

Measure What Matters

A Field Manual to Help God's People
Celebrate His Work and Align with His Vision

Written and Compiled By
The Measure What Matters Task Force

Last Updated June 24, 2021

Measure What Matters

A Field Manual to Help God's People
Celebrate His Work and Align with His Vision

Compiled and Written By
The Measure What Matters Task Force, 2021

Task Force Leader
Randy Murray

Task Force Members
**A. L.
Carson
Glenn and Rhonda Stewart
H. C.
Ian B.
John H.
Jonathan C.
Ryan R.
Surajit Bagal**

Last Updated
June 24, 2021

A special thank you to two people:

Debbie Murray, for her support, encouragement, and unending editing during this entire project.

A. L., who has made this manual look out of this world, for untiring work editing and presenting the material in a user-friendly format.

Content for this manual includes material and ideas from many church planting practitioners, global workers, and global mission researchers. We would like to thank some of these contributors, but apologize for the many who may be omitted:

Brad K.	Jared H.	Sarah M.
Craig E.	Jimmy G.	Scott R.
Dr. D.	Kenny B.	Steve M.
Duane F.	Lee B.	Wilson G.
George T.	Nathan S.	Will J.
James M.	Roy W.	

And thank you to the countless local leaders who taught us much as we have worked together. We sought to teach you how to live for Jesus and in the process you taught us how to die for Him!

For more information about anything
in this manual, you may contact
info@fieldwork.services

There are two versions of this manual: a printed version and a PDF version. The PDF version has links that help with navigation and finding material referenced in the manual. The PDF is available freely upon request at info@fieldwork.services

Contents

1	Forward	1
2	Preface	2
3	Introduction	3
4	The Core Missionary Task (CMT)	4
5	Tracking, Reporting, Assessing, and Coaching (TRACing) the CMT	6
6	Why TRAC the CMT: Biblical and Practical Reasons	8
7	Why TRAC the CMT: Four Discovery Bible Studies	14
8	Best Practices in TRACing the CMT	19
9	Steps to Building a Culture of TRACing	28
10	TRACing Quality in the CMT	29
11	What to TRAC in the CMT	35
12	TRACing Leadership Development	39
13	TRACing People Group Entry and Engagement	46
14	TRACing Towards Exit	50
15	Developing Systems of TRACing	60
16	Tools to TRAC the CMT	63
17	Case Studies of TRACing the CMT	81
18	Warnings Related to TRACing the CMT	98

*Click any chapter above to jump to that location in the document.
Click any page number in the document to return to the Contents.*

Appendices

- A Bibliography 99
- B More on the Biblical Basis for TRACing 101
- C Samples of TRACing Forms 114

*Click any chapter above to jump to that location in the document.
Click any page number in the document to return to the Contents.*

Forward

Among missionaries serving in South Asia, conversations about ‘controllable-metrics’ are frequent. To explain, we believe there are elements of Kingdom expansion that are ‘uncontrollable’. For example, no disciple of Christ can give life to a lost soul. Similarly, no church planter can birth a church nor perfect a disciple. In fact, according to Romans 8 calling, redemption, and glorification are links of a golden chain of salvation dependent entirely on the Father, the Son, and the Spirit of God. Meanwhile, elements often described as personal disciplines and kingdom stewardship are in fact ‘controllable.’ How many will hear the gospel today? Our answer depends on the daily disciplined choice of an army of disciples faithful to share. Will we engage the next UUPG? Are we committed to follow-up in the form of disciple-making? Are we willing to equip and release elements of church function to local churches? Clearly, several necessary steps toward People Group engagement and church planting are matters of intentionality. In South Asia we seek to track and assess the controllable as a matter of kingdom stewardship.

After two decades committed to South Asia I am convinced; movements exist. The multiplication of disciples and churches is no 21st century invention, however. Those with an open New Testament recognize the result of kingdom expansion in repeated cycles of pioneering engagement, gospel seed sowing, follow up in disciple making with church formation and leadership development both ordering and multiplying the kingdom work force. To be sure, the realities of receptivity are dependent upon the Lord of the Harvest. Yet, whether a field and its fruit is quantified by addition or multiplication, these same stewardships exist. As surely as the “sower and the reaper will be glad together,” faithfulness in motive and task exist for every kingdom agent.

To that end, Randy Murray and this team of practitioners have offered a great service to the Great Commission Community. This collection of studies, principles, and tools represents not only stewardship of the missionary task, but also of the incredible kingdom laboratory that is South Asia in our time. Where movements exist across South Asia, new questions related to sustainability and health are being platformed. Where multiplication is occurring, majoring in qualitative metrics is the need of the hour. The effort to gather resources within this document reflects such stewardship, majors in such qualitative metrics, and I believe serves to challenge readers toward the responsible exit so critical to any cross-cultural assignment.

As you consider this document, I pray the Lord will encourage your heart. May its contents spur dependence upon him for fruit. May it sharpen your ‘controllable’ investment in the Kingdom. From engagement to exit, let us consider ways our tracking and assessment reflect dependence on God and his expectation for His bride.

May God be glorified in this effort,

Nathan Shank

International Mission Board
South Asian Peoples

Preface

What you are reading is a bit of a Red Sea experience...a walking on water encounter...a building a wall in Jerusalem kind of story. It has been a miracle. Answered prayer. From the moment of “I have an idea” to final publication, this project has been a “God Project.” Many people around the world have prayed for the team as we have discussed, collected information and stories, compiled, written, edited, (over and over and over again) and moved to printing. This publication has been a spiritual undertaking, with God taking the lead role and the contributors following His lead as we have discussed, collaborated, and decided what to include and not to include. We believe that this field manual is something HE wanted. And we are very grateful that He would choose “people like us”...broken, but willing...to put something like this together for Him and His people.

This project has not been the project of one person. In fact, you won't see any one single author named anywhere; rather, you can see a team of authors. It was a team effort. The team was actually a “Task Force” entrusted with helping disciples, churches, and leaders track, report, assess, and coach their work towards God's Vision. The Task Force consisted of practitioners in the field...laborers...called out ones...sent ones...who have given their lives to take the gospel to the ends of the earth. The contributors to this publication have worked at making disciples among many different people groups. They have seen many house churches formed and multiplied. They have seen generations of disciples, churches, and leaders multiplied. And they have worked very hard at tracking, reporting, assessing, and coaching towards greater “faith and fruit”...for HIS glory. This team hasn't just “talked the talk,” but they have also “walked the talk.” We have done the work that is represented here...but have also learned a lot as we sharpened one another with our ideas, conversations, and practices.

The Task Force has worked on this manual for nearly a year, meeting almost every 2-3 weeks, even under COVID-19 conditions and in the midst of other leadership and field responsibilities. Team members have lived around the world as we put the manual together, so this meant early mornings and late nights of meetings to accommodate time zones and schedules. And we couldn't be more thrilled that we have had the opportunity to serve God and His people in this way.

Why do we tell about all the challenges and hardships? Because what you hold in your hands matters. Very much. It is very important. It matters to Him and to His people. Every member of the writing team has a deep conviction that tracking, reporting, assessing, and coaching His work through His people is vitally important to achieving His vision. We pray that you will “catch” this passion and develop the same conviction. And we pray that you find something here that will help you know how to do it well.

A Prayer

God, we don't know why you would choose people like us to do something like this...to think that we can put a manual together on measuring what matters to You. How audacious! Yet, we believe that you called us to it...we have put our hands to the plow and have tried our best to be faithful to You and fruitful for You...and You have seen us through it. You have provided thoughts and ideas...field experience...grace in relationships and communication...endurance in meeting and discussing and grace to capture in writing these thoughts and ideas. You have helped us work hard to communicate in a way that field laborers might be helped in their work for You. Thank You! Thank You that You have entrusted us with this assignment. Now God, would You use this material for Your Glory...for Your Story...for Your Majesty. We pray that Jesus would be lifted up and magnified as a result of this publication. We pray that many in “far away places” may come to know Him as their God...as their Savior...as their Lord. We pray that You would help Your laborers know better how to do their work for You, and that there might be something useful in this manual that may help them. Thank you for hearing our prayers and answering. We look forward to more of what matters...faithfulness to You and fruitfulness for You...for your Glory...and your people's benefit! In Jesus name, Amen.

— **Randy Murray**

Introduction

What matters in our lives today? What matters around the world today? What really matters? After all is said and done, God and His story is what really matters. God says in His Word “The end of the matter; [after] all has been heard. Fear God and keep His commandments, for this is the whole duty of man. For God will bring every deed into judgment, with every secret thing, whether good or evil” ([Ecclesiastes 12:13-14](#)). This my friends is what matters...living for God...trusting and obeying Him. Even more, only 2 things will last into eternity: His Word ([Mark 13:31](#)) and People ([Matthew 25:46](#)). These are what matter in the long term! In fact, God says all of His commands can be wrapped up in one command...the greatest command...love God and love people ([Matthew 22:35-40](#) and [Mark 12:28-34](#)).

God, His Word, and people matter. Forever! That's what matters. Eternity is at stake in God's Story...in His plan. There are eternal implications for every person in God's plan ([Matthew 25](#), [John 3:16](#), [14:1-6](#), [17:3](#)). He wants to bless His creation ([Genesis 12:1-3](#), [Acts 3:24-26](#), [Galatians 3:13-14](#)). He desires for people everywhere to know Him and experience His love and forgiveness that come through a relationship with His Son Jesus ([John 3:16](#), [1 Timothy 2:4-6](#)). He desires very much that every person around the world have a chance to hear about His goodness and His offer of eternal life with Him ([1 Timothy 2:4-6](#), [2 Peter 3:9](#)). This is important to Him. It matters to Him. In fact, He commissions and sends His followers around the world to tell others about His love ([Matthew 28:18-20](#), [Mark 16:15-16](#)). What they do on His behalf matters to Him...and to people. The results of their work “matters” to Him. Lives are at stake. The eternal destiny of lives. What could matter more?

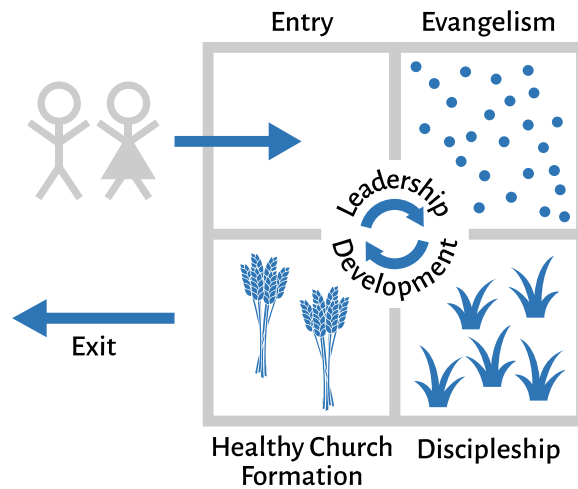
And if it “matters,” then it should be “measured” ...and “evaluated” ...and “adjusted” if needed, for better results...eternal results. This is why we write a manual on “measuring what matters.” This manual is about “measuring what matters”...what really matters...eternally matters...measuring the effectiveness of God's work through His people around the world. This manual is for those working to make disciples of Jesus among everyone everywhere ([Habakkuk 2:14](#), [Matthew 28:18-20](#), [Revelation 7:9](#)). It is for those who, like Paul, are willing to go anywhere and to anyone to make Jesus known and to teach His disciples to obey all of His commands ([Matthew 28:18-20](#)). This manual will focus on the work of these “missionary minded” people. It will focus on their work...their task...the “missionary task.”

One note: The principles, practices, tools, and systems represented in this manual are ones used by and familiar to the practitioners who wrote and compiled the manual. There surely are other great practices, tools, and systems used around the world that help accomplish the same objectives in tracking, reporting, assessing, and coaching towards God's vision. If you know of other tools and systems that help you do this, we encourage you to use what works for you...and maybe even pass it on our way so we can learn and get better!

The Core Missionary Task (CMT)

So, what is the “missionary task”? Missionaries (and missions minded people) around the world today do a plethora of things (e.g., schools, leadership development, orphans, medical, hygiene, disaster relief, water wells, etc.). For the purposes of this manual, we will focus on what the Apostle Paul did as a missionary. We will use his work as a model for missionary work. Paul’s work can be traced in his “missionary journeys” ([Acts 13-21](#)) and in his letters (Romans, 1 & 2 Corinthians, Galatians, Ephesians, Philippians, Colossians, 1 & 2 Thessalonians, 1 & 2 Timothy, Titus, and Philemon). A study of Paul’s work suggests that he focused and worked on a few major areas. We see Paul again and again entering new places, sharing the gospel, making and strengthening disciples, forming churches, identifying and developing leaders, and then when the pieces are in place, leaving to work in other places where Jesus is not known. We can group his activities into six areas: entry, evangelism, discipleship, church formation, leadership development, and exit. Paul may have done some other things as he traveled and worked, but all of his time, energy, and focus is heavily allocated to these six areas. We might call these areas his “core.” He considered these things the “core” of his “missionary task.” Together, we will refer to these six areas as the missionary task, the Core Missionary Task, or the CMT.

In light of the full testimony of Scripture, we believe that the Core Missionary Task has six components: entry, evangelism, discipleship, healthy church formation, leadership development, and strategically planned exit. Because abiding in Jesus is central to our strategy, it is not a separate component of the task, but rather is an essential element in every part. Abiding in Jesus involves spiritual practices like growing in faith in Jesus, being filled with the Spirit, submitting to the will of the Father, memorizing and meditating on Scripture, prayer, fasting, journaling, solitude, and more. We must abide in Jesus in order to bear lasting fruit in the missionary task. One way to picture the cycle of the Core Missionary Task is shown in the diagram on the next page.



The Core Missionary Task

We will assume the following definitions for the six components of the Core Missionary Task:

- **Entry**— gaining access to people who need to hear the gospel and working to find people ready to hear the gospel
- **Evangelism**— proclamation of the gospel message in the power of the Holy Spirit with the aim of persuading people to repent and believe in Jesus Christ
- **Discipleship**— the process of leading someone to be conformed to the image of Jesus through the intentional transformation of their heart, mind, affections, will, relationships, and purpose
- **Healthy church formation**— the process of forming groups of baptized believers in Jesus Christ who are committed to each other to be the body of Christ to one another, who meet together regularly to carry out the functions of a biblical church, and who multiply to form new churches
- **Leadership development**— the process of raising up followers of Jesus who lead in the context of their role in the local and global church
- **Exit**— strategically leaving a people group or place after the missionary task has been completed, with the new churches from that place or people as our partners in the ongoing task of global evangelism, disciple making, church formation, and leadership development

Tracking, Reporting, Assessing, and Coaching (TRACing) the CMT

This manual will attempt to give insight and instruction in four areas of “measuring what matters” in God’s work: Tracking, Reporting, Assessing, and Coaching. And again, we will only attempt to have this discussion around the Core Missionary Task (CMT) as defined above. Tracking, reporting, assessing, and coaching are best done in relationship with each other, as will be explained in this manual. They are all interdependent. Each can stand on its own, but each depends on the others for effectiveness and fruitfulness. None are an “end” in and of themselves; rather, working together, they are a “means” to a greater end...God’s vision. Because the four are so frequently related and discussed as “one,” we will sometimes use the acronym “TRAC” as an abbreviation for “Track, Report, Assess and Coach.” We may occasionally add a suffix (e.g., “ed” or “ing”) to the acronym to fit the use of the word in a given context. So, understand when we use the acronym “TRACing,” we mean “Tracking, Reporting, Assessing and Coaching.” And when we use the acronym “TRACed,” we mean “Tracked, Reported, Assessed and Coached.”

A few more definitions are in order:

Tracking

As we think about the word “tracking” in relation to the Core Missionary Task (CMT), it is helpful to think of “tracking” as the act or process of following something or someone. It is also helpful to think of “tracking” as observing how something or someone is / is not proceeding along a determined or defined course or path and whether the desired destination or result has been reached as planned / desired. The Scriptures provide a clear record of instructions and observable patterns of behavior that result in faithful disciples being made around the world and Christ’s Kingdom established as the Holy Spirit works in and through those He indwells. As we track CMT activities and results, we are attempting to observe and record current patterns of behavior and key results so that we can then proceed to assess whether or not we are adhering to those Biblical patterns and bearing healthy Christ-honoring fruit...and make adjustments accordingly. Other terms often used for “tracking” might be “observing,” “watching,” and “monitoring.”

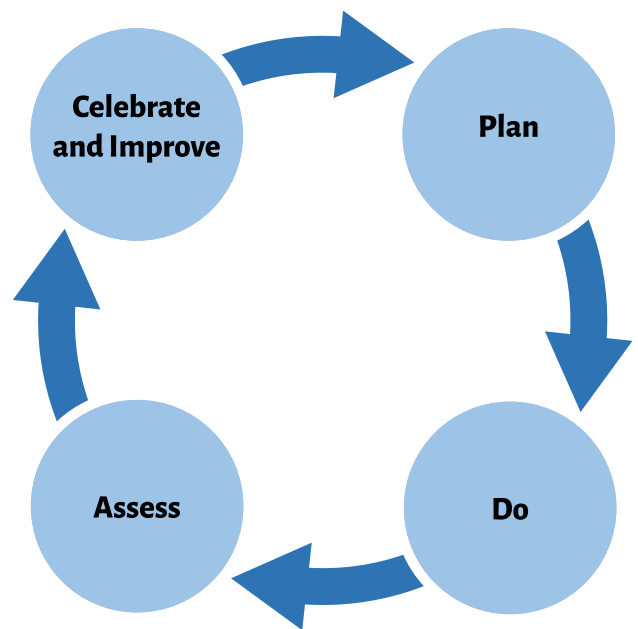
Reporting

The process of organizing gathered information (data) into a form that can be communicated to others, studied, and evaluated (assessed / diagnosed). Reporting may be done orally or through report forms or with digital applications. Someone might simply tell a story of what God has done in a particular family. This would be considered a report, though done informally and orally. Others might post what God is doing in their work through social media. This too would be considered a “report.” Others might present an Every Member Ministry Map (See [Ek Rasta’s Every Member Ministry Map](#) on page 68) or GenMap (See [Generational and Church Health Mapping \(Paper Version\)](#) on page 69) to be assessed by peers and leaders. While still others may have paper report forms with numbers of believers and churches. For our purposes, we would consider all of these a “report.” Reports are typically provided in multiple formats to multiple people. Reports are given to various people for encouragement, vision casting, faith building, accountability, prayer, coaching, correction, requesting help, and more.

Assessing

Assessing is an evaluation process pursued by colleagues in order to find areas of success in their work that can be celebrated or areas of challenge that can be improved. Assessing is an attempt to search for solutions to real challenges faced in their ministry context. The goal is to learn from prior performance in order to make improvements that align with the vision and ministry goals of the team. Examples of assessing might include evaluating content and the understanding of this content or evaluating a process or a plan and how well these are understood by the team. Felt needs might be evaluated. Progress toward desired outcomes can be evaluated. Some of these metrics may be quantifiable, such as the number of people baptized, or number of churches that display certain signs of health. Assessing can also include qualitative measures such as conversations about spiritual development, stories about what God is doing, the health of disciples and churches, or abilities of leaders. The purpose of assessing is to understand and celebrate, building on what is happening well, while at the same time identifying challenges or areas for improvement. Assessing can result in new understanding that is of benefit for guiding the future actions of the ministry team and also for others who would like to learn from their efforts. Note that alternate terms used for assessing might be “evaluating” or “diagnosing.”

The cyclical process of assessing is shown at right. Work is usually already in progress when teammates and partners begin to track and assess. Someone is Doing something that merits attention or focus. The team then works together to Assess what God is doing and how His people are joining Him in that effort. With a better understanding of the progress of the work, teammates can then Celebrate what God is doing and ways they can Improve in their efforts. They can then Plan how to move forward, what to Do next. This process of planning, doing, assessing, celebrating, and improving can and should continue even after the exit of any outside workers.

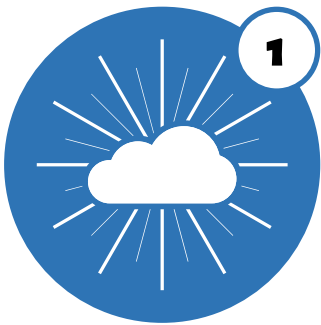


Coaching

Webster’s dictionary defines a coach as “one who instructs or trains.” Richard Blackaby and Bob Royall take it a step further in their helpful book “Spiritual Leadership Coaching” (see [Bibliography](#) on page 99). They help those living and working for Jesus (thus the “Spiritual” aspect) know how to integrate coaching into their lives and work. They define spiritual leadership coaching as “Spirit-led use of prayer, Scripture, and coaching skills to invite awareness of the activity of God and to help people align their life, and those they lead, with God’s purposes.” (Blackaby and Royall, Location 341 of 2910 in Kindle Version). We would agree with this. A Christian coach comes alongside believers, leaders, and churches and reminds them of the vision, helps them clarify goals, teaches the strategy with all its tools and processes, tracks and evaluates faithfulness and fruitfulness, celebrates the victories, gives helpful feedback on how to improve, offers continued encouragement to everyone, and helps hold people accountable. The subject of coaching is far beyond the scope of this manual. We will speak to coaching to a small degree, but we highly recommend leaders in God’s work study more on coaching. There is much written on this subject. We have mentioned a few resources in the [Bibliography](#) on page 99.

Why Track, Report, Assess, and Coach the CMT: Biblical and Practical Reasons

So why do the hard work of tracking, reporting, assessing, and coaching (TRACing)? Why would God want us to put in the time and energy to TRAC? What is a biblical and practical basis for TRACing? The following is a list of the top 11 reasons why we think every disciple and leader should consider TRACing a high value activity in God's work.



God's Glory

It highlights God's glory and compels us to glorify Him.

[Acts 21:19-20](#) says "After greeting them, [Paul] related one by one the things that God had done among the Gentiles through his ministry. And when they heard it, they glorified God." This happens often when we see or hear about what God does and how He does it. Throughout the Bible, we see God change hearts and transform the lives of people. We see Him give (or hear about Him giving) faith, hope, and love to those who had none ([Colossians 1:3-6](#), [1 Thessalonians 1:6-10](#)). When we see or hear about these things we glorify and worship Him.

Also, God often shows His power and ability by using specific numbers. For example, we learn that God creates the world in 6 days ([Genesis 1-2](#)), defeats large armies with only 300 soldiers ([Judges 7-8](#)), builds a city wall in 52 days (Nehemiah), makes a wall fall down "instantly" with horns blowing ([Joshua 6](#)), feeds more than 5000 with 2 fish and 5 loaves ([Matthew 14:13-21](#), [Mark 6:30-44](#), [Luke 9:10-17](#)), helps a man walk who couldn't walk for 38 years ([John 5:1-17](#)), and facilitates the gospel spreading in a vast region so that all hear in the area in 2 years ([Acts 19:10](#)). Because specific numbers are used, we are amazed with the stories and our awe of God grows. The numbers in these stories make a vast difference. (Try telling these stories without the numbers. Does it have the same effect and impact?) The impact due to the "numbers" in the stories compels us to worship and glorify Him.

God's Story

It enables us to tell the story of what God is doing.



The Bible itself is a record of God tracking and telling (or reporting) His own story so it can be told throughout history (1 [John 5:13](#)). God wants His story told, and if He thought it important enough to include TRACing in His story, that should be sufficient motivation for His people to do it. TRACing God's work allows us to tell what God is doing in the world ([Acts 14:24-28](#), [15:12-14](#), [21:17-19](#)).

Those who love us, pray for us, and support us enjoy hearing how God is working ([Acts 15:3](#), [2 Corinthians 1:8-11](#), [Philemon 1:4-7](#)). Observe in [Acts 15:3](#) how much joy hearing about the details of what God was doing brought the people: "So, being sent on their way by the church, they passed through both Phoenicia and Samaria, describing in detail the conversion of the Gentiles, and brought great joy to all the brothers." Even more, telling God's story envisions people and gives them a chance to partner in God's work around the world (through prayer, field visits, financial support, and more) (The report in [Nehemiah 1](#) was a call to action for Nehemiah; Paul tells about the Macedonian churches in [2 Corinthians 8:1-5](#)).



Faithfulness

It enables us to know if we are being faithful stewards of God's assignments.

God desires faithfulness to Him and His commands (1 [Corinthians 4:2](#)). He desires obedience ([John 14:15](#)). He wants us to know Him ([John 17:3](#)). He desires in us character and faith, hope and love (1 [Corinthians 13](#), [Galatians 5:22-23](#)). The "quality of our lives" is as important to Him as the "quantity of our work." (We will address quality and quantity later in this manual). He desires faithfulness to Him in our lives and in our work. He has given His mission to the church to make disciples, build His leaders, and form healthy churches. Even more, workers have a responsibility to be faithful stewards and are accountable to the leaders and organizations with whom we serve ([Mark 6:30](#), [Acts 14:27-28](#)). Tracking, reporting, assessing and coaching elements of His work enables workers to know if they are being responsible and faithful with the task they are assigned, and promotes healthy disciples, leaders, and churches. (See for example the Parable of the Two Sons in [Matthew 21:28-32](#), the Parable of the Tenants in [Matthew 21:33-44](#), or the Parable of the Talents in [Matthew 25:14-30](#).)

Fruitfulness

It enables us to know if we are being fruitful or making progress in God's work.

God created us to be fruitful. He desires fruit (in other words, productivity and progress) in our lives and work ([Genesis 1:28](#), [Matthew 21:18-19](#), [Matthew 21:33-44](#), [Mark 4:18-19](#), [John 15:8](#)). He wants His church to grow...numerically and spiritually ([Matthew 16:18](#), [Acts 9:31](#), [Ephesians 4:11-12, 16](#)). He wants all nations and “every” nation, tribe, people, and language to have a chance to worship Him ([Matthew 28:18-20](#), [Mark 16:15](#), [Luke 24:47](#), [Revelation 7:9](#)). His desire is for all people everywhere to hear the Good News ([Acts 1:8](#), [1 Timothy 2:4](#), [2 Peter 3:9](#)) and grow as disciples of Jesus ([Matthew 28:18-20](#)). TRACing monitors progress towards and fulfillment of these visions, desires, and commands of God.



Celebration

It enables us to recognize and celebrate what God is doing through His people.

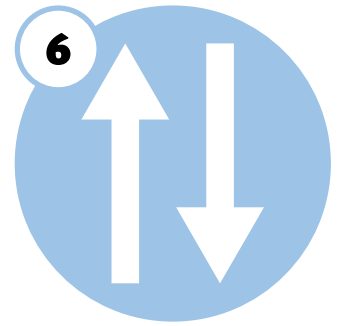
When we track, report, and evaluate God's work, we learn “who is doing what” and have the chance to recognize the good work of disciples, leaders, and churches, and to celebrate what God is doing through them...no matter how large or small. Jesus celebrates the 5 and 2 talent stewards in [Matthew 25:14-30](#); Jesus praises the widow's “small” offering in [Mark 12:41-44](#). The church celebrates in [Acts 21:19-20](#) after hearing great reports. Paul celebrates the quality (health) of the Thessalonian church in [1 Thessalonians 1](#) and the Philippian church in [Philippians 4:10-20](#). He celebrates the maturity (or development) of Timothy as a leader in [Philippians 2:19-22](#) and applauded the Berean believers in [Acts 17:11](#). One faithful leader stated, “Personal ministry maps (a tool for tracking, assessing, reporting, and coaching a disciple's growth and work) are like a diploma...a certificate of faithfulness. They enable us to know who to recognize and who and what to celebrate.” One note of caution: it can be tempting to “boast in what we have done” or “bring attention to what we have done” and lose sight of God's grace in all of this. We must be careful to not “fall into pride” here. See [Measure Your Motive](#) on page 19 in the Best Practices in Tracking, Reporting, Assessing, and Coaching the CMT section of this manual.

Prayer

It informs our prayers.

Knowing what is happening in the work (and not happening) and where it is happening (and not happening) leads us to pray for God to move ([Luke 10:2](#), [1 Timothy 2:1-2](#)). We are able to give thanks for what God has done ([Colossians 1:3-14](#), [1 Thessalonians 3:6-9](#)).

Knowing what is happening with the leaders in the work enables us to pray for them ([2 Corinthians 1:8-11](#)). After Paul heard of the Colossians' faith in Christ, love for the saints, and hope in heaven, it motivated him to pray more for them ([Colossians 1:3-4, 9](#)). Tracking, reporting, and assessing can inform our prayers in specific ways if we continue to see no growth or “God activity” in a certain place or among a certain people ([Colossians 4:12-13](#), [1 Thessalonians 3:10](#)).



Reality

It makes us aware of the state of the work (the reality of the work).

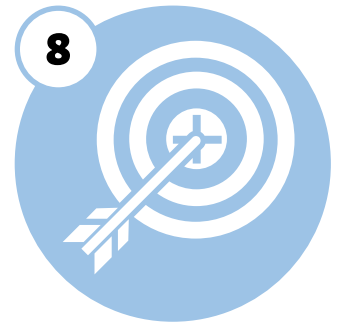
One leadership pundit has rightly said, “Leadership starts with assessing reality.” TRACing the work brings us face to face with the “brutal facts” of the work. God encourages us to “know the state of our flocks...because they produce the wool and milk” ([Proverbs 27:23-27](#)). Paul was able to direct Timothy to the church in Ephesus ([1 Timothy 1:3](#)) and Titus to the churches in Crete ([Titus 1:5](#)) because he knew (from observing and assessing) there was more work to be done in them.

One important note here: It can be very easy to report the reality “we want” people to know...to track, assess, coach, and share only those things we want to share. Ananias and Saphira told part of their story...but not the whole story...and it cost them ([Acts 5:1-11](#)). With such an important task and as servants of a holy God, we must work hard to find the “whole truth”...the “whole reality”...the “reality” that God values...about the work. We must work to cultivate and promote an ethos of truthfulness. And we have to analyze our methods and processes to make sure we are not unknowingly encouraging or incentivizing inaccurate reporting.

Clarity and Focus

It brings clarity and focus to the work.

Knowing the reality...the facts...the truth...of our work, as a result TRACing, brings clarity and focus. It helps leaders give the right TEARs (Time, Energy, Attention, Resources) to the right places at the right time (e.g., teachers sent to Antioch in [Acts 11:19-26](#), elders appointed in the churches in [Acts 14:23](#), Timothy to Ephesus in [1 Timothy 1:3](#), and Titus to Crete in [Titus 1:5](#)). It helps keep the focus on high value, high priority activity and results. In [Mark 1:35-39](#), Jesus wanted to spend His TEARs on preaching the Kingdom in multiple villages—His assignment from the Father and His high value priority. Jesus told His disciples to only go to the lost sheep of Israel ([Matthew 10:5-7](#)), but told Paul to go to the Gentiles ([Acts 22:21](#)). He told the 72 to go to specific villages ([Luke 10:1-20](#)). TRACing lets us know if we are hitting targets...spending time on the priorities...and implementing the high value activities God has assigned to us. It also enables us to know if we are spending our TEARs on the right things...at the right time.



Decision Making

It informs strategic decision making in God's work.

As a result of clarity and focus gained from TRACing, leaders are enabled to allocate and deploy necessary resources (time, energy, attention, and funding) in order to join God where He is working today ([Acts 11:19-26](#), [Titus 1:5](#)). Proverbs is full of advice on gathering right information and knowledge before making decisions ([Proverbs 14:15-16](#), [19:2](#), [20:25](#), [27:12](#)). We are encouraged to “make the best use” of our time (and other resources) ([Ephesians 5:15-17](#)). The Jerusalem church decided to send Barnabas to the Antioch church after hearing about what was happening. Barnabas assessed the situation and made a decision to find Paul and devote time to teaching them; as a result, the disciples were first called “Christians” ([Acts 11:19-26](#)). Paul made decisions after assessing his situation. [1 Corinthians 16:5-9](#) is written in Ephesus. He is “tracking and assessing” his work and can assess that a wide door for effective work has been opened. So he makes the decision to stay until Pentecost. With good information (from observing and tracking), decision making becomes easier. And these decisions can be made based on facts, rather than hearsay or assumption.

People Development

10



Training people to track, assess, report, and coach (TRAC) equips them for life and work.

Giving people the chance to TRAC gives enormous opportunity for them to grow in many areas of their lives. Doing this work develops basic skills people need in life. For example, people learn how to ask pertinent questions, how to record information, how to organize,

how to communicate, how to analyze progress, how to follow a process, how to be held accountable to one another in love, and how to report...truthfully. Doing this work builds character, responsibility, and maturity in Christ for everyone, from the simplest believer to the most capable leader ([Ephesians 4:13](#), requirements of God's leaders in [1 Timothy 3](#) and [Titus 1](#)).

Even more, asking each disciple or family to track their progress (through a discipleship path like the CMT) promotes every member ministry (every believer is a priest; see [1 Peter 2:9](#)). It personalizes the work for each disciple or family. It provides an intentional path and plan to develop believers into disciple makers ([Matthew 28:18-20](#)).

Jesus observed (tracked) and evaluated (assessed) His leaders to help them develop ([Mark 9:14-29, 33-37](#); [Luke 10:1-12, 17-20](#)). He developed in His followers "kingdom principles" and a value for what God can do with little by using "numbers" (tracking growth or multiplication) in His stories (e.g., the smallest of seeds growing into the largest of trees in [Matthew 13:31-32](#), only 5 loaves and 2 fish feeding more than 5000 in [Matthew 14:13-21](#)).

A study of Paul's work readily reveals that one of his primary goals was to watch (track), evaluate (assess), and develop (coach) leaders in the work ([Acts 20:1-4, 17-38](#), [Colossians 1:3-7](#), [2 Timothy 1:13-14](#)).



11

Vision Casting

It helps us cast vision for God's work...and to finish what is remaining!

God's vision can be framed a number of ways: the knowledge of His glory everywhere ([Habakkuk 2:14](#)), His name to be known among all nations ([Malachi 1:11](#)), all people saved ([John 3:16](#), [2 Peter 3:9](#)), disciples of all nations obeying His commands ([Matthew 28:18-20](#)), no place left for workers to work ([Romans 15:23](#)), and believers from every nation, tribe, people, and language worshipping Him ([Revelation 7:9](#)). He wants the whole world to hear about His love ([Mark 16:15](#)). TRACing progress towards these visions compels celebration and a desire to finish what is remaining. When a state map of where the gospel has gone (and has not gone) or where churches are gathering (and are not gathering) is shown in a meeting, hearts are stirred. Many celebrate the progress. Others ask, "How do we finish what is left?" Reporting the progress of desired results helps cast vision and offers God's people a chance to get involved by praying, giving, going, and / or sending ([Acts 11:19-26](#)).

Why Track, Report, Assess, and Coach the CMT: Four Discovery Bible Studies

There is evidence from Genesis to Revelation in the Bible that God and His leaders value and implement tracking, reporting, assessing, and coaching (TRACing). On the following pages are 4 Discovery Bible Studies where tracking, reporting, assessing, and coaching are modeled. Take time to reflect on these passages to witness the impact these practices have on God's work.

Reference	Description	Page
Luke 10:1-12, 17-20	Jesus on Tracking, Reporting, Assessing, and Coaching	15
Acts 11:19-26	Tracking, Reporting, Assessing, and Coaching in the Early Church	16
1 Thessalonians 1:1-10	Tracking, Reporting, Assessing, and Coaching Toward Church Health These 10 verses provide a great biblical case for how to do qualitative TRACing.	17
1 Thessalonians 1-5	Tracking, Reporting, Assessing, and Coaching Toward Church Health The entire book of 1 Thessalonians is a great biblical case on TRACing done by Paul.	18



Luke 10:1-12, 17-20

Jesus on Tracking, Reporting,
Assessing, and Coaching

1 Share.

Share the story of [Luke 10:1-12, 17-20](#). Think about the role of tracking, reporting, assessing, and coaching in the story.

2 Ask.

Where do you see these modeled in the story?

Tracking – Observing God's Activity through His people

Reporting – Telling about God's Activity through His people

Assessing – Evaluating God's activity through His people

Coaching – Helping God's people better align with God's activity

3 Discuss.

Tracking – What tracking information did Jesus already know before He sent the disciples to proclaim the Kingdom of God?

- ◆ He knew who they were and how many there were. Jesus chose 72 disciples (v.1).
- ◆ He knew how many teams there were. He divided them into 36 different teams of 2 and sent them out. He knew who was going and could follow up with them (v.1).
- ◆ He knew where they would do the work. He sent them to towns and places He planned to visit (v.1). (He chose specific locations. Therefore, He could track where the work was to happen.)
- ◆ He knew what work they would do. He directed them to pray specifically for laborers in the harvest (v.2), to look for responsive people, and to stay with them. If they chose to, they could have tracked progress on this directive by recording names and locations of responsive people. This could have been reported to Jesus and evaluated by them to plan for follow-up.

- ◆ He knew how they would do the work. He gave explicit instructions of what to do and how to do it when they went (vv.1-16). (Therefore, He could assess their effectiveness in ministry and coach towards progress and improvement.)

Reporting – After the 72 completed their assignment, what did they do?

- ◆ They returned to Jesus to give a report on their experience and results (v.17). Jesus expected those He sent to come back with a report.
- ◆ They reported miracles done in Jesus' name (v.17).
- ◆ There was excitement and joy in the work (v.17).
- ◆ Reporting and receiving reports enables us to celebrate what God is doing, validate workers doing a great work, encourage the workers through whom God is working, and teach / train them more.

Assessing – What things did the disciples and Jesus assess?

- ◆ The disciples were to observe and assess the responsiveness of the listeners (vv.5-11). Based on their assessment of responsiveness, they would decide what to do next (plan next steps and act).
- ◆ Jesus assessed the activity and report of the disciples (vv.17-20). He even evaluated why they were happy...and redirected their focus.

Coaching – How did Jesus coach them?

- ◆ He encouraged them and validated their authority, power, and protection in His name (vv.18-19).
- ◆ He warned them concerning the reason for their joy. It should not be on having power over demons, but that their names are written in heaven (v.20).

4 Apply.

Put into practice tracking, reporting, assessing, and coaching based on what is modeled in the story.

- ◆ Identify 2 key result areas where you can improve tracking in your work.
- ◆ Create a plan or system (or improve your current one) to track these key result areas.
- ◆ Implement your plan or system within the next 60 days.



Acts 11:19-26

Tracking, Reporting, Assessing, and Coaching in the Early Church

1 Share.

Share the story of [Acts 11:19-26](#). Think about the role of tracking, reporting, assessing, and coaching in the story.

2 Ask.

Where do you see these modeled in the story?

Tracking – Observing God's Activity through His people

Reporting – Telling about God's Activity through His people

Assessing – Evaluating God's activity through His people

Coaching – Helping God's people better align with God's activity

3 Discuss.

Tracking – What information was being “reported” to the church in Jerusalem (v.22)?

- ◆ That believers were “speaking the word” to Jews as far as Phoenicia, Cyprus, and Antioch (v.19). Note the attention to people (Jews) and place.
- ◆ That men from Cyprus and Cyrene were preaching Jesus to Greeks in Antioch (v.20). Again, note the attention to people and place.
- ◆ Many Greeks were turning to the Lord in Antioch (v.21). Note the reference to people and place.
- ◆ The hand of the Lord was with them (v.21). The responsiveness of the people showed this. Tracking, reporting, and assessing what was happening allowed the leaders to conclude God was at work.

Reporting – How did the church in Jerusalem hear about what the Lord was doing in this story?

- ◆ They received a report (v.22). (Reporting informs God's people of what God is doing.)

Assessing – How was the work furthered when Barnabas and the Jerusalem church assessed what was happening?

- ◆ The Jerusalem Church - They saw a need for help and sent Barnabas to Antioch (v.22). Note that the church heard the report, assessed the situation, and realized that many were coming the Lord. So they sent someone who could teach the new believers. Tracking, reporting, and assessing the situation allowed the leaders to make decisions to send resources to the need.
- ◆ Barnabas - What did Barnabas do when he arrived in Antioch? He assessed the situation (v.23 - “he came and saw the grace of God”). He saw that they were faithful, and he verified the report (v.23). He encouraged them to stay faithful (v.23). As a result, “a great many were added to the Lord” (v.24). The church grew and expanded. Tracking and reporting allows leaders to evaluate, verify and coach the work to growth. It also lets leaders encourage those through whom God is working.

Coaching – What adjustments did Barnabas make to further the work?

- ◆ Barnabas asked Paul to help (v.25). Barnabas assessed the situation and knew he needed help; therefore, he recruited Paul.
- ◆ Paul and Barnabas then taught a “great many people” in the church there for a whole year (v.26).
- ◆ As a result of tracking, reporting, and assessing, Barnabas and Paul were able to make adjustments and plan to work with God in growing the church.

4 Apply.

Put into practice tracking, reporting, assessing, and coaching based on what is modeled in the story.

- ◆ Identify 3 places in your work where you are able to see God at work.
- ◆ What resources (teachers, leaders, training, Bibles, etc.) may need to be deployed in order to strengthen or expand what God is already doing in these places?



1 Thessalonians 1:1-10

Tracking, Reporting, Assessing, and Coaching Towards Church Health

1 Share.

Share the story of [1 Thessalonians 1:1-10](#). Think about the role of tracking, reporting, assessing, and coaching in the story.

2 Ask.

Where do you see these modeled in the story?

Tracking – *Observing God’s Activity through His people*

Reporting – *Telling about God’s Activity through His people*

Assessing – *Evaluating God’s activity through His people*

Coaching – *Helping God’s people better align with God’s activity*

3 Discuss.

Tracking – In [1 Thessalonians 1:1-10](#), what did Paul track (observe) in the lives of the Thessalonian believers?

- ◆ Their “work of faith...labor of love...steadfastness of hope” (v.3).
- ◆ That God was working in their lives (vv.4-5).
- ◆ That they were imitating Paul and the Lord (v.6).
- ◆ That they received the word, and did this “in much affliction,” but “with the joy of the Holy Spirit” (v.6).
- ◆ That they were an example for other believers in other places (vv.7-8). Note the influence they had in Macedonia, Achaia, and other places. Paul tracked / observed the “spread” of their influence.
- ◆ That they turned from idols. Even others were reporting this to Paul and others (v.9).
- ◆ Note that Paul did not commend them here for the number of baptisms or church starts.

Reporting – How did Paul hear about the Thessalonians?

- ◆ The believers in Macedonia and Achaia reported what was happening in their area as a result of the Thessalonians’ lives and work (vv.8-10). Much was going on, but the people saw the importance of sharing the story to help and encourage others, perhaps even to receive help, receive instruction, and be held accountable.
- ◆ [1 Thessalonians 3:1-6](#) also informs us that Timothy reported back to Paul after being sent to check on them.

Assessing – In [1 Thessalonians 1:1-10](#), Paul was very encouraged and thanked God because he saw certain “qualities” in the Thessalonian church. What were these qualities? (Paul was not so much concerned with “numbers” (quantitative tracking and assessing) here, but with the “health” or “quality” (qualitative tracking and assessing) of the church.). How did Paul assess these qualities?

- ◆ “faith...love...hope” (vv.2-3).
- ◆ Evidence of God working, including supernatural activity, the power of God, changed lives, and miracles (v.4).
- ◆ Strong conviction of gospel truth (v.5).
- ◆ Following the Lord’s patterns of teaching and ministry (and Paul’s patterns as he imitated Jesus) (v.6).
- ◆ Obeying the Word, even in persecution (vv.6,9).
- ◆ The gospel was going out from them (vv.7-8).

Coaching – Though not a part of this study, [Chapters 4-5](#) demonstrate Paul coaching the Thessalonians. He encourages them to continue in their faith and gives them hope that Jesus will return for them.

4 Apply.

Put into practice tracking, reporting, assessing, and coaching based on what is modeled in the story.

- ◆ How do you track and assess the quality or health of disciples, leaders, and churches in your work? Make a plan to intentionally track this in your work. Begin implementing the plan within 60 days.
- ◆ Plan to teach this lesson to your leaders in the next 60 days, stressing the importance of quality and health in God’s work.



1 Thessalonians 1-5

Tracking, Reporting, Assessing, and Coaching Towards Church Health

1 Share.

Share the story of [1 Thessalonians](#) (Chapters 1-5). Think about the role of tracking, reporting, assessing, and coaching in the story.

2 Ask.

Where do you see these modeled in the story?

Tracking – *Observing God’s Activity through His people*

Reporting – *Telling about God’s Activity through His people*

Assessing – *Evaluating God’s activity through His people*

Coaching – *Helping God’s people better align with God’s activity*

3 Discuss.

Tracking – In 1 Thessalonians 1-2, what did Paul track (observe) in the lives of the Thessalonian believers? List the many things he observed in their lives.

Reporting – In 1 Thessalonians 3, how did Paul receive reports concerning the Thessalonian believers?

- ◆ Paul sent Timothy to them to learn about their faith. Paul desired to hear a report of the work because he was deeply concerned for their lives (3:5).
- ◆ Timothy personally went and saw the faith of the Thessalonian believers. The emphasis of Timothy’s report was news of their faith and love (3:6).
- ◆ Reporting brought great joy to the worker (Paul). Paul was deeply comforted by the news of their faith (3:7).
- ◆ We also learn in 1 Thessalonians 1:8-10 that the believers in Macedonia and Achaia reported what was happening in their area as a result of the Thessalonians’ lives and work.

Assessing – As we saw in the “Tracking” portion of this study in 1 Thessalonians 1-2, Paul was very encouraged and thanked God because he saw certain “qualities” in the Thessalonian church. Review again the qualities you noted from the Tracking section of this study. Note that Paul was not so much concerned with “numbers” (quantitative) here, but with the “health” or “quality” (qualitative) of the disciples and the church.

Coaching – In 1 Thessalonians 4-5, how did Paul coach the Thessalonian believers after hearing the report about them?

- ◆ Chapters 4 and 5 is a list of instructions from Paul. Paul gave these instructions in response to the report he had received. He observed in the report he received, assessed their lives and work and then coached them further in their walk with the Lord. Discuss some of the things he told them that stick out to you.
- ◆ Paul gave further teaching concerning those who have “fallen asleep.”
- ◆ Paul wanted the letter to be read to all the brothers. Paul was coaching everyone in response to the report from Timothy.

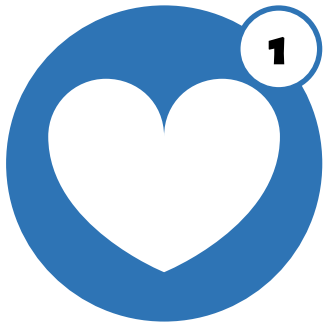
4 Apply.

Put into practice tracking, reporting, assessing, and coaching based on what is modeled in the story.

- ◆ How do you track and assess the quality or health of disciples, leaders, and churches in your work? Make a plan to intentionally track this in your work. Begin implementing the plan within 60 days.
- ◆ Plan to teach this lesson to your leaders in the next 60 days, stressing the importance of quality and health in God’s work.

Best Practices in Tracking, Reporting, Assessing, and Coaching the CMT

What are some best practices for tracking, reporting, assessing, and coaching (TRACing)? The following is a list of 13 essential practices for tracking, reporting, assessing, and coaching.

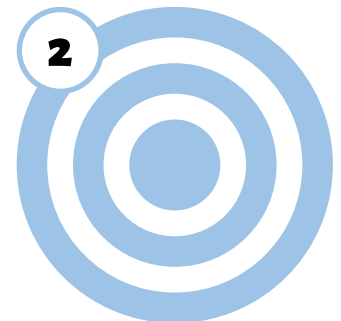


Measure Your Motive

In God's thinking, motive matters ([1 Samuel 16:7](#), [Proverbs 21:2](#), [Matthew 6:1-18](#)). Therefore, in TRACing, motive matters. Why am I tracking? Why am I reporting what I report? We TRAC to measure alignment with God's heart and vision. We TRAC to measure the state of God's vision in our work (e.g., the reality, the progress, the gap), to measure progress towards His assignment to us. We don't do it to brag or boast (See [2 Corinthians 10:13-18](#), [11:30](#); [Galatians 6:14](#)). We don't do it to make ourselves look good or powerful (See David's wrongful desire for a census in [2 Samuel 24:1-17](#), Jesus' warning in [Matthew 6:1-18](#)). We don't do it to secretly gain some benefit for ourselves (See story of Ananias and Sapphira in [Acts 5:1-11](#)). We must be honest when we TRAC. Honesty, integrity, and truthfulness are God's desire for His people ([Proverbs 19:1](#), [9](#), [28:6](#)). Ensure your motives align with God's motives and that you are TRACing the right things for the right reasons.

Know Your Goal

We must know what our goal is when we TRAC. God's glory everywhere is our goal ([Habakkuk 2:14](#)). The nations worshipping Him is our goal ([Matthew 28:18-20](#), [Revelation 7:9](#)). Refer to [Vision Casting](#) on page 13 for more expressions of God's Vision. TRACing is a means to God's Vision. TRACing is not the end in and of itself. Likewise, a "cool tracking tool" or a "fancy report" are not the priority either. These are tools to get to the ultimate vision (God's glory everywhere among all). Furthermore, tracking without assessing (and reporting and coaching) is just "gathering information." The goal is not simply "gathering information." And assessing without deciding next steps, coaching, and implementing, is incomplete. Data (information) should be used to inform the work, to inform decision making, to celebrate what is good, and to adjust where needed, all in order to get to your goal - God's vision.





Develop a Culture of Tracking, Reporting, Assessing, and Coaching

Webster's Dictionary defines culture as "the set of shared attitudes, values, goals, and practices that characterizes an institution or organization." Another way of describing "culture" is "a way of life." TRACing should become a part of the "culture" of our lives and work for Jesus. TRACing should be high value activities and a "way of life" in a network or organization. Viewing TRACing as an asset and as vital to life and work helps create this culture of TRACing. Model TRACing as a "value add" for every disciple, leader, and church. Talk about it as a good thing, not as a drudgery or a "necessary evil." Model and teach "brutal honesty" in TRACing. Getting to God's vision is worth "TRACing the reality".

Establishing this culture will not be easy. Know and expect TRACing to be hard work. There rarely are shortcuts. Believers, leaders, and churches must decide that "hard" is worth it for Jesus and His people. One leader of a very large work trains each of his believers how to track and assess their own discipleship and work. He and his network do an exceptional job with this. When asked "How do you do it? What is your secret?", this leader says, "The best way to do it, is to just start doing it. It will be hard and awkward at first. You'll make mistakes. Learn and adapt as you go. Know that more is caught than is taught. So start doing it together with your people. As you do it, your people will "catch" on and start doing it. Everyone doing it together will help make the process better...and remember, it takes regular modeling, mentoring, and coaching. This is not a 'one off' thing...it's a part of the work...it's a part of who we are." He uses phrases like "we must inspect what we expect" and "what gets measured gets done" and "we measure and evaluate what we value" in order to establish a culture of TRACing in his network. And the results speak for themselves.

To learn more about how to develop a culture of TRACing, see [Steps to Building a Culture of Tracking, Reporting, Assessing, and Coaching](#) on page 28.

Keep It Relational

This is a BIGGIE. Perhaps key to it all (other than the God factor in all of this; see [Psalm 20:7](#)). Relationships! Credible, trusting, respectful relationships. Relationships can "make or break" TRACing. Handle with care. Asking for reports (tracked data) from the field should be done in relationship. When done well, tracking and assessing (and reporting and coaching) should be done from a posture of influence, rather than position (even if you hold a position). Leaders do have authority to just "ask for the numbers," but demonstrating a servant leader posture, with an attitude of helping others in their work goes far in building relationships with leaders and modeling the way of Jesus. One frontline worker said "I don't want a boss who is only asking for a report. I want a brother who is helping me in my work. If we do the work together, we both will see the report."



To ask for “information and reports” or to offer correction (assessing / coaching) without solid working relationships can result in relational “withdrawals” or “debits.” However, to help someone track, report, and assess their work (which typically results in having helpful field “information and reports”) in order to help coach them towards their vision is often seen as a relational “deposit” or “credit.” Even more, asking for information and reports outside of relationship can yield “skewed” information or “mis-information.” Reporters can give information they believe their leaders “want to hear.” Some local leaders have said “I have to give big numbers or I won’t receive support or the leader won’t respect me and give me more time.”

One way to foster great relationships with TRACing is to add value to their work. Contribute to them occasionally without expecting anything in return. Do something for them to help them track, report, and assess without expecting anything in return. Do it simply to help them in their work...to better them...to help them succeed. Train them how to track their work. Help them assess their work and coach them in how to improve and make further progress. Be willing to give something of value to others as a result of their tracking and reporting. Give them a printed map of their work or a digital generation map or a comprehensive report of their work or a list of reached and unreached villages in their state or all the districts where they have work or a list of all the Unengaged Unreached People Groups in their area, etc. These reports and tools do much to expand God’s kingdom...and providing them to your people makes huge deposits into your relational bank account.

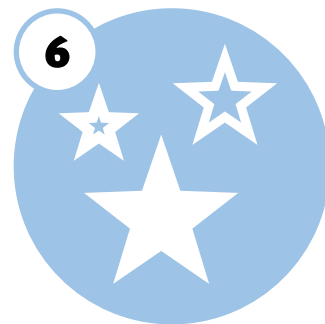


Keep It Simple

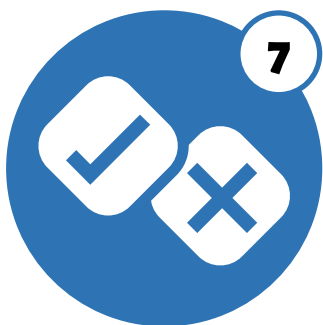
Work hard to keep your tools and systems as simple as possible. Simplicity is better. Tools should be used at the “user’s capacity.” If the user can’t use a complex tool (because of available resources or know-how or some other reason), the tool probably will not get used. Choose which metrics (key result areas, desired results) to measure (or not measure) wisely. Knowing your goal is prerequisite to deciding what metrics to track (and not to track) and which ones are most important or vital to the mission (and which ones may be omitted). Tracking fewer key result areas (Baptisms, Disciples obeying the Word, Churches Started, Churches practicing the Lord’s Supper and Baptism, Leaders Trained, etc.) can increase the potential that quality tracking is actually done. Adding more metrics to be tracked adds more work and time to track and manage the information, lessening the chance that the work will be done (or done accurately). Keeping up with every minute detail will overwhelm people and lessen the probability that tracking will be done.

Simple tracking and reporting tools (paper report forms, church circles, apps, etc.) enable the “common” everyday front liner to track and assess. Some suggest that only using paper as the field tool to track the CMT process and results is the way to go because paper is easily available to everyone. Others suggest a combination of paper and digital formats be used to meet the needs and desires of various leaders.

Track Quantity and Quality



Quantity (How many?) and Quality (How healthy?) both matter to God. Therefore, quantity and quality both matter when TRACing. TRACing quantity (numbers) is easier than TRACing quality (health). Yet, the whole Bible demonstrates that quantity and quality both are very high values to God. He wants “all” to hear ([2 Peter 3:9](#)). He wants the “whole” world to hear ([Mark 16:15](#)). He promises that someone will be worshipping Him from “every” nation, tribe, people, and language ([Revelation 7:9](#)). Counting matters. Numbers matter. Someone has said “every number tells a story.” Yet, it is not enough just to consider the numbers...the quantity. He cares if these numbers...His people...love, give, worship, believe, pray, help their neighbors, and are faithful. It is important to know the strength of believers and capacity of leaders. These attributes of His people are hard to measure with mere numbers. Knowing the quality / health of believers, leaders, and churches means relationships must be nurtured so that trust, transparency, honesty, truth telling, grace, and understanding are cultivated. Quality relationships are a must in order to know (track), evaluate (assess), and report on the health of God’s people and work. We must work hard to do both – quantity (numbers, how many) and quality (health, how healthy). God desires both quantity and quality be TRACed.



Determine What to Track, Report, Assess, and Coach... And What Not to Track, Report, Assess, and Coach

TRACing absolutely everything God is doing through His people can be overwhelming. In fact, impossible (see [Ephesians 3:20](#))! What should be TRACed? What did Jesus TRAC? How about Paul? Did they keep up with every minor detail of their work? Did Jesus and Paul keep a list of villages that were reached or unreached with the gospel? Did they record if every follower of Jesus obeyed every command taught to them? Did Paul keep up with which churches gave tithes and which ones didn’t? Did Paul have a checklist of every course a leader completed as they were being developed? All of these (and more) are great questions to ponder as we think through what to TRAC...and what not to TRAC.

In the next section, we have provided a list of key results that may be tracked under each component of the Core Missionary Task. There are a number of key results that may be tracked in each component. Leaders have to decide where to place TRACing emphasis in their work. Strategic decisions must be made on what to TRAC and why? Choose which metrics (key result areas) to measure (or not measure) wisely. Knowing your goal is prerequisite to deciding what metrics to TRAC. There is no cookie cutter approach to determine what to TRAC. Emphasis must be placed on seeking God’s wisdom in what should be TRACed.

Once again, we highly recommend comprehensive TRACing of the CMT. There are tools already designed to TRAC key result areas of the CMT (see [Tools to Track, Report, Assess, and Coach the CMT](#) on page 63). We highly recommend [Ek Rasta's Every Member Ministry Map](#) on page 68 and [GenMapper](#) (see [GenMapper](#) on page 70 or [Generational and Church Health Mapping \(Paper Version\)](#) on page 69). However, there may be other metrics in your work that you desire to TRAC in greater detail that may require additional tools.

Decide Who Tracks, Reports, Assesses, and Coaches



Tracking, reporting, assessing, and coaching hold potential for every believer, not just leaders (e.g., [Ek Rasta's Every Member Ministry Map](#) on page 68). As mentioned in [People Development](#) on page 13, any person can do this. Asking every believer to track their own process of discipleship and every pastor and leader to track their own work builds local ownership, self-feeding, and self-care among believers. It also facilitates development of character, life skills, and work skills, as mentioned previously. Tracking doesn't happen by accident. It must be intentional. Believers and leaders have to be asked (assigned) to do so. And then they must be instructed in all that is involved with TRACing. History shows that greater results come from intentionalizing the plan for tracking, with details of "who" tracks "what" and "how." It is also up to leaders to train their people how to assess what they have tracked and coach towards the goal / vision.



Track Informally

One of the best ways to track quality is through "informal tracking." Informal tracking is done through relationships (see [Keep It Relational](#) on page 20)...shoulder to shoulder in the field...just being with people. It is often done through conversation and dialogue, perhaps having a cup of chai talking about the work or hearing disciples and leaders share about their work in meetings or discussing the story behind a picture taken at a baptism. No report forms or maps or Apps are necessarily involved (though they can be if desired). What is involved is "listening with a purposeful and attentive ear." One can learn much by asking the right questions and listening to what is said...and is not said. Listening to someone pray and teach reveals much about what they think and believe. What we learn (track / observe) from these encounters can then be evaluated for next steps (see [Tracking, Reporting, Assessing, and Coaching Quality in the CMT](#) on page 29).

Track, Report, Assess, and Coach Four Key Result Areas of the CMT

10



Remember, for our purposes, we are TRACing along the Core Missionary Task (CMT). There are four Key Result Areas in the CMT: Peoples / Places, Reproducing Disciples, Reproducing Churches, and Reproducing Leaders. Each of these areas should be tracked, reported, and assessed.

Peoples / Places —

As discussed earlier (see [Introduction](#) on page 3), God desires that everyone everywhere hears His Good News. This deserves to be tracked, reported, and assessed in order to monitor progress. People Group lists are available. TRACing activity among people groups ensures that God's desire that all nations hear is fulfilled. Tracking activity in various places (e.g., a church in every village, etc.) ensures everybody everywhere has a chance to hear. See [Tracking, Reporting, Assessing, and Coaching People Group Entry and Engagement](#) on page 46 for more tips on TRACing People Group work.

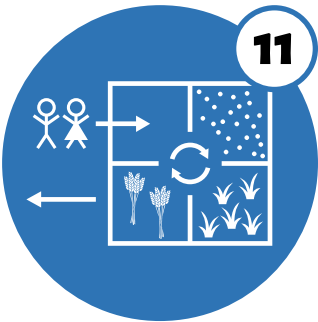
Reproducing Disciples —

Vital information about disciples should also be TRACed. While tracking, you might record where the disciple lives, what community (people group) he / she is from, when they believed and were baptized, are they reading the Bible and praying daily, have they completed certain lessons, are they meeting with others regularly, are they giving, are they sharing their faith, are they teaching others, and are they multiplying themselves into other disciples. This tracking might follow the disciples' progress along a "disciple making process" or "CMT process." It can monitor and evaluate the fruit from his or her ministry (e.g., how many have they shared with, are they discipling others, are they going to other villages, etc). The health or growth or maturity of the disciple can also be observed through ongoing interactions between the disciple and disciple maker (e.g., notes captured into a notebook about their love for God and their neighbor, their attitude, their character, their relational aptitude, and more). Even more, multiple generations of disciples can be tracked and assessed. From this perspective, all components of the CMT can be tracked, reported on, assessed, and coached (i.e., is the disciple faithful in each of the CMT components?)...from a very granular perspective...looking at each disciple.

Reproducing Churches —

Churches should be tracked and assessed. When tracking in this key result area, the location of the church is tracked, along with communities (peoples / nations) in the church, how many are attending, believing, and whether it is growing (or not), the practices of the church (as modeled in [Acts 2:42-47](#)), local leadership in the church, training of the local leader, and whether the church is multiplying into other churches. Again, from this perspective, all components of the CMT can be tracked, reported on, assessed, and coached (i.e., is the church faithful in each of the CMT components?)...but from a "group" or "corporate" perspective rather than an "individual" or "disciple" perspective.

God says “When a land transgresses, it has many rulers, but with a man of understanding and knowledge, its stability will long continue.” ([Proverbs 28:2 ESV](#)). If we want stability in God’s work, leaders of “understanding and knowledge” are needed. Therefore, it would be wise and prudent to track, report, and assess pertinent information about our leaders (e.g., who are the leaders, where do they live and work, what is their character, what is their relationship with God like, how do they relate with others, what is their capacity / skills / giftings, can they teach, what courses / classes have they completed in a leadership development program, do they understand and are they implementing the CMT critical path and process, what are areas of development needed, etc.) See [Tracking, Reporting, Assessing, and Coaching Leadership Development](#) on page 39 for more on TRACing reproducing leaders.



Track the Entire Missionary Task Process and Product (Result)

The Core Missionary Task (CMT) was defined previously (see [Introduction](#) on page 3 or [The Core Missionary Task \(CMT\)](#) on page 4). As mentioned, for the purposes of this manual, we are only focusing on TRACing progress made on the CMT. Typically, in church and missions work, results are TRACed. Results like how many heard about Jesus, how many baptisms, how many churches, how many leaders, etc. TRACing results is vitally important. We should be doing this. However, it is very helpful and important to also TRAC the “process” of the CMT.

As one begins doing the work of the CMT...entering new places and peoples, sharing the gospel, making disciples, forming churches, developing leaders, and then exiting (the six components of the Core Missionary Task), it can quickly be seen that each of these components done in relationship with each other form a path (Critical Path) or a process that leads us to God’s vision of all people everywhere hearing of Him, disciples being made, churches being formed, and leaders being equipped. This “process” of doing all the components of the CMT (e.g., how to transition from a spiritual conversation to sharing the gospel, what to do after a person believes in Jesus, how to form a group of believers, how to identify godly leaders, etc.) is just as important as the results of doing the CMT (e.g., how many baptisms, how many disciples, how many churches, etc.). Note that working (or living) the process yields the results (fruit). One component of the CMT naturally “leads” to or “flows” into another component. And soon, doing all the components one after the other...or “in relationship”... becomes natural. Note however that this “natural” process often takes “intention” to “push it along”...and most of the time does NOT happen in a linear fashion. Disciples should know how to “live” and disciple others in the entire CMT process while also focusing on the right Kingdom results (fruit).

Because each of the components (Entry, EV, Discipleship, Church Formation, Leadership Formation, and Exit) are highly valued by God and are necessary to get to God’s vision, it is highly recommended that the entire CMT be TRACed...as a “process”...and for the results

(fruit). Disciples should also know how to track, report, and evaluate their progress along this process. Furthermore, mature disciples and leaders should serve as coaches (“disciple makers”), helping believers, churches, and leaders know what to celebrate and what to do next to move towards health and maturity in Christ.

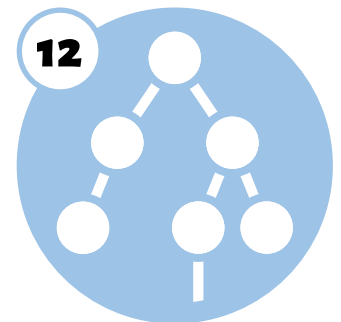
TRACing the “process” of the CMT carries with it multiple advantages. For one, it allows believers and leaders to cast vision for what needs to be done in the work...all of the work...and how to do it. It is a great teaching tool in that it demonstrates what is done first, then second, then third, and so forth. TRACing the “process” carries the potential of nurturing relationship if done from a servant posture (for example, Mentor to Disciple: “I’m here to help you, not simply to get info from you.”). Also, TRACing the “process” is great for “beginners” because it allows one to celebrate progress along the early stages of the path (Entry, Evangelism) and not losing heart because they have not had progress in other areas along the path (Church Formation, Leader Development).

So, since TRACing the “process” *and* “results” is so important, we highly recommend using a tool that platforms TRACing both, the “process” *and* the results. There are tools (see [Tools to Track, Report, Assess, and Coach the CMT](#) on page 63) that are very useful in TRACing all the components of the CMT to some degree in one single tool. Note: Depending on what you want to TRAC and the degree of detail you want to TRAC, you will most likely need more than one single tool to TRAC every aspect of your work and every component of the CMT to the degree you desire.

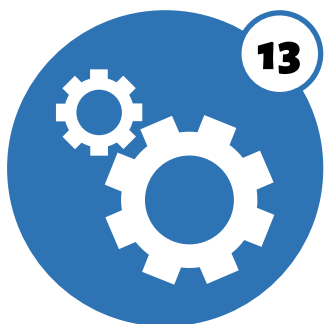
Track, Report, Assess, and Coach Generations

To give everyone a chance to hear the Good News ([Mark 16:15](#)) and to make disciples of ALL peoples / nations ([Matthew 28:18-20](#)), multiplication must be intentionalized and practiced. This means healthy disciples are making other disciples who make other disciples and so on, healthy churches are helping form other healthy churches who form other healthy churches, and healthy leaders are building other healthy leaders who build other healthy leaders. In order to observe and evaluate if multiplication is happening, it is highly recommended that you TRAC *generations* of disciples, leaders, and churches, not simply numbers of baptisms, leaders, and churches and the health of these.

One effective leader has said “Casting vision for and tracking generations increases the chances multiplication happens in the work.” One way to intentionalize and prioritize multiplication in your work is to “expect it and inspect it” by TRACing. TRACing generations enables leaders to know if healthy reproducing / multiplying is happening. Students of multiplying movements recommend working to at least the 4th generation to increase the probability that multiplication will continue because the “DNA” or “practice of multiplying” has been set in the network.



We recommend using tools that facilitate tracking generations of gospel sharing, disciples made, churches formed, and leaders identified (see [Tools to Track, Report, Assess, and Coach the CMT](#) on page 63). Two we highly recommend are [Ek Rasta's Every Member Ministry Map](#) on page 68 and [GenMapper](#) (see [GenMapper](#) on page 70 or [Generational and Church Health Mapping \(Paper Version\)](#) on page 69).



Develop a System of Tracking

TRACing must be intentional and planned. It is helpful to develop a “system of tracking.” Mark Lenz, in his great article [How Measuring Results Enhances Ministry Effectiveness](#), says every leader collecting information about their ministry should be asking 3 questions: What? So What? Now What? This is a great example of how to think about a “system” that helps make information useful. (To read the article, see [Bibliography](#) on page 99 for a link.) For our purposes, let’s look at all that is involved. A CMT path / process / plan must be identified (see [Track the Entire Missionary Task Process and Product \(Result\)](#) on page 25). Metrics (what is tracked) along this path / process must then be chosen. Tools that can track these metrics must then be chosen, whether it is by a written report, process map, digital app, or something else. Believers and leaders must then be trained in how to use the tools to track key result areas along the process (This is assuming they understand and can implement the CMT process). The information captured on the tools, whether a piece of paper, a report form, or digital report, must then be delivered to leaders (and / or colleagues) for assessing and coaching. Celebration will be in order, as well as adjustments and next steps necessary to move the plan forward towards God’s vision. The end result of the coaching should be a short action plan (whether written or oral) to be implemented over the next 30-90 days (i.e., what needs to be done in the next 30-90 days to make progress towards God’s Vision).

In order to accomplish all of this, it is helpful to create a “system” of TRACing. See page 60 for [Developing Systems of Tracking, Reporting, Assessing, and Coaching](#).

Steps to Building a Culture of Tracking, Reporting, Assessing, and Coaching

Tracking, reporting, assessing, and coaching (TRACing) is the use of tools, processes, and conversations to understand and improve progress toward our vision that all people in all places have a chance to know Jesus, our Savior. The following are steps to take to build a culture of TRACing.

- 1** Have a vision that is clear, concise, and owned by the team. All TRACing should be seen in the context of the pursuit of a shared vision.
- 2** Ensure that team members understand the importance of their TRACing. Regularly review the team vision, the biblical foundation for TRACing, and lessons being learned / gains made as a result of ongoing TRACing.
- 3** Train for TRACing. Team members must acquire skills and practice at TRACing and using information to further their efforts toward the vision.
- 4** Encourage and expect truthfulness. Remind the group regularly that TRACing that is not based in the truth disrespects the honest efforts of the group and dishonors God. Inaccurate information or inflated results make it harder for the team to succeed at its vision.
- 5** Make sure team members understand what is being done with information they collect and submit. What are the benefits for the group? How is the information being used beyond the group?
- 6** Ensure that TRACing provides regular, practical benefits to the group. Information should be reported back to the group for celebration of progress and encouragement for improvement and redirection.
- 7** Have a collective mentality. Work together to overcome group and individual challenges revealed through study. Celebrate group success, Kingdom success, when TRACing demonstrates progress toward the vision.

Tracking, Reporting, Assessing, and Coaching Quality in the CMT

Websites are full of reports of how many people have come to Christ, how many churches have been started, and how many leaders have been trained. Organizations often share their progress in “numbers”...so many engaged, so many reached, so many baptized, etc. Even goals are defined using numbers. This is good and necessary, but as mentioned earlier, this is only part of the equation. God values quantity...AND...quality. It was the lack of trust and obedience that mired God’s people in trouble time and time again (a “quality” issue), not the number of people there were (a “quantity” issue). We see God blessing faithfulness (or chastising a lack of it) in the Bible, regardless of whether it was 5 or 2 or 1 talents. The widow’s mite was more “valuable” to Jesus than the rich man’s large gift. These speak to quality. So, quality MUST be given attention in any discussion of tracking, reporting, assessing, and coaching (TRACing) God’s work.

How do we understand the difference in Quantitative and Qualitative research? Though a bit technical, one source gives a great description of both:

“Quantitative research is expressed in numbers and graphs. It is used to test or confirm theories and assumptions. This type of research can be used to establish generalizable facts about a topic. Common quantitative methods include experiments, observations recorded as numbers, and surveys with closed-ended questions.”

“Qualitative research is expressed in words. It is used to understand concepts, thoughts or experiences. This type of research enables you to gather in-depth insights on topics that are not well understood. Common qualitative methods include interviews with open-ended questions, observations described in words, and literature reviews that explore concepts and theories.”

(See Streefberk’s [Qualitative vs. Quantitative Research](#) in [Bibliography](#) on page 99.)

When working with people, qualitative research is about capturing and reporting the stories that flesh out and further explain the numbers (quantities). The two go hand in hand.

So...what does this mean for God’s work? And even more especially, what does this mean for workers focused on the Core Missionary Task (CMT)?

Quantitative Evaluation (i.e., “looking at the numbers”, “counting what God is doing”) of the Core Missionary Task is the attempt to understand and accurately report the measurable aspects of what God is doing with and through those who join him in the CMT. This is accomplished by / through tracking numbers of gospel shares, believers, baptisms, disciples in Bible study, churches, leaders, people groups engaged, and so forth. It is “counting” God’s work and representing what He is doing through His people in “numbers.”

Qualitative evaluation (i.e., “listening to the stories”, “describing what God is doing”) of the Core Missionary Task is the attempt to capture, understand, assess, and accurately tell the story of the progress in the CMT. This is accomplished through conversations with partners, group discussions, iron-on-iron sessions, case studies, measures of church health, interviews with workers, etc. Newsletters from the field, photo and video essays, prayer requests, and many other human interactions contribute to this greater story of the depth of what God is doing through His people in a particular context. This is “describing” God’s work and representing what He is doing through His people in “stories” and “descriptions.”

Often, TRACing quantity and quality work very nicely together. They can inform and influence each other. For instance, a healthy disciple (quality) makes other healthy disciples (quality and quantity). A healthy church (quality) typically is a growing church in maturity and numbers (quality and quantity). A healthy leader (quality) is multiplying other healthy leaders (quality

and quantity). I can count (quantity) the number of leaders at a certain leadership capacity or level (quality). If the leader is not able to give a list of other leaders he / she is developing, this speaks to the health of the leader (or lack of health). I can count the number of People Groups (quantity) who have received the Gospel and are sharing the Gospel among their own people (quality). I can count the number sub-segments in my Mega-Segment with local ownership (quantity and quality) before I exit certain sub-segments (quality). So, often, quality and quantity relate well together and should be considered together for full benefit in TRACing.

Tips for Tracking, Reporting, Assessing, and Coaching Quality in the CMT

So, how do you measure the quality or health of a disciple, a leader, or a church? Can one measure a person's heart...or their faith...or the depth of their love for God and people? How do you know if someone is praying regularly or reading their Bible daily? How do you know if they are fully committed...or fully surrendered...to Jesus? How do you know if they are "faithful" to Jesus, walking in the Spirit, trusting and obeying? How do you track theological accuracy? How do you track right understanding of the gospel? How do you know if a leader is mature or has godly character or satisfies the church leadership qualifications outlined in [1 Timothy 3](#) and [Titus 1](#)?

No doubt, volumes can be written (and have been) on these questions (and more like them). For our purposes, here are 10 tips on how to track, report, assess, and coach quality.

1 Give Adequate Time to Disciples, Leaders, and Churches

Your presence with them is vital. Watching their lives. Listening to their words. Jesus spent time with His disciples and leaders. Paul spent time strengthening disciples, developing leaders, and forming churches. Time with the people was important for Jesus and Paul. There is no way to know the "quality" of one's life and work without spending adequate time with them. Someone has said "Disciple making is spelled T.I.M.E." This is true here.

2 Develop Strong Relationships with Disciples, Leaders, and Churches

Not only time, but deep relationships with key disciples, leaders, and churches is vital. As discussed earlier (see [Keep It Relational](#) on page 20), trusting relationships platform openness, transparency, and honesty in conversation that help identify genuine thoughts and understanding. From these conversations, celebration and encouragement can happen as well as further teaching and training in living for and working with God.

Know What is Important to Observe and Evaluate

Time is limited for everyone. It is impossible to observe and track everything. So, knowing the things that are important to observe and evaluate is...well important. Things that are important to God are things like faith, love, hope, the fruit of the Spirit, obedience to His Word, gospel purity, doctrinal integrity (or sound doctrine), taking the gospel to all people in all places (especially those who have not had a chance to hear), healthy churches being formed with biblical practices, character of leaders, a willingness to sacrifice and suffer, the process of making a disciple, and more. A study of the life of Jesus and Paul (and other key Bible leaders) reveals that all of these were priorities for them...and when they saw these things missing in disciples, leaders, and churches, they took time to give correction and encouragement. Know your priorities...and God's priorities...and look for them in the lives of your disciples, leaders, and churches.

Ask Open-Ended Questions

Ask questions. Open ended questions. Jesus did this regularly. Jesus wanted to know what His disciples (and others) thought and understood. So, He asked them. He did not simply ask “yes or no” type questions (called “closed-ended”). He asked “open-ended” questions (e.g., “Who do the people say I am?” in [Matthew 16:13-20](#)) to gain an understanding of what they understood. When you know what is important to observe and evaluate (as mentioned in the point above), you can then ask pointed open-ended questions to learn what disciples and leaders think on these things.

One great framework for asking questions is the “3S Questioning” framework. 3S is Stories...Strategies...Statistics. Ask questions in this order. First, ask for the “Stories”...the “God Stories.” How has God answered prayer? What is God teaching you in His Word? How is God changing your life and the lives of others? Where do you see God working? These types of questions surface issues and concerns related to prayer, relationship with God, dependence on God, etc. Then ask about “Strategies.” Questions about the work...strategy type questions. When you went out, how did you share? When you found the person of peace, what did you do next? When you meet to study the Bible together, what does that look like? How did you find the new leader you are mentoring? How are you helping your new “Timothy” learn how to make a disciple? Which People Groups are you working among? These types of “work questions” surface what they know and understand and do related to the Core Missionary Task process and related tools. THEN...ask about “Statistics.” How many gospel shares, believers, baptisms, groups, churches, leaders, villages entered, people groups working among and so forth. The leader who created this framework says “When I ask for the numbers first, I can always get a lot of numbers...and it seems like everyone is doing fabulous and is successful everywhere; but, when I ask for the stories and strategies first, it’s a different scene. I hear about problems and challenges and why this didn’t work and why this did. And this is when we can make real progress, because we can deal with the real issues.” If you want to get to “reality” in your work, ask for the “Stories”...then the “Strategies”...then the “Statistics.” For a copy of this framework, see [3S Reporting](#) on page 114. (And thank you to Roy W. for creating this framework and passing it on to be used by others.)

5**Listen with a Purpose**

When you ask questions, listen to their answers. Really listen. With a purpose. Most of us want to talk and teach and train more than we want to listen. Both are needed. Most of us probably need to increase our “listening skills.” Listen when your people talk (and don’t talk). You are trying to determine what people think and understand about certain topics...how they feel about certain things...their level of commitment...their depth of faith and love...can they follow the discipleship and church planting process...and more. Listening to what they say...and what they don’t say...will give you insight into what they know and think and believe and feel. Once you know this, you can respond with appropriate celebration and coaching.

6**Observe with a Purpose**

How did Jesus know if His disciples could have enough faith to join Him in feeding 5000 with a small lunch? He put them to the test and “watched their response.” Paul knew he had to write letters of correction to the Galatians and Corinthians because he listened to and observed the lives of the disciples, leaders, and churches. Behavior is based on beliefs. You can know some things about what a person believes by how they behave. Watch the lives of your believers, leaders, and churches. You will learn much. And when you have learned much, assess what you have learned and coach from it. Help your people become better, live better, and work better.

7**Assign Tasks and Observe**

Ask a person to serve (especially doing things like sweeping the floor, washing the dishes, or taking out the trash) and you will learn what they think about serving. Ask a person to lead and you will find out about their leadership attitude and ability. Ask a person to teach on a subject and you will discover what the person knows and believes about a subject (“The teacher is the greatest student.”). Watching someone share the gospel will tell you many things about what this person knows about the gospel...and his or her ability to share it. Asking disciples to make other disciples will surface strengths and weaknesses (and commitment levels) in the disciple maker. You will learn what they know and don’t know. Give responsibility...and watch. You will learn much about the health or quality of the issue. When you learn, follow thru with assessing and appropriate coaching.

Ask Your Leaders Where They are Encouraging and Correcting People

Jesus and Paul were constantly encouraging and correcting their disciples and leaders. They desired Jesus followers to have “biblical godly lives.” When they saw something great, they encouraged. When they saw something off, they corrected. Are your people encouraging and correcting? For what things are they encouraging and correcting? Asking this question will surface what leaders value and consider important in the work? One leader asks his leaders “Where are you refuting / correcting wrong thinking / beliefs / doctrine?” Asking this question gives this leader a gauge of whether his leaders are thinking and talking about right teaching. He says “this one simple question tells us if our leaders are giving attention to doctrinal purity. If they are silent when we ask, we know we need to improve in this area. If they are not correcting, there is probably a problem with the leaders because there is always a need for correction.”

Keep Notes on What You Observe in Believers, Leaders, and Churches

It is very hard keeping up with everything in God’s work. Keep notes. Keep a notebook or journal handy in which you can record observations and insights. One leader said “I take a notebook with me in all my meetings...and I am always taking notes about what I observe, even when I am not leading the meeting. I can learn a lot about people just by listening to what they say, watching what they do, watching how they relate to others, listening for what they think is important to talk about (and what they don’t talk about) and so forth. If I see someone is a good teacher, I note that down. If I notice someone giving good leadership, I make a note of it. If I notice someone good at serving others or a person is very friendly with others, I note it down. I review these notes as I think about the work. These notes have often helped me choose leaders, form teams, give assignments, and more. It helps to observe, record, think through and act on these notes. Everyone should be doing this.”

Share Pictures

“A picture is worth a thousand words.” “Every picture tells a story.” How true. Have you ever seen a picture and said “Hmmm, that’s what it looks like when they do house church” or “oh, that’s how they teach that concept” or “I wonder why they do it that way...I’ll ask the next time I’m with them.”? Pictures do in fact tell a story. Much can be learned and told by using pictures. When appropriate (and there are times when it is NOT appropriate to take pictures), ask your disciples and leaders to take pictures of their house church meeting, training meetings, coaching sessions, leader meetings, white boards of what they taught, reports that were submitted at meetings, families that have recently come to the Lord, generations of disciples and leaders, and more. You will learn much by looking at and studying the pictures. The pictures will also surface other questions that you may want to ask to better understand their lives and work. Most of us are also using these same pictures to help tell the story—through newsletters, presentations, etc. as we report back to our senders and prayer supporters.

More Ideas to Give Attention to Tracking, Reporting, Assessing, and Coaching Quality

You are probably already doing much qualitative tracking, reporting, assessing, and coaching in your work. It may be easier than you think to bring attention to and cast vision for qualitative TRACing in your work. Here are a few ideas to get you started.

- Highlight and celebrate what you are already doing to honor God in your work. Tell stories about it.
- Bring clarity to the many qualitative evaluation techniques that are used regularly (e.g., God stories, social media posts, pictures, testimonies, etc.). Share these ideas with everyone in your network.
- Survey your leaders on how they know what they know about their partners and their work. What are your leaders doing to keep the pulse of the work? What reports or processes are they already using to tell the story of God's work? How are teams telling the story of what God is doing? Share the results of what you learn with others in your network. Promote and teach some of the best practices.
- Gather and distribute stories and testimonies of work in the field.
- Gather and distribute case studies related to one or more aspects of the CMT in your work.
- Capture and summarize emerging themes, major issues, major take-aways, how God is working, and more from iron-on-iron events for broader discussion.
- Coordinate with multiple local prayer teams to compile emerging themes from prayer requests across a larger area (e.g., a country or a state).
- Partner with your media leaders for help with and avenues for communicating both the stories AND numbers of what God is doing.
- Review your media archives to note changes in approaches to the work and results over time.
- Highlight and make available multimedia resources related to the status of and understanding of the work (e.g., recorded talks by your leaders and others that tell the story).

What to Track, Report, Assess, and Coach in the CMT

Many things can be tracked, reported, assessed, and coached (TRACed) in God's work. But the specific focus of this manual is TRACing as it relates to the Core Missionary Task (see page 4 for an explanation of [The Core Missionary Task \(CMT\)](#)). Below are several examples of kingdom realities (metrics) related to the missionary task that may be TRACed. This list is substantial, but not exhaustive. Of course, it is not required to TRAC every reality at all times. Followers of Jesus must choose what to TRAC and when to TRAC in the life of their work. They must also decide what not to TRAC during certain times.

One thing to note regarding the following list is that spiritual practices related to abiding in Jesus (e.g., spending time in Scripture, prayer, fasting, being filled with the Spirit, believing in Jesus, etc.) are not listed separately for those TRACing the Core Missionary Task. This is not because abiding is not important. Abiding in Jesus is essential! Abiding in Jesus is required to bear any lasting fruit in the Core Missionary Task (or in anything else; see [John 15:1-17](#)). For our purposes, the following list of questions includes outcomes which result from abiding in Jesus.

Moreover, it is not enough to only expect those who are TRACed to meet Jesus' expectations for His disciples, churches, and leaders. Those who are doing the TRACing should also meet these expectations as disciples, churches, and leaders. Those doing the TRACing should be asking about themselves many of the same questions they are asking about those who are TRACed.

Entry

- Where are the unreached areas, villages, blocks, and districts?
- Where is the activity in villages, village zones, Gram Panchayats, blocks, districts, and states? ("What villages have we entered?")
- How many villages, village zones, Gram Panchayats, blocks, districts, and states are we working in? How many are left?
- Who are the unreached people groups?
- Where is the work among people groups? What is the nature of this work?
- How many, names, and locations of houses of peace?
- What types of responses are we getting as we share with people?
- What religion are the houses of peace (Muslim, Hindu, Buddhist, other)?
- What types of literature is distributed and how many (tracts, gospel portions, New Testaments, full Bibles, Jesus Films or other films, Audio Bibles on memory cards, and other books)?

Evangelism

- Is the Gospel that is being shared the whole, pure, biblical Gospel? How do you know?
- Where is the gospel being shared? Where is it not being shared?
- How many heard the gospel today?
- How many, names, and locations of “Red Lights,” “Yellow Lights,” and “Green Lights” when sharing the gospel?
- How many have gone through a seeker study? How many have a fuller, growing understanding of the gospel?
- What are the names and locations of believers and baptized believers?
- What is number of new believers, total believers, and baptized believers?
- Can new believers explain why they believed?
- Who do believers think needs to hear the Gospel?

Discipleship

- Do the disciples understand their identity in Christ? Are they abiding in Christ’s love? Are they walking the Light as Jesus is in the light? Are they willing to expose their sin to God, and also to others as needed so it cannot have power over them?
- Are the disciples abiding in Jesus? Are they having regular quiet times with God meditating on His Word and praying?
- Are disciples memorizing the Scriptures and obeying what they are learning in God’s Word?
- Are disciples praying and experiencing answers to their prayers? Are they praying for others and experiencing answered prayer?
- Are the disciples experiencing and exhibiting the fruit of the Spirit in their lives (see [Galatians 5:22-23](#))?
- Can disciples share the biblical Gospel clearly?
- If a person comes to Christ, do believers in the church know what to do next? What do they do next?
- What are names of disciples studying and obeying the Word? How many are there?
- What are the names of disciples who have completed a short-term discipleship curriculum (e.g., “7 Commands of Christ”). How many have completed the lessons? Who is obeying?
- What are the names of disciples who have a list of the names of disciples they are developing? (This intentionalizes disciples making disciples and multiplication of disciples).
- Which discipleship lessons (and other biblical content) have been completed by disciples and churches? Can they share stories of how their lives have changed due to time in God’s Word?
- How many generations of disciples are being TRACed (e.g., generational maps of multiplying disciples)? What are the spiritual practices of the disciples downstream?

Healthy Church Formation

- Where are the believer groups located (Which villages, village zones, blocks, districts, states, and countries?)? How many are there?
- Where are the churches located (Which villages, village zones, blocks, districts, states, and countries?)? How many are there?
- What is the health of each church? Are they fulfilling the marks of a healthy New Testament church? Are they devoted to the Word, evangelizing, discipling, worshipping, fellowshiping, serving, giving, baptizing new believers, and celebrating Lord's Supper?
- Who gives baptism in your church? Who can give baptism?
- Who serves the Lord's Supper in your church? Who can serve the Lord's Supper?
- Does your church collect offering? How is it used? Who decides how it is used?
- Is there a local leader? Does he have responsibility and authority to teach the Word, give baptism, serve the Lord's Supper and lead the church? Is he able to teach the Scripture and "sound doctrine"?
- Can members of the church tell what the purpose of the church is? Why it exists?
- Are there multiple local leaders? Are they able to teach the Word?
- How many generations of churches are being TRACed? How many streams of generations are being TRACed? Are downstream churches healthy?

Leadership Development

- What are the names and locations of the leaders?
- What are the names and locations of partners and partner organizations?
- What are the functions of leaders (e.g., helper, pastor, church planter, missionary, worship leader, etc.)?
- What are the capacities of leaders (e.g., able to teach, helper, coaches others, etc.)?
- What leadership profile is the leader (e.g., evangelist, church planter, multiplier, trainer, or strategy leader from levels of leadership paradigm)?
- What is the progress of development of each leader? What needs to happen next in his/her development?
- If a structured leadership development program or system exists, what is the progress of each leader in the program (e.g., "Foundations," "Confessions," "Walking Worthy")?
- How many generations of leaders are being TRACed? What are the names of the leaders who are multiplying other leaders? What are the names of the leaders who are coaching other leaders how to multiply other leaders?
- What are the names of the leaders participating in a 1-3-9 leader development group ("Timothy Group")? What is the generational map of these leaders?
- Can leaders share what God's Vision is?

Exit

- Is local ownership of each component of the missionary task in a given target (block, district, state, people group, or religion) being TRACed?
- How are you TRACing towards Exit? What is left to be done? Do you have a plan to do it?
- What are the names of the leaders assuming ownership of each field target?
- What is the health of CMT implementation in the segment you are thinking of Exiting?

Training

- What is the date and location of each training completed?
- What is the content of the training completed, with notes describing highlights, changes needed, etc?
- Who attended? How many attended?
- Who did the training? Who assisted?
- What was the cost of the training?
- What were the results of the training?
- What should be done as follow-up after each training?
- Are the people trained able to “do” what they were taught? Do the results / fruit give evidence that they can “obey” what they were trained to obey?

People Groups

- Who are the people groups? Who is reached (RPG)? Unreached (UPG)? Unengaged and unreached (UUPG)?
- Where are the people groups located? (geographical mapping of people groups)
- Among which people group is there activity? What is the nature of this activity (e.g, are there believers, baptized believers, etc.)?
- Which component of the missionary task is being implemented among a specific people group?
- Are there generations of disciples, leaders, and churches among a specific people group?

Tracking, Reporting, Assessing, and Coaching Leadership Development

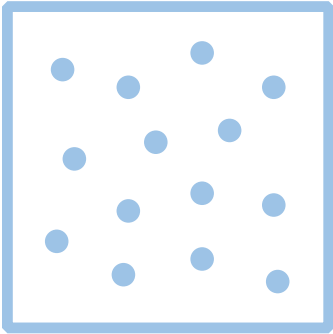
Volumes have been written on leadership and leadership development and even leadership in mission contexts. There is no need to rehearse that here. What we would like to do is offer a very practical and helpful model for tracking, reporting, assessing, and coaching leadership capacity and development for the Core Missionary Task (CMT).

Nathan Shank and others have written about this leadership model in the CMT. Many call this model the Levels of Leadership. (You can learn more about this model in [5 Levels of Movement Leadership](#), pages 98-118 of [Four Fields of Kingdom Growth: Starting and Releasing Healthy Churches](#), and [Resources for Multiplying Healthy Disciples and Churches](#). Links can be found in the [Bibliography](#) on page 99.) We will not attempt to explain the model in depth, with each of its leader profiles, functions, and abilities; however, we will refer to the leader profiles in this chapter. We highly recommend that you study the articles above to learn more about this very helpful leadership model.

The leadership model suggests that there are 5 types of leaders necessary in order to multiply the CMT components of Entry, Evangelism, Discipleship, Church Formation and Leadership Development. These leadership types are shown on the following page, with the typical characteristics of each of the leader types.

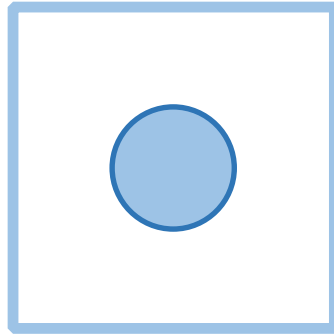
Levels of Leadership: Characteristics

Seed Sower



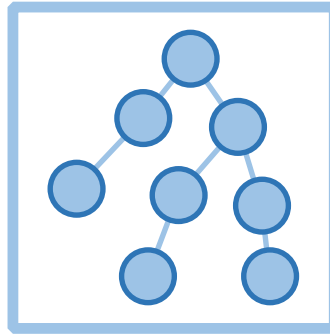
- Shares the Gospel in obedience to Christ's command
- Reaches people among own Oikos
- Uses simple tools (testimony and Gospel presentation)
- Models evangelism for others
- Displays a love for lost people

Church Planter



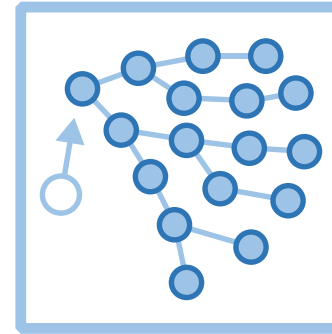
- Models evangelism among strangers
- Facilitates discipleship groups among new believers
- Encourages healthy church functions (baptism, Lord's Supper, etc.)
- Identifies local ownership
- Develops emerging leaders

Church Multiplier



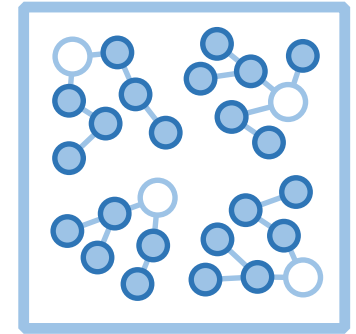
- Recognizes and releases authority
- Equips and sends for evangelism and church planting
- Casts vision for generational church growth (2nd, 3rd, 4th, etc.)
- Delegates responsibility and authority
- Models the five parts of the Core Missionary Task
- Has vision beyond personal ability

Trainer



- Does not "own" the fruit
- Trains leaders in previous levels
- Ability to diagnose network strengths and weaknesses in the Core Missionary Task
- Brings biblical solutions to barriers
- Casts vision in other networks
- Mobilizes resources to train other networks

Strategist

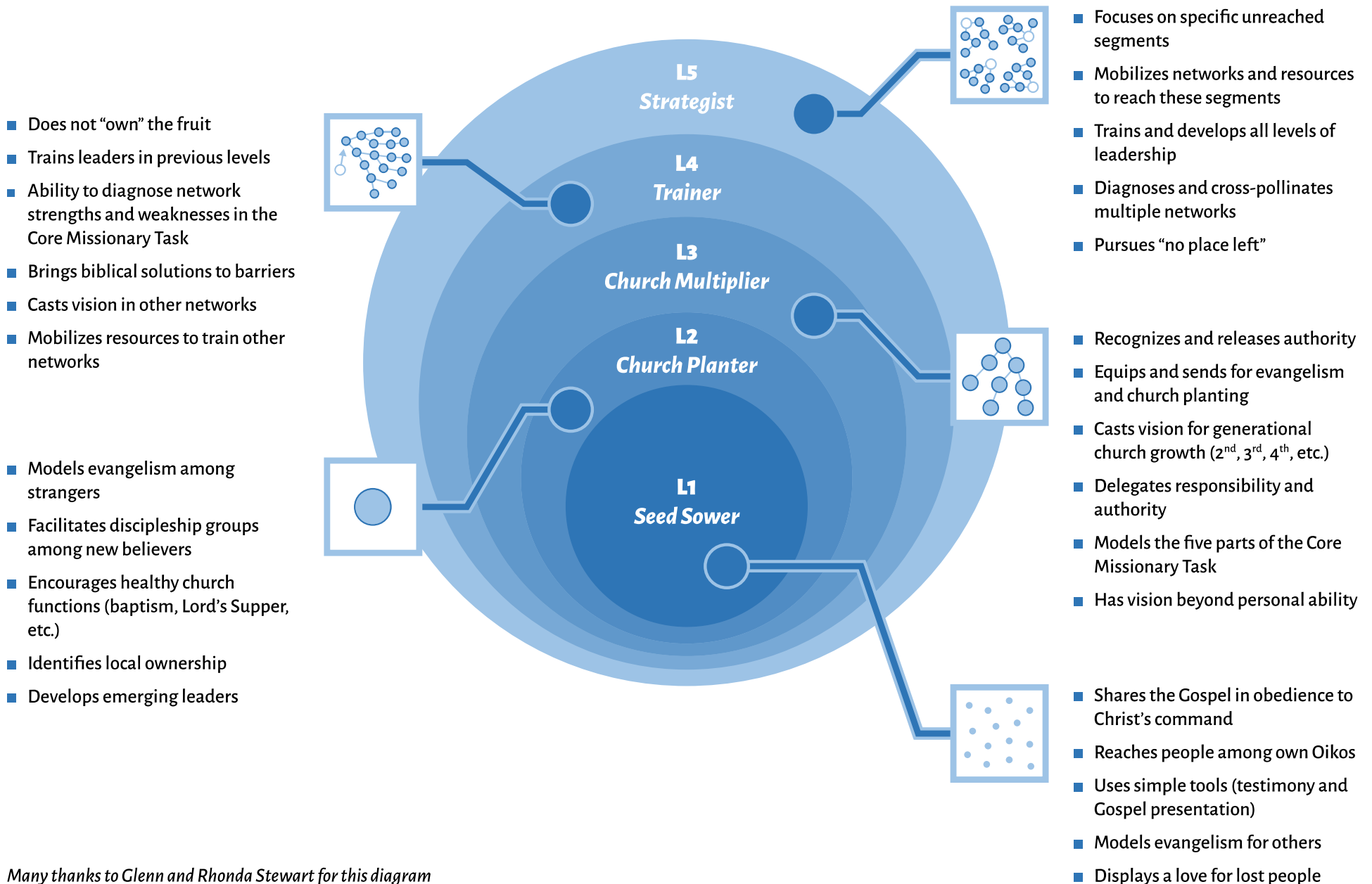


- Focuses on specific unreached segments
- Mobilizes networks and resources to reach these segments
- Trains and develops all levels of leadership
- Diagnoses and cross-pollinates multiple networks
- Pursues "no place left"

Many thanks to Jimmy G. for this diagram

Another helpful way to visualize the leaders in this model growing in capacity is illustrated here:

Levels of Leadership: Characteristics



Many thanks to Glenn and Rhonda Stewart for this diagram

Strategy leaders called to make disciples in many places and among many peoples need many leaders. Jesus had his twelve. Paul had his “Timothy,” “Titus,” and many more. Yet, not only do we need many leaders, but we also need many different types of leaders. There need to be many seed sowers and then many church planters and pastors and then many who are multiplying churches and others who are skilled at training others to do these things. Not all seed sowers will become church planters. Not all church planters and pastors will multiply churches...and so forth. (Note: The leaders profiled in this leadership model are typical leaders in missionary or apostolic-type work. There are many other leaders in the church that are just as valuable in God’s work...teachers, deacons, committee leaders, student leaders, children’s workers, team leaders, etc...While their efforts don’t show on this apostolic-focused chart, they can be equally valid expressions of obedient service and leadership.)

How does one keep up with it all? Tracking, reporting, assessing and coaching (TRACing) help. Note that each leader type has with it a set of characteristics that describe the “head, heart and hands” of each leader. As you get to know each of your leaders through observing and evaluating their lives and work (Qualitative Assessing), you can then label them a “Level 1 Leader” or a “Level 2 Leader” and so forth. Some even refer to leaders as an “L1” or “L2” or “L3” and so forth. Note here that judgment is not being passed on the value of a person’s life and work or on the value of their capacities. Nor is it believed that the “higher you go through the levels, the better you are.” Those who use this model acknowledge that some will be an “L1 leader” and not lead a church and some may feel led to pastor one church (being an L2 Leader) and not multiply churches and so forth. Being who God made you and doing what He has called you to do is the goal here. But, if you have a dozen or more leaders on your team, it helps to have a system to TRAC your leaders, their capacity, and their development to become who God has designed them to be.

The example on the following page is a chart used to TRAC leadership development using the Levels of Leadership as a model.

Example: TRACing Leaders, Leader Capacity, and Leadership Development

Leader	State	Mentor / Coach for This Leader	1 st District (in which they work)	2 nd District (in which they work)	3 rd District (in which they work)	L2	L3	L4	L5	Notes on Development and Developmental Needs	Next Steps for Leadership Development
Ajit Patel	UP	Ajit Pawar	Meerut					1		Only wants to be L4 at this point.	Discuss in January desire to be L5 for his own Mega-Segment.
Ajit Pawar	UP	John	Varanasi	Chandauli	Sonbhadra				1	Doing great leader his Mega-Segment. Time to discuss “Sub-segmenting” his work and finding other emerging L5s to lead Sub-Segments.	Meeting with Ajit and potential L5s to discuss Sub-Segments.
Bailu Ram	UP	Ajit Patel	Ghazipur			1				Has a desire to lead more churches and multiply churches. Has already mentored 2 other leaders in starting churches.	Provide opportunities for training and coaching emerging church planters how to lead groups and raise up other church planters.
Lal Bharti	UP	Ajit Patel	Noida				1			Great job raising up leaders. May be at capacity. May need help structuring and organizing his leaders for greater expansion.	Meet with Lal and his L2s to discuss and plan for expansion. Begin 1-3-9 trainings with some of his own emerging L3s.
Ram Kumar	UP	Ajit Pawar	Ballia	Mau		1				Really good at leading the church. Works as accountant. No time to lead multiple churches.	Continue discussing over time desire to pastor current church or multiply other churches; ask Ram to coach other church leaders.
Ramesh Kumar	UP	Ajit Pawar	Ghazipur	Chandauli			1			Wants to become Trainer, needs live training opportunities.	Schedule training opportunities; observe and coach.

Total	2	2	1	1
--------------	----------	----------	----------	----------

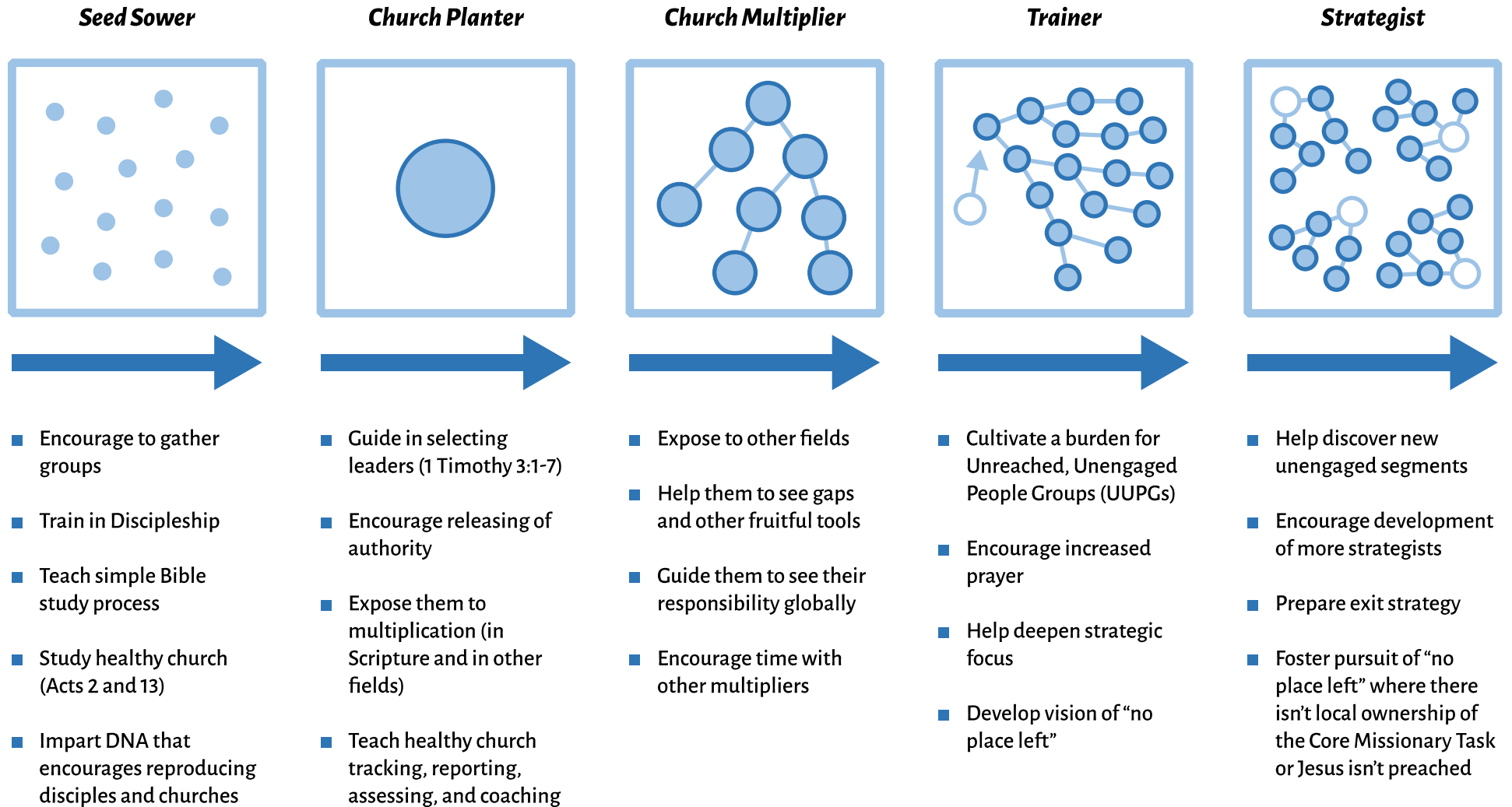
Note a few helpful things in the chart:

- The work is in UP (Uttar Pradesh, India).
- The work is in several districts in UP.
- Ajit Pawar seems to be the leader of these leaders and is mentored by John.
- Ajit Pawar is mentoring and coaching 3 leaders (Ajit Patel, Ram Kumar and Ramesh Kumar)
- Ajit Patel is mentoring and coaching 2 leaders (Ballu Ram and Lal Bharti)
- There are 3 generations of leaders represented...Ajit Pawar, Ajit Patel, and Lal Bharti...and 4 generations if we include John who is mentoring and coaching Ajit Pawar.
- This table shows 6 leaders, of which 2 are L2s, 2 are L3s, 1 is an L4 and 1 is an L5.
- Note the qualitative observations and assessments made on each leader.
- Note the “Next steps” in the development of each leader.

If Ajit Pawar is the leader of this network, he may have a vision to reach Eastern Uttar Pradesh, India. He may have a plan to work in 35 districts of UP and desire to have an L5 in each district (therefore needing 35 L5s). He also may plan to raise up L4s who can train in the CMT in 5 districts each (therefore needing 7 L4s). He recognizes that in the 35 districts, there are 25,000 villages. With that amount of villages, he feels led to raise up 250 multipliers who can be responsible for multiplying churches in 100 villages each. You get the idea. Ajit has a mammoth job of keeping up with the leadership needs his vision demands. A chart like this helps Ajit do regular leadership assessments (both in number / quantity and quality) and helps Ajit think through leadership development plans for his leaders, as individuals and as a group. Also, note the decision making ability Ajit now has because he has accurate “field data” (both quantitative and qualitative) in front of him.

Just for fun, here are some “next steps” you (and Ajit) might think through as you help your leaders develop to the next level in their leadership.

Levels of Leadership: Next Steps



Many thanks to Jimmy G. for this diagram

Tracking, Reporting, Assessing, and Coaching People Group Entry and Engagement

Making disciples among every nation or people group is a major agenda item for God (see [Matthew 28:18-20](#); [Revelation 7:9](#)). It is tough work and not for the faint of heart...especially in places where there are many People Groups...and even more especially where many are still Unengaged Unreached People Groups (i.e., UUPGs. A people group is labeled “Unengaged Unreached” when there is no report of anyone attempting to implement the CMT among this particular people group.). Where does one start in a place like India, which has thousands of people groups, with still hundreds remaining unengaged? We'll use India as an example to give some tips on how to start engaging these people groups and how to track, report, assess, and coach (TRAC) entry and engagement among these groups.

As of this writing, India has thousands of People Groups, with hundreds of them reportedly still being Unengaged. Leaders in India have been working among UUPGs for decades. Strategies and tools have been developed to begin the work, track the work, report and assess the work, and coach the work to greater faithfulness and fruitfulness. How does one go about it? Here are a few steps to help you think through how to begin:

- Clarify Your Target
- Campaign Your Target
- CMT Your Target
- Capture (TRAC) Activity among Your Target
- Celebrate God's Activity among Your Target
- Coach for Further Progress among your Target

Clarify Your Target

You must know what you're aiming for. Which UUPGs are you trying to engage (i.e., get work started among)? Identify those UUPGs. This manual is beyond the scope of describing how to do that, but as an example, a list of potential targets follows.

PEID	People Group Name	Population	Language	Religion	Country	Alternate Names
48227	Dhanak (Hindi)	3395000	Hindi	Hinduism	India	Dhanuk
49902	Kampo	1415000	Telugu	Hinduism	India	Toorpu Kapu
47959	Jain (Hindi)	1085000	Hindi	Jainism	India	
49040	Sutradhar	841000	Bengali	Hinduism	India	Chhutar
48199	Badhai (Chhattisgarhi)	822000	Chhattisgarhi	Hindusim	India	Barhai, Vishwakarma
48392	Namasudra (Assamese)	809000	Assamese	Hinduism	India	Chandal, Chanral, Namasud, Nama
49500	Noorbasha	703000	Telugu	Islam	India	Noor Basha, Dudekula, Pinjara, Pinjari, Ladaf, Nadaf, Ladaaf
6398	Shina	665000	Shina	Islam	Pakistan	
49595	Jat Muslim	623000	Sindhi	Islam	India	

Note several key pieces of information for each People Group: Identification Number (PEID: Population Entity ID), People Group Name, population, language, religion, country where located, and possible alternate names used where they live. These pieces of information will be helpful as you attempt to find and work among each of the People Groups and then when you begin sharing your information with other like-minded workers.

Campaign Your Target

Start talking about your target. Carry your list with you. Ask your partners, peers, and friends if they have heard of these communities. Ask those in the work if they are working among any of these communities. If you know of laborers working among them, ask them about the work...about what God is doing among them. As you campaign, you will be further “Clarifying Your Target”...you will be finding “who they are” and “where they live” and “how responsive they are” and more. “Capture” this information (below, we tell how to do this). You will need this in your work.

CMT Your Target

By “CMT,” we mean “Core Missionary Task.” And by “CMT your Target,” we mean “start implementing the CMT among these people groups.” If you know who they are and where they are, start doing the work among them...or train local disciples to do the work among them. Train them how to engage in a spiritual conversation, how to share the Gospel and make disciples among them and so forth. If you don’t know where they are, you may have to form local survey teams to do some “on the ground research” to locate people from among the People Group. Again, there are resources available to help you know how to do this that are beyond the scope of this manual. Reach out to the contact email address in the manual for help with this.

Capture Activity Among Your Target

As you are doing your work, capture (Track and Record / Report) any information you discover about individual People Groups. A People Group Field Activity Report (FAR) helps with this. Here is an example of a People Group FAR:

PEID	People Group Name	Country	State	District	Person Reporting	Contact	Notes	Action to Be Taken
49501	Aiyarakulu	India	AP	East Godavari	Santosh Reddy	9876543210	12-2020: At Christmas program, 22 “accepted Christ”. 15 baptized. Santosh plans to gather in groups for discipleship.	Mark engaged in database; follow up with Santosh about training these to reach their own people.
48227	Dhanak	India	Bihar	Patna	Rakesh Bal	8765432109	1-3-2021: Rakesh sharing with Dhanak, 3 professed faith, 2 baptized	Check with Rakesh later this week to assess further work

PEID	People Group Name	Country	State	District	Person Reporting	Contact	Notes	Action to Be Taken
49500	Noorbasha	India	AP	Guntur	Rajesh Kumar	7654321098	1-2021: Rajesh working among Noorbasha. 6 meeting weekly in group to study Bible together; no believers yet.	Pray for openness; follow-up in 2-2021.
6398	Shina	Pakistan		Gilgit	Ali Khan	6543210987 (Santosh Khan)	9-2020: Santosh knows Ali Khan who knows Shina, but difficult to communicate with them. Plan being made for visit and evangelism.	Follow up in 10-2020 for state of planning. What has happened?
49957	Sudra Das	India	Assam	Guwahati	Kumar Lama	5432109876	12-2020: Kumar visiting villages to share among Sudra Das. 6 People of Peace found; 2 Discovery Bible Studies started with Sudra Das.	1-2021: Follow-up with Sudra Das to plan next steps.

Note the types of information captured in the FAR above. You want to capture any information that will help you locate the work in the future to help it become more faithful and fruitful. It helps to capture dates, specific names related with the work, contact information, and dated follow-up notes that inform assessing and coaching. You can create your own tables with desired information, but you want to capture (track and record / report) information that will help you assess the situation and coach for further progress among each of the UUPGs.

Celebrate God’s Activity Among Your Target

Take time often to celebrate what God is doing among the UUPGs. Praise Him...thank Him. Celebrate His grace. Acknowledge and affirm those helping do the work among each UUPG. Celebrate when an Unengaged Unreached People Group has heard about Jesus for the first time. Celebrate the first believers, then the first church, then multiplying disciples among this People Group. Ask God to keep moving among them and to move among those with no current reported activity. Note: We have used the word “Engage” and “Engagement” in this manual. What it means for a UUPG to be called “Engaged” is a robust conversation in missions circles. Each disciple, leader, church, and organization must define for themselves what they believe “Engage” means and looks like on the field and work with this definition. For our purposes, we will allow you to work with your own definition of “engagement” and make no attempt to spell out one here. There are other helpful resources on this topic upon request.

Coach Towards Greater Progress Among Your Target

As you are Clarifying, Campaigning, CMTing, Capturing, and Celebrating, continual assessing should be done. Ask “what should be done among each UUPG to get the Gospel to them?” and “Who is willing to go to XYZ UUPG?” and “What can I do to equip local laborers to go to XYZ UUPG?” Coach your disciples and leaders to pray for, plan for, and implement the CMT among each UUPG. Use intentional, targeted approaches to go to hard to find and hard to reach UUPGs. In your coaching and planning, continue to “clarify, campaign, CMT, and capture activity” among your target. Your on the ground information about your UUPG will get better. What you share with partners to help them work among the UUPG will get better. Your work will become better focused and fruitful. Record this information. Continue assessing and re-planning for further activity. Continue this process over and over again until you have significant work among each UUPG and they are able to reach their own people.

Share Your People Group Information with Like-Minded Organizations

There are several networks maintaining information about People Group work around the world. It serves the Great Commission Community worldwide when those working among UUPGs share (report) about their work among them. These networks relate with each other and share information with each other and the world about work among UUPGs. They do their best to keep the world updated with the latest work among these People Groups. We highly recommend that you consider sharing any work among UUPGs with one of these networks.

Three of these networks are *Finishing the Task* (<https://finishingthetask.com/>), *Joshua Project* (<https://joshuaproject.net/>), and *People Groups* (<https://www.peoplegroups.org/>).

Tracking, Reporting, Assessing, and Coaching Towards Exit

Paul made a very strong claim in [Romans 15:23](#). He claimed that in his area of missionary assignment, “there [was] no more place for [him] to work in these regions” ([Romans 15:23 NIV](#)). Wait! Were all the people reached? No! Were all the people disciplined? No! Were churches within walking distance of every person? No! Then how could Paul claim that there was “no place left” for him to work? The work certainly wasn’t finished! So, how could Paul claim this? Why did Paul think he was finished in these areas...and was ready to travel to the next area ([Romans 15:24](#)...going to Spain)?

We suggested earlier (see [The Core Missionary Task \(CMT\)](#) on pages 4-5) that Paul was focused on what we called the “Core Missionary Task” (CMT). That was his work. His call. His assignment. That is why he lived...and died. We suggested he focused on six core areas that we called the CMT components: Entry, Evangelism, Discipleship, Church Formation, Leadership Development, and Exit. When Paul made his statement in [Romans 15:23](#) that there was “no place left for him to work in these regions,” Paul felt that there was “no place left” for *him* to work in the first five components of his work; therefore, *he* could “exit” those fields.

How could Paul say that in these areas...in each of the CMT components...*his* work was finished? What did he look for that told him his assignment was finished? For a great and very insightful study on this topic, see Nathan and Kari Shank’s works: [Four Fields of Kingdom Growth](#), pages 143-151, and [No Place Left: Finish Line Metrics Sourced in the New Testament](#) (see [Bibliography](#) on page 99 for links). For our purposes, it appears that Paul wanted to ensure that there were local disciples, leaders, and churches who could faithfully obey the requirements of God’s Word in each of the areas of the CMT and could teach others to do the same. He looked for faithfulness and fruitfulness in these core areas. He watched and observed the local disciples, leaders, and churches to see if they understood the need to enter new places, faithfully share the Gospel, teach believers to obey all of Jesus’ commandments, function as a healthy part of a local church, and provide godly leadership as shepherds and sent ones. Once he saw evidence that local believers, leaders, and churches took responsibility for these areas and could faithfully obey and produce it’s fruit, he felt he as a missionary could exit those fields. He looked for local ownership of the Core Missionary Task. When he observed this among his targets, he felt permission to exit.

If we, those in missionary work and focused on the CMT, are to imitate Paul as he imitated Jesus (see [1 Corinthians 11:1](#); a study of Jesus’ ministry reveals that He shared this same mindset), we too should do as Paul did in His missionary work. We should assess when it is time to exit our fields and go to other fields. How do we do this? The same way Paul (and Jesus) did. Paul gives a model for how to do this. He looked for faithfulness and local ownership in each of the “core” areas of his work. When this was in place, he felt permission to exit and go where the “core” work was not being done. Therefore, if we find faithfulness and local ownership in each of the “core” areas of our work, we too may be permitted to exit these fields and go to the next needy field.

So, how do we assess if the Core Missionary Task is locally owned in our fields? Below, we provide a framework and tools for a healthy Exit Assessment. It is designed to answer the question, “When do I exit the work in this particular target / field?” Keep in mind as you think through this that there will still be plenty of work to do in evangelizing, disciple making, getting to healthy church, and leadership development in these places; however, there is adequate healthy local ownership in each of the core components to keep the work going that permits the “missionary” exiting the work among this target. Also keep in mind, though Paul exited these areas (Ephesus, Galatia, Thessalonica, etc.), he still maintained a relationship and partnership with these disciples, churches, and leaders. So “exit” does not mean “abandon.”

Completing an Exit Assessment of Your Work

Note: All our work is spiritual work. We need God’s insight and wisdom while doing His work. He tells us “...if you call out for insight and raise your voice for understanding, if you seek it like silver and search for it as for hidden treasures, then you will understand the fear of the LORD and find the knowledge of God.” (Proverbs 2:3-5 ESV). We need this “knowledge of God.” We encourage you to take time to pray, now and all through your assessment, asking God for His insight and wisdom as you think through “are we ready to exit these targets?” and “what needs to be done to move towards Exit?”

Our desire is to complete the Exit Assessment Chart below. We will explain how to do this. (Many thanks to James M., Will J., and Nathan S. for the creation of this framework and chart.)

Exit Assessment Chart									
				Core Missionary Task					
Mega-Segment / Sub-Segments Peoples / Places / Religions / Languages	Count	Population		Entry	Evangelism	Discipleship	Church Formation	Leadership Development	Exit
Mega-Segment – Andhra Pradesh State	13 Districts	49378776	→	1	2	1	1	1	No
Sub-Segment – East Godavari District	1374 Villages	5151549	→	4	3	2	3	2	No
Sub-Segment – Guntur District	712 Villages	4889230	→	4	4	3	2	2	No
Sub-Segment – Srikakulam District	1802 Villages	2699471	→	2	3	2	2	1	No
And More...			→						
			→						
			→						
Comments		Legend							
		1	Cross-Cultural Work Required (Unengaged)						
		2	Cross-Cultural Work Initiated (CMT Beginning with “Outsiders”)						
		3	Near-Culture Workers Mobilized (Observing Multiplication, Strategy Leaders)						
		4	Local / Indigenous Work Initiated (CMT Activity by Same-Culture Workers)						
		5	Local / Indigenous Work Sustained (Observing Multiplication, Strategy Leaders, Local Money)						
Potential Partner	Sub-Segment(s) They Are Targeting		Contact	Local Champion	Strategy Recommendations				

Mega-Segment and Sub-Segments

First, choose your targets. We label these your Mega-Segment and Sub-Segments. Mega-Segments and Sub-Segments are sociological groupings of people that have a permanent affinity and share potential for gospel flow.

A Mega-Segment is a larger population target on which a field worker chooses to focus. It could be a country, a state, a region in a state, a specific religion, or area of a country / state where that religion is followed, a language or a language zone in a country / state, a large people group, etc. The Mega-Segment in the example is the State of Andhra Pradesh in India.

Sub-segments are smaller population targets within the larger Mega-Segment. Sub-segments are also typically based on language, religion, socio-economic status of the people, or a combination of these. Determine what best represents smaller Sub-Segments within your Mega-Segment. Sub-Segments in the example are districts within the state of Andhra Pradesh in India.

Note that this system of choosing Mega-Segments and Sub-Segments can be scaled for a broad focus or a very tight focus. One person's Sub-Segments are another person's Mega-Segment. In the example above, the worker's Mega-Segment is a state, with the 13 districts of Andhra Pradesh as the Sub-Segments. The local leader of each District then can choose their district as their Mega-Segment and choose Blocks (Groups of Villages) as their Mega-Segments, and so forth.

Here are some examples of Mega-Segments and Sub-Segments:

<i>Mega-Segment (Larger Target)</i>	<i>Sub-Segments (Smaller Targets Within the Larger Target)</i>
World	Countries in the world
Country	States in the country Regions in the country Languages in the country
State	Districts / counties in that state People groups in the state Language zones in the state Religions in the state
Region in a state	Districts / counties in that region People groups in the region, Language zones in the region
City	Wards in the city Language groups in the city Religions in the city People group clusters in the city
Religion Certain Religion in a particular state or area	States where this religion is followed Districts / counties in a state where this religion is followed People groups (or clusters of people groups) in this religion
Language	Districts / counties where this language is spoken People groups that speak this language
Language zone in a state or area	Districts / counties in that language zone People groups that speak this language
Large people group	Socio-economic status of the various communities within the people group Districts / counties where the people group resides

Count

Record any “count” data that may be helpful in thinking through your strategy. You may choose to count how many districts in the state, how many villages in the district, how many people groups in the district, etc. In the example, the number of districts (13 Districts in the state of Andhra Pradesh, India) will help know how many leaders to raise up as local owners if the strategy leader structures his work that way. The number of villages (1374 villages in East Godavari District, etc.) will help cast vision for how many villages need to be targeted in the work in that district by local leaders .

Population

Record the population of your Mega-Segment and Sub-Segments. The example shows the populations for the state of Andhra Pradesh, India and the districts. These population numbers help strategy leaders think through, cast vision for, and plan for the overwhelming need of so many people needing to hear about God’s love for them.

Local Ownership of the Core Missionary Task

Now it is time to assess the level of local ownership of each component of the Core Missionary Task among each of your targets (Mega-Segment and Sub-Segments). In other words, are there local disciples, leaders, and churches who accept responsibility for the tasks in that component and are they able to faithfully fulfill the work required in that component without outside help? For a detailed discussion on local ownership in the missionary task, refer to Ralph Winter’s article [The Highest Priority: Cross-Cultural Evangelism](#). (see [Bibliography](#) on page 99 for link). For our purposes, we would like to use a 1-5 scale to grade the level of local ownership in each component. This 1-5 scale with the description of each level is given below:

Levels of Local Ownership	
1	Cross-Cultural Work Required (Unengaged)
2	Cross-Cultural Work Initiated (CMT Beginning with “Outsiders”)
3	Near-Culture Workers Mobilized (Observing Multiplication, Strategy Leaders)
4	Local / Indigenous Work Initiated (CMT Activity by Same-Culture Workers)
5	Local / Indigenous Work Sustained (Observing Multiplication, Strategy Leaders, Local Money)

For your Mega-Segment and each Sub-Segment, identify the level of local ownership for each component of the Core Missionary Task. Tip: Only think about either your entire Mega-Segment or one Sub-Segment at a time. You will repeat this exercise for each Sub-Segment. To help you think through the level of local ownership in each component of the Core Missionary Task, we have provided a questionnaire for each component. (Many thanks to James M. for creating these Levels of Local Ownership questions.) Simply read each statement and check “No” or “Yes” for each statement in that component. At the end of the Core Missionary Task component questions, list any and all potential “local champions” you can identify for the Segment you are assessing. Also list any strategy recommendations or other insights and thoughts that have come to mind during the assessment. Again, only focus on one segment (Mega-Segment or Sub-Segment) at a time as you answer the questions.

Levels of Local Ownership Questionnaire

Entry		No	Yes
1	Cross-Cultural Work Required – UUPG's remain, sub-segments with no church exist, cross-cultural engagement necessary		
2	Cross-Cultural Work Initiated – Engagements observed through local partners		
3	Near-Culture Workers Mobilized – All people groups / segments engaged, a majority church for every people group		
4	Local / Indigenous Work Initiated – Sustainable engagement through church planting for every people group or geographic sub-segment		
5	Local / Indigenous Work Sustained – Cross-cultural sending by church planting networks within local resources		
Tools for Assessment	People Group Field Activity Report (FAR), Engagement Assessments for people groups, geographic mapping toward saturation		
Questions to Consider	How many people groups are remaining? Who is seeking to reach them? Who is praying? What geographic sub-segments are training for evangelism?		
Comments			

Evangelism		No	Yes
1	Cross-Cultural Work Required – Zero-to-one necessary among cross-cultural workers, no sustained local effort for seed sowing observed		
2	Cross-Cultural Work Initiated – Training efforts bearing fruit in regular near culture seed sowing		
3	Near-Culture Workers Mobilized – Widespread mouth-to-ear seed sowing through training networks		
4	Local / Indigenous Work Initiated – Local churches / partners maintaining seed sowing campaign, training and trainers		
5	Local / Indigenous Work Sustained – Local, lay driven seed sowing movement observed		
Tools for Assessment	Training and Timothy apps / logs inclusive of qualitative and quantitative feedback, generational church mapping inclusive of corporate church function		
Questions to Consider	Who is sharing the gospel? Lay people / pastors / outsiders? How many have been trained with a mouth-to-ear gospel presentation? Is seed sowing work happening without foreign funding?		
Comments			

Discipleship		No	Yes
1	Cross-Cultural Work Required – No intentional disciple making efforts observed		
2	Cross-Cultural Work Initiated – Modeling / training by cross-cultural workers resulting in healthy near culture / local church discipleship		
3	Near-Culture Workers Mobilized – Multiplying discipleship chains observed among local partners / churches		
4	Local / Indigenous Work Initiated – Healthy discipleship (head / heart / hands) defined by local church and church planting efforts		
5	Local / Indigenous Work Sustained – Healthy discipleship sustained and multiplying through local churches and partners		
Tools for Assessment	Training and Timothy apps / logs inclusive of qualitative and quantitative feedback, generational church mapping inclusive of corporate church function		
Questions to Consider	How many have been trained? Who is training? Insiders / outsiders? Are there large networks training within the mega-segment?		
Comments			

Church Formation		No	Yes
1	Cross-Cultural Work Required – No observed efforts for church planting		
2	Cross-Cultural Work Initiated – Church planting efforts resulting in the addition of churches through cross-cultural church planters		
3	Near-Culture Workers Mobilized – Training and assessment of biblical church keeping pace with entry, gospel, discipleship efforts; intentional pastoral development underway		
4	Local / Indigenous Work Initiated – Local “Timothy / Titus” capable of church health diagnostics and correction or instruction		
5	Local / Indigenous Work Sustained – Sustained local campaign of biblical identity, function, and leadership resulting in healthy church multiplication		
Tools for Assessment	Generational church mapping		
Questions to Consider	What percentage of districts in the network have fourth-generation churches? How healthy are the churches based on the 12 characteristics of health? Are they on a trajectory to continue to grow in health? Have the churches risen local pastors from within the church? Are they looking internally to meet the needs of the church and to perform the functions of the church?		
Comments			

Leadership Development		No	Yes
1	Cross-Cultural Work Required – Neither ongoing pastoral development nor missionary equipping efforts observed		
2	Cross-Cultural Work Initiated – Pastoral development initiated / two-by-two sending of church planters with full authority locally		
3	Near-Culture Workers Mobilized – Church planters multiplying and pastoral development sufficient to maintain “a shepherd for every flock” at the pace of church planting		
4	Local / Indigenous Work Initiated – Church planting networks facilitate training and sending of church planters in balance with pastoral development efforts for churches planted		
5	Local / Indigenous Work Sustained – Shepherds for every flock, and sheep sent among the wolves through local resources		
Tools for Assessment	L1-5 Leadership Levels inclusive of MSS track, generational church mapping inclusive of formal leadership training and recognition		
Questions to Consider	Who is appointing leaders? Who is training leaders? Is equal development being given to pastors/teachers and to church planters/missionaries? Who is funding these leaders? Is there a system in place for continued development of new leaders from within the church networks?		
Comments			

Exit		No	Yes
Metrics report of consistent #5 in each component above			
Identification and commissioning of local champions (Timothies), identified for diagnostics in each “sub-segment”, cross-pollinated as autonomous peers (Acts 20:4-5)			
Holy Spirit leadership toward a “Spain” among the cross-cultural team			
Is the New Testament available within the heart language of the segment?			
Is the Old Testament available within the heart language of the segment?			
Local Champions			
Name		Contact	
Name		Contact	
Name		Contact	
Strategy Recommendation			
Final Comments			

Once you have completed the Levels of Local Ownership Questionnaire, identify the highest level of local ownership in each component for the given Segment and record this number in the Exit Assessment Chart as shown previously. Once completed, you can get an overall view of where you are with regard to exiting each Sub-Segment of your Mega-Segment. This assessment chart also allows leaders to see where work is needed. Plans then can be made to give attention to needed areas as you work towards exit.

Comments

Record any thoughts or insights made during your assessment.

Potential Partners

Record the names of potential partners in each Sub-Segment. Identify the Sub-Segment in which they are working. Think through whether this partner might become the “local champion” or the “local owner” of the vision / work in that Sub-Segment. Record any additional thoughts regarding these partners and specific strategy notes regarding each potential local champion.

Exit Assessment Interviews and Questions

Other Exit Assessment tools that are very helpful are Exit Interviews or Questions. These can be done informally (e.g., in conversation, in dialog, etc.) or formally. These assessments are more “qualitative” than “quantitative.” The leaders are assessing biblical knowledge, theological / doctrinal accuracy, obedience to God’s Word, understanding CMT principles and practices, implementing CMT processes and practices, understanding of healthy church and healthy church leadership, and more.

Below is one example of a list of questions used in an Exit Assessment Interview. (Thank you to Scott R. for these Interview Questions.) You may adjust this one or create your own set of questions for your Assessment Interview.

Exit Assessment Interview Questions

■ Heart

A *Personal*

- 1 Please share your testimony:
- 2 Who is your mentor?
- 3 What is your vision for your life/family?
- 4 How do you grow in following Jesus?
- 5 How often do you read/listen to the Bible?
- 6 What is your prayer life like?

B *Church*

- 1 Please share how this church started (if applicable):
- 2 What is the vision of your church?
- 3 What percentage of your church studies the Bible regularly?

- 4 What is the purpose of the church?
 - ◆ How soon after coming to faith should can someone be involved in evangelization and discipleship?
- 5 What is the extent of persecution in your area?
 - ◆ How has this effected the church/evangelism?
- 6 Who or where around you need to hear the gospel?

■ Hands

A Personal

- 1 How do you share the gospel?
 - ◆ How often do you share the gospel?
- 2 Are you personally discipling anyone?
 - ◆ How do you disciple them?
 - Frequency?
 - Tools?

B Church

- 1 How often does your church meet?
 - ◆ When?
- 2 How often do people in your church share the gospel?
 - ◆ What percentage of the church shares the Gospel?
- 3 What do you do with someone who decides to follow Jesus?
 - ◆ How many people in the church of the church disciple others?
 - ◆ What does the discipleship look like? (frequency, length, format)
 - ◆ Where does the discipleship take place?
- 4 How many people in the church start new churches/groups?
- 5 How is the Bible presented in your church? (inductive/preaching)
- 6 Who gives baptism in your church?
 - ◆ Who can?
- 7 Who gives the Lord's supper in your church?
 - ◆ Who can?
- 8 Does your church take an offering?
 - ◆ How is it used?
 - Who makes that decision?
 - ◆ Is money outside money utilized within the church?
- 9 How many people are receiving leadership training within your church?
 - ◆ Who chooses the leaders?
 - ◆ Are the leaders from within the church or are they outsiders?

- ◆ What are the leadership roles in the church?
- ◆ Who trains the leaders?
- 10 What is the role of the pastor?
 - ◆ Who is qualified to be a pastor?
- 11 Who in your church is actively seeking to expand the Kingdom?
 - ◆ How many missionaries has your church sent out and to where?

■ Head

- A** *What can you tell me about God?*
- B** *Who is Jesus?*
- C** *How were you saved from your sin?*
- D** *What is sin?*
- E** *What happens when non-Christians die?*
 - 1 Is Jesus the only way to be saved?
 - 2 Any other way to be saved?
- F** *What is the church?*
 - 1 What is Worship?
 - 2 What is Ministry?
 - 3 What is Evangelism?
 - 4 What is Fellowship?
 - 5 What is Discipleship?
- G** *What is baptism?*
 - 1 Who can be baptized?
 - 2 When should someone take baptism?
- H** *What is the Lord's Supper?*
 - 1 Can an unbaptized believer take the Lord's Supper?
- I** *What is the role of the Holy Spirit in the church?*
- J** *What are the gifts of the Spirit?*
- K** *How are they utilized within the life of the church?*

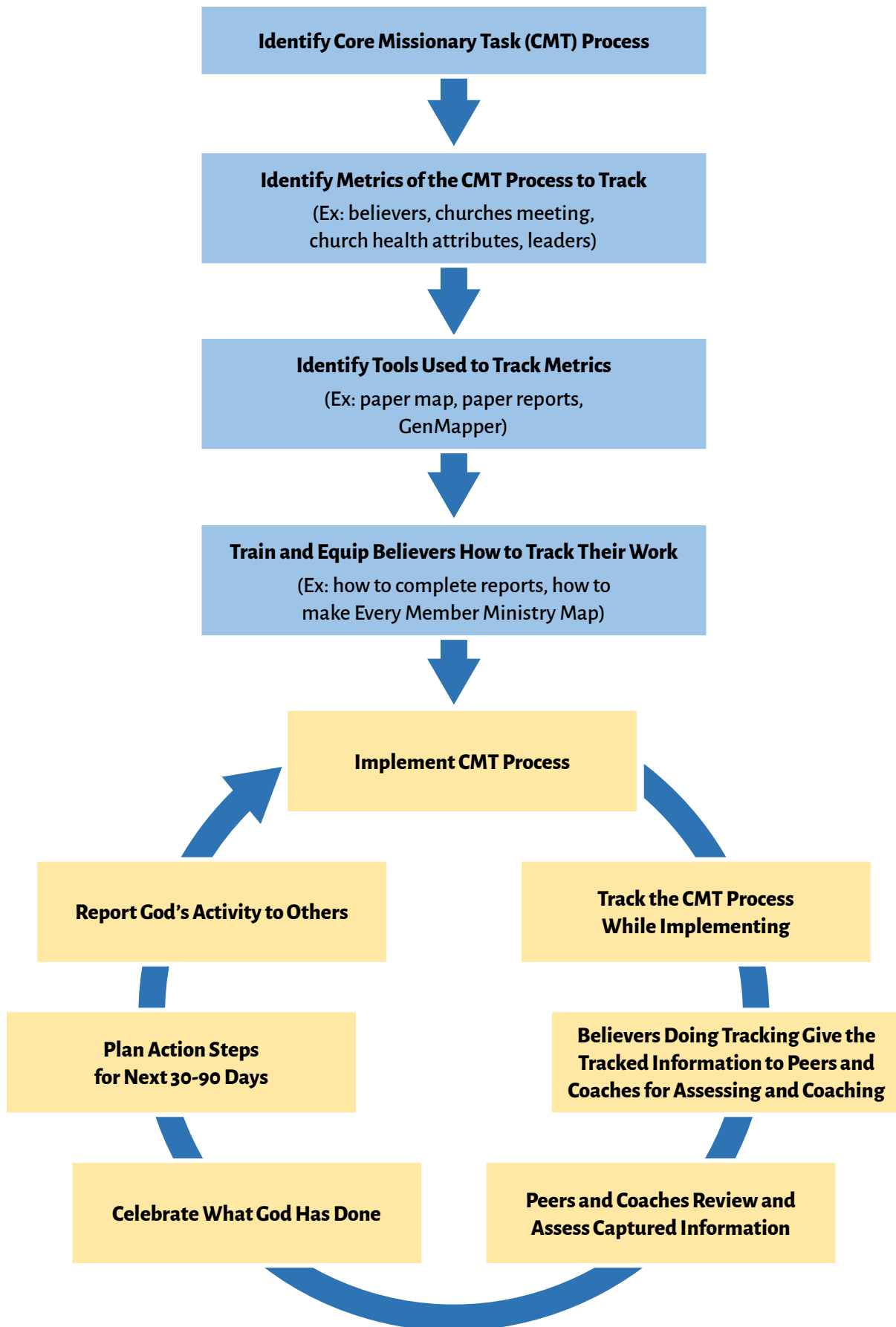
Developing Systems of Tracking, Reporting, Assessing, and Coaching

To effectively track, report, assess, and coach (TRAC) the Core Missionary Task (CMT), it is helpful to develop and implement a system for TRACing. The system you use may differ depending on your progress and the specific conditions in which you are doing the CMT. To help you develop a system to TRAC your labor in the CMT, we have provided a few examples which follow.

First, we provide a more general model of a working system for TRACing. (Due to the dimensions of the diagram, it is listed on the following page.) This model demonstrates the decisions that need to be made, the activities that need to be done, and how the information should “flow” from the field to peers and coaches and to others. As you examine this model, note the continuous cycle of TRACing and doing the CMT.

Then, we provide two specific examples of systems that are currently being used by practitioners to effectively TRAC the CMT. Consider developing and implementing a system like one of these for use as you labor in the CMT.

System for Tracking, Reporting, Assessing, and Coaching (TRACing)



Ek Rasta, Using Every Member Ministry Maps

- Do the Ek Rasta Path and Process.
- Track specific information on your Every Member Ministry Map. Ek Rasta has specific metrics they track and evaluate and a system they use. They envision and equip every believer to do so.
- When you meet with others, share your maps in order to celebrate what God is doing and to encourage / challenge one another in next steps.
- When we meet, bring your up-to-date personal ministry map for review.
- Together, we review map and assess your personal current Ek Rasta work.
- From the assessment, together we celebrate and make a new action plan for your Ek Rasta work for the next 30-90 days.
- Repeat process until vision reached.
- Furthermore, from the maps, key leaders can know the state of the work from different perspectives and give reports to key stakeholders in the work.

Implementing the CMT, Using GenMapper to TRAC

- Do the CMT (e.g., RAD, Four Fields, etc.).
- Track all your work in the GenMapper App (or complete a paper form that can be entered into the GenMapper App).
- When you meet with others, share your maps in order to celebrate what God is doing and to encourage / challenge one another in next steps.
- At agreed upon times, we review your maps (digitally and printed out) to assess your work.
- Note: With GenMapper, key leadership can view maps (church maps and geographical maps) at any time online if the work is entered into the App.
- From the assessment, together we celebrate and make a new action plan for your CMT work for the next 30-90 days.
- Repeat process until vision reached.
- Furthermore, from the maps, key leaders can know the state of the work from different perspectives and give reports to key stakeholders in the work.

Tools to Track, Report, Assess, and Coach the CMT

The following table summarizes several tools which can be used to track, report, assess, and coach progress in the Core Missionary Task. In the table, tools are sorted by which components of the missionary task are tracked, beginning with comprehensive tools that can be used to track and assess all components of the missionary task. Click a tool to view more detailed information for that tool.

Components Tracked	Tool Name	Tool Description	Outcomes Tracked	Intended User
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Ek Rasta's Every Member Ministry Map	During the Ek Rasta process and as part of a community of faith, believers are mentored to use Every Member Ministry mapping to track their own personal ministries. These maps help believers move forward through the Core Missionary Task as they report and track each component, building every member into a mature disciple / disciple-maker. On each map there is information about where each on-going, in-home Bible study is at in the Core Missionary Task.	Gospel presence, baptism, discipleship through an intentional growth path, disciples making disciples, congregational health, leadership development, generational growth, and readiness for exit	Every member – every believer

Components Tracked	Tool Name	Tool Description	Outcomes Tracked	Intended User
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Generational and Church Health Mapping (Paper Version)	"Gen Mapping" or "Church Health Mapping" is an easy way to get a big picture view (visual) of God's work in a particular network. A network can monitor the locations and number of churches in their network, with key metrics monitored like number of people attending, believing, and being baptized, and key Acts 2 healthy church attributes. A leader's ability to multiply other leaders can be tracked and assessed, along with authority issues in the churches. People group engagement and activity can be tracked and assessed.	Church locations, timeline of work, number of attendees, believers, baptized believers per church, people groups working among, leaders' names, leaders' stream of work, church health metrics (core corporate discipleship dimensions from Acts 2 church), generational growth	Church planters, church leaders, multipliers, strategy leaders, network leaders
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	GenMapper	GenMapper is an app for tracking church planting. It includes the ability to track generational streams, church health, people groups present, and geographic locations. Generational streams can be viewed, edited, and shared. Symbols are used in the generational maps to assess church health. A people group list for every country in the world is available to measure engagement globally.	Church generations, church health, people groups present, baptisms, number of people gathering, locations, and more	Church planters, strategy coordinator, church planting movement coach, church planting organizations
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Ext	Geographical Map Tracking	Geographic maps and village lists can be used to track locations where the Gospel has been shared and locations of believers and churches. They can also be used to identify leaders responsible for specific places and can identify which areas have local ownership of the CMT.	Geographic location of churches and believers	Church planters, church leaders, multipliers, strategy leaders, network leaders

Components Tracked	Tool Name	Tool Description	Outcomes Tracked	Intended User
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Panchayat Tracking	Believers are guided through the church planting process in the "Fulfilling the Task" training. They are given a prayer guide according to their district. They will start praying for the work in their district / block / gram panchayats. The prayer guide also serves as a tracking tool. The prayer guide has all the blocks and gram panchayats listed in their district. Believers are trained through the process of the Core Missionary Task, and as they move through each of the components; they track outcomes (person of peace, groups, churches) of each component for each gram panchayat. The prayer guides also serve as an exit assessing tool. This tracking tool enables one to easily see where work is happening and where there is no work. It allows a strategist to see what further work is necessary for fulfillment in a whole block or the entire district.	How many persons of peace in each gram panchayat (village zones), how many and where seeker groups were started, how many and where churches were planted	Gospel sharer, church planter, church multiplier, trainers, strategy leaders, network leaders
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Simple Journal (Paper or Digital)	Paper record keeping may be the simplest and easiest way to track the work. One can easily create lists, tables, and more around the components of the CMT. Notes can then be captured in the field in real time. These paper lists and information can then be stored in electronic formats on Word, Excel, or PowerPoint, or in note-taking apps like OneNote or Evernote.	Any desired outcome can be tracked	Believers, church planters, trainers, strategy leaders, network leaders

Components Tracked	Tool Name	Tool Description	Outcomes Tracked	Intended User
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Exit Assessment Chart	This tool helps assess exit for outside workers. It provides a broad perspective of the readiness for outsiders to exit initial work and transition to insider ownership of the work in specific targets. It helps one think through each segment and sub-segment of their work and who locally is ready to accept responsibility for the Core Missionary Task in specific segments.	Progress towards outsiders exiting to partnership among specific targets in the work, levels of local ownership of each component of the Core Missionary Task among specific targets, partners identified to accept responsibility / ownership for specific targets	Anyone focused on implementing a plan to get to local ownership of the Core Missionary Task among specific targets
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Levels of Local Ownership Questionnaire	This questionnaire guides one through a series of questions to assess the level of local ownership in each component of the Core Missionary Task. The levels of local ownership are then used in an Exit Assessment to assess readiness to exit to partnership among specific targets.	Level of local ownership for each component of the Core Missionary Task	Anyone implementing a plan to get to local ownership of the Core Missionary Task among multiple targets
Entry Evangelism Discipleship Healthy Church Formation Leadership Development Exit	Exit Assessment Interview	This tool gives examples of a framework and questions that may be asked to assess the readiness of outside workers to exit the work of a given population segment. It covers questions about Bible knowledge, theology, maturity of disciples, working relationships, leadership skillsets / capacity, and more.	State of the Core Missionary Task among a specific target, including spiritual life, health of disciples / leaders / churches, biblical knowledge, biblical faithfulness, doctrinal alignment, relationships in the network, and more	Anyone focused on implementing a plan to get to local ownership of the Core Missionary Task among specific targets

Components Tracked	Tool Name	Tool Description	Outcomes Tracked	Intended User
Entry Evangelism	Good News 2 Follow Up (GenMapper Form)	The GoodNews2FollowUp form is a custom form available within the GenMapper application. It allows the user to track gospel shares and entry conversations. The user can input information about the conversation into the form and view it later in either a map or list view.	Contact information of person who was shared with, response of person who was shared with, geographical location of the interaction, time and location for follow up, salvation and / or baptism, status and progress of beginning discipleship	All members on a team, anyone who is actively sharing the gospel or entering new fields looking to share the gospel
Entry Evangelism	Oikos List	Disciples are encouraged to write a list of those who they know are far from God. They are then encouraged to pray for and begin to share the gospel with those on the list. The list is then used as an accountability tool to track the progress of sharing.	People and goals for evangelism and entry	Any believer
Evangelism	Harvest Tracker	This tool allows anyone to “form” a team and track gospel shares, follow up, professions of faith, and baptisms. You can see these four outcomes for the current week, month, or year. This also toggles between regular shares and Muslim shares, with green for Muslim and orange for all others. You can see the data of all teams, or you can just track your own.	Gospel shares, follow up with someone you shared the gospel with, if person you shared with believed, if person you shared with was baptized	Christian who has a goal for evangelism and wants to celebrate the process, in India or other places

Ek Rasta's Every Member Ministry Map

Required Materials

Paper and pencil

Languages

Any

Description

During the Ek Rasta process and as part of a community of faith, believers are mentored to use Every Member Ministry mapping to track their own personal ministries. These maps help believers move forward through the Core Missionary Task as they report and track each component, building every member into a mature disciple / disciple-maker. On each map there is information about where each on-going, in-home Bible study is at in the Core Missionary Task.

Intended User

Every member – every believer

More Information

From each map we can see: 1) people group and location, 2) how many adults and children, 3) where they are at in the Ek Rasta teaching / training lessons, 4) how many have taken baptism, 5) are they taking the Lord's Supper, 6) are they tithing, 7) is there a shepherd teaching God's Word within each group or is someone still coming from outside. Every Member Ministry Maps serve as a great tool of encouragement and accountability for believers keeping track of their own ministries. These maps also serve as a diagnostic tool for disciple-makers as they assess strengths and weaknesses to further mentor their disciples.

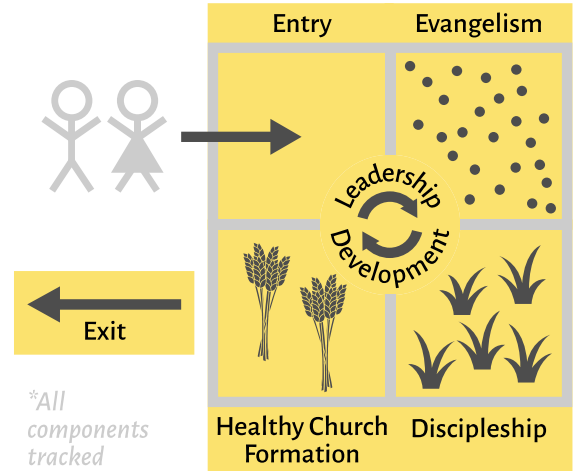
To Access

[Ek Rasta Website](#)

Contact

southasiansands@gmail.com

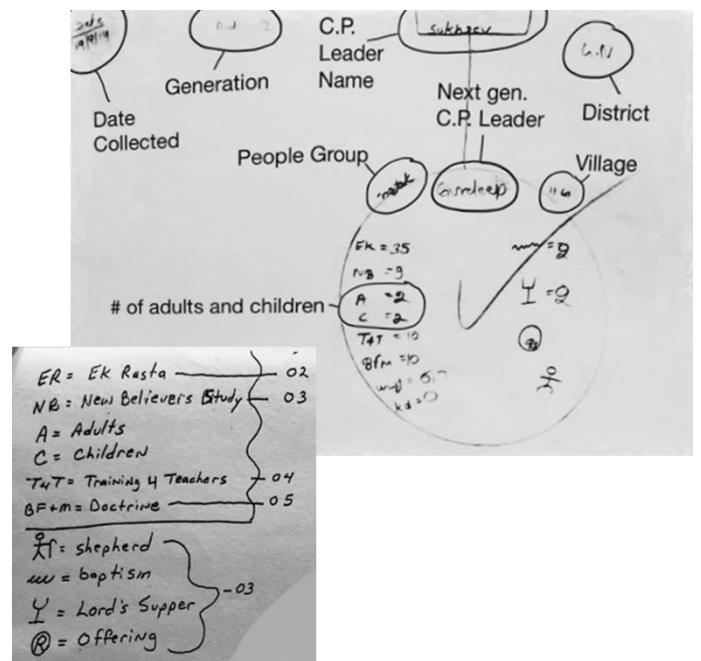
Components Tracked



Outcomes Tracked

Gospel presence, baptism, discipleship through an intentional growth path, disciples making disciples, congregational health, leadership development, generational growth, and readiness for exit

Sample



Generational and Church Health Mapping (Paper Version)

Required Materials

Paper, pencil or pen (poster board paper or “butcher paper” is recommended for larger networks of churches)

Languages

Any

Description

“Gen Mapping” or “Church Health Mapping” is an easy way to get a big picture view (visual) of God’s work in a particular network. A network can monitor the locations and number of churches in their network, with key metrics monitored like number of people attending, believing, and being baptized, and key Acts 2 healthy church attributes. A leader’s ability to multiply other leaders can be tracked and assessed, along with authority issues in the churches. People group engagement and activity can be tracked and assessed.

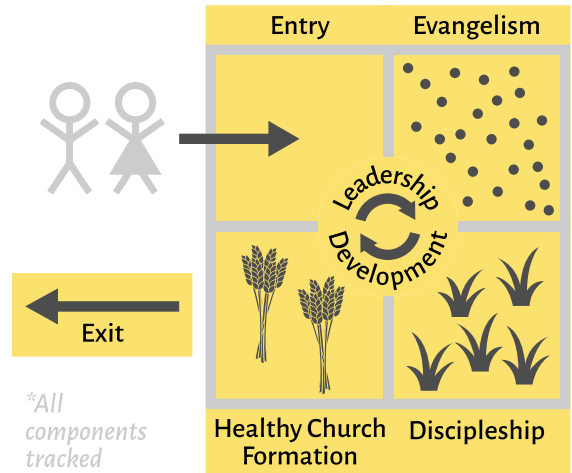
Intended User

Church planters, church leaders, multipliers, strategy leaders, network leaders

To Access

[Generational Mapping Article](#)

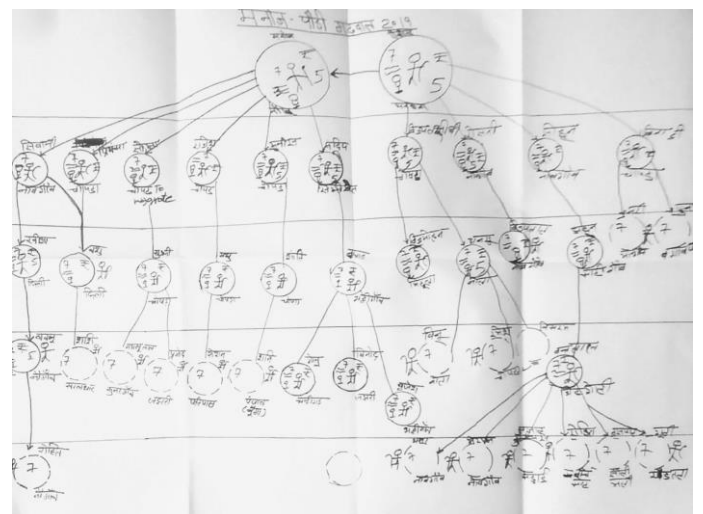
Components Tracked



Outcomes Tracked

Church locations, timeline of work, number of attendees, believers, baptized believers per church, people groups working among, leaders’ names, leaders’ stream of work, church health metrics (core corporate discipleship dimensions from Acts 2 church), generational growth

Sample



GenMapper

Required Materials

Smart phone or computer, church information

Languages

19 major languages

Description

GenMapper is an app for tracking church planting. It includes the ability to track generational streams, church health, people groups present, and geographic locations. Generational streams can be viewed, edited, and shared. Symbols are used in the generational maps to assess church health. A people group list for every country in the world is available to measure engagement globally.

Intended User

Church planters, strategy coordinator, church planting movement coach, church planting organizations

More Information

GenMapper makes use of the phone's GPS to geographically locate groups, utilizes a geocode search bar, and allows a map to be zoomed to pinpoint locations if preferred. GenMapper can be used in offline mode until the data can be uploaded to a secure server when you are online.

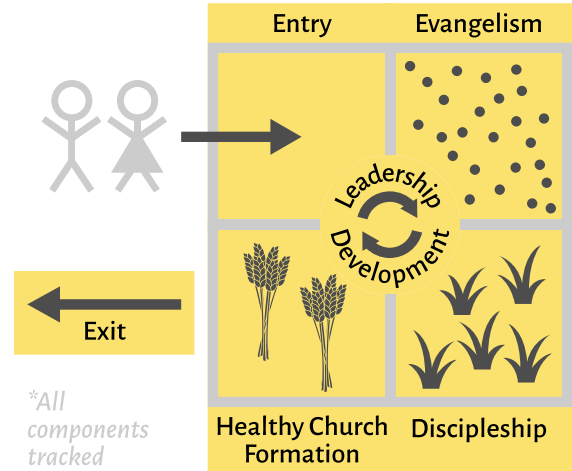
To Access

[GenMapper](#)

Contact

support@genmapper.com

Components Tracked



Outcomes Tracked

Church generations, church health, people groups present, baptisms, number of people gathering, locations, and more

Sample

Geographical Map Tracking

Required Materials

Maps and village lists of the area tracked

Languages

English, Hindi, Nepali

Description

Geographic maps and village lists can be used to track locations where the Gospel has been shared and locations of believers and churches. They can also be used to identify leaders responsible for specific places and can identify which areas have local ownership of the CMT.

Intended User

Church network leader, church planters, believers

More Information

Maps are available from many different sources. Sometimes people use print offs of paper maps and sometimes people make custom digital maps on google maps for their team to use.

To Access

[Pray for Every Village](#)

[Google My Maps](#)

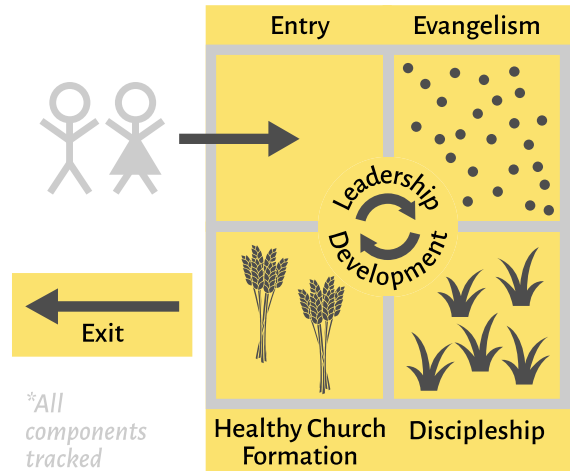
[iShare](#)

Contact

info@fieldwork.services

(for other geographical maps)

Components Tracked

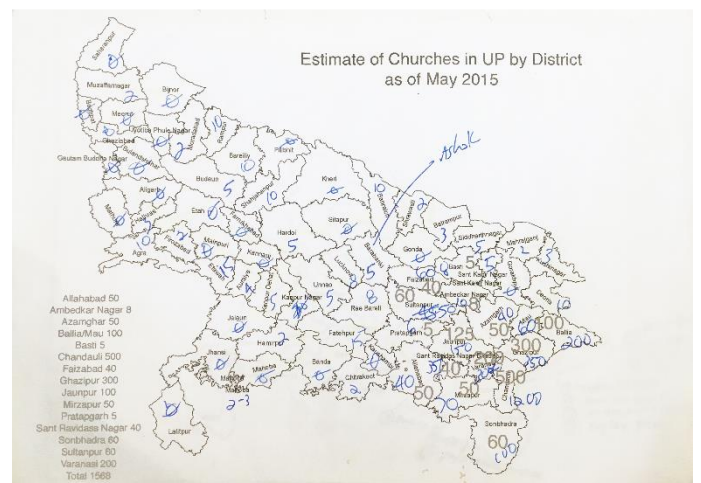
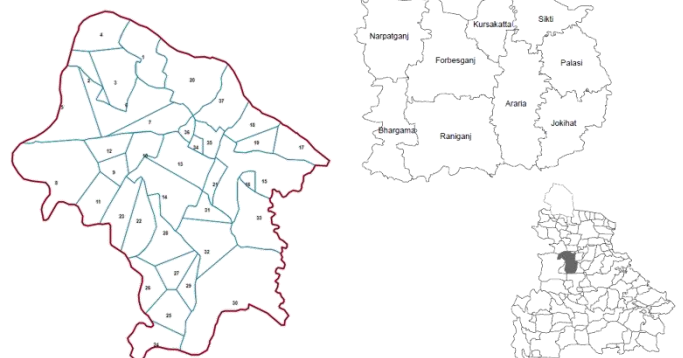


Outcomes Tracked

Geographic location of churches and believers

Sample

Province No 3 Province, Lalitpur District, Lalitpur sub metropolitan city VDC



Panchayat Tracking

Required Materials

Prayer Guide booklets (with gram panchayats listed) or website (with gram panchayats listed)

Languages

Bangla, English

Description

Believers are guided through the church planting process in the "Fulfilling the Task" training. They are given a prayer guide according to their district. They will start praying for the work in their district / block / gram panchayats. The prayer guide also serves as a tracking tool. The prayer guide has all the blocks and gram panchayats listed in their district. Believers are trained through the process of the Core Missionary Task, and as they move through each of the components; they track outcomes (person of peace, groups, churches) of each component for each gram panchayat. The prayer guides also serve as an exit assessing tool. This tracking tool enables one to easily see where work is happening and where there is no work. It allows a strategist to see what further work is necessary for fulfillment in a whole block or the entire district.

Intended User

Gospel sharer, church planter, church multiplier, trainers, strategy leaders, network leaders

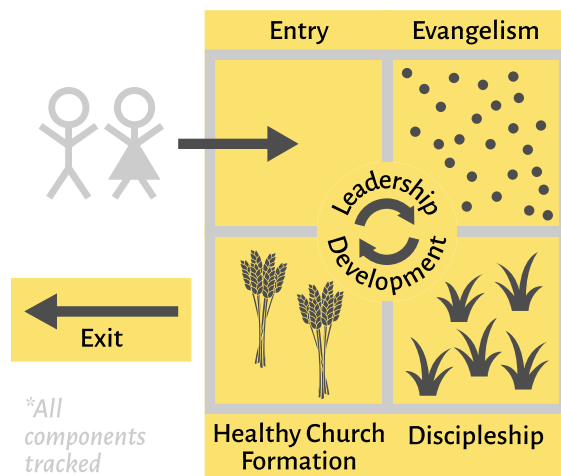
To Access

[West Bengal Pray](#)

Contact

westbengalwork@gmail.com

Components Tracked



Outcomes Tracked

How many persons of peace in each gram panchayat (village zones), how many and where seeker groups were started, how many and where churches were planted

Sample

BASIRHAT SUB-DISTRICT (Continued)		
HAROA	HASNABAD	HINGALGANJ
BORJURI	AMLANI ☺	BISHPUR
GOPALPUR I	BARUNHAT	DULDULI
GOPALPUR II	RAMESWARPUR	GOBINDAKATTI ☺
HAROA ☺	BHEBIA	HINGALGANJ
KHASBALANDA	BHOWANIPUR I	JOGESHGANJ ☺
KULTI	BHOWANIPUR II	KALITALA ☺
SALIPUR	HASNABAD ☺	RUPAMARI
SONAPUKURSANKARPUR	MAKHALGACHHA	SAHEBKHALI
	MURARISHA	SANDELER BILL
	PATLIKHANPUR	

More Information

1. We train them in our Book 1: Entry so that they are able to find persons of peace. Their goal is to find a person of peace in each of the gram panchayats. When they have identified these persons of peace, they track them by drawing a stick figure ☺ next to the name of the gram panchayat in their district prayer guide.

(continued on next page)

2. We train them in our Book 2: Evangelism so that they can start seeker groups. Their goal is to start seeker groups and teach through 13 Creation to Christ lessons. They track these seeker groups by drawing a house 🏠 next to the name of the gram panchayat in their district prayer guide.
3. We train them in our Book 3: Equipping so that they can lead the new group to follow Christ. Their goal is to equip them to practice disciplines of the early church. When the group practices these disciplines together, we see the beginnings of a church. They track these newly formed churches by drawing a cross † next to the name of the gram panchayat in their district prayer guide. (GenMapper and a paper form is used along with this to track the details of discipleship. See [GenMapper](#) on page 70.)
4. We train them in our Book 4: Establish so that the new churches are strengthened in their ecclesiology. Strong ecclesiology helps members know their role in the body. These are tracked in GenMapper (see [GenMapper](#) on page 70).
5. We train them in our Book 5: Leadership Development and Exit so that more leaders can be built up. These are tracked in GenMapper for multiplication (see [GenMapper](#) on page 70). It is also seen in the prayer guide as either gram panchayats with work are tracked and gram panchayats without work are seen. Strategy for exit can be planned for work among the unreached gram panchayats.

Simple Journal (Paper or Digital)

Required Materials

If using paper: paper (notebook, paper forms, or diary), pen
If using tech: device (smart phone, computer, or pad), software (Microsoft Word / Excel / PowerPoint, Google Docs, OneNote, Evernote, or other similar apps)

Languages

Any

Description

Paper record keeping may be the simplest and easiest way to track the work. One can easily create lists, tables, and more around the components of the CMT. Notes can then be captured in the field in real time. These paper lists and information can then be stored in electronic formats on Word, Excel, or PowerPoint, or in note-taking apps like OneNote or Evernote.

Intended User

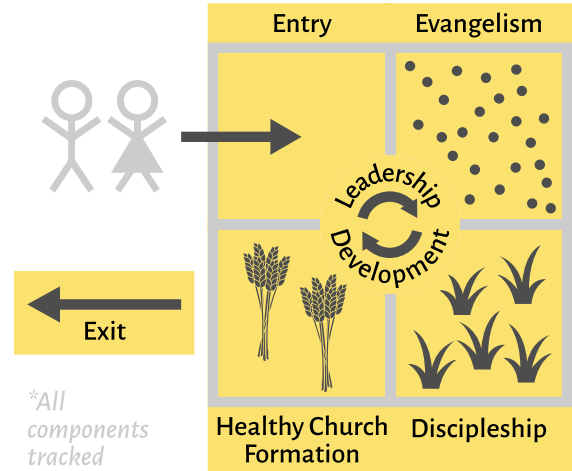
Believers, church planters, trainers, strategy leaders, network leaders

To Access

[Google Docs](#)

[Microsoft OneNote](#)

Components Tracked



Outcomes Tracked

Any desired outcome can be tracked

Exit Assessment Interview

Required Materials

Exit assessment interview

Languages

English

Description

This tool gives examples of a framework and questions that may be asked to assess the readiness of outside workers to exit the work of a given population segment. It covers questions about Bible knowledge, theology, maturity of disciples, working relationships, leadership skillsets / capacity, and more.

Intended User

Anyone focused on implementing a plan to get to local ownership of the Core Missionary Task among specific targets

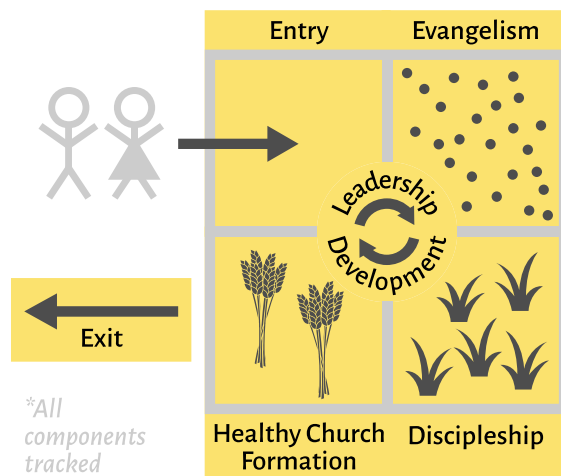
To Access

[Exit Assessment Interview](#)

Contact

info@fieldwork.services

Components Tracked



Outcomes Tracked

State of the Core Missionary Task among a specific target, including spiritual life, health of disciples / leaders / churches, biblical knowledge, biblical faithfulness, doctrinal alignment, relationships in the network, and more

Sample

Heart

A Personal

- 1 Please share your testimony:
- 2 Who is your mentor?
- 3 What is your vision for your life/family?
- 4 How do you grow in following Jesus?
- 5 How often do you read/listen to the Bible?
- 6 What is your prayer life like?

B Church

- 1 Please share how this church started (if applicable):
- 2 What is the vision of your church?
- 3 What percentage of your church studies the Bible regularly?
- 4 What is the purpose of the church?
 - How soon after coming to faith should can someone be involved in evangelization and discipleship?
- 5 What is the extent of persecution in your area?
 - How has this effected the church/evangelism?
- 6 Who or where around you need to hear the gospel?

Hands

A Personal

- 1 How do you share the gospel?
 - How often do you share the gospel?
- 2 Are you personally discipling anyone?
 - How do you disciple them?
 - Frequency?
 - Tools?

B Church

Levels of Local Ownership Questionnaire

Required Materials

Questionnaire for levels of local ownership of the Core Missionary Task

Languages

English

Description

This questionnaire guides one through a series of questions to assess the level of local ownership in each component of the Core Missionary Task. The levels of local ownership are then used in an Exit Assessment to assess readiness to exit to partnership among specific targets.

Intended User

Anyone implementing a plan to get to local ownership of the Core Missionary Task among multiple targets

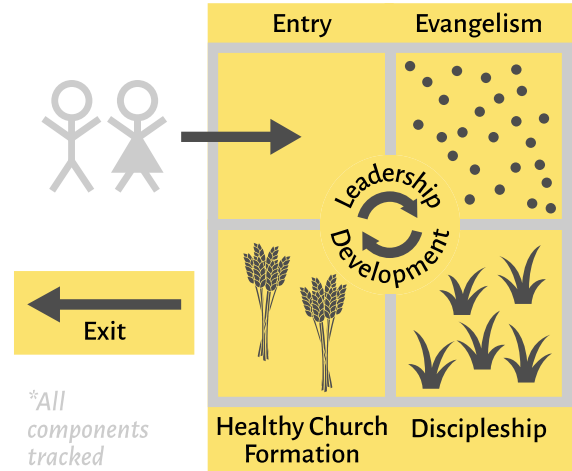
To Access

[Questionnaire for Levels of Local Ownership of the Core Missionary Task](#)

Contact

info@fieldwork.services

Components Tracked



Outcomes Tracked

Level of local ownership for each component of the Core Missionary Task

Sample

Entry	No	Yes
1 Cross-Cultural Work Required – UUPC's remain, sub-segments with no church exist, cross-cultural engagement necessary		
2 Cross-Cultural Work Initiated – Engagements observed through local partners		
3 Near-Culture Workers Mobilized – All people groups / segments engaged, a majority church for every people group		
4 Local/Indigenous Work Initiated – Sustainable engagement through church planting for every people group or geographic sub-segment		
5 Local/Indigenous Work Sustained – Cross-cultural sending by church planting networks within local resources		

Tools for Assessment	Field Activity Report (FAR), Engagement Assessments for people groups, geographic mapping toward saturation
Questions to Consider	How many people groups are remaining? Who is seeking to reach them? Who is praying? What geographic sub-segments are training for evangelism?
Comments	

Evangelism	No	Yes
1 Cross-Cultural Work Required – Zero-to-one necessary among cross-cultural workers, no sustained local effort for seed sowing observed		
2 Cross-Cultural Work Initiated – Training efforts bearing fruit in regular near culture seed sowing		
3 Near-Culture Workers Mobilized – Widespread mouth-to-ear seed sowing through training networks		
4 Local/Indigenous Work Initiated – Local churches / partners maintaining seed sowing campaign, training and trainers		
5 Local/Indigenous Work Sustained – Local, lay driven seed sowing movement observed		

Tools for Assessment	Training and Timothy apps / logs inclusive of qualitative and quantitative feedback, generational church mapping inclusive of corporate church function
Questions to Consider	Who is sharing the gospel? Lay people / pastors / outsiders? How many have been trained with a mouth-to-ear gospel presentation? Is seed sowing work happening without foreign funding?
Comments	

Good News 2 Follow Up (GenMapper Form)

Required Materials

GenMapper account, GenMapper application, Good News 2 Follow Up form within GenMapper, smartphone or computer

Languages

English, Arabic, Farsi, Kurdish

Description

The GoodNews2FollowUp form is a custom form available within the GenMapper application. It allows the user to track gospel shares and entry conversations. The user can input information about the conversation into the form and view it later in either a map or list view.

Intended User

All members on a team, anyone who is actively sharing the gospel or entering new fields looking to share the gospel

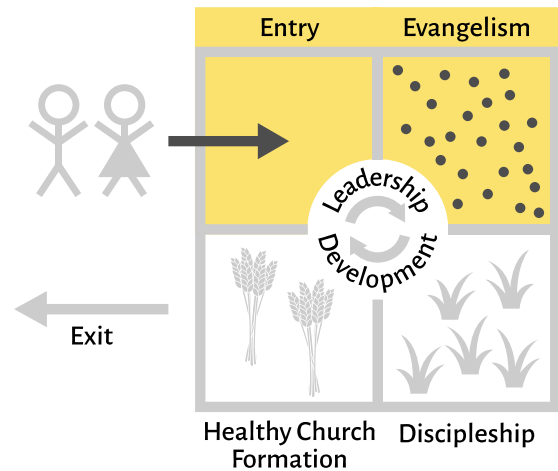
To Access

[GenMapper Website](#)

Contact

support@genmapper.com

Components Tracked



Outcomes Tracked

Contact information of person who was shared with, response of person who was shared with, geographical location of the interaction, time and location for follow up, salvation and / or baptism, status and progress of beginning discipleship

Sample

Oikos List

Required Materials

Pen or pencil, paper, optional printed form

Languages

English, Nepali, Hindi, any language if hand-writing lists

Description

Disciples are encouraged to write a list of those who they know are far from God. They are then encouraged to pray for and begin to share the gospel with those on the list. The list is then used as an accountability tool to track the progress of sharing.

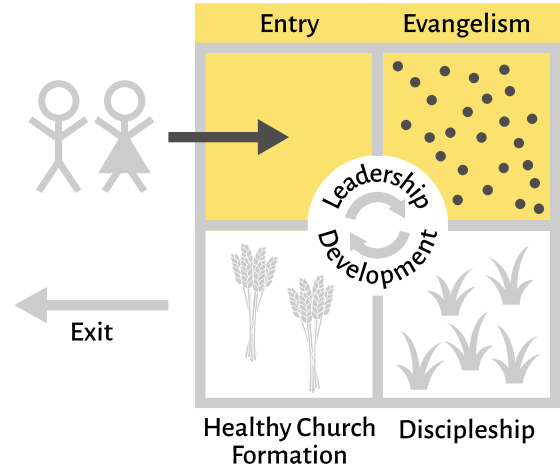
Intended User

Any believer

To Access

This is simple tool available in many forms and formats. It's available in one format in the 4 Fields manual.

Components Tracked



Outcomes Tracked

People and goals for evangelism and entry

Sample

सुसमाचार बाँड्नु

रोमी ३:२३ किनभने सबैले पाप गरेका छन् र परमेश्वरको महिमा रहित हुन गएका छन् ।
 रोमी ६:२३ किन कि पापको ज्याला मृत्यु हो तर परमेश्वरको अनुग्रहको बरदान हाम्रा प्रभु येशू ख्रीष्टमा अननन्त जीवन हो ।
 रोमी ५:८ तर परमेश्वरले हामी तर्फको उहाँको आफ्नो प्रेम यसैमा प्रमाणित गर्नुहुन्छ कि हामी पापी छौं, ख्रीष्ट हाम्रो निम्ति मर्नुभयो ।
 रोमी १०:९ यदि तिमीले आफ्नो मुखले प्रभु येशूलाई स्वीकार गर्थौं भने र परमेश्वरले उहाँलाई मरेकाहरूबाट बिउँताउनुभयो भनी हृदयमा बिश्वास गर्थौं भने तिम्रो उद्धार हुनेछ ।

कसलाई? अयकस सूचि

- १.
- २.
- ३.
- ४.
- ५.
- ६.
- ७.
- ८.
- ९.
- १०.
- ११.
- १२.
- १३.
- १४.
- १५.
- १६.
- १७.
- १८.
- १९.
- २०.

सोध्नुहोस् -के तपाईं येशूलाई आफ्नो प्रभु बनाउन चाहानुहुन्छ?

Harvest Tracker

Required Materials

Smartphone with app or browser

Languages

English, Hindi

Description

This tool allows anyone to “form” a team and track gospel shares, follow up, professions of faith, and baptisms. You can see these four outcomes for the current week, month, or year. This also toggles between regular shares and Muslim shares, with green for Muslim and orange for all others. You can see the data of all teams, or you can just track your own.

Intended User

Christian who has a goal for evangelism and wants to celebrate the process, in India or other places

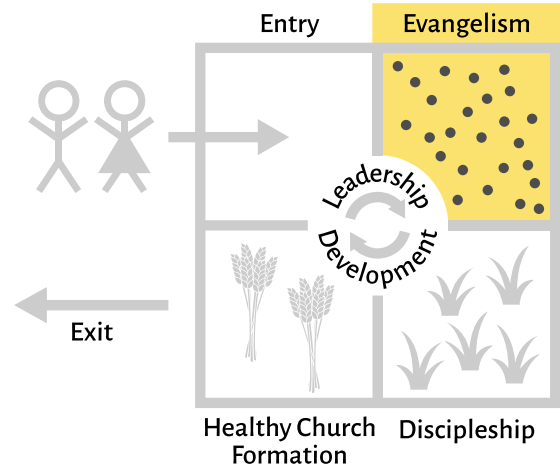
More Information

We have access to all the information everyone has put in. It is searchable for any timeframe and shows all teams and the total.

To Access

[Harvest Tracker App \(Google Play\)](#)

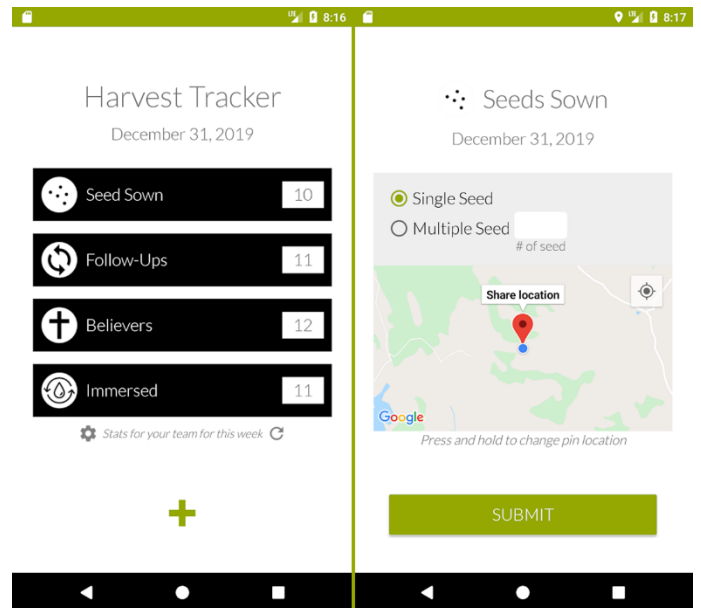
Components Tracked



Outcomes Tracked

Gospel shares, follow up with someone you shared the gospel with, if person you shared with believed, if person you shared with was baptized

Sample



Case Studies of Tracking, Reporting, Assessing, and Coaching the CMT

Below are a few case studies that give insight to various aspects of Tracking, Reporting, Assessing, and Coaching (TRACing) the CMT. Each case does not attempt to speak to everything in one's work or situation; rather, each seeks to highlight an aspect of TRACing. First, four short case studies are provided. Then, two longer case studies follow. For more information on any of these case studies, please contact info@fieldwork.services or the contact information provided with the case.

AK and Partner: Observing, Assessing, and Coaching for Greater Health and Harvest

A couple years ago I got a call from a co-worker that he had met a sharp young church planter, AK, at a multi-organization UUPG focused meeting in another city. He suggested that I connect with AK, who lived in my city and was already doing well--planting churches in new areas and engaging unreached people groups. I met with AK, who was hesitant to work with me at first because he doesn't like to "waste time in meetings" and is committed to the organization he works with. We sat down together several times to discuss strategy and life. We heard about his work—he and his team were overseeing a network of about 80 house churches. They knew how to lead their own churches and had raised up pastors who were leading churches. AK was feeling that they were still not fulfilling the vision God had given them. We continued to discuss this as we travelled together and co-trained throughout his network.

As we observed and assessed the situation in the field, we realized that his leaders were themselves adept at raising up pastor / leaders. A problem they were facing was that they did not know how to identify and equip apostle / leaders who could raise up leaders. They were good at delivering the content of their ministry plan. They had not yet discovered how to transfer the processes of their plan to the next generation of apostolic leaders. I modeled a more participative approach with AK (using Four Fields content we were both familiar with), encouraging the involvement of each participant and holding them accountable to demonstrate what they had learned and done since the last meeting. Much coaching was provided. AK quickly understood and began to transform the culture of his meetings and of his team. We traveled together about three days a month for 18 months, modeling transferable processes as well as co-teaching new content alongside his leaders, again with much coaching.

During this time, AK and I became friends and co-laborers. We challenged each other to grow as believers, as husbands, as fathers, and as church planters. The number of churches doubled during this time as well. More importantly, the teams in each district became more cooperative, more interactive, and more accountable to each other. We saw the next generation of teachers grow in their ability to teach. None of this work was reported through our organization because they report to a likeminded organization, but we added value to their efforts for the gospel by helping them assess their work. Problem solving, and modeling for that season has resulted in healthier expansion of the kingdom that continues through these brothers even after we have moved on to invest in different work.

An App That Tracks...and Assesses...and Coaches...Towards Healthy Church

For some reason I was having trouble helping my partner understand the idea of multiplying leaders and churches. We had discussed multiplication multiple times, but he just didn't seem to get it. A bit out of frustration, I suggested we enter his own work in the GenMapper App so he could visualize his work on paper. Someone had suggested this App a few months earlier, but I had never used it. So, he and I together learned how to use the App for the first time.

The questionnaire in the App became my partner's tutor. As we answered the questions, my partner said "they are asking the questions like out of [Acts 2](#)...all the questions they are asking are things that happened in that church ([Acts 2](#) church)...so those same things should be happening in our churches." I affirmed his insight. After we had entered over a dozen churches into the App, he said "brother, I'm learning that to be a healthy church, each church needs to have local leaders, and be obedient to the Word and have local leaders able to teach the Bible and have authority to give Baptism and serve the Lord's supper and do other things like loving your neighbor, giving, and sharing the Gospel with each other. Each church must be able to stand on it's own without outside help. This is what a healthy church is brother." I was dumbfounded at his comments. Again, I affirmed his insight. But I too was having my own insights. This tracking tool (GenMapper App; see [GenMapper](#) on page 70) was actually being a tutor to this brother. It was re-inforcing what the Bible teaches and training him what to do to get to healthy church and local leaders. It was his coach!! Amazing. The App itself was facilitating the assessment and the coaching through the questionnaire built into the App.

I became a believer in the GenMapper App and one of it's greatest champions. We are still working on the multiplying idea, but we have entered over 100 churches to date, with healthy church metrics, geographical locations, leader names, people groups meeting in the churches and much more. I can even view this information online any time I want. And we can print out a comprehensive report showing everything and give each leader their own GenMap. This App is an all in one tool...it helps us track, report, assess and coach. Thank you for developing this App and encouraging me to use it. And even more, I am hearing my partner teach his leaders "Brothers, this is what healthy church is...let's look at [Acts 2](#)....!!!"

From Doing it All Himself to Multiplying Leaders

One of my best friends and closest national partners was named Anant. We met about a year after being on the field, and his family quickly became part of ours. We did everything together (shared the Gospel, started groups and churches, empowered others, trained, etc...). As time went on, I kept seeing certain weaknesses in the work, and we would talk through them together. One of the biggest weaknesses early on was that everything was dependent on him. He shared the Gospel. He disciplined. He went to new villages and so on, but he wasn't raising up leaders. When I met Anant, he had one small church. After about a year together, he started about 30 churches in 30 different villages. Guess what? He didn't have the time and energy to get to these places regularly (only once a month for most of them), so these churches weren't multiplying and they weren't healthy. It wasn't until we started mapping and tracking his work that he began to fully understand. We sat in my flat and wrote out all of the churches that he had planted. He seemed very proud. Then I asked him what would happen if something happened to him and he died. We crossed his name out everywhere that he was listed. He sat back quietly and realized what I had been talking about all along. If he died, the work would most likely die with him. Less than a year after that conversation, Anant, who was in his early 40s, had a heart attack and went to his heavenly home. By God's grace, much of the work in his area remains because he was able to raise up some leaders before he passed away. Had it not been for mapping, perhaps his eyes would not have been opened to this needed next step for the work in his area.

Raising Up A Leadership Team

A church network from a major urban center in India sent a church planter in May 2018 to start new churches along the Indian coast. He was a faithful evangelist who immediately began sharing the gospel and leading people to faith in Christ. The leaders of his sending network were very encouraged by the fruit they were seeing. They invited him in Dec 2019 to come for an iron on iron meeting where he could receive further training and encouragement. At that meeting they encouraged this new church planter to map out his work using GenMapper. When they saw his map they realized that he himself was leading 24 small groups with a total of around 120 people. The mapping helped them to quickly realize there was a big need for him to raise up more leaders. If the current trend continued he would get burned out and the great work the Lord was doing would stop. His church network leaders coached him to course correct for 2020 by raising up a leadership team of at least 5 leaders. He went back to his field of service and identified those leaders, and they began bearing the load of leading the small groups and even some of the leaders were able to start new small groups. If he was not able to raise up a leadership team then he would not have been able to continue sharing the gospel with new believers and the growth would have stopped. In 2020 they were able to add 20 new believers and start 4 new groups. Tracking and assessing was able to help him continue on the great work the Lord was doing and see further fruit in his network.

Ek Rasta Every Member Ministry

History

In 2012, we received a request to come and teach a group of “believers” near the Rajasthan/Gujarat border. During the initial investigation of the group’s spiritual health, it was determined that their biblical knowledge was incomplete at best. We began teaching these 30 “believers” through the Ek Rasta teaching and training process. Ek Rasta is a full 6-part CPM process designed to grow a person that has never heard the name of Jesus into a self-feeding disciple-maker. It is believed that a solid foundation or biblical overview is essential for un-churched people, from any background, in order to make a well informed decision to follow Jesus Christ. Ek Rasta’s 35 chronological Bible lessons presenting the Gospel Story (Ek Rasta Part 1: *The Gospel in 35 Bible Lessons*), was taught to this group of “believers.” Afterward, 8 lessons on the basic Christian tenants of faith were taught (Ek Rasta Part 2: *Teaching for Believers* teaching on baptism, Lord’s Supper, salvation, the love of God, prayer, tithing, Bible study, and church).

After taking baptism, if not previously baptized, these believers were taught that baptism marks the beginning of their own earthly ministry. Now, with a fairly solid biblical foundation they began receiving training for making-disciples (Ek Rasta Part 3: *T4T Movements of God* training them to use the same 35 Bible lessons they had just been taught to teach others) and then they were taught basic Christian doctrine based on the Baptist Faith & Message 2000 (Ek Rasta Part 4: *Doctrine: the Scriptures Only*). The group was visited on a monthly basis along with frequent phone communication.

The original group of 30 people started, on average, six Bible studies each; so after the initial first year of teaching we had 180 Bible studies in this area. Neighbors were teaching neighbors, house-to-house. Due to the distance and number of trainings needed, it seemed somewhat prohibitive for an outsider to teach the content through the next parts of the Ek Rasta church planting process within this new generation of groups. We decided the local believers would teach the training house-to-house in just the same way they had taught the Bible lessons and believer’s study. Those second generation groups became house churches that have planted multiplying house churches and the original disciple-makers all started more Bible study groups that also became multiplying house churches and their disciples have become disciple-makers continuing the generational growth.

Strategy

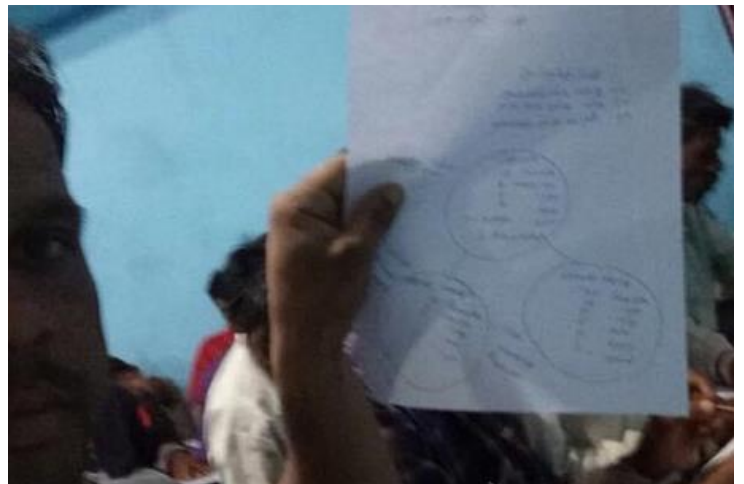
By 2014, hearing reports of hundreds of Bible study groups, we wanted to help the newly baptized believers meeting together understand their identity as autonomous house churches. We collected data from key leaders in this network about each group and where they were in the Ek Rasta process. Previously, we had learned about the benefits of “healthy church mapping” from colleagues and decided that since we had most of the information needed, we’d try to complete a “healthy church map” for each group. God providentially provided that 2 key leaders from this network were in Jaipur for business that fell through, so with a couple of free days they helped fill-in any gaps as we began the mapping process. At this time there were 534



new baptized believers and 194 new house churches reaching to the 4th generation within this network. During this first attempt at mapping, the entire network was mapped on poster papers and covered most of one wall at our training center. It was a beautiful visualization of what God was doing through these believers along the Rajasthan/Gujarat border.

During the process of creating this original map, the data collected allowed us to see the entire Ek Rasta process being worked out in each group as disciple-makers moved groups through the Ek Rasta CMT tools. All of this was determined to be valuable information to track. The [Ek Rasta Every Member Ministry Map](#) (see page 68 for overview of the tool), originally based on basic “healthy church mapping,” tracked and assessed more than the end result of healthy church. Within each map the entire Ek Rasta CMT process (entry, evangelism, discipleship, church formation, leadership development, and exit) could be tracked and used for assessment and coaching.

In the coming weeks and months, at various meetings, believers began to see the maps on the wall of the training center. They would look for their own name and want their picture taken by their “circle.” This proved to be a huge encouragement to the believers and a catalyst toward every member ministry as each believer saw not only their own personal ministry displayed on the wall, but they also saw that they were a part of something much bigger than themselves – something that God was doing through them.



In 2015, with a small amount of training and mentoring, each believer was asked to make their own personal ministry map – and they supplied their own pencil and paper. This was the first attempt at collecting Ek Rasta Every Member Ministry Maps from every believer. There were many challenges with illiteracy, remote locations, transporting, etc. Many valuable lessons were learned:

1) the importance of geographic elder team leadership to help in the training, administering, and collecting of maps, and 2) the idea of a “living map” – meaning that the mapping process is not only a snapshot in time of an individual believer’s personal ministry, but it is also a tool to be used in moving through the Ek Rasta CMT process. After the 2015 maps were received and processed for annual reporting, there were 1,197 new baptized believers and 570 new house churches – now a total of 1,731 baptized believers in 764 house churches reaching to the 6th generation.

Current Status

During the Ek Rasta process and as part of a community of faith, believers are mentored to use Every Member Ministry mapping to track their own personal ministries. Using this tool has become a part of the CMT process. It's not an extra thing to do, but a "main thing" activity. These maps help believers move forward through the Ek Rasta process as they report and track evangelism efforts, discipleship training, leadership development, as well as congregational health and generational growth - building every member into a mature disciple/disciple-maker. On each map there is information about where each on-going in-home Bible study is at in this disciple-making/church-planting process. From each map we can see: 1) people group and location 2) how many adults and children, 3) where they are at in the Ek Rasta teaching / training lessons, 4) how many have taken baptism, 5) are they taking the Lord's Supper, 6) are they tithing, 7) is there a shepherd teaching God's Word within each group or is someone still coming from outside. Every Member Ministry Maps serve as a great tool of encouragement and accountability for believers keeping track of their own personal ministries. As disciple-makers report results to their mentors and elders, these maps also serve as a diagnostic tool for disciple-makers as they assess strengths and weaknesses to further coach their disciples.

Over the years, national brothers and sisters have faithfully used Ek Rasta Every Member Ministry Maps to track their own personal ministries and to annually report the fruit that God has provided. In 2020 after once again collecting and processing 15,604 maps, we reported 24,645 new baptized believers and 5,222 new houses churches, now totaling 75,313 baptized believers and 22,909 house churches in this one network along the Rajasthan/Gujarat border. The total reported throughout all networks in the Ek Rasta movement since 2014 is now 124,072 baptized believers from over 200 UPCs in 39,224 house churches reaching to the 24th generation. Ek Rasta Every Member Ministry Maps continue to be a beautiful visualization of what God is doing.

For more information on this Ek Rasta Every Member Ministry case study, please contact southasiansands@gmail.com

Panchayat Tracking in West Bengal

Target Group	District of North 24 Parganas in West Bengal
Current CPM Continuum Stage	2 – Moving Purposefully

Church Planting Movement (CPM) Continuum	
0	<i>On field but no purposeful CPM plan or efforts yet</i>
1	<i>Moving purposefully 0 to 1 – Trying to consistently establish 1st generation believers and churches</i>
2	<i>Moving purposefully 1 to 2 – Some 2nd gen churches</i>
3	<i>Near CPM – Some 3rd gen churches</i>
4	<i>Emerging CPM – Some 4th gen churches</i>
5	<i>CPM – Consistent 4th generation churches and beyond; multiple streams</i>
6	<i>Sustained CPM – Visionary, indigenous leadership leading the movement with little / no need for outsiders; stood test of time</i>

Growth of the Work by Year				
	Pre-existing Before 2017	Year 1 2018	Year 2 2019	Year 3 2020 ¹
New Believers		89	210	53
Total Believers	33	122	332	385
New Baptisms		26	42	11
Total Baptized Believers	27	53	95	106
New G1 Groups	0	7	6	3
New G2 Groups	0	1	16	6
New G3 Groups	0	0	4	1
New G4+ Groups	0	0	0	0
Total New Groups	0	8	26	10
Total Groups in network	2	10	36	46

Overview

This is a case study to show how the tracking process worked through one partner for one of the districts in West Bengal. There are 14 districts in the lower part of West Bengal with a total of about 70 million people. West Bengal is made of people primarily speaking the Bengali language. 71% of the population are Hindus, 27% Muslims and 2% others.

North 24 Parganas is one of the 14 districts in the lower part of West Bengal. It has a population of about 10 million people with 1599 villages. These villages are clustered in groups call Panchayats. There are 200 Panchayats in the district of North 24 Parganas. So a rough estimate of about 8 villages in each of the Panchayats.

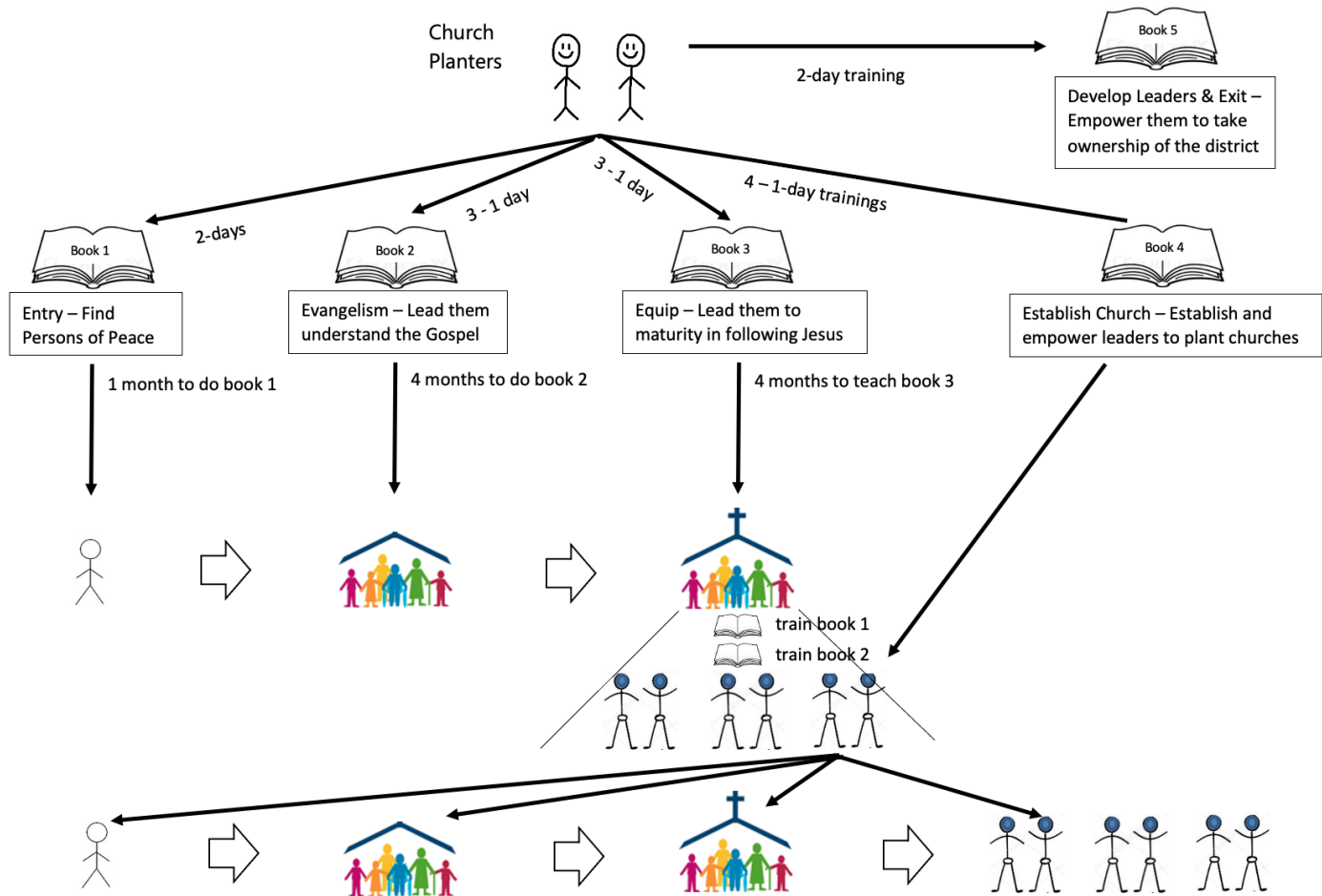
Tracking Goal

We have set the vision and the goal of having a church planted in each of the Panchayats. We then entrust the new church in the Panchayat to take on the responsibility of bringing the gospel to their villages. The goal of a church planted in every Panchayat drives our tracking efforts so we can constantly evaluate our progress. This goal also drove us to create prayer guides for each district with all Panchayats listed. These prayer guides help nationals focus on the task and gives them a picture of the exit. (See [Panchayat Tracking](#) on page 72 for an overview of the tool.)

Training

The training process is structured so that we guide believers step by step towards the completion of the core tasks. Each step through the core task has specific work which the believer will need to accomplish before moving to the next training. God has gifted and called believers for various tasks, so we take the believers as far as their calling is leading them.

¹ 2020 was a slower growth year because of the Covid-19 lockdown situation.



Book 1: Entry	Find person of peace
Book 2: Evangelism	Form seeker groups (Gospel message from creation to new creation)
Book 3: Equip	Equip groups to follow Jesus as a church
Book 4: Establish Church	Develop more leaders to multiply churches
Book 5: Entrust Leaders towards Exit	Empower leaders to take ownership of reaching a larger area

Tracking System

In each of the books, there are specific tasks to accomplish before moving onto the next step. These tasks are what we track to know the progress of the work.

Training	Task to Accomplish	Track
Book 1: Entry	Find Person of Peace	Person of Peace and their Panchayat
Book 2: Evangelism	Start Seeker Group	Seeker Group and their Panchayat
Book 3: Equip	Equip Believers	12 Practices for each believer
Book 4: Establish Church	Develop more church planters	Next generation churches
Book 5: Entrust Leaders towards Exit	Train groups for multiplication	Number of Trainers and Strategy Leaders

I met Gopal in about June of 2018, soon after I returned to India. At the time, Gopal and his wife were leading 2 churches ². We started training him and some of his leaders from his church through our training process. For the work in the district of North 24 Parganas, Gopal and I trained in 2 places: Bashirhat, a city of North 24 Parganas and Jogeshganj, a panchayat of North 24 Parganas. For this case study, we will follow the tracking work for these 2 trainings and track their impact in the district of North 24 Parganas.

Book 1 Entry

Initial Book 1 Entry Training – 2018

The goal of Book 1 Entry is to train nationals to find people who are interested in the gospel. We trained an initial group of 6 people in Bashirhat (a town in North 24 Parganas) for entry work in July 2018 through Book 1. At this time, we did not have the Panchayat list or a system to track their work, but we gave them the task to share the gospel, find a person of peace and start a group. Through their sharing of the gospel, one of Gopal's church members started one new group ³ as a result of his effort in finding people of peace.

Soon after their training, Gopal and his wife trained another group in Jogeshganj (a gram panchayat of North 24 Parganas) through Book 1. In the Jogeshganj training, 6 of them found people who were interested in the gospel and started 7 new ^{1st} generation groups in 2018 ⁴.

For 2018	1st Generation	2nd Generation	3rd Generation	Total
Bashirhat Training	0	1	0	1
Jogeshganj Training	7	0	0	7
Total	7	1	0	8

Book 1 Entry Training – 2019

In April 2019, Gopal wanted to do another book 1 training with his church. Gopal and I trained 12 of his church members in Bashirhat through Book 1 for entry. In two months time, the Bashirhat training group found 169 people who were interested in the gospel.

Then in May 2019, He trained again in Jogeshganj to 15 people through book 1 Entry. In two months' time, the Jogeshganj training group found 100 people who were interested in the gospel.

Book 1 Entry Tracking

Initially we were just getting numbers of gospel shares (red, yellow, and green light). These numbers were good information, but we were not using them to guide them to the next step. They were only numbers for reporting. Eventually we started to have them identify those who were considered "persons of peace" from these gospel shares. Identifying a person of peace means to identify those with whom they can follow up in order to explain the gospel message in detail. These are usually their yellow and green light people. We also started to have them mark in their district prayer guides when a "person of peace" is found in each of the Panchayats. In 2019, we had not started this system, but we went back later to mark them. Below is an

² These two churches started in 2013 and 2014. They both are located in the municipality of Basirhat of North 24 Parganas district.

³ It is through this church member, 3rd generation churches were started.

⁴ At this time we had not started tracking the gram panchayats for "persons of peace".

example of what they would have been doing. This tracking method also served as a vision casting tool to help see the places where there is no work.

Basirhat Training:⁵

NORTH 24 PARGANAS

MUNICIPALITIES:

BASIRHAT 35

BADURIA 33

TAKI

BADURIA	BASIRHAT I	BASIRHAT II
ATURIA	GACHA AKARPUR	BEGAMPUR BIBIPUR
BAGJOLA	GOTRA	CHAITA
BAJITPUR	ITINDA PANITAR	CHAMPA PUKUR 23
CHANDIPUR	NIMDRIA KODALIA	DHANYA KURIA
CHATRA	PIFA 14	GHORARASH KULINGRAM
JADURHATI DAKSHIN	SANGRAPUR SHIBHATI	KACHUA
DADURHATI UTTAR	SANKCHURA BAGUNDI	KHOLAPOTA
JAGANNATHPUR		RAJENDRAPUR
JASAIKATI ATGHORA		SPRINAGAR MATLA
NAYABASTLA MILONI		
RAGHUNATHPUR		
RAMCHANDRAPUR YDAY		
SAYESTANAGAR I 38		
SAYESTANAGAR II 26		

Jogeshganj Training:⁶

NORTH 24 PARGANAS

(Continued)

HAROA	HASNABAD	HINGALGANJ
BORJURI	AMLANI 1	BISHPUR 2
GOPALPUR I 3	BARUNHAT 3	DULDULI
GOPALPUR II 2	RAMESWARPUR 5	GOBINDAKATI 12
HAROA 2	BHEBIA	HINGALGANJ 17
KHASBALANDA	BHOWANIPUR I	JOGESHGANJ 7
KULTI	BHOWANIPUR II	KALITALA 4
SALIPUR	HASNABAD 2	RUPAMARI 40
SONAPUKURSANKARPUR	MAKHALGACHHA	SAHEBKHALI
	MURARISHA	SANDELER BILL
	PATLIKHANPUR	

⁵ Basirhat Training was in the municipality of Basirhat. At the time of training we did not know the exact number of “persons of peace” in each place, but their locations were accurate. We only know the total was 169. Currently, we are now tracking the number of “persons of peace” and their locations accurately.

⁶ Jogeshganj is a panchayat of North 24 Parganas. We know they were working in 13 panchayats.

Book 2 Evangelism

Book 2 Evangelism Training

Since 2018, Gopal and I had started to strategize together. We spent time understanding the training and the entire process of our work. Gopal played a vital role of coaching and mentoring the leaders from our trainings.

Both the Bashirhat training group and Jogeshganj training group had demonstrated the capability to do the entry work and were able to find “persons of peace”. Our training of Book 2 Evangelism is for them to do follow up the work with their person of peace. They know their location and how many of them are in each Panchayat. Even though these “persons of peace” have heard a gospel presentation, many of them have not grasped the full meaning of the message. This is why Book 2 Evangelism is necessary for them to understand the depth and meaning of the gospel.



In July 2019, Gopal and I trained the Bashirhat and Jogeshganj training group through Book 2 evangelism. The goal of book 2 is for them to start seeker groups through their “persons of peace”. The Bashirhat training group had 169 people to follow up and the Jogeshganj training group had 100 people to follow up. So in total through the training, there was a possibility to start 269 new groups.

Book 2 Evangelism Tracking















For the Bashirhat training in 2019, they started a total of 11 new 2nd generation groups and 4 new 3rd generation groups⁷. The leaders who started these groups were all church members of Gopal’s church. We trained them, but Gopal was the one who kept up the guidance and coaching work after the training.






















For the Jogeshganj training in 2019, they started a total of 6 new 1st generation groups and 5 new 2nd generation groups. Gopal traveled often to Jogeshganj to coach and mentor them.

For 2019	1st Generation	2nd Generation	3rd Generation	Total
Bashirhat Training	0	11	4	15
Jogeshganj Training	6	5	0	11
Total	6	16	4	26

We tracked these new groups according to their panchayat. We used the same district prayer booklets and marked next to the  with a  as seeker groups were started in these Panchayats.

⁷ These groups were 2nd and 3rd generation groups because most of the Bashirhat training were Gopal’s own church members. Their members started groups that had started new groups.

NORTH 24 PARGANAS		
MUNICIPALITIES:		
BASIRHAT  35  7		
BADURIA  33  2		
TAKI	  	
BADURIA	BASIRHAT I	BASIRHAT II
ATURIA	GACHA AKARPUR	BEGAMPUR BIBIPUR
BAGJOLA	GOTRA	CHAITA
BAJITPUR	ITINDA PANITAR	CHAMPA PUKUR  23  2
CHANDIPUR	NIMDRIA KODALIA	DHANYA KURIA
CHATRA	PIFA  14  1	GHORARASH KULINGRAM
JADURHATI DAKSHIN	SANGRAMPUR SHIBHATI	KACHUA
DADURHATI UTTAR	SANKCHURA BAGUNDI	KHOLAPOTA
JAGANNATHPUR		RAJENDRAPUR
JASAIKATI ATGHORA		SPRINAGAR MATLA
NAYABASTLA MILONI		
RAGHUNATHPUR		
RAMCHANDRAPUR YDAY		
SAYESTANAGAR I  38  1		
SAYESTANAGAR II  26		

NORTH 24 PARGANAS		
(Continued)		
	  	
HAROA	HASNABAD	HINGALGANJ
BORJURI	AMLANI  1  2	BISHPUR  2
GOPALPUR I  3	BARUNHAT  3	DULDULI
GOPALPUR II  2	RAMESWARPUR  5	GOBINDAKATI  12  7
HAROA  2	BHEBIA	HINGALGANJ  17
KHASBALANDA	BHOWANIPUR I	JOGESHGANJ  7  6
KULTI	BHOWANIPUR II	KALITALA  4  1
SALIPUR	HASNABAD  2	RUPAMARI  40  2
SONAPUKURSANKARPUR	MAKHALGACHHA	SAHEBKHALI
	MURARISHA	SANDELER BILL
	PATLIKHANPUR	

⁸ Basirhat Training tracking - 2 more groups are marked on another page.

⁹ Jogeshganj Training tracking - This tracking chart includes the 6 groups that were started in 2018. So 12 + 6 groups = 18 groups

These district prayer guides helped us see where the work is happening and where the work is not happening. It drove the vision for us to get to the other Panchayats to have core task activities towards church. But Panchayat tracking lacked the ability to see the health and the generations of these groups. It is at this point, we started using the Gen Mapper tool. Gen Mapper provides a way to see the details of these groups and enables us to assess their health and their generational growth.

Book 3 Equip

Book 3 Equip Training

Once the seeker groups become a group with believers, we train them in Book 3 Equip. This was our plan for 2020, but the lockdowns from Covid-19 slowed down our progress. As groups were formed, we started mapping each of these groups on the Gen mappers tool, we saw that many of these groups have not reached the maturity of being a church. By the end of 2019, there were 210 new believers and 332 total believers through these two trainings in North 24 Parganas. Among these 332 believers, only 95 of them had received baptism ¹⁰. This is where we saw the need for Book 3 Equip. We are currently at this step in the process of developing church planting multiplication for North 24 Parganas.

Book 3 Equip training is to help the new believers from these new groups to follow Jesus. They will be coached to do the 12 practices that early believers did in Acts 2:37-47. The goal is that all the 332 believers become healthy, mature believers. We understand these outward practices are not directly correlated to a person's spiritual health and their walk with the Lord, but these are helpful indicators in the discipling process. We also recognized that some of these qualities are not quantitatively measurable, but the leaders, who are functioning in the pastoral role, know their sheep and in good judgment are able to assess their members progress in these 12 areas.

After book 3 Equip training, these new believers are trained by the church planter to do entry and evangelism. They will be equipped with Book 1 Entry and Book 2 Evangelism training ¹¹. They are challenged to find "person of peace" and start new seeker groups.

Book 3 Equip Tracking

As we are teaching them these 12 practices, we are also tracking their progress in doing these. After training them through the 12 practices in Acts 2:37-47, we teach them a way to track their members as they live out these 12 practices.

¹⁰ It is understandable that baptism is so low because the work has only been a little over a year and we have not taught about baptism yet. Baptism will be taught in Book 3.

¹¹ These new believers are receiving Book 1 Entry and Book 2 Evangelism training for the first time. Book 1 and Book 2 were done unto them from the initial church planters to start this group, but they were never trained to use Book 1 and Book 2. This will be their first time to receive the training and will be challenged to do this with unbelievers.

This year: _____ Month/year the group was started : _____ Name of Person who started the church: _____



Leader's name: _____ Mobile #: _____ Village name: _____

Gram Panchayat: _____ Block: _____ District: _____

#	Person's name:	People Group?	Date believed?	Date of Baptism?	Praying & reading the Bible?	Gathering & Praising God?	Lord's Supper	Giving?	Good Works?	Preaching the Gospel: How many have heard every month from this person?												Date new group was started?	
										1	2	3	4	5	6	7	8	9	10	11	12		
ex	Gopal	Poundra	3/1/19	4/3/19	✓	✓	✓	✓	✓	3	1	5	2	6	8	9	2					5/3/19	
1																							
2																							
3																							
4																							
5																							
6																							
7																							
8																							
9																							
10																							
11																							
12																							
13																							
14																							
15																							
16																							
17																							
18																							
19																							
20																							

From these reports, we map them onto GenMapper and see a picture of a group's health. These reports help us assess what might be lacking in becoming a healthy church. As these groups have baptized believers and self-identify as a body, these groups become churches. We used the same district prayer booklets and marked next to the 🏠 with a ✝️ as groups become churches. By the end of 2020, we were able to track and assess that some of these groups have become churches. Below is the chart of their progress.

NORTH 24 PARGANAS		
MUNICIPALITIES:		
BASIRHAT	35	2
BADURIA	33	0
TAKI		
BADURIA		
ATURIA		
BAGJOLA		
BAJITPUR		
CHANDIPUR		
CHATRA		
JADURHATI DAKSHIN		
DADURHATI UTTAR		
JAGANNATHPUR		
JASAIKATI ATGHORA		
NAYABASTLA MILONI		
RAGHUNATHPUR		
RAMCHANDRAPUR YDAY		
SAYESTANAGAR I	48	1
SAYESTANAGAR II	26	
BASIRHAT I		
GACHA AKARPUR		
GOTRA		
ITINDA PANITAR		
NIMDRIA KODALIA		
PIFA	14	1
SANGRAMPUR SHIBHATI		
SANKCHURA BAGUNDI		
BASIRHAT II		
BEGAMPUR BIBIPUR		
CHAITA		
CHAMPA PUKUR	29	2
DHANYA KURIA		
GHORARASH KULINGRAM		
KACHUA		
KHOLAPOTA		
RAJENDRAPUR		
SPRINAGAR MATLA		

NORTH 24 PARGANAS		
(Continued)		
HAROA		
BORJURI		
GOPALPUR I	34	
GOPALPUR II	7	
HAROA	4	1
KHASBALANDA		
KULTI		
SALIPUR		
SONAPUKURSANKARPUR		
HASNABAD		
AMLANI		2
BARUNHAT	3	
RAMESWARPUR	5	
BHEBIA		
BHOWANIPUR I		
BHOWANIPUR II		
HASNABAD	2	2
MAKHALGACHHA		
MURARISHA		
PATLIKHANPUR		
HINGALGANJ		
BISHPUR	2	1
DULDULI		
GOBINDAKATI		5
HINGALGANJ	17	
JOGESHGANJ	7	5
KALITALA	4	3
RUPAMARI	40	1
SAHEBKHALI		
SANDELER BILL		

¹² For the Bashirhat training, we can see from this page that 7 of the groups became churches through our tracking.

¹³ For the Jogeshganj training, we can see 6 of the groups became churches through our tracking. We are also able to see new groups since 2019. We anticipate as the Bashirhat and Jogeshganj trainings move to book 3 for them, we will see more groups becoming churches.

Book 4 Establish

Book 4 Establish Training

From tracking the 12 practices of every believer, we are able to see how every believer is doing in sharing the gospel and starting new groups. When a new group is started from these believers, we consider them to be 2nd generation groups. The believers who are starting new groups are the next generation of church planters. Since new groups are being established, there is a need to establish healthy churches from the beginning. It is important that those who are forming new churches understand how to lead healthy churches. This is the role of Book 4 Establish. We want to train the initial church planter and these new next generation church planters to establish and lead healthy churches.

Book 4 Establish Tracking

Generational growth is the main task to track for Book 4. Gen Mapper is the main tool to help us see generational growth in multiplying churches. When we see church planters who are able to produce multiple generations of work, we create for them a user account in Gen Mapper so they can use the tool to track their work.

Book 5 Entrust and Exit

Book 5 Entrust and Exit Training

The initial church planters, who are able to produce multiple generational church planting work, are encouraged to lead other groups of believers through the process. They take on the training and coaching role so that other groups can multiply. This is our master trainer's role. Book 5 Entrust and Exit is to train them for the vision of multiplying more leaders like themselves so that all places and all people groups will be reached through church planting. They take on the vision of seeing every panchayat have a church planted for their district and for every people group in the district to be reached. In 2020, Gopal has taken the Master Trainer's role to train Book 1 and Book 2 for North 24 Parganas. We hope to continue to develop him to train all the books as he himself does the work of book 3 and book 4.

Book 5 Entrust and Exit Tracking

We are tracking the trainings and the fruit of each training when they train other networks. This is managed mainly through an excel form. We narrowed down the main fruit we are looking for from each of the Book 1 – Book 4 training given by these Master Trainers. Below is the information we want the master trainers to track as they train for each of the books.

Book 1: Entry	Group Name	Group District / Panchayat	Date Trained	Cost	Total Trained	Total Person of Peace
Book 2: Evangelism	Group Name	Group District / Panchayat	Date Trained	Cost	Total Trained	Total new groups
Book 3: Equip	Group Name	Group District / Panchayat	Date Trained	Cost	Total Trained	Total Baptisms
Book 4: Establish	Group Name	Group District / Panchayat	Date Trained	Cost	Total Trained	Total Number of 4 th Gen, 3 rd Gen, 2 nd Gen, and 1 st Gen Churches

Each master trainer's work is being tracked as they train various groups in different places. Gopal has trained in other areas of North 24 Parganas as well as other districts in West Bengal. Below is the tracking chart for Gopal's trainings. From this chart we can see some new groups are forming in Bankura district and in Jhargram district.

Group Name	District	Gram Panchayat	Book 1: Entry				Book 2: Evangelism			
			Date Trained	Cost	Total Trained	POP Found	Date Trained	Cost	Total Trained	Total New Groups
Shyamnagar Group	North 24 Parganas	Barrackpore	5/2-3/2019, 3/11/2020	6340, 1600	22	?	2/20/21			
Bashirhat Group	North 24 Parganas	Bashirhat	5/16-17/2019	3593	12	169	7/13/19	3700	12	19
Josgeshganj Group	North 24 Parganas	Bashirhat	4/18/2019	8760	25	100	7/5/19	4000	15	25
Bankura Jhilimili Group	Bankura	Khatra	7/23-24/2019	13700	37	208	9/27/2019, 1/4/2021	7200, 3000	25	18
Jhargram, Jama Gara Group	Jhargram	Jhargram	7/26-27/2019	13000	48	134	9/29/2019, 1/4/2021	9500, 3000	30	20
Kakdwip Group	South 24 Parganas	Kakdwip	8/23/2019	3780	23	?				
Malatipur, Chaita	North 24 Parganas	Bashirhat	8/12/2020	8000 VOM + 2000	25	58	1/25/11, 2/19/21	4400	20	
Rupamari Group	North 24 Parganas	Hingalganj	10/2-3/2020	8525 VOM + 2000	25	64	1/16/2021, 2/20/21	4400	20	

We can also see when certain groups were trained and no fruit resulted from the training. The Shyamnagar group and Kakdwip group didn't seem to find any POP (person of peace), so the training has stopped. Through this tracking, I'm able to see the progress of the master trainer's work and know which places are being trained and which places lack work. Every master trainer is also tracking their training on the district prayer guides. These district prayer guides help the master trainers see where trainings are needed in order for every panchayat to be reached. The district prayer guides serve as a progress report for us in the work for each of the districts.

Transferrable Principles / Lessons Learned

- Visual picture of the end goal motivates people to track.
 - ◆ The list of panchayats in the district prayer guides gives people a vision of places they ought to work. As the progress of the work is marked on the district prayer guide, they sense an accomplishment of the work and also see the needs of other places.
- Start with simple tracking and as the work progresses, we add more layers to the tracking.
 - ◆ Tracking everything can be complicated. Starting simple allows them to do one step at a time. It also defines for them the task that they have before them. As their work progresses, they are then taught to do the next layer in tracking. We start with tracking "persons of peace" in Book 1 – Entry and eventually to generational mapping in Book 4 – Establish.
- Use what we track as a tool to propel the work to the next step.
 - ◆ When we first started training Book 1 – Entry, we were only getting numbers of gospel shares from the training. We were expecting them to start groups but did not have a process for them to start. Book 2 – Evangelism was introduced in 2019 to start seeker groups. We also had them track "persons of peace" and their locations from the work of Book 1 – Entry. We are now able to tell them exactly what to do with the tracking information. They now know where to go and to whom to go for Book 2 – Evangelism.
- Trainers spending time guiding church planters enables accurate tracking.
 - ◆ Gopal had spent time visiting and following up from the training. These frequent visits and follow up encourages the church planters in the work. It also ensures that the tracking information is accurate. There ought to be someone who is also seeing their work and encouraging them along the way. This was seen in the work of the Antioch church. Barnabas was sent to observe the work. Acts 11:23 – "When he came and saw the grace of God, he was glad, and he exhorted them all to remain faithful to the Lord with steadfast purpose." Gopal visiting them, observing their work and encouraging them was vital for the work. Much qualitative tracking was done through personal visits, and Gopal was able to assess them and coach each church planter.

For more information on this Panchayat Tracking in West Bengal case study, please contact westbengalwork@gmail.com

Warnings Related to Tracking, Reporting, Assessing, and Coaching the CMT

As with any topic, there are a few things that need to be said twice...or more!!! The important things. We have mentioned these before, but because of their importance, they bear mentioning again. Here are a few quick warnings to keep in mind when tracking, reporting, assessing, and coaching the Core Missionary Task.

- Front-Liner Benefit
 - ◆ Front-liners (workers on the “front lines” doing much of the “main thing” work) should receive some benefit. Often we hear “I give you all this information. It takes time, but how does it benefit me?”
- Mixed Motives
 - ◆ Leaders can have mixed motives for tracking, reporting, assessing, and coaching.
 - ◆ Desire for More Resources – “If I can give bigger numbers, I can get more resources.”
 - ◆ Desire for Respect – “If I don’t tell big God Stories, you won’t respect me or think great of me.”
 - ◆ Fear of Criticism – “If I don’t report many results, you won’t think I’m doing hard work.”
 - ◆ Fear of Missing Out – “If I don’t report bigger numbers, you won’t spend more time with me because you’re looking for faithful fruitful.”
 - ◆ Fear of Disbelief – “If I tell you the real numbers and the real stories, you won’t believe it. You will think I’m inflating my numbers.”
- Faulty Uses
 - ◆ Reports can become an unhealthy “leverage” in the work. “No Reporty, No Supporty.” Beware!
 - ◆ “Knowledge is power, so I’m not going to share my information.”
 - ◆ “If I give you my report, you will go raise lots of money with it.”
- Privacy / Security
 - ◆ “If I give you my information, you will share it with others.”
 - ◆ “I don’t want my information shared, because anti-Christian people will come against me if they find out.”
- Friendly Fire (“Well Intentioned Enemies”)
 - ◆ “If I tell all God is doing, many field leaders will not believe me. They will think I’m lying just to get something.”
 - ◆ “If I tell the reality of some of the problems in my work, some Christian workers will think less of me.”
- Unwanted “Help”
 - ◆ “If I tell key leaders in my org about all God is doing, they will want to send people to learn from me or “help” me or do more assessments / research / info gathering from my work.”
- Too Difficult
 - ◆ Often “doers” of the work find it difficult to track, report, assess, and coach the work in the systems developed by those who are not “doing” the work. Keep it simple.

Bibliography

Richard Blackaby and Bob Royall. *Spiritual Leadership Coaching: Connecting People to God's Heart and Purposes*. Blackaby Ministries International, 2018. https://www.amazon.com/gp/product/B07QC94MDQ/ref=dbs_a_def_rwt_bibl_vppi_i4.

John Doerr. *Measure What Matters: How Google, Bono, and the Gates Foundation Rock the World with OKRs*. Portfolio, 2018. https://www.amazon.com/Measure-What-Matters-Google-Foundation-ebook/dp/B078FZ9SYB/ref=tmm_kin_swatch_0?_encoding=UTF8&qid=&sr=.

Dave Ferguson. *Keeping Score: How to Know if Your Church is Winning*. Exponential, 2014. <https://exponential.org/resource-ebooks/keeping-score/>.

Mark Lenz. *How Measuring Results Enhances Ministry Effectiveness*. Biblical Leadership, 2017. <https://www.biblicalleadership.com/blogs/how-measuring-results-enhances-ministry-effectiveness/>.

Jerry Z. Muller. *The Tyranny of Metrics*. Princeton University Press, 2019. https://www.amazon.com/Tyranny-Metrics-Jerry-Z-Muller-ebook/dp/B07K458MZG/ref=tmm_kin_swatch_0?_encoding=UTF8&qid=&sr=.

Nathan Shank. *5 Levels of Movement Leadership*. Mission Frontiers, 2016. <https://www.missionfrontiers.org/issue/article/5-levels-of-movement-leadership>.

Nathan Shank and Kari Shank. *Four Fields of Kingdom Growth: Starting and Releasing Healthy Churches*. 2014. <https://static1.squarespace.com/static/588ada483a0411af1ab3e7ca/t/58a40ef11b631bcbd49c88c0/1487146760589/4-Fields-Nathan-Shank-2014.pdf>.

Nathan Shank. *No Place Left: Finish Line Metrics Sourced in the New Testament*. Mission Frontiers, 2016. <https://www.missionfrontiers.org/issue/article/no-place-left>.

Michael Bungay Stanier. *The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever*. Box of Crayons Press, 2016. https://www.amazon.com/Coaching-Habit-Less-Change-Forever-ebook/dp/B01BUIBBZI/ref=sr_1_1?dchild=1&keywords=The+Coaching+Habit%3A+Say+Less%2C+Ask+More+%26+Change+the+Way+You+Lead+Forever&qid=1614475424&s=digital-text&sr=1-1.

Resources For Multiplying Healthy Disciples and Churches. e3 Partners, 2019. <https://e3partners.org/training/>.

Tony Stoltzfus. *Leadership Coaching: The Disciplines, Skills and Heart of a Christian Coach*. Coach22 Bookstore LLC, 2005. https://www.amazon.com/Leadership-Coaching-Disciplines-Skills-Christian-ebook/dp/B004JN0KL8/ref=sr_1_1?dchild=1&keywords=Leadership+Coaching%3A+The+Disciplines%2C+Skills+and+Heart+of+a+Christian+Coach&qid=1614475596&s=digital-text&sr=1-1.

Dave Stravers. *Measuring What Matters: Accountability and the Great Commission*. Mission India, 2012. <https://www.amazon.com/Measuring-What-Matters-Accountability-Commission/dp/0978855167#:~:text=Measuring%20What%20Matters%20explores%20the,tracking%20and%20evaluating%20our%20efforts>.

Raimo Streefkerk. *Qualitative vs. Quantitative Research*. Scribbr, 2021. <https://www.scribbr.com/methodology/qualitative-quantitative-research/>.

Keith E. Webb and Gary R. Collins. *The Coach Model for Christian Leaders: Powerful Leadership Skills for Solving Problems, Reaching Goals, and Developing Others*. Morgan James Faith, 2019. https://www.amazon.com/Coach-Model-Christian-Leaders-Leadership-ebook/dp/B07NTXXHMB/ref=sr_1_1?dchild=1&keywords=The+Coach+Model+for+Christian+Leaders%3A+Powerful+Leadership+Skills+for+Solving+Problems%2C+Reaching+Goals%2C+and+Developing+Others&qid=1614475715&s=digital-text&sr=1-1.

Ralph D. Winter. *The Highest Priority: Cross-Cultural Evangelism*. World Wide Publications, 1974. http://dev.ralphdwinter.org/Lausanne_1974/Lausanne_1974.pdf.

More on the Biblical Basis for Tracking, Reporting, Assessing, and Coaching

The Bible itself is a record of God “tracking, reporting, assessing, and coaching.” He desires to tell His story about Himself relating with His people. One could fill volumes if all the accounts of tracking, reporting, assessing, and coaching are identified. Below are a few that stand out.

Genesis

- God specified the number of days and what exactly was created on a given day in the creation accounts.

Exodus

- [Exodus 14](#), especially [14:28](#) “...not one of them remained.”
- “Not one”! Why quantify this statement? This seems to suggest “completeness” of God doing what He says He will do. It shows that not even powerful Egypt can beat God. And God leaves “not even one” left when he fights for His people. This realization causes one to love and worship God all the more because of this.

Numbers

- Some suggest that an entire “Book of Numbers” implies that God is very interested in “numbers.”
- God numbers the tribes of Israel on numerous occasions ([Numbers 1:1-43](#); [26](#))

Numbers 13-14

- 12 spies sent to spy out the land and bring back a report.
- Moses chooses 12 leaders. Gives them a “Tracking, Reporting, and Assessment” assignment. The assignment included what to look for. Asked them to return and present their report.
- What did the spies see in the land? What report did the spies bring back? How did the spies “frame” and interpret what they saw? Your reports and assessments impact the lives of many people. How we “interpret” what we observe and track influences decision making. All 12 spies in Numbers 13 saw the same things. 10 thought one way about what they saw. 2 thought another way. How they interpreted and responded to what they saw influenced the next 40+ years of their lives.
- Sometimes in God’s work, we have to interpret the “data” through eyes of faith...faith in Him! He is bigger than reality.

2 Samuel 24 and 1 Chronicles 21

- David takes a census...and incurs God’s judgment.
- Speaks to having the right motives when tracking, reporting, and assessing. Motive matters to God!!
- God includes specific number of people impacted as a result.

1 Chronicles

- Numerous occasions when God uses very precise numbers when describing His people.
- [1 Chronicles 5:18-22](#); [7:1-11](#), [9:6-9](#), [13, 22](#); [12:23-37](#); [15](#); [21](#); [23:1-6](#); [27:1-13](#), [23-24](#)

1 Chronicles 15

- God gives very specific assignment of tasks, enabling tracking, reporting, assessing, and coaching.

Ezra 2

- Entire chapter is full of specific tracking.
- Tracking includes numbers in specific communities / families, numbers doing specific assignments, and numbers of livestock.

Psalms

- Many references to “all nations” and “all peoples”
- Psalms 47:1-2, 7, 48:10, 49:1-2, 66:1, 66:4, 67:1-3, 67:5, 67:7, 82:8, 83:17-18, 96:3, 96:10, 100:1, 117:1-2
- God desires people from “all” nations. Tracking work among nations (people groups) helps know progress towards God’s vision for “all” to worship Him.

Psalms 5:4-6

- God’s heart against boasting and lying.
- Speaks to honesty and integrity in tracking, reporting, assessing, and coaching.
- “Not boasting” speaks to right motives in tracking, reporting, assessing, and coaching.

Proverbs 6:16-19

- God hates haughtiness and lying.
- Speaks to honesty and integrity in tracking, reporting, assessing, and coaching.
- “Haughtiness” speaks to right motives in tracking, reporting, assessing, and coaching.

Proverbs 19:1

- “Better is a poor person who walks in his integrity than one who is crooked in speech and is a fool.”
- Speaks to honesty and integrity in tracking, reporting, assessing, and coaching.

Proverbs 19:5

- “A false witness will not go unpunished, and he who breathes out lies will not escape.”
- Speaks to honesty and integrity in tracking, reporting, assessing, and coaching.

Proverbs 19:9

- “A false witness will not go unpunished, and he who breathes out lies will perish.”
- Speaks to honesty and integrity in tracking, reporting, assessing, and coaching.

Proverbs 19:22

- “What is desired in a man is steadfast love, and a poor man is better than a liar.”
- Speaks to honesty and integrity in tracking, reporting, assessing, and coaching.

Proverbs 21:6

- “The getting of treasures by a lying tongue is a fleeting vapor and a snare of death.”
- Speaks to having right motives and honesty in tracking, reporting, assessing, and coaching.
- “Treasures” could be more than money. It might also refer to respect or a person’s time or bragging rights or doing better than another person, etc. All of these might be “treasured” by the person wanting them.

Proverbs 27:23-27

- Know the state (condition) of your flocks.
- To do this implies tracking and assessing (and adjusting if necessary).
- The context allows for “flocks” to also represent other assets or people. We should keep up with the condition of our assets and people.

Jonah 4:10-11

- God gave a specific number of people remaining in Nineveh.
- Why wouldn’t God simply say “many people remain?” Could it be that God wanted to make a statement of His mercy?

Gospels

- There are countless stories in the Gospels including tracking, reporting, assessing, and coaching.
- Jesus was regularly tracking, reporting, assessing, and coaching people (and fruit) to inform His decision making.

Matthew 1:1-17

- The Bible gives multiple genealogies that keep track of families down the generations.
- God demonstrates His love for people by “tracking” the generations. Tracking and publishing (reporting) this record demonstrates God’s reliability in keeping His promise and fulfilling His plans.

Matthew 7:15-20

- Fruit inspection (assessing) to gauge authenticity. One must track (observe) in order to inspect (assess).

Matthew 9:35

- “And Jesus went throughout all the cities and villages, teaching in their synagogues and proclaiming the gospel of the kingdom and healing every disease and every affliction.”
- Tracking must have been done for Matthew to “report” that Jesus went through “all” the cities and villages.

Matthew 10:30 (also Luke 12:7)

- God even keeps track of the number of hairs on our head to communicate the value of people.
- Keeping detailed information of something so small shows the depth of knowledge and care He has for us.

Matthew 13:1-9, 18-23

- Some Seed produces 30, 60, 100 times.
- Quantifying the values (a few seeds...30,60,100 times production) shows the multiplying and exponential properties of just a small amount of seed. We learn that in God’s work, a little does a lot. Using the “numbers” makes a big difference in the story.

Matthew 13:31-32

- Small Mustard Seeds ends up as Very Tall Tree.
- Jesus tells a story using size (quantity) to make the point that in His Kingdom small things can end up as large / great things; thus, increasing the value of very small things in God's world.

Matthew 13:53-58, (also Mark 6:1-6, Luke 4:16-30)

- Jesus observes and evaluates the faith of people...and responds accordingly.
- Jesus made decisions based on what He observed and evaluated.

Matthew 21:18-22 (also Mark 11:12-14)

- Fig Tree Cursed
- Jesus looked for fruit...saw that there was none...and as a result cursed the tree.

Matthew 25:14-30

- Parable of Talents of 5, 2, and 1.
- The servants reported on their work to their master. They had to track their work in order to do so. The master observed and evaluated (assessed) their work. He then made decisions based on what he observed and evaluated. The master "judged" their work. He congratulated and rewarded some for their production and chastised and rebuked another for their lack of production.

Matthew 25:31-36

- The Shepherd evaluates His flock...and separates the sheep from the goats.
- A sobering look into our future causes us to perform a reality check. Our Shepherd (Jesus) will one day "track" (observe) and assess (evaluate) the quality of His flock (as evidenced by the fruit of their lives). Based on His evaluation, He makes decisions...eternal decisions...some will go into "eternal punishment" and some into "eternal life." Jesus understood the value of tracking and assessing...and understood that there are eternal implications.

Matthew 28:18-20

- The word "all" is used 3 times in these verses: "All Authority" ... "All Nations" ... "All I Commanded."
- Jesus' use of the word "all" implies comprehensiveness and completeness. He qualifies and quantifies how much authority, how many nations and how many commands to stress completeness.
- The quality of His authority is complete...full...having no limitations.
- To know if disciples are being made in "all nations" (in Greek, "panta ta ethne" ...ethne implies ethnicity...one translation may be "all the ethnicities" or "all the peoples"), one must track, report and assess.
- God desires "all commands" be obeyed. We must observe and assess the quality (health, holiness) of disciples' lives, whether they are obeying Jesus commands or not.

Mark 5:1-20

- A man filled with 2000+ demons is healed. Full description of the story shows the power of God.
- These verses recount the severity of the situation. Note the "health" of the man's condition or the "state" of His condition:
 - ◆ "He lived among the tombs. And no one could bind him anymore, not even with a chain, for he had often been bound with shackles and chains, but he wrenched the chains apart, and he broke the shackles in pieces. No one had the strength to subdue him. Night and day among the tombs and on the mountains he was always crying out and cutting himself with stones." (Mark 5:3-5)

- The passage continues by saying there were “many” demons in the man (v.9). Jesus cast the demons into a “great” herd of pigs. The text says about 2000 of them in fact (v.11-13).
- The account ends with the demon possessed man being “in his right mind” (v.15).
- The story leaves one amazed at God because of the details of the story. What no chain or shackle could do, Jesus did. The demons were extremely powerful, yet Jesus had authority over them. 2000 pigs were affected by the demons. The details influence our “shock and awe.” The “qualities” of the situation “tracked, observed and reported” help us grow in our awe and worship of Jesus.

Mark 6:30 (and Luke 9:10)

- “The apostles gathered together with Jesus; and they reported to Him all that they had done and taught.”
- Why did they report to Jesus (See [Mark 6:7-13](#))? What did they report to Him? What was Jesus’ response? The whole episode includes tracking, reporting, assessing, and coaching.

Mark 9:14-29

- Jesus coaches His disciples after they are not able to cast out a demon.
- Jesus observes and assesses His disciples. They cannot cast out a demon. Jesus does. And then coaches His disciples that some things happen only by prayer. Tracking (Observing) and assessing disciples and leaders allows for continued coaching and development. Also note that Jesus asks “how long has this been happening?” The father answers “since childhood.” Specifying a time period (tracking the time) gives special attention that Jesus can do in a few seconds what many others cannot do over a long period of time. This understanding compels one to worship and surrender to Jesus.

Mark 9:33-37

- Jesus questions His disciples and then teaches on Greatness.
- Jesus wants to know His disciples’ thinking. So He asks them. And note that He asked them an “open ended” question...not a “yes or no” question. This is a great practice in “qualitative analysis” or “determining the quality....or health” of a disciple or leader. Asking key open-ended questions surfaces the thinking and understanding of people. It allows us to know if the disciples and leaders are “thinking biblically”...or not. Once we “assess” this thinking, we can then celebrate with them or help them align their thinking with God’s Word and ways.

Mark 12:41-44 (also Luke 21:1-4)

- Jesus says the smallest gift (Widow’s Mite) is the larger gift.
- Jesus is watching (observing / tracking) what people are giving. Many rich give large amounts. A widow gives 2 small coins. Jesus said the widow gave more! Why? She sacrificed and gave all she had because of her love for God. In God’s thinking, size or quantity does not always “win the race.” “Quantity” does not always show someone’s heart. Even more, larger quantities (e.g., large numbers, large crowds, large churches) do not always please God. He looks also for the quality of hearts towards Him. The size of one’s heart matters to God.

Luke 7:18-35

- Discussion about John the Baptist.
- [Luke 7:18](#): “The disciples of John reported all these things to him.”
- John the Baptist’s disciples gave a report to Jesus. Jesus responded to the crowd based on the report. He then took the opportunity to teach (coach) the crowd and His own disciples further truth about Himself and John the Baptist.

Luke 7:36-50

- Sinful woman is forgiven because of her faith.
- Woman washes Jesus' feet with her tears and hair and anoints his feet with ointment. The Pharisees criticize him and her for her actions.
- Jesus "observes" the words and actions of the woman and Pharisees, assesses their faith (or lack of it), rebukes the Pharisees because of his observations and assessments, and forgives the sinful lady as a result of his observation and assessment.
- Leaders should watch (track/observe) the lives and listen to the words of those they are discipling and leading to "assess/evaluate" faith, hope, love, and other character attributes. Assessing the "quality" (godliness, holiness, faithfulness) of a disciple's life is essential in the church.

Luke 8:42-48 (also Mark 5:24-34)

- Woman with blood issue for 12 years.
- Why do the writers specifically state "12 years" and "she had spent all her living...on physicians" and "she could not be healed by anyone"? Adding definition and specificity (Observing and evaluating quantity and quality) to the passage speaks to God's ability to do what no other can do...no matter how bad the situation!! It leads us to worship Jesus.

Luke 9:1-6 and 10:1-24 (also Matthew 10)

- Jesus sends His servants to find God prepared people (receptive people)
- Those sent must observe (track) and evaluate (assess) response in order to decide what to do next.

Luke 9:10-17 (Mark 6:30-44)

- 5 Loaves, 2 Fish, 5000, 12 baskets left over.
- Tell the story without the numbers. Same effect? Tracking and defining the quantities give greater glory to God, and greater awe, admiration, love, and worship from His people.

Luke 9:23-27

- Disciples must deny ourselves, take up our Cross daily and follow Jesus.
- Jesus spells out "daily." It is more than a "once and for all" practice. Specifying (quantifying) "daily" implies that the battle with self, the world, and the devil is a continuous battle.

Luke 10:17-20

- The 70 return to report...and are re-directed by Jesus.
- The 70 return from their assignment to report to Jesus. They are able to report because they have tracked and assessed what God has done through them. They tell Jesus what happened and are happy because God has given them authority over Satan. Jesus celebrates with them, then re-directs (coaches) them to value their (and others') salvation more than demons submitting to their authority. By listening to them (observing, evaluating), Jesus is able to teach them a better way (coaching to health).

Luke 13:6-9

- Jesus expects...and inspects fruit...and plans for next steps after observing the fruit.
- Jesus implies that fruit is expected from a tree with potential to bear fruit. Observing the fruit is necessary in order to assess the fruit. After assessing, plans are made for "next steps."

Luke 13:10-17

- Lady with an evil spirit.
- She had this “disabling spirit” for 18 years. Yet, at Jesus’ Word, she was healed “immediately.”
- Adding the “quantities” (18 years, immediately) in the story communicates that what nothing or no one else could do...for years...God can do in an instant.

Luke 15:1-32

- Parable of the 1 (of 100) Lost Sheep...1 (of 10) Lost Coin, 1 (of 2) Lost Son.
- To know that one was missing compelled keeping track of all. If the shepherd had not counted his sheep, he would not have known that “one” was missing. Using specific numbers (quantity) allows the reader to know the depth of God’s love (quality) for even 1 lost person.

Luke 18:8

- “...when the Son of Man comes, will he find faith on earth?”
- Jesus assesses people. He looks for “faith.” “Faith” matters in God’s agenda. Do we measure it? Do we “track and assess” “faith” in our work?

John 5:1-17

- Jesus healing a man who could not walk for 38 years.
- Why does John include “38” years? Telling the story without numbers (years) yields a different thought about Jesus.

John 15:1-8

- Jesus prunes our lives to make us better...and more fruitful.
- Fruit must be tracked and evaluated in order to prune for more and better fruit.

John 21:1-14

- No fish all night...then 153 fish caught in an instant.
- Why did John spell out that “153” fish were caught and “the net was not torn” and the catch apparently was “immediate”? Defining the quantities and qualities (“the net was not torn”) in the story reveals more about Jesus and compels worship of Him.

Acts 2:41

- At Pentecost they were able to count and see that 3000 were added to the church that day.
- Why does Luke / God spell out a specific number in a specified amount of time? This shows the ability of God.

Acts 5:1-11

- Ananias and Sapphira bad motives and false reporting.

Acts 5:28

- “We gave you strict orders not to teach in this name,” he said. “Yet you have filled Jerusalem with your teaching...”
- Note the observation was about the apostles’ “teaching”...not just about the numbers of people. Even non-believers could “observe, evaluate and report on” the effect of God’s Word on people.

Acts 6:7

- “And the word of God continued to increase, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests became obedient to the faith.”
- Note the observation and report of the power of God’s Word and the church growing, even with a large number of priests becoming obedient. Someone was observing “communities of peoples” (e.g., “priests”) coming to the Lord, which would be very similar to our concept of People Groups.

Acts 11:19-26

- The church in Antioch is formed and grows.
- Observing, reporting, and assessing the situation informed and influenced decision making.

Acts 14:23

- Elders appointed in every church.
- Churches had to be “tracked” to know where they were meeting. Believers had to be observed and assessed to know who would be qualified to be leaders of the churches.

Acts 14:27-28

- “When they had arrived and gathered the church together, they began to report all things that God had done with them and how He had opened a door of faith to the Gentiles. And they spent a long time with the disciples.”
- Because Paul and Barnabas tracked and evaluated their work, they were able to report to the church in Antioch, which resulted in celebration, worship, encouraging and strengthening the disciples and vision casting for what God was doing around the world.

Acts 15:3-4

- “So, being sent on their way by the church, they passed through both Phoenicia and Samaria, describing in detail the conversion of the Gentiles, and brought great joy to all the brothers. When they came to Jerusalem, they were welcomed by the church and the apostles and the elders, and they declared all that God had done with them.”
- They told stories in detail of God’s activity (reporting as a result of tracking and assessing). The team was able to cast vision for what God was doing around the world. This impacted the response of the believers, leaders, and churches.

Acts 15:6-35

- Jerusalem Council discussing how Gentiles who follow Jesus should live.
- Peter reports what God had done among the Gentiles to make his case. Peter gives a “qualitative” (health) rather than a “quantitative” (numbers) report. Peter must have heard about or observed the lives of the Gentiles who became Christians. Observing the lives of people is a “qualitative observation” (i.e., observing the quality of) which then allows for evaluating / assessing and reporting on the quality (or health) of the disciples, leaders, and churches.
- Paul and Barnabas too gave a “qualitative report.” Paul and Barnabas presented the “works of God” with the “Word of God” to form a right “practical theology” that could be observed and evaluated in the lives of the new converts. This type of reporting led to “actionable intel.” This qualitative report (That God indeed was at work among the Gentiles as evidenced by their lives) influenced the decision the assembly would make.

Acts 16:5

- “So the churches were strengthened in the faith, and they increased in numbers daily.”
- Did the “quality” of the churches influence the “quantity” in the churches? Did the church grow daily because the disciples were strong?
- Why does God include the word “daily”?

Acts 17:10-12

- Watching the Bereans examine the Word of God daily.
- “Now these Jews were more noble than those in Thessalonica; they received the word with all eagerness, examining the Scriptures daily to see if these things were so. Many of them therefore believed, with not a few Greek women of high standing as well as men.”
- Paul’s team reported that the Bereans were “more noble” because they studied God’s Word. Paul’s team would have observed or heard about these practices among the Bereans. Paul’s team was doing “qualitative” analysis (assessing / evaluating). They also observed that “many” believed (quantitative measuring). They also were tracking “communities” responding... “not a few Greek women of high standing.” This would be very similar to People Group tracking.

Acts 19:10

- “This continued for two years, so that all the residents of Asia heard the word of the Lord, both Jews and Greeks.”
- How did they know “all” the residents heard? Why give a specific time frame? Why mention Jews and Greeks (People Group focus)? Observing (tracking) and assessing must have been valued and implemented by Paul’s team in order to be able to confidently claim these “outlandish” reports.

Acts 21:17-20

- “When we arrived at Jerusalem, the brothers and sisters received us warmly. The next day Paul and the rest of us went to see James, and all the elders were present. Paul greeted them and reported in detail what God had done among the Gentiles through his ministry. When they heard this, they praised God. Then they said to Paul: ‘You see, brother, how many thousands of Jews have believed...’”
- Paul saw it as his duty to “report.” Reporting implies tracking. He reported in detail “what God had done among the Gentiles through his ministry,” meaning he also “tracked” in detail “what God had done.”

Paul’s Letters

- Many were in response to or to address things he observed. Many of these were “qualitative” issues in the faith. Note 1 and 2 Corinthians, Galatians, 1 and 2 Thessalonians, 1 and 2 Timothy, Titus, Philemon

1 Corinthians 3:1-5

- Paul could not address the Corinthian believers as spiritual people. He observed (tracked) their actions and attitudes and assessed that they were not ready for “solid food.” Paul’s observing and assessing informed his decision making in what to teach them, how to coach them, what issues to address and what problems needed to be solved.

1 Corinthians 3:12-15

- Every believers’ work will be “observed and assessed” by God.

1 Corinthians 4:1-5

- God will “observe and assess” (judge) His stewards. He will judge His servants to see if they were faithful. God believes in “Qualitative Analysis.”

2 Corinthians 1:8-11

- Reporting to give credit to God, to model and to encourage others.

2 Corinthians 7:2-16

- Titus brings a report to Paul. What did Titus report to Paul? Was it “quantitative” or “qualitative”? Note that Titus does not report any “numbers.” Rather, he reports to Paul about their zeal, love, repentance, hospitality, and obedience.

2 Corinthians 8:3-5

- Reporting what God is doing helps raise support (financial, prayer, volunteers).

Galatians 2:1-5

- Did Paul present the Gospel here as a check for purity (quality)? In this context, was he “running his Gospel presentation” by his peers so they might “review it” for accuracy (quality)? Did he “share the Gospel” to build a case that his Gospel was correct and that his work was legitimate? Paul may have shared here to allow his peers to “assess” his own work in order to make a case for himself.

Galatians 6:12-14

- Some have mixed motives, or impure motives for doing what they do. We should always check our motives for purity when tracking, reporting, assessing, and coaching.

Ephesians 3:20

- “Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us...”
- There may come a time when we are not able to track and “measure” accurately all God is doing.

Philippians 2:19-22

- “I hope in the Lord Jesus to send Timothy to you soon, so that I too may be cheered by news of you. For I have no one like him, who will be genuinely concerned for your welfare. For they all seek their own interests, not those of Jesus Christ. But you know Timothy’s proven worth, how as a son with a father he has served with me in the gospel.”
- Paul had to observe (track) and assess (evaluate) Timothy’s life to know that he was a “quality” (godly) believer / leader. We should regularly be watching the lives of believers, leaders, and churches. This “tracking and assessing” informs how we relate with, how we might work with and how we might help individual believers, leaders, and churches.

Colossians 1:3-8

- Paul had heard from Epaphras (i.e., he had received a report from Epaphras) about the faithfulness and the fruitfulness of the Colossians. He affirmed their “faith” and “love” and their “obedience.” He also commended the “fruit” that was “increasing” among them.
- Paul cared for their faithfulness (quality) and fruitfulness (quantity). He commended them for both.

Colossians 1:28

- “Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ.”
- God wants “everyone” warned. He wants “everyone” taught. He wants “everyone” presented mature in Christ. Three times in one verse, the Word spells out “everyone,” laying stress on the fact that everyone matters to God...and should to us as well.

1 Thessalonians 1

- Entire chapter is Paul commending the Thessalonians for lives lived well for Jesus. He observed (“tracked”) their lives and saw evidence that God was at work. He saw that they were faithful and fruitful. He further invested resources (e.g., sending Timothy to them for more teaching, etc.) due to his observing (“tracking”) key faith dynamics (“metrics”) (faith, hope, love, sharing, generosity).

1 Thessalonians 2:13-14

- “And we also thank God constantly for this, that when you received the word of God, which you heard from us, you accepted it not as the word of men but as what it really is, the word of God, which is at work in you believers. For you, brothers, became imitators of the churches of God in Christ Jesus that are in Judea. For you suffered the same things from your own countrymen as they did from the Jews...”
- Qualitative Observation and Evaluation

1 Thessalonians 3:6-8

- “But now that Timothy has come to us from you, and has brought us the good news of your faith and love and reported that you always remember us kindly and long to see us, as we long to see you—for this reason, brothers, in all our distress and affliction we have been comforted about you through your faith. 8 For now we live, if you are standing fast in the Lord.
- What do you think Timothy observed (tracked) and reported to Paul? No numbers (quantitative tracking and reporting) are given in this passage. Why do you think this is so? Could it be that God wants to emphasize that the health of His disciples, leaders and churches are a priority for Him...and that tracking, reporting, assessing, and coaching to this end is of vital importance to Him as well?

1 Thessalonians 4:1

- “Finally, then, brothers, we ask and urge you in the Lord Jesus, that as you received from us how you ought to walk and to please God, just as you are doing, that you do so more and more.”
- Paul observed (tracked) their lives and was able to know that their lives were pleasing to God.

1 Thessalonians 4:9-10

- “Now concerning brotherly love you have no need for anyone to write to you, for you yourselves have been taught by God to love one another, for that indeed is what you are doing to all the brothers throughout Macedonia.”
- More qualitative tracking and assessing by Paul and his team. Paul observed “brotherly love” in the believers. He also specified a whole region (“Macedonia”) where this was happening.

2 Thessalonians 1:3-4

- “We ought always to give thanks to God for you, brothers, as is right, because your faith is growing abundantly, and the love of every one of you for one another is increasing. Therefore we ourselves boast about you in the churches of God for your steadfastness and faith in all your persecutions and in the afflictions that you are enduring.”

- More qualitative tracking, reporting, assessing, and coaching by Paul and his team. What “metrics” did Paul measure? He saw that their “faith” was growing abundantly. He observed their “love.” And that they were “steadfast” and “enduring” in their persecutions. All of these are “quality” or character traits...even more, they are fruit of the Spirit (i.e., results of a Spirit filled life). And he “reported” this to others (“we ourselves boast about you in the churches”) as an example in order to encourage and inspire other believers, leaders, and churches.

2 Thessalonians 3:1

- “Finally, brothers, pray for us, that the word of the Lord may speed ahead and be honored, as happened among you...”
- Paul must have observed that the Word was being obeyed and was “speeding ahead.” He looked for obedience. And he must have watched (tracked) the pace of God’s Word going forward (apparently by observing changed lives by the Word).

1 Timothy 2:1-6

- “First of all, then, I urge that supplications, prayers, intercessions, and thanksgivings be made for all people, for kings and all who are in high positions, that we may lead a peaceful and quiet life, godly and dignified in every way. This is good, and it is pleasing in the sight of God our Savior, who desires all people to be saved and to come to the knowledge of the truth. For there is one God, and there is one mediator between God and men, the man Christ Jesus, who gave himself as a ransom for all, which is the testimony given at the proper time.”
- Jesus died as a ransom for “all.” He wants “all” to be saved and know the truth. Therefore, tracking and assessing whether “all” have had a chance to hear the truth should be a high priority to His people.

1 Timothy 3:1-13

- Requirements of Elders and Deacons in churches.
- Note that the majority of the requirements are “character” and “relational” requirements. This requires “qualitative” evaluation, in addition to what a leader “does.” The “production” or “fruit” of a leader is important, but these “quality traits” are essential in God’s eyes for His church leaders.

Titus 1:5

- “For this reason I left you in Crete, that you would set in order what remains and appoint elders in every city as I directed you...”
- How did Paul know to send Titus? How did Paul know he could rely on Titus? He must have observed (tracked) and evaluated his life and leadership. It was the quality of Titus’ life and leadership that enabled Paul to be able to send him to Crete for an assignment of this magnitude (i.e., “appoint elders in every city...”).

Titus 1:5-9

- Requirements of Elders and Deacons in churches.
- Note that the majority of the requirements are “character” and “relational” requirements. This requires “qualitative” evaluation, in addition to what a leader “does.” The “production” or “fruit” of a leader is important, but these “quality traits” are essential in God’s eyes for His church leaders.

Philemon 1:4-7

- “I always thank my God when I pray for you, Philemon, because I keep hearing about your faith in the Lord Jesus and your love for all of God’s people. And I am praying that you will put into action the generosity that comes from your faith as you understand and experience all the good things we have in Christ. Your love has given me much joy and comfort, my brother, for your kindness has often refreshed the hearts of God’s people.”

- Paul “tracked” and “assessed” the faith, love, generosity, and kindness of Philemon. He looked for these traits in Philemon...and others. This demonstrates that Paul “tracked” and “assessed” qualitative traits in the lives and work of people. Knowing that “many” have come to Christ was not enough for Paul (or God). He wanted to see changed lives...transformed minds and hearts...godliness... righteousness...holiness...fruit of the Spirit.

2 Peter 3:9

- “The Lord is not slow to fulfill his promise as some count slowness, but is patient toward you, not wishing that any should perish, but that all should reach repentance.”
- The Lord desires “all” to repent. Therefore, tracking and assessing whether “all” have had a chance to hear the truth and repent should be a high priority to His people.

1 John 5:13

- “I write these things to you who believe in the name of the Son of God, that you may know that you have eternal life.”
- The Bible itself is a “report” of tracking, reporting, assessing, and coaching...Why? So we may believe in the name of Jesus...and know that we have eternal life.

Revelation 2:1-7

- A commentary on the Church in Ephesus.
- They were a great church, but had lost their first love. Our relationship with God is key and primary, regardless of how much we do for Him or suffer for Him. The “quality” of our relationship with God matters. The quality of disciples’ and leaders’ relationships with God matters. This should be high importance to all of God’s people. Leaders in God’s work should “observe, assess, and coach” this part of the lives of the people they serve.

Revelation 7:9 (see also Revelation 5:9)

- “After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb...”
- Note that “no one could number” the multitude worshipping. Even our best efforts to track, report, assess, and coach what God has done will never capture all God is going to do. Also note there will be people from “every” (and “all”) nation, tribe, people, and language. EVERY!!! ALL!!! Tracking people groups and languages helps know the progress being made to proclaim the gospel and make disciples among EVERY community.

Samples of Tracking, Reporting, Assessing, and Coaching Forms

The following are examples of forms which are being used to track, report, assess, and coach (TRAC) progress in the Core Missionary Task. A variety of forms are provided for a limited set of languages. Consider using or adapting one of these forms to TRAC your progress in the missionary task. (A special shout-out to Brad K., Craig E., George T., James M., Roy W., Scott R., and Wilson G. for creating and passing on these forms for many to use.)

3S Reporting

The best reporting has 3 parts: Stories, Strategy, and Statistics. Thus the label “3S Reporting.” Stories and Strategy reporting are best done through dialogue with field leaders (though report forms may be used, but miss much of the story and strategy). Much can be learned about the “quality” of the work with robust questions and answers. Statistics reporting is often done with report forms. Below are types of information that can be gathered through “3S Reporting.”

Stories (Qualitative) (Typical questions asked)

- What is God doing? Where is He doing it? How has God answered prayer?
- How are we cooperating with Him in what He is doing?
- Where do we see Life changes? How is God changing your life?
- Where do we see environment / culture change?
- What is the most exciting thing that has happened in the last month?
- Are people trusting and obey God and His Word? How? Can you give testimonies?
- Are you having to correct what people believe? Can you give me examples?

Strategy (Qualitative) (Biblical movement principles we want to observe)

- Are normal, everyday believers sharing, discipling, and forming churches? Where do you see examples in your work? This gives insight to Priesthood of Believers (Releasing Leaders; Giving Authority to do church functions)
- Are you seeing believers teach the Bible to other believers? Where? Can you give examples?
- Where do you see examples of ordinary believers helping small churches get to church health?
- Are local lay people baptizing and serving Lord’s Supper? If not, can we discuss why not?
- Where do you see evidence of multiplying disciples? How has it happened?
- Does every disciple and leader have a list of Timothies they are teaching, training, and coaching? Can we look at your list?
- Are you regularly meeting with your Timothies? What do your meetings look like? What do you talk about in your meetings?

Statistics (Quantitative)

- Shares (Number Hearing Gospel), Interested (Number Interested in Jesus), Receives (New Believers), Baptisms
- Obedience (Number obeying 7 Commands and Mark, etc.), Groups
- Churches Leaders
- Number of Generations
- People Groups Working Among

Levels of Local Ownership Questionnaire

Entry		No	Yes
1	Cross-Cultural Work Required – UUPG's remain, sub-segments with no church exist, cross-cultural engagement necessary		
2	Cross-Cultural Work Initiated – Engagements observed through local partners		
3	Near-Culture Workers Mobilized – All people groups / segments engaged, a majority church for every people group		
4	Local / Indigenous Work Initiated – Sustainable engagement through church planting for every people group or geographic sub-segment		
5	Local / Indigenous Work Sustained – Cross-cultural sending by church planting networks within local resources		
Tools for Assessment	People Group Field Activity Report (FAR), Engagement Assessments for people groups, geographic mapping toward saturation		
Questions to Consider	How many people groups are remaining? Who is seeking to reach them? Who is praying? What geographic sub-segments are training for evangelism?		
Comments			

Evangelism		No	Yes
1	Cross-Cultural Work Required – Zero-to-one necessary among cross-cultural workers, no sustained local effort for seed sowing observed		
2	Cross-Cultural Work Initiated – Training efforts bearing fruit in regular near culture seed sowing		
3	Near-Culture Workers Mobilized – Widespread mouth-to-ear seed sowing through training networks		
4	Local / Indigenous Work Initiated – Local churches / partners maintaining seed sowing campaign, training and trainers		
5	Local / Indigenous Work Sustained – Local, lay driven seed sowing movement observed		
Tools for Assessment	Training and Timothy apps / logs inclusive of qualitative and quantitative feedback, generational church mapping inclusive of corporate church function		
Questions to Consider	Who is sharing the gospel? Lay people / pastors / outsiders? How many have been trained with a mouth-to-ear gospel presentation? Is seed sowing work happening without foreign funding?		
Comments			

Discipleship		No	Yes
1	Cross-Cultural Work Required – No intentional disciple making efforts observed		
2	Cross-Cultural Work Initiated – Modeling / training by cross-cultural workers resulting in healthy near culture / local church discipleship		
3	Near-Culture Workers Mobilized – Multiplying discipleship chains observed among local partners / churches		
4	Local / Indigenous Work Initiated – Healthy discipleship (head / heart / hands) defined by local church and church planting efforts		
5	Local / Indigenous Work Sustained – Healthy discipleship sustained and multiplying through local churches and partners		
Tools for Assessment	Training and Timothy apps / logs inclusive of qualitative and quantitative feedback, generational church mapping inclusive of corporate church function		
Questions to Consider	How many have been trained? Who is training? Insiders / outsiders? Are there large networks training within the mega-segment?		
Comments			

Church Formation		No	Yes
1	Cross-Cultural Work Required – No observed efforts for church planting		
2	Cross-Cultural Work Initiated – Church planting efforts resulting in the addition of churches through cross-cultural church planters		
3	Near-Culture Workers Mobilized – Training and assessment of biblical church keeping pace with entry, gospel, discipleship efforts; intentional pastoral development underway		
4	Local / Indigenous Work Initiated – Local “Timothy / Titus” capable of church health diagnostics and correction or instruction		
5	Local / Indigenous Work Sustained – Sustained local campaign of biblical identity, function, and leadership resulting in healthy church multiplication		
Tools for Assessment	Generational church mapping		
Questions to Consider	What percentage of districts in the network have fourth-generation churches? How healthy are the churches based on the 12 characteristics of health? Are they on a trajectory to continue to grow in health? Have the churches risen local pastors from within the church? Are they looking internally to meet the needs of the church and to perform the functions of the church?		
Comments			

Leadership Development		No	Yes
1	Cross-Cultural Work Required – Neither ongoing pastoral development nor missionary equipping efforts observed		
2	Cross-Cultural Work Initiated – Pastoral development initiated / two-by-two sending of church planters with full authority locally		
3	Near-Culture Workers Mobilized – Church planters multiplying and pastoral development sufficient to maintain “a shepherd for every flock” at the pace of church planting		
4	Local / Indigenous Work Initiated – Church planting networks facilitate training and sending of church planters in balance with pastoral development efforts for churches planted		
5	Local / Indigenous Work Sustained – Shepherds for every flock, and sheep sent among the wolves through local resources		
Tools for Assessment	L1-5 Leadership Levels inclusive of MSS track, generational church mapping inclusive of formal leadership training and recognition		
Questions to Consider	Who is appointing leaders? Who is training leaders? Is equal development being given to pastors/teachers and to church planters/missionaries? Who is funding these leaders? Is there a system in place for continued development of new leaders from within the church networks?		
Comments			

Exit		No	Yes
Metrics report of consistent #5 in each component above			
Identification and commissioning of local champions (Timothies), identified for diagnostics in each “sub-segment”, cross-pollinated as autonomous peers (Acts 20:4-5)			
Holy Spirit leadership toward a “Spain” among the cross-cultural team			
Is the New Testament available within the heart language of the segment?			
Is the Old Testament available within the heart language of the segment?			
Local Champions			
Name		Contact	
Name		Contact	
Name		Contact	
Strategy Recommendation			
Final Comments			

Exit Assessment Interview Questions

■ Heart

A Personal

- 1 Please share your testimony:
- 2 Who is your mentor?
- 3 What is your vision for your life/family?
- 4 How do you grow in following Jesus?
- 5 How often do you read/listen to the Bible?
- 6 What is your prayer life like?

B Church

- 1 Please share how this church started (if applicable):
- 2 What is the vision of your church?
- 3 What percentage of your church studies the Bible regularly?
- 4 What is the purpose of the church?
 - ◆ How soon after coming to faith should can someone be involved in evangelization and discipleship?
- 5 What is the extent of persecution in your area?
 - ◆ How has this effected the church/evangelism?
- 6 Who or where around you need to hear the gospel?

■ Hands

A Personal

- 1 How do you share the gospel?
 - ◆ How often do you share the gospel?
- 2 Are you personally discipling anyone?
 - ◆ How do you disciple them?
 - Frequency?
 - Tools?

B Church

- 1 How often does your church meet?
 - ◆ When?
- 2 How often do people in your church share the gospel?
 - ◆ What percentage of the church shares the Gospel?
- 3 What do you do with someone who decides to follow Jesus?
 - ◆ How many people in the church of the church disciple others?

- ◆ What does the discipleship look like? (frequency, length, format)
- ◆ Where does the discipleship take place?
- 4 How many people in the church start new churches/groups?
- 5 How is the Bible presented in your church? (inductive/preaching)
- 6 Who gives baptism in your church?
 - ◆ Who can?
- 7 Who gives the Lord's supper in your church?
 - ◆ Who can?
- 8 Does your church take an offering?
 - ◆ How is it used?
 - Who makes that decision?
 - ◆ Is money outside money utilized within the church?
- 9 How many people are receiving leadership training within your church?
 - ◆ Who chooses the leaders?
 - ◆ Are the leaders from within the church or are they outsiders?
 - ◆ What are the leadership roles in the church?
 - ◆ Who trains the leaders?
- 10 What is the role of the pastor?
 - ◆ Who is qualified to be a pastor?
- 11 Who in your church is actively seeking to expand the Kingdom?
 - ◆ How many missionaries has your church sent out and to where?

■ Head

- A** *What can you tell me about God?*
- B** *Who is Jesus?*
- C** *How were you saved from your sin?*
- D** *What is sin?*
- E** *What happens when non-Christians die?*
 - 1 Is Jesus the only way to be saved?
 - 2 Any other way to be saved?
- F** *What is the church?*
 - 1 What is Worship?
 - 2 What is Ministry?
 - 3 What is Evangelism?
 - 4 What is Fellowship?
 - 5 What is Discipleship?

- G** *What is baptism?*
 - 1** Who can be baptized?
 - 2** When should someone take baptism?
- H** *What is the Lord's Supper?*
 - 1** Can an unbaptized believer take the Lord's Supper?
- I** *What is the role of the Holy Spirit in the church?*
- J** *What are the gifts of the Spirit?*
- K** *How are they utilized within the life of the church?*

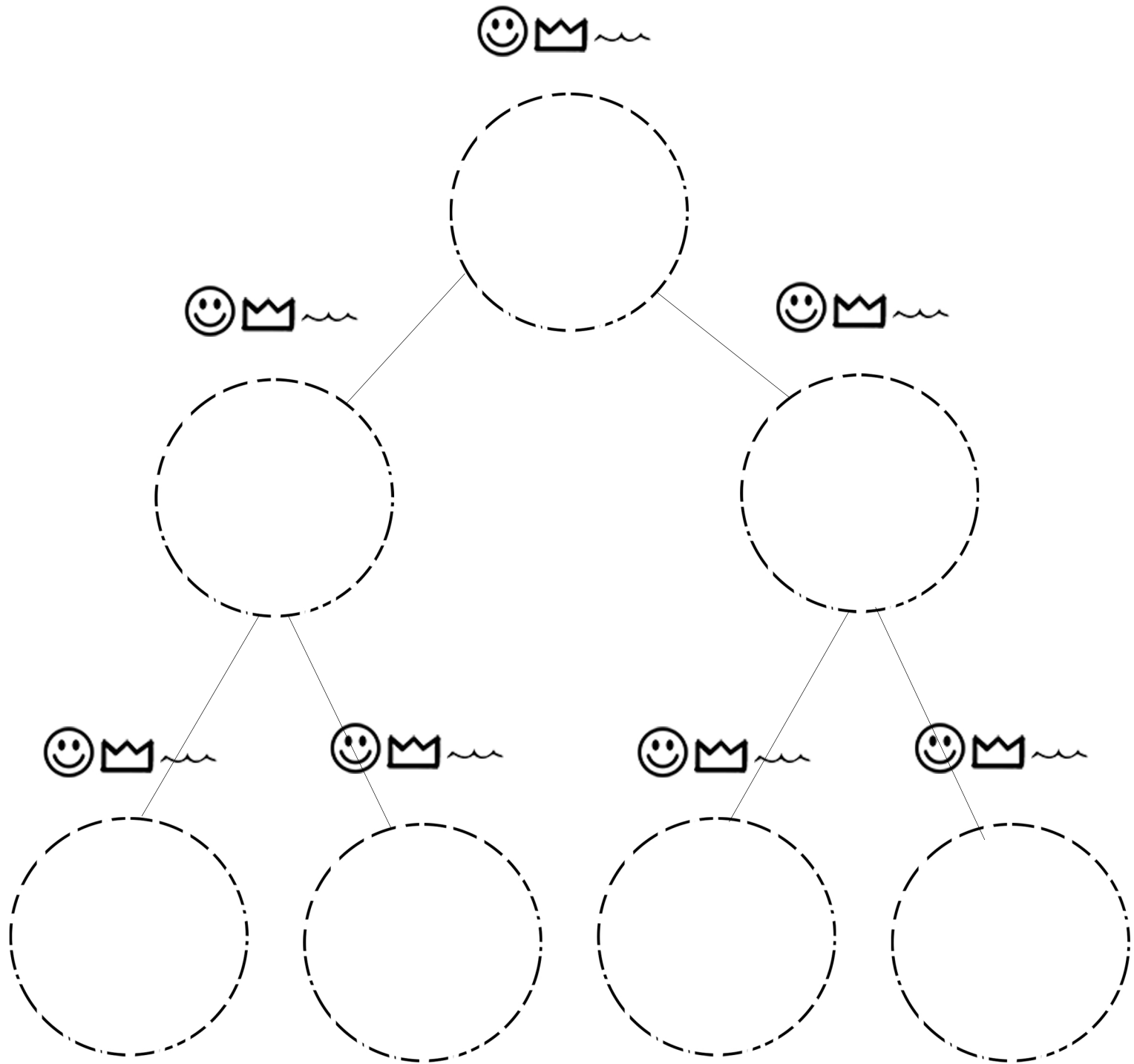
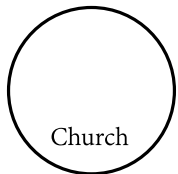
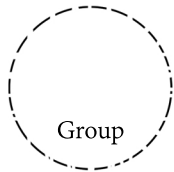
Example GenMap



Leader Name
 People Group Name
 Church Start Date

Legend

- No. Of Attendee
- No. Of Believer
- No. Of Baptism
- Appointed Leader
- Appointed Trained Leader
- Obedience based Discipleship Program
- Prayer
- Baptism
- Fellowship
- Multiplying
- Worship
- Lord's Supper
- Offering



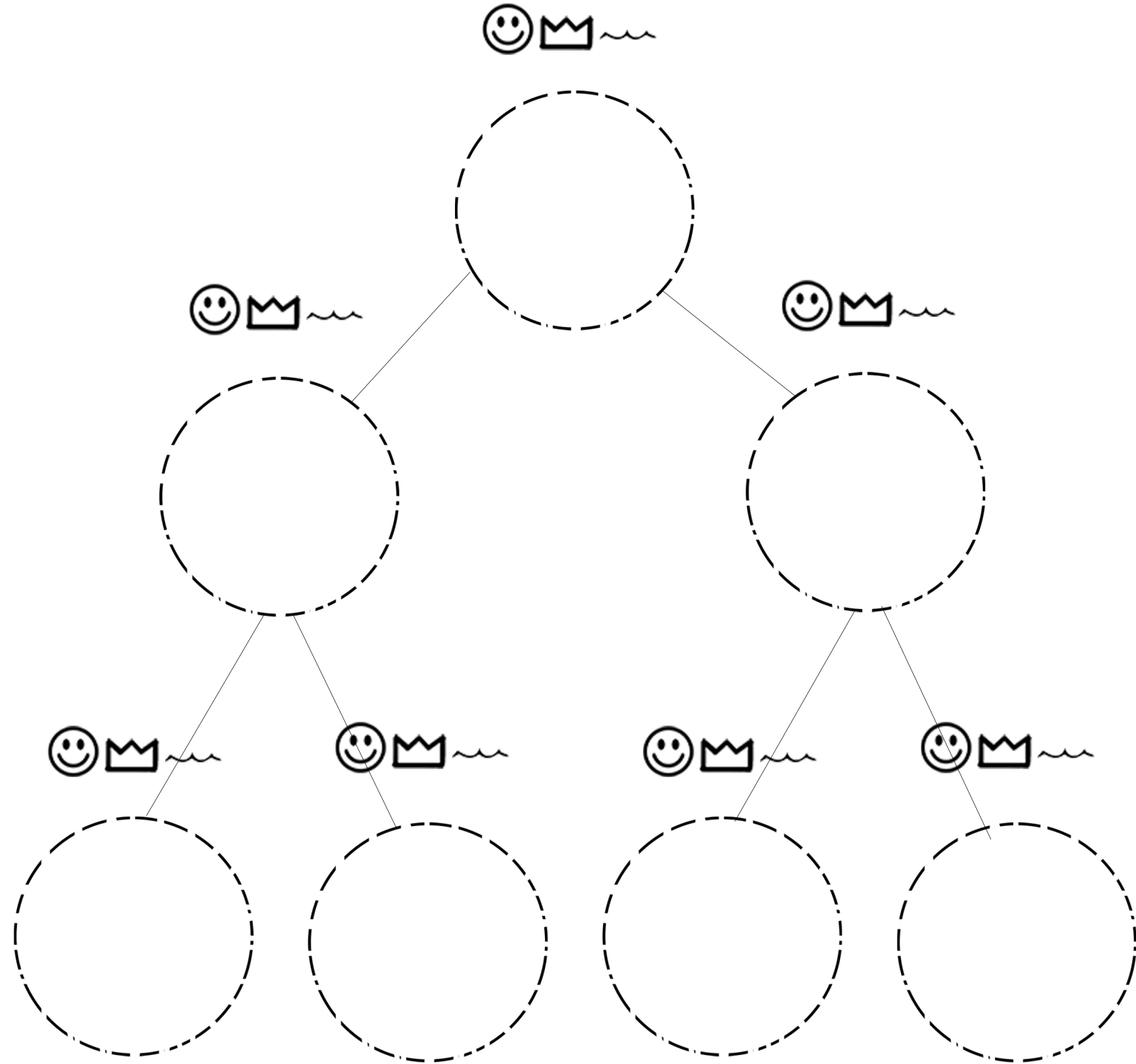
Example GenMap



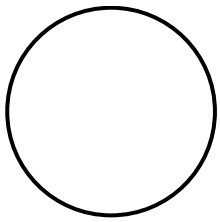
नेता का नाम
जन समूह का नाम
कालिसिया आरम्भ तिथि

Legend

- उपस्थितगणों की संख्या
- विश्वासियों की संख्या
- बपतिस्मा प्राप्त विश्वासियों की संख्या
- नियुक्त नेता
- प्रशिक्षित नेता की नियुक्ति
- आज्ञाकारिता आधारित शिष्यत्व
- प्रार्थना
- विश्वासियों का बपतिस्मा
- समागम, साहचर्य
- संतान बढ़ाना
- आराधना
- प्रभु भोज
- दान





CHURCH STATUS FORM





Church S/N (From S/N Listed on Generational Map): _____ Year Church Started: _____

Church Leader: _____ Village: _____ Block: _____ District: _____

Authority is Outside the New Church



 After you have given the first person baptism, draw this symbol () outside the circle.



 After you have begun to give the baptized believers the Lord's Supper, draw this symbol () outside the circle.



7 After you have taught the 7 Commands of Christ to the new church, draw this symbol (**7**) outside the circle.





Authority is Inside the New Church



 After leaders have been appointed in the church, draw this symbol () inside the circle.

 After the church members and/or leaders are giving baptism to others, draw this symbol () inside the circle.

 After the church members and/or leaders are giving the Lord's Supper to other baptized believers, draw this symbol () inside the circle.

 After the church has appointed a treasurer and they are collecting tithes and offerings every week, draw this symbol () inside the circle.

5 After the church is doing all of the 5 functions assigned by God for healthy churches to do, draw this symbol (**5**) inside the circle.

 After the church is going and making other healthy churches in different places, draw this symbol () outside the circle.



Serial Num.	List attendee name	List people group name of each attendee	Are they a believer/follower of Jesus Christ?	Have they been baptized?	Have they been participating in Lord's Supper?	Are they giving?
1			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
2			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
3			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
4			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
5			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
6			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
7			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
8			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
9			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
10			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
11			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
12			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
13			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
14			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
15			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
16			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
17			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
18			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
19			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
20			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
21			<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes

Reporting Person's Name:

Reporting Person's Mobile #:

Reporting Date:

