti</i>	Yes	Usually	Usually	<i>Puwede lang</i>
Cell Groups	Yes	<i>Dapat</i>	<i>Dapat</i>	<i>Puwede</i>	<i>Puwede</i>	<i>Sana</i>

Refer back to the chart above as we now examine these four different methods, checking to see how well each one fulfills our six principles.

## 1. Sermons

Members can greatly benefit from solid, biblical preaching. This is crucial to establish a healthy church. In developing nurture ministries, preaching is the place to start.

In our chart of nurture principles, we see that sermons are an excellent way of contributing to the needs of our members for Bible input. Sermons give us a good start in fulfilling the principles of effective nurture. But the other principles will probably not be met by preaching alone. During sermons our members are normally passive rather than actively participating. They're usually not active in discovering or planning for application. During sermons there is usually no interaction or developing of relationships. There is no shepherding. We will need to add these somehow. There may be exhortations to evangelize. But this is not the same as mobilizing members to actually share their faith.

Another benefit of sermons is that most of the members are in attendance. The worship service is usually the most highly attended meeting of a church.

## 2. Sunday School

In Sunday School, the Bible is usually central. In some classes, there is also participation in the learning process. Others mostly use lectures. Sometimes there are opportunities to develop relationships in class and through related activities. In other Sunday Schools, members just come and go with hardly any interaction with one another.

Some Sunday Schools include the shepherding of their members. In others, shepherding is neglected. Most Sunday School classes do not actually mobilize their members to share their faith, although they could. Sunday School has good potential, if the principles of effective Christian nurture are carefully implemented. If not, it can often be just another sermon.

Regarding attendance, this is commonly a problem. If all the other principles of effective Christian nurture are present, but few attend, *patay pa rin*. Now you see why attendance is included on our checklist. If you have Sunday School in your church, what percentage of your congregation attend? To boost attendance, some pastors try switching the order of Sunday School and the worship service.

Members catch on quickly to this trick. Other pastors plead with their members from the pulpit to attend. This usually only results in the members feeling more guilty.

*Bakit kaya kakaunti ang uma-attend?* Maybe members feel they don't need Sunday School in addition to the pastor's sermon. Maybe they feel this because what they do in Sunday School is so similar to the sermon—only the groups are smaller.

Will you use Sunday School in your new church? *Puwede. Puwede ring hindi.* Your members aren't expecting it since they're all *baguhan*. *Malaya ka kung ano ang maganda sa tingin mo.* If you do use Sunday School, make sure to implement the principles of effective Christian nurture!

### 3. Discipleship groups

In discipleship groups a leader will usually meet weekly with one or two group members. Most discipleship groups use the Bible. Frequently there is a workbook, which creates participation. Relationships are usually strong as groups are generally very small. The group leader often does shepherding. This is also a great context for mobilizing those being disciplined to share their faith. Many do this.

*Mukhang maganda, ano? Kaya lang,* there is one more item on our checklist: "Assure attendance." In churches that use discipleship groups, do most of the members participate? *Ayun! Patay din!* *Maganda sana ang discipleship groups, if* you can get everyone involved. I only know one church that has accomplished this. In most churches that use discipleship groups, only a small percentage are involved.

When this happens, many churches will add another program to try to meet the nurture needs. *Pero kakaunti pa rin ang a-attend.* So some add yet another program. Soon, there are several programs with the same few people attending them all. *At pagod na sila!*

### 4. Cell groups

Cell groups are a little different from discipleship groups. The leader is more of a facilitator. The focus is normally on the ministry of group members to one another, rather than upon the ministry of the

leader to the group members. The groups are normally larger than discipleship groups.

Most cell groups keep the Bible central. Effective cell groups get their members involved in discovery learning, discussion and application. Less effective cell groups use only the lecture method. Cell groups frequently meet in homes or other informal, comfortable settings. *Meryenda* can be included. This provides an environment conducive for building relationships. Cell group leaders can shepherd their group members, or delegate this to another leader in the group. Mobilizing cell members to share their faith should be an integral part of all cell groups. This is given priority at every meeting in the Warfare portion when using the 4Ws (see pp. 206-207). Some cell group leaders may neglect this. *Kapag ganoon, napakalaki ang kawalan!*

How about attendance? In some churches, *kaunti lang ang uma-attend sa* cell groups. In other churches *talagang lahat ay umaattend*. In many churches, their total cell attendance is larger than their worship service attendance!

What makes this drastic difference? I've observed two types of churches that use cells. One is an already established church. At some time in their history they decide to **add** cell groups. In churches like this, usually only a minority of the members participate in a cell.

Then there are newly planted churches. They use cell groups **from the very start**. This is the heart of the church. It's not something else added. In churches like this, usually a very high percentage of the members are in cell groups. This is the strategy of Victory Christian Fellowship, Jesus Is Lord Church, Take the Nations for Jesus, Christ the Living Stone, Bread of Life, Faith Fellowship, Word of Hope, Baptist General Conference of the Philippines, Christ's Commission Fellowship and many others. It's working very well for them.

The lesson to be learned is: **if you want to use cell groups it's best to do it by planting a new church**. If you try to change an existing church into one using cells, you've got an uphill battle. Many have tried. Their feedback is that it's hard for existing churches to change.

***What if you decide to use cell groups?***



Using cell groups will work very smoothly in this model of church planting. The heart of this model is OBSes (Outreach Bible Studies). OBSes become Nurture Bible Studies, which **could** then become cells.<sup>2</sup> This is one option for your ongoing nurture ministry.

## **OBS**

## **Nurture Bible Study**

## **Cell Group**

If you choose to use cells, the Bible studies will go on indefinitely, as cells, with some possible minor adjustments (which we'll discuss). If you do not use cells, you will only use the Bible studies temporarily, as a way to effectively evangelize and provide basic nurture. After that, in Step 9, you will transfer the new believers to other ministries to provide ongoing nurture. (See the diagram on p. 269.)

If you choose to use cell groups, here are some guidelines for forming cells out of your existing Bible studies.

### **1. Bible studies can become cells**

If there are a lot of people (six or more) in a Bible study, that Bible study can become a cell.

### **2. Help smaller Bible studies to grow**

The ideal for smaller Bible studies (five members or less) is to help them to grow and become a strong cell. Do this by mobilizing the Bible study members to share their faith (pp. 222-230). Pray for this during the Warfare section while using the 4Ws (pp. 206-207).

### **3. Group together weaker Bible studies**

It's much better to help small Bible studies to become a cell. When this does not work out, we can resort to grouping them with other Bible studies to form a cell. Hopefully, this will produce healthy interaction with others. It will also be *mas matipid* on cell group leaders' schedules.

### **4. Group single family Bible studies with others to form a cell**

It's preferable to help single family Bible studies reach out to neighbors and grow. Group those who are unable to do this with other Bible studies to form a cell. Meeting with others, from outside the family, usually provides a better environment for Christian nurture.

### **5. Inductive Bible study works very well in cell groups!**

If you have been using inductive Bible study you can keep using this same method in your cells! Just go on to another book of the Bible. The Bible itself is a fantastic resource for cell group materials! You'll never run out of materials if you use this method.

### **6. Disband Bible studies that are unwilling to attend the worship service**

We need to handle these in the way described in Step 8, pp. 247-250, in the section "Regretfully, let the unresponsive go." Some will want to continue the Bible study in their home indefinitely, just for them. They won't reach out. They won't participate with the others in joint worship. People like this can eat up your manpower for months if you allow it. It's much better to conclude the Bible study and open new ones with new contacts. These people are very welcome to join in with other healthy cells. If they won't, then regretfully it's *tama na, sobra na, palitan na*.

### **7. If homes are too small for cell groups try meeting at the church**

I worked in one area where the homes were *napakaliit. Kahit apat na tao lang, masikip na*. We found one large house that we rented for our worship center. We also held our cells there, right after the service, as this was the only place we had that was suitable.

### **8. Multiply cells**

As cell group members reach out the cells will grow. When they become large, they can multiply to give birth to new cells. We'll cover how to do this in the next chapter.

Cell groups work especially well in cultures that are hospitable and place a high value on relationships. The informal setting of a home or office makes it easy for many to attend, including non-Christians.

Maybe this is why the total cell attendance is higher than the worship service attendance in many churches. Cell groups not only help our believers grow spiritually but also help us continue our outreach. This isn't surprising as we know that truly effective nurture is inseparable from evangelizing.

Christian Schwarz has done a massive research project studying over 1,000 growing and non-growing churches in 32 countries on all five continents. Dr. Robert E. Logan, professor of church planting at Fuller Theological Seminary, comments that, "There has never been such an extensive, statistically valid, worldwide church growth research project ever conducted." As a result of this massive project, eight principles were identified which are present in growing churches. All churches practicing these eight principles were found to be growing. One of the eight principles identified was the use of holistic small groups.

Schwarz concludes:

After we had processed all 4.2 million survey answers, we calculated which of the 170 variables had the most significant relationship to church growth. **If we were to identify any *one* principle as the "most important," then without a doubt it would be the multiplication of small groups.**<sup>3</sup>

There are many resources available for leading cell groups. In addition to these, in Resource 1 you will find a suggested format. You can use the simple guidelines to train and mobilize many cell group leaders.

## ***Choose effective methods***

We have looked at principles of effective Christian nurture and evaluated some methods commonly used. What methods will you use in your new church?

Let's start by using the vital ministry of preaching. Through your sermons, you will teach the Bible and all of the members will normally attend. You will also need to do something else that includes participation, builds relationships, provides shepherding and mobilizes

for evangelizing. Many new growing churches in the Philippines are using cell groups. You could choose to use Sunday School, discipleship groups, or whatever other ministries you think will be effective.

Evaluate your mother church. In what ways does it successfully fulfill principles of effective Christian nurture? You can incorporate these things into your new church. *Anong mga kulang sa mother church ninyo?* Now is your chance to implement a new structure that provides for these weaknesses!

Your guideline is to make sure to cover all six principles of effective Christian nurture. When all the principles are covered, *tama na ang mga programa. Huwag nang magdagdag pa.*

You can use the worksheet below for planning. There are blanks to list the ministries you will use. Only one more ministry may be needed, if you cover all the principles.

### **Ongoing nurture ministries worksheet**

Programs selected:

1. Preaching
- 2.
- 3.

Principles of effective Christian nurture:

(Check the principles utilized.)

- 1. Keep the Bible central
- 2. Use active participation in the learning process
- 3. Facilitate relationship-building
- 4. Provide a shepherd for every sheep
- 5. Mobilize to evangelize
- 6. Assure attendance

Many churches begin with preaching. Then they will add another program. They feel *na parang kulang pa*. This is probably because they haven't utilized all the principles, although they probably haven't analyzed it in this way. So what do they do? Add another program! However, the added program often makes use of the same principles

that are already being utilized. Still, other principles are not yet implemented. So they add yet another program! They keep doing this *hanggang pagod na ang mga umaattend sa lahat. Samantala, kulang pa rin*, if the principles aren't all utilized.

*Huwag mag-overlap*. Don't add additional programs that only deal with the principles that are already utilized. *Huwag mag-overload*. Don't add too many programs. Only add the programs that are needed to fulfill all the necessary principles. After that, *tama na*.

Most people today are busy. *May trapic pa*. Expecting all good church members to be involved in several church activities every week can become a heavy burden. If they don't attend, *baka ma-guilty sila*. Instead, we can structure our church in a way that effectively meets the basic needs. At the same time, it allows our members to be at home with their families. They will even have free time to develop relationships with neighbors. *Ang ganda, ano?* Would you like to be a member of a church like this? You can plant it!

Just one more idea. In order to make preaching even more effective you might try forming small groups right after the message. Have everyone share how God used the message to speak to them and how they could apply the message to their lives. The leader will then pray for everyone in the group, by name. This simple technique will add participation and helps build relationships. Most will experience God's touch much more strongly than through preaching alone. You can even make the groupings regular and include a leader who will provide pastoral ministry.


This method works especially well with sermons that are easy to follow and easy to apply to real life. This will not work well if sermons are hard to follow or if it's hard for listeners to see the relevance to their daily lives. If you try this and it doesn't work well, you may want to ask for some honest feedback on your preaching.

This can be much more effective than quickly leaving the message of the sermon and going on to another topic in another class, such as Sunday School. With this method, you will only cover one message, but it's digested more thoroughly. It's much more likely that members will apply what you have taught. Sometimes when we try to give too many messages the people are overloaded, and none of the messages are applied. In trying to aim at several targets we hit none at all. Also,

this develops the habit of becoming a hearer of the Word and not a doer (Jas. 1:22). It can contribute to producing believers who are dull of hearing (Heb. 5:11). *Delikado, ano?*

Yes, some members will hear the message and apply it to their lives. But to assume that everyone will do this is a big assumption. More will actually apply the message if we give them a little encouragement and guidance, through these sharing groups.

When we gather, we need to do more than be spurred on toward love and good deeds by the pastor. The Bible clearly tells us to “*spur one another.*”

 *And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another.* (Heb. 10:24-25)

Using these sharing groups after the message is one way to do this.

It will probably be very hard to implement this idea in an existing church. *Baka magkagiyera pa.* But in a new church, *malaya ka. Puro baguhan kasi. Napakagandang pagkakataon!*

We have done this in the churches we have planted. Many others have also. In one church we called the groups *kawans*. One Sunday, some of our members visited another church. They came back the next Sunday and asked, “*Kuya Dave, bakit wala silang kawans?*” They thought *kawans* were normal! *’Yan ang kagandahan ng bagong church.*

Because it’s so easy to lead these sharing groups, you can mobilize your new believers as leaders. But you will need to prepare the leaders well. Without good leading, the sharing can easily become a *tsismisan*.

We have chosen effective methods to help our new believers to continue to become more mature in Christ. Now let’s see what we can do to continue to reach out to those who are still unsaved.

## ***Action planning and discussion***

1. Which of the essential principles of effective Christian nurture might be easy to neglect? If neglected, what might be the result?
  - Bible
  - Participation in the learning process
  - Relationships
  - Shepherding
  - Mobilization to evangelize
  - Everyone attends
  
2. Based on your observations, how would you evaluate sermons, Sunday School, discipleship groups and cell groups in fulfilling the principles of effective Christian nurture?
  
3. What are some of the benefits of cell groups? Disadvantages? Concerns?
  
4. Do you think cell groups could be effectively used in the Filipino context? Why or why not?
  
5. Describe your “dream church.” What ministries would it include to provide for the ongoing nurture of the members? Why would you want to use these ministries?

## The main thing to do now

- Use the ongoing nurture ministries worksheet below to select the programs you will use in your new church.
  
- Check and make sure that you will fulfill all of the principles of effective Christian nurture.

# Chapter 16

## CONTINUE TO DO OUTREACH

Let's go back and visit the church of Pastor Mario in *Bgy. Poblacion*. They reached 25 the first year. But after three more years they were only 30. *Bakit kaya kakaunti lang ang nadagdag?*

You now have ministries in place to provide ongoing nurture for your members. This is intended to help your church grow in quality. At the same time, you also want your church to grow in quantity. Even though you now have a group of new believers and a weekly worship service, *marami pa rin sa inyong target barangay ang hindi pa ligtas!* The job is far from over! What can be done to continue to reach out? Here are some actions which should help.


- Mobilize members to evangelize
- Begin new outreach ministries
- Include the Gospel in your preaching
- Place new contacts where they are most comfortable
- Multiply cells
- Develop more leaders

### ***Mobilize members to evangelize***

In Chapter 13, we've seen how to mobilize those who have received Christ to share the Gospel (pp. 222-228). After you bring the OBSes (Outreach Bible Studies) together to form a joint fellowship, continue to encourage all members to share their faith. As more come to Christ, continue to train and mobilize them to do this also. This is probably the biggest key to continued healthy outreach.

Mobilizing believers to share their faith will result in the opening of new OBSes, cell group growth and increased worship service attendance. It's also essential for each individual's spiritual growth.



 *I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ. (Phm. 6)*

## ***Begin new outreach ministries***

Hopefully, all the new believers have been mobilized to serve. As they continue to mature, encourage them to begin new outreach ministries. Here are some samples of ministries that churches have started:

- *Libreng tubig* ministry
- Free tutoring ministry
- Livelihood projects
- Cooperative
- Street cleaning ministry
- Recreation center
- Free art lessons
- Evangelistic prayer visitation
- Beauty tips ministry
- Free music lessons

Try to identify the needs in your *barangay*. Then, mobilize your members to start ministries that provide for these needs. Christian Schwarz, in his massive church growth research project, has identified the importance of this. “The key to church growth is for the local congregation to focus its evangelistic efforts on the questions and needs of non-Christians. This ‘need-oriented’ approach is different from ‘manipulative programs.’”<sup>1</sup>

Small groups can handle these outreach ministries. These probably will not involve the whole church. This is different from another church meeting that everyone is expected to attend, like some of those on the signboard at “*Aktibong Alliance Church*.” ( This is not another meeting for the members’ nurture. These ministries will not overlap with the nurture ministries already in place. These are outreach ministries.

Try to open new OBSes for the new contacts made through these ministries in the *barangay*. You could also bring them to cell groups or to your worship service.

For more ideas, review Step 5. You could begin some of the ministries mentioned. Reading these ideas may also spark an idea of your own.

## ***Include the Gospel in your preaching***

Because there will usually be visitors in your worship service, it's good to cover the Gospel in the message. The main objective of the sermon will not usually be evangelistic. But the Gospel can surely be included. This is not only for the benefit of the visitors. It will also help deepen your new believers' understanding of their position in Christ and of the way of salvation. Most people have had a wrong understanding of salvation all of their lives. This sometimes takes time to completely correct.

Follow-up on visitors and open an OBS in their home or bring them to a cell group.

## ***Place new contacts where they are most comfortable***

We have seen three ways through which we can continue to gain new contacts. We should mobilize new believers to evangelize, use outreach ministries and include the Gospel in our preaching for new contacts who attend the worship service. When we make good contacts through any of these three methods, there are three main ministries into which we can place these new contacts. First, we can open new OBSes for them. Second, we can place them in existing cell groups, if you choose to use cell groups. Third, we can encourage them to attend the worship service. Each of these options has its benefits.

### **1. Benefits of opening new OBSes**

- Many contacts are not yet comfortable in attending a cell group in someone else's home or attending a worship service. But many are very open to having an OBS in their home.
- You will have an opportunity to reach the whole family.
- You can give personal attention to the contacts.


- You can provide a solid foundation for the contacts as you focus on a thorough study of the Gospel.


## **2. Benefits of joining an existing cell group (if you use cells)**

- Some would prefer to attend in someone else's home rather than open their own home.
- This also provides an opportunity to teach the Gospel, though not as thoroughly as in an OBS.
- Contacts can observe how believers are helped in their daily lives by applying the Word of God.
- Hopefully, contacts will discover that some of their neighbors in the cell group are now Christians. This should make it easier for the contact to become a Christian also as they realize that they will not be alone.
- New believers in the cell can also help in sharing the Gospel with new contacts.
- Contacts will see how cell members minister to one another and love one another as they function as a body.
- The cell group can be a very powerful witness!

## **3. Benefits of attending the worship service**

- A few would rather attend a larger group meeting like this where they will be less noticed.
- A larger group meeting is more exciting.
- As with the cell group, contacts will hopefully discover neighbors who are now Christians. (This applies mainly to community, *barangay*-type churches.)
- Contacts will hear the Gospel in the sermon.
- Contacts will see how the Bible is relevant to their daily lives.
- They will observe corporate worship. This can be a powerful tool in evangelizing. There is a unique spiritual dynamic when true worship takes place. Contacts will see what they can be a part of, should they choose to follow Christ. Notice the connection between worship and evangelism in these Scriptures:

 *He put a new song in my mouth, a hymn of praise to our God. Many will see and fear and put their trust in the LORD. (Psa. 40:3)*

 *He who sacrifices thank offerings honors me, and he prepares the way so that I may show him the salvation of God. (Psa. 50:23)*

Attending the worship service has great benefits. *Pero, kulang yata* if this is the only involvement of new contacts. Personal attention is needed. It's far better if they can interact with someone regarding their understanding of the Gospel and their response to it. If possible, try to either open an OBS, or get them into a cell group.

There are also many other ministries you can create which could be beneficial to your new contacts.

Where will you place your new contacts? *Depende*. Maybe you could open a new OBS. *Siguro sa isang* existing cell group. *Maaari rin sa* worship service. Possibly in a combination of these. Ideally in all three! It all depends on the readiness of each person. Help each contact to get into the best place for him at that time. Make each decision on a case-to-case basis. By using all available options you should see much more fruit!

## ***Multiply cells***

As some of the new contacts join existing cell groups, some of the cells will grow. When cells grow large, the benefits of small group dynamics will begin to diminish. You can solve this problem by creating two or more cells out of large cells. Do this when the group reaches about twelve in number. "*Pero ayaw namin maghiwalay,*" *sasabihin ng iba*. Be ready for this legitimate concern. Having everyone together in one celebration service can help minimize the loss felt from cell multiplication.

Here are a few ways to multiply cell groups:<sup>2</sup>

### **1. One group becomes two**

A large group can multiply and become two, or even more.

### **2. Sub-groupings *muna***

In very large cells of 15 or more, subgroups can be formed during the cell meeting. This creates more interaction and helps prevent the cell meeting from going on too long. These subgroups can then become full cells, when leaders become available.

### 3. Geographical

If a group is very spread out geographically, it can multiply, forming groups located closer to everyone.

When multiplying cells, always use positive words like *mangananak*, birth, reproduce, multiply or *magparami*. Avoid negative words like divide, *hati*, *maghiwalay*, *ibukod*, *iwanan*, or *alisin*.

Most good books on cell groups emphasize multiplying cells, and rightly so. But this is not the only way for a Cell-Celebration church to grow. At the same time, we can also facilitate continued outreach by opening new OBSes. Most books on cell groups do not mention OBSes, as we know them here in the Philippines. Most of these books are written in a Western context where OBSes are not very popular. In many non-Western contexts, where there is greater openness to the Bible, we can use cells as one way to open new OBSes. This is especially true in Catholic countries.

It's possible that a cell may never grow and "multiply" in the typical ways described in books on cell groups. However, a cell could be extremely productive by making new contacts and opening new OBSes.

*Sa mga lugar na masisikip*, it's impossible to develop large cells of twelve members that will multiply. *Maliliit lang ang mga bahay kasi!* But we can open new OBSes in more homes.

Use cell groups to both multiply **and** start new OBSes, *sabay*. Use whichever is most effective. By doing both, we can produce maximum fruit.

### *Develop more leaders*

Cell groups and OBSes can quickly multiply. Some leaders can lead several of these, as their schedules allow. However, the day will come when existing leaders will become overloaded. To facilitate

continued outreach, we will have to mobilize new leaders. Without this, growth will quickly taper off.

**Use every cell group and OBS for a double purpose.** While leading the group, have the leader train one or two apprentices. Use the five steps of on-the-job training that we saw in Step Two (p. 77). This is a key to rapid multiplication.

*Tingnan mo ang isang bundok ng bigas sa palengke.* When the *bundok* has reached its maximum height, no more *bigas* can be added into the box. If more grains are added, these will merely fall to the ground. The only way to increase the size of the *bundok* is by expanding the size of the box at the base.

It's that way also with a church as it grows. The base of the *bundok* is like the leadership base of the church. When a church grows, and its leaders become fully loaded, growth usually stops. If new members are then added, they or others, quickly fall away, as leaders are too few to care for them. But if new leaders are mobilized, the church can continue to grow!

To continue to do outreach, keep making contacts and keep developing leaders. Continue until you reach the number you have set as your goal *para makabuo ng church*. Then continue to grow, even beyond this number! Once you have reached the number you have set as your goal, you're ready to formally organize the church.

### ***Action planning and discussion***

1. How many members have you mobilized to evangelize?
2. Is the method for sharing the Gospel that you have taught to your members simple and effective?
3. What are some of the needs in your target barangay?
4. What outreach ministries could you begin which could minister to these felt needs?
5. Which new believers, from the harvest, could you mobilize to serve in these ministries?

6. Did you include enough truths about the Gospel in your last sermon for guests to trust Christ?
7. In the future, where will you try to place more of your new contacts?
  - Open new OBSes
  - In existing cells
  - In the worship service
8. If you are using cell groups, which are ready to multiply?
9. How many cell group leaders have you mobilized from the harvest?
10. Who are some of your non-Christian contacts who are leaders in your community? Pray that God will give them to you as leaders in your church!
11. Which is more important: ongoing nurture or ongoing outreach?

## The main thing to do now

- Add new contacts to each of the following:
  - New OBSes
  - Existing cell groups (if applicable)
- Worship service

# Chapter 17

Wow! *Nangyari na!* What was once a vision is now a reality. You have a congregation! You are now ready to formally organize the new church. Here are some important things to do as you make your church official.

- Select the pastor
- Prepare the church constitution and by-laws
- Appoint leaders
- Begin official membership
- Register with SEC
- Put up a signboard
- Begin to plant a daughter church
- Begin a missions program
- Celebrate

## *Select the Pastor*

You probably already know who will be the pastor of the new church. Ideally, you had made this decision when the project first began. If you didn't decide at that time who the pastor will be, try to make this decision as soon as possible. By doing this, everyone involved can be prepared to work with this pastor as the church is being planted.

This pastor could be either fulltime or parttime. He could be a Bible school graduate or a product of informal training. Be sure to follow the requirements of your denomination. Most importantly, think through the biblical qualifications for pastors<sup>1</sup>. Make sure these are met! If you have not made this decision yet, now is the time. This is an extremely crucial decision.

*Sino kaya ang puwedeng maging pastor?* Here are a few options:

### **1. The church planter**



The church planter could stay on as pastor of the new church. Some church planters plant a church and continue there for many years. This provides continuity and stability. Having a pastor who stays long in a church can often be a contributing factor to church growth.

But then, other planters are better suited to establish a church, and afterwards they move on to plant another. We need both of these types of church planters.

## **2. A team member**

If the church planter moves on, you could develop one of the team members to become the pastor. Even if a team is composed of all working people, one of them could become pastor. He could possibly pastor while continuing at his fulltime secular job. Ideally, he could phase out from his job or resign. Many have done this. This option also provides good continuity. Also, members may find it easier to relate to this person, since he has (or had) a secular job, like them. This option mobilizes more new pastors. To increase the new pastor's chances of success, an experienced pastor or church planter should provide ongoing coaching.

We did this in our church plant in Mandaluyong. *Mang Tony* was part of our church planting team. Then, he resigned his job as a driver and became the pastor.

## **3. A leader from the mother church**

A leader from the mother church could now become the pastor of the daughter church. The advantage of this is that you can pick someone with proven experience and maturity in ministry. He will probably have the respect of the members as a recognized leader from the mother church. But one big disadvantage is a lack of continuity. If you bring in someone from the mother church, it's best to involve him or her in the church planting project as early as possible!

## **4. From the harvest**

This is an exciting option. Perhaps you could develop one of the new believers to become the pastor. Especially look and pray for those

who are already leaders in the community. “Pastor *ba siya?*” some may ask. A possible disadvantage is that “*a prophet has no honor in his own country*” (Jn. 4:44). But he also has some significant advantages.

For one thing, he knows the context well. He can also relate to those in the target *barangay*. Furthermore, his transformed life will be evident, since his neighbors knew him in his “before Christ” days. This raises up new pastors!

If a potential pastor emerges from the harvest, earlier plans as to who would be the pastor could change. The church planter or a mature team member will need to stay on longer to give this emerging pastor, from the harvest, the on-the-job training and coaching needed. Give this option serious consideration!

## **5. Call a pastor from outside**

When doing this, be sure there is not only doctrinal agreement, but also a similar philosophy of ministry to that used by the church planting team. This may be hard to do. *Magulong-magulo* if this new pastor brings in a whole new system. This is probably the least desirable option.

Who makes this decision? The church planting team, in consultation with the mother church should do this. But be very sensitive to the members. They should also own the decision. *Siyempre, dapat gusto nila ang kanilang pastor.*

## ***Prepare a church constitution and by-laws***

To make this easy, you can just use the constitution and by-laws of your mother church. You could also get a sample from your denomination. If you want to make changes be sure this doesn't cause any friction.

If you are an independent church you can look at the constitution and by-laws of churches you respect to get ideas. This will save you from having to start from nothing.

“*Kailangan ba 'yon?*” some ask. A church could function without this document. But be ready. Questions will frequently come up which a good constitution and by-laws would answer.


## *Appoint leaders*


The new church needs leaders, especially as the team phases out. You can greatly strengthen the new believers' sense of ownership of the church by including them as leaders. Also, this will continue the process of developing leaders from the harvest. You could also appoint some team members as leaders, if necessary. As much as possible, leaders from the harvest are preferable.

What leadership roles need to be filled? Every church has a group that is the main ruling body. Various terms are used such as elders, deacons, church council, *atbp*. As a minimum, you must fill these positions. Appoint all the leaders that your constitution calls for and are necessary at this stage.

Be sure to choose those who are qualified. Some constitutions include the qualifications for each office. If yours does not, be sure to think this through carefully. *Mas mabuti kung nakasulat*.

At this early stage of your church's development **appointing** leaders is probably best. Members might not yet have the maturity to vote for leaders. The church planting team should prayerfully discuss these important decisions. In the New Testament we see that the church planters appointed leaders.

 *Paul and Barnabas **appointed** elders for them in each church. (Acts 14:23)*

 *The reason I left you in Crete was that you might ... **appoint** elders in every town. (Tit. 1:5)*

## *Begin official membership*

Until now, we have used the term "member" very loosely. For lack of a more precise term, we've used this to refer to those who are attending your worship service, cell groups or OBSes (Outreach Bible Studies). Now we can have official members.<sup>2</sup>

Membership is exciting! It's a great way to seal the commitment of your new believers to one another and to the Body of Christ. As you challenge your new believers to take this step, present the benefits of being a member to them. Some benefits are:<sup>3</sup>

1. It identifies them as a true believer.
2. It provides a spiritual family to which they belong.
3. It places them under spiritual protection and godly leaders.
4. It gives the accountability needed to grow.

You will need to decide upon your membership requirements. In looking at different churches, we see a wide range in what they require. Here are some samples:

- ***Attendance***  
Everyone who attends is considered a member.
- ***Fill up a form***
- ***Interview***  
Some churches require candidates to be able to explain the Gospel and give a testimony of how they have received Christ.
- ***Membership class***  
This could range from one to six classes. Some use this to teach on ministry opportunities. In some churches, candidates are encouraged, or even required, to identify their ministry. This is part of becoming a member of that body. For great ideas for your Membership Class see Rick Warren's excellent book, *The Purpose Driven Church*, pp. 315-318 (available at OMF bookstores).
- ***Baptism***
- ***Membership covenant***  
Members sign this document that explains the expectations upon members and the benefits they can expect to receive as a part of the body.
- ***Deliverance***  
Some churches, which practice deliverance ministry, require members to pass through this process. They feel this is the best way to bring members in clean and free from past evil spiritual influences!

For clarity, include the membership requirements in your constitution. Whatever process you use, it's probably best to explain all responsibilities and privileges of membership to new members as they join the church.

*"Huwag na lang magkaroon ng membership. Baka matakot ang iba,"* say some pastors. They want to keep things loose and informal. They fear that clarifying who the members are may cause nonmembers to feel excluded. Some may stop attending. These are legitimate concerns, which we all share. Times may come when it will be more effective to include others, outside of the inner leadership, in some decision-making. Who will be included in making these decisions? Anyone who attends, with no commitment to the body? *Delikado siguro.* If there is a vote, who will the voters be? Also, if the church registers with SEC, a membership list is required.

## ***Register with SEC***

SEC registration is required if you want to open a bank account in the name of the church. The easiest way to do this is under the name of your mother church, assuming they have already registered. This will only require a letter from the Secretary of the Board of Directors/Trustees of the mother church. The letter should state that they authorize the account to be opened in the name of the daughter church. You could also do this through your denomination.

If you follow this procedure, the legal owner of the bank account will be the mother church (or denomination).

Some churches prefer to register the new daughter church directly with SEC. This will make them the legal owner of their bank account. Here are the requirements given by the SEC office:

### **Security and Exchange Commission CHECKLIST OF REQUIREMENTS FOR NONSTOCK CORPORATIONS**

#### Basic Requirements

- [ ] Verification Slip Re: Corporate Name (Annex) *(There is a form provided that needs to be filled up.)*

- [ ] Articles of Incorporation (*of the church.*)
- [ ] By-laws (*of the church.*)
- [ ] Registration Data Sheet (*Form to be filled up.*)
- [ ] Secretary's Certificate for Nonstock Corp. (*This comes from the Secretary of the church board.*)
- [ ] List of Members of the associations (*the church members.*)
- [ ] List of contributors and amount contributed certified by the Treasurer (*A church financial report will be sufficient.*)
- [ ] Filing Fees: P200.00 – Articles of Inc. + Legal Research Fee

Another option for your bank account, which avoids SEC entirely, is to just open the account in the name of the Treasurer or other member. This person will be the legal owner of this money. This may save time, but in the long run it is not the most secure procedure. *Baka magbackslide siya!* And even if he doesn't, it may give him an unhealthy amount of power and influence.

If you want to buy property you will have the same options. You will need SEC registration, which you may obtain through your mother church or denomination. If you do this, they are the legal owner of your property. Some churches have done this, only to have the denomination suffer a split at a later time. This creates enormous problems regarding the ownership of the property! You could buy property in the name of a member, *pero lalong nakakatakot!* Unfortunately, the safest option is *tiisin ang paperwork* and register the new church with SEC.

### ***Put up a signboard***

This is a fun job! If you haven't done this yet, now is a good time. Once again, involve the new believers in the design and production. Check at your *munisipyo* and secure any necessary permissions. Many churches use streamers when signboards are not possible.

## ***Begin to plant a daughter church***

Healthy organisms reproduce. The church is a live organism—a body. Healthy churches reproduce. God’s will for every church is that it multiply. This includes your new church! The purpose of this new body is not just to grow, edify its members and worship. It is also to reproduce!

Multiplication comes by planting churches which plant churches. This is essential as we continue to fulfill our vision of establishing a church in every *barangay* in the Philippines.

Even new churches can plant daughter churches. When Dr. Donald MacGavran was in Baguio City in 1980, he said, “It is now possible to organize a church, in your country, in one year time. And when the church is one year old, that is old enough to have a daughter church.”

Pastor Joel Indico responded to this challenge:

“I was sure that Dr. MacGavran’s claim was impossible. To prove him wrong, I had to try it. In less than two years, I was proven wrong. His statement was right. From 1981 until now, I’ve proven many more times that Dr. MacGavran’s statement was correct.”

Start early in mobilizing your new church to plant it’s own daughter church. Impart the vision. Begin to recruit a team, perhaps using your new OBS leaders, from the harvest. Set a goal and write your plan. Then continue on with the rest of the ten steps of church planting. *Napakaganda kapag manganganak!*


To impart vision immediately, Ralph Moore of Hope Chapel (U.S.) uses the very first offering of a new church to help a new church planting project. Use the ideas from Chapter 2 to impart vision for church planting to your new church. Pray privately and publicly for a church in every *barangay* in your town. Identify the nearest unchurched *barangays*. Adopt one of these *barangays* and plant a daughter church there.

If your new church is not able to carry the whole church planting project alone, try asking your mother church for help. *Kaunting tulong muna mula sa biyenan para magkaroon ng sariling pamilya. Hindi sila makakatanggi.* Many of the churches planted by our local church

have done this. In many instances, new churches have enough fresh, eager workers to form a team. *Kaya lang, kung minsan, kulang sa pera. Samantala*, in many older churches, many of the members are tied up in existing ministries. *Mahirap na silang pahayuin. Pero may pera sila*. Workers from the new church with some financial help from the mother church can make a fruitful combination. Additional team members can also sometimes come from the mother church.

## ***Begin a missions program***

It's not only God's will that your church reproduce by planting churches among people like your members. He also desires that your church take part in reaching all nations.

