

# MULTIPLY

Equipping Disciples to Make Disciples





# MULTIPLY

## Contents

Discipleship.....	1
Intentional Leadership.....	9
The Relational Discipleship Environment.....	12
The Discipleship Process.....	20
Recap.....	33
APPENDICES.....	34
Appendix 1A—Connecting with Jesus.....	34
Appendix 1B—Committing to Jesus’ Mission.....	34
Appendix 1C—How to Grow as a Disciple of Jesus Christ.....	34
Appendix 2A—Relational Environment - Group Guidelines.....	35
Appendix 2B—Sample Small Group Agenda.....	36
Appendix 2C—How Not to Tank Your Group.....	37
Appendix 3A—General Characteristics of the Stage.....	38
Appendix 3B—Typical Beliefs, Behaviors, and Attitudes of the Stage.....	39
Appendix 3C—The Spiritual Needs of the Stage.....	40
Appendix 4A—Outcome Goals for a Growing Disciple.....	41
Appendix 4B—Discipler Tasks and Relationship-Building.....	42
References.....	43
Endnotes.....	44



# DISCIPLESHIP

---

## What does it mean to be a Disciple of Jesus Christ?

How would you define a disciple of Jesus Christ?

Share your definition with your group members. What similarities and differences did you hear in your definitions?

As a group, form a brief working definition — A disciple of Jesus Christ is:

Why is it important to have a clear, unified definition of a disciple of Jesus Christ?



## Why Define Discipleship?

“A definition enables us to evaluate if we are disciples and it helps others to understand what it means to be a disciple of Jesus.”<sup>1</sup>

Consider the following definition taken from Matthew 4:19:

**Matthew 4:19:** *And he said to them, ‘Follow me, and I will make you fishers of men.’*

## What is a Disciple?

A disciple is:

One who \_\_\_\_\_ Jesus.

One who is being \_\_\_\_\_ by Jesus.

One who is \_\_\_\_\_ of Jesus.<sup>2</sup>

Discipleship works two ways:

- Disciples of Jesus need to be growing and maturing in their own faith.
- Disciples of Jesus also need to be a reproducing disciple and be making disciples as Jesus did.<sup>3</sup>

Discipleship is on-going, a learning process that never ends. Conversion is simply the first step, the beginning of a journey.<sup>4</sup>

With our proposed definition of discipleship, we need to shift from simply making converts to reaching people and discipling them. Our goal is to present people as mature in Christ (Colossians 1:28). When this is the goal, it changes everything.<sup>5</sup>

**Colossians 1:28:** *He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.*

# A MODEL FOR UNDERSTANDING DISCIPLESHIP: THREE IMPORTANT ATTRIBUTES OF A DISCIPLE:

## 1. Follows Jesus

### *Follow Me*

#### **A disciple knows and follows Jesus.**

Jesus first said these words to Peter and Andrew when they were casting a net into the Sea of Galilee; these words were an invitation to follow Jesus.

**John 12:26:** *Whoever serves me must follow me; and where I am, my servant also will be. My Father will honor the one who serves me.*

In the discipleship process, Jesus is the leader; in order to be one of His disciples we must accept His invitation to follow Him. Accepting Jesus' invitation to follow Him means to believe His Gospel. This is the first step in becoming a disciple of Jesus Christ.

### **Head**

Following Jesus first is a head-level change. Disciples need to understand who Jesus is: <sup>6</sup>



They then must acknowledge Him as such:

# **“I believe”**

Finally, they must make a commitment to follow Him and be in relationship with Him.

Making the decision to follow Jesus in turn affects how one thinks, this “head-level change challenges everything from our worldview to our priorities. Peter, James and John believed that Jesus was the Messiah. They were so convinced that they took a drastic step: they left everything to answer His call to follow Him.” <sup>7</sup>

**Matthew 4:20:** *At once they left their nets and followed him.*

Being a disciple of Jesus and discipling others is not always easy; in fact, Jesus promised there would be difficulty in this life for His followers:

**John 16:33b:** *In this world you will have trouble. But take heart! I have overcome the world.*



## Reflection

Examine Luke 9:23-24 and discuss what Jesus requires from His disciples.

**Luke 9:23-24:** *Then he said to them all: 'Whoever wants to be my disciple must deny themselves and take up their cross daily and follow me. For whoever wants to save their life will lose it, but whoever loses their life for me will save it.'*

Think back to when Jesus called you to be His disciple; were there any hindrances in your way? Did Jesus call you to leave something behind or to pick something up?

Now think about the group you lead or hope to lead, perhaps not all of your members are yet disciples of Jesus. What could be some possible hindrances for these members?

We may need to remind the members of our group that following Jesus does not always mean they need to leave their homes and loved ones in order to follow Him. "Followers of Jesus have families, jobs, and homes, but they follow Him all the same."<sup>8</sup> Often what many of us need to leave behind is our self, namely our selfish desires and ambitions.

## Summary

"Discipleship involves a head-level change. A disciple knows who Christ is and makes a decision to follow Him. Following Jesus means that everything has been brought under His authority. He is both Savior and Lord."<sup>9</sup>

The journey in following Jesus will not be easy; disciples of Jesus are required to deny themselves, take up their own crosses and lose their own lives. Yet in the midst of this Jesus promises He will be with us forever.

**Matthew 28:20b:** *And surely I am with you always, to the very end of the age.*



## 2. Be Changed by Jesus

### *And I Will Make You*

#### **A disciple is being *changed* by Jesus.**

“Not only must we make a mental decision to follow Christ; there must also be a process of transformation in which a work takes place in our heart and affections.”<sup>10</sup>

This second part of the definition of a disciple focuses on the change Jesus will enact in His followers.

Romans 8:29 reveals what God changes disciples of Jesus into:

**Romans 8:29:** *For those God foreknew he also predestined to be conformed to the image of his Son, that he might be the firstborn among many brothers and sisters.*

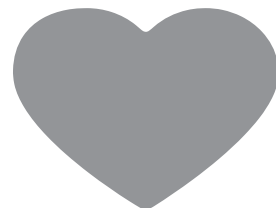
God transforms disciples of Jesus to be more and more like His Son; to make their hearts more like the heart of Jesus.

We cannot mistakenly assume people have to change themselves before being able to follow Jesus. Jesus calls people before any change occurs in them. Disciples of Jesus are not chosen because of who they already are, Jesus chooses them because He knows who they can become. In following Jesus, disciples need to be willing to be unmade in order to be remade in his image and likeness.<sup>11</sup>

### **Heart**

The second change in discipleship is a heart-level change. Jesus changes His disciples into new people including their character, attitudes and priorities.<sup>12</sup>

It is important to recognize that God is ultimately the one bringing about the changes, in particular the Holy Spirit who lives within all disciples of Jesus.



### **The Desired Outcome**

Galatians 5:22-23 is a list of what Jesus desires to be produced in the lives of His disciples:

**Galatians 5:22-23:** *But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.*

John 15:1-2: reveals that God will cut off those who bear no fruit, but will continue to “prune” those who do bear fruit so they will be even more fruitful.

**John 15:1-2:** *I am the true vine, and my Father is the gardener. He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes so that it will be even more fruitful.*

### **The Nature of Change**

Change does not always happen instantaneously. God changes disciples of Jesus overtime and through a relationship with His Son; this is the key ingredient.<sup>13</sup>

The supernatural changes that Jesus brings about in His disciples should then be evidenced by their love for God and their love for others.<sup>14</sup>



## Reflection

How have you changed since you became a follower of Jesus? <sup>15</sup>

In light of our goal to make more disciples of Jesus Christ and present them as mature in Christ, what are some activities or methods we could encourage our group members to do so as to allow the Holy Spirit to transform and grow them?

For more methods of connecting with Jesus turn to Appendix 1A.

It is through a variety of methods that Jesus changes us. No method should be exclusive; rather discipleship is a holistic process. The more we get to know Jesus, the more we will receive His direction and guidance in our lives and the more He will make us like Him in our inner persons, hearts and characters.

### Summary

“Disciples experience a heart-level change by being with Christ. Having a relationship with Jesus requires that we spend time with Him, and, as we spend time with Him, He changes us”. <sup>16</sup>

### 3. Committed to the Mission of Jesus

#### *Fishers of Men*

#### **A disciple is committed to the mission of Jesus.**

When Jesus called His first disciples, He used language these fishermen would understand. However, instead of fishing for fish they were to fish for people. Fishers of men seek to make disciples of all nations; they are committed to the mission that Jesus gave them.<sup>17</sup>

#### **Two Categories of People**

“The people we know and love who do not know Jesus are lost for eternity unless they accept Christ as their Lord and Savior. When we believe this reality, it changes the way we think, pray, and spend our time and money. We understand that there are only two categories of people: the saved and unsaved.”<sup>18</sup>

“When we know and follow Christ, we look at people differently. We don’t judge them; instead we care for them and reach out to them in love. When we are disciples of Jesus, we speak, act and serve as He did... We long to see unbelievers reconciled to God through Jesus and we partner with Him in this mission. We give Him our hands in service. Our abilities, our gifts and our skills are all-empowered and on call for the Lord’s mission to save the world.”<sup>19</sup>

#### **Hands**

Discipleship is an active endeavor; it cannot be limited to simply sitting and listening. This third phase of the definition of discipleship involves a hands-level change; disciples of Jesus are to be actively committed to Jesus’ mission.<sup>20</sup>

“The beauty of God’s plan is that we do not do the work of discipleship alone.”<sup>21</sup> The discipleship process goes both ways, there are people helping us as we help others.

#### **Reflection**

What are some ways you have actively followed through on Jesus’ mission to make disciples?



Leading a small group is certainly one way to be actively committed to Jesus’ mission. Leaders need to encourage those we are discipling to be committed to that mission as well. As a group, list some ways the people in your group could apply the mission of Jesus in their own lives.

For more suggestions on how to be actively committed to Jesus’ mission turn to Appendix 1B.



## Summary

“Discipleship involves a hands-level change. A disciple is committed to the mission of Christ. We are not to do this by ourselves. The church is God’s team to make disciples.” <sup>22</sup>

**Review:** The Definition of a Disciple:

**Matthew 4:19:** *And he said to them, ‘Follow me, and I will make you fishers of men.’*

A disciple is a person who:

Knows and follows Jesus (head)

“A disciple has surrendered to Jesus as Savior and Lord of his or her life. A disciple is one who says, ‘I know He is Lord and Savior and I accept Him as my authority.’” <sup>23</sup>

Is being changed by Jesus (heart)

“Jesus said we would know a tree by its fruit (see Matthew 7:17-20). He did not mean perfect fruit; He meant growing fruit. As we spend time following Jesus, He changes us internally—He changes who we are.” <sup>24</sup>

Is committed to the mission of Jesus (hands)

“Jesus saved us for a purpose. Some believe we are given a ‘get out of jail free’ card and are free to do what we want with our lives – not true. God’s mission is now our mission. We recognize that we are responsible for our own slice of history. Our hands are for His service.” <sup>25</sup>

Don’t forget that discipleship works two ways:

- Disciples of Jesus should be growing and maturing in their own faith
- Disciples of Jesus also should be a reproducing disciple and be making disciples as Jesus did <sup>26</sup>

Discipleship is an ongoing growth process that never ends. Our goal is to make more disciples of Jesus Christ and to present them mature in Christ.

# INTENTIONAL LEADERSHIP

---

## Anecdote about Laying a Foundation for a Future Goal

STAR TRIBUNE 7/21/17

### “Skills without the Frills.”

Article on Royce Lewis, Twins’ #1 draft pick, 18 year old signed for \$6.7 million

“Foundations are being laid here, courses set that could determine the direction of careers down the road. Teenagers drafted or signed by major league organizations might know baseball, but they must be taught how to be professional baseball players.

It’s a painstaking, deliberate process that anticipates a payoff years in the making, so there’s nothing urgent about the Gulf Coast League, the lowest rung on professional baseball’s ladder. Hours are spent each morning on preparing for games played on quiet backfields each afternoon in the oppressive mugginess, with only a handful of spectators in the bleachers, mostly scouts searching for clues to those futures. For the GCL Twins it’s an immersive lifestyle, baseball 24/7, right down to the dormitory rooms assigned to each player...

Royce Lewis’ schedule:

- 8-8:40 am weight lifting
- 8:40-9 am team meeting with videos to correct mistakes, offer instruction and affirm progress
- 9-10:15 am Infield drills to improve skills
- 10:15-11 am Batting practice
- 11 am Lunch
- Noon Full baseball game
- Dinner
- 10 pm bedtime

**Reflection: What do we learn about Royce Lewis’ developmental process and the attitude of the Twins’ organization?**

### Drawing Parallels to God’s Foundation

From the sports anecdote we saw that purposeful leadership takes a long view, follows established steps and has a clear purpose and end result.

God has given a similar foundation for intentional discipleship.

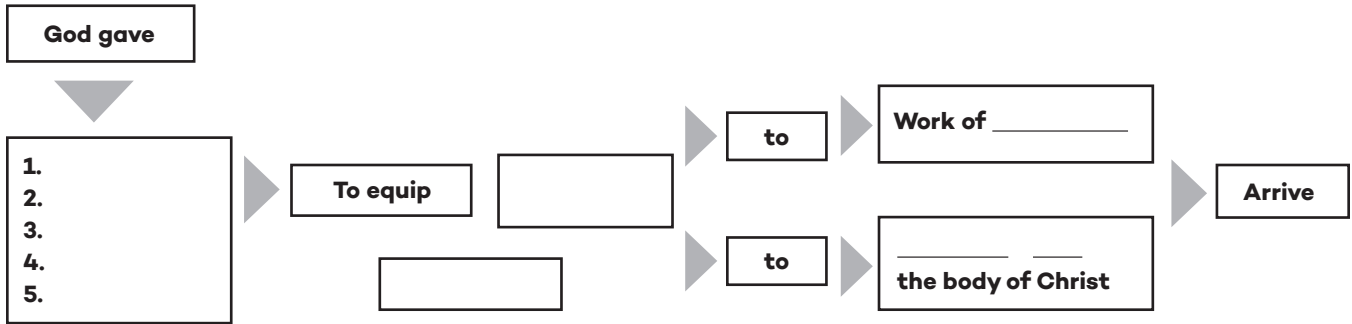
**Ephesians 4:11-13:** *So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the stature of the fullness of Christ.*

Let’s unpack this verse to discover the elements of intentional leadership.



# PURPOSE

# GOAL



**Fill in the diagram with the parts of the verse that apply and answer the following questions:**

Whom did God give? \_\_\_\_\_

What is their role? \_\_\_\_\_

Who are the saints? \_\_\_\_\_

What is their role? \_\_\_\_\_

What are the results? \_\_\_\_\_

Does this look accidental or purposeful? \_\_\_\_\_

## Equip

**Luke 6:40:** *A disciple is not above his teacher, but everyone when **he is fully trained** will be like his teacher.*

**Galatians 6:1:** *Brothers, if anyone is caught in any transgression, you who are spiritual **should restore** him in a spirit of gentleness. Keep watch on yourself, lest you too be tempted.*

**1 Thessalonians 3:9-10:** *For what thanksgiving can we return to God for you, for all the joy that we feel for your sake before our God, as we pray most earnestly night and day that we may see you face to face and **supply** what is lacking in your faith.*

## Leadership Anecdotes

**CAL:** After I graduated from college I spent several years as a volunteer to be trained by the Navigators. I lived with Cal Johannes and his wife Lorna for a year. One day I was in Cal's office to pick up something. Above his desk he had his weekly calendar posted. As I glanced at it I saw that one afternoon had a 1.5 hour block with my name on it. That was not a time we met together so it was not an appointment with me. I realized that every week Cal set aside 1.5 hours to pray and plan how best to disciple me.

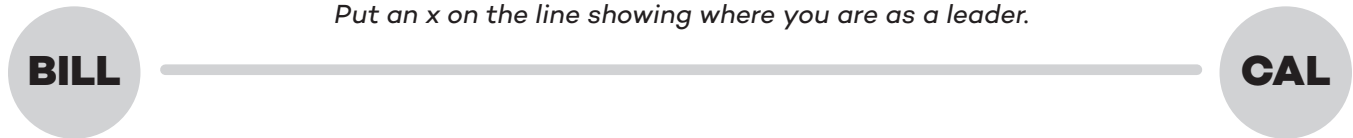
**BILL:** Bill leads our small group. He is a busy guy and has his wife drive to small group each week so he can look at the Bible study he is about to lead for ten minutes before they arrive. I know he means well and is just trying to help out.

What is the difference between these two leaders?

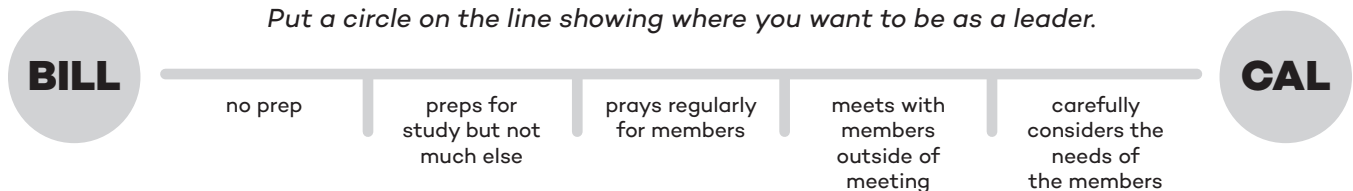
Whom would you want to disciple you?

## Self-Evaluation

Evaluate yourself as a leader. Who are you like?  
*Put an x on the line showing where you are as a leader.*



What kind of a leader do you want to be?  
*Put a circle on the line showing where you want to be as a leader.*



## Next Steps

What steps do you need to take to become this kind of a leader? Check the two items below you believe are most important for you.

- Strengthen my personal walk with Jesus
- Understand the discipleship goals
- Understand the discipleship process
- Commit time to building relationships with the people I am discipling
- Commit time to prepare for the meetings I lead
- Learn how to build a safe environment so people can be vulnerable and transparent
- Pray for the people I am discipling
- Learn to discern where people are in their spiritual development
- Learn what they need at each stage of their spiritual development
- Follow-up with members of my group when they miss our meetings
- Be more transparent myself
- Be accountable to others in my group and hold them accountable for their spiritual development



# THE RELATIONAL DISCIPLESHIP ENVIRONMENT

---

This section will discuss how to create environments that foster spiritual growth and discipleship. The Relational Discipleship Environment is based on personal relationships between Christians who regularly interact with each other in small group settings. The apostle Paul wrote about an example of this in Acts 2:42-47:

**Acts 2:42-47:** *And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers.*

*And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common....*

*And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.*

## Reflection

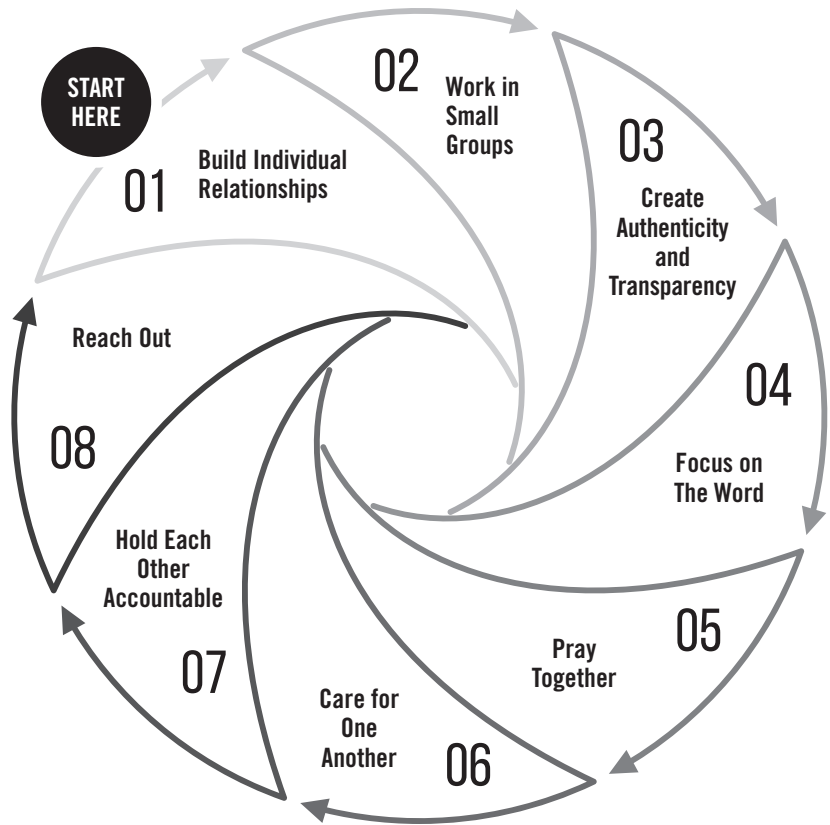
1. Think of a Christian group, study or class in which you have been involved. Describe the group. Where did you meet? How many members were there? How long was it together?
  
  
  
  
  
  
  
  
  
  
2. Was the group effective? In what ways?
  
  
  
  
  
  
  
  
  
  
3. Did the group grow the spiritual maturity of the members? Did the group create more disciples for Christ? Describe.



## CREATING A DISCIPLE MAKING ENVIRONMENT

There are 8 key elements for creating a relational discipleship environment.

**A Disciple is someone who is actively following Jesus, being changed by Jesus and is on mission with Jesus**



Think about your spiritual life and how you have grown as a disciple of Jesus.

List the top 5 sermons that have most impacted your walk with Jesus:

- 1.
- 2.
- 3.
- 4.
- 5.

Now list the top 5 experiences that have most impacted your walk with Jesus:

- 1.
- 2.
- 3.
- 4.
- 5.

Finally, list the top 5 people who have most impacted your walk with Jesus:

- 1.
- 2.
- 3.
- 4.
- 5.

**Which list was easier to create? What insight does this give to you about discipleship?**



# The Intentional Relational Environment

## 1. Build Individual Relationships <sup>27</sup>

Jesus was and is all about personal relationships. He invited His disciples to be in a RELATIONSHIP with Him. He called them friends (John 15:15). He was not inviting them to attend a class or listen to weekly lectures. He did not sit on a throne and demand a tribute from them. He ate, traveled and did life with them. But He was not just another buddy or acquaintance. Jesus is the Son of God. He is almighty God in the flesh, desiring a personal relationship with His disciples and each of us. God has hard-wired us with a longing for loving relationships with others.

“Because God is a relational being, the two great commandments of loving Him and expressing this love of Him by loving others are also intensely relational. We were created for fellowship and intimacy not only with God but also with each other.” <sup>28</sup>

Relationships are the vehicle that God uses to bring about real change in people’s lives. Relationships may well be the most **sought-after** yet **most absent** piece of the discipleship journey.

## Reflection

**How have relationships been important in your own spiritual growth?**

## 2. Work in Small Groups

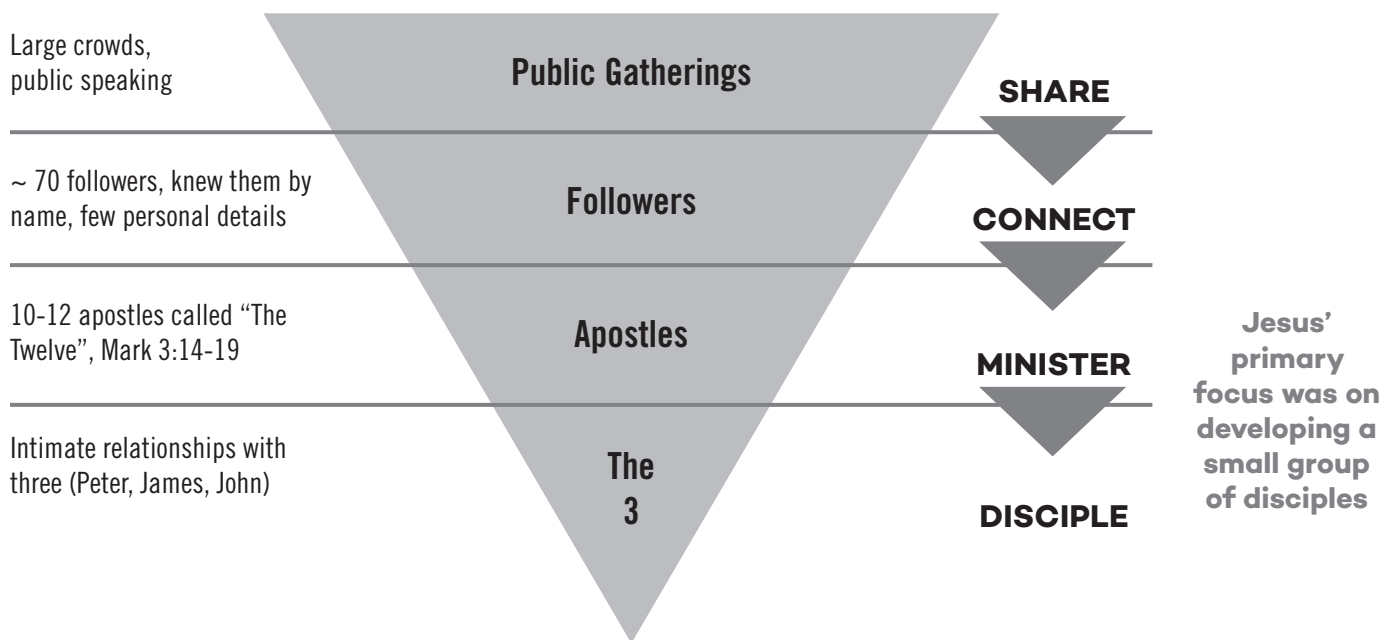
Small groups are the backbone for discipleship and the primary means of cultivating relationships and are where the following takes place:

- Shepherding and caring for one another
- Teaching about the Word with application for our daily lives
- Loving through trust, authenticity and transparency
- Holding each other accountable for living more like Christ everyday

**Matthew 18:20:** *For where two or three are gathered in my name, there I am with them.*

Jesus touched many lives and provided a blueprint for disciple making. He created disciples in small groups. He didn’t just meet with His disciples one-on-one for an hour a week; He also brought them into a small group of twelve to “do life together.” This small group was inseparable for three years.

# Jesus' Disciple Making Process



- **Public Gatherings:** Jesus \_\_\_\_\_ who He was to the masses in large crowds. He met people where they were, in different stages of maturity. He gave them time and space and looked for receptivity and engagement.
- **Followers:** He invited those who accepted His message to \_\_\_\_\_ with Him in relationship. The connection was made through the Word of God and The Spirit of God. (Corinthians 3:18 and Romans 10:17)
- **Apostles:** He invited selected followers to serve and \_\_\_\_\_. He focused most of His time in this small group of 10-12 apostles called "The Twelve" (Mark 3:14-19), where He trained, supervised and held them accountable to minister in His name.
- **The 3:** Jesus developed intimate relationships with three: Peter, James and John. Finally, when Jesus rose from the dead and they were ready, He deployed His followers to \_\_\_\_\_ others.<sup>29, 30</sup>

**Answers:** Share, Connect, Minister, Disciple

"Large gatherings provide inspiration, education and help us pool our resources for the task, but they are not effective for discipleship. \_\_\_\_\_ happens in relationships, such as those that can be formed in a \_\_\_\_\_ group."<sup>31</sup> The ideal size of a group that fosters relationship building that Jesus talks about is about \_\_\_\_\_ people.

**Answers:** Discipleship, small and 12



### 3. Create Authenticity and Transparency

By human nature, we resist sharing struggles and life challenges with others. A Relational Discipleship Environment requires relationships to move past the surface and go deeper:

**SURFACE** – talk about the weather, sports, shopping, TV shows, etc.,

**PERSONAL** – Share facts about yourself

**TRANSPARENT** – Share personal feelings, fear, failures, challenges, sins, etc.

#### Reflection

1. Do members of your group openly share personal struggles? Do they feel safe to share their heart with one another? Why or why not?
  
2. What can a leader do to foster openness, authenticity and transparency?

Society trains us to not show weakness or be vulnerable so we avoid the risk of being embarrassed or worse, judged. Why is it so hard to share personal struggles?

Bill Hybels, in his book *Simplify*, says leaders should “take off your mask (first), and ... say to the other person, here’s who I really am.”<sup>32</sup>

In a relational environment, the leader models \_\_\_\_\_ and \_\_\_\_\_ by sharing \_\_\_\_\_, signaling it is ok to be open & honest.

**Answers:** *authenticity, transparency, first*

Reference materials can be found in Appendix 2A: Relational Environment – Group Guidelines and Appendix 2C: How Not to Tank Your Group.

### 4. Focus on The Word<sup>33</sup>

The Christian life is built upon the Word of God – both the Word made flesh, and the Word written in the Scriptures. As such, Wooddale believes the Bible mandates the need for us to be firmly grounded in Biblical truth. Truly, without a clear understanding of God’s truth revealed in Scripture, disciples run the risk of doing *what is right in his own eyes* (Judges 21:25) and drifting in a sea of subjective morality. RightNow Media has great Bible-based curriculum. Encourage your small group to memorize scripture.

- **Luke 11:28:** *[Jesus] said, ‘Blessed rather are those who hear the word of God and keep it’*
- **Colossians 3:16:** *Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God*
- **Hebrews 4:12:** *The word of God is living and active, sharper than any two-edged sword, piercing to the division of soul and of spirit, of joints and of marrow, and discerning the thoughts and intentions of the heart*
- **2 Timothy 4:3:** *For the time is coming when people will not endure sound teaching, but having itching ears they will accumulate for themselves teachers to suit their own passions, and will turn away from listening to the truth and wander off into myths*

## 5. Pray Together

God moves in response to the prayers of His people. Yet, we must remember that praying itself doesn't change anything. Often, we think our petition will bring about our desired end. We need to be reminded that it is God, not our prayer, who changes things. Prayer is our humble way of saying, "We are not sufficient, but you are."

In **Ephesians 6:18**, Paul tells us: *And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people.*

**Matthew 18:19-20** emphasizes unity in prayer. *Again, truly I tell you that if two of you on earth agree about anything they ask for, it will be done for them by my Father in heaven. For where two or three gather in my name, there am I with them.*

### Four Facets of Prayer

- \_\_\_\_\_ praising God for who He is
- \_\_\_\_\_ prayers of repentance
- \_\_\_\_\_ praising God for what He has done
- \_\_\_\_\_ praying for yourself and others

**Answers:** Adoration, Confession, Thanksgiving, Supplication

## 6. Care for One Another

"In our physical world, the different parts of the body watch out for each other. Have you ever had something thrown at your face? Your hands automatically reach up to protect your face and head. But why should your hands care about your face? They care because all of the parts of your body are intricately connected. It is the same with the Body of Christ." <sup>34</sup> We care for each other through love. Love is the ultimate sign of true discipleship (John 13:34-35.)

LifeGroups are communities of believers who are committed to \_\_\_\_\_ one another through the ups and downs of life – not only with words, but also with actions.

**Answer:** Caring for

**Romans 12:9-21:** *Be devoted to one another in love, honor one another above yourselves, practice hospitality, rejoice with those who rejoice, mourn with those who mourn.*

**Hebrews 3:12-13:** *See to it, brothers and sisters, that none of you has a sinful, unbelieving heart that turns away from the living God. But encourage one another daily, as long as it is called today, so that none of you may be hardened by sin's deceitfulness.*

**Galatians 6:10:** *Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.*



## 7. Hold Each Other Accountable <sup>35</sup>

Accountability is an essential aspect of the process of sanctification whereby we are sinning less and becoming more like Christ.

### Reflection

1. Does your group hold each other accountable for spiritual growth? In what ways?

2. Why do many leaders and group members avoid accountability?

3. How would you approach a conversation about accountability with a group member?

Too often accountability is viewed in a negative light – as though it entailed running alongside someone and hitting him or her with a stick every time they fell down. Instead, accountability is running alongside someone and \_\_\_\_\_ .

**Answer:** *helping them up*

Further, the purpose of accountability is not merely confession of sin. Nothing much is gained from simply airing our dirty laundry in front of others. Rather, the purpose of accountability is to allow opportunity for others to speak into our lives in a way that encourages growth and change toward \_\_\_\_\_ .

**Answer:** *Christlikeness*

Though it can often be difficult and uncomfortable, accountability is vital for every follower of Christ in as much as it prepares us for the day of final accountability when we stand before Christ. As those called upon to love our brothers and sisters in the Lord, it is essential that we watch out for each other's spiritual well-being. <sup>36</sup>

## 8. Reach Out

“The Dead Sea lies along the eastern border of modern Israel. It is fed continually by billions of gallons of fresh water each year from the Jordan River. One would think that so much fresh water would produce an ideal environment for life. Yet the Dead Sea is, well...dead. Because it lies well below sea level, it collects water but does not give it away. Mineral deposits come in, but do not go out. Having salinity levels that reach as high as 35%, it has historically been one of the saltiest bodies of water in the world. Because of the high salt concentration, the Dead Sea is uninhabitable to virtually all marine life. Hoarding all and giving nothing, the Dead Sea, in spite of its constant intake of fresh water, has become a lake unable to support life.

What is true of the Dead Sea can become true of us if we neglect to spend our energies in service to Christ. We, like a natural body of water, are meant to both give and receive. Service to the Lord, rather than being a drain on our spiritual health, is vital for our spiritual growth, bringing blessings upon our local church, our God and ourselves. In fact, as we look at some of the final words of Christ to His disciples, we see that reaching out to others is central to the life and mission of the Church.”<sup>37</sup> (Matthew 28:19-20)

Reach out in service and discipleship together. LifeGroup opportunities (examples):

- Volunteering on Sundays on a ministry team
- Leading a LifeGroup
- Prayer Team – praying for the specific requests from the church or community
- Participating on a mission trip
- Participate in community service opportunities, such as Feed My Starving Children

**Galatians 6:2:** *Carry each other's burdens, and in this way you will fulfill the law of Christ.*

## Adopt 7

PRAY | SERVE | SHARE

At Wooddale Church, we encourage each person to Adopt 7 people in their life who might not know Jesus. These are people we commit to pray for, look for opportunities to serve them and share our hope in Christ.

Who is on your Adopt 7 list?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

## Summary

Leaders must step back and periodically evaluate the effectiveness of small groups and ask the question, “Are we fulfilling our purpose?” “Are we creating disciples for Christ?” If not, we need to be willing to course correct, to possibly disband the group and start over again. Many small groups run their course in a few months or years and become inward focused and closed. Leaders should ask, “Is it time to split the group and multiply?” Follow the prompts from the Holy Spirit to focus on creating environments that create more disciples for Christ.



# THE DISCIPLESHIP PROCESS

The Discipleship Process provides a framework and language for disciples making disciples, based on how Jesus disciplined His followers and prepared them to make other disciples.

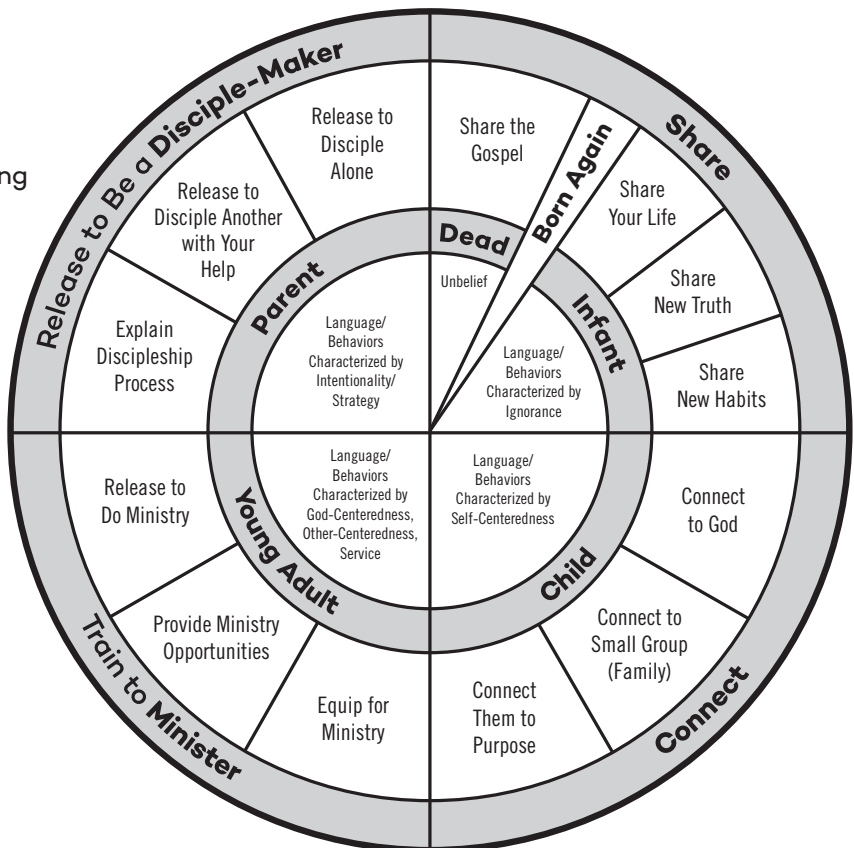
**Matthew 4:19:** *'Follow me and I will make you fishers of men.'*

Discipleship is the lifelong process of transformation. Growth is not automatic. It results from intentionality on the part of the disciple. It needs to be seen as God's desire for the disciple and the primary life goal of the disciple (Philippians 2:3-4.) Though a believer can grow in isolation, growth is greatly enhanced in relationship with a discipler-coach in a small group of disciples committed to their own growth and the growth of each other. Discipleship is lived out in relationships—our relationship with God, our relationships with other believers, our family and with non-believers.

To simplify and add order to our study of the discipleship process we have divided a person's discipleship growth into five stages. The stages are:<sup>38</sup>

- Dead (Inquirer)
- Infant (Discoverer)
- Child (Developer)
- Young Adult (Deployer)
- Parent (Discipler)

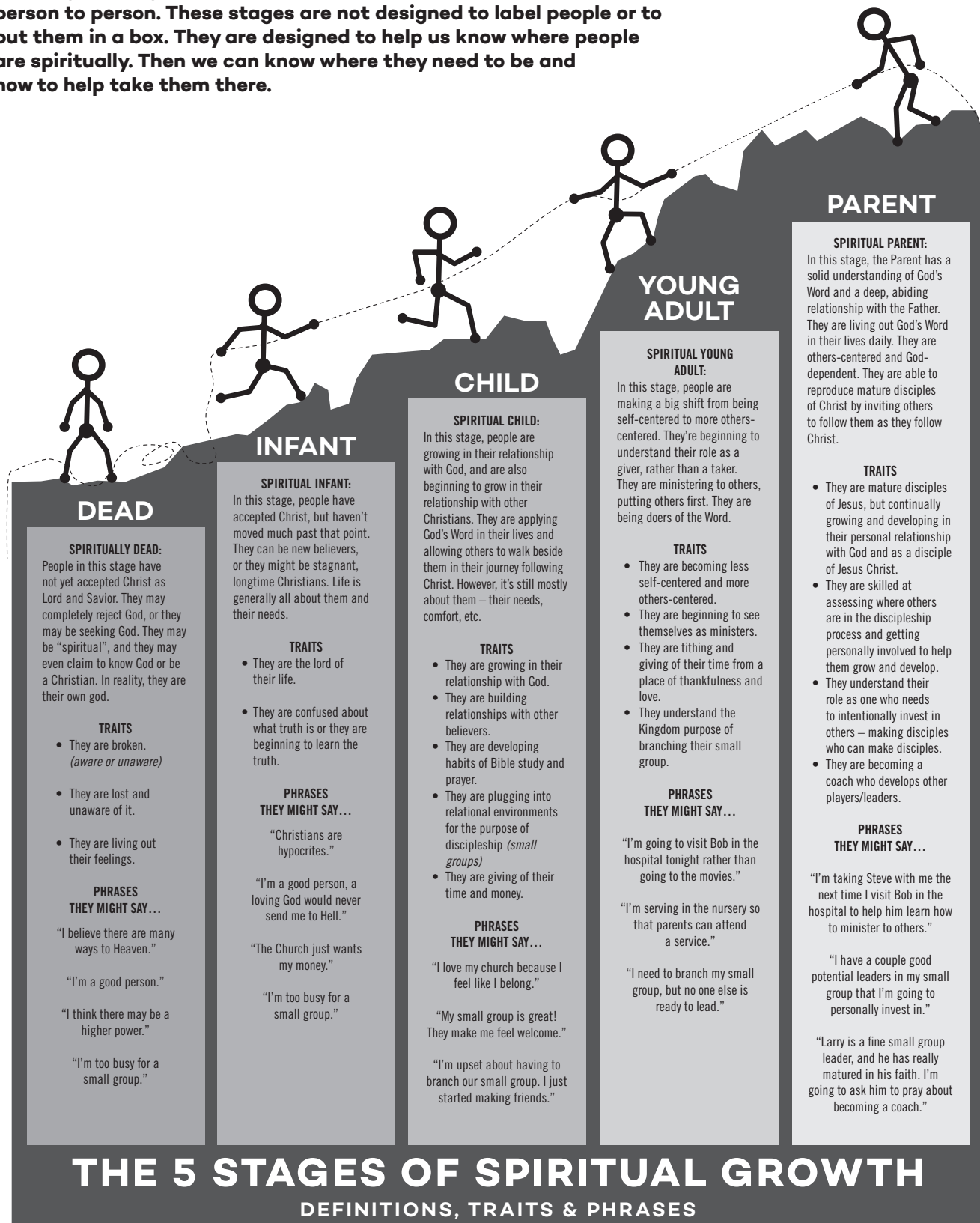
As a disciple follows Jesus they are being changed by Jesus. The disciple is being changed into Christlikeness. (Romans 8:29, 2 Corinthians 3:18) The discipler or group leader serves as a model, coach and guide to the disciple through this process—recognizing that they too are a disciple and are being disciplined themselves. This discipleship process helps the discipler determine where the disciple is in their spiritual journey and provides instruction in walking alongside the disciple through their journey toward spiritual maturity.





Another way of looking at this process is illustrated below.<sup>39</sup>

People go through a process of spiritual maturity. This will vary from person to person. These stages are not designed to label people or to put them in a box. They are designed to help us know where people are spiritually. Then we can know where they need to be and how to help take them there.



## Dead (Inquirer, Unbelieving) Stage

“People in this stage have not yet accepted Christ as Lord and Savior. They may completely reject God or they may be seeking God. They may be ‘spiritual,’ and may even claim to know God or be a Christian. In reality, they are their own god.”<sup>40</sup>

An unbeliever is \_\_\_\_\_ , \_\_\_\_\_ .

**Answers:** *Unbelieving, Rebellious*

Phrases or statements we may hear from an unbeliever may include:

What might be the spiritual needs of an unbeliever?

*More material on the needs of disciples in different stages is given in Appendix 3C. “Phrases from the stages” are given on Page 24.*

## Infant (Discoverer) Stage

“People in this stage have accepted Christ, but have not moved much past that point. They can be new believers, or they might be stagnant, long-time Christians. Life is generally all about them and their needs.”<sup>41</sup>

An infant (discoverer) is \_\_\_\_\_ , \_\_\_\_\_ , \_\_\_\_\_

**Answers:** *Ignorant, Confused, Dependent*

Phrases or statements we may hear from an infant (discoverer) may include:

What might be the spiritual needs of an infant (discoverer)?

## Child (Developer) Stage

“People in this stage are growing in their relationship with God, and are also beginning to grow in their relationship with other Christians. They are applying God’s Word in their lives and allowing others to walk beside them in their journey following Christ. However, it’s still mostly about them – their needs, comfort, etc.”<sup>42</sup>

One in the child (developer) stage is characterized by: \_\_\_\_\_ , \_\_\_\_\_ ,  
\_\_\_\_\_ , \_\_\_\_\_ , \_\_\_\_\_

**Answers:** *Self-centered, Idealistic, Proudful, Low view of self, Interdependent*

Phrases or statements we may hear from a child may include:

What might be the spiritual needs of a child (developer)?

## Young Adult (Deployer) Stage

“People in this stage are making a big shift from being self-centered to more others-centered. They’re beginning to understand their role as a giver, rather than a taker. They are ministering to others and putting others first. They are being doers of the Word.”<sup>43</sup>

One in the Young Adult (Deployer) stage is characterized by: \_\_\_\_\_ , \_\_\_\_\_  
\_\_\_\_\_, \_\_\_\_\_ , \_\_\_\_\_

**Answers:** *Action-oriented, Zealous, God & others-focused, mission-minded but with incomplete understanding, Independent*

Phrases or statements we may hear from a Young Adult (Deployer) may include:

What might be the spiritual needs of a young adult (deployer)?

## Parent (Disciple-Maker) Stage

“People in this stage have a solid understanding of God’s Word and a deep, abiding relationship with the Father. They are living out God’s Word in their daily lives. They are others-centered and God-dependent. They are able to reproduce mature disciples of Jesus by inviting others to follow them as they follow Christ.”<sup>44</sup>

A Parent (Disciple Maker) is characterized by: \_\_\_\_\_ , \_\_\_\_\_  
\_\_\_\_\_, \_\_\_\_\_ , \_\_\_\_\_

**Answers:** *Intentional, Reproduction Minded, Self-feeding and Independent, Mission-minded, Team-minded*

Phrases or statements we may hear from a Parent (disciple-maker) may include:

What might be the spiritual needs of a parent (disciple-maker)?

## Reflection

Describe the physical characteristics, needs and abilities, at each stage of a person’s life. What might be some parallels in a disciple’s spiritual life?



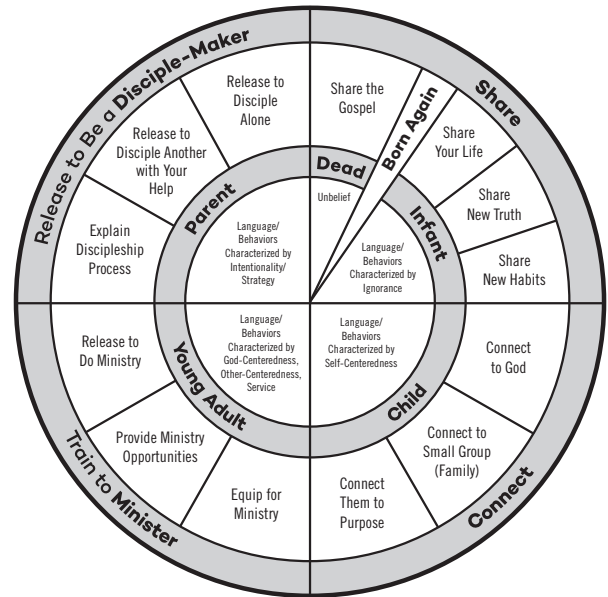
## The Phrase from the Stage <sup>45</sup>

Spiritual Stage	
Dead	<p>“I don’t believe there is a God.”</p> <p>“The Bible is just a bunch of myths.”</p> <p>“Evolution explains away a need for God.”</p> <p>“I am not a Christian because Christians are responsible for all the wars in history.”</p> <p>“There are many ways to get to God.”</p> <p>“I am a Christian because I go to church and I am a good person.”</p> <p>“I have been a good person, so I will be okay.”</p>
Infant	<p>“I believe in Jesus, but my church is when I’m in the woods or on the lake.”</p> <p>“I don’t have to go to church to be a Christian.”</p> <p>“ I gave my life to Jesus and I go to church, but I don’t need to be close to other people.”</p> <p>“People have hurt me, so it’s just me and God.”</p> <p>“I don’t have time to be in relationship with another Christian.”</p> <p>“My spouse is my accountability partner. I don’t need anyone else.”</p> <p>“I pray and read my Bible. That is good enough for me.”</p> <p>“My ministry is my work. I provide for my family. I don’t have time for the Church.”</p> <p>“I didn’t know the Bible said that.”</p>
Child	<p>“I love my small group; don’t add any more people to it.”</p> <p>“Who are all these people coming to my church? Tell them to go somewhere else!”</p> <p>“I am not coming to church anymore. It has become too big; it has too many people.”</p> <p>“My small group is not taking care of my needs.”</p> <p>“I don’t have anyone who is spending enough time with me; no one is discipling me.”</p> <p>“I didn’t like the music today. If only they did it like . . .”</p> <p>“I am not being fed in my church, so I am going to a church that meets my needs better.”</p>
Young Adult	<p>“I love my group, but there are others who need a group like this.”</p> <p>“I think I could lead a group with a little help. I have three friends I have been witnessing to, and this group would be too big for them.”</p> <p>“Look at how many are at church today—it’s awesome! I had to walk two blocks from the closest parking spot.”</p> <p>“Randy and Rachel missed group and I called to see if they are okay. Their kids have the flu, so maybe our group can make meals for them. I’ll start.”</p> <p>“In my devotions, I came across something I have a question about.”</p> <p>“I noticed that we don’t have an old folks’ visitation team. Do you think I could be involved?”</p>
Parent	<p>People talk about what they love. When spiritual parents talk about what God is doing with them, it is not bragging or name-dropping. Humility is evident.</p> <p>“This guy at work asked me to explain the Bible to him. Pray for me.”</p> <p>“We get to baptize someone from our small group tonight. When is the next 101 class? I want to get her plugged into ministry somewhere.”</p> <p>“Our small group is going on a mission trip, and I have given each person a different responsibility.”</p> <p>“I realize discipleship happens at home, too. Will you hold me accountable to spend time discipling my kids?”</p> <p>“I have a person in my small group who is passionate about children. Can you have the children’s ministry people call me?”</p>

# Progressing as a Disciple through Mentoring and Coaching

The disciple moves through the stages of discipleship under the tutelage of a disciple-mentor through four important processes or actions. These actions are: <sup>46</sup>

- **Sharing your life** in order to model Christ and start to connect them to God and His family. Along with this, they need to grow in appreciation for their biological family and for the non-believers God has placed in their community or network. The discipler serves as an introducer and guide in making these connections.
- **Connecting the disciple** with God, His people and their purpose as Christ-followers. These connections allow the Child (Developer) to grow spiritually: Establishing or recognizing these relationships is only the start. God is honored in the life of believers as their relationships with God and others grow. The disciple-coaches, challenges and equips the disciple for growth.



- **Ministering:** Scripture teaches that we demonstrate our love for God and others through serving. Disciplers challenge, introduce, coach, mentor and empower disciples for ministry to and with others inside and outside the family of God.
- **Releasing for Disciple-making:** The goal of disciple-making is reproduction. (1 Timothy 2:3) Christ’s plan is reproduction. (Matthew 28:19-20) Disciples are called to make disciples, who make disciples, who make disciples.... God has no backup plan. Disciplers release mature, equipped disciples into discipling ministries and support them in the process.

It’s important that although the different tools: Sharing, Connecting, Serving and Disciple-making (SCMD) are emphasized at different stages in a disciple’s growth, all are in play throughout all stages— it’s just that the emphasis is greater at different stages and implementation of SCMD looks different in the disciple’s life in the different stages.

Spiritual needs of new believers through the discipleship stages are covered in Appendix 3C.

The next two tables provide;

- Goals by stage for disciples in the process of growing
- Tasks for the discipler to help build ongoing relationships with disciples



## Walking with the Disciple

As you walk with your disciples, you will share life with them and provide different resources to help them mature during their spiritual walk. Each stage of the discipleship process provides ways for you to guide the disciple and assess spiritual progress.

### Connecting with the Spiritually Dead (Inquirer) or Infant (Discoverer) through *Sharing*<sup>60</sup>

The key attribute of this discipleship stage is connecting through sharing: getting the new believer (infant, discoverer) engaged in connecting with God, with the Church and with you, the discipler. On your part, this includes a time commitment through sharing your life, as shown in examples from Jesus as He interacted with sinners and Pharisees.

- **Luke 5:27-32** (Jesus dining with tax collectors and sinners)
- **Luke 7:36-50** (anointing by sinner; parable of the debtors; forgiveness of sins)
- **Luke 11:38-42** (justice and love of God, not outward observances)

Foundational learning for the infant includes how to pray, commitment to church attendance, sharing the Gospel, and Bible reading—until these become habits. Part of your role is to encourage, guide and assess their growth in these areas.

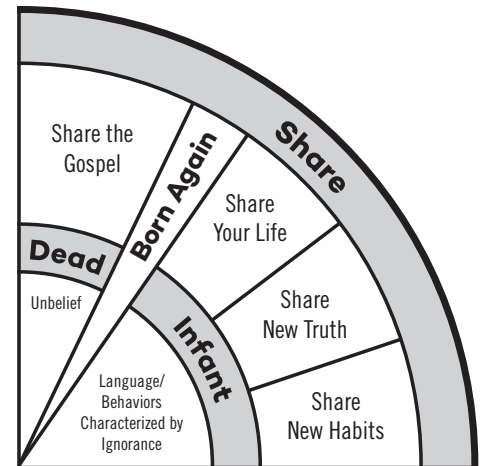
Your sharing will include providing answers to questions, spending time with them, being transparent about your own life, reading the Bible together, and teaching/modeling the basic principles of our faith (Bible study, prayer, worship, tithing, and fellowship).<sup>61</sup> The disciple needs to know these things because they are ignorant, may have received false or misleading information, may know little or nothing of the Bible. They will likely depend on you for guidance.

**Relational Emphasis: Connecting with the infant and connecting them with the church family, helping them learn about God, the Bible, prayer, and the Church.**

Understand there are areas of your life which you should share as a model, encouragement and introduction to the life of a disciple to those whom you are discipling. This needs to be done in a way that encourages interaction and is a safe place for the infant to learn the foundational truths of the Christian life. These topics may also be included or part of the “Bible study” with which the group is engaged.

Note: this is not the sole responsibility of the disciple-group leader. Other group members will be encouraged to share in the context of a safe relational environment.

Additional points regarding the Spiritual needs of disciples in the different stages are provided in Appendix 3C.



### Further Study: Other things for you to consider

- Look at how Jesus disciplined His followers through parables, example, correction and lovingkindness.
- Think about each disciple in your group, and for those at this infant stage, how you would minister to their needs.
- How would you encourage Bible reading and what tips you could share? For example, how would you set up a plan for Bible reading?
- How would you teach an infant to pray?
- What questions might an infant ask and how would you respond? For example, why do we celebrate the Lord's Supper? Why do we read and study God's Word? Why do we tithe?

### Related Scriptures:

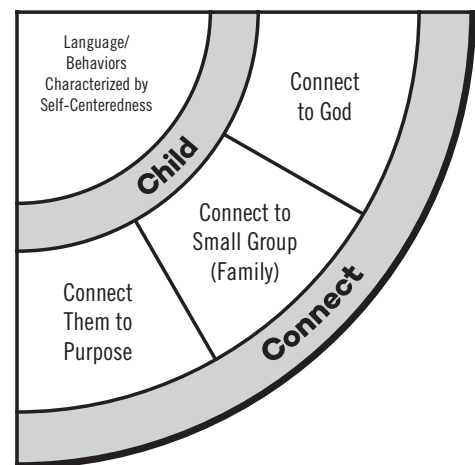
Luke 5:27-32; 36-50; 12:38-42; 1 Corinthians 11:26; 15:3-4; 1 John 4:19-21; Colossians 3:12-17

### Growing the Spiritual Child (Developer) through Connections <sup>62</sup>

Your discipling role also evolves as the disciple grows. In this stage of growth and development, you are helping the disciple connect with God, with their God-designed purpose, with the group and their network of non-believers. You are listening more and asking probing questions to clarify their progress and assess how to help. Spending time with the disciple outside church settings builds the intentional relationship (refer back to the section on The Relational Discipleship Environment).

While continuing to engage in the disciple's life, you are guiding less and providing fewer answers, letting the disciple figure out answers, struggle, experience correction, and holding them more accountable for applying habits and teachings.

Part of continued growth depends on a group that helps the spiritual child grow. Their group is a source of fellowship, correction and encouragement. As an intentional leader, you ensure that group participation models:



#### Prayer

Help the disciple see how to connect through prayer. Affirm that God hears and answers, how He sometimes uses group or church worship and how important the Bible is for direction. Some helps include contemplation of a verse, daily devotions, ACTS, journaling, unpacking a verse, resting before God. <sup>63</sup>

#### Fellowship and Unity

Through the group connection, the disciple is protected, encouraged, helped, given a possible outlet for doing good deeds (serving). The group provides prayer support and practical support through shared life experiences.

**Works of service** <sup>64</sup> **Ephesians 4:12** tells us to prepare God’s people for works of service. Part of the growth toward independence includes discovery of the purpose given by God to each child. As a discipler, you help the child serve by doing. You walk alongside the disciple, allowing them to make mistakes, fail and begin shifting to a focus on others.

**Training Emphasis**     **Connecting and walking alongside disciples to help them grow into spiritual maturity**

The Spiritual Child needs to be relationally connected:

Connected to	Ways to Connect
God	
People of God	
Community / God’s Purposes (Recognizing networks and focused prayer)	

**Reflection**

**Share with each other how you connect to God? Where have you felt effective? Where have you struggled? What has helped?**

**What indicators would you look for in a disciple to sense that they are moving from Infant to Child?**



## Going Further

### Other things for you to consider

- Think about how you model the fruit of the Spirit. Are there weaknesses for your own walk?
- If a disciple was hurt by a remark, how would you help them forgive?
- What are some resources you could offer to your disciple to learn about tithing, to go deeper into Scripture, to understand their spiritual gifts?
- How you would help your disciple grow in unity with their church family?
- The disciple says something either not in the Bible or counter to biblical truth—how would you correct the untruth?

### Related Scriptures:

Matthew 7:3-5; John 13:1-5; 1 John 2:9-11; 4:19-21; Colossians 3:12-17; Ephesians 4:1-3

## Helping the Young Adult Serve (Helping the Deployer Minister to Others) <sup>65</sup>

It is during this stage that the disciple-deployer grows and begins to show a deeper heart-change from receiving what is offered to wanting to serve and give of themselves (a servant's heart). This is an indicator of "readiness for service."<sup>65</sup>

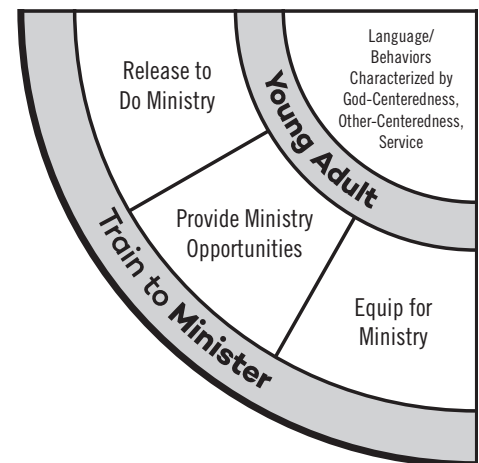
This is a time for "trying out" service opportunities that equip the disciple for becoming a disciple-maker as they serve. They partner with others in service, first by observing, then by doing alongside the discipler, then by doing while the partner observes and finally by serving on their own.

Your role changes too as you continue to be a resource to help them handle opposition, set boundaries, find spiritual answers and become more independent. You help them consider the larger purpose of God for their lives. During this stage, the disciple is in a season of preparation and equipping for release as a Disciple-maker. You are helping them match up their interests, gifts and ministry for the benefit of others.

Part of equipping disciples includes understanding how to respond to opposition and praise. As the disciple serves by doing a task the result will be success or failure. Your role is to guide them in understanding that God-centered service relies on God's approval, not people and help them balance their responses.

Some ways the disciple may become discouraged include going unnoticed, being criticized, comparison with how others serve, ingratitude or being unable to meet expectations. Some possible ways the disciple may slip into pride or self-sufficiency include going beyond their abilities or lack of judgment. You can guide them through encouragement, focus on serving God and gently communicating the challenges.<sup>67</sup>

Think about how you learned to do something, such as catch a fish or bake a pie. You were shown how, then practiced while the teacher guided you, then you fished or baked on your own. Part of equipping in this stage is the "See One, Do One, Teach One" procedure.<sup>68</sup> Part of your role is training the disciple to do something or provide opportunities to serve within and outside the Church.



Also, the discipler helps the young adult “learn how to set healthy boundaries and answer spiritual questions on their own.”<sup>69</sup> Setting boundaries is key because the more the disciple longs to serve the greater the tendency to take on too much or take on a lower spiritual priority. Finding the answers to questions is essential if the young adult is to move into independently discipling others. They find answers by searching the Word themselves or through other resources you have shown them (Bible concordance, self-study).<sup>70</sup>

## Readying Emphasis

### Equipping and readying the disciple to move toward independence as a disciple-maker

Why is service important in the life of the Young Adult (Deployer?)

What are the principal arenas into which we are called to service?

As a disciple, you need to see that your disciple is \_\_\_\_\_

**Answer:** *Growing in Christlikeness*

## Reflection

**Thinking as a discipler, can you identify stage-appropriate ministry opportunities inside and outside of Wooddale Church? How would you go about connecting and equipping someone for ministries in Wooddale Church?**

**What are the indicators that a disciple is ready to minister independently of your coaching?**

## Further Study

**Other things for you to consider** List ministry activities appropriate for each stage. Then prepare guidelines for how you would train the disciple in activities that match your abilities.

- Think about how you would use language and behavior to assess a disciple's commitment and readiness to serve.
- Jesus modeled hands on training. Consider how different areas of service could be trained.
- Review the story of feeding the 5000 (John 6:1-13). How does this passage show how Jesus involved the disciples, taught them through serving, and depended on God's provision?
- Think about how you learn from mistakes and how this helps you allow the disciple to learn from mistakes.
- Expand your awareness of Wooddale ministries

## Related Scriptures

Matthew 16:24-25; 20:25-28; 5:11-12; John 6:1-13; Luke 10:1-24; 2 Timothy 2:2; Acts 6:1-6, 8-10; 8:4-6, 40

## Discipling and Releasing the Parent (Disciple-Maker) <sup>71</sup>

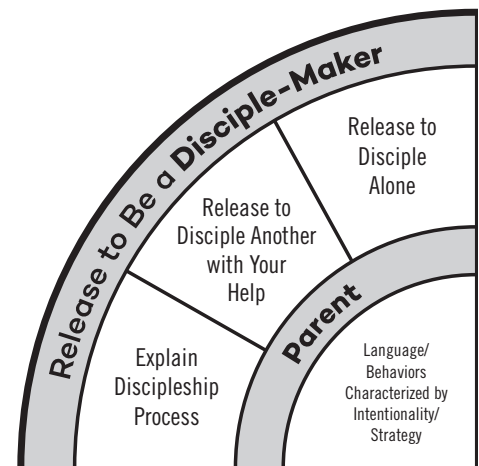
The disciple is now moving into the role of making disciples. At this point the disciple still maintains connection with their own discipler but now is recognizing potential disciples. They now interact with their peer disciplers and actively serve as disciplers of others, across the five stages.

Your role is to assess their understanding of the repeatable discipleship process (a disciple-maker can explain it) and disciple with them in preparation for release. This is a time of encouragement and affirmation of their being on mission with Jesus.

You are also a guide as the apprentice disciple-maker assesses a person's readiness to be discipled, that they are "faithful, available and teachable." <sup>72</sup> Participation in the process requires a person who is committed to their faith, willing to dedicate time and priorities to the discipling relationships, and willing to learn. <sup>73</sup>

You continue in supportive relationship with the new disciple-maker and stay connected after they move into independent disciple-making. Just as with the young adult who saw, then did with help, then did alone. In this stage you release the disciple "to disciple another with your help." Beginning with assessing if someone is ready to be discipled, the disciple will then be released to make disciples on their own.

Key indicators of readiness <sup>74</sup> include:



In addition to preparing your disciple to be a disciple-maker in a broad sense; you need to focus on identifying, mentoring, coaching and empowering **new team leaders** from within your group. The prospective group leader may get started with things like meeting logistics, scheduling, setting relational environments, leading the sharing or Bible study times as well as leading in your absence. As you encourage the disciple-maker or group leader and release them to go solo, remind them they are entrusted with much and supported by the Lord and the Church and are on a “personal commission from Jesus.”<sup>75</sup> Lastly, you remain in relationship with the new disciple-maker for mutual spiritual health, as co-laborers on mission.

## **Disciple-making Emphasis**

**Under God’s Influence, independently and intentionally making disciples as well as identifying and developing new discipleship group leaders.**

A new group leader must:

## **Reflection**

**What indicators would you see that the disciple is actively making more disciples?**

**Share in your group how you have been mentored or coached in your walk with Christ by another individual? (Or, if not, what were times when you wish you had someone who was your discipler?)**

# RECAP

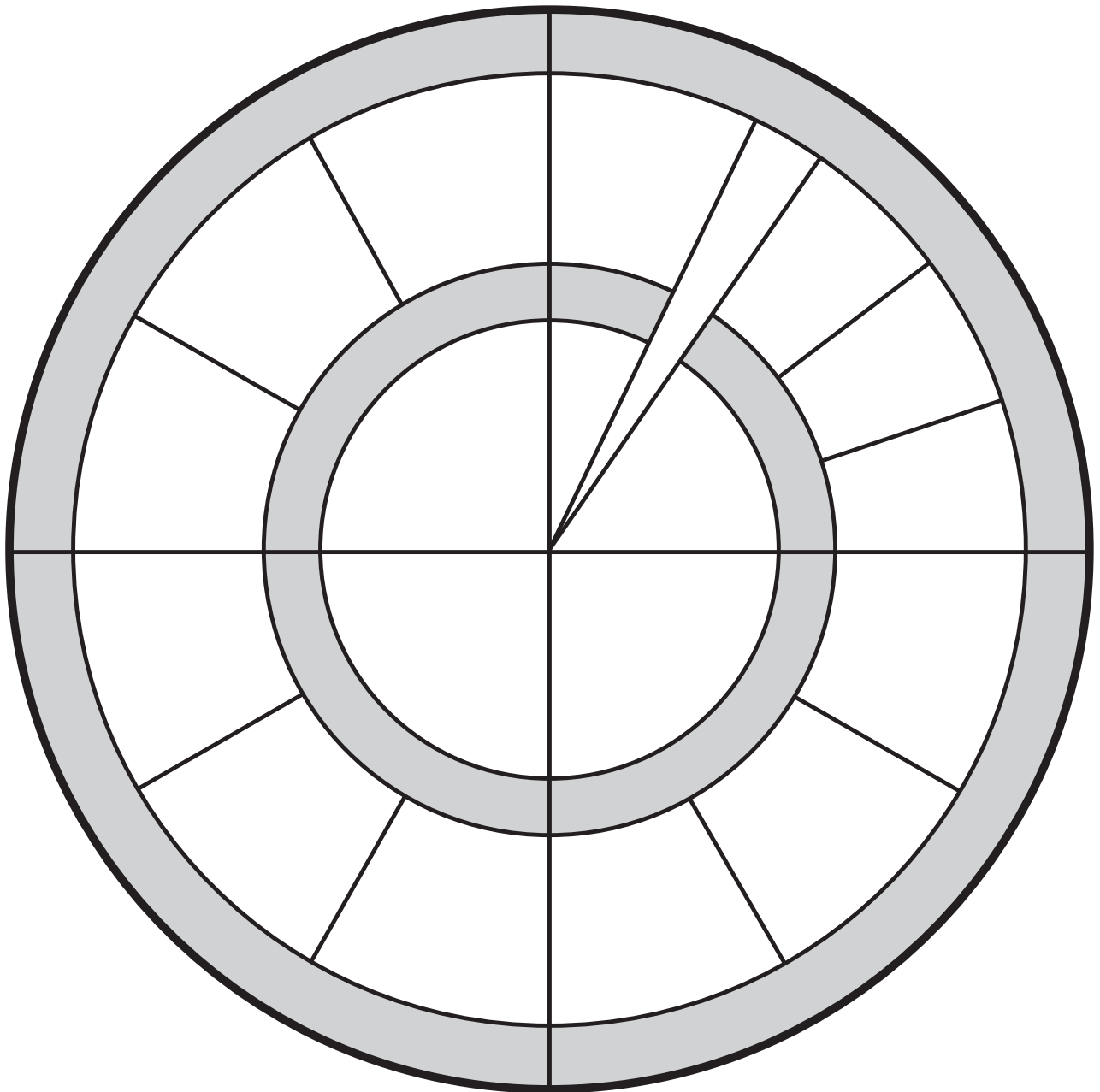
---

**Matthew 4:19:** *And he said to them, Follow me, and I will make you fishers of men.*

A disciple is someone who is actively following Jesus, being changed by Jesus and is on mission with Jesus (Matthew 4:19).

## Review Exercise

Complete from memory as much of the circle<sup>52</sup> below as you can; feel free to use any notes you have.



# APPENDICES

---

## Appendix 1A—Connecting with Jesus

1. A list of possible methods of connecting with Jesus: <sup>53</sup>
  - a. Praying
  - b. Reading the Bible
  - c. Memorizing Scripture
  - d. Journaling
  - e. Reading Christian literature
  - f. Listening to Bible teaching
  - g. Spending time with other Christians

## Appendix 1B—Committing to Jesus' Mission

1. A list of possible ways to be actively committed to Jesus' mission: <sup>54</sup>
  - a. Attend community activities to meet non-Christians
  - b. Invite unchurched neighbors over for a meal or game night
  - c. Serve at a nursing home or retirement center
  - d. Invite non-Christian acquaintances to events at church
  - e. Serve on committees and meet non-Christians
  - f. Serve at a local soup kitchen or rescue mission
  - g. Help with church sponsored events
  - h. Offer Christian books or resources to people you know

## Appendix 1C—How to Grow as a Disciple of Jesus Christ

How to grow as a disciple of Jesus Christ? <sup>55</sup>

1. Immersion into the life and ways of the Christian community
2. Worship through daily prayers, weekly gatherings, and yearly celebrations of God's saving acts
3. Preaching and teaching of God's Word
4. Mentoring one-on-one and in LifeGroups in order to instruct, encourage, practice spiritual disciplines including prayer, and hold accountable
5. Sending forth in mission and witness to live as Jesus' disciples.

## Appendix 2A—Relational Environment - Group Guidelines <sup>56</sup>

**SAFE GROUP:** We will strive to create an environment where everyone can be real, open, and honest with their struggles and victories.

**CONFIDENTIALITY:** What is said in the group stays in the group.

**LISTEN:** Let's value one another during the discussions by really listening to what is being shared. Try to avoid thinking about how you are going to respond or what you are going to say next.

**PAUSE:** Allow a pause in conversation after someone shares. Give the person sharing the chance to finish and the group the opportunity to consider what was just shared before responding.

**SILENCE:** It is important to allow silence in the group as it provides an opportunity for someone to share and for members in the group to process the topic or question being considered.

**NO "CROSS TALK":** Be considerate of others as they are sharing. No side conversations. Put away cell phones.

**NO FIXING:** We are not here to fix each other. Jesus does that part. Give encouragement; speak truth, and point to Jesus. Don't try to solve or fix each other.

**NO RESCUING:** When people are sharing something deeply personal, there can be a tendency to try to make them feel better about themselves or the situation by providing immediate condolences. This will often cause them to stop sharing. Resist the temptation to rescue people.

**SHARING:** Be sensitive about the amount of time you share.

**BE SELF-AWARE:** Be self-aware of how you are personally effecting the environment through your words, actions and non-verbal communication.

**USE "I" STATEMENTS:** It's easy to talk about the issues of others, but for our purposes, we want you to put yourself on the table. Try to use "I" statements rather than "them," "the Church," "us," "we," etc.

**CONFLICT:** We will commit to resolve conflict biblically. When conflict or sin issues between group members arise, we want to make sure that we are honoring God and each other in the way we deal with these issues.



## Appendix 2B—Sample Small Group Agenda

### Share a meal, desert or coffee together (when possible)

- Goal: Building meaningful relationships with my brothers and sisters in Christ
- Informal fellowship and interaction
- 20-30 minutes

### Opening Time

- Goal: Connect with one another and with the Lord
- Gathering together
  - Get to know your activities and questions
  - Praise reports
  - Worship (music, reading Psalms)
- Opening prayer
- 10-15 minutes

### Study Time

- Goal: Discover what the text means and how it applies to my life
- Application-focused Bible study (or book study)
- Discussion-based learning
- 30-40 minutes

### Mutual Ministry Time

- Goal: To apply God's Truth to specific areas of my life
- Men with men and women with women to promote transparency
- Accountability and encouragement
- Develop action plans and ask to be held accountable
- Group prayer for one another
- 30-40 minutes



## Appendix 2C—How Not to Tank Your Group

### AVOID:

1. Lecturing instead of facilitating a discussion.
2. Following your notes like a script – ask every question on your list.
3. Preparing for your group hoping “What were your thoughts on chapter 6?” will suffice.
4. Asking only “yes” or “no” questions.
5. The-run-on-sentence-question-that-is-really-more-of-a-statement-than-a-question-therefore-no-one-knows-how-to-respond-to-your-rambling-unfocused-psuedo-question.
6. Answering your own questions.
7. Expecting everyone to answer every question.
8. Focusing only on the meaning of a passage or statements by an author and never getting to personal application throughout the discussion.
9. Allowing someone to dominate the discussion or hi-jack the direction.
10. Losing track of time and going on and on and on.

### INSTEAD:

- Pre-select questions to guide the discussion in a purposeful direction. Some questions are better than others. Focus on these.
- Start with an engaging question to introduce the study to generate interest in the topic.
- Balance the types of questions you ask – understanding questions, open-ended questions, and application questions.
- Ask follow-up questions: Can you tell me more? What does that look like? What do others think about that? Etc.
- Direct questions toward specific individuals to draw people into the discussion.
- Healthy discussion involves interaction with all members of the group – not just with the leader. (Best leaders facilitate discussion, leader keeps boundaries and guides to the next topic)
- If someone asks you a question, turn it back to the group to generate discussion instead of answering it yourself: “Great question. What do you all think?”
- Seek to incorporate application throughout your discussion – don’t wait until the end. (Every point in a discussion, think... how will this change relationships with friends, with God, with family, for example)
- Be respectful of others and end on time.



## Appendix 3A—General Characteristics of the Stage <sup>57</sup>

Spiritual Stage	
Dead	Unbelieving Rebellious
Infant	Ignorant Confused Dependent
Child	Self-centered, self-absorbed Idealistic Prideful Low view of self Inter-dependent
Young Adult	Action/service-oriented Zealous God-centered Others-centered Mission-minded but incomplete in their understanding Independent
Parent	Intentional Strategic Reproduction-minded Self-feeding Mission-minded Team-minded (unity matters) Dependable

## Appendix 3B—Typical Beliefs, Behaviors, and Attitudes of the Stage <sup>58</sup>

Spiritual Stage	
Dead	<p>Disbelief of the supernatural, or belief in many forms of the supernatural (multiple deities, interactions with the dead, superstitions, astrology, and so on)</p> <p>Disbelief in God (atheism) or belief in the possibility of God (agnosticism) or belief in a different God (member of a cult or the occult)</p> <p>Belief in one God but many ways to get to Him</p> <p>Anger toward Christians or the Church or family</p> <p>Confusion about God, Jesus, and the Church</p> <p>Ignorance regarding biblical truth (spiritually blind)</p> <p>Belief that the answers they are seeking lie in worldly prestige, power, fame, and so on</p> <p>Belief that they are as good as anyone else so they don't need a Savior</p> <p>Belief that they have done too much wrong so fear they can't be saved</p>
Infant	<p>Ignorance about what they need and what the Bible says about life and the purpose of a Christian</p> <p>Ignorance about or frustration toward Christianity and the Church</p> <p>Belief that Christians make no mistakes; unrealistic expectations of themselves</p> <p>Belief that they are defined as the culture would define them</p> <p>Worldly perspective about life with some spiritual truth mixed in</p>
Child	<p>Excitement over having deep relationships</p> <p>Disillusionment because of their high expectations of others</p> <p>Belief that feelings are most important, which leads to spiritual highs and lows</p> <p>Lack of wisdom about how to use what they are learning—for example, too aggressive when sharing their faith, or too legalistic in their approach to dealing with their friends and family</p> <p>Belief that people are not caring for them enough</p> <p>Tendency to mimic mature Christians' behaviors in order to look good and gain praise</p> <p>Tendency to serve others in a ministry as long as the benefit outweighs the cost</p> <p>Enthusiasm about new teachings</p> <p>Confusion and unyielding nature regarding complex issues because they have an incomplete view of biblical subjects</p> <p>More knowledge about what Christians say than what the Word says</p>
Young Adult	<p>Desire to serve others for others' good and the glory of God</p> <p>Tendency to feel responsible for how others respond to the message; possible pride if a person accepts their message and possible discouragement if they don't</p> <p>Desire to serve but not strategic about how to train others</p> <p>Naivety [sic] about other believers—for example, they believe that others are on fire for Jesus because everyone seems to be "fine" at church</p> <p>Tendency to be black-and-white about what should happen in a church</p>
Parent	<p>Ability to think in terms of what a team (rather than an individual) can do</p> <p>A coaching mindset</p> <p>Desire to see the people they work with mature and become fellow workers who love them but aren't dependent on them to complete the mission</p>



## Appendix 3C—The Spiritual Needs of the Stage <sup>59</sup>

Spiritual Stage	
Dead	<ul style="list-style-type: none"> <li>A secure relationship with a mature believer</li> <li>A picture of the real Jesus lived out in front of them</li> <li>Answers, evidences for Christianity</li> <li>An explanation of the Gospel message</li> <li>An invitation to receive Christ</li> </ul>
Infant	<ul style="list-style-type: none"> <li>Individual attention from a spiritual parent</li> <li>Protection</li> <li>An explanation of the truths (new truths) found in the Word of God</li> <li>An explanation and modeling of the habits of a growing believer</li> </ul>
Child	<ul style="list-style-type: none"> <li>A spiritual family</li> <li>Help learning how to start feeding themselves</li> <li>Teaching about who they are in Christ</li> <li>Teaching about how to have a relationship with Christ</li> <li>Teaching about how to have a relationship with other believers</li> <li>Teaching about appropriate expectations concerning other believers</li> </ul>
Young Adult	<ul style="list-style-type: none"> <li>A place to learn to serve</li> <li>A spiritual parent who will debrief them about ministry experiences</li> <li>Ongoing relationships that offer encouragement and accountability</li> <li>Help for establishing boundaries</li> <li>Guidance regarding appropriate expectations of people they will serve</li> <li>Help in identifying their gifts</li> <li>Skills training</li> </ul>
Parent	<ul style="list-style-type: none"> <li>An ongoing relationship with co-laborers</li> <li>A church family</li> <li>Encouragement</li> </ul>

## Appendix 4A

## Outcome Goals for a Growing Disciple

Stage	Share	Connect	Minister	Disciple-maker
<b>Spiritually Dead (Inquiry)</b>		<ul style="list-style-type: none"> <li>• To God</li> <li>• To Family of God               <ul style="list-style-type: none"> <li>– Small group / discipler</li> <li>– Local Church</li> </ul> </li> </ul>		
<b>Infant (Discovery)</b>	<ul style="list-style-type: none"> <li>• To their physical family</li> <li>• To their non-believing network</li> <li>• To God's Mission</li> </ul>	<ul style="list-style-type: none"> <li>• Relationship with God – developing a devotional life</li> <li>• Relationship with the family of God</li> <li>• Understanding of their role in God's mission</li> </ul>		<ul style="list-style-type: none"> <li>• Inviting others to church or small group</li> </ul>
<b>Child (Development)</b>	↓	↓	<ul style="list-style-type: none"> <li>• Growth in understanding and living the Christian life in community: “love of God and love of neighbor”</li> <li>• Beginning to serve in small group / church</li> <li>• Serving family</li> <li>• Looking for ways to serve non-believers.</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing personal Faith story with family and close friends as opportunity presents.</li> <li>• Building relationships with non-believers</li> </ul>
<b>Young Adult (Deployment)</b>	↓	↓	<ul style="list-style-type: none"> <li>• Equipped for ministry in church and the community</li> <li>• Understands spiritual gifts &amp; strengths</li> <li>• Serving in leadership roles in church</li> <li>• Serving the community “in the name of Christ”</li> </ul>	<ul style="list-style-type: none"> <li>• Developed an “Adopt 7” list of non-believers</li> <li>• Developed close personal relationships with non-believers in family, neighborhood, community, workplace</li> <li>• Teaching God's Word</li> <li>• Apprentice LifeGroup Leader</li> </ul>
<b>Parent (Disciple Maker)</b>	↓	↓	<ul style="list-style-type: none"> <li>• Fully understands and lives the truth that serving God and others trumps living for self</li> <li>• Has actively served as a discipler under the mentoring of a disciple-LifeGroup leader</li> <li>• Is fully equipped to disciple others</li> </ul>	<ul style="list-style-type: none"> <li>• Is strategically building relationships with non-believers from which he can share the good news of Jesus</li> <li>• Is inviting others to church and/or LifeGroup</li> <li>• Is discipling, teaching and equipping growing disciples</li> </ul>



## Appendix 4B

## Discipler Tasks and Relationship-Building

Stage	Share	Connect	Minister	Disciple-maker
<b>Spiritually Dead (Inquiry)</b> <sup>47</sup> <b>/ Infant (Discovery)</b>	<ul style="list-style-type: none"> <li>• Be prepared to share the Gospel</li> <li>• Be prepared to share your faith story</li> <li>• Being prepared to answer questions about God, faith, Christian life, God's Word.</li> <li>• Your personal time to disciple; teaching the basics of our faith</li> </ul>			
<b>Child (Development)</b> <sup>48</sup>	<ul style="list-style-type: none"> <li>• Your life activities &amp; habits as a disciple</li> </ul>	<ul style="list-style-type: none"> <li>• Showing disciple how to connect with God</li> <li>• Helping them connect to the people of God</li> <li>• Helping them connect to their purpose as a believer</li> <li>• Helping them appreciate their connections to non-believers preparing for works of service</li> </ul>		
<b>Young Adult (Deployment)</b> <sup>49</sup>	↓	↓	<ul style="list-style-type: none"> <li>• Challenge disciple to move toward God's larger purpose</li> <li>• Equip disciple to serve, using the "see, do, then teach" <sup>50</sup></li> <li>• Provide service opportunities.</li> <li>• Help them balance success and disappointment, set boundaries.</li> <li>• Help them find spiritual answers on their own</li> <li>• Assess readiness to make disciples</li> <li>• Coach disciple into role as a disciple-maker</li> </ul>	<ul style="list-style-type: none"> <li>• Select an apprentice and start giving leadership opportunities</li> </ul>
<b>Parent (Disciple Maker)</b> <sup>51</sup>	↓	↓	↓	<ul style="list-style-type: none"> <li>• Explains the discipleship process</li> <li>• Coaches the parent in assessing another's readiness to be disciplined and discipling others</li> <li>• Releases the disciple to be a discipler</li> <li>• Stays in touch with and supports the released disciple-makers</li> </ul>

# REFERENCES

---

Boa, Kenneth D., *Conformed To His Image* (Zondervan, 2001).

Coleman, Robert E. *The Masterplan of Evangelism*. Old Tappan, NJ: Fleming H. (Revell, 1963, 1978).

Gustafson, David M. *Disciple-Making Through the Local Church* (Lecture, Trinity Evangelical Divinity School, Illinois, Deerfield, October 2014.)

Gustafson, David M. *Jesus Christ: Master Disciple-Maker*. (Lecture, Trinity Evangelical Divinity School, Illinois, Deerfield, October 14, 2014.)

Harvest Bible Chapel, *Small Group Leadership 101* (SGL 101), Rolling Meadows, IL.

Hybels, Bill, *Simplify: Ten Practices to Unclutter Your Soul* (Tyndale House Publishers, Inc., 2014).

Putman, Jim, Avery T. Willis, Brandon Guindon, and Bill Krause. *Real-life Discipleship Training Manual: Equipping Disciples Who Make Disciples*. Colorado Springs, CO: (NavPress, 2010).

Putman, Jim, Bobby Harrington, and Robert E. Coleman. *DiscipleShift: Five Steps That Help Your Church To Make Disciples Who Make Disciples*. Grand Rapids, MI: (Zondervan, 2013).

Putman, Jim. *Real-life Discipleship: Building Churches That Make Disciples* (Colorado Springs, CO: (NavPress, 2010).

Real Life Home Group Leader Resource Guide (2015), downloaded pdf from Real Life Ministries, Idaho: <http://www.reallifeministries.com/wp-content/uploads/2015/10/Home-Group-Leader-Resource-Guide.pdf>

Real Life Ministries, *Discipleshift1: Become a Disciple-Making Church, Participant Manual*, Post Falls, ID.

Real Life Ministries, *Following Jesus Together*, Post Falls, ID.



# ENDNOTES

---

- <sup>1</sup> Jim Putman, Avery T. Willis, Brandon Guindon, and Bill Krause, *Real-life discipleship training manual: equipping disciples who make disciples* (Colorado Springs, CO: NavPress, 2010), 25.
- <sup>2</sup> Putman, *Real-life discipleship training manual*, 26.
- <sup>3</sup> David M. Gustafson, “Jesus Christ: Master Disciple-maker” (lecture, Trinity Evangelical Divinity School, Illinois, Deerfield, October 14, 2014).
- <sup>4</sup> Putman, *DiscipleShift*, 44-45.
- <sup>5</sup> Putman, *DiscipleShift*, 51.
- <sup>6</sup> Putman, *Real-life discipleship training manual*, 29-30.
- <sup>7</sup> Putman, *Real-life discipleship training manual*, 30.
- <sup>8</sup> Putman, *Real-life discipleship training manual*, 31.
- <sup>9</sup> Putman, *Real-life discipleship training manual*, 32.
- <sup>10</sup> Putman, *DiscipleShift*, 48.
- <sup>11</sup> Putman, *Real-life discipleship training manual*, 33. Putman, *DiscipleShift*, 48.
- <sup>12</sup> Putman, *Real-life discipleship training manual*, 33-34.
- <sup>13</sup> Putman, *Real-life discipleship training manual*, 34.
- <sup>14</sup> Putman, *Real-life discipleship training manual*, 33.
- <sup>15</sup> Putman, *Real-life discipleship training manual*, 26.
- <sup>16</sup> Putman, *Real-life discipleship training manual*, 35.
- <sup>17</sup> Putman, *Real-life discipleship training manual*, 27.
- <sup>18</sup> Putman, *Real-life discipleship*, 31.
- <sup>19</sup> Putman, *Real-life discipleship*, 32. Putman, *Real-life discipleship training manual*, 27.
- <sup>20</sup> Putman, *Real-life discipleship training manual*, 27, 40.
- <sup>21</sup> Putman, *Real-life discipleship training manual*, 37.
- <sup>22</sup> Putman, *Real-life discipleship training manual*, 38.
- <sup>23</sup> Putman, *Real-life discipleship*, 32.
- <sup>24</sup> Putman, *Real-life discipleship*, 32.
- <sup>25</sup> Putman, *Real-life discipleship*, 33.
- <sup>26</sup> Gustafson, *Jesus Christ: Master Disciple-maker*.
- <sup>27</sup> Putman, *DiscipleShift*, 66.
- <sup>28</sup> Kenneth D. Boa, *Conformed To His Image* (Zondervan, 2001), 28.
- <sup>29</sup> Jim Putman, Avery T. Willis, Brandon Guindon, and Bill Krause, *Real-life discipleship training manual: equipping disciples who make disciples* (Colorado Springs, CO: NavPress, 2010), 70-72.
- <sup>30</sup> Putman, *DiscipleShift*, 152-165.
- <sup>31</sup> Putman, *Real-life discipleship training manual*, 69.
- <sup>32</sup> Bill Hybels, *simplify: ten practices to unclutter your soul* (Tyndale House Publishers, Inc., 2014), 171.
- <sup>33</sup> Harvest Bible Chapel, *Small Group Leadership 101* (SGL 101), Rolling Meadows, IL, 9.
- <sup>34</sup> Harvest, (SGL 101), 15.
- <sup>35</sup> Harvest, (SGL 101), 21.
- <sup>36</sup> Harvest, (SGL 101), 21.
- <sup>37</sup> Harvest, (SGL 101), 33.
- <sup>38</sup> Putman, Jim, Avery T. Willis, Brandon Guindon, and Bill Krause. *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010), page 111.
- <sup>39</sup> Discipleshift1 Participant Manual, Real Life Ministries, Idaho, page 40.
- <sup>40</sup> Real Life Home Group Leader Resource Guide (2015), downloaded pdf from Real Life Ministries, Idaho, page 10: <http://www.reallifeministries.com/wp-content/uploads/2015/10/Home-Group-Leader-Resource-Guide.pdf>
- <sup>41</sup> Real Life Home Group Leader Resource Guide, page 10.
- <sup>42</sup> Real Life Home Group Leader Resource Guide, page 10.
- <sup>43</sup> Real Life Home Group Leader Resource Guide, page 10.



- <sup>44</sup> Real Life Home Group Leader Resource Guide, page 10.
- <sup>45</sup> Quoted in full from page 214-215 of *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010).
- <sup>46</sup> *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010), page 111.
- <sup>47</sup> *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010), page 115.
- <sup>48</sup> *Ibid*, pages 119, 148, 152, 158, 162.
- <sup>49</sup> *Ibid* 121-123, 165, 171.
- <sup>50</sup> *Ibid* page 171.
- <sup>51</sup> *Ibid* pages 124-126, 179, 180-181.
- <sup>52</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 192.
- <sup>53</sup> Putman, *Real-life discipleship training manual*, 34.
- <sup>54</sup> Putman, *Real-life discipleship training manual*, 34.
- <sup>55</sup> Gustafson, "Disciple-Making Through the Local Church.
- <sup>56</sup> Real Life Ministries, *Following Jesus Together*, Post Falls, ID, 4.
- <sup>57</sup> Quoted in full from page 211 of *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010).
- <sup>58</sup> Quoted in full from page 212-213 of *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010).
- <sup>59</sup> Quoted in full from page 213-214 of *Real-life discipleship training manual: equipping disciples who make disciples*. Colorado Springs, CO: (NavPress, 2010).
- <sup>60</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 127
- <sup>61</sup> *Ibid*, pages 137, 146.
- <sup>62</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 148.
- <sup>63</sup> *Ibid*, Page 152.
- <sup>64</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 159.
- <sup>65</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 154.
- <sup>66</sup> *Ibid*, page 165.
- <sup>67</sup> *Ibid*, page 168.
- <sup>68</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 171.
- <sup>69</sup> *Ibid*, page 175.
- <sup>70</sup> *Ibid*, page 175.
- <sup>71</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 182.
- <sup>72</sup> *Ibid*, page 186.
- <sup>73</sup> *Ibid* page 186.
- <sup>74</sup> *Ibid* page 180.
- <sup>75</sup> *Real-life discipleship training manual: equipping disciples who make disciples*, page 191.

*The Bible verses cited throughout this document were drawn from multiple translations including the New International Version and the English Standard Version, among others.*



# NOTES:



