

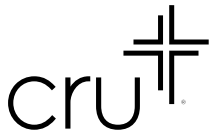


PRACTICAL CHRISTIAN LEADERSHIP DEVELOPMENT

STUDY GUIDE



A leadership series designed to develop men and women to become Radical, Revolutionary, Dedicated Disciples of Jesus Christ who are committed to develop others to become spiritual leaders.



PRACTICAL

CHRISTIAN LEADERSHIP
DEVELOPMENT

STUDY GUIDE

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INTRODUCTION TO PRACTICAL CHRISTIAN LEADERSHIP DEVELOPMENT

Practical Christian Leadership Development has been designed to prepare you for a lifetime of spiritual multiplication – building leaders to lead others. This series that you are beginning equips a person on the Leadership Development level (as explained in Session 3). The principles in this material have been effectively used over the years to develop thousands of spiritual leaders to impact their cities for Christ.

As a real life example, a number of years ago, Andrew attended an evangelistic breakfast in Washington, D.C. At the end of the event he indicated that he wanted more information about a personal relationship with God. A few weeks later over lunch, a friend shared the gospel with Andrew and he trusted Jesus Christ as his Savior. God began transforming his life and over the next year and a half, Andrew participated in two follow-up Bible studies and a discipleship group. During that time his wife and children came to know the Lord, and Andrew also began reaching out to others in the community.

Then Andrew was transferred to another city and there he and his wife Melissa, along with a group of other people, began organizing outreach events. One of their first events was a breakfast outreach with an astronaut as the speaker. About 150 men and women attended the breakfast which had been written up beforehand in the local newspaper.

Several people attended as a result of the newspaper story including one man, John, who was estranged from his wife and whose daughter was pregnant, on drugs and had recently run away from home to get an abortion. After hearing the speaker share his spiritual journey, John realized that the problem with him and his family was that there was not a spiritual foundation in their lives. John trusted Christ as his Savior at the breakfast and Andrew began helping him grow spiritually. Since then, healing has begun to take place in that family. John's daughter has returned home and reconciliation has begun in John's marriage.

Through Andrew's ministry dozens of other lives like John's have been changed as well. Helping people come to Christ, developing them to spiritual maturity, and watching them influence others spiritually is a profoundly fulfilling experience. Being involved in discipleship and spiritual multiplication takes time, energy and even sacrifice. However, the joy of seeing many lives changed for eternity is indeed worth the investment (3 John 4).

You are beginning a study designed to equip you to be involved in building others to reach and build others. The first biblical conviction needed is to understand why developing others is part of God's plan for our lives. The reason becomes clear as we examine the life of the Savior. As Christ followers, we want to glorify God by impacting lives for eternity like Andrew did.

MEETING SCHEDULE

The following is a list of our times and curriculum topics we will discuss.

Date	Week	Session	Topic
	1	1	Introduction to PCLD
	2		First one-on-one meeting
	3	2	Call to Discipleship
	4		Second one-on-one meeting
	5	3	Blueprint for Discipleship
	6		Third one-on-one meeting
	7	4	The Mindset of an Effective Discippler
	8	5	The Discippler's Reservoir
	9		Fourth one-on-one meeting
	10	6	Launching Your Discipleship Group
	11	7	Pursuing a Lifetime of Discipleship
	12		Fifth one-on-one meeting
	13	8	Commissioning Service

Between now and our first meeting, begin reading *A Passionate Commitment: Recapturing Your Sense of Purpose* by Crawford Loritts. Crawford's message in this book will provide you with a framework to help you develop as an R2D2 for Christ. For example, in Chapter 5 of his book, Crawford talks about the critical decision that we all need to make if we are going to be "sold out for Jesus." He states that we need "to decide, once and for all, as an act of the will, to dedicate all that we have and are to Jesus Christ."

Two other books you will want to purchase for this course are, *Master Plan of Evangelism* by Robert Coleman and *You were Born for This* by Bruce Wilkinson.

SESSION 01

R2D2 DISCIPLE MAKING

Becoming a Radical Revolutionary, Dedicated Disciple

I. Introduction to PCLD

A. Welcome

B. History of the R2D2 Concept: Joe's Story

Take a few minutes to answer the following questions and then share with the group:

What is the state of my ministry right now?

What would my city look like if there were revival and awakening in the city?

How does Jesus see my city and the target group He has called me to?

What are your questions concerning R2D2?

C. Basis of Selection for PCLD Training.

The following are some of the reasons why you were invited to this training:

1. Your demonstration of faithfulness in previous ministry work.
2. I or an R2D2 graduate may have had a working knowledge and relationship with you in the past.

3. You have been an encouragement to me and/or others.
4. You recognize your need to become more Great Commission-minded.
5. You desire to be used by God in a greater way than He is currently using you.
6. You desire to become a leader (R2D2) for God and the church.

D. Biblical Objective of PCLD

E. PCLD Training Information

II. The Real Source of Purpose and Meaning

2. Absolute, Irrevocable Surrender to the Lordship of Christ

Read Galatians 2:20.

Read Romans 12:1-2.

Discuss

- Why is it scary to tell God that He can do anything He wants to with your life?
- What does your answer tell you about your view of God?

3. Courage

Read Joshua 1:6-9.

V. Summary

A movement is the product of dissatisfaction times vision times results (illustrated below). This product must be greater than the status quo of what is considered acceptable in a particular culture, group or city.

Consider the impact of movements such as the feminist, environmental and gay rights groups. They were dissatisfied with the status quo, had a vision of a greater tomorrow and worked hard at changing the world. This is how successful movements begin and flourish.

THE MOVEMENT FORMULA

Movement	=	Dissatisfaction with the status quo	x	Vision of a greater tomorrow	x	Results of effort	>	Status quo
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VI. Closing Prayer

ASSIGNMENTS

For Next Week's One-on-One Meeting

1. Develop or revise your personal story using “Keys to an Effective Personal Testimony” sheet. Write out a rough draft to share at your one-on-one meeting.
2. Think through the Movement Formula for your one-on-one meetings.
3. Read and study the following passages during this next week in Ezekiel 1:26, 2:3, Daniel 10:2-19, and Revelation 1:12-19. Record your insights regarding the following three concepts: your concept of God, your concept of yourself and your response to God's call.
4. Write down several traits of a person who has a small view of God vs a person who has a big view of God.

By the Next Group Meeting

- Finish reading *A Passionate Commitment* by Crawford Loritts.
- Read Session 2 - “Call to Discipleship.” Answer the Discussion Questions before the next group session.
- Memorize Romans 12:1-2.

Over the Next Month

- Read *The Master Plan of Evangelism* by Robert Coleman by Session 3.
- Memorize I Thessalonians 2:7-12 (by second one-on-one meeting).

APPENDIX

A

KEYS TO AN EFFECTIVE PERSONAL TESTIMONY

Remember, you are writing your story for a NON-CHRISTIAN audience. Keep the following tips in mind to help you relate better to unbelievers.

Tips for writing a strong personal testimony

1. Trust the Lord to give you wisdom and guidance as you write. (James 1:5-6)
2. Follow the three-part outline shown below. (Your life before Christ, how you came to know Him, and changes He has made in your life.)
3. If you became a Christian as a young child it's helpful to emphasize the third point, changes He has made as you learned how to walk in the Spirit.
4. Begin with an interesting, attention-getting sentence and close with a strong conclusion. Include relevant, thought-provoking secular facts and experiences.
5. Be sure the changes in section three relate to the struggles in section one.
6. Write in such a way that others will feel associated with you in past and present experiences.
7. Talk about things others can relate to. Give enough details to arouse interest.
8. Edit carefully and rewrite as often as necessary.
9. Have someone else look it over, and welcome their comments, even if some are critical. Seeking sincere feedback is a sign of wisdom.
10. Don't use Christian "jargon." Avoid the following words which do not communicate truth to the average non-Christian: "saved, convicted, converted, born again, sin, repentance." Though these words and phrases are meaningful to us, they are often misunderstood and consequently ridiculed by non-Christians.
11. Don't be too wordy, beat around the bush, or emphasize how bad you used to be. People feel uncomfortable if you dwell on negative, personal details.
12. Don't speak in glittering generalities or superlatives. Avoid words like "wonderful," "glorious," etc.
13. Don't mention church denominations, especially in a negative way. Never speak critically or negatively about any church or group, even your own.
14. Don't give the impression that the Christian life is a "bed of roses."
15. Don't preach. Make it a testimony, not a "preachimony."
16. Listen to the CD on writing your personal testimony by Pat Means.

Use this suggested outline and questions to help you craft your story.

1. Before I received Christ, I lived and thought this way:

What did my life revolve around?

What were significant events and relationships that have affected my life?

What issues or things were important to me?

How did those things disappoint me?

What did I think of God; of Jesus?

On what did I rely for security and happiness?

Describe one or two stories from your life that demonstrate these points above.

2. How I received Christ: Paint a “word picture” of the situation.

When was the first time you were exposed to the message of Christ?

What were your initial defenses and fears?

Where were you? Alone in your room? Talking with a friend? Listening to a speaker?

What new information did you learn that moved you toward a decision?

What thoughts went through your mind?

What feelings did you struggle with before your decision?

How did you yield your life to Christ? What did you say?

If you became a Christian at a young age, you may not remember the process. Explain when you embraced the simple gospel message. Share that while you received Christ as a young person, you really didn’t experience His power in your life until later. Then share how and when you encountered life-changing Christianity.

3. After I received Christ, these changes took place:

Did you struggle with your faith?

How did God answer prayer, or strengthen you in a difficult situation?

What values and attitudes from part one were changed by Christ?

How have the changes in your life influenced relationships with others around you?

Have you found a greater sense of peace, forgiveness and assurance?

Remember, life change does not focus on all of your do’s and don’ts, (e.g. church attendance), but rather on genuine value and character changes.

Review and edit your work.

Go through it and make sure all sentences and phrases flow naturally. When you review it, ask yourself the following questions:

- Does this read like a story?
- Does it flow logically? Is there an overall theme?
- Can I read this out loud in 3 to 4 minutes?
- Have I exaggerated?
- Did I make it clear how one can receive Christ?

APPENDIX

B

PERSONAL TESTIMONY WORKSHEET

Before You Received Christ:

How You Received Christ:

After You Received Christ:

SESSION 02

CALL TO DISCIPLESHIP

The Bible clearly mandates Jesus' followers to multiply spiritually

SHARING

REVIEW ASSIGNMENTS FROM SESSION ONE

WORSHIP MUSIC and PRAYER

THE STORY OF ONE MORE ACTIVITY

Dan became a Christian while attending a local university. He became involved in a student Bible study and was later disciplined by an older Christian fraternity brother. When he graduated, he moved to a large, nearby city and was recruited by a major computer firm. After a year, he was promoted to project manager and given a substantial raise. Dan is hard working, often spending 55-60 hours a week at work, and he is highly thought of by both his project team and the management. Dan attends church regularly, gives more than 10% of his income to his church and serves on the finance committee. He reads his Bible and prays, has a full social life, and works out regularly at a local gym.

A friend recently asked him to be involved in discipling a group of young businessmen who also at-

tend his church. Because of his time commitment at work, his social commitments and his workouts, he was not able to make the additional commitment. Dan felt bad about refusing the challenge because of his friend's strong convictions, but he felt that he was doing his part in fulfilling the Great Commission by being on the church committee and giving his money to missions.

- What would you say to Dan?
- Does Dan need more information on the Great Commission?

THE MASTER'S PLAN

We live in an age when the idea of sacrificing for others has been replaced by “me-first” values. To our generation, “sacrifice” may mean donating \$25 to a charitable cause in return for a \$15 gift and a tax deduction. Obviously, if we are to be effective servants of Christ, our convictions must be based on God’s Word and not society’s changing standards.

You are beginning a study designed to equip you to be involved in discipling others. The first biblical conviction you must form in relation to this is why you should disciple people. The answer becomes clear as we examine the life of Jesus.

The explosive growth of the first century church was not by accident. And it was not by accident that Jesus’ followers were described by their enemies as “these men who have upset the world” (Acts 17:6). It all began with our Lord Jesus Christ and His ministry of building into the lives of twelve disciples.

The term “disciples” simply means “learners” or “followers.” And although Christ often taught large groups, the heart of His approach was His ongoing involvement with the twelve disciples. Early in His ministry we read that “He appointed twelve, that they might be with Him, and that He might send them out to preach” (Mark 3:14). When He ate His Last Supper, one of the most profound experiences of His life, He shared it with these twelve. When He gave His Great Commission, He gave it to the eleven - Judas having previously betrayed the Lord. And even when Jesus miraculously fed the 5,000, He asked the disciples to participate in distributing the food so they would fully sense the wonder of His power.

It was to these men that Jesus entrusted His message of salvation. He had no other plan for communicating His love to the world, and that is why He spent so much time with these men and taught them so carefully. Robert Coleman in his book, *The Master Plan of Evangelism*, underscores Jesus’ reason for working so closely with the twelve.

“Why? Why did Jesus deliberately concentrate His life upon comparatively so few people? Had He not come to save the world? The answer to this question focuses at once on the real purpose of His plan for evangelism.

Jesus was not trying to impress the crowd, but to usher in a Kingdom. This meant that He needed men who could lead the multitudes.”

What was the primary context in which the 12 disciples learned from Jesus? In a classroom? Listening and taking notes? No! As we examine the ministry of Jesus, it becomes vividly clear that the disciples learned from Jesus in all types of real-life situations. They were with Jesus when He confronted the Pharisees, they were there when He healed the sick, and when they participated in the miracle of feeding the multitude. Also, they were next to Him when He touched lives and when He taught. Truly, Jesus’ plan was to build into the few in order to reach the many.

As Coleman puts it, “Jesus’ goal was the world and His method was men. Jesus ministered with the multitudes, but He built His life into a small group of men. If our objective is the world, we must do the same.”

Let’s now take a closer look at the goal and the method of the Lord and then conclude with the response that He asks of us.

THE COMMAND OF THE GREAT COMMISSION

Christ was explicit about our responsibility in His final instructions to the disciples in Matthew 28:18-20.

“And Jesus came up and spoke to them, saying, ‘All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.’”

Just before He ascended, Jesus called His disciples to something more challenging than even fishing for men - He called them to make disciples who would make disciples. Many circumstances, emotions and cultural trends within and around them would oppose His call. They had admired Him from the safety of being in His group. Now He was challenging them to get outside their comfort zones. The only way they could respond to His call was to have confidence and faith in the One who gave them the

command. The only way they could embrace what He called them to was to fully embrace Who called them to do it. He was looking for those who would live in awe of their magnificent Master and build others who would do the same.

When our hearts are properly focused on *Who* is living in and through us, He then directs us towards *how* to make disciples. Let's look at three aspects of how Christ commanded us to make disciples.

Focus on Developing People

First, note that in the original Greek text the command, "Make (disciples)," is the primary verb. We are not called just to form groups or lead Bible studies, as good as those are. Rather, we are called to make disciples.

Making disciples is the process of actively helping people become mature in Christ. In Jesus' view, spiritual maturity must include two aspects: our relationship with God and our relationship with others. How do we know this? When Jesus was asked what is the greatest of all commandments, "He said to him, 'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.' This is the great and foremost commandment. And a second is like it, 'You shall love your neighbor as yourself,'" (Matthew 22:37-39).

To become spiritually mature, we must be growing in our love for God -- knowing Him and His love, forgiveness and power -- as well as obeying Him and keeping His commands.

As a result, we will also be increasing in our love for other people -- caring for them and helping them to know Christ and grow in Him. To exclude either aspect from our definition of spiritual maturity would be no small oversight. Failing to focus on Jesus' objective for us will lead to an unbalanced Christian life and ministry.

Unfortunately, many people today define spiritual maturity as the possessing of Bible knowledge and participation in religious activity. While it is true that these things are important, spiritual maturity always involves a change in character and growth in an others-oriented approach to life. Unless a person is actively

developing a ministry that truly touches people, spiritual maturity probably is not being developed in his life. Why? Because it was Jesus who gave the command to love others as yourself. Paul also exemplified this truth in Colossians 1:28-29, "And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ. And for this purpose also I labor, striving according to His power, which mightily works within me."

DISCUSS

- If spiritual maturity involves a change in character and growing in an others-oriented mentality, what would that look like in the lives of people you are developing if they are becoming more spiritually mature?
- In what ways has the understanding of spiritual maturity been distorted by our present Christian culture?

No Limits

The second aspect of Christ's command is that discipleship efforts should not be limited to a local perspective. Rather, we are to be gripped with the goal of making disciples to go to the nations. Christ's heartbeat was for the world and that must be ours as well.

When we discuss discipleship, there is a natural tendency to become lost in the "process" and to lose sight of our mission:

to help fulfill the Great Commission. Discipling others in small groups is an exciting, rewarding experience. It should not, however, become an end in itself.

Suppose we had the opportunity to ask Jesus the following question: “Jesus, why did you develop the twelve?” Would He answer, “I nurtured them so that we could get close to one another and build loving relationships in the Spirit?” Jesus probably would not have said that. Rather, His answer would be charged with a world-changing vision. Jesus always had His eyes on launching a worldwide, revolutionary movement of disciples who were controlled and empowered by the Holy Spirit. Matthew 28:18-20 is a clear confirmation of this perspective.

Build Others to Build Others

The third aspect of Christ’s call to make disciples is that we must be involved in “teaching them to observe all that I commanded you.” Thus we should teach those we are developing to build other disciples if we are to fulfill what He has commanded us to do. Making disciples as Jesus commands us will result in an ongoing chain of disciple-making -- a process that can be described as “spiritual multiplication.”

We must come to grips with the simple fact that God is calling each of us today to be involved in this process of making disciples. It is not a suggested option for only a few to obey, but it is a command for all believers to heed. This command is based on the authority and character of the risen Christ Himself. As one person put it:

“I finally realized that the Great Commission had my name on it. Once I came to that conclusion, I was willing to pay the cost of seeing the process become a reality in my life.”

We should each recognize that God is calling us to be involved in Christ’s command to “Go therefore and make disciples of all the nations.” It is important to know that He commanded it. However, in order for us to follow Christ’s example, we must know how He built His disciples in accomplishing His purpose.

DISCUSS

- What was Jesus’ objective in His ministry?

- Why should you be making disciples?

- How does having a ministry to others affect our spiritual maturity?

- Why is “teaching to obey” essential to the discipleship process?

- What will “teaching to obey” require of you as a discipler?

JESUS’ CALL TO LIVE BY FAITH

What was the single most important focus in Jesus’ process of making disciples? In order to prepare His disciples to obey His command of the Great Commission, Jesus had to teach His disciples to live by faith.

A simple way of describing faith is: “Choosing to live according to God’s word, regardless of my circumstances, emotions, or cultural trends.” This “Faith Principle” is evident in every book of the Bible, and central to all of Jesus’ teaching. We see this in Hebrews 11:6, “And without faith it is impossible to please Him...,” Romans 1:17 “...the righteous man shall live by faith,” and in Romans 14:23 “...whatever is not from faith is sin.” One way of picturing the Faith Principle is to think of your left hand as holding on to circumstances, emotions, and cultural trends and your right hand as holding on to the trustworthiness of God and His Word. Your left hand represents all that opposes trusting God. Your right hand represents all those things that show God’s trustworthiness.

In Matthew 14, Peter is called to step out of a boat and join Jesus walking on the stormy seas. Peter trusted the “right hand,” God and His Word, more than the “left hand,” circumstances, emotions or cultural trends. He chose to get out of the boat, demonstrating his faith.

When God calls us to take a step of faith, trusting in Him (the right hand), we experience opposing circumstances, emotions and cultural trends which push us away from trusting God and His Word. God invites us to be honest about these. He does not expect us to ignore or deny these internal struggles. Scriptures are filled with examples of heroes of faith being honest with God about the battles they faced in trusting Him.

Jesus Himself said, “Father, if possible, take this cup from Me. Nevertheless, not My will but Yours.” Scripture clearly shows the great battle our Savior experienced and how He honestly wrestled with it before God. Jesus experienced internal conflict and agony and sweat great drops of blood, yet He did not let them rule His life. He chose to live according to God and His Word.

OUR FIRST STEP TOWARDS THE CALL TO DISCIPLESHIP

In this session and others following, we will explore Jesus’ call to discipleship, what He said about it, how He modeled it and how He wants us to make disciples. This call will seem even more impossible to us than it did to the disciples. So our first step is to ask a question about our own heart. Are we willing to approach all this by faith? Will we keep our eyes focused on our amazing Savior?

As we explore each of the steps involved in responding to Jesus’ call to make disciples, we will experience opposition, inside and outside of ourselves. Are we willing to be honest with God and each other about these barriers? Will we choose to trust God and take steps of faith in making disciples His way regardless of our circumstances, emotions and cultural trends? If so, we can experience new levels of joy, fruitfulness, and a deeper awareness of Christ’s presence in our lives. Every step of obedience we take to making disciples is an act of worship.

JESUS’ METHOD OF BUILDING MEN

Developing disciples who turned the world upside down did not just happen by chance. Jesus carefully worked from foundational principles in His disciple-making process. Unfortunately, many Christians today employ only one or two of these principles which are comfortable for them (e.g., Bible study and fellowship) as they seek to develop others. But only when we allow the Scriptures to give us the full picture will we understand what people need in order to mature to their full potential. Consider these six foundational principles that Jesus followed in building people.

1. Jesus Undergirded His Ministry with Prayer

It is clear from the Scriptures that Jesus was in constant contact with His Father through prayer. His life was so characterized by prayer that His disciples were compelled to ask of Him, “Teach us to pray” (Luke 11:1). No decision was made, no action was taken without the certainty that He was acting in accordance with His Father (John 5:30). Jesus saw fit to pray all night before choosing the twelve (Luke 6:12). He interceded for His men to insure their continued walk with God and their fruitfulness (John 17:11-18).

James was meeting with a group of new believers to help them lay the foundation for their Christian lives. At the second meeting one of the men, Bill, shared that his car had been stolen that week. Naturally, Bill and his wife were quite distraught about the situation. James suggested that the group begin praying that God would bring the car back to them. Four weeks later, as Bill and his wife were on their way out the door to buy a new car, the police phoned to say they had recovered the car. It had been abandoned at a nearby 7-Eleven, out of gas but in otherwise excellent condition. This answer to prayer was a significant event in Bill’s spiritual growth.

If the Savior was absolutely dependent on prayer to accomplish His objectives and see men’s lives changed, how much should we be dependent on prayer?

DISCUSS

- Given your makeup and your present situation, what obstacles might be keeping you from applying this foundational principle of prayer?

- What solutions can you think of to help you overcome these obstacles?

2. Jesus Imparted His Life

The essence of Jesus’ training program was being with His disciples and involving them in His work. As His ministry went on, He gave increasingly more time to His chosen disciples. He ate with them. He walked and talked with them along lonely roads. He sailed and fished with them. He prayed with them in the mountains and worshiped with them in the synagogues. In short, He invested significant time with His disciples. Even while Jesus was ministering to others, the disciples were with Him. They received His constant attention, teaching, rebuke and encouragement because He wanted to impart convictions, character and lifestyle - not just information.

The Apostle Paul followed this same pattern. Here is how he summarized his ministry to the Thessalonians:

“But we proved to be gentle among you, as a nursing mother tenderly cares for her own children. Having thus a fond affection for you, we were well pleased to impart to you not only the gospel but also our own lives, because you had become very dear to us. You are witnesses, and so is God, how devoutly and uprightly and blamelessly we behaved toward you believers; just as you know how we were exhorting and encouraging and imploring each one of you as a father would his own children, so that you may walk in a manner worthy of the God who calls you into His own kingdom and glory.” (1 Thessalonians 2:7-12)

Julie had been praying for and sharing the gospel with her co-worker and friend, Kim, for many months. Julie especially enjoyed talking with Kim about the Lord during horseback rides together on the weekends. Julie also brought Kim to several outreach breakfasts and evangelistic events in her city. One day over lunch with Julie, Kim finally trusted Christ as her Savior. Julie then invited Kim to join a Christian Foundations group that she was leading to help women begin growing in Christ. Kim readily agreed. Kim became a growing Christian and she and Julie continued their horseback rides together. Julie invited Kim to visit her church and Kim decided to become a member there. They still go to the beach together and talk together about how to trust the Lord with the opportunities and challenges of life. Julie has imparted her life to Kim.

Obviously, Paul's relationship with the men he was developing, such as Timothy, Titus and Silas, went far beyond the transfer of information. Paul shared his life with people and he was committed to them, doing everything within his power to help them become all they could be in Christ (Colossians 1:28-29).

When Paul left Ephesus for the last time to go to Jerusalem, Rome and later his death, the leaders there were so moved that they cried. As it is recorded in the book of Acts, "...he knelt down with all of them and prayed. They all wept as they embraced him and kissed him" (Acts 20:36, 37). Why? Because Paul and the Ephesians had become so close that they couldn't bear parting from one another.

REFLECT

If you were to move to another city, what kind of spiritual legacy in others' lives would you leave behind?

Because spiritual truth is more often caught than taught, we must follow the example of Jesus and Paul -- giving our lives, not just relating content. We will want to spend time beyond just the group meeting with those we are developing. Our input will be more effective when people observe us applying God's truth in a variety of situations. Their faith will be encouraged when they see us trust God despite losing our job, or when they see us being thankful when we have a fender bender, or when they observe us sharing the gospel with a

friend over lunch. We want to be able to say along with Paul, "I do not consider my life of any account as dear to myself, in order that I may finish my course and the ministry which I received from the Lord Jesus...." (Acts 20:24).

DISCUSS

- What are some challenges you might face in this process of imparting your life to others?
- What are some solutions?

3. Jesus Motivated His Followers to Apply the Word

Jesus often used real-life situations to help the disciples apply the principles He was sharing. For instance, in Mark 4:35-41, He used the storm on the Sea of Galilee to teach them about trusting Him in the midst of troubling circumstances. When Jesus' disciples implored Him to send the multitude away to find food, Jesus used the situation to show them His capacity to provide for their needs. After the 70 returned from a very successful outreach, Jesus used the opportunity to refocus their perspective on what was most important. He said, "Nevertheless, do not rejoice in this, that the spirits are subject to you, but rejoice that your names are recorded in heaven" (Luke 10:20). By using the context of daily situations, Jesus sought to drive home spiritual lessons.

Jesus wanted His disciples to apply and be transformed by His

Word, not just know about His Word. At one point, Christ told them, “Blessed are those who hear the Word of God, and observe it” (Luke 11:28). He sent His disciples into challenging situations -- sometimes potentially hostile ones -- where they would need to trust God and show compassion for people. In short, they would need to apply what He had taught them.

Phil was meeting regularly with Jim to help him grow spiritually. One of Jim’s friends was on his deathbed, dying of cancer. When Phil suggested that Jim talk with his friend about spiritual matters, Jim was too afraid and said that he didn’t know what to say. Even though Phil had shown him from the Bible what God had to say about the situation, Jim was still reluctant to broach the subject. Phil began praying that God would give Jim the strength and courage to talk to his friend. Phil’s prayers were answered and Jim had the opportunity to talk with his friend about the Savior before he died. Phil is an example of a good discipler. He took the steps to train, encourage, motivate and pray for Jim in an area of need.

Too often, we allow ourselves and the people we are developing to stop at the information level with God’s Word. But as we build disciples, it is critical that we help them put biblical truths into practice in their everyday lives. It will always be easier to ignore a person’s shortcomings rather than trust the Lord and address the issue with them. When we fail to do this, God is not honored and the disciple is less likely to attain his full potential in Christ.

For example, Clark sensed the need to lovingly confront one of his men with a question of priorities. “John,” he said, “You’ve been working 60-hour work weeks and have been neglecting your family.” Clark then urged John to apply Matthew 6:33 (“But seek first His kingdom and His righteousness...”). John responded with a deeper commitment to the Lord and changed his work schedule to reflect biblical priorities. Using the context of daily situations is the best way to help our people apply biblical principles and reach their potential in Christ.

DISCUSS

- According to the following verses, describe what biblical discipleship involves: 1 Thessalonians 2:7-12; Colossians 1:28-29; 1 Peter 5:1-4; Luke 12:40-44.

- Why is helping people obey and apply the Word in their daily lives so important to spiritual growth and maturity?
- Why is helping others to apply the Word so challenging for us as leaders?

4. Jesus Involved His Followers in Various Ministry Opportunities

When Jesus called Peter and Andrew, He said, “Follow Me, and I will make you fishers of men” (Matthew 4:19). When Jesus appointed the twelve as His closest followers, it was so they “might be with Him, and that He might send them out to preach” (Mark 3:14). From the beginning, Jesus wanted His disciples involved in evangelism, the process of “fishing for men.” He knew how much it would build their faith and what great joy it would bring them. He also knew that the manner in which He equipped His disciples would determine how they would in turn equip others.

Jesus never intended that His followers would just talk about evangelism; He required that they actually do it. In Luke 8:1 we read how the disciples first observed Christ doing evan-

gelism Himself. “And it came about soon afterwards, that He began going about from one city and village to another, proclaiming and preaching the kingdom of God; and the twelve were with Him.” Later, Jesus provided training and equipping before sending the disciples out on their own. “These twelve Jesus sent out after instructing them saying, ‘... as you go, preach, saying, “The Kingdom of heaven is at hand”’” (Matthew 10:7).

Later still, Jesus sent out 70 of His followers to proclaim the Kingdom of God. He “sent them two by two ahead of Him to every city and place where He Himself was going to come. And He was saying to them, ‘The harvest is plentiful, but the laborers are few; therefore beseech the Lord of the harvest to send out laborers into His harvest’” (Luke 10:1-2).

Developing people apart from the context of ongoing evangelism and ministry to others is not what Jesus modeled nor commanded. We are to build people with the view that they will become the fruitful fourth type of soil described in Matthew 13.

Additionally, when they are involved in the spiritual battle for the souls of people, they are forced to rely on the resources of God. And when they are dependent upon God, they are right where He wants them to be. The result is a life of faith (Hebrews 11:1, 6).

As Christ involved His followers in ministry, He was aware that there was the risk of failure. But He never allowed His disciples to become passive analysts or spectators. Jesus continually involved them in a wide variety of ministry situations. Likewise, as you lead your discipleship group, look for ways to develop an environment of outreach. Plan social gatherings where you can introduce people to some spiritual topic and discussion. Take those you are developing with you when you have opportunities to share your faith with a friend. Encourage them to set up times to share with their friends. And be sure to take disciples to follow up any contacts from outreach events.

DISCUSS

- What benefits will there be, both to you and those you’re developing, in creating a climate of evangelism?
- Why is this environment of evangelism especially necessary to see spiritual maturity develop in our disciples?
- What might hinder you from applying this principle of discipleship? How can these hindrances be overcome?

HINDRANCES:

SOLUTIONS:

5. Jesus Built His Followers in Three Significant Contexts

As we examine the ministry of Jesus with the twelve, we find three contexts in which He developed His disciples: large group situations, small groups, and one-on-one. Most frequently, it occurred in the context of the small group of His men. For example, in Mark 6:30-31, the disciples reported to Jesus about their ministry and then He invited them to retreat with Him as a small group.

When Jesus and the disciples sought a lonely place to rest, the multitude got there first. Jesus “felt compassion for them because they were like sheep without a shepherd; and He began to teach them many things” (Mark 6:34). In this situation of feeding the 5,000, Jesus used this large group setting to build into His disciples as well as minister to the multitude. By giving them the responsibility to feed the crowd, he was developing both their faith and leadership. He involved them in the miracle.

Jesus also built His men in the context of one-on-one interaction. An example of Jesus doing this is in the life of Peter. In Luke 5, we read about a conversation between Jesus and Peter: “...He said to Simon, ‘Put out into the deep water and let down your nets for a catch.’ And Simon answered and said, ‘Master, we worked hard all night and caught nothing, but at Your bidding I will let down the nets.’ And when they had done this, they enclosed a great quantity of fish; and their nets began to break.... But when Simon Peter saw that, he fell down at Jesus’ feet, saying, ‘Depart from me, for I am a sinful man, O Lord!’” This discussion between Jesus and Peter enabled Peter to understand his own limited abilities and that Jesus was worthy of his trust. This produced a powerful lesson for Peter and a model for us of one-on-one discipleship.

It is important to note that each of these three contexts were not structured, formal meetings but were real-life situations. Jesus didn’t train or develop His men in a classroom but in community – everyday human interaction.

When we consider these three contexts in which Jesus developed His followers, we realize that His varied approach to building his men more effectively prepared them to become spiritual leaders.

As Jesus involved His men in large group situations:

- The disciples’ faith and vision expanded;
- They became aware of their need for greater love and compassion for others;
- They had the privilege of ministering to a large number of people at once, thus maximizing their impact.

For example, in the incident of the woman with the hemorrhage, Jesus used the real-life interruption to teach His men (Luke 8:43-48).

As Jesus developed His men in a small group setting:

- The disciples had opportunity to express opinions;
- They were exposed to the ideas and convictions of others in the group;
- He could discern areas of weakness to build up and areas of strength to encourage.

For example, when Jesus and His disciples were crossing the lake, Jesus warned them about the yeast of the Pharisees. Their misunderstanding of this metaphor led to a spontaneous teaching opportunity (Matthew 16:6-12).

As Jesus ministered to each disciple personally:

- He was able to meet individual needs;
- He helped each one personally apply spiritual truth.
- He used penetrating questions to draw out their understanding.

For example, Jesus used a question about taxes to teach Peter about His identity and authority, (Matthew 17:24-26).

LuAnn, vice-president of a large bank, attended an evangelistic luncheon and afterwards decided to join a lunch-time discussion group with other professional women. Several months later, as she was growing more committed to Christ, she accepted an invitation to go on a ten-day international mission project. This experience so energized her life that she joined a discipleship group and later began a small group of her own. She also began emceeding outreach luncheons and then joined the local Cru Leadership Team. She also brought friends and

co-workers to other outreach events. When she recently invited a co-worker to a luncheon and he declined, LuAnn commented to a friend, "Don't worry, I'll get him to the next one." LuAnn had become a spiritual leader, involved in many different types of ministry opportunities.

Jesus did not handicap His followers by limiting their experiences to only one of these contexts. By participating in large events, small group settings and one-on-one interaction, they were more equipped to fulfill the ministry to which Jesus had called them. If we want those whom we are developing to be fully equipped to accomplish the ministry of God through their lives, we should expose them to the same three contexts of discipleship. Therefore, seek to involve them in large events where they can interact with other committed Christians and ensure they meet regularly with your small group.

And next time you have a personal appointment with one of your people, use it as an opportunity to personalize their discipleship.

DISCUSS

- Why are various contexts of involvement important as you develop people?
- Which of the three contexts mentioned is more natural for you to use when developing people? Most difficult? Why?

6. Jesus was Committed to Spiritual Multiplication

Jesus emphasized the principle of spiritual multiplication. We already saw in His Great Commission that Jesus commanded us to be teaching disciples "to observe all that I commanded you" (Matthew 28:20). In His prayer in John 17, Jesus also said, "As You have sent Me into the world, I also have sent them into the world.... I do not ask in behalf of these alone, but for those also who believe in Me through their word" (John 17:18, 20 NASB).

When we adopt the principle of building our lives and commitment into a small group of people, we unlock the secret of spiritual multiplication. Jesus knew that when you qualitatively build your life into the lives of a few, you begin a multiplication process that may never end.

Jesus could have spent His life moving from city to city, without ever involving Himself in the lives of any one person or group. If He had taken this approach, He would have blessed the lives of many thousands -- but would His ministry have reached millions down through many generations?

Carmen came to an outreach luncheon at the invitation of a friend. Although already a Christian, she renewed her commitment to Christ. Afterwards, Angela met Carmen and invited her and a few other women to meet together to study a number of spiritual growth topics. Later, because of Angela's ministry in her life, Carmen assumed the leadership of the group and several months later encouraged another group member, Jennie, to begin leading a group of a few other women herself. A chain of spiritual reproduction and multiplication was initiated by Angela and continues to touch many lives today.

The Apostle Paul stated the principle of spiritual multiplication this way, "And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also" (2 Timothy 2:2). In this exhortation Paul describes four generations of multiplying disciples: (see chart below)



As we are obedient to God's plan -- discipling those who will in turn develop faithful followers who will in turn build still others -- we will see a spiritual impact in our community, our city and eventually the world. We also will have the exciting experience of seeing God transform our own lives as we encourage and exhort others.

We have examined six principles that undergird Christ's discipleship activities. These involve hard work. But it is important to remember that apart from the power of the Holy Spirit we will not succeed. In Colossians 1:29, Paul describes the relationship of our efforts and God's power. Paul writes, "...for this purpose also I labor striving according to His power...." We should neither be overwhelmed by the demands of discipleship nor be passive, hoping the Holy Spirit will build people without a human instrument. We work hard at implementing the goal and methods of Christ, while at the same time being confident that ultimately it is only the Holy Spirit's power that enables us to do what God has commanded.

DISCUSS

- Which of these six principles are you most positive about implementing into your life and ministry? Why?
- Which of these principles are you most likely to avoid due to discomfort or unfamiliarity?

- Are you willing to step out in faith and trust God in that area(s)? What would it look like?

YOUR RESPONSE TO CHRIST'S CALL

"You too, be ready; for the Son of Man is coming at an hour that you do not expect." And Peter said, 'Lord, are You addressing this parable to us, or to everyone else as well?' And the Lord said, "Who then is the faithful and sensible steward, whom his master will put in charge of his servants, to give them their rations at the proper time? Blessed is that slave whom his master finds so doing when he comes. Truly I say to you, that he will put him in charge of all his possessions" (Luke 12:40-44).

We may ask the same question Peter asked in verse 41: Am I included in Jesus' command to be involved in ministering to others and building disciples? This is a crucial question in light of all the activities and responsibilities that demand our attention. Jesus' answer is clear. The promise of blessing is to the faithful and sensible steward who is committed to the discipleship ministry God has called each believer to fulfill: "Blessed is that servant whom his master finds so doing when he comes."

The Apostle Paul was a man who had internalized the conviction of the priority of building disciples. Think again of his statement in Colossians 1:28-29, "And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ. And for this purpose also I labor, striving according to His power, which mightily works within me."

To Paul, it was not enough to merely give seminars or start a small group. His objective was to take people as far as possible toward spiritual maturity. For Paul, this was his primary objective. He was willing to battle obstacles and to sacrifice personal convenience in order to "present every man complete

in Christ.” And it was this goal to which he devoted his energy and efforts, knowing that it was Christ’s strength that empowered him. To do anything less would be to disobey his Master. He was willing to sacrifice personal convenience in order to “present every man complete in Christ.”

DISCUSS

- As we have realized the personal implications of God’s command to be involved in truly making disciples, what personal faith barriers do you expect to face?

- What kinds of things do you think Paul had in mind when he used the term “complete in Christ?”

- What costs must we be willing to pay to make disciples (e.g., time, priorities, flexibility, etc.)?

SUMMARY

Someone in the group read aloud the following paragraph.

You can see from our study of the Scriptures that discipleship is an imperative for the Christian. In Matthew 28:19-20, Jesus commands us to “make disciples.” Paul exhorted his men to teach faithful men who would also teach others, and he modeled the process for them. As we have seen, discipleship is not just teaching new and interesting facts from the Bible to a group of eager learners. It is a personal involvement in the life of another person to help them grow and mature in their walk with Christ. It requires convictions built on Scripture, hard work and personal sacrifice, but the benefits will last for all eternity. If you are a Christian who commits your life to making disciples, you will not only be an obedient Christian, but also a fulfilled one (Psalm 1). Through building into a relatively few people and helping them to multiply, you can help make a significant impact in the world.

CLOSE IN PRAYER

ASSIGNMENTS

1. Write on a sheet of paper your response to one of the following points. Share your answer with your leader in your next one-on-one meeting.
 - a. For people already discipling someone: List the names of your disciples and identify the principle of discipleship you most need to emphasize as you work with each person.
 - b. For those not presently discipling someone: What potential barriers (in your personality or circumstances) do you see that might keep you from becoming involved in discipling others?
2. Read and study thoroughly the study material in Session 3, “Blueprint for Discipleship.” Plan to spend a couple of hours to do this.
3. Write your answers to the Discussion Questions in Session 3 and be prepared to discuss.

4. Memorize Colossians 1:28-29 and continue working on Romans 12:1-2 and 1 Thessalonians 2:7-12. Be prepared to share with your leader at your next one-on-one meeting.
5. Review the Growth Chart (Appendix A) and do a self-evaluation. Start at the bottom of each category and determine what level of growth best describes you. Mark that on the chart and be prepared to share with your leader on your next one-on-one meeting and give your leader a copy.
6. Read the material on important discipleship concepts found in Appendices B, C, and D and be prepared to discuss at the next group session.
7. Finish reading the Master Plan of Evangelism by the next group meeting.
8. Complete a summary of the book, A Passionate Commitment for the next group meeting.

APPENDIX

A

GROWTH CHART

Review this chart and do a self-evaluation. Start at the bottom of each category to determine what level best describes you. Circle that level on the chart and be prepared to share with your leader on your next one-on-one meeting and give your leader a copy.

