

A LEAP TO BE HIS

Ambassador



CROSS-CULTURAL CHURCH PLANTING SERIES:
BOOK 1

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Objective

This e-booklet is created by HIM's Ministries Department (ministries@byhim.org) with the aim of assisting individuals in the HIM family of churches who may consider church planting as their next faith venture to fulfilling the Great Commission. It is also meant to create an interest into church planting by suggesting what it is, as well as by providing further information links on the subject.

A Key Cross-Cultural Church Planting Concept

There are many approaches to church planting (such as via business for missions, NGO, bible college or training center, multi-sites, house churches, etc) and our movement does not advocate a certain approach nor do we reject any approaches. Our heart is always to fulfill the Great Commission. An approach we practice is church planting in cross-cultural contexts.

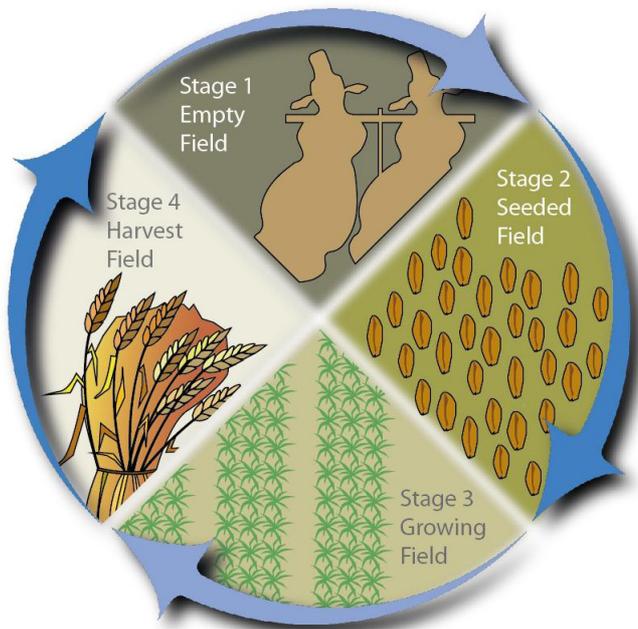
There are many preconceived definitions of what makes up a church. One good way to understand church biblically is to study what Jesus taught about the kingdom of God from the Bible. Let us take a look at Mark 4:26-29. The passage paints a picture of the progressive growth of the kingdom.

The progress of the Kingdom of God

Based on Mark 4:26-29, we can take a look at the progress of the Kingdom of God. The Kingdom of God and the church are inseparable. Wherever the kingdom of God has spread the church has served as its outpost providing follow-up and body life to the newly assembled resources of harvest. So the parable of the growing seed provides us with a living picture of the church planting process. There are 4 fields of kingdom growth presented in the parable:

1. **The Empty field** – like the farmer we need to consider our method of entry. So the key question is, *“How do I enter a new field?”*
2. **The Seeded field** – like the farmer we need to know the soil type, suitable seed for the field and the need to plough the land to enhance the growth of seeds. So the key question for church planters is, *“How do I outreach to the locals?”*
3. **The Field of new life** – now the farmer begins to see the fruit of his labors. As the crop begins to emerge from the seeded soil, the farmer is faced with the question of how to sustain and promote growth of the new crops. So the key question is, *“How do I make disciples?”*
4. **The Harvest field** – this field represents the time of celebration. As the crops are cut and bundled, the farmer needs to know what to do with the newly harvested resources. So the key question is, *“How do I form a new church?”*
5. **A new empty field** – After the harvest is gathered, the farmer has sufficient food seed for the next season and possibly a new field. So the farmer is faced with the question of how to train up more workers to carrying the task of growing more crops. So the key question is, *“How do I develop and multiply local leaders?”*

Let's see this church planting process as depicted in the following illustration:



Stage 1 – Empty Field
Strategic Entry stage
[Entry] – *How can I best enter into a new field?*

Stage 2 – Seeded Field
Acculturated Pioneering stage
[Gospel] – *How can I best communicate the gospel that the audience can identify and receive?*

Stage 3 – Growing Field
Discipleship of locals stage
[Disciple]– *How can I effectively disciple the locals?*

Stage 4 – Harvest Field
Local Church Formation stage
[Church Formation]– *How can I form a sustainable local church?*

Ultimately, when we talk about the formation of a church, we are referring to the church at a stage when it has the 5 basic functions of evangelism/missions, worship, ministry, fellowship and discipleship.¹

Each of us can get involved and invest our resources in any of the stages or even the entire cycle. We may be situated at a different phase and position in life; where our investment and involvement may vary, nevertheless we can make our contribution into each of the stages of the planting of a church.

Before we go any further to look at each of the stages and explore the different ideas to contributing into the progress of church planting in a cross-cultural context, we want to define a few new terms to strike a common understanding in the future in our communication.

¹ There are many other elements and certainly, a lengthy discussion would be necessary to determine all the elements. The elements presented here are the basic ones that should suffice for the purpose of putting forward this concept.

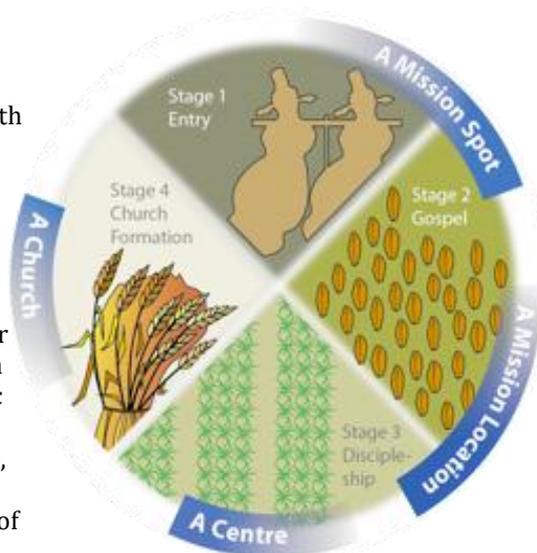
Defining new terms

1. **A Mission Spot** – a stage when an individual or team has successfully decided where to land or has already entered into a new pioneering ground. Strategies are being devised, and the individual/team is assimilating themselves into the community and culture. Seed sowing is being carried out whenever opportunity arises.
2. **A Mission Locality** – a stage when extensive seed sowing is being carried out in this acculturated pioneering ground, with a deliberate intention to target at the locals. Some discipleship of individuals may be carried out at scattered locations or occasions.
3. **A Centre** – a stage when the church planting team is fully into carrying out discipleship, training, and mentoring local believers and trainers. Formal regular fellowship groups may gradually emerge to facilitate a holistic growth of the disciples.
4. **A Church** – a stage when the basic and essential structures and systems related to worship, fellowship, ministry, evangelism/missions and discipleship is installed. A common average size would be 40 people or more.

Strategic Entry: Strategically entering (with plans) into a country, which involves having an entry vehicle, a tent-making avenue etc, and ideas on how to get acculturated and acclimatized to the country. It is assumed that at this time, the church planting team has already received training etc. from the mother church.

Local Church Formation:

The church is formed up with the essential and basic structures and systems related to worship, fellowship, ministry, missions and discipleship, and the local leadership is installed; the church planter or the church planting team could act as a local strategic coordinator, guiding and helping the local leadership, but at the same time, working on bringing locals of the church to church plant into other parts nationally. It is assumed that at this stage, the local church has been linked and has a relationship with the regional pastor and the other churches in the region (for support).



Acculturated Pioneering: Having a clear gospel plan or means of outreach in an acculturated and acclimatized fashion, with a directed outreach to locals or naturalized immigrants, and preferably not to expatriates or “temporary” residents. It is assumed that the church planting team is already sufficiently acculturated at this time.

Discipleship of Locals: Armed with a discipleship plan, the church planting team mentors and disciples Christian locals, training and growing them into local leaders over other locals; it is assumed that there is a church service (as defined according to what suits the country’s culture) and life groups (as defined again to what suits the country’s culture), and that other essential elements of the church are in the process of being developed.

Key Cross-Cultural Church Planting Ideas

Based on the Church Planting process we have mentioned above, let us now explore various ideas to tackle each of the stages. What is being suggested in the following is by no means an exhaustive list or a definite formula to success in cross-cultural church planting. Our aim here is to stimulate you to further explore the most effective means pertaining to your unique situation.²

² We (HIM Ministries) hope to eventually create a forum, portal or a social network platform for us to share our church planting experiences and ideas as we venture further into winning this world for our Lord. Please write to ministries@byhim.org for more information.

1. Stage 01 – The Empty Field

- a. The key question we must keep asking is, “*How do I enter a new field?*”
- b. We presume by this stage you are convinced where the Lord is calling you to serve His kingdom. We presume that by this stage you are either going through a training conducted by your local church or region or have gone through the necessary training and preparation.

c. Scripture reference: **Luke 10:1-11**

- i. 2 by 2 who went ahead of Jesus to the towns He had in mind for them to go.
- ii. Intercede on behalf of the neglected harvest field. (*asking the Lord of the Harvest for more laborers*)
- iii. Go in as vulnerable and peaceful agents for Christ, but be aware of the hostile environment (*lambs among wolves*)
- iv. Locate ‘homes and men of peace’ and aim to establish relationship by spending sometime with them.
- v. Meet felt needs (*e.g. heal the sick, help the needy, etc.*)
- vi. Tell the people the kingdom message.
- vii. Preparation for entry
 - **Scouting the land** – take a trip to explore the new place. Make a list of things to explore and gather as much information as possible to aid planning and decision making for future landing.
 - **Essential skill and knowledge preparation** – invest in time to learn the local language, acquire a driving license (if you have not had one yet), and other essential survival skill to live in a foreign country. Research to learn about the demography, culture and general worldview of the new country.
 - **Crusade** – gather a crowd or approach a crowd with the message. This method works well in community oriented places. But it is unnatural and difficult to transit to discipleship, as follow-up is difficult logistically and relationally. When fringe people who are more likely to be converted are drawn in, mainstream community may be pushed farther away. We advice that this be done with other Christian organizations or missions agencies, through which follow-up can be more easily organized.
 - **Social Work** – meeting felt needs first. This helps to clear the challenge of prejudice and accusation of bringing in foreign

Lk 10:1-11 NIV

After this the Lord appointed seventy two others and sent them two by two ahead of him to every town and place where he was about to go.

He told them, “**The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. Go! I am sending you out like lambs among wolves. Do not take a purse or bag or sandals; and do not greet anyone on the road.**

“**When you enter a house, first say, ‘Peace to this house.’**

If a man of peace is there, your peace will rest on him; if not, it will return to you. Stay in that house, eating and drinking whatever they give you, for the worker deserves his wages. Do not move around from house to house.

“**When you enter a town and are welcomed, eat what is set before you. Heal the sick who are there and tell them, ‘The kingdom of God is near you.’ But when you enter a town and are not welcomed, go into its streets and say, ‘Even the dust of your town that sticks to our feet we wipe off against you. Yet be sure of this: The kingdom of God is near.’**

religions. A clear goal must be set that the ultimate agent of transformation is the local church must be recognized.

- ▶ **Prayer Walking** – strategically target a specific location or town and form a team to shower prayer and blessings over the people. While carrying this exercise, allow our spiritual antenna to roam around to pick up signal of real needs of the community and prompting of the Holy Spirit to prepare the place for greater spiritual awakening. This team may need to comprise with people who are trained with intercession and discerning the voice of the Holy Spirit. This can be done together with scouting the land.
- ▶ **Short-term Missions Trip** – have a first hand ministry experience with an existing pioneering group or local church for a period of time allowing the participant to have sufficient feel of actual missions to take the next step in the near future. Or take a Cultural Insight trip to learn about the culture. Please see “Pointers on STMs”

viii. Entry strategies

- ▶ **Study** – getting a student visa is one of the most straightforward ways to stay in a country. To take up a language learning course or pursue a post-graduate study can be a good opportunity integrate into the local culture and use the campus as an initial launch pad for church planting.
- ▶ **Employment** – we strongly encourage church planters to be self-support, hence tentmaking has been the model for most of our cross-cultural church planting. A tentmaker works in the marketplace to support him/herself as he/she does cross-cultural church planting on the job and outside the employed time.
- ▶ **Business** – business as mission is using the whole set of activities which made up a business enterprise, and seeing them as intrinsically good and an opportunity to act in a holistic, missional and transformational way to extend the kingdom of God. This strategy is an opportunity for people skilled and gifted in business and entrepreneurship.
- ▶ **Social welfare network/organization** – a large part of the unreached world is undergoing brokenness due to wars, poverty, natural calamities, racial and religious conflicts and so on. Welfare network or NGO that focus on building lives can demonstrate the gospel by firstly meeting felt needs.
- ▶ **MAD (Missions At the Doorstep)** – we can see an influx of refugees, foreign workers, expatriates, and foreign students in our cities who are generally open to the good news. This is a highly effective, resourceful and economical way to train an indigeneous leaders who have calling to return to their home countries to plant a church. Forming a team together with them to enter their country is a recommended idea.

2. Stage 02 – The Seeded Field

- c. The key question we should be asking is, “How should I outreach?”/“How do I sow the seed?”/“Do I have a vehicle through which I can outreach?”
- d. The challenge here is to present the gospel across ethnic and social barriers. Understanding worldview, apologetics and essential elements of the gospel are all a part of answering the key question.
- e. A proper understanding of Stage 2, will provide the church planters with tailored, reproducible and effective tools for sharing the gospel.

- f. Scripture reference: **John 4:28-30** (examine 4 essentials of the Samaritan Woman)

- vii. Immediate obedience to Christ – always be prepared to give an answer to everyone who asks us to give the reason for the hope we have (1 Peter 3:15)

- viii. The personal testimony of the believer – expressing the experience we have with the Messiah

- ix. Gospel presentation – in another word, presenting Jesus as the Savior and calling people to a decision

- x. Introduction to Christ – through prayer and study the word of God.

- g. How to do **Need-Oriented Evangelism?**

- vii. Need-oriented Evangelism, as modeled by [Natural Church Development](#) as a quality to healthy church, emphasizes on scratching where the itch is and not just answering questions that people were not asking. It is to focus its evangelistic efforts on the questions and needs of pre-believers.

- viii. It aims to make good news relevant. That means we have to address the issues that people face, the reality in their lives, and see beyond the external and into the inward hurting that most people are facing. Let evangelism be done in people’s lives through love and justice, so that they might experience the transforming power of an authentic relationship with a loving God.

- ix. Use your gifts to serve pre-believers with whom you have a personal relationship, to see to it that they hear the gospel, and to encourage contact with other believers.

- x. Some resources for helping you to develop need-oriented evangelism:

- ✂ www.rethinkchurch.org - this is a United Methodist marketing and welcoming ministries’ effort to help to get involved into the unchurched community

Jn 4:28 – 30 NIV

Then, leaving her water jar, the woman went back to the town and said to the people, “Come, see a man who told me everything I ever did. Could this be the Christ?” They came out of the town and made their way toward him.

