

APPENDIX L

THE PRINCIPLE OF TWELVE

Jesus spent much of His time in ministry training up and equipping twelve disciples. Before ascending back to Heaven Jesus gave the command “Go therefore and make disciples of all the nations ...teaching them to observe all things that I have commanded you;” (**Matthew 28:19-20**)

The Apostle Paul also emphasised the importance of training up other Christians who in turn would be empowered to raise up other mature disciples. In his letter to the young Pastor Timothy, he wrote, “You therefore, my son, be strong in the grace that is in Christ Jesus. And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” (**2 Timothy 2:1-2**)

Within the context of a small group or home group, Christians can be prepared for ministry roles within the church. Small groups are also a great vehicle for helping new Christians to become connected to a local church.

The early church had many house fellowship groups (**Acts 5:42**) and as a result “believers were **increasingly** added to the Lord, multitudes of both men and women,” (**Acts 5:14**) During this period the number of disciples was *multiplying* in number. (**Acts 6:1**) Having healthy small group fellowships in a local church is a key to church growth and to seeing individual believers being trained up and mobilised into their ministry callings.

Larry Stockwell in his model of the Cell Church came up with a model for multiplying the small groups in his church. This model has been incorporated in the following example of how to raise up healthy cell or home group fellowships in a local church.

Raising up and Multiplying Small Groups (House Churches):

- 1) The church leader or pastor of a new church plant or an existing church which has no small groups, needs to begin by running a small group for potential leaders. Over a period of time this group should be allowed to grow until it reaches twelve people.
- 2) In this group for potential leaders, which is run by the Senior Pastor, future small group leaders are trained up. Part of the training in this Senior Pastor’s Leadership small group would also involve preparing these leaders for other future ministry roles in the church.
- 3) Over a period of time, as God leads, the Senior Pastor raises up each of these potential leaders to become small group leaders.
- 4) These small group leaders are now the *Pastor’s assistants* and *continue to be a part of his leadership small group*. In this way the small group leaders that the Senior Pastor has raised up, will still be ministered to and mentored by him as they themselves minister to others in their own small groups.

- 5) Each of these *Pastor's assistants* will continue to be trained up and mentored by the Senior Pastor in his *Leadership small group*. In addition to being coached in their small group leadership role, these assistants would also be equipped personally by the Senior Pastor to prepare them for future ministry roles as the church begins to grow in numbers. i.e. Preparing them to oversee and train those who will be involved in the Children's ministry as many new families are added to the church in the future.
- 6) The Senior *Pastor's input* into the lives of the Pastor's assistants in his small group is obviously very important. Those being raised up as leaders will *reflect the heart and the character of the Pastor himself*. Jesus Himself said, "*A disciple is not above his teacher, but everyone who is perfectly trained will be like his teacher.*" (Luke 6:40)
- 7) Each of these *Pastor's assistants* would have been *fully* equipped by the Senior Pastor before being appointed as a small group leader, to disciple up to twelve people in their own small group and to see everyone in his or her small group as also being potential future leaders. Each of these Pastor's assistants would also have been encouraged to place an emphasis on evangelism in their new small group. In this way each small group will quickly grow to twelve members and each member of the small group will also be empowered to evangelise to others.
- 8) Every small group leader should be active in soul winning and in equipping those in their small group in the area of evangelism. Each small group leader should also be looking at equipping and preparing potential leaders. The Senior Pastor's passion for evangelism will invariably be reflected in the lives of their *Pastor's assistants* and in those who their assistants in turn train up and disciple in the future. For this reason, it is imperative that the senior pastor of every church seeks God to have His heart for the lost.
- 9) The training up and development of good small group leaders is a key to retaining the harvest of lost souls which will come in when we experience revival. If a church has trained up many potential leaders, as hundreds and even thousands are saved, these new believers can be placed in home groups. At the end of the Apostle Peter's first sermon after the Day of Pentecost, three thousand people called on the Name of Jesus.
- 10) Over a period of time the Senior Pastor will in God's timing release the small group leaders (Pastors assistants) in his group to raise up new small groups and to disciple and mentor those who will be leading these *new small groups*. These *pastor's assistants* will now themselves be training up and equipping new small group leaders. They themselves (*the senior pastor's assistants*) will continue to be part of the Senior Pastor's small group but they will now have a group of small group leaders that they themselves are responsible for discipling and mentoring.

- 11) The Pastor's assistants now have the responsibility of training up and *preparing* those in their own small groups to be future small group leaders themselves. As the Lord leads, the Pastor's assistants, with the approval of the Senior Pastor, begin to raise up leaders to run new small groups. Over a period of time each of the Pastor's assistants will also end up having a group of twelve potential small group leaders that they are discipling and mentoring on an ongoing basis. Eventually in God's timing, the Pastor's assistants will then *release the small group leaders that they have mentored and disciplined* to commence their own new small groups as they continue to also disciple and mentor them.
- 12) The small group leaders that they have now released to train up other small group leaders will still however continue to attend the Pastor's assistants small groups (for continued leadership training and development) but they will also now be training and equipping other new small group leaders themselves.
- 13) When *this new group of small group leaders are in turn themselves released in the future* to raise up and mentor the next group of small group leaders, there will be an additional 20,736 new small groups raised up. This is why Jesus chose to disciple twelve apostles who would then in turn teach others all those things that He had taught them during His ministry here on earth. (Matthew 28:20)
- 14) This Discipleship model has a number of great advantages. Firstly each small group leader in the church is both ministered to as well as ministering to others. Secondly, every small group leader is accountable to another leader. Finally this model also helps to see every person being given the opportunity to be recognised for some future leadership role and to be better equipped for their ministry calling.
- 15) As all small group leaders are also ministered to in this model, all leaders are in turn far more empowered to raise up strong and capable future small group leaders themselves in the groups that they run.
- 16) This church growth model provides good training and accountability for all the small group leaders. If this is also combined with an evangelism and evangelism training focus in each of the small groups, multiplication of small groups will increasingly occur.

GIVEN THE VILLAGE STRUCTURE IN INDIA, THIS SMALL GROUP MULTIPLICATION MODEL WOULD BE IDEAL FOR PLANTING HOUSE CHURCHES THROUGHOUT THE VILLAGES OF INDIA.

(i.e. A Pastor in an established local church could raise up over a period of time twelve "pastor's assistants" in a leadership training small group run by him or her. As God directs, these twelve assistants could then be raised up to be small group leaders in twelve different villages and begin the above discipleship multiplication process. **This discipleship model can be clearly understood by looking at the following Schematic Illustration)**

SCHEMATIC ILLUSTRATION OF THIS DISCIPLESHIP MODEL

SENIOR PASTOR

(12 Senior Pastor's Assistants) *After being trained and equipped by the Senior Pastor, each Pastor's assistant is given their own small group to lead. (Step A) After the Pastor's assistants have proved faithful in leading their own small group, the Senior Pastor also releases them to train up new small group leaders (up to 12) themselves. (Step B) They continue to be a part of the Senior Pastor's Leader Class*

Step A



EACH OF THE SENIOR PASTOR'S ASSISTANTS RAISE UP AND SHEPHERD A SMALL GROUP OF UP TO TWELVE MEMBERS

Twelve Small Group Leaders (Pastors Assistants) who continue to be mentored by the Senior Pastor in his leadership group

Up to 144 additional new Small Group Leaders have now been raised up who are being mentored by the Senior Pastor's Assistants

Step B

EACH PASTOR'S ASSISTANT IS EVENTUALLY RELEASED TO TRAIN UP SMALL GROUP LEADERS HIMSELF (UP TO TWELVE SMALL GROUP LEADERS)



The members in the small groups run by the Senior Pastor's Assistants are trained up to become small group leaders themselves. (Step C) After a period of time they will also be released to train up small group leaders themselves. (Step D) They will continue to be mentored in the small groups run by the Pastor's Assistants. (Leadership training)

Up to 1728 additional new Small Group Leaders (Step D) can now be raised up. They are all being mentored and discipled by those leaders who have been raised up by the Senior Pastor's twelve assistants.

Step C

THE TWELVE SMALL GROUP LEADERS TRAINED UP BY EACH OF THE SENIOR PASTOR'S ASSISTANTS NOW LEAD THEIR OWN SMALL GROUP OF UP TO TWELVE MEMBERS. AFTER SOME TIME THEY ARE ALL EVENTUALLY RELEASED **Step D** TO RAISE UP NEW SMALL GROUP LEADERS THEMSELVES (UP TO TWELVE SMALL GROUP LEADERS EACH)



(In step D, each of these small group members are now also trained up and equipped to open up their own new small group)

MULTIPLYING SMALL GROUP LEADERS

Using this discipleship model mature small group leaders are raised up who have ongoing accountability to other leaders. All small group leaders are both ministered to as well as ministering to others. After the twelve small group leaders released by each of the Senior Pastor's twelve assistants (12 x 12 = 144) have all raised up twelve more new small group leaders, an additional 1728 new small group leaders will be running small groups. (144 x 12) When these new leaders raise up the next group of small group leaders in the future, there will be up to 20,736 additional small group leaders. (1728 x 12)

A WORKING EXAMPLE OF THIS DISCIPLESHIP MODEL

Pastor Peter Shepherd plants a new church with a small team and has a vision to raise up small groups to help his church to grow in the future.

OR

Pastor John Shepherd realises the need for his church to start developing some small groups to enable his church members to grow more in their faith and to help the church to grow in the future.

IN BOTH THESE CASES THE CHURCH HAS NOT YET RUN SMALL GROUPS

IN THIS WORKING EXAMPLE WE WILL USE PASTOR JOHN SHEPHERD'S CHURCH TO ILLUSTRATE THIS DISCIPLESHIP MODEL

- 1) Pastor John Shepherd starts a leadership class (small group) for potential small group leaders on a Monday night. Over a period of time it grows to twelve members. These small group meetings are held every Monday night from 7.30 pm**

Note: This small group could be held on any week night or even on a Sunday afternoon, but I believe it would be best to run this group early in the week. The reason for this is that if the Senior Pastor wants to let all small group leaders know about any upcoming events or church policy in the future, he can let his own small group of leaders know first before they hold their own small group meetings later in the week.

- 2) After a season of preparation Pastor John Shepherd raises up each of these potential leaders to actually run their own small groups. For ease of illustration we will look at one of these members of Pastor John Shepherd's small group. For this example we will call this small group member's name Peter Sampson.**
- 3) Pastor John Shepherd now appoints Peter Sampson to start running his own small group every Thursday night from 7.30 pm. Over a period of 12 months Peter Sampson's small group grows to twelve members.**
- 4) Pastor John Shepherd now releases Peter Sampson to start raising up his own new small groups and to train and equip these new small group leaders in his Thursday night group.**
- 5) Those in Peter Sampson's small group (as God directs) are now raised up to begin their own small groups every Tuesday night from 7.30 pm. For example sake, let's say that one of these new Tuesday Night Small group leaders from Peter Sampson's group is called John Moses.**

- 6) **After John Moses has established his own small group of twelve members over a period of twelve months in his Tuesday night meeting, Peter Sampson now with the approval of the Senior Pastor John Shepherd releases John Moses to raise up his own small groups and to train up these new small group leaders.**
- 7) **These new small groups may run on a Thursday night (or another suitable night) Lets for example sake say that one of the new small group leaders that John Moses has raised up is called John Paul and that he begins to run his own small group every Thursday night from 7.30 pm.**
- 8) **Having small group meetings mid-week on Tuesdays and Thursdays is probably the recommended days as there is a one day break between the two meetings.** (Small group meetings can also be held on Saturdays or even on Sunday afternoons after the Church meetings if these days are more convenient)
- 9) **In this model one of these small group meetings is to enable all small group leaders to be encouraged and ministered to themselves, so that they are then more empowered to minister to those who are in the small groups that they lead.** In this way all small group leaders continue to grow themselves and become increasingly better equipped to run their own small groups.

FUTURE CHURCH PLANTERS WILL INVARIABLY COME FROM SMALL GROUP LEADERS WHO GOD WILL RAISE UP TO PLANT NEW CHURCHES

THIS EXAMPLE CAN BE SUMMARISED AS FOLLOWS

Monday Night: Pastor John Shepherd runs a leadership small group of twelve (Peter Sampson attends this small group)

(This is the foundational small group)

Thursday Night: Peter Sampson leads a small group of twelve (John Moses attends this small group)

(At this level of the discipleship model Peter Sampson is one of 12 new small group leaders)

Tuesday Night: John Moses leads a small group of twelve (John Paul attends this small group)

(At this level of the discipleship model John Moses is one of an additional 144 new small group leaders who have been raised up)

Thursday Night: John Paul leads a small group of twelve

(At this level of the discipleship model John Paul is one of a further 1728 new small group leaders who have been raised up)

MULTIPLYING OUTREACH TEAMS

Jesus Himself stressed the importance and urgency for preaching the gospel.

“Do you not say, ‘There are still four months and then comes the harvest’? Behold, I say to you, lift up your eyes and look at the fields, for they are already white for harvest!” (John 4:35)

“Go into all the world and preach the gospel to every creature.” (Mark 16:15)

A big part of Church of Hope’s ministry in Australia has involved sending out ministry teams into the streets of Melbourne and Sydney. The following Scripture has been at the heart of all these outreaches.

“...Go out quickly into the streets and lanes of the city, and bring in here the poor and the maimed and the lame and the blind.” (Luke 14:21)

Jesus also said, “... the Harvest truly is great, but the labourers are few;” (Luke 10:2)

AS A RESULT OF THE URGENT NEED TO PREACH THE GOSPEL TO THE LOST, THE FOLLOWING MULTIPLICATION STRATEGY HAS BEEN PUT TOGETHER TO HELP IN RAISING UP MULTIPLE OUTREACH TEAMS

- 1) Each outreach team has one main preacher with an evangelist’s heart and another who is being developed and trained up**
- 2) Each outreach team consists of 4 or more members with a good mix of spiritual gifts. (Evangelism, Pastoral, Helps, Mercy, Worship)**
- 3) To complement these gospel outreach meetings, teams of two are also sent out to reach out to the lonely if there are enough Christians.**
- 4) When an outreach team reaches 8 members or more, the team is split into two teams. If there are too many Christians there is a danger that the focus for lost souls can be lost as believers begin to talk with each other during the outreach. BEING FOCUSSED IS A KEY TO EFFECTIVE OUTREACHES.**
- 5) After forming a second outreach team, the assistant preacher now becomes the main preacher of this new outreach team. He is now also responsible for helping to train up and develop an assistant preacher who will be able to lead another outreach team in the future.**

- 6) Every outreach team must be led by a mature Christian who is planted in a local church.**
- 7) Each major outreach team (Where we use a PA system with preaching and worship) should ideally include two people with a shepherd's heart. Given the loneliness that many people are now experiencing in this world, the pastoral side of the outreaches is also very important. Having caring Christians to complement the evangelism messages being preached, helps to connect people to a local church. IT IS GOOD WHEN NEW BELIEVERS CAN BE SAVED INTO THE CHURCH. In the first church "the Lord added to the church daily those who were being saved." (Acts 2:47)**
- 8) Monthly Evangelism classes are also held to help equip and empower those Christians who join our outreach teams. It is good if every team member is equipped to share their faith and testimony with those that they meet during the outreaches. (Ephesians 4:11-12)**