

A CHURCH PLANTING MOVEMENT CASE STUDY

The Story Of Training For Trainers

教会繁殖运动的例子 培训培训者的背景

TRAINER'S OUTLINE 培训者大纲

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INTRODUCTION TO TRAINING FOR TRAINERS AND CASE STUDY 培训培训者与个案的介绍

During this training, one of things we will regularly refer to is Training for Trainers (T4T). As we discuss Training for Trainers, we will typically refer to it as a small group Bible study process, but that's not entirely true. The concepts behind Training for Trainers come from the story and work of a church planter, just like us, who worked in China in the early 2000's.

本次培训中，我们将会经常提到一件事：培训培训者 (T4T)。在讨论培训培训者时，通常会称它为查经小组的过程，但这并非如此而已。有关培训培训者背后的概念，是来自与我们一样的教会植立者的故事；他曾在 2000 年代初期在中国服事。

During that time, one of the most important modern church planting movements took place in a southern Chinese province. In this portion of the training, we will read about and discuss the article below of the church planter and his wife who played an important role in catalyzing this movement. He is referred to by the pseudonym 解英忠牧师.

当时，其中一个最重要的现代教会植立运动，发生在中国南方的一个省。在本培训中，我们将阅读并讨论以下有关教会植立者和他的妻子的文章。他们在推动这一运动中，起着重要的催化作用。他的化名是解英忠牧师。

In Field One, we are discussing how we begin a new church planting work – how to launch movements in places where none currently exists. Part of the brilliance of 解英忠牧师 as he was empowered by the Holy Spirit, is his unique approach to reaching lost people in the area where he worked as he and his wife began.

在神国四田地的“田地 1”（空白田地），我们讨论了如何在还未有教会植立运动的地方开始新的服事。解英忠牧师在圣灵的恩膏下，有智慧能力以独特的方法，与妻子开始接触了当地的未信者。

SMALL GROUP REVIEW OF THE TRAINING FOR TRAINERS CASE STUDY 小组阅读解英忠牧师的故事

Divide the trainees into groups of 3-4. Have them read the story of 解英忠牧师 and discuss in their small groups the following questions.

将受训者分成 3-4 人的小组。让他们阅读解英忠牧师的故事，并在小组讨论以下问题：

1. Why did 解牧师 and his wife change their strategy when they became missionaries in China?

解牧师和师母到中国以后，为何会改变他们原来在国外服事的策略？

2. What were some of the obstacles that 解牧师 encountered and what did he do in response?

解牧师在服事中遇到了哪些困难，他如何回应这些问题？

3. What did 解牧师 do differently from what we normally see a missionary doing?

解牧师所做的，与我们通常看到的传福音方法有何不同？

4. Looking at the sections at the end entitled 主要条件 and 隐藏的关键, which of these do you find most unique and helpful?

查看文章末尾标题为“主要条件”和“隐藏的关键”的部分，你发现有哪些对你而言是独特和有用的？

解牧师的故事

解英忠牧师生长于台湾，父亲是一位牧师。他以父亲每年拓植一个教会为榜样，也每年带领 5、60 人信主，并建立一个教会。20 年前他从台湾到香港，最后到美国，都是依照这样的模式。1995 年解牧师与朱印月师母成为中国宣教士。2000 年时他们开始负责一个广大的禾场，约两千万年轻人在那地区许多工厂中工作，每天都有几千人从乡下来到那里寻找工作机会。

看到这么大的需要，解牧师发现传统的方法已不管用了。靠着少数的宣教士，不可能将福音在短时间内传给来来去去的这么多人。当他默想这个问题的时候，圣灵开始开启他。他问：「有什么比植堂更有效？」答案：「训练更多人去植堂」。他又问：「有什么比训练更多人去植堂更有效？」答案：「训练更多可以训练人去植堂的人」。

解牧师知道不是每个人都被呼召建立教会，但谁才是这些建立教会的使徒？解牧师知道与其筛选一些信徒接受培训，不如培训每个信徒成为培训者，让神自己显明祂在每个信徒身上的恩赐、呼召、与拣选。

「我知道我与师母每年可以分别带领 30 人归向主，但除非每个信徒都能带领人信主我们才能将福音传给这个广大的禾场的上千万失落的灵魂。」

培训培训者

一开始解牧师在这 200 个城镇的地区只找到 3 个城镇有教会，共有 250 个信徒。当他与一个本地的牧师分享他的计画时，那个牧师摇头说：「你还是回香港去吧」。但解牧师说服他，愿意让解牧师开一堂植堂的课，教导有兴趣的会友。他们的会友多半是农夫，因此在晚上上课，一开始约有 30 个人来上课。

当解牧师与师母向学员分享他们的异象与挑战时，学员们反应不是那么的热衷。解牧师发现有两个拦阻，使他们不能有效的去传福音。第一个拦阻是他们不知道向谁传；第二个拦阻是他们不知道要说什么。解牧师于是叫他们写下所有身边不信主的人的名字，并祷告求圣灵开启他们向那 5 个为开始福音的对象。然后解牧师叫他们写下自己的「故事」。解牧师说：「我们不说那是『见证』，因为见证是对基督徒说的。外邦人不知道什么是『见证』，所以我们只是说我们的『故事』」。解牧师叫他们将自己的见证写在不超过一张纸上，而且不能用属灵的字眼儿。

这个见证基本上只有 3 点：1) 信主前的光景 2) 如何遇见耶稣 3) 信主后的改变。一开始大家在讲的时候都有点儿怯生生的，于是解牧师叫他们大声讲 5 次，然后将他们分成 3 人小组，在小组里互相讲自己的故事。在第一堂课结束的时候，这些农夫们已充满热情和信心。接下来的几个星期，解牧师继续教导他们 6 个信仰的基础课程。

在第一堂课程后，解牧师差遣他们开始去传福音。他说：「这个星期去向那 5 个人讲你们的故事；如果没有适当的机会，就先向名单上下面 5 个人传。下礼拜你们回来的时候，我们看看神怎么成就。」

他们回来的时候，解牧师发现 30 人中只有 17 人去传讲，但其中一人向 11 人传讲。为了加添他们信心，解牧师叫他们分享自己传讲的经过。借着这个方法，他们互相激励、学习。第二堂课之后，为了鼓励他们行道而不只是听道，解牧师对他们说：「如果你不去传讲，下堂课就不用来了」。解牧师发现这句话产生很大的果效。

两个月后，也就是 2001 年 1 月，他们已经有 20 个小组正在逐渐成形为教会。5 个月后有 327 个小组，4 千个人受洗，17 个城镇开始有聚会点。到 2001 年底，已经有 908 个家庭教会，超过 12,000 个新信徒。

他们欢欢喜喜的回来

就像路加福音第十章所说的，他们所去的每个城镇，神都预备了那「平安之子」等着接受福音。一个没有建立过教会的老农夫两个月中建立了 12 个家庭教会，一年后共建立了 110 个教会。这位老农夫服事有果效的秘诀源自他的生活方式。他每天早上 5 点起来读经到 7 点，然后到田间工作到傍晚 5 点。接着他有一段晚饭及与家人相处的时间。晚上 7 点他再度外出，「在神的禾场中工作直到半夜」。

在这大概是历史最大的植堂运动中，有很多这样的例子。在另一个城镇中一个 67 岁的妇人信主后一年中带领了 60 个家庭全家信主。解牧师说：「我请她带我去看看她是怎么做的。她只是对大家说她以前何等软弱，然后耶稣救了她；然后邀请他们到她家中查经。」解牧师说：「她很明显有圣灵的膏抹」。

解牧师说：「我们告诉新信徒如何查经及每天灵修，使他们可以自己持续这样做。然后我们教导他们什么是教会及如何组织教会，使他们可以一起成长。」

「有一次，我们与一个在基督徒的工厂中的学员失去联系」，解牧师说，「6 个月后我们找到他。他被转移到一个有 1 万员工的大工厂中工作。这段时间他建立了 70 个小组，其中一个小组滋生到第 10 代。」

如果你问解牧师推动这大有能力的运动的秘诀，他会拉起裤管让你看他膝盖上的老茧。他说：「你必须每天至少花两小时祷告」。解牧师教导他们为圣灵的膏抹祷告，要祷告穿戴全副的军装，要为身边失落的灵魂祷告，要在做见证前祷告，并祷告耶稣的血保护他们不受魔鬼的攻击。

在这两小时的晨祷之后，解牧师就到禾场里，每天忠心的传讲他简单的故事，寻找那属神的羊。他也教导大家做同样的事情。到 2003 年的时候解牧师已固定每月培训 300 个培训者。「你不知道神会用谁」他笑着说。「所以我们训练每个人」。他热心委身训练身边每个人，使这个运动远超过他原先建立 200 个教会的目标，而现在仍在继续着。

接下的一年有 3,535 个教会被建立，超过 53,430 个信徒受洗。2003 年光是上半年有 9,320 个教会被建立，104,542 个信徒受洗。

领导你的团队

解牧师与师母的故事让我们看到每个人都可以突破平凡，进入丰盛；我们有许多可以像他们学习的。但成功的关键不在乎学习课程内容及方法；真正重要的关键是祷告、异象、及我们的委身。

所以当我们建立一个福音团队，我们必须问自己，是否具备下面这几个不可或缺的条件：

重要条件

异象- 对所属的族群或社区有清楚的异象、目标、与策略。

技巧- 策略的推动需要纯熟的技巧，不论是门徒训练、植堂、培训、增殖，等等都需要运用纯熟。

热情- 以异象分享点燃对失落灵魂的负担。

同工 - 达到目标需要许多的同工。记得：你的资源来自禾场。每个信主的人都可能是需要被建造的同工。

督促- 团队需要能互相督促，层层负责，使每个人踏实的去传福音，门训，植堂，及培训。

没有清楚的异象团队会混乱，没有技巧团队会陷入焦虑，没有热情团队会进展缓慢，没有足够的同工团队会挫折，没有互相督促团队会徒劳无功。

隐藏的关键

从表面上看，解牧师的方法很简单，没有特别的洞烛先机或神学理论，但是若不明白几个隐藏的关键，你的团队就无法达到同样的果效：

解牧师所说的两个小时的祷告是必要的：那是整个植堂运动的推动力。解牧师也给每个信徒，不论男女，不论信主多久，即使 10 分钟前才信主，都给他们培训的机会。解牧师是栽培那些起而行的，而不浪费时间在那些光说不做的信徒。

解牧师提供两个学员最基本问题的答案：#1 我说什么？ #2 向谁说？

解牧师在一开始培训的时候就督促学员向小组分享(报告)向谁传讲及提供培训。

解牧师跟进小组滋生后的植堂和培训，他知道什么时候小组滋生到第几代；两年内他得以追踪到教会滋生的第 17 代。

解牧师培育并传递一个属灵的基础，可以以这三句话描述：#1 植堂不是专家的工作(人人可行，人人当行)。 #2 拯救灵魂有大喜乐；建立教会有大喜乐；教人建立教会有大喜乐 #3 起而行！

最重要的，解牧师亲身实践他所教导的，也训练别人这样做。

DEBRIEF 简要汇报

1. WHY DID 解牧师 AND HIS WIFE ADAPT THEIR STRATEGY WHEN THEY BECAME MISSIONARIES IN CHINA?

解牧师和师母来到中国以后，为何会改变他们原来在国外服事的策略？

- **They moved from asking the question, “What can I do?”, to asking the question, “What needs to be done to see my people reached?”** There were very few Christians and missionaries in the area where they lived with a population of over 20 million people. In order to reach such a large number of people with the Gospel, they realized that they needed to change their approach. Even though they could lead 5 to 60 people per year to faith, and even plant a church, they realized it would still just be a “drop in the bucket” when compared to the lostness in their area.

他们从问“我能做什么？”转向问“为了看到福音能遍传我的群体，我必须做什么？”。他们所居住的地区人口超过 2000 万，但基督徒和福音工作者很少。为了使福音能遍传这庞大的群体，他们意识到自己需要改变服事的策略。因为即使他们每年能带领 5 至 60 人信主，甚至植立一间教会，这与他们所在地区的群体人口相比，仍然只是“冰山一角”。

2. WHAT WERE SOME OF THE OBSTACLES THAT 解牧师 FOUND AND WHAT DID HE DO IN RESPONSE?

解牧师在服事中遇到了哪些困难，他如何回应这些问题？

- He and his wife could only lead a few people each year to believe in Jesus so they began to train other believers to also share their faith.

解牧师和师母每年只能带领一些人相信耶稣，因此他们开始培育其他信徒也去传福音。

- As they began training, they discovered that people didn't know who to share with so they helped them make lists of people in their oikos. **They had the insight that every believer is a potential person of peace so they sought to mobilize these people and see the Gospel spread throughout those believer's relational network.**

在开始门徒培育时，他们发现人们不知道该向谁传福音，因此他们帮助人们在自己的家族群体 (oikos) 中列出了认领对象名单。他们看到，每个门徒都是潜在的“平安之子”，因此他们设法动员每个门徒，并看到福音传至这些门徒的关系网络。

- The believers they were training didn't know how to share their faith so they trained them to briefly and simply share their faith with others using “non-Christian” terminology.

他们所培育的门徒不知道如何传福音，因此他们培育门徒以“非宗教”的词语简洁扼要地与他人分享福音见证。

3. AS IT RELATES TO SHARING THE GOSPEL, WHAT DID 解牧师 DO DIFFERENTLY FROM WHAT WE NORMALLY SEE A MISSIONARY DOING?

解牧师所做的，与我们通常看到的传福音方法有何不同？

- **They adopted a mindset of multiplication.** Rather than only share the gospel himself or plant a church, he trained people who could train others. He mobilized local believers, who already had relationships where he lived, to help them share the Gospel and start new small groups in the area. Those people then trained more people and so on. In doing so, he learned that **“the resources are in the harvest,”** meaning, often times the most effective local church planter may not even be a believer yet. Everyone no matter how long they have believed can be trained to share their faith and guide others in a discipleship process.

他们采用了繁殖的理念。他不仅自己传福音和植立教会，还培训门徒可以培训其他人成为门徒。他动员了当地的门徒，因为这些门徒已经在当地拥有家族群体关系，进而帮助他们可以在已有的关系中传福音，并植立新的小组。然后这些门徒再去培训更多的人成为门徒，依此类推。通过此举，他了解到**“资源在庄稼中”**，意即，最有效的当地教会植立者甚至很可能还未信主。每个人，无论他们信了主多久，都可以通过培训，使自己能分享福音并在门徒培训过程中带领他人。

4. LOOKING AT THE SECTIONS AT THE END ENTITLED 主要条件 AND 隐藏的关键, OF THESE FACTORS WHICH OF THESE DO YOU FIND MOST UNIQUE AND HELPFUL?

查看文章末尾标题为“主要条件”和“隐藏的关键”的部分，你发现有哪些对你而言是独特和有用的？

CONCLUSION 总结

So as we read and discussed the story of 解牧师, we focused particularly on his approach not only evangelizing non-believers himself, but also mobilizing other local believers to reach out to their oikos. He trained others to do what he himself was doing which lead to an increase in evangelism, the multiplication of believers, and the multiplication of churches.

因此，当我们阅读和讨论解牧师的故事时，我们特别关注他的方法，他不仅向非信徒传福音，而且动员其他当地信徒向他们的家族群体传福音。他培训培训者继续做他做的事，带来了福音遍传，门徒倍增，以及教会繁殖。

We understand his mindset and strategy, but the question must be raised, "How did he actually train people do go and do this?"

虽然我们了解他的想法和策略，但必须提出一个问题：“他实际上如何培训门徒去做这些事？”

When we get to Field Three, we will learn more about the specific process that 解牧师 used, a process called Training for Trainers (T4T).

当我们谈到神国四田地的“田地 3” (新生命田地) 时，我们将学习更多有关解牧师使用的特定方法，该方法称为“培训培训者 (T4T)”。

ENGLISH VERSION OF YING KAI'S (PASTOR JIE'S) STORY

BACKGROUND

Pastor Xie Yingzhong grew up in Taiwan, his father is a pastor. Following his father's example of planting a church every year, he also leads 50 to 60 people to convert to the Lord and build a church every year. 20 years ago, he went from Taiwan to Hong Kong, and finally to the United States, following this model. In 1995, Pastor Xie and his wife Zhu Yinyue became missionaries in China. In 2000 they took charge of a vast threshing field, where some 20 million young people work in the many factories in the area, and thousands of people come from the countryside every day in search of job opportunities.

Seeing such a great need, Pastor Xie found that the traditional method no longer worked. With a small number of missionaries, it is impossible to spread the gospel to so many people who come and go in a short period of time. As he meditated on this issue, the Holy Spirit began to enlighten him. He asked, "What's more effective than church planting?" Answer: "Train more people to church planting." He asked again, "What's more effective than training more people to plant churches?" Answer: "Train more people who can train people to plant churches."

Pastor Xie knows that not everyone is called to plant a church, but who are these church planting apostles? Pastor Xie knows that instead of screening some believers for training, it is better to train each believer to be a trainer, and let God Himself reveal His gift, calling, and election in each believer.

"I know my wife and I can lead 30 people to the Lord each year, but unless every believer can lead someone to the Lord, we can preach the gospel to the tens of millions of lost souls in this vast harvest field."

TRAINING FOR TRAINERS

In the beginning, Pastor Xie found only 3 towns with churches in these 200 towns, with a total of 250 believers. When he shared his plan with a local pastor, the pastor shook his head and said, "You better go back to Hong Kong." But Pastor Xie convinced him that he was willing to let Pastor Xie teach a class on church planting to teach interested members. Most of their members are farmers, so classes are held in the evening, and about 30 people come to the class at first.

When Pastor Xie and his wife shared their visions and challenges with the students, the students responded less enthusiastically. Pastor Xie found that there were two obstacles that prevented them from evangelism effectively. The first obstacle is that they don't know who to preach to; the second obstacle is that they don't know what to say. Pastor Xie then asked them to write down the names of all the unbelievers around them, and prayed that the Holy Spirit would enlighten them to those 5 people who were to start the gospel. Then Pastor Xie asked them to write their own "story." Pastor Xie said: "We don't say it's a 'witness' because it's for Christians. Gentiles don't know what a 'witness' is, so we just tell our 'story'." Pastor Xie asked them to write their testimony on no more than one piece of paper and not use spiritual words.

This testimony basically has only 3 points: 1) the situation before believing in the Lord 2) how to meet Jesus 3) the changes after believing in the Lord. At first everyone was a little timid when they were speaking, so Pastor Xie asked them to speak aloud 5 times, and then divided them into groups of 3 and told each other their stories in the group. By the end of the first class, the farmers were full of enthusiasm and confidence. For the next few weeks, Pastor Xie continued to teach them the basics of the 6 faiths.

After the first class, Pastor Xie sent them to preach the gospel. He said, "Go and tell those five people your story this week; if you don't have the right opportunity, tell the next five people on the list first. When you come back next week, we'll see how God does it."

When they returned, Pastor Xie found that only 17 of the 30 people went to preach, but one of them preached to 11 people. In order to increase their confidence, Pastor Xie asked them to share the experience of their preaching. In this way, they inspire and learn from each other. After the second class, in order to encourage them to do the sermon rather than just listen to the sermon, Pastor Xie said to them, "If you don't preach, you won't use it in the next class." Pastor Xie found this statement to be very effective.

Two months later, in January 2001, they already had 20 groups that were gradually forming into churches. After 5 months, there were already 327 groups, 4,000 people were baptized, and 17 towns began to have meeting points. By the end of 2001, there were 908 house churches with over 12,000 new believers.

THEY RETURNED WITH JOY

As Luke said in chapter 10, in every town they went to, God prepared the "Son of Peace" to receive the gospel. An old farmer who had never planted a church planted 12 house churches in two months and a total of 110 churches a year later. The old farmer's secret to effective ministry comes from his way of life. He wakes up at 5 in the morning to read the Bible until 7, and then goes to work in the fields until 5 in the evening. Then he had a period of dinner and time with his family. At 7 p.m. he went out again, "working in God's threshing floor until midnight."

There are many examples of this in what is probably the largest church planting movement in history. In another town, a 67-year-old woman led 60 families to Christ within a year. Pastor Xie said, "I asked her to take me to see how she was doing. She just told everyone how weak she used to be, and then Jesus saved her; and then invited them to her home to study the Bible." Pastor Xie said: " She clearly has the anointing of the Holy Spirit."

Pastor Xie said, "We tell new believers how to do Bible study and daily devotions so they can do it on their own. Then we teach them what a church is and how to organize a church so they can grow together."

"At one point, we lost contact with a trainee in a Christian factory," says Pastor Xie. "We found him six months later. He was transferred to a large factory with 10,000 employees. During this time He established 70 groups, one of which grew to the 10th generation."

If you asked the priest the secret behind this powerful movement, he would pull up his pants to show you the calluses on his knees. "You must spend at least two hours a day in prayer," he said. Pastor Xie taught them to pray for the anointing of the Holy Spirit, to pray to wear full armor, to pray for the lost souls around them, to pray before giving testimony, and to pray that the blood of Jesus would protect them from the devil's attacks.

After two hours of morning prayers, Pastor Xie went to the threshing floor, faithfully telling his simple story every day, looking for the sheep of God. He also taught everyone to do the same. By 2003, Pastor Xie had been training 300 trainers per month. "You don't know who God will use," he said with a smile. "So we train everyone." His zealous commitment to training everyone around him took the movement far beyond his original goal of building 200 churches, and is still going.

In the following year, 3,535 churches were established and more than 53,430 believers were baptized. In the first half of 2003 alone, 9,320 churches were established and 104,542 believers were baptized.

LEADING YOUR TEAM

The story of Pastor Xie and his wife shows us that everyone can break through the ordinary and enter into abundance; we have a lot to learn from them. But the key to success is not the content and method of learning the course; what really matters is prayer, vision, and our commitment.

So when we build an evangelistic team, we must ask ourselves if we have the following indispensable elements.

IMPORTANT ELEMENTS

Vision - Has a clear vision, purpose, and strategy for the group or community to which it belongs.

Skills - Strategies require skillful skill, whether it's discipleship, church planting, training, proliferation, etc.

Passion - Ignite the burden of lost souls with vision sharing.

Co-workers - Achieving the goal requires many co-workers. Remember: your resources come from the field. Every believer may be a co-worker who needs to be built up.

Accountability - The team needs to be able to supervise each other and be responsible at every level, so that everyone can be practical in evangelism, discipleship, church planting, and training.

A team without a clear vision will be chaotic, a team without skill will fall into anxiety, a team without enthusiasm will progress slowly, a team without enough co-workers will be frustrated, and a team without push each other will be in vain.

OTHER IMPORTANT ELEMENTS

On the surface, the solution to the pastor is simple, with no special insight or theology, but without understanding a few hidden keys, your team won't be able to achieve the same effect:

The two hours of prayer that Pastor Xie said was necessary; that was the driving force of the whole church planting movement. Pastor Xie also gave every believer, male or female, no matter how long they had believed in the Lord, even if they believed in the Lord 10 minutes ago, to give them the opportunity to train. Pastor Xie cultivates those who act and do not waste time on believers who only talk and do nothing.

Pastor Xie provides answers to two of the students' most basic questions: #1 What do I say? #2 To whom?

At the beginning of the training, Pastor Xie urged the trainees to share (report) with the group to whom to preach and provide the training.

Pastor Xie followed up the church planting and training after the group had grown. He knew when the group had grown to the first generation; within two years, he was able to trace the 17th generation of the church.

A spiritual foundation for pastors to nurture and deliver can be described in these three sentences: #1 Church planting is not the job of experts (everyone can do it, everyone should do it). #2 There is great joy in saving souls; great joy in building churches ; The joy of teaching people to plant churches #3 Let's do it!

Most importantly, Pastor Xie practices what he teaches and trains others to do the same.