

What is Getting CPMs to 4th Generation and Beyond

CPM
Trainers
Forum
2010

Factors: What were the factors that helped this ministry go beyond 2nd and 3rd generation churches and repeatedly get to 4th generation churches and beyond?

Spirit-led

- Desperate Prayer – reliance on God
- Spirit-led movements – not methodologically led
- DNA of priesthood of all believers from the beginning everyone can find God, know God, and be accountable to God
- Hardest places yield the greatest results because people are driven to prayer instead of strategy if you are not desperate, you need to stay home
- Miracles and power encounters are often key in opening hearts.

Vision

- Vision casting from the very beginning ...
- Vision to reach everybody – every man, woman, child
- Movements include great vision by inside leaders [like Knox: "Give me Scotland or I die"]
- Memorable and recitable vision (goal is for everybody to have this vision)

Obedience (Accountability)

- Leaders moved on when unproductive people did not produce
- High tolerance for error; obedience-based discipleship corrects errors.
- Importance of goal setting and that is what we hold them accountable to
- Accountability for generational growth. Are you seeing children and grandchildren? Check on how 3rd and 4th gen are doing. If there is a meeting, there are four generations represented so there is an accountability to get to the fourth generation.
- Mapping generations: Draw / diagram out which elements of a church they have and trouble-shoot areas lacking. Drawing out helped diagnose actual progress
- Disciples making disciple-makers
- Annual meetings of leaders. Once they start a church that has become a church this is celebrated and when a leader creates another leader this is celebrated (annual meeting).
- Character issues addressed

Training and Mentoring

- Training is on-going ... all the time. Train a lot of people.
- Ongoing training at all levels (mid-level, 3rd, 4th gen leaders, trainers, etc)
- Investing & assessing 3rd and 4th generation leaders and churches.
- Invest in followers 24/7 (i.e. "don't turn off cell phone to followers")
- Mentoring – empowering, releasing
- Mentoring: six areas relationship to God, family, community, call (how is God using you), job, relationship to yourself; how about the people you are mentoring?
- Make sure that every leader understands his role in mentoring others; "I will only mentor you as long as you are mentoring others"; leaders reproduce leaders
- Apostle, prophet, evangelist are external church roles; pastor/teacher are internal Apostle-bringing people to obedience; prophet to declare what will happen if you are not obedient; evangelist to bring people who don't know Christ into obedience; pastor-teacher teach the body how to be obedient; Teachers become training center leaders. Apostles have all the skill-sets and are passing it on.

Reproducible

- Everything is reproducible passed on keep it simple - no non-reproducible aspects
- Everyone can do it and is expected to do it
- High tolerance for error; obedience-based corrects this.

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Role of Outsiders: What role, if any, did workers outside focus group contribute to CPM? (e.g. foreigners strategy coordinators, team leaders, near-culture nationals)

- Often key role is vision casting to find insiders/near neighbors that have or embrace vision - focused on what can God do; i.e. this is do-able.
- Prayer for the movement and leaders / prayer mobilization of others also
- Encouragement; building confidence, sense of brotherhood, fellowship
- Provide “process” or thought - as a bridge to lessons learned in CPMs around the world. Clarify “high value” activity
- Outsider develops tools; but insiders must customize it and own it. Often outsider can help with simple techniques that are easier to use than previous tools. Help make tools that are reproducible.
- Outsider never leads any of the initial groups. If we can't begin with an insider, don't begin. The insider is usually lost. Outsider has close mentoring relationships with insider.
- Role is to raise up local leaders, not take roles that insiders should take.
- Provide mentoring, coaching to leaders, key leaders
- Speaks into the movement – not in controlling sense but helps shape leaders
- Keep foreign involvement to a minimum
- Helping think through how to overcome barriers; asking good diagnostic questions
- Outsiders can initiate but can also bring baggage - need to work to deculturalize their own understanding of gospel.
- Needs to be a “doer”
- Help with theological training
- At times foreigner can help bring locals together when sometimes locals would “compete”.
- Sometimes deliver training, sometimes they provide funding for training (initial or ongoing at times)

Role of Insiders: What did local leaders from within the target group play in contributing to 4th generation churches?

