

# 24:14 Goal

Movement engagements in every unreached people and place by 2025 (58 months)

## The Next Evolution Of Movement Catalyst Phased Equipping

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### Raising Up New Movement Catalysts for the Harvest

Kingdom Movement models have turned the world of missions among the unreached upside down. Segment by segment, people by people, place by place, movement engagement is realigning expectations back to book-of-Acts proportions. New missionary candidates now wrestle with higher longings for fruitfulness. They are looking for those who can train and mentor them into living out those expectations. The catalyst's profile is no longer Western, seminary trained and laboring with low expectations. With over 1,300 global book-of-Acts movements starting over the past 25 years and adding nearly 70 million people to God's family globally, grand expectations for the future don't seem so far-fetched.

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### The Concept

Two articles defined a conversation around missionary training: "Training Movement Catalysts," by Stan Parks (*Mission Frontiers*, March-April 2016) and "Four Stages to No Place Left In Our Generation," by Steve Smith (*Mission Frontiers*, Sept-Oct 2016). Steve and Stan awakened us to a training model based on mentoring

rather than classroom training. This phased training approach envisioned a mobilized army of catalyst candidates, readying themselves for the harvest field by training under experienced movement catalysts. Those experienced catalysts would model the methods, assist in practice, watch and give feedback and launch candidates to the next frontier of lostness.

For the past two years, members of the 24:14 community have been tracking with those who have been experimenting with these models. We initially entitled the concept "CPM Training Hubs." While the concept of phased learning has been gaining momentum, many in our community have eschewed the word "hub" because of its overuse, emphasis on location rather than process and confusion with operational endeavors.

As we started examining God's work globally, we recognized that His work could be better captured in *principle* than in *structure*. As a result, we have started describing this process as "phased equipping" for CPM catalysts. We refer to the training environments using these principles as **Phased Equipping Communities** (PEC). This name seems best to use going forward. We summarize the essential principles as follows.

*New movement catalysts need preparation to go to the gaps in unreached peoples and places.*

*Catalysts are best prepared by a process of training, modeling, personal experience, and coaching with CPM tools rather than simple training in classroom settings with little practice. Practical experience with input and*

*feedback from a coach offers the fastest way to reach effectiveness.*

*Learning CPM in one's home environment before moving cross-culturally greatly speeds learning and prepares candidates for greater effectiveness. The most effective catalysts have already served as leaders in a mature movement.*

*A Vision for PEC Training*

*Step 1—Promote phased learning regionally in partnership with existing movements, churches and organizations.*

*Step 2—Describe and document existing phased learning environments to form a network.*

*Step 3—Resource materials and coaching for those wanting to start phased learning environments.*

We see a number of different structures emerge that are true to these principles. They usually follow the phases we have described previously and expand on here:

**Phase 1**—New movement catalysts are trained in multiplicative movement approaches in their home cultural context. This disciple-making training enables the catalyst to learn evangelism, discipleship, church formation and multiplication through hands-on experience.

**The unwavering goal is engaging the remaining unreached peoples and places with a movement effort.**

**Phase 2**—In this second phase of training, movement catalysts relocate to a field location in which they adapt to a cross cultural environment and contextualize use of CPM tools in an unreached area. These Phase 2 assignments can take place in a variety of contexts—from catalysts laboring to start a movement to mature movement environments. In any case, the Phase 2 experience is facilitated by leaders with real movement experience.

Successful Phase 2 environments both help candidates discern gifting and fit, and help them catch a vision for unreached peoples and place gaps. The unwavering goal is engaging the remaining unreached peoples and places with a movement effort. At the same time, this Phase 2 process also helps each participant find his or her best place of effectiveness toward that goal.

Catalysts have different training needs, depending on where they originate and where they plan to serve. The needs may include support raising, pastoral care, resiliency, language and culture training, and other topics. Those sponsoring Phased Equipping Communities set up programs to meet these training needs and include these modules in either Phase 1 or Phase 2 learning environments, depending on the organization and the needs of the candidates.

**Phase 3**—Phase 3 involves new catalysts engaging a new UPG environment. Moving from a Phase 2 environment to a new UPG is often challenging because of the comfort, support, training and development the Phase 2 offers. The emphasis in Phase 3 moves from the community based learning environment of Phase 2 to a remote coaching environment.

**Phase 4**—This phase involves a maturing movement raising up and sending their own catalytic workers to other UPGs. We see the importance of this phase in the fact that **around 80% of global movements are being started by existing movements**. Thus assisting these movements in new worker catalyzation is incredibly strategic in reaching the remaining unreached peoples and places.

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### A Descriptive Matrix

Because of the diversity of these Phased Equipping Communities, describing them generically can be a challenge. The focus of the training process differs with different environmental factors and factors unique to various candidates' needs for culture and language training. Some communities combine multiple sending organizations and their care networks, while others only work within one organizational context.

Given the number of models being used and the varying situations, how can we describe and evaluate these Phased Equipping Communities? The 24:14 Coalition currently uses a matrix (see below) for leaders to self-describe their Phased Equipping Communities. Others in mobilization networks can then use the matrix score to help identify good places for their candidates to receive training.

The matrix variables include language acquisition, cultural adaptation, CPM methodology training, shepherding (pastoral care), spiritual formation, and next phase transition. We have designed the matrix to give an overall picture of a location's focal points, irrespective of the community's environmental requirements.

Leaders of Phased Equipping Communities can also use the matrix to self-evaluate their programs and seek to improve their process. As we have brought together PEC facilitators, we have often noted "best practices" emerging and leaders learning from one another. At the same time, we found that the principles were not always universally applicable because of the situation in different environments.

### Phased Equipping Communities: What We Hope to See

A variety of different models embody these training principles; we plan to examine these in another article. This article mainly aims to explore what training movement catalysts can and should do to promote a phased equipping approach. We offer an invitation to look not at "what we can do," but "what needs to be done" to finish the 24:14 vision of reaching every unreached people and every global place. We see three steps needed: *a way to promote the growth of phased equipping, a mobilization network, and equipping for those who want to launch these learning environments.*


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A strategy for equipping and sending new laborers region by region could use a variety of phased equipping models. It could help mobilization networks equip and prepare outsiders to be effective. It could also work with existing churches and networks to train them in movement methods to engage new areas. And it could assist existing movements in sending their catalysts cross culturally. We want to promote a variety of phased equipping models championed by our community through global meetings, our website, training materials, blog posts and podcasts.

A second goal is to catalog the existence of Phased Equipping Communities globally and provide a way to describe and evaluate them through the matrix. Mobilizers could connect with the 24:14 Coalition to see where PECs exist. They could use general information about the various PEC locations to develop relationships with existing communities that could aid in training their catalysts. Movement leaders can connect with PECs to help them train and launch their own movement catalysts to cross-cultural fields. We anticipate this will assist new movement catalysts in engaging new harvest fields.

24:14 has gathered a number of resources for use by teams and churches who want to start a PEC. With simple curricula using different methodologies, these resources offer multiple options for use in different environments. Teams and churches wanting to use these resources can ask to be connected with another PEC farther along in their journey, creating a web of assistance for those wanting to learn from others.

### Final Thoughts

We don't aim to promote a single model of CPM equipping. Rather promotion of the *principles* could allow for many effective movement catalysts to go to unreached peoples and places globally. With the 24:14 vision calling for saturation of global districts and UPGs with movement engagements, we need many new laborers for the harvest in the years ahead. Only God can start movements, yet our role includes helping catalysts find ways to quickly become effective practitioners. Phased Equipping Communities offer a pathway to this learning and an important role in the Body of Christ's completion of the Great Commission. 

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## Phase One Descriptive Matrix

Visit [https://2414.formstack.com/forms/pe\\_matrix](https://2414.formstack.com/forms/pe_matrix) to let 24:14 know about your equipping community.

	<b>Spiritual Formation Focus</b>	<b>Adaptation</b>	<b>CPM Methodology Training</b>	<b>Leadership Experience</b>	<b>Shepherding / Pastoral Care</b>	<b>Phase 2 Sending</b>
<b>3</b>	A strong relationship exists between PEC leadership and participants to help them grow and develop in spiritual practices of humility, abiding, prayer, and fasting.	Provides direct training and development of candidates to help them effectively reach out to those different than them. May be focused on ethnic, socio-economic, or other differences.	Actively trains a CPM methodology with adequate time for practice of each skill and feedback from an active CPM catalyst. Before finishing, participants should have started a group that is actively trying to start another group.	PEC Leadership has experience in leading a CPM and can provide personal mentoring on most aspects of a CPM to trainees.	The PEC has a strong pastoral care plan in place for all trainees and takes care of most of the needs of the participants. Policies may be well documented. May have a strong pastoral person dedicated to participants.	The PEC is highly focused on launching participants in teams to Phase 2 environments. A large percentage of participants will move to serve cross-culturally.
<b>2</b>	Strong teaching on spiritual practices of humility, abiding, prayer, and fasting is a part of the program. Participants can expect some personal investment and feedback in these practices.	An informal system exists to train and develop candidates to help them effectively reach out to those different than them. May be focused on ethnic, socio-economic, or other differences.	Actively trains a CPM methodology with adequate time for practice of each skill and feedback from an active CPM catalyst. Requires participants to sow the gospel message and work to make disciples before finishing the program.	At minimum, PEC leadership has experience in CPM methods and has started multiplying churches, and can help trainees take the initial steps of learning movement DNA in the PEC.	PEC has a strong pastoral plan in place to take care of needs of the participants as they arise. There may be in-city access to pastoral care in addition to what participants' sending agency / movement provide.	While the PEC is focused on sending participants in teams to Phase 2 environments, only a small percentage of participants move to serve cross-culturally. Others continue disciple making in their home context.
<b>1</b>	Program has only a light focus on spiritual practices of humility, abiding, prayer, and fasting. Or little personal investment can be expected from PEC leadership on these practices.	No specific program design for direct training and development of candidates to help them effectively reach out to those different than them. Such training is a by-product of the program and leaders are available for questions.	Trains a CPM methodology with some practice and implementation, but without much involvement or feedback from experienced practitioners. Participants may be active sharing their faith or trying to make disciples, but with little feedback or accountability.	Expert trainers and coaches speak into and help this PEC, but no one on staff has experience multiplying disciples and churches generationally.	PEC has an active partnership with a sending agency or movement to take care of some needs of participants. A signed agreement (MOU) may be in place to help with this.	The PEC desires to send participants to unreached areas, but as yet has not found much success in doing so.
<b>0</b>	The PEC does not yet focus on spiritual practices of humility, abiding, prayer, and fasting. No personal investment can be expected from leadership on these practices.	Adaptation is not needed or the program does not provide for this learning opportunity.	Either does not teach any CPM methodology, does not provide practice or does not provide mentoring.	PEC leadership has little to no movement experience and the PEC does not have access to experienced trainers or coaches to help.	PEC relies on a sending agency or movement to handle most pastoral issues but will help with crises that arise.	The PEC does not yet focus on sending people to unreached areas or has not yet been fruitful in doing so.

## Phase Two Descriptive Matrix

Visit [https://2414.formstack.com/forms/pe\\_matrix](https://2414.formstack.com/forms/pe_matrix) to let 24:14 know about your equipping community.

	<b>Language Acquisition</b>	<b>Cultural / Worldview Adaptation</b>	<b>CPM Methodology Training</b>	<b>Leadership Experience</b>	<b>Shepherding / Pastoral Care</b>	<b>Phase 3 Sending</b>	<b>Spiritual Formation Focus</b>
<b>3</b>	Has a strong language acquisition process in place (external program, GPA, etc.) to train the language and prepare movement catalysts to become fluent in the target language.	Actively trains for extensive cultural adaptation for the worker including but not exclusively ministry adaptations.	Actively trains a CPM methodology with adequate time for practice of each skill with feedback from an experienced CPM catalyst. Before finishing, participants should have started a group that is actively trying to start another group.	PEC Leadership has experience in leading a CPM and can provide personal mentoring on most aspects of a CPM to trainees.	The PEC has a strong pastoral care plan in place for all trainees and takes care of most of the needs of the participants. Policies may be well documented. May have a strong pastoral person dedicated to participants.	The PEC is highly focused on sending participants in teams to unreached areas. A large percentage of participants go to UPGs and have shown strong historic fruit in multiplying movements.	A strong relationship exists between PEC leadership and participants to help them grow and develop in spiritual practices of humility, abiding, prayer, and fasting.
<b>2</b>	Has a plan in place to guide participants in developing their own program and implementing it with coaching, either in the Phase 2 context or in the future target UPG environment. The goal is to help the church planter become fluent in the language through accountability and coaching.	An informal system exists to help train workers in cultural adaptation issues. May focus exclusively on ministry adaptations.	Actively trains a CPM methodology with time for practice of each skill and mentoring feedback from an experienced CPM catalyst. Requires participants to sow the gospel message and make disciples before finishing the program.	At minimum, PEC leadership has experience in CPM methods and has started multiplying churches, and can help trainees take the initial steps of learning movement in the hub environment.	PEC has a strong pastoral plan in place to take care of needs of the participants as they arise. There may be in-city access to pastoral care in addition to what participants' sending agency or movement provides.	While this PEC is focused on launching participants in teams to unreached areas, only a small percentage of participants go to UPGs and show fruit in multiplying movements.	Strong teaching on spiritual practices of humility, abiding, prayer, and fasting is a part of the program. Participants can expect some personal investment and feedback in these practices.
<b>1</b>	Coaching is available to help participants develop a plan for language acquisition. The responsibility for determining goals and evaluation is on the church planter.	No specific program design for training cultural adaptation. It is a by-product of the learning process and leaders are available for questions.	Trains a CPM methodology with some practice and implementation, but without much practice or feedback. Participants may be active in sharing their faith or trying to make disciples, but with little feedback or accountability.	Expert trainers and coaches speak into and help this PEC, but no one on staff has experience multiplying disciples and churches generationally.	PEC has an active partnership with sending agency / movement to take care of some needs of participants. A signed agreement (MOU) may be in place to help with this.	The PEC desires to launch participants in teams to unreached areas, but as yet has not found much success in doing so. Participants may be getting stuck in the Phase 2 environment.	Program has only a light focus on spiritual practices of humility, abiding, prayer, and fasting. Or little personal investment can be expected from PEC leadership on these practices.
<b>0</b>	Language acquisition is not necessary or program does not address language in any strong way.	Cultural adaptation is not needed or program does not address it directly.	Either does not teach a CPM methodology, does not provide much practice, or does not provide feedback from experienced catalysts.	PEC leadership has little or no movement experience and the PEC does not have access to experienced trainers or coaches to help.	PEC relies on a sending agency or movement to handle most pastoral issues but will help with crises that arise.	The PEC does not yet send people to unreached areas or has not yet been fruitful doing so.	The program does not yet focus on spiritual practices of humility, abiding, prayer, and fasting. No personal investment can be expected from leadership.