GROWTH CHART

WORD	PRAYER	FELLOWSHIP	MINISTRY	CHARACTER	FAITH
CONTROLLED Word is relevant to every area of life; yields thoughts, attitudes, and actions to it. (2 Cor 10:5)	ESSENTIAL Brings everything to God, recognizes his own helplessness. (Eph 6:18)	BLAMELESS Has victory over a judgmental attitude and a clear conscience toward all men. Submitting to one another. (Titus 1:7, Eph 5:21)	DISCIPLING Equipping others with the Word so they become disciples and reproducing Christians. (2 Tim 2:2)	SERVANTHOOD Giving out and seeking others' good even at his own expense; no expectation of return; pure motives. (Phil 2:5-8)	TRUSTS God's sovereignty in all issues of life; believes God for great things. (Rom 4:20-21)
CONVICTION Develops personal convictions based on the Word (which is different from opinions). (1 Thes 1:5)	PRAISE Centers on worshipping God for who He is; joy in spending much time with God. (Ps 34:1)	PRAYER PARTNER Closely associated with at least one other believer; shares needs and prays. (Jas 5:16)	FOLLOW-UP Is helping younger Christians to grow; learning the griefs and joys of parenthood. (Phil 1:3-6)	SHARING Life characterized by giving of self to others; may still avoid the unlovely. (Rom 12:13)	FAITH REST Has learned to cease from fretting and is trusting God to work in difficult situations. (Heb 4:11)
MEDITATES Thinks on passages during free moments throughout the day. (Ps 1:2)	SPECIFIC Prays in faith for definite things; believing God to act. (Jas 1:6)	CONTRIBUTING Blesses the body through active involvement, not just passively receiving. (1 Pet 4:10)	FRUIT Has led at least one person to Christ and is concerned for his growth. (Jn 15:8)	SURRENDERS Convicted by Word and yields as God puts finger on area; beginning to see his spiritual poverty. (Rom 6:13)	CLAIMS PROMISES Believes promises from the Word; seeing some fulfilled. (2 Pet 1:3-4)
STUDY Reads it daily whether he feels like it or not; realizes it is spiritual food and needs regular intake. (Matt 4:4)	DAILY Meets with God each day; is consistent, but not always effective. (Ps 5:3)	FRIENDSHIP Desires to develop closer relationships with Christians; sees them as brothers and sisters. (Rom 12:10)	GOSPEL Can logically present the plan of salvation; does so with friends; not ashamed of the name of Jesus. (Rom 1:16)	CLEANSING Is being convicted of specific sins and confessing them to God. (1 Jn 1:9)	BELIEVES Trusts in greatness and goodness of God; though doesn't always apply to all situations. (Rom 8:28)
READS Reads it occasionally and gets something from it.	PROBLEMS Prays when concerns or worries arise. (Phil 4:6)	ATTENDS Regularly goes to church and Bible study. (Heb 10:25)	TESTIMONY Can openly share with others how he received Christ and what the Lord is doing for him. (Jn 9:25)	RESPECTABLE Still sees self as fairly good person by the world's standards. (1 Cor 6:9-11)	ASSURANCE Confident of salvation from the Word; is a settled issue. (1 Jn 5:11-13)
RESPECT Believes Bible is God's Word and desires to understand it. (1 Pet 2:2)	THANKFUL Grateful for his own salvation, has thanked God for it. (Psalms 103:2-4)	ASSOCIATES Fellowships with Christians; likes being with them and sees a difference.	IDENTIFIES Sees himself as a Christian; told at least one other person he has received Christ. (John 1:12)	REPENTANT Is sorrowful for past sins. (Psalm 32:5)	ACCEPTANCE Believes his sins are forgiven and Christ lives within; still doubts he is a Christian at times. (Ephesians 1:7)

APPENDIX

B

TEACHING VS. TRAINING

Most Christians are well aware of the role the church has in teaching and preaching. We have all listened to hundreds of sermons. But few believers are aware of the biblical emphasis on being trained (in addition to being taught), and many have never experienced its great benefits. Below are listed some of the biblical words associated with the ministry of training disciples.

The Greek word for “train” (or exercise) is *gumnazo*, which is the root for the English word “gymnasium.” The idea behind the word is to exercise the body and/or mind.

“Have nothing to do with godless myths and old wives’ tales; rather, train (gumnazo) yourself to be godly.” (1 Timothy 4:7)

“But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil.” (Hebrews 5:14)

“No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it.” (Hebrews 12:11)

The use of the word “training” makes it clear that it’s not enough to only hear biblical truth. It must be practiced to become part of our lives. For example, you can read a book on gymnastics, but unless you practice the skills (training), you’ll never be a good gymnast.

The Greek word for “encourage” is *parakaleo*. The same word is translated, “comforter” when used to describe the Holy Spirit. The idea behind the word means “to come along side of or to urge one to pursue some course of conduct.”

“But encourage one another daily, as long as it is still called today, so that none of you may be hardened by sin’s deceitfulness.” (Hebrews 3:13)

The Greek word for “entrust” (or commit) is *paratithemi*, and it means “to place with someone,” e.g., when we deposit money in the bank.

“And the things you have heard me say in the presence of many witnesses, entrust to reliable men who will be qualified to teach others.” (2 Timothy 2:2)

In Matthew 28:20 Jesus tells us to teach others to **obey** His commands, not merely listen to them or even know them. In Ephesians 4:12, spiritual leaders are to equip the saints not for passive learning but for active ministry.

HOW ARE TEACHING AND TRAINING DIFFERENT?

TEACHING	TRAINING
Done by a preacher or Bible study leader	Done by a disciple maker
Imparts knowledge	Develops skills, e.g., how to witness, how to have a quiet time, how to handle temptation, etc.
Discusses application	Gives assignments and helps disciple fulfill them
Requires an ability to speak before a group	Requires a humble and obedient heart and the ability to identify a person's issues and apply God's word
Can be done in large groups	Usually done in a small group or one-on-one
Learner is largely passive	Learner is actively involved
Produces intellectual growth and spiritual understanding	Produces spiritual growth and ministry skills

APPENDIX

C

THE MODEL OF THE PAUL-TIMOTHY RELATIONSHIP

The “Paul -Timothy” relationship is an example of a life-on-life relationship. Paul was given the privilege of entrusting to Timothy what he had learned from God in order to present him as a mature follower of Christ and a disciple-maker as well.

What most stands out to you about this model?

Throughout the Bible, God has used these one-on-one relationships to mold growing believers into men and women of God. Can you think of one thing each of the following men did to build the person God gave them?

- Moses to Joshua
- Elijah to Elisha
- Barnabas to Paul
- Paul to Timothy

Another Description of Discipleship:

Here are two additional definitions of discipleship. What are one or two points that stand out to you?

“Discipling others is the process by which a Christian with a life worth emulating commits himself for an extended period of time to a few individuals who have been won to Christ, the purpose being to aid and guide their growth to maturity and equip them to reproduce themselves in a third spiritual generation.” *Discipleship*, by Allen Hadidian

“An intentional process occurring in a committed accountable personal relationship over an extended period with the purpose of bringing someone to maturity in Christ.” (unknown author)

APPENDIX

D

CONTRASTING PROGRAM VS. MINISTRY

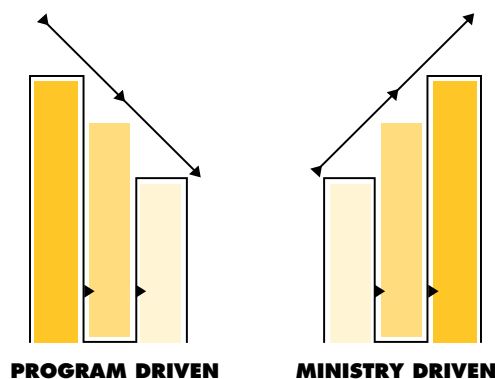
Commonly, the Christian community takes the familiar route of teaching information through a program format rather than the more difficult biblical approach of building into the lives of people. Characteristics and benefits of the two methods are shown below.

PROGRAM FORMAT - BIBLE STUDY / SUNDAY SCHOOL

1. **Begins larger** – Usually involves a large group; usually dependent on one person (pastor, Sunday school teacher, etc.).
2. **Tends to become smaller** – Attendance can begin dropping off as people lose interest or priorities change.
3. **Publicized** – By meetings and announcements; external motivation is needed to keep it going.
4. **Strength** – Is in the content of the material used; the plan, teacher, and schedule.
5. **Results** – Primarily receiving information; not self-perpetuating.

MINISTRY APPROACH – DISCIPLESHIP

1. **Begins small** – Starts with a few committed people who know why they are involved; who respond with obedience to Christ and fulfilling the Great Commission (Matthew 28:19-20).
2. **Grows larger** – Slow in starting but growth picks up as multiplication takes effect.
3. **Publicized** – By word of mouth from those involved and by the fruit seen in their lives; motivation is internal as men and women realize they are fulfilling Christ's purpose for their lives.
4. **Strength** – Builds leaders who invest their lives in others.
5. **Results** – Self-perpetuating; leaders building leaders.



APPENDIX

E

BIBLE MEMORY HELPS

If you have difficulty with Bible memory, you may find the following suggestions helpful.

1. Analyze the content of the passage. Before memorizing, get a clear sense of the meaning.
 - a. Observation (ask who, what, where, when, why?)
 - b. Interpretation (What does the passage say about the nature of God, the nature of man and how they relate?)
 - c. Application (How does it apply to me?)
 - i. Promise to claim?
 - ii. Commandment to obey?
 - iii. Is there a sin to avoid?
2. Use repetition
 - a. Read it 3 times
 - b. Say it out loud 3 times
 - c. Write it 3 times
 - d. Say it from memory
 - e. Write on 3"x5" card, carry with you and review daily 3 times.

APPENDIX

F

GREAT COMMISSION EXEMPTION FORM

Department of the Treasury – Eternal Revenue Service
Great Commission Exemption Form
 John 3:16

Form **1040ET**

Label
 (See page 9.)
 Use the ERS label
 Otherwise, please print or type.

**L
A
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R
E**

Your first name and initial	Last name		Your ESN
If a joint return, spouse's first name	Last name		Your spouses ESN
Home address (number and street). If you have a P.O. box, see page 9.	Apt. no.		▲ You must enter your ESN(s) above. ▲
City, town or post office, state, and ZIP code. If you have a foreign address, see page 9.			

To be filled out by all who believe they qualify for an exemption from commandment Mt. 28:18-20 and Statute Acts 1:8. ▶ You Spouse

Exemption Attach Faith (W2) here.	1 I am 100 percent disabled and unable to comply.	1	
	2 I have received nothing, therefore I can give nothing.	2	
	3 I am applying for a 20 year deferment. I require time to think it over.	3	
	4 I am applying for an extension to a 20 year deferment.	4	
	5 I will be traveling to Joppa and will require an immediate exemption.	5	
	<input type="checkbox"/> You <input type="checkbox"/> Spouse Exemption requested: I/we are currently unwilling /unprepared to respond to the Great Commission and at this time and do not know what Mt. 28:18-20 means.	6	
Qualification	7 I do not qualify as a "Child of God" according to the Eternal Revenue Service form 0C0	7	
Attach Faith (W2) here.	8a I am not under the jurisdiction of Commandment Mt. 28:19 & Statute Acts 1:8	8a	
	b I have not submitted to the Commissioner because I serve another Master	b	
	9 Add lines 7 & 8a This is your eternal indebtedness. ▶	9	
Refund	10 Tax. Use the amount on line 6 above to find your tax in the tax table on pages 28-36 of the booklet. Then, enter the tax from the table on this line. a Routing Number [] [] [] [] [] [] [] [] [] [] [] [] type <input type="checkbox"/> checking <input type="checkbox"/> savings b Account Number [] [] [] [] [] [] [] [] [] [] [] []		
	11 I am seeking an exemption due to the fact that I am incapable of meeting the minimum requirements of the debt I owe.		
Third Party Designee	12 I would like to designate another individual or group to meet my responsibility. <input type="checkbox"/> Yes <input type="checkbox"/> No Designees name _____ Phone number _____ PIN # _____		
Sign here	Under penalty of perjury, I declare that I have examined my motives, and to the best of my knowledge and belief, they are pure, true and correct, and accurately lists all my personal assets I have received from God during this lifetime.		
	Your signature	Date	Your occupation
	Spouse's signature	Date	Spouse's occupation
Paid preparer's use only	Preparer's signature		Date
	Preparer's ESN or PETN		Check if self-employed <input type="checkbox"/>

SESSION 03

BLUEPRINT FOR DISCIPLESHIP

Developing an individual's walk with Christ

SHARING

REVIEW ASSIGNMENTS FROM SESSION TWO

WORSHIP MUSIC and PRAYER

THE NEED FOR A BLUEPRINT

Bob and Jeff were friends and each decided to build his own house. In preparation they both hired a master architect to provide a blueprint to guide them toward a finished project that matched their respective visions.

As the process of construction got underway for Bob, he was careful to honor the specifications and sequencing laid out by the architect. Following the blueprint enabled Bob to experience a great deal of confidence and anticipation as he watched significant elements of his house coming together to completion. He delighted in his well-constructed home for many years.

Jeff, on the other hand, chose to take some shortcuts in the building process. He believed he could get reasonably close to the desired end by only occasionally following the architect's blueprint. Moreover, "faster and cheaper" in the short term seemed preferable compared to the need to endure what could become a confining plan and process. Jeff's house actually ended up taking much longer to build than Bob's due to the numerous required corrections and "re-dos." Though Jeff did live in his home for a while, it never satisfied his expectations and cost him much more than he planned to spend.

- How would you explain the different outcomes for Bob and Jeff?
- What parallels do you see between Bob and Jeff's experience and the need for a blueprint in discipleship?

THE SIGNIFICANCE OF THE GREAT COMMISSION

The reliability of a person's words relates directly to that person's character. You would not trust your life's savings to someone you knew to be a psychopathic liar. And you would not take a stand-up comedian very seriously if, during his routine, he suddenly proposed an answer for the federal debt. So what about Jesus and His words? Are they just partially truthful and relatively important? No — His sinless life, His proven deity, and His sacrificial death all affirm the incredible importance of His words. He is the King of kings, and His commands summon us to total obedience.

Such is the significance of the command we call the "Great Commission." It is based upon God's Word. It is not a suggestion or an option but it contains marching orders for all of us to build disciples. This charge, in Matthew 28:18-20, says that as we are "going" we are to make disciples — it is to be an integral part of our lifestyle. And it is a worldwide mandate that takes us beyond our own culture to make disciples in all the nations.

All that is lacking are the laborers. The reason there are relatively few laborers is that we have failed to follow the last part of the imperative, "teaching them to observe all that I commanded you..." We are to be building men and women with the same burning heart and commitment to others that our Lord and His apostles demonstrated.

The scope of the Great Commission is nothing less than the world. The method of fulfilling it is through making disciples. But, interestingly, the scope of discipleship focuses on the individual. In Colossians 1:28-29, Paul says that he strives to "present every man complete in Christ." His labor was designed to take a person from being a non-Christian through a process of change that culminated in his becoming a spiritually mature person with a love for God and a heart for people.

THE PROCESS OF DISCIPLESHIP

Discipleship, then, is a process of helping an individual to change from a worldly perspective to a perspective based upon God's Word. It is a progressive change in attitudes and behavior built on a growing commitment to God's Word and

their relationship with Jesus.

As a child needs to master certain basic skills before he can handle more advanced things (a baby must crawl before he walks!), so the Christian needs to understand and apply certain basic truths in order to continue on toward spiritual maturity. It would be very unwise to send a 6-year-old child to the 8th grade, then to the second, then to the 11th and so on. Growth in knowledge and truth can only be built on a solid foundation.

In the process of building others, it is crucial to evaluate people before inviting them to proceed to a higher level of commitment. This takes time and getting to know group members well. There are certain Essential Qualities which should be evident in a person to begin a new level of growth. If these Essential Qualities are ignored and the person "plunges ahead" without having internalized these truths, he or she eventually will become frustrated and possibly disobedient because the level of application will not match the individual's level of knowledge. This makes the principle of selection a critical aspect of discipleship.

Selection is the process of choosing individuals for discipleship based on the Essential Qualities for the appropriate discipleship step. Jesus modeled this selection process in choosing His disciples through prayer and the time that He took as He made His choices. (This will be covered in more detail in Session 5.)

As you seek to develop others, you must avoid the common tendency to mistake a Christian's spiritual knowledge level for the level of his application of spiritual truth. Similarly, the activities they do aren't as significant as the persons they are becoming. Your disciples' "doing" needs to overflow from their "being".

For you, the developer, an understanding of the process of discipleship is essential if you are to take people on to spiritual maturity. True discipleship does not come easy. It involves your labor and tears. Not all the people in whom you invest time and energy will prove faithful. But discipleship is not optional. Christ has called and we must follow.

DISCUSS

- Is the process of evaluating people's maturity in the context of developing them the same as judging them? Why or why not?
- What role does regular evaluation play in discipling others?

THE STAGES OF THE DISCIPLESHIP PROCESS

The following diagram is a "blueprint" for the process that a person follows from first being exposed to the gospel to becoming a leader of spiritual multipliers. It is not meant to represent the only way a person develops spiritually. Rather, it is an effective progression through which a person can be developed in order to help them become a spiritual leader.



THE STAGES OF THE DISCIPLESHIP PROCESS

Note that each level has a title and a phrase that indicates the objective of that level (e.g. - Christian Foundations, Helping People Learn the Fundamentals of the Christian Life). Note, too, that higher levels are progressively smaller. As the commitment level increases, fewer people will be willing to make the commitment. Thus, to bring a few people to the leadership level, you must work with a much larger number of people at the lower levels.

In the following section, each step in this process is explained separately. As you read through each section, note particularly the objective of each step and the biblical principles which further illuminate various aspects of that step. Take the extra time to look up the Scripture references on which each principle is based.

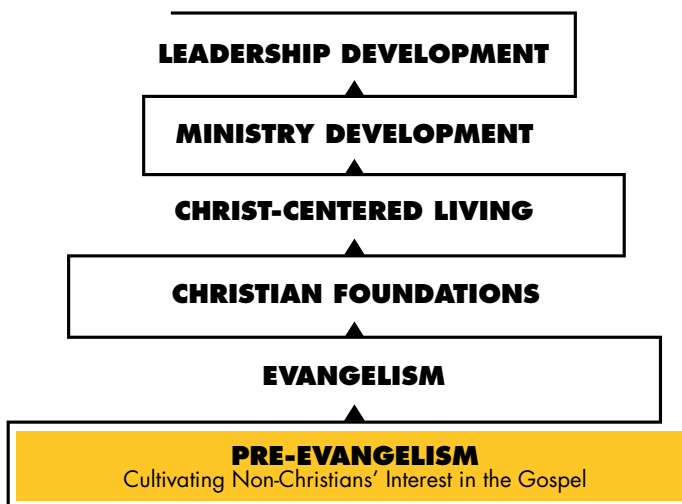
Also note that the Essential Qualities are the characteristics exhibited in a person's life when he has internalized the crucial elements of a given step.

DISCUSS

- Why must a person understand and apply certain basic truths before progressing in our educational system? How is this also true in the discipleship process?
- If you mistake a potential disciple's spiritual knowledge level for his actual application of truth, what might result as he progresses through the Discipleship Process?

PRE-EVANGELISM

Cultivating Non-Christians' Interest in the Gospel



When Eric and Allison moved in next door, Phil and Debby helped them unload the truck and get settled into their new home. Not long after that they invited them over for dinner and during conversation had the opportunity to touch on spiritual topics. They seemed receptive and in a few months Phil and Debby invited them to a musical presentation where one of the performers shared his spiritual journey. By taking small steps to build a relationship and introduce Eric and Allison to spiritual things, Phil and Debby were cultivating their neighbors' interest in the gospel.

The Objective of Pre-Evangelism is to actively meet new people, reach out to them in love and develop rapport, and begin to share spiritual matters in order to nurture receptivity to the gospel.

Biblical Principles:

1. Christians are not called to huddle together in a protective or defensive mentality. We have been sent into the world to point people to Christ rather than asking non-Christians to come to us. (See John 17:15, 18 and 1 Corinthians 5:9-10.)
2. We need to actively build relationships with non-Christians and take the initiative to meet new people. We should help other Christians keep in touch with the non-believing community. (See Luke 7:36, 19:5.)

3. We should seek to cultivate receptivity to the gospel in people by using their terminology and relating within their context. Non-Christians see things through cultural (worldly) glasses. (See 1 Corinthians 9:19-23.)
4. The gospel is for all people in all cultures. Each of us should seek to be a “cultural bridge” from our culture to another. (See Acts 8:25-29.)
5. We need to creatively help people to become hungry and thirsty to know more. This “salting” process should provide many entry points for spiritual discussions on a one-on-one basis and for invitations to future outreach events. (See Matthew 5:13 and Acts 17:32.)
6. The gospel is best communicated in the context of relationships. Opening your home and “doing life” together in community creates greater credibility and receptivity to the gospel. (See Matthew 9:9-10.)

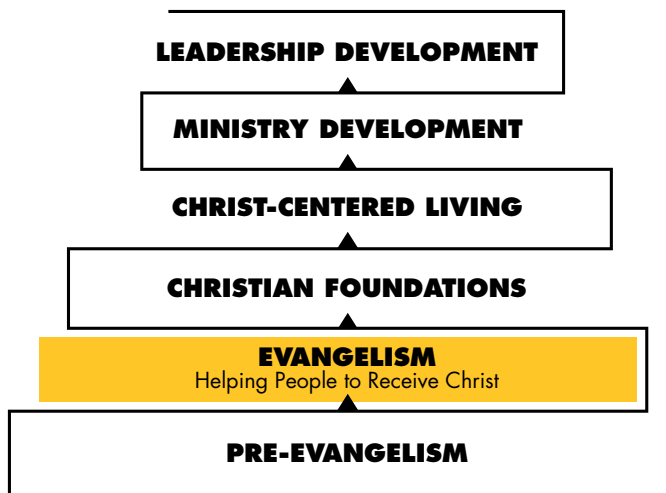
There are several categories of Pre-Evangelism strategies. These may include group discussions, one-on-one conversations, entertaining, giving a piece of literature, website link or other media exposures.

DISCUSS

- Why is Pre-Evangelism important, especially in a predominantly secular culture like ours?
- What ideas do you have for effectively connecting with non-Christians in your areas of relationship and influence?

EVANGELISM

Helping People to Receive Christ



Jackie, a paralegal in Raleigh, North Carolina became interested in a local Christian ministry when she read an article about the organization in the newspaper. So she called the local office to find out more. Later, Louann met with her over coffee to answer her questions. Jackie was very open spiritually, so Louann clearly presented the gospel to her. She responded and trusted Christ as her Savior right then. Jackie and Louann began to meet regularly and now Jackie is participating with other women in an evening Christian Foundations group.

The Objective of Evangelism is to present the claims of Christ in the most effective way and to give individuals an opportunity to receive Him.

Biblical Principles

1. Taking the initiative to share our faith is clearly a biblical mandate. (See Luke 14:15-24, especially 21 and 23.)
2. Because people respond differently, we should use diverse means to reach them: individual, small group and large group evangelism. (See John 4:7-10; Matthew 9:10 and Luke 8:4.)
3. In presenting the gospel, we are to be both shrewd and innocent, both clever and pure. We are to use any

means to overcome the barriers to the gospel while not violating our own integrity. (See Matthew 10:16.)

4. We should seek to reach the greatest number of people with the gospel and give them an opportunity to respond to Jesus' claims, while being sensitive to each individual's needs. (See Luke 4:43-44.)
5. It is not necessary to explain fully what we intend to do when we make the initial contact with people. To be ethical, we do not need to first tell people that we wish to share the gospel with them. (See John 4:7-26.)
6. Participation in personal evangelism is critical to our ongoing spiritual growth. If we are fully following Christ we will be "fishing" for people. (See Matthew 4:19.)
7. Our presentation of the gospel should be culturally relevant and sensitive to the individual's needs and concerns they may have about the gospel. (See 1 Corinthians 9:19-23.)

For the greatest relevance, evangelism should be approached in various ways: one-on-one, evangelistic discussion groups, small evangelistic events, large evangelistic events, media and literature. Each approach has its own set of advantages for a particular person or audience.

As you are developing someone to go on to the next step in the Discipleship Process, be sure that more than just knowledge is being communicated. Help each person internalize truths and then live out the reality of these truths. To help you determine which truths are crucial, a list of "Essential Qualities" is included with each step in the process.

IT TAKES TIME

Paul met Terry at a networking event in Austin, Texas, and took him to lunch. He developed a good relationship with him but realized that Terry had a lot of barriers to the gospel and would not respond to a gospel presentation quickly. Paul invited Terry to a men's evangelistic Bible study with several of his business friends. Being an attorney, Terry felt he had to

“cross-examine” during the study and asked many questions. Paul also invited Terry to an evangelistic luncheon which Terry enjoyed. He was impressed with the speaker and the large number of business leaders who attended the luncheon. Afterwards he and Paul met again to discuss his thinking about the gospel and his barriers concerning receiving Christ. Over many months, Terry came to many different groups and events sponsored by the ministry in the city. Eventually, Terry received Christ after two years of going to Bible studies, evangelistic events and attending a local church. Because he saw the value of many different kinds of exposures to the gospel in his own life, he began bringing many friends to different types of events in the city.

DISCUSS

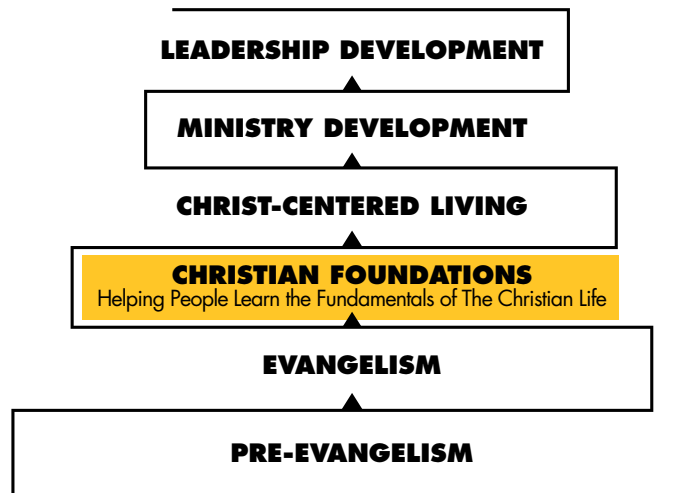
- What are some unrealistic expectations we can have when sharing our faith?
- Which type of evangelism mentioned in the story do you feel most drawn to and why?

Observe these ESSENTIAL QUALITIES before taking a person from the Evangelism level to the Christian Foundations level:

1. Has received Christ.
2. Demonstrates a teachable attitude and desires help to grow in their relationship with God.

CHRISTIAN FOUNDATIONS

Helping People Learn the Fundamentals of the Christian Life.



The Objective of Christian Foundations is to guide a person to understand and experience the basic principles needed to begin their relationship with God.

Biblical Principles:

1. We help people to take steps of growth in their faith, be rooted in God’s Word and lay a foundation for future growth and ministry. (See Colossians 2:6-7.)
2. We help people to be established in their faith so they won’t fall away when difficulty or persecution comes. (See Mark 4:16-17.)

The Christian Foundations level is often conducted on a one-on-one basis. However, leading a small group through Christian Foundations is also excellent because of the opportunity for interaction with others.

DISCUSS

- What are the advantages of taking people through Christian Foundations in a small group? In a one-on-one setting?

THE TESTING OF A NEW BELIEVER

Kathy received Christ after Kay shared the gospel with her over lunch. They immediately began meeting weekly to begin a Christian Foundations level Bible study. After the fourth session, Kathy called Kay to say that she had received a call from home and that her mother was dying of recurring cancer. She asked Kay to pray for her mom to be healed, as she would be devastated if her mother died.

Kathy left for home and Kay learned seven days later that Kathy's mother had died. Kay worried what this family crisis would do to Kathy's new-found faith as she was only four weeks old in the Lord. Would Kathy turn away from God since He had not answered her prayers? Would she doubt His love, power, or even His existence? When Kathy returned to work after the funeral, she and Kay met for a time to visit. Instead of being devastated by her mother's death, Kathy was sad, yet peaceful – even stating that God had answered her prayers. “*He did heal my mom,*” she said. “He took her home to be with Him.” She considered her mother now perfectly whole and healed by God in heaven. Her depth of faith was amazing for such a young Christian. Laying a biblical foundation early in her Christian life had given her spiritual resources to draw on when personal tragedy came.

Observe these ESSENTIAL QUALITIES before taking a person from Christian Foundations to the Christ-Centered Living stage:

1. Has assurance of salvation.
2. Understands how to confess sin.
3. Beginning to understand the ministry of the Holy Spirit.
4. Beginning to learn the importance of prayer and the Scriptures in producing spiritual growth.
5. Beginning to fellowship with Christians.
6. Has a growing heart to know and love God.
7. Makes time to meet with the leader and is faithful to their commitments.

Individuals who exhibit the above Essential Qualities (along with those of the Evangelism level) should be encouraged to commit themselves to the next level in the Discipleship Process.

Importance of Observing and Building the Essential Qualities in the Disciple's Life

As we build into people and observe their growth, we must trust God to give us wisdom to carefully begin selecting people to develop. (See *Luke 6:12-13*.) In order to be most effective at the Christ-Centered Living stage, it will mean a shift in the focus of your discipleship efforts. Previously you have been sowing broadly to find potential leaders and help anyone who was interested in growing spiritually. Now as you seek to motivate people to move to the level of Christ-Centered Living, you should begin to narrow your focus to identify those people willing to make a “discipleship commitment.”

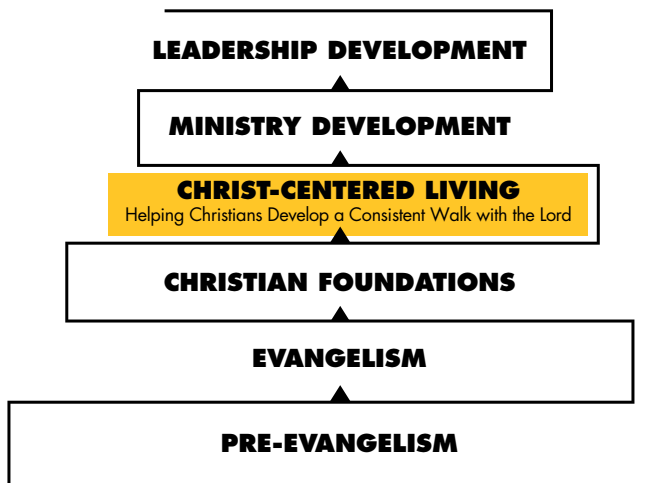
The gospels make it clear that Jesus didn't just pick the first twelve people he met to disciple. He began calling men to follow him and then observed those men for about a year before choosing the twelve – after spending a night in prayer. The principles are clear. As we seek to develop others as leaders, we need to find the right people in whom to invest our efforts. Before challenging people to the discipleship level we need to observe certain qualities in their life. This may mean taking time to observe their level of commitment and to build them up in certain areas that may be lacking.

Obviously, this will take time. But it is important not to fall into the trap of moving people ahead before they really exhibit the Essential Qualities needed to be ready for discipleship. How? An effective means for developing people not yet ready for the discipleship level is through what may be called a “filter Bible study” or by taking them through materials one-on-one. In these settings you can help people grow until they are exhibiting the Essentials needed for the next step.

Some suggested tools would be: introductory materials from Cru.org/train-and-grow/ten-basic-steps.html, *Man in the Mirror*, and authors like Tim Keller, John Eldridge, Larry Crabb and John Piper. Use materials appropriate for the goal of helping people grow in the needed Essential Qualities.

CHRIST-CENTERED LIVING

Helping Christians Develop a Consistent Walk with the Lord



The Objective of Christ-Centered Living is to help people consistently live in a vital relationship with Christ by the power of the Holy Spirit.

Biblical Principles

1. True discipleship always involves a process of change in mindset from a worldly value system to a biblical value system; from a human viewpoint to God’s viewpoint. (See Romans 12:1-2.)
2. Seek to establish young believers in ministering to others as soon as possible – giving them a chance to see God use them early on. (See Luke 10:1-9 and Matthew 28:17-20.)
3. People should never be developed so they can become our followers, nor should we develop people just to carry out a program. We want to help people walk with the Lord. (See 1 Corinthians 3:4-9.)
4. Seek to lovingly challenge people to apply the truths they are learning. We are to be neither pushy nor passive as we take the initiative to build into people with patience. (See 1 Thessalonians 5:14.)
5. Discipleship is more caught than taught. Seek to build your people in the context of real life situations, inviting

them into your home and “doing life” together.

(See 1 Thessalonians 2:8.)

The term “discipleship commitment,” as it is used here, describes a mutual commitment between a follower or group of followers and the leader. It is a commitment that goes beyond a Bible study where people attend when they feel like it. The Christ-Centered Living level and the curriculum that goes with it, such as *Practical Christian Living*, is designed to promote Scripture study and memorization, prayer, sharing, accountability and evangelism. Thus, it is important for each person involved in the process, both leader and learner, to be committed to attend the meetings, complete assignments and applications, and develop relationships with and pray for the other group members. This “discipleship commitment” is best agreed to ahead of time in an explicit way between the leader and the participants. (Refer to “An Opportunity” located in front pages of *Practical Christian Living* and in Session 5, Appendix F.)

Developing people in Christ-Centered Living usually can be accomplished best by meeting in small group settings. A small group is usually more effective because of the enthusiasm gained within a group and the opportunity of the participants to learn from one another.

However, the advantages of discipling one-on-one include the ease of meeting with one person rather than matching schedules and maturity levels of multiple people for a group and the additional personal attention each person gets. Also the learner can more readily begin to lead someone else if they use the one-on-one approach. Whichever context is used, be sure to engage on a personal level. Open your home, do things together in community and develop them in the context of everyday life.

Observe these ESSENTIAL QUALITIES (along with those of previous levels) before taking a person from the Christ-Centered Living stage to the Ministry Development level:

1. Developing a love for God.
2. Walking in the Spirit and growing in various areas of personal life.
3. Gaining an eternal perspective on life.

4. Growing in confidence of forgiveness and trust in God.
5. Developing a servant's heart for people.
6. Willing to begin to share the gospel and minister to others.
7. Growing in prayer and feeding on the Word daily.
8. Growing in fellowship with other Christians.

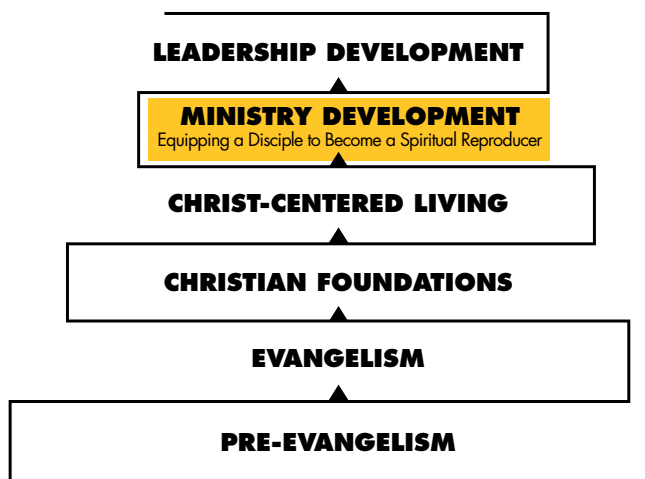
DISCUSS

Joe is a member of your discipleship group. He actively participates in the group discussion and often shares what God is teaching him in his personal study of the Bible. Joe enjoys his one-on-one meetings with you but has canceled three straight appointments which were designed for outreach to others. He also hedged when you asked him to arrange a meeting with one of his non-Christian friends.

- Would you challenge Joe to go on to the Ministry Development level? Why or why not?
- How might you help him with his hesitations?

MINISTRY DEVELOPMENT

Equipping a Disciple to Become a Spiritual Reproducer



The Objective of Ministry Development is to further develop the disciple in their relationship with God and to launch him or her into a ministry of evangelism and basic discipleship.

Biblical Principles

1. Within your discipleship ministry framework, provide high-commitment opportunities for people -- situations which will require them to "count the cost" and take a step of faith. (See Matthew 14:22-33 and Luke 14:25-33.)
2. Continue evangelizing while building leaders. Involve people in personal and group evangelism. Participation in personal evangelism and encouraging others' involvement are critical to ongoing spiritual growth. (See Luke 10:1-9.)
3. All people must be developed -- even those who have natural leadership abilities -- to become spiritual leaders. Spiritual leaders do not just "rise to the surface." (See Matthew 28:19-20.)
4. Consider using these four steps to build ministry skills: instruction (teach them how), demonstration (model the skill), observation (watch them apply the skill) and evaluation (give them feedback). This four-part emphasis will help ensure effectiveness and multiplication. (See Matthew 10:5-14; 17:14-20.)

5. Although the harvest is plentiful and laborers are needed, not everyone is ready for the commitment of being a laborer. You should allow those who are not ready for higher commitments to drop out of your discipleship group until they are ready to go on. You should concentrate your efforts on those demonstrating faithfulness and becoming spiritual reproducers. Those not ready can be provided with or directed to lower-commitment opportunities. (See John 6:48-68 and 2 Timothy 2:2.) This is a very good reminder that discipling others in the context of a local church and/or other Christian organizations will provide growth opportunities for those not yet ready to be spiritual reproducers.

A small group is the best context for developing people on the Ministry Development level. You may find fewer people able to make this commitment, but the most important ingredient is that they share the same high commitment to the objectives of the group.

You can disciple one-on-one but we will consider over the next few sessions how the dynamics of a small group will enhance your efforts in discipling others at the Ministry Development level.

Observe these ESSENTIAL QUALITIES (along with those of previous levels) before taking a person from the Ministry Development level to the Leadership Development level:

1. Growing in understanding of how God's character affects daily living.
2. Participates in a local church.
3. Bases personal and professional decisions on God's Word.
4. Demonstrates healthy family relationships.
5. Growing in confidence in God's call to be His ambassador.
6. Exhibits a commitment to the Great Commission as it relates to reaching the world and one's own sphere of influence.
7. Understands how to engage in spiritual battle.
8. Builds other Christians in Christian Foundations and Christ-Centered Living in the context of community.
9. Demonstrates a willingness to break faith barriers.
10. Utilizes momentum activities of a church or local spiritual movement to build disciples.

CHECK THIS OUT!

Bill began a discipleship group two years ago with John, Fred and some others. One Sunday afternoon, Bill took two hours to read the Essential Qualities to assess where each man was in his spiritual growth and ministry development. John, the owner of a small software company was really wrestling with issues at work as he sought to trust God with problems and challenges regarding his employees. He was dealing with two major areas: his anger towards his people when they let him down in a crunch time, and concerns about his cash flow as he tried to make his monthly payroll. John began to apply the things he was learning about the Spirit-filled life and humbly went to his employees to ask for their forgiveness when he lost his temper with them. He also turned his financial struggles over to the Lord. He began to trust God instead of worrying, and began to run his company in a godly way. God honored John's commitment, and his franchise store became number one in the country.

John recently began a discipleship group himself, made up of men with whom he had personally shared Christ or had taken to an evangelistic luncheon. He is now helping two of these men apply the same principles of the Spirit-filled life in their work situations.

As a result of his assessment, Bill decided to ask John to attend a Christian leadership conference and to join the team's advisory board. He also asked John to join another leadership group he was forming to help men gain a vision for reaching a larger segment of their city.

Fred, also in Bill's discipleship group, is an outside salesman and has a passion for seeing people come to Christ. His success as a salesman affords him flexible hours. This flexibility has allowed him to get involved in various ministry projects and spend extended time sharing Christ with people he meets during the day. He has seen many people come to know the Lord through his witness but began to spend less and less time with his family. His relationship with his wife and children began to suffer. Bill became aware of Fred's marital stress resulting from Fred's hours away from home. Fred's wife had begun to resent the time Fred spent ministering to other people, while neglecting her and the children at home.

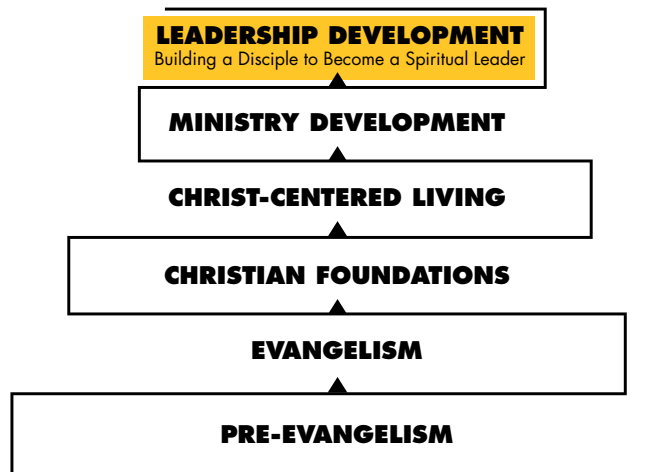
Bill's assessment of Fred led him to decide to ask Fred to cut back on all ministry projects and to get some marital counseling. He decided it was not wise to ask Fred to proceed to the Leadership Level at this time. Instead, Bill asked Fred to continue meeting with him one-on-one. Bill maintains contact with him, encourages him and offers accountability to help him rebuild his relationships at home.

DISCUSS

- What was the value of Bill evaluating his group members using the Essential Qualities?
- Based on the level of spiritual growth of the majority of your people, what Essentials are you going to look for before encouraging them to a higher level of commitment?
- How would you determine if these specific Essentials are present?
- How could you help foster growth or development if certain Essentials are weak in your people? Be specific and practical.

LEADERSHIP DEVELOPMENT

Building a Disciple to Become a Spiritual Leader



The Objective of Leadership Development is to continue to guide a person to become an effective leader of emerging leaders.

Biblical Principles

1. The leader must seek to develop people to become complete in Christ, so their lives reflect the values and ministry of Jesus. (See Colossians 1:28-29.)
2. Building leaders, and thus multiplying ourselves, is the natural result of true discipleship. Our goal should be to build leaders who will develop other leaders. At this level our goal should never be merely to lead a group or to teach others. (See Matthew 28:20 and 2 Timothy 2:1-2.)
3. God wants us (and the people we are leading) to be both leaders and followers. We tend to want to be only one or the other. (See Luke 12:42 and Ephesians 5:21.)
4. A strong ministry of sending disciples to the world will result only if we are engaged in fervent prayer for laborers to be sent into the harvest. (See Matthew 9:37-38.)
5. Involvement in a spiritual movement will result in greater effectiveness for Christ than any individual effort. (See Ephesians 4:15-16 and Philippians 1:27.)

Spiritual leadership can be expressed in various ways depending on the person's spiritual gifts and abilities. One person might organize people who are directing a large evangelistic event; another might be shepherding those who are building others, while another could be using their organizational abilities to give leadership to others who are raising funds for the movement. The common thread in all three is their love for God, heart-felt commitment to the Great Commission and the development of other leaders through their avenue of service.

Goals of the Leadership Development Stage

Unlike the previous Essential Qualities, the following list is not intended to help determine a person's readiness for a higher level of commitment. These Essential Qualities are provided, however, to give you a goal for the development of your people who are becoming mature leaders.

1. Imparting a vision for ministry through a spiritual movement.
2. Sets an example of Christ-like behavior that influences others at work and home.
3. Has developed a biblical world view that informs values and choices.
4. Growing in intercessory prayer for people.
5. Actively involves others in breaking faith barriers.
6. Communicates spiritual truth clearly and with conviction.
7. Understands and exhibits that there is no sacred/secular split in life (e.g., work vs. ministry).
8. Effectively develops those he is leading and helps them to do the same with others.
9. Understands and utilizes God's Word in his personal life and in the lives of those he is developing.
10. Influences group members to take leadership roles.

DISCUSS

- As you consider the Essential Qualities, at which stage of the Discipleship Process are you?

- Think of two people from your relationship network that you are taking through the Discipleship Process. Using the Blueprint Summary chart in the Appendix, share with the PCLD group what stage your people are currently in. Explain in your own words what biblical principles you as a leader should employ in leading your disciples through this growth level. Use Scripture to back up each principle.

THE TOOLS OF THE DISCIPLESHIP PROCESS

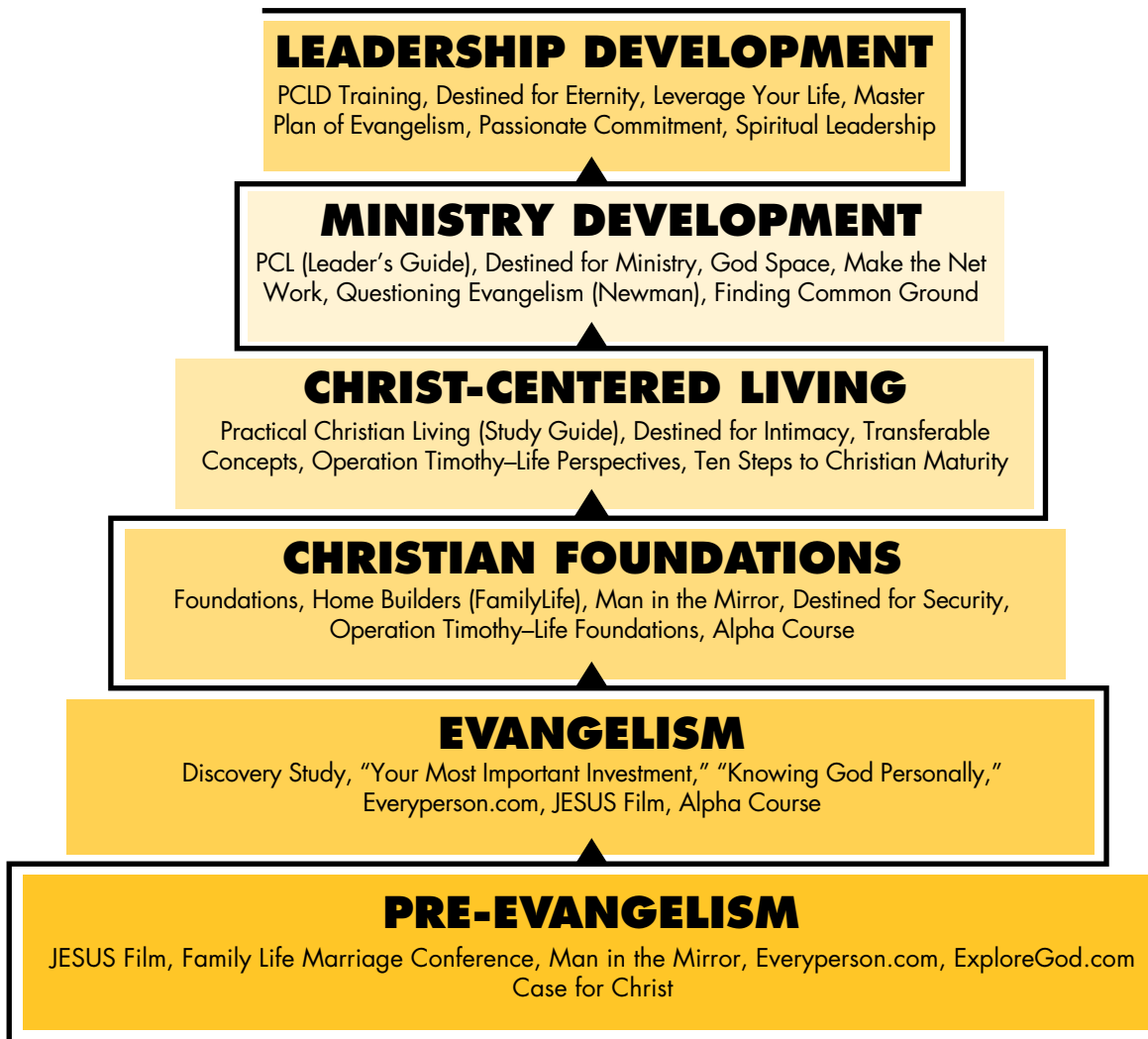
Transferable Materials Help To Ensure and Accelerate Multiplication

The Cru ministry has designed or recommended tools for each stage in the Discipleship Process (see graphic on next page). The purpose is to help people to develop spiritual leaders. These leaders will then be a part of influencing their world for Christ. Although these materials will be very beneficial in your discipling efforts, they are only tools to assist you. Getting through the materials is not the objective; rather, the objective is to develop spiritual leaders.

There are several reasons for being committed to the use of these tools. First, they have been designed to be "transferable." Second, consistent use of these materials will enhance the identity and cohesion of a spiritual movement. Third, not having to create or search for "the best material" helps us to trust God, not tools, in building spiritual leaders. People with a relatively minimum amount of training can use these tools to minister to others. This transferability helps a movement multiply more effectively because the tools and principles do not need to be "rediscovered." People with creative flair want to create their own materials. However, their unique materials will not be transferrable for the people they are leading, resulting in little multiplication.

DISCUSS

- What is the value of everyone in a movement using the same basic transferable tools in developing their personal ministries?
- What is the danger of everyone using only the materials they prefer?



TOOLS OF THE DISCIPLESHIP PROCESS

THE ENVIRONMENT OF THE DISCIPLESHIP PROCESS

The Vital Role of Momentum

Internalizing the steps in the Discipleship Process and using effective tools will help you to develop people. There is an additional factor, however, that is crucial. It is the environment of the Discipleship Process.

As we seek to motivate people through the process of change and growth, we will discover that, to be most effective, our discipleship efforts should take place within a spiritual movement. Why? Because a movement is characterized by an environment of momentum, enthusiasm and visibility. Momentum is characterized by the enthusiastic spirit of a larger group of people who are captured by a sense of increasing progress toward their common goal. The enthusiasm generated by a group with momentum also attracts other people to join. Momentum activities are high-visibility functions that spark interest and expand the vision of the participants. It is a simple fact of human nature that a group of hundreds of people rallying behind a cause can increase each participant's own commitment.

A movement also links together the collective energy, abilities and influence of people, producing a far greater impact than if they were to work separately. Just as athletes will be more successful when they work as a team rather than as individuals, so involving people in a movement will produce a greater impact for the Kingdom than isolated small discipleship groups.

CHECK THIS OUT!

Tom, a professional in Washington, DC, became a Christian several months before a large Christian rally. At the invitation of a friend, Tom reluctantly agreed to attend, but only for a few hours, saying that he felt this type of event sounded a bit too "weird" for him. But as he experienced the enthusiasm of over one million people praying, singing and listening to speakers, he was swept up in the excitement. He later shared with his friend how much that experience encouraged and challenged his new commitment to Christ.

Momentum Activities Help:

- Give Visibility
- Increase Commitment
- Enhance Credibility
- Accelerate Multiplication
- Create Excitement
- Provide a Filter Process
- Inspire Vision
- Build Leadership

Momentum activities (winning, building, and sending) can provide a reservoir of people who can be motivated to begin the discipleship process. At first, ask your group members to attend such activities and bring others with them. Later, you can involve people in the planning, organizing and conducting of momentum activities. This develops leadership and deepens commitment to the movement.

Just as Jesus built His men within the context of a ministry of momentum (e.g., the Sermon on the Mount, feeding the five thousand, sending out the seventy-two, etc.) so we should build our people within a spiritual movement – one that emphasizes both the core of multiplication and the environment of momentum.

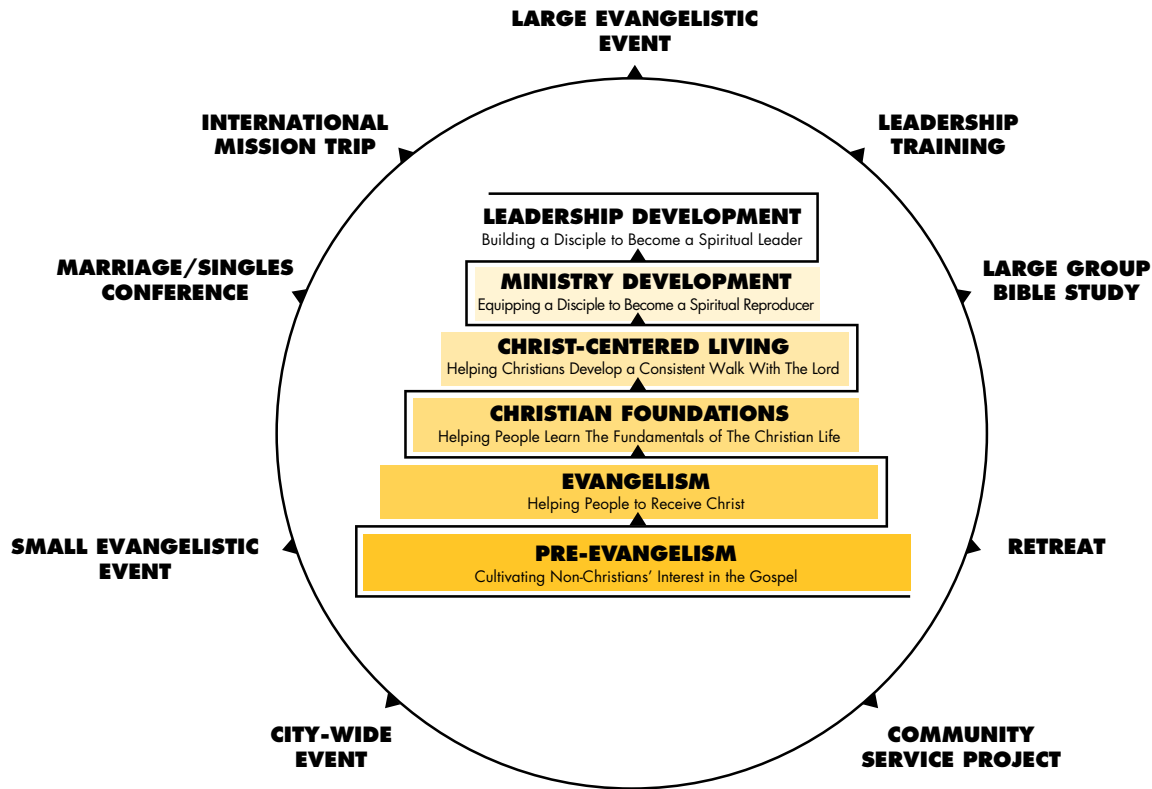
DISCUSS

How did the momentum events that Jesus used in His ministry affect His disciples?

THE ENVIRONMENT OF MOMENTUM ADVANCES THE DISCIPLESHIP PROCESS

These are some examples of momentum events that a city ministry could offer in a typical year. The events will differ from city to city, but the need for momentum events is universal. Also be aware that your discipleship group can host smaller momentum events on its own – evangelistic dinners, brown bag lunches, etc.

Be aware that many times the demands of conducting momentum activities can lead to the events becoming ends in



THE ENVIRONMENT OF MOMENTUM

themselves. We need to keep our focus on the true objective of building disciples and use momentum events as opportunities to identify people ready for discipleship and to build further commitment and leadership.

DISCUSS

- How does momentum relate to multiplication?

- How would you compare the impact of a spiritual movement which utilizes momentum activities and a group of Christians who meet only for Bible study and fellowship?

- How could a momentum event give your disciples opportunities to overcome fear or other weaknesses?

THE THIRD COMPONENT OF A MOVEMENT

As we have seen, a spiritual movement is more than just a large Christian group with clear goals. We have previously described the roles of momentum and multiplication. Now we will touch briefly on the third element of a spiritual movement: management.

Management is the planning, organizing and leading of the many aspects of a movement. Strategic planning, resource

development, prayer coordination, communications and event planning are all examples of management skills and gifts which are critical contributions to a ministry. These are often skills which are performed behind the scenes but are services which undergird the entire movement. Management must be balanced with the other two elements to sustain and expand the size and impact of the movement.

The feeding of the 5,000 (Matthew 14) is an example of Jesus applying all three components in developing the leadership of what would become a great spiritual movement – His church. He led a large public event that enhanced His credibility and visibility, thus increasing His following. While ministering on a large scale, He also focused on building His men in a personal way. He discussed with His disciples the needs of the crowd and that they were to meet those needs through Him. As the disciples participated in the miraculous provision, their own commitment to and involvement with the Master deepened. Jesus also utilized the role of management by having the disciples seat the people in groups, distribute the food and collect the remnants in baskets.

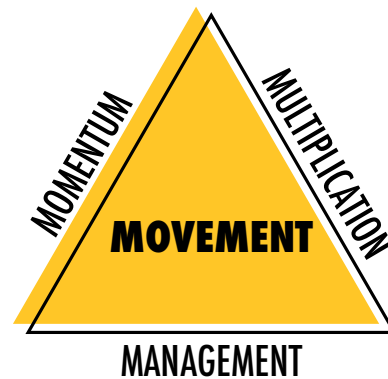
We see another example of management in Acts 6 where the Apostles responded to growing needs in the early church by directing the congregation to appoint faithful men to handle some of the administrative details. Seven deacons were appointed to manage the distribution of food for the widows. Meanwhile, the Apostles were able to focus on prayer and on teaching the Word.

Employed correctly the three components work synergistically in a powerful way to build a movement as illustrated below. Used separately or out of balance, a healthy movement will not develop.

Even if you are a part of a small discipleship ministry and don't have all the resources needed to have momentum and management, you can take advantage of momentum activities managed by other groups or churches around the city (e.g., conferences, citywide outreaches, prayer breakfasts.)

SUMMARY

Jesus has given us a command to make disciples and teach them to apply all His commands. The Discipleship Process



THE THREE COMPONENTS OF A MOVEMENT

can be an effective “blueprint” to show you how to develop individuals. You may begin with non-believers or with young believers and help them build a solid foundation to eventually become spiritual leaders. It is not the only way a person may become a spiritual leader, but it can be one of the most helpful ministry “tools” for you to use to help many people make that journey.

Along with a clear objective for each step in the process, there are also Essential Qualities. These describe the characteristics that you will want to see exhibited in a person's life who is being disciplined (both the “being” and the “doing” dimensions). An additional part of the Discipleship Process is the suggested material (tools) that can help you build individuals at each stage of their development.

Lastly, the environment in which you employ the Discipleship Process is crucial. We want to be the best stewards of those people God has graciously “loaned” to us. If you develop disciples within a larger spiritual movement, the elements of momentum, teamwork and synergy create an atmosphere far more conducive to the development of spiritual leaders and the expansion of God's Kingdom.

Someone in the group read aloud the following paragraph:

A person is not disciplined in a few short weeks. It requires a long-term commitment to help a person mature spiritually. Discipleship is a process. The effective discipler must be able to evaluate a person's walk

with the Lord and encourage, exhort, and challenge that person to grow in specific areas of their life (1 Thessalonians 2:11-12.) It is important that you not evaluate a Christian's maturity based solely on their biblical knowledge or their involvement in spiritual activities. Both could be very misleading. Likewise, do not be discouraged when people don't continue in discipleship. Allow those not ready to "self-select out" and possibly come back later. You must learn to be both discerning and persevering as you seek to help people mature and become spiritual multipliers.

ASSIGNMENTS

1. Memorize the titles and be familiar with the objectives of each step in the Discipleship Process.
2. Based on the Essential Qualities, where do you place yourself on the Blueprint Summary chart in the Appendix? What steps do you need to take to grow to the next level? Be ready to share these with your leader during the next one-on-one meeting.
3. Identify the people in your spheres of influence (e.g., neighborhood, work, Sunday School, etc.) that God may be leading you to develop. Determine which level in the Discipleship Process each person is in currently, based on the Essential Qualities. Which of these people do you already know you can challenge to the next level? Share with your leader during your next one-on-one meeting.
4. Read and study thoroughly Session 4 and write your answers to the Discussion Questions.
5. Review Romans 12:1-2, 1 Thessalonians 2:7-12 and Colossians 1:28-29. Memorize Matthew 28:18-20 for your next one-on-one meeting.
6. Be prepared to hand in your completed Mission Statement and Personal Testimony during your next one-on-one meeting.

CLOSE IN PRAYER

APPENDIX

BLUEPRINT SUMMARY (Stages of Disciple Making)

STAGE/OBJECTIVE	BIBLICAL PRINCIPLES	ESSENTIAL QUALITIES	TOOLS
<p>Pre-Evangelism: Actively meet new people, reach out to them in love and develop rapport, and begin to share spiritual matters in order to nurture receptivity to the gospel.</p>	<ol style="list-style-type: none"> 1) Christians are not called to huddle together in a protective or defensive mentality. We have been sent into the world to point people to Christ rather than asking non-Christians to come to us. 2) We need to actively build relationships with non-Christians and take the initiative to meet new people. We should help other Christians keep in touch with the non-believing community. 3) We should seek to cultivate receptivity to the gospel in people by using their terminology and relating within their context. Non-Christians see things through cultural (worldly) glasses. 4) The gospel is for all people in all cultures. Each of us should seek to be a “cultural bridge” from our culture to another. 5) We need to creatively help people to become hungry and thirsty to know more. This “salting” process should provide many entry points for spiritual discussions on a one-on-one basis and for invitations to future outreach events. 6) The gospel is best communicated in the context of relationships. Opening your home and “doing life” together in community creates greater credibility and receptivity to the gospel. 		<ul style="list-style-type: none"> • <i>JESUS Film</i> • <i>FamilyLife Marriage Conference</i> • <i>Man in the Mirror</i>, • <i>EveryPerson.com</i> • <i>ExploreGod.com</i> • <i>Case for Christ</i>
<p>Evangelism: To present the claims of Christ in the most effective way and to give individuals an opportunity to receive Him.</p>	<ol style="list-style-type: none"> 1) Taking the initiative to share our faith is clearly a Biblical mandate. 2) Because people respond differently, we should use diverse means to reach them: individual, small group and large group evangelism. 3) In presenting the gospel, we are to be both shrewd and innocent, both clever and pure. We are to use any means to overcome the barriers to the gospel while not violating our 	<ol style="list-style-type: none"> 1) Has received Christ. 2) Demonstrates a teachable attitude and desires help to grow in their relationship with God. 	<ul style="list-style-type: none"> • <i>Discovery Study</i> • <i>“Your Most Important Investment”</i> • <i>“Would You Like to Know God Personally”</i> • <i>EveryPerson.com</i> • <i>JESUS Film</i>

- 4) We should seek to reach the most number of people with the gospel and give them an opportunity to respond to Jesus' claims, while being sensitive to each person's needs.
- 5) It is not necessary to explain fully what we intend to do when we make the initial contact with people. To be ethical, we do not need to first tell people that we wish to share the gospel with them.
- 6) Participation in personal evangelism is critical to our ongoing spiritual growth. If we are fully following Christ we will be "fishing" for people.
- 7) Our presentation of the gospel should be culturally relevant and sensitive to the individual's needs and concerns they may have about the gospel.

Christian Foundations:

To guide a person to understand and experience the basic principles needed to begin walking with God.

- 1) We help people to take steps of growth in their faith, be rooted in God's Word, and lay a foundation for future growth and ministry.
- 2) We help people to be established so they won't fall away when difficulty or persecution comes.

- 1) Has assurance of salvation.
- 2) Understands how to confess sin.
- 3) Beginning to understand the ministry of the Holy Spirit.
- 4) Beginning to learn the importance of prayer and the Scriptures in producing spiritual growth.
- 5) Beginning to fellowship with Christians.
- 6) Has a growing heart to know and love God.
- 7) Makes time to meet with the leader and is faithful to their commitments.

- *Foundations*
- *Home Builders (FamilyLife)*
- *Man in the Mirror*
- *Destined for Security*
- *Operation Timothy-Life Foundations*
- *Alpha Course*

Christ-Centered Living:

To help people consistently live in a vital relationship with Christ by the power of the Holy Spirit.

- 1) True discipleship always involves a process of change in mind-set from a worldly value system to a Biblical value system: from a human viewpoint to God's viewpoint.
- 2) Seek to establish young believers in ministering to others as soon as possible – giving them a chance to see God use them early on.
- 3) People should never be developed so they can become our followers, nor should we develop people just to carry out a program. We want to help people walk with the Lord.
- 4) Seek to lovingly challenge people to apply the truths they are learning. We are to be neither pushy nor passive as we take the initiative to build into people with patience.
- 5) Discipleship is more caught than taught. Seek to build your people in the context of real life situations, inviting them into your home and "doing life" together.

- 1) Developing a love for God.
- 2) Walking in the Spirit and growing in various areas of personal life.
- 3) Gaining an eternal perspective on life.
- 4) Growing in confidence of forgiveness and trust in God.
- 5) Developing a servant's heart for people.
- 6) Willing to begin to share the gospel and minister to others.
- 7) Growing in prayer and feeding on the Word daily.
- 8) Growing in fellowship with other Christians.

- *Practical Christian Living (Study Guide)*
- *Destined for Intimacy*
- *Transferable Concepts*
- *Operation Timothy-Life Perspectives*
- *Ten Steps to Christian Maturity*

<p>Ministry Development: To further develop the disciple in their relationship with God and to launch him or her into a ministry of evangelism and basic discipleship.</p>	<ol style="list-style-type: none"> 1) Within your discipleship ministry framework, provide high-commitment opportunities for people -- situations which will require them to “count the cost” and take a step of faith. 2) Continue evangelizing while building leaders. Involve people in personal and group evangelism. Participation in personal evangelism and encouraging others’ involvement are critical to ongoing spiritual growth. 3) All people must be developed – even those who have natural leadership abilities – to become spiritual leaders. Spiritual leaders do not just “rise to the surface.” 4) Consider using these four steps to build ministry skills: instruction (teach them how), demonstration (model the skill), observation (watch them apply the skill) and evaluation (give them feedback). This four-part emphasis will help insure effectiveness 	<ol style="list-style-type: none"> 1) Growing in understanding of how God’s character affects daily living. 2) Participates in a local church. 3) Bases personal and professional decisions on God’s Word. 4) Demonstrates healthy family relationships. 5) Growing in confidence in God’s call to be His ambassador. 6) Exhibits a commitment to the Great Commission as it relates to reaching the world and one’s own sphere of influence. 7) Understands how to engage in spiritual battle. 8) Builds other Christians in Christian Foundations and Christ-Centered Living in the context of community. 9) Demonstrates a willingness to break faith barriers. 10) Utilizes momentum activities of a church or local spiritual movement to build disciples. 11) Growing in understanding of how God’s character affects daily living. 	<ul style="list-style-type: none"> ● <i>PCL (Leader’s Guide)</i> ● <i>Destined for Ministry</i> ● <i>God Space</i> ● <i>Make the Net Work.</i> ● <i>Questioning Evangelism (Newman)</i> ● <i>Finding Common Ground (Downs)</i>
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<p>Leadership Development: To continue to guide a person to become an effective leader of emerging leaders.</p>	<ol style="list-style-type: none"> 1) The leader must seek to develop people to become mature in Christ, so their lives reflect the values and ministry of Jesus. 2) Building leaders, and thus multiplying ourselves, is the natural result of true discipleship. (Our goal should be to build leaders who will develop other leaders at this level. Our goal should never be merely to lead a group or to teach others.) 3) God wants us (and the people we are leading) to be both leaders and followers. We tend to want to be only one or the other. 4) A strong ministry of sending disciples to the world will result only if we are engaged in fervent prayer for laborers to be sent into the harvest. 5) Involvement in a spiritual movement will result in greater effectiveness for Christ than any individual efforts. 	<ol style="list-style-type: none"> 1) Imparting a vision for ministry through a spiritual movement. 2) Sets an example of Christ-like behavior that influences others at work and home. 3) Has developed a biblical world view that informs values and choices. 4) Growing in intercessory prayer for people. 5) Actively involves others in breaking faith barriers. 6) Communicates spiritual truths clearly and with conviction. 7) Understands and exhibits that there is no sacred/secular split in life (e.g., work vs. ministry). 8) Effectively develops those he/she is leading and helps them to do the same with others. 9) Understands and utilizes God’s Word in his personal life and in the lives of those he is developing. 10) Influences group members to take leadership roles. 	<ul style="list-style-type: none"> ● <i>PCLD Training</i> ● <i>Destined for Eternity</i> ● <i>Leverage Your Life</i> ● <i>Master Plan of Evangelism</i> ● <i>Passionate Commitment</i> ● <i>Spiritual Leadership (Oswald Sanders)</i>
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SESSION 04

THE MINDSET OF AN EFFECTIVE DISCIPLER

What kind of thinking is required of a spiritual multiplier?

SHARING

REVIEW ASSIGNMENTS FROM SESSION THREE

WORSHIP MUSIC and PRAYER

THE TEACHER'S MINDSET

The following story is an illustration of the importance of one's mindset in developing people. In his book, *Bringing Out the Best in People*, Alan Loy McGinnis refers to a study done on elementary school students. The researchers, Robert Rosenthal of Harvard and Lenore Jacobson, a San Francisco school principal, wanted to study the importance of a teacher's expectations toward various students.

According to McGinnis' summary, "A group of kindergarten through fifth-grade pupils was given a learning ability test. The next fall the new teachers were casually given the names of five or six children in the new class who were designated as 'spurt-

ers.' The tests supposedly revealed that they had exceptional learning ability.

"What the teachers did not know was that the test results had been rigged and that the names of these 'spurters' had been chosen entirely at random. At the end of the school year, all the children were retested, with some astonishing results. The pupils whom the teachers thought had the most potential had actually scored far ahead, and had gained as many as 15 to 27 I.Q. points. The teachers described these children as happier, more curious, more affectionate than average, and having a better chance of success in later life...."

DISCUSS

- Based on this study, what conclusions can you draw about the importance of a person's mindset in any undertaking involving developing people?

- What applications for spiritual multiplication can you see in this principle concerning our mindset?

WHY MALINOWSKI SUCCEEDED

In the 1860's, a Polish engineer by the name of Ernest Malinowski was consulted, along with many other engineers, about the possibility of building a railroad through the formidable Andes Mountains 15,000 feet above sea level. All of the engineers, with the exception of Malinowski, said the project couldn't be done.

Malinowski was an engineer who had a solid reputation, but he was already sixty years of age at the time. The representatives of the participating nations were concerned that he was too old for such an enormous undertaking. Malinowski, however, convinced them otherwise.

When Malinowski turned seventy, the actual construction finally began. This massive enterprise required 62 tunnels and 30 bridges. One of the tunnels measured 4,000 feet in length and was 15,000 feet above sea level.

Construction had to be halted twice because of revolutions and Malinowski, at one point, had to flee for his life. But nothing was going to stop this grand endeavor. In spite of the many obstacles, the railroad today is still considered one of the greatest engineering accomplishments in the world. Malinowski refused to quit and during that time had relegated everything in his life to accomplishing the goal.

DISCUSS

- What qualities did Malinowski have that enabled him to believe the project could be done?

- What excuses could he have given to keep from getting involved?

- What parallels do you see between this story and our involvement in the Great Commission?

- What excuses do we sometimes give for avoiding involvement in making disciples?

LONG-TERM VS. SHORT-TERM THINKING

Developing spiritual leaders and reaching people for Christ will be wishful thinking unless you, the leader have a clear plan and strong determination to develop people according to the biblical pattern.

Helping a person to become spiritually mature and walk in the power of the Holy Spirit is a rewarding achievement. But according to Jesus, the process does not stop there. His goal of building spiritual leaders is to develop them into individuals who will have a multiplying impact on the world.

But how can such a potential leader be developed? The leader (R2D2) who seeks to build this kind of person through the Discipleship Process must possess more than the knowledge

of the process or the use of the tools. He or she must also possess a mindset that guides the application of the process and the utilization of the tools. Because your perspective affects how you perceive things and ultimately how you make decisions, having the right mindset is critical.

In this article we will first explain the mindset of relating every decision to the biblical pattern of discipleship. This requires weighing decisions in light of our goal of developing spiritual leaders. Then we will look at some principles that will enable you to effectively develop men and women. Finally, we will look at seven common barriers that tend to keep us from reaching our goal.

The leader who desires to be effective must learn to think with the end in mind. It requires that we make daily choices in light of long-range objectives. Most people