 *Go and make disciples of all nations.* (Mt. 28:19)

This could include ministering to those of other cultures in other countries. It also could include cross-cultural ministry among cultural communities within the Philippines. Consider mobilizing one of your members to be Coordinator of Cross-cultural Ministries. Their job will be to mobilize your congregation to pray for the unreached of other cultures. They can raise funds to support Filipino cross-cultural missionaries. They can also mobilize your members to actually go and minister to those in other cultures.

Impart a vision for all nations to your church while it's still young. Antipolo Christian Fellowship Church, planted by Dr. Met Castillo, began a monthly missions offering, early in the life of the new church. They used this to help support Filipino cross-cultural missionaries and trainees.

For more ideas on how to begin a missions program like this in your church, see the excellent book by Dr. Dean Wiebracht, entitled *The World Beyond Your Walls*. It's available through OMF Lit. in English, Cebuano and Tagalog.

## ***Celebrate***

*Sige, blow-out na! Kain na!* You deserve it. The team has worked hard. Now celebrate!



Celebrations are important. The Bible is full of them. It's a time to look back, rejoice and thank God for what He has done.

Hold a special service to celebrate that you have met all the requirements of a local church, according to your denomination. This service will give official recognition.

Most denominations will require a particular number of members and specific leaders. These members can be recognized at the service as charter members. You can also recognize and officially install the required leaders into office. You may want to use a denominational leader for this installation. This will help your members feel they are a part of a larger body. If your church is independent you may want to request the services of a leader from your local Ministerial Fellowship. Ephesians 2:1-10 is a fitting passage to use on this occasion. This celebration will have solemn moments. Be sure it's also a happy time, full of rejoicing!

Testimonies from the new believers will probably be the highlight of the service. This is often a touching occasion for the team members who led them to Christ.

This is also a good time to conclude the ministry of those team members who are phasing out. Affirm and thank them for their valuable contribution. It's especially nice to have the new believers minister to the team through words of affirmation and appreciation.

After the celebration service, take a break! Breaks are also biblical. Yes, we want the new church to plant a daughter church. But take a rest first. After women give birth, they usually aren't ready to become pregnant *kaagad, 'di ba? Nakakapagod daw sa katawan ang pagdadalantao. Kaunting recovery muna.* It's similar in birthing a new church. *Nakakapagod din, e!* My wife, who has given birth twice, observed me as I was involved in birthing two churches. *Sabi niya, mas nakakapagod ang church planting! Kaya, pahinga muna.* You deserve it.

## ***Press on***

This is not the end. The new church has just begun! It's now time to bring your leaders to higher levels of service. New believers need to mature into workers. The new church needs to be developed into a

healthy church! Many unbelievers still need to understand the Gospel and trust Christ. Ministries that have just begun need to be developed. Additional ministries need to be initiated. The *barangay* needs to be transformed!

As the church grows the role of the leader (now pastor) will change. He will spend less time making contacts and leading OBSes, and more time developing leaders who will carry out the ministry.

There are many good books on leadership, church growth and church health which can help you from this point on. For some great resources, see the Notes section in the back of this book.<sup>4</sup> I trust that these ten steps will do far more than just help you gather your initial congregation. I hope that you now have a very solid foundation, on which you can effectively build a healthy church which will transform your *barangay*.

(If you skipped Chapter 8 you may want to go back and read it now and write your plan. This should be easier for you now that you have read all ten steps.)

### ***Action planning and discussion***

1. Who will be the pastor of your new church? What are some of the advantages and disadvantages of your choice?
2. What might happen if you allow your members to choose their own leaders?
3. Will you implement official membership in your new church? Why or why not?
4. If you do, what will you require of those attending to become members?
5. Do you agree that it's God's will for every church to multiply, even new churches? Why or why not?

6. What will you include in your celebration service?

## The main thing to do now

Work on all of the necessary preparations for your celebration service, then celebrate! Mag-enjoy!

# Chapter 18

## SPIRITUAL WARFARE IN CHURCH PLANTING

Until now, Satan still has his way, in the thousands of *barangays* that are yet without a church. Here's how the Bible describes the unbelievers in your target *barangay*:

- Children of the devil (Mt. 13:37-39; Jn. 8:44; 1 Jn. 3:8-10)
- In the kingdom of Satan (Col. 1:12-14)
- Bound by Satan (Acts 26:18)
- Blinded by Satan so that they cannot in themselves receive the Gospel (2 Cor. 4:3-4)
- In the power of the evil one (1 Jn. 5:19)
- Satan's property (Mt. 12:22-29)
- Enslaved to a world system controlled by Satan (Jn. 12:31; 14:30; 16:11; 1 Jn. 5:19)
- Surrendered to the prince of the power of the air (Eph. 2:2)
- They do not know God even though they may profess and believe that they know Him (Jn. 14:6; Acts 4:12; 26:18; 1 Cor. 10:20-21)<sup>1</sup>

Satan will do everything he can to maintain his hold on these unbelievers and their *barangay*. As you enter the target *barangay* you are challenging the one in control, Satan. Church planting is spiritual warfare.

You will notice in our ten steps diagram that spiritual warfare is not one of the steps. Because Satan's attacks are nonstop, we must also practice spiritual warfare while doing **all** the steps of church planting. This chapter will provide a brief overview describing what you can do as you fight to establish the Kingdom of God in the *barangay*.

- Minister deliverance to persons demonized
- Detect possible satanic strongholds in the target *barangay*

- Use warfare actions

## ***Minister deliverance to persons demonized***

Your target *barangay* is probably full of people who are demonized. Demonization refers to the activity of demons in which they dwell within a person and exercise some degree of control over that person. There is a wide range of degrees of demonization. Some are very mild while others are very severe.

To minister deliverance, help the counselee identify possible demonic entry points. There are many possible entry points. Some of the most common are involvement in the following:

- Occult activities
- Cults
- False religions
- Idolatry
- *Albularyos* or faith healers
- Sexual sins
- Unforgiveness
- Abused
- Rejected

Lead the counselee to repent specifically of all sins. Help him or her to renounce any previous sinful involvements. Through doing this alone many demons may possibly leave. Others will not leave until they are commanded to do so. In the name of the Lord Jesus Christ, command any remaining demons to leave, for each sinful area in which the counselee was previously involved.

To receive this type of ministry takes a strong faith on the part of the counselee. The counselee must trust that Jesus Christ is supreme and more powerful than the things in which he previously trusted. It also takes a strong faith to truly repent and renounce previous involvements. **Without true repentance, all of the above is useless.** Many new believers do not yet have this type of faith. Continue to nurture them. Watch and pray for the day that they may be ready to receive freedom.

For more on ministering to the demonized, see *The Bondage Breaker* by Neil Anderson. In addition to leading counselees to repent

and renounce, as explained in *The Bondage Breaker*, the counselor may also need to command any remaining demons to leave. Training in deliverance ministry is available through the *Redeeming the Land* seminar sponsored by Intercessors For the Philippines.

## ***Detect possible satanic strongholds in the target barangay***

Satan attacks individuals in the target *barangay* through demonization. He can also attack more than just individuals. He can attack a whole *barangay*.


With individuals, demons have no right to enter unless there has been some sin that gives them the right to do so. The same is true of Satan's strongholds among groups of people or areas. He has to have been given this right through some sort of wrongdoing.

Study your target *barangay*. *Ano kaya ang nangyari roon na posibleng nagbigay kay Satanas ng karapatan para pumasok?*

Here are some questions you can ask which might help detect demonic activity in your target *barangay*.

### **1. What name was given to the *barangay* and what is the meaning of the name?**

We planted a church in *Bgy. San Jose*. When this *barangay* was founded, it was probably dedicated to this saint. When saints are esteemed in this way they become like idols. The Bible clearly teaches that demons are behind idols.

 *Do I mean then that a sacrifice offered to an idol is anything, or that an idol is anything? No, but the sacrifices of pagans are offered to demons, not to God, and I do not want you to be participants with demons.*

(1 Cor. 10:19-20)

Also see Deuteronomy 32:16-17 and Psalm 106:36-38.

In dedicating this *barangay* to San Jose, the *barangay* was actually dedicated to the demons behind this saint. *Nabuksan ang pinto para kay Satanas.*

**2. What grottoes or religious statues were erected that may be connected to demonic powers?**

Grottos are usually also dedicated to saints. This also invites the demons behind these saints into these places.

**3. What were the religious practices of the original settlers of the *barangay*?**


If this can be discovered, this will also give insight as to how the place was opened to Satan. Visiting the nearest cultural center could be revealing.

**4. What tragedies or traumatic events have occurred in the *barangay* that the enemy could have used to enter?**

Murder especially is an invitation to Satan. Buildings used as abortion clinics are likely to have demons.

**5. Have there been conflicts among Christians?**

Unity brings God's blessing and power. Division opens the door to Satan.

 *If you harbor bitter envy and selfish ambition ... such "wisdom" ... is earthly, unspiritual, of the devil.*

(Jas. 3:14-15)

**6. Have idolatrous practices, sacrifices or rituals been done there?**

*Cañao* is a very common practice in Ifugao. Through this ceremony, gods are appeased through animal sacrifice. In observing *cañao*, one cow must be offered in addition to one pig every four hours. This can continue for days, depending on the decision of the chieftain or witch doctor.

In addition to studying what has happened in the past, also study what is happening now. Here are some more things to look for that may give insights into demonic activity.

**7. What objects of nature are feared?**

Many *barangays* have trees, mountains, rivers or other objects of nature that residents greatly fear. Residents avoid passing by these objects, especially at night, fearing *tikbalang* or other demons which reside in these objects.

### **8. Are there any haunted houses?**

Residents of many *barangays* fear abandoned houses where voices, footsteps, piano and other strange sounds are heard, especially at night.

### **9. What are the most common superstitions in the *barangay*?**

- They do not allow family members, *lalo kung babae*, to be married within a year of each other.
- They do not sweep the house at night.
- They do not cross the path of a black cat.
- They bury blood when building a bridge or house.

Thick books are available, detailing thousands of other Filipino superstitions. Such superstitions can become opportunities for demons to hold people in bondage. Ask what superstitions are strongest in your target *barangay*.

### **10. What false religions or cults are found in the *barangay*?**

*Saksi? INK? Dating Daan? Mormons? PBMA?* These and other cults follow “*doctrines of demons*” (1 Tim. 4:1). Their presence includes demons that will hinder planting a church in the *barangay*.

In Mabalod-balog, Tigaon, Camarines Sur, Pastor Judah Jim Cantoria encountered a high-ranking leader of the *Lola Maria* cult. She had great healing power, claimed she was a god and that the Trinity dwelt in her. Pastor Judah boldly proclaimed the Gospel to her while his companions interceded. The lady confessed Jesus Christ as the only Lord and Savior! Then she fell to the ground, stripped of her healing powers. That night, during the evangelistic crusade, God’s power freely flowed providing healing, deliverance and a harvest of souls never before seen in that place.

### **11. What occult practices are present such as witchcraft, *albularyos*, fortune telling, etc.?**



**12. Are demonic beings commonly seen such as a white lady, *aswang*, *tikbalang*, *duwende*, and so on?**

This is another obvious sign of demonic activity.

**13. Is there widespread illicit sexual activity in the *barangay*?**

Things such as prostitution, pornography, frequent rapes, common sexual abuse, ritual sex or orgies may indicate that sexual demons have a hold on the *barangay*.

**14. What are the most prevalent sins or vices in the *barangay*?**

We know that the world, the flesh and the devil work together inseparably to oppose the church. As these three work together, what are the most troublesome sins you see?

For more on detecting possible demonic strongholds in your target *barangay* see *Taking Our Cities for God* by John Dawson, pp. 79-88 (available from OMF Lit.) and *Breaking Strongholds in Your City*, by C. Peter Wagner, pp. 223-231.

In addition to doing research to detect possible demonic strongholds, we can also use spiritual gifts. Tom White, in *Breaking Strongholds*, says:

This process usually involves various spiritual giftings (for example, discerning of spirits, words of knowledge, and prophecy). We enjoy a great advantage but also face a grave danger in this approach. The advantage is clear: if God speaks, the information is reliable and the right application of that truth will produce a positive result.

However, the impression may come from your own mind—perhaps you are an over-zealous warrior in search of a stronghold. Or the impression could even come via a demon—perhaps the enemy creating “rabbit trails.” We face the danger of going ahead of God, or without him altogether. We must cultivate a practice of waiting on God in prolonged periods of Scripture meditation, prayer, and fasting. Only then in my view, will he impart an accurate reading of the spiritual climate of a city or region.<sup>2</sup>

## ***Use warfare actions***

Considering your observations of possible satanic strongholds in the *barangay*, choose appropriate warfare actions to fight against these strongholds. Here are some possible actions you might use:

### ***PRAISE ACTIONS***

#### **1. Worship on site, in the target *barangay***

In Psalm 22:3 the psalmist declares to the Lord, “*You are enthroned as the Holy One.*” Send the church planting team into the *barangay* to worship. Declare in worship that He is enthroned in the *barangay*. These are seeds of worship, which will be multiplied when His church arises in the *barangay* to continually recognize Him in worship, as the enthroned One.

Primarily, we worship because God is worthy of all praise and glory. Worship is also a powerful weapon against the enemy.

I was ministering to a demonized girl in a church in San Pablo City. After two hours we were still having a hard time. Then, the praise and worship team began to practice in the worship center. The demons began leaving the girl! *Hindi nila nakayanan ang worship!*

#### **2. United praise**

Better yet, ask some of the other churches in the town to come and help you in this worship in the target *barangay*. This combines the two powerful dynamics of unity and worship.

#### **3. Praise marches**

This became popular in the Philippines, in the early 90s, through the March for Jesus. How about conducting a similar mini-praise march through the target *barangay*?

### ***PRAYER ACTIONS***

Prayer is our most powerful spiritual weapon. There are many types and methods of prayer we can mobilize to pray against the strongholds we have detected.

#### **4. Pray on location, in the target *barangay***

Even in the early stages of the church plant, the team may gather in the target *barangay* to pray on location for that place.

#### **5. United prayer**

Gathering nearby churches to pray, in unity, for the success of the new church plant is a very powerful tactic. We can also do this with Christians residing in the target *barangay* who already go to another church outside the target *barangay*. Perhaps the local Ministerial Fellowship could help.

#### **6. Prayerwalk**

Individuals or small groups can walk through the target *barangay* and pray about the things they see.

#### **7. Pray the opposite**

- If drunkenness is common, pray for sobriety.
- If immorality is prevalent, pray for purity.
- If bitterness is a problem, pray for forgiveness.
- If idolatry is practiced, pray for worshipers of the true God to arise.

#### **8. Prayer and fasting**

This could be done by an individual, a small group, the whole church planting team or the entire mother church.

#### **9. Seek the prayer support of the mother church**

The mother church should remain actively involved in planting the daughter church through continual prayer. This could be from the pulpit, in prayer meeting, prayer groups or other means.

#### **10. Develop intercessors**

Mobilize those who will commit themselves to pray daily for the team and the church planting activities. Communicate with them regularly. Ask the Lord to provide you with a strategic intercessor.

This is someone who, through his or her spiritual gifts, can detect the spiritual opposition in the *barangay*. They not only pray against these powers, but could also inform the personal intercessors and church planters who aren't gifted in this way.

### **11. Prayer triplets**

Form groups of three to meet regularly to pray for the church plant.

### **12. Mobilize families to pray**

As families pray together, encourage them to include prayer for the church plant.

### **13. *Maglaba't manalangin***

*Ate Ellen was a big encouragement to me. She would pray for our church plant and for me habang naglalaba. Mahabang oras 'yan, e!* We can encourage others to do the same.

### **14. Identificational repentance**

Wherever many individuals are meaningfully linked together in a social network, that group can sin, not as individuals, but *as a group*. When it does, each individual member of the group is, to one degree or another, identified with the corporate sin whether the person personally participated in the act itself or not (see Psa. 106:6; Dan. 9:8,20; Ezra 9:6-7; Neh. 1:6-7; 9:2).<sup>3</sup>


Let's apply this to our context of planting churches in unreached *barangays*. We can best do this through believers residing in the *barangay*, who will repent of the corporate sins of the *barangay*, on behalf of all.


This isn't commonly practiced by many. But we can see it's very biblical, by studying the passages mentioned.<sup>4</sup>


## ***DECLARATIONS***

### **15. Declare Scripture portions that are appropriate for your target *barangay***

If there are pictures of Mary declare:


 *There is one God and one mediator between God and men, the man Christ Jesus. (1 Tim. 2:5)*


 *There is no other name under heaven given to men by which we must be saved. (Acts 4:12)*


 *I am the way and the truth and the life. No one comes to the Father except through me. (Jn. 14:6)*


If INK or other groups denying the deity of Christ are present declare Jesus is God (Jn. 1:1; 10:30; Phil. 2:11; 1 Jn. 5:20; Tit. 2:13)

## **16. Declare Christ's victory and authority**

 *Christ ... is the head over every power and authority. (Col. 2:10)*

 *Therefore God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father. (Phil. 2:9-11)*

 *Which he exerted in Christ when he raised him from the dead and seated him at his right hand in the heavenly realms, far above all rule and authority, power and dominion, and every title that can be given ... And God placed all things under his feet and appointed him to be head over everything for the church. (Eph. 1:20-22)*

 *The God of peace will soon crush Satan under your feet. (Rom. 16:20)*

## **17. Cancel dedications**

Research will often reveal *barangays* or towns that were dedicated to things other than to the Lord Jesus Christ. When this is discovered, cancel these dedications. Then dedicate the place to Jesus. Ideally, involve as much of the Body of Christ as possible in these actions.

## ***OTHER ACTIONS***

### **18. Jericho march**

Circle the *barangay*. You could also combine some of the other activities we have discussed while you do this.

### **19. Build unity**

Many have observed that areas which are strong in evangelism are strongly united. Areas where there is division are always weak in evangelism. Seeking to bring unity in your area could be an extremely powerful warfare action.

### **20. Seek the blessing of other local pastors**

Gather other local pastors from the nearby area to pray over the church planting team on location in the target *barangay*. Their affirmation and support will be a powerful declaration of unity.

### **21. Power encounter**

A power encounter is:

A visible practical demonstration that Jesus Christ is more powerful than the spirits, powers or false gods worshipped or feared by the members of a given people group. Just as it was in the first few centuries, power encounter can be an important key to effective evangelism today.<sup>5</sup>

Dr. Ed Murphy gives a dramatic example of a power encounter experienced by his friend in ministry, Dr. Petros Octavianus of Indonesia.

A pagan power worker, one of the most famous in all of Indonesia, challenged Dr. Octavianus to a power encounter. Before hundreds of people he singled out a nearby dog. He said, "To show you the power of my gods I will take the life of that dog without touching him. Can your god do that?" Pointing at the dog he gave a command and the animal dropped dead in its tracks. Without hesitating, Dr. Octavianus ... said, "My God does not arbitrarily take life. In the name of

the Lord Jesus Christ I take away all of your demonic power.” Instantly the magician fell to the ground, unconscious. The multitude thought he was dead. Dr. Octavianus ... touched his head. Instantly he revived. Right there on the ground he came to Christ. Later, long golden needles had to be removed from his legs. These were the physical power amulets of his demons. Embedded below the surface of the skin, they emerged miraculously on their own through prayer.<sup>6</sup>

There are many more possible warfare actions the Lord may lead you to use. These which we have looked at should give you a good start. Most Christians can easily do most of these. Others, like power encounters, are only for veterans of spiritual warfare who receive clear direction from the Lord.

Some have abused spiritual warfare. They mistakenly think that a little spiritual warfare takes care of everything. They identify the local territorial spirit, command it to leave, and they're done. *Sana, ganoon kadali, ano?* If ministry were this easy, we could quickly plant a church in every *barangay*.

Rev. Daniel Balais, chairman of Intercessors For the Philippines says, “Spiritual warfare is not an end in itself. It’s only a means to help prepare the way for evangelism and church planting.”

Others have reacted to abuses of spiritual warfare and gone to the other extreme. They're busy in ministry but hardly use spiritual warfare at all. Some church planters use *puro* ten steps, *walang* warfare. *Puwede rin pero mahina. Lalong mahirap.*

Let's use warfare continually! *Samantala, magtiyaga rin sa ating pang-araw-araw na* making contacts, Outreach Bible Studies, nurturing new believers and developing leaders.

## ***Action planning and discussion***

1. In addition to those mentioned in this chapter, what are some other involvements, which can open up a person to become demonized?
2. Talk to someone who has ministered freedom to the demonized.

3. Find the oldest person in your target barangay who was also born in that place. Ask him about the religious practices there when he was a child.
4. What other warfare actions might you use, in addition to those given in this chapter?

## The main thing to do now

- Identify possible satanic strongholds

Make an initial identification of at least five possible demonic strongholds in your target barangay. These will be the first areas to give attention to in your spiritual warfare actions.

- Choose warfare actions

For each stronghold, plan one or more appropriate warfare actions. You can use the worksheet below:

**Stronghold**

**Warfare Actions**



# Chapter 19

## PRAYER FOR CHURCH PLANTING

When I read the Bible, I read church planting everywhere. (I admit that I'm prejudiced.) Church planters see the book of Colossians as a letter to those who are the fruit of a church planting project.

In this letter, the apostle Paul mentions prayer several times. This gives us a great chance to learn many things about prayer for church planting.

In this chapter, we will limit our study of prayer for church planting only to the book of Colossians. Through studying other parts of the Bible, much more can be learned about prayer for church planting.


I believe this is the most important chapter in this book. Like spiritual warfare, prayer is not one of the steps. It's practiced while doing all of the steps. I pray that the Lord will give you insight and use this chapter so that you will rise to a new level in your prayer for church planting.

This chapter will answer the following questions:

- Why do we pray for church planting?
- Who should pray for church planting?
- What should we pray for church planting?
- How should we pray for church planting?
- When should we pray for church planting?

### *Why do we pray for church planting?*


#### **1. Because of the power of the dominion of darkness**

 *He has rescued us from the dominion of darkness. (1:13)*

Praise the Lord, we've been liberated! But this is not yet true for many in our target *barangay*. "Dominion" refers to the kingdom ruled by Satan with the assistance of his demons. Our contacts are still

helpless subjects of this powerful kingdom, unable to escape. “Darkness” is symbolic of ignorance, falsehood and sin. *Ganito ang kalagayan ng mga tao sa ating target barangay*—ignorant subjects. Left on their own, those still in this kingdom are hopeless. Their only hope is intervention from a greater kingdom!


## **2. Because we are in Christ, who is head over every power and authority!**

 *For in Christ all the fullness of the Deity lives in bodily form, and you have been given fullness in Christ, who is the head over every power and authority. (2:9-10)*

Through Christ there is hope! He is head over Satan and his demons! Because He is head, they all must submit to His authority. All are under Christ’s lordship.

Amazingly, believers have this fullness. It is for all who are “*in Christ!*” The idea of “*fullness in Christ*” is loaded with meaning. With this fullness, we have the right to use Christ’s authority over Satan and his demons!

Contacts in our target *barangay* are helpless under the strong authority of Satan and his demons. But we are in Christ! In Christ, we have greater authority than these captors! We can free captives, through prayer, in the name of our Lord Jesus Christ! Why pray? Because through prayer we can break the grip of powers and authorities, and see our contacts rescued from the dominion of darkness! Prayer, in Christ’s name, is the church planter’s essential and most powerful weapon!

 *Having disarmed the powers and authorities, he made a public spectacle of them, triumphing over them by the cross. (2:15)*

Through the cross, these “*powers and authorities*” (Satan and his demons) have been “*disarmed.*” This is like a defeated enemy, stripped of his weapons. His power and authority have been removed. Praise the Lord! Satan has been defeated!