- In CPMs insiders have risen to the level of visionary and strategic leadership
- Own the vision and cast it for others ongoing
- Movements do not get to 2nd 3rd, 4th generation without key local leadership.
- Invest in fruitful leaders, not just friends
- Movement builds around those who have most fruit – not those who know the most
- Organize the way the movement develops so that the most fruitful are coming forth
- Insiders who appear to be completely sold out – they live it, communicate it.
- Role models of locals is much more important than role model of outsider
- Character based leadership
- Multiple key leaders – may be called “trainer”, facilitators, “brother”, (some don't call them “pastor”)
- Provide ongoing evaluation and correction for those they mentor.
- Modify material given to them so they say “this is our stuff”
- Insiders do most of the teaching
- Can differentiate who is serious, fruitful
- Do all the work - 99 percent of the work is done by insiders
- “Moses syndrome”: “let my people go” - sold out to win their people
- Willingness to lay it all down (insider and outsider role)
- More understanding of five-fold ministry - not titles but understanding of roles and gifts
- At every meeting we want to have four generations represented

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Obstacles overcome: what obstacles had to be overcome to get to 4th+ generation, and how?

- Excitement over 1st and 2nd generation might blind them to 3rd and beyond.
- Influential leaders can get to 1st and 2nd generation, but not usually beyond that.
- Getting things to heart level, deep level, and not just surface
- Getting beyond those who simply follow orders and finding those who will "own" the mission
- Emphasis not only on profession of faith but renouncing things that separate them from God
- Getting over trouble of sharing leadership – truly raising up other leaders
- Get beyond fear of persecution
- Character: helping build character of leaders
- Lack of ownership and adaptation to their own
- Not “hirelings”: helping guide beyond those who would do it mainly for the money
- Help them learn straight from Bible instead of just learning from and becoming dependent on a teacher/trainer
- Foreign funding -- seen as an obstacle
- Overcome traditional Christian culture
- Some had to overcome working with people that were receiving multiple payments (one in India had income from 5 agencies)
- Develop own Christian culture (Isahe / Isawe). Protect from other Christians non-biblical influence
- Build identity
- Schedule main meetings at times of other meetings by other denoms so they can't go to both

Remaining Challenges: What challenges remain in establishing consistent 4th generation churches (i.e. challenges without consistent answers yet)?

- Challenge of work being bought up by someone else
- Many training events / orgs come in and do training after training
- Keep the equipping moving out to the newer generations
- Getting past issues of fear and persecution. Boldness becomes descriptive to push out past your Oikos (Muslim work statement). It is dangerous enough to reach out to your family, but even more to push out beyond your Oikos.
- Modeling: Disciplemakers model boldness
- Other Christians who derail movement, complain, “don't do it that way”
- Right long term investment in appropriate way
- No such thing as zero funds – what is right and appropriate?

Closing: The group took some time to write down thoughts on MOST IMPORTANT things heard

- A lot about “letting go” – not all groups, disciples, leaders, will reproduce so let some go.
- Investing deeply in those we work with – to relationship with God, family, workers, character issues. Being transparent as pilgrims together.
- Mentoring not only “giving” but mentor is also receiving info and being vulnerable to those he is mentoring.
- Multiplying “nurture”. Avoid slowing down reproduction - mentor new mentors to equip next generations Matt 10:8: real disciple freely receives & freely gives
- Creating a counter-traditional Christian culture
- Importance of graphing out what is going on - evaluating and diagnosing for growth
- We all start out ministries with high levels of intentionality, but we don't always adjust the machine as it works out into the future. We must keep that level of intentionality. We should not “coast” on a system established.