- ✂ [Becoming a Contagious Christian](#) by Bill Hybels & Mark Mittelberg
– also visit their website for study resources and ideas at
www.contagiouschristian.com/livepage.apple.com
- ✂ [Conspiracy of Kindness](#) by Steven Sjogren –
www.servantevangelism.com
- ✂ [More Ready Than You Realize](#) by Brian McLaren

h. Power Evangelism

- vii. It is a form of evangelism which relies on the supernatural power and gifts of the Holy Spirit to reach pre-believers. It does not solely depend on intellectual reasoning to help pre-believers understand the gospel through logic and structured methods.
- viii. Jesus operated a great deal of power evangelism such as healings, words of knowledge, and demonic deliverance which are a demonstration of the power of the Kingdom of God, the reality of God.
 - www.cwgministries.org/books/Power-Evangelism.pdf by Gary S. Greig - a great resource to learn to depend on the Holy Spirit to follow the pattern of Jesus' kingdom ministry.
 - [When Heaven Invades Earth](#) by Bill Johnson - a practical guide to a life of miracles.
 - [Essential Guide to Healing](#) by Bill Johnson and Randy Clark - a book offers practical, proven, step-by-step guidance to ministering healing which also lays out rich theological and historical foundation.
 - [Evangelism by Fire](#) by Reinhard Bonnke - a book that lays out principles necessary for effective evangelism
 - [Spirit-led Evangelism](#) by Che Ahn - this book breaks down how your character works with the gifts of the Spirit and how your level of compassion increase the anointing.
- i. Tool for general evangelism
 - The Alpha Course - a course which seeks to explore the basics of the Christian faith, described as "an opportunity to explore the meaning of life"
 - "Seven Stories of Hope" by Jeff Sundell – available to download at www.movements.net/resources/downloads
 - The Awareness Course - has been described as '(helping) Christians develop an informed response to the religious and cultural diversity around them by being centered in their faith and secure in their identity. It has Arabic and Chinese modules for use in those regions.
 - ChristianAnswer.net – (www.christiananswers.net) This website provides useful information and tools targeted at audience with background as Hindus, Muslims, Buddhists, Catholics and etc.
 - The Camel Method – (www.camelmethod.com) this is one of the proven and effective Muslim evangelism tools which is available in workbook and instructional DVD formats.

3. Stage 03 – The Field of New Life

- c. The key question to ask during this phase is, “*How do I make disciples?*” In another word, “*How do I promote growth?*”
- d. The beginning stages of growth are critical as they determine the future success of the crop. The crop is at no point more vulnerable. For this reason, care must be given to present a purely biblical foundation on which future growth can be built.
- e. Firstly let us briefly examine principles of discipleship cross-culturally³
 - vii. The key in successfully doing discipleship cross-culturally is firstly to define and deal with the differences, then focus on the forms the differences take. For example, understanding culture will help you put principles to the difference in behaviors you observe; from these principles, you will know what to do or how to react when you follow the universal principles of discipleship when you disciple.
 - viii. There are three main issues that affect discipleship, namely: **culture, learning styles and training styles.**
 - ix. Geert Hofstede initially proposed 4 dimensions that form the framework of what is culture but one more was added later on. Each of these dimensions, naturally affect the worldviews and perspectives a particular culture adopts. The 5 dimensions are:
 - **Power distance** – the degree to which the less powerful members of a society accept and expect that power is distributed unequally
 - **Individualism versus collectivism** – the degree to which a society reinforces individual or collective achievement and interpersonal relationships.
 - **Masculinity versus femininity** – the degree to which a society reinforces, or does not reinforces, the traditional masculine work role model of male achievement, control, and power.
 - **Uncertainty avoidance** – the degree to which the members of a society feel uncomfortable with uncertainty and ambiguity with the society, i.e. unstructured situations.
 - **Long-term versus short-term orientation** – the degree to which a society embraces or does not embrace long-term devotion to traditional, forward thinking values..
 - x. David Kolb has come out with this four-stage theory of learning styles:
 - **Feelers** (*pragmatists*) – like to learn using abstract conceptualization and active experimentation. Training approach: peer feedback and activities that apply skills.

³ For a more extended understanding of Cross-cultural Discipleship, refer to a workshop handout written by Julian Lee, dated May 2010 on the same subject. For more information, please write to ministries@byhim.org.

- **Thinkers** (*theorists*) – like to learn using abstract conceptualization and reflective observation. Training approach: case studies, theory readings, and thinking alone.
 - **Observers** (*reflectors*) – like to learn using reflective observation and concrete experience. Training approach: lectures with plenty of reflection time; trainer should provide expert interpretation and be a taskmaster/guide.
 - **Doers** (*activists*) – like to learn using concrete experience and active experimentation. Training approach: practicing the skill, problem solving, small group discussions, and peer feedback.
- xi. Robert R. Blake and Jane Mouton developed a behavioral leadership model called the Managerial Grid Model, identifies mainly four different leadership styles based on the concern for people and the concern for production:
- **A telling (*directing*) leadership style** – combines high task with low relationship behavior. It relies on one-way communication, and is used by mentors to direct disciples who are incompetent and neither committed or able to work independently.
 - **A selling (*coaching*) leadership style** – combines high task and high relationship behavior. It involves two-way communication, and is used by mentors who need to encourage disciples to ‘buy into’ what they are doing or what they want to do.
 - **A participating (*supporting*) leadership style** – combines low task with high relationship behavior. It too relies on two-way communication and is based on shared decision making. Mentors use it to encourage incompetent disciples who are able but lack commitment to work independently.
 - **A delegating (*empowering*) leadership style** – combines low task and relationship behavior. It is only effective when disciples are both willing and able to guide themselves. When delegating. Mentors give followers tasks and trust them to make their own decisions.
- xii. The above-mentioned issues present in cross-cultural discipleship are to be considered on top of the universal principles of discipleship. We highly recommend church planters to acquaint themselves with mentoring disciples within their culture before attempting to do it cross-culturally.
- f. Here we also want to device short-term and long-term discipleship plans.
- vii. Short term (*1-3 months*): What will get them started? Use disciples lessons to set the “DNA” of new churches.
 - viii. Long term (*1-3 years*): What will keep them moving? Device tools that will drive the disciples’ own pursuit of the Lord. The end result should be a healthy walk with the Lord which is capable of transforming one’s family and community relations.

g. Short term Discipleship

vii. Scripture reference: Acts 2:28-47 – identify the 7 clear commands of Christ which the first church was fulfilling:

- Repentance & faith
- Baptism
- Love
- Observance of the Lord Supper
- Giving
- Prayer
- the Great Commission

viii. Tools available:

▸ Universal Disciple by Thom Wolf – available for download at www.universal-disciple.com

▸ Seven Commands of Christ by George Patterson – visit www.trainandmultiply.info to order extensive materials

▸ New Life in Christ by Thomas Wade Akins – available for download at www.pioneerevangelism.org

▸ Teach them to Obey by R. Bruce Carlton – to order materials visit www.go2southasia.org/authors.html

▸ Training for Trainers (T4T) by John Chin – download material [Story and Church Formation 2010] from www.movements.net/resources/downloads

2Ti 3:16 -17 NIV

All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.

h. Long term Discipleship

vii. Scripture reference: 2 Tim 3:16-17

viii. The scripture above reveal God's use of His Word in our lives [Teaching – *What is right?*; Rebuking – *What is not right?*; Correcting – *How do we become right?*; Training – *How do we stay right?*]

ix. Based on the understanding from the verses above we should always ask ourselves these four questions whenever we read the Bible. With this in mind, we can devise a simple reproducible bible study method that can drive long-term discipleship.

x. Actions to take:

- Identify believers with the gift of teaching and nurture them to teach the new believers community and to formulate more formal content development.
- Gather fruitful disciple makers among the new believers community to have a one to two day workshops on developing teaching skill and further materials. The end goal is for them to catch the vision for independent material production.

4. Stage 04 – The Harvest Field

- c. Here the key question to ask is, “How do I form a new church?” By answering this question properly, we can ensure the health and long-term growth of new churches. It is also helpful to think of church on these two levels:
 - vii. What is a church?
 - viii. What does a church do?
 - d. We can take references and principles from the Bible to come out with plan to form new churches.
 - e. Scripture reference: For healthy church function (Acts 2:41-47; 11:19-26 and 13:1-3); healthy church identity (1 Peter 2:5, 9-10, 1 Cor 12:12-31, 2 Cor 5:17, 1 Tim 3:15)
 - f. Tools helpful for church formation:
 - vii. **The Handy Guide for the Man of Peace** – this guide serves as a starter to examine worldview and previous religious practice (for example worship in temple) for the “man of peace”.
 - viii. **The Handy Guide for the Maturing Church** – this guide can be used as a benchmark as the church planter is guiding the young church from extra-biblical tradition or religious luggage which may eventually limit the church’s ability to reproduce.
 - ix. Both guides can be found in “Four Fields of Kingdom Growth” by Nathan and Kari Shank, downloadable at www.movements.net/resources/downloads
 - x. An Introduction for Churches by Natural Church Development – NCD is an institute founded by Christian A. Schwarz which has come out with universal principles of church health that are applicable regardless of culture and spiritual style, that is based on research in more than 70,000 churches over all six continents. You can obtain the resource from www.ncdcanada.com
5. After this point the process will repeat itself. The crucial thing to enable us to repeat the cycle to be reproducing churches is the ability to multiply leaders or equipped church planters to take the gospel seeks to the next new empty fields.

Useful Links

Church Planting Movements

- › www.movements.net - based on the book, "Movements that Change the World" by Steve Addison with study guide based on the book and many excellent resources to understand and anticipate to create movements.
- › www.churchplantingmovements.com/ - edited and initiated by David Garrison, author of "Church Planting Movements". The site contains many insightful and well researched articles on church plantings. A must to learn from the experts.

Creating Maps

- › batchgeo.com
- › maps.google.com

Prayer and Intercession on breaking new grounds

- › www.seapc.org/ - a site called "South East Asia Prayer Center" found by Mark Geppert, author of "Attack Lamb" whose tagline is "Changing Lives Through Prayer". There are many helpful resources and training materials freely available to download.

Discipleship tools

- › www.awm-pioneers.org/ - Arab World Ministries

Broadcasting and Media

- › www.twr.org/ - Its vision is to reach the world for Christ by mass media so that lasting fruit is produced.

Business as Missions

- › www.businessasmission.com/ - The Business as Mission Resource Team was founded 2001 in response to the increasing interest in the business as mission movement globally.

Social Work

- › www.dignityforchildren.org
- › www.crestmalaysia.org -
- › www.gen-acts.org

Interesting Church Planters Websites

1. A blog and forum website of articles, thoughts, ideas etc. set up by a group of past and present church planters from our movement - please write to ministries@byhim.org for more information on this website.
2. Church Planting Coaches – a YWAM international church planting network that trains, mentors and coaches cross-cultural church planters. www.cpcoaches.com
3. Church Planting Solutions – a non-profitable church planting ministry started by a group of church planters from Virginia. It has great tools to help church planters during their startup. www.churchplanting4me.com

Pointers on STMs

1. Generally, there are two kinds of STMs - Cultural Insight trips and Missions Trips. The former to really learn and appreciate the culture of the host country and the latter, a trip to learn and be involved in different missions - be it in social work or church-related work. Do connect with ministries@byhim.org for more information or for direction on some STMs you can take as a team.
2. Plan your STMs to build up towards your landing for church planting; for example, take three trips wearing different hats before the final landing trip - as a tourist, as an expatriate and as a missionary and finally, the last trip as a church planter.
3. With a long-term vision in mind, always set a clear aims and objectives which clearly reflect a distinctive church planting mission.
4. Clearly communicate aims and expectations to team members and adequately brief and equip all the participants.
5. Discover the pastoral care and support structures to be established and implemented.
6. Post-assignment debriefing, support and evaluation be carried out as an integral part of the STM and the process to involve all participants.



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