We believe this, *'di ba? Sabi ng Bible kasi*. Yet, it doesn't seem to be true. If this were true, it would be easy to plant churches in every *barangay*. But it isn't yet. *Bakit kaya?*

Yes, Satan is indeed defeated. He was defeated at the cross. This defeat will be fully implemented at Christ's return. Now, we are in the process of implementing this defeat. Ultimately, we will win the war—at the return of Christ! Now, we are winning the war, as we plant churches! We're gaining ground! But the war goes on. We don't win every battle. As we continue to use our authority in Christ, we will plant more churches. We will continue to win battles. But not all of them. Our only hope for victory is our authority in Christ. And this gives great hope! As we stand in Christ, we can expect victories. We also expect a fierce battle, possibly with some losses.

## ***Who should pray for church planting?***

### **1. The church planters themselves**


*Siyempre, una sa lahat*, church planters need to pray. Epaphras, who planted the church in Colosse (1:7), serves as a great example.


 *Epaphras ... is always ... in prayer for you.* (4:12)

Church planters and members of church planting teams need to deepen their personal prayer lives when entering the church planting project. They also need regular times of prayer together. There will be many things that will need to be prayed through together. This must be far more than a quick prayer together before going to an OBS (Outreach Bible Study). Extended blocks of time should be dedicated to this regularly.

### **2. Intercessors**

In addition to praying themselves, church planters need others who will join them in prayer. We know of at least two others who prayed for the church plant at Colosse.

 *We always thank God, the Father of our Lord Jesus Christ, when we pray for you.* (1:3)

 *We have not stopped praying for you. (1:9)*

The “we” in these verses refers to Paul and Timothy (1:1).

Paul was a church planter. As he wrote this letter to the Colossians he was in prison. While in prison, he stayed active in church planting—as an intercessor.

Mobilizing intercessors multiplies our prayer power, which can multiply fruit. Intercessors greatly multiplied the fruit of church planter, Willie Sloan.

Sloan and his wife had worked as church-planting missionaries in Nagpur, India, for 10 years. Their story was much like that of many other missionaries—they seemed to face serious opposition of almost every kind. They tried every human method they knew, but by 1992, after 10 strenuous years, they could point to only six small house churches as the fruit of their labor.

So in 1992 the Sloans tried something that was new for them. They began to employ fulltime intercessors who would constantly keep them before God’s throne. By October 1995, 20 women and 2 men were praying fulltime each day. The intercessors were those who understood the principles of strategic-level spiritual warfare and whose prayers were known to be of the more powerful kind. During the three years they were receiving personal intercession, the Sloans, using the same methods as before, were successful in planting no fewer than 180 house churches! Instead of planting six new churches in 10 years, they were now planting six new churches a month!


Although certainly other variables are likely to enter the picture, I know of no step a ... leader could take that has a higher potential for increasing ministry power than recruiting a team of personal intercessors. They, of course, do not have to be fulltime ... as were those in India, but the right ones will still be highly committed.<sup>1</sup>


My family is greatly blessed with 20 individuals who have committed themselves to pray daily for us and our ministry. We also have over 100 others who pray for us occasionally.


We require all church planters from our church to recruit intercessors. Who could intercede for you?

Keep intercessors informed. This lets them know what to pray. It also encourages them as they learn of answers to their prayers.

Notice that Paul and Timothy were informed about the church plant in Colosse. This gave fuel to their prayers.

 *We always thank God ... when we pray for you, **because we have heard** of your faith. (1:3-4)*

 *Epaphras ... **told us** of your love. (1:8)*


 *Since the day **we heard** about you, we have not stopped praying for you. (1:9)*

I write a letter to our intercessors—usually monthly, but it depends on the need. I mail it to most of them. *Oo nga, merong kaunting gastos. Pero higit pa sa sulit ito.* I deliver it by hand to two. With a few I use e-mail. Pulpit reports are also a good way to communicate with intercessors, and others. Use whatever will work for you. You may even be able to meet personally with some intercessors.

To learn more about how you can utilize intercessors see the very excellent book, *Prayer Shield* by C. Peter Wagner.


## ***What should we pray for church planting?***

### **1. For open doors**

 *Pray for us, too, that God may open a door for our message, so that we may proclaim the mystery of Christ. (4:3)*

With sufficient prayer, God will usually lead your team to contacts who are ready to receive an OBS.

### **2. For clear proclamation of the Gospel**


 *Pray that I may proclaim it clearly, as I should. (4:4)*

Pray that all OBS leaders will be able to take the depths of the Gospel and make it simple enough *para maunawaan ng bawat*


*pangkaraniwang tao*. Pray also for the contacts, that the truth will be very evident and unmistakable to them!

### 3. For the nurture of the new believers

When God gives us contacts who clearly understand the Gospel and receive Christ, we haven't finished praying! Now our prayers must intensify as we pray for the growth of these new believers. Paul carefully prayed in this way for the new believers at the church plant in Colosse.


 *We have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding. And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God, being strengthened with all power according to his glorious might so that you may have great endurance and patience. (1:9-11)*

Epaphras, the church planter, also prayed hard for the nurture of these new babes.

 *Epaphras ... is always wrestling in prayer ... that you may stand firm in all the will of God, **mature** and fully assured. (4:12)*

Most of us pray faithfully for contacts and for those who will receive Christ. God normally answers our prayers by giving us many who respond. Sometimes, many of these quickly fall away. They never do grow strong in their faith. Could this be because we relax in our prayers after someone receives Christ? Instead, our prayers need to intensify at this point!

### 4. Thank God for the fruit

 *We always thank God ... because ... of your faith in Christ Jesus and of the love you have for all the saints. (1:3-4)*

**God** gives us contacts. **He** makes the Gospel clear and grants faith. **He** nurtures the new believers. When He does all these, we give Him thanks. He has done it all.


When a church plant succeeds, we are tempted to become proud. We started from nothing—and a church of growing believers is produced. *Madaling maging mayabang*. The apostle Paul was careful to thank God for the fruit He produced. As we do this also, it will help minimize our pride.

Vision and faith are essential in church planting. Thanking God for the fruit helps build this type of faith. As we recount before God what He has done, our faith grows that He will do it again.

These are just four things we glean about what to pray for from the church planting project at Colosse. There are many more prayer items we can discover in the rest of the Bible.

## ***How should we pray for church planting?***

### **1. With devotion**

 *Devote yourselves to prayer.* (4:2)


To devote means “to endure in, to persevere in, to be continually steadfast with a person or thing.”<sup>2</sup>

When we still lived in the States, I was a devoted Laker fan. I was faithful to watch every game that was on TV. I’ve noticed Filipinos who are “*deboto*” to various things also.

The challenge to us is to endure, persevere and be continually steadfast in prayer for our church plant.

I can honestly say, *masipag at matapat ako sa gawain*. I work hard, doing what I can, to see a church planted in every *barangay*. But there is no mention here of being devoted to our ministries. The more specific challenge here is clearly to be devoted **to prayer**. Personally, this is a big challenge to me. I need to endure and persevere in prayer for church planting. To persevere in other aspects of this ministry is not enough. Let’s be devoted to prayer.

### **2. Being watchful**

 *Devote yourselves to prayer, being watchful. (4:2)*

It's also true that, after we pray, we should watch for God's answer. But the exhortation here is referring to being alert and watchful **while praying**. Prayer time is action time. It requires our full attention and concentration.

Occasionally, I've passed through our subdivision gate and noticed our guard was asleep! Other guards are very alert, fully engaged in their task. Which guard are you like when you pray for your church plant?

### 3. Wrestling

 *Epaphras ... is always wrestling in prayer for you. (4:12)*

Have you ever thought that prayer is like wrestling? This gives us insight into prayer for church planting. Wrestling describes strenuous activity against an opponent that is very demanding. *An Expository Dictionary of New Testament Words* describes this as “a contest against spiritual foes.”<sup>3</sup>


From this, we see that prayer will be difficult! There are spiritual forces that oppose us, even as we pray. *Kaya pala! Hindi pala madaling manalangin!* Has it ever been a struggle for you as you have prayed for your church plant? If so, you're not alone. It was also a struggle for Epaphras. So take heart. Struggle on. Prayer is the battle.

When I was in college some of my friends were on the wrestling team. These guys were in tip-top physical shape. Those who were not didn't have much chance of victory. Could it be that greater victory, in prayer, is experienced by those who are in top spiritual shape?

I watched some of my friends' wrestling matches. I noticed that as they faced their opponents, they couldn't rest, even for a second. If they did, they would be attacked, and probably defeated. In church planting, our opponent is also always ready to attack. If we let down in prayer, we are in great danger. This is one reason ongoing prayer coverage by intercessors is so valuable.

### 4. Working hard



 *Epaphras ... sends greetings. I vouch for him that he is working hard for you. (4:12-13)*

How was Epaphras working hard? OBSes? Nurturing the new believers? Developing leaders? No, none of these. These are impossible since he was no longer there in Colosse as Paul wrote! He was with Paul. That's why Paul sends along the greetings of Epaphras (4:12).

If Epaphras was with Paul, how could he be “*working hard*” for the Colossians? This gives us more insight into prayer for our church planting. Even though absent, Epaphras was still working hard. Most likely, he did this through prayer! This is probably the “hard work” Paul assured them of (4:13).

Hard work *pala ang panalangin*. The phrase here, “*working hard*,” describes labor or toil that can cause distress, suffering and pain.<sup>4</sup> Hard work *talaga ito!* How many of us pray like this?


To plant a church requires a lot of hard work. This includes hard work in prayer.

Earlier in this chapter we saw that Christ has all authority over all demons. Because we are in Christ, we also have this authority. We wholeheartedly believe this! Therefore, we actively use our authority in Christ as we plant churches.

But even though we have great authority in Christ this does not mean we will automatically have victory in our church planting. We still must be devoted, watchful, wrestle and work hard in prayer!

## ***When should we pray for church planting?***

### **1. Nonstop**

 *We have not stopped praying for you. (1:9)*

Paul had never seen these believers. Yet, when he heard about them, he prayed for them nonstop. What a challenge! Throughout the day, the Lord will bring to our minds the faces and names of those in our target *barangay*. These are reminders from the Lord to help us pray nonstop for our church planting project.

## 2. Always

 *Epaphras ... is always wrestling in prayer for you. (4:12)*

Not only did Epaphras wrestle in prayer for this church. He **always** wrestled in prayer. Paul prayed for them nonstop. Epaphras prayed always. That's a powerful combination!

Even though Christ is head over all power and authority, we still need to pray nonstop, always, for our church plant. Yes, the victory has been won. Now we persevere in prayer until we see the realization of this victory.

When Rey Calusay became pastor of First Assembly of God Church in Roxas City in 1978, attendance was approximately 25-30. Many approaches were tried, but Pastor Rey says it was "like working in a dark tunnel." After two years, Pastor Rey implemented the examples of Paul and Epaphras to pray nonstop (1:9) and to pray always (4:12). One step he took was to implement an all-night prayer meeting every Friday night. The attendance gradually began to increase. Now, membership is over 2,000, and over 110 new churches have been planted!<sup>5</sup>

May the Lord empower each of us to fulfill our responsibility to pray. May He answer our prayers and fulfill the glorious vision of a church in every *barangay* in the entire Philippines!

### *Action planning and discussion*

1. Why do we need to pray for our church planting projects?
2. How are you doing personally in praying for your church planting project? Any struggles?
3. Whom could you ask to be your intercessors?
4. How will you communicate with them? How often?
5. Of the four prayer items covered in this chapter, which do you think is easiest to neglect? If neglected, what might be the result?

- For open doors
  - For clear proclamation of the Gospel
  - For the nurture of the new believers
  - Thank God for the fruit
6. We've seen how to pray for church planting:
- With devotion
  - Being watchful
  - Wrestling
  - Working hard

Which of these have you most faithfully been applying? Which might you need to work on?

7. How has the Lord used this chapter to speak to you about prayer?

## The main thing to do now

- As the Lord leads, consider how you might deepen your own personal prayer life.
- Recruit intercessors.

# Conclusion

You've come a long way! God spoke to you, and gave you a vision for multiplication. You shared this with your church leaders and agreed together to proceed (Step 1). You recruited a team and helped them develop into fruitful workers (Step 2). You carefully planned together to reach a *barangay*, perhaps one that had no church (Step 3). You went into the *barangay*, and confirmed that it was indeed the place of God's leading (Step 4).

You shared the Gospel with many (Step 5). With those who were responsive you shared the Gospel in much more depth in OBSes (Step 6). You helped these new believers grow strong in their faith (Step 7). Then you gathered all the OBSes together for joint worship (Step 8). You helped these new believers to continue to grow, while continuing to evangelize (Step 9). Finally, you formally organized the church and celebrated (Step 10)! Through all of these steps you prayed and used spiritual warfare. *Purihin ang Panginoon sa lahat ng ginawa Niya!*

Many now know the Lord! They have moment by moment fellowship with Him! They no longer wonder about their eternity! They know their sins are forgiven! They are gaining victory over sinful habits! They are experiencing God's blessings!

These new believers now give glory to God in their daily lives. They gather for worship and corporately give Him glory! God receives more glory now than He did before! The terrible void in the *barangay* has been filled!

This was what *Kuya Nanding*, *Kuya Tony* and I experienced when we planted a church in *Bgy. San Jose*. What an accomplishment! All glory to God! What could be more significant?

It gave me incomparable joy to gather with these new believers to worship. There is no experience like this. A few months earlier, they were in darkness. But now, we lift our hearts together in sincere worship. He has done it! He's brought us out of darkness to Himself. What a difference! Praise Him!

I cried in almost every worship service in this new church. *Hindi ako iyakin. Pero talagang napakaganda. Kaya hindi ako*

*nakapagpigil!* Inexpressible joy was on the faces of God's new children as they worshiped. More glory was going up to God! He was the happiest of all! *Ibang klase talaga.* Before—*wala. Walang ganito sa Bgy.* San Jose. *Ngayon—meron na!*

This was just the beginning. I coached *Kuya* Tony to become the pastor and phased myself out of the church. When I went back to visit I met *Kuya* Boy, *Ate* Lita and their kids at the worship service. "I was always waiting for you to talk to me," recounted *Ate* Lita. "But you always passed me by." *Ay, ... nakakahiya naman.* As I walked through the *barangay*, I never shared with her. *Mabuti na lang, meron nang isang church.* This new body continued the work. I was gone, but they shared with *Kuya* Boy's family! Now, they also are experiencing the joy of the Lord and giving glory to Him!

On another visit, *sinalubong ako ni* Chona. "*Kuya* Dave, born again *na ako! Masarap maging* born again!" I had shared with Chona many times, but she never responded. The new church in *Bgy.* San Jose finished the work.

On the same visit I met Janet. I had shared with her many times also, *habang naglalaba siya.* After a while I gave up on her. "*Kuya* Dave, *ligtas na ako!*" *bati niya.* "Thank you so much for all that you shared with me."

"*Sumuko ako sa iyo,*" I admitted.

"*Okay lang, Kuya* Dave. *Hindi sumuko ang Panginoon,*" she replied. The Body of Christ established in *Bgy.* San Jose continued the work. More glory to God!

On the same visit I met Alex. He was in one of our OBSes, but dropped out when persecuted. Many months passed. The Lord continued to speak to him. He sought out the members of the church who ministered to him. Now, he's on fire for the Lord! He has led many of his friends to Christ. These guys are enthusiastic worshipers. They give a lot of glory to God!

This is just one story. There are thousands more like it throughout the Philippines! Now you also have your own joyous experience. Yet thousands of *barangays* remain. These *barangays* still have no church—not even one. Millions of Filipinos residing in these *barangays* do not yet know the joy of fellowship with God. There is no corporate worship rising to the Lord in these *barangays.* Not yet.

The challenge is before us. God “*wants all men to be saved and to come to a knowledge of the truth*” (1 Tim. 2:4). The best way to accomplish this is to multiply churches. God has given us the tremendous privilege of taking part in this task that is dear to His heart. *Sadyain natin*. More churches will bring Him more glory! May He use you and me so that He may be glorified in every *barangay*!

*All glory to You, O God. More glory to You. Take us. Use us. Use us for Your glory. You are worthy of much more!*

# Resource 1

## GUIDELINES FOR LEADING CELL GROUPS

### *Assignment for each member of the cell group:*

1. The group will study whole books of the Bible. They can decide together which book of the Bible they will read. Every week, they will focus on one chapter from the chosen book. They will read that same chapter every day during the week. For example, during the first week all cell group members will read Philippians 1 every day. During the second week, they will read Philippians 2 every day, and so on.
2. Members will choose their favorite verse from the chapter read, which the Lord used to speak to them, and which they want to apply to their lives.

### *4 Ws format*

#### **W**ELCOME

1. Icebreaker
2. Follow-up on the sharing and prayer requests from the last cell group meeting.

#### **W**ORSHIP

Sing some of the songs that are sung in the worship service. This is also an opportunity to teach new songs that may be sung in the coming worship services.

#### **W**ORD

## 1. Sharing of favorite verse

Members share their favorite verse from the chapter read during the previous week. Have them share how the Lord spoke to them through that verse, and how they want to apply that verse to their lives. You can ask for volunteers to share or go around the group.

This sharing could take a long time. If this is all you're able to do in the Word portion, and there isn't time to discuss anything else, that's all right! That's good enough! No problem!

## 2. For visitors

### a) Listen

They can simply listen to what the other members are sharing. This should be good input for them!

### b) About salvation

The cell group leader should point out all the verses about salvation in the chapter being covered. **However he won't be the one to explain these verses!** He should point out the verse, then ask one of the group members to explain what that verse says about salvation. This fulfills a double purpose. Not only do the visitors get evangelized, but the group members are the ones learning to do the evangelizing!

### c) *The Answer*

Give them *The Answer*, a booklet published by The Bible League, so they can study more about salvation on their own and can get their own New Testament.

### d) Visitation

Visit them so you can share with them even more. **Take along someone from your cell group! This is a great training opportunity!**

## 3. If there is more time

If you still have more time, there are many things you can do for additional sharing.

- a) You can choose (in advance) one, two, or three paragraphs from the chapter that was read that week. Make a title and



question for the paragraph. Use the paragraph question to start a discussion. (For more on how to use this method, see the book *Anyone Can Lead: Guidelines for Leading Outreach Bible Studies*, published by OMF Lit.)

- b) You may use one (or more) of the following questions:
  - i) What sins should we avoid according to this chapter?
  - ii) What are the promises we can claim in this chapter?
  - iii) What are the examples we should follow in this chapter?
  - iv) What are the commandments that we should obey in this chapter?
  - v) What are the things we learn about God in this chapter?
- c) The leader should put more emphasis on the verses in the chapter that are especially relevant to the needs of the group.

## **WARFARE**

### **1. Give everyone an opportunity to share prayer requests**

Members of the group should pray for each other. Teach everyone in the group how to pray. Be sure to pray for every person there, by name.

### **2. The unsaved**

Ask the group to mention their neighbors and relatives who are not yet saved. Pray that God would bring them to your cell group.

## ***Weekly preparation of the cell group leader and the apprentice-leader***

1. Complete all of the same assignments as the group members.
2. Look for all verses about salvation.
3. Prepare other questions to discuss if there is extra time.

## ***Some benefits of this method:***

1. There is a Bible reading guide.

- a) This is a great help for our cell group members to develop the habit of reading the Bible every day. More of them will read the Bible if they have a guide than if they don't have a guide!!
  - b) Not only do they have a guide, but they are reading the same passage together. This makes it a lot more fun!
  - c) If someone misses a reading assignment they can easily catch up. With this type of Bible reading guide, it's less likely someone will give up.
  - d) Your cell group members will get lots of Bible!
2. It gives accountability for reading the Bible.
  3. Reproducible. This is easy to duplicate. It's easy to lead, therefore, you can easily mobilize many leaders.
  4. Since it's reproducible, this is an easy way to raise-up many new church planters!
  5. It's an excellent way to experience fellowship. A good environment for developing relationships is provided.
  6. It provides a great environment for members to grow in their spiritual lives.
  7. It facilitates evangelism. It provides a natural way to contact neighbors and relatives.
  8. There's lots of participation.
    - 9. It's easy to implement a shepherding system that covers everyone.
  10. You can encourage families to have this kind of sharing first, as a family, before coming to the cell group meeting.
  11. Visitors will see that their "ordinary" neighbor can read and explain the Bible.
  12. Members who are good examples will become evident to everyone.
  13. The meeting is held in a neutral place. It's informal.
  14. You can also preach in church on the same chapter being covered in the cell group meetings.

## *Summary of 4Ws format*

### **WELCOME**

1. Icebreaker
2. Follow-up on sharing and prayer requests from the last cell group meeting.

### **WORSHIP**

### **WORD**

1. Sharing of favorite verse.
2. For the visitors—truths about salvation.
3. More sharing, as time allows.

### **WARFARE**

Prayer

# Resource 2

## HELPFUL WEBSITES

Here are a few websites with resources helpful in church multiplication.

### **CoachNet ([www.coachnet.org](http://www.coachnet.org))**

Bob Logan's high quality website includes resources on planting Cell-Celebration churches, church growth, church planting movements, leadership and coaching. It also features materials on church health based on the eight characteristics of healthy churches from the book *Natural Church Development* by Christian Schwarz. This is the type of church we want to plant!

### **Cell Church Network ([www.ccn.org.hk](http://www.ccn.org.hk))**

Ben Wong has a goal to plant a church in every building in Hong Kong. He is part of an extensive network of multiplying cell churches. Their vast training opportunities are spreading into other parts of Asia, including the Philippines. Links are given to other websites based inside and outside of Asia.

### **Summer of Service ([www.i-rox.net.ph/churchplanting/](http://www.i-rox.net.ph/churchplanting/))**

Pastor Rey Calusay, perhaps the most fruitful church planter in the Philippines, has planted over 110 churches using his Summer of Service program. The program is described on this website.

### **Touch Outreach Ministries Online ([www.touchusa.org](http://www.touchusa.org))**

Ralph Neighbour provides comprehensive resources for churches using cell groups. Also includes links to many other websites also focused on cell groups.

# Resource 3

## SEMINAR BOOKINGS

Veteran church planters are available to teach the contents of *Your Church Can Multiply* to your denomination or churches connected with your Ministerial Fellowship. A minimum of fifty delegates and twenty churches are required to hold a seminar. Contact the following to inquire or schedule a seminar:

Jo Eguico – PCEC  
P.O. Box 1294-1152 (Central)  
1100 Quezon City  
Tel.: 913-1655, 433-1549  
Fax: 921-9823  
E-mail: [pcec@amanet.net](mailto:pcec@amanet.net)

Matt Amargo – Philippine Challenge  
P.O. Box 13919 OCPO  
1605 Ortigas Center  
Pasig City  
Tel.: 655-1524, 240-3893, 240-4124  
Fax: 240-4126  
E-mail: [mdamargo@pacific.net.ph](mailto:mdamargo@pacific.net.ph) or [philchal@pacific.net.ph](mailto:philchal@pacific.net.ph)

# Notes

## PREFACE

<sup>1</sup> In 1996, Chris Balaga, DAWN National Research Coordinator, studied 2,000 preaching points of Southern Baptist Churches in the Visayas and Mindanao. He found that 91% of these preaching points died before becoming a church.

## CHAPTER 1

<sup>1</sup> See *Natural Church Development* by Christian Schwarz, pp. 46-48, for a thorough and very revealing study documenting the fact that smaller churches make more new disciples than larger churches.

<sup>2</sup> Credit for this modern day parable belongs to Bishop Fred Magbanua, Jr.

<sup>3</sup> In communist countries, the local church may take a far different form than in the Philippines.

<sup>4</sup> Adapted from *Let's Plant Churches* by Dr. Met Castillo, pp. 19-21.

<sup>5</sup> Adapted from *Church Planting for a Greater Harvest* by C. Peter Wagner, p. 20.

<sup>6</sup> Information provided by the Philippine Missions Association, Mandaluyong City, June, 1999.

<sup>7</sup> From Living Springs International Condensed World Missions Book, p. 6-4.

<sup>8</sup> From the Philippine Missions Association, June 1999.

<sup>9</sup> For more insights see *Let's Plant Churches* by Dr. Met Castillo, pp. 21-22.

<sup>10</sup> Adapted from the message "Why Plant Churches," by Rev. Fred Magbanua, Jr. at the National DAWN Consultation, Greenhills Christian Fellowship, Pasig, Metro Manila, Nov. 5, 1991.

<sup>11</sup> See *Church Planting for a Greater Harvest* by C. Peter Wagner, p. 11.

## CHAPTER 3

<sup>1</sup> See *Anyone Can Lead: Guidelines for Leading Outreach Bible Studies* by David A. White.

<sup>2</sup> From *Planting Churches for the Twenty-first Century* by Aubrey Malphurs, p. 241.

## CHAPTER 4

<sup>1</sup> From *Restoring Your Spiritual Passion* by Gordon MacDonald, pp. 198-199.

<sup>2</sup> From *Developing the Leaders Around You* by John Maxwell, pp. 169-173.

<sup>3</sup> From Maxwell, p. 171.

<sup>4</sup> From *Purpose Driven Church Planting Conference*, by John Worcester, p. 41.

<sup>5</sup> From *Training For Selection Interviewing* by Charles Ridley and Robert E. Logan, pp. 92-96.

## CHAPTER 5

<sup>1</sup> From *Raising Leaders for the Harvest* by Robert E. Logan and Neil Cole, pp. 4-8.

## CHAPTER 6

<sup>1</sup> The author of the SMART acrostic is unknown.

<sup>2</sup> There could actually be many goals for a church. A common view of the church is that it has three purposes: exaltation (worship), edification (spiritual growth of members), and evangelism (outreach). Churches can make their direction clear and focus their activities by writing goals for all three of these areas. The SMART characteristics can be adjusted slightly and used. In this chapter, we've only looked at setting goals for church planting. While this may be an oversimplification, I trust that it will be practical and helpful.

- <sup>3</sup> 1. Missing characteristics: Specific barangay, Measurable number of people to be reached to compose the new church, Time-bound—needs a target date.
2. Missing characteristic: Specific barangay.
3. Missing characteristic: Measurable—should include the number of people to be reached to compose the new church.
4. SMART
5. Missing characteristic: Time-bound—should include a target date, rather than saying “as soon as possible.”
6. Missing characteristic: Result-oriented. This is merely an activity. SMART goals include the result or fruit that will be produced, by faith, from the activity.
7. Missing characteristic: Result-oriented, same as number 6.
8. Missing characteristic: Achievable. This goal is impossible, for most of us. *Kaya mo ba yan?*

## CHAPTER 7

<sup>1</sup> From *Planting Growing Churches for the 21<sup>st</sup> Century* by Aubrey Malphurs, p. 201.

<sup>2</sup> An important qualification, however, is that growth rates may be low just because not much effort has been made to plant churches in a particular place.

<sup>3</sup> One book that might help you to develop your church's cross-cultural missions outreach is *The World Beyond Your Walls: A Manual for Mobilizing Your Church in Missions* by Dean Wiebracht. Available at OMF Lit., Inc. or your local Christian bookstore.

## CHAPTER 8

1 Metro Light Rail Transit

## CHAPTER 10

<sup>1</sup> From *Understanding Church Growth* by Donald McGavran, p. 223.

## CHAPTER 11

<sup>1</sup> Taken from *Planting Growing Churches for the Twenty-first Century* by Aubrey Malphurs, p. 204.

<sup>2</sup> Win Arn quoted by Aubrey Malphurs in *Planting Growing Churches for the Twenty-first Century*, p. 205.

<sup>3</sup> *Oikos* Evangelism – from the Greek word *oikos* meaning “house” or “household.”

<sup>4</sup> From *How to Start a New Service* by Charles Arn, pp. 224-225. Used with permission.

<sup>5</sup> Some of the churches planted through the *lusob* method go straight from *lusob* evangelism to the worship service. The OBS step is sometimes skipped. What will be done to help all of these new believers to grow? A worship service alone is probably not enough. Small groups are needed for building relationships and shepherding. Some solve this by adding cell groups or other types of small groups later. These are similar in many ways to our OBSes. Would using small groups, or OBS-type groups sooner conserve more fruit?

## CHAPTER 12

<sup>1</sup> From *Communicate with Power* by Charles H. Kraft, pp. 30-31. Used by permission.

<sup>2</sup> For more details on the 4Ws format, see *Where Do We Go From Here* by Ralph Neighbour, pp. 223-238, and *The Shepherds Guidebook*, also by Ralph Neighbour, pp. 169-177. These books are available at a very reasonable price from TOUCH CellNet, Room 306 Rizalina Annex, 1677 Quezon Ave., QC. Tel. 411-0052. Recently popularized by Ralph Neighbour, the 4Ws were in use as early as the 1930s.

<sup>3</sup> Ralph Neighbour and Lawrence Khong's materials were mainly developed in the US and Singapore. Some Filipino pastors are reporting that some of these materials are hard to implement here in the Philippines. However, the 4Ws format has proven to be very effective.

## CHAPTER 13

<sup>1</sup> Adapted from *Cultivating a Heart for God* by Neil Cole, p. 22.

## CHAPTER 14



<sup>1</sup> Missiological books call this syncretism. Syncretism is the combining of various religious beliefs and practices. A typical example is the person who visits the local *albularyo* and also prays the rosary, seeking healing for their sick child. No contradiction is felt. Because some Filipinos are very syncretistic, it's easy to invite them to an OBS. They can add this on to their current religious practice, whatever that may be. The more religious practices, the better, in the minds of many. However, Filipinos are also very loyal. There is often some degree of loyalty to their religion. This may also be intertwined with loyalty to their family. In joining a new church—even participating in a joint fellowship—they may feel like they're breaking loyalty. This is why reaching whole families, including relatives, is very critical. This step in the church plant is very delicate. Proceed carefully!

<sup>2</sup> Some prefer to not join their Bible studies together but to leave them as individual “house churches.” This method is being used by the Lord in extremely powerful ways especially in Communist countries like Vietnam and in China. “Forming a fellowship” as described in this book is very difficult or impossible in these countries. Some suggest this “house church” method in the Philippines also. If so, adequate supervision needs to be given to each house church. Also, each house church should be reaching out, and not just soaking up the attention of the one sent to minister to them. In addition, ways should be found to help each house church relate to the larger Body of Christ.

<sup>3</sup> From *Planting Growing Churches for the 21<sup>st</sup> Century* by Aubrey Malphurs, p. 295.

<sup>4</sup> The nearest English equivalents for these Tagalog names are: Cigar Christian Crusade, Balloon Fundamental Baptist Church, Pitiful Bible Church, Discount United Church, Strolling Around Baptist Church, Clarifying Alliance Church, Make-It-Off-Target Christian Fellowship, Jumping Baptist Church, Rock Baptist Church, Sidewalk Game Nazarene Church, Shooting Range Christian Fellowship, Baby Jesus Baptist Church, Make-It-Rat-Infested Independent Church, Place of the Corpse UNIDA Christian Center, See-Who-Will-Get-Fattest-First Baptist Church, Pea-Shotted Baptist Church, Pickpocket Calvary Temple, Fresh United Methodist Church, Swallow Baptist Church, Switchblade Foursquare Church, Cry Full Gospel Church, Brokenhearted Baptist Church, Guarded Reached Full Gospel Church, Satan's Path Christian Fellowship.

<sup>5</sup> Some of the ideas in this section came from *Churches That Pray* by C. Peter Wagner, pp. 96-100.

<sup>6</sup> Contributed by Pastora Dolly Tabunan of Jala-Jala, Rizal.

<sup>7</sup> Intercessors For the Philippines  
P.O. Box 2070-1160 QCCPO  
1100 Quezon City  
Tel.: 522-5166  
E-mail: ifpobbao@i-next.net

<sup>8</sup> Philippine Missions Association  
P.O. Box M-006  
1550 Mandaluyong City  
Tel.: 533-6075  
E-mail: pma@jmf.org.ph

<sup>1</sup> Some additional “one another” phrases you can study are Gal. 5:13; Rom. 15:7; 12:16; Eph. 4:32; 5:21; 1 Pet. 4:9; 1 Thess. 5:15.

<sup>2</sup> Many church planters have used our model, *Ten Proven Steps for Planting Healthy Churches*, to plant what’s called a Cell-Celebration church. To do this, they open 6-12 OBSes which run for two months. These become Nurture Bible Studies, which run for about two more months. The Nurture Bible Studies can then become cell groups. All the cell groups are also grouped together for a weekly Celebration, or worship service.

Some international experts suggest a different procedure in planting Cell-Celebration churches. They also suggest making a large number of contacts, like we suggest in Step 5. Then, from the very best contacts, start just one cell group. This is the main difference. They suggest starting just one cell to begin rather than many. The contacts selected for this first cell must have excellent potential to reach out to those within their webs of relationships. It would also be good if they had leadership potential, as they may become cell group leaders themselves in the near future. This first cell could also include some members of the church planting team.

This first cell is called the prototype cell. All future cells will come from it through multiplication. They will follow the pattern set by it. Because all future cells will follow this pattern, it’s essential that this prototype cell be very healthy. All vital components must be in place.

Members in this prototype cell will be mobilized to evangelize. They could possibly reach out to other contacts that have already been made, who are not in a cell yet. As they do, the prototype cell will grow. When large enough, it will multiply, creating one or two new cells. Leaders for the new cells will come from within the prototype cell. They will be raised up as apprentice leaders using the five steps of “On-the-job training” explained on p. 77.

Multiplication of cells will then continue, following this pattern. If you plant a church in this way please contact me. I’d love to hear all about it!

<sup>3</sup> From *Natural Church Development* by Christian Schwarz, p. 33.

## CHAPTER 16

<sup>1</sup> *Natural Church Development* by Christian Schwarz, p. 34.

<sup>2</sup> Some of these ideas were adapted from CoachNet ([www.coachnet.org.ph](http://www.coachnet.org.ph)).

## CHAPTER 17

<sup>1</sup> See Acts 20:17-35; 1 Tim. 3:1-7; Tit. 1:5-9; 1 Pet. 5:1-4 for the character prerequisites and responsibilities of elders. (Biblically, the terms elders, overseers and pastors are synonymous.)

<sup>2</sup> For lots of good ideas on membership, see *The Purpose Driven Church* by Rick Warren, pp. 309-329.

<sup>3</sup> Adapted from *The Purpose Driven Church*, p. 313.

<sup>4</sup> Peter Wagner’s now classic, *Your Church Can Grow*, describes seven vital signs of a healthy church. Wagner’s companion book, *Your Church Can Be Healthy (1979)*, analyzes eight major growth-inhibiting diseases of American churches. This book is now updated with

the title *The Healthy Church: Avoiding and Curing the 9 Diseases That Can Afflict Any Church* (1996). The best resource that I'm aware of which describes a healthy church, the kind that we want to plant, is *Natural Church Development* by Christian Schwarz. For an excellent resource written locally see *Marks of Great Churches* by Glenn Johnson.

## CHAPTER 18

<sup>1</sup> Taken from unpublished lecture notes by Dr. Ed Murphy.

<sup>2</sup> From *Breaking Strongholds: How Spiritual Warfare Sets Captives Free* by Tom White, p. 149.

<sup>3</sup> From *Praying With Power* by C. Peter Wagner, p. 102.

<sup>4</sup> For more on identificational repentance see *Praying With Power* by C. Peter Wagner, pp. 95-117; *Redeeming the Land* by Zenaida S. Badua, pp. 5-12; *Taking Our Cities for God* by John Dawson, pp. 183-89; *Healing America's Wounds* by John Dawson; *Confronting the Powers* by C. Peter Wagner, p. 260; *Warfare Prayer* by C. Peter Wagner, pp. 125-141.

<sup>5</sup> From *Confronting the Powers* by C. Peter Wagner, pp. 102-103.

<sup>6</sup> From *The Handbook of Spiritual Warfare* by Ed Murphy, pp. 236-37.

## CHAPTER 19

<sup>1</sup> From *Praying With Power* by C. Peter Wagner, pp. 141-142.

<sup>2</sup> *An Expository Dictionary of New Testament Words* by W. E. Vine, p. 236.

<sup>3</sup> Vine, p. 226.

<sup>4</sup> Vine, p. 303.

<sup>5</sup> From *The Evangelicals Today and Ministry Digest*, January, 1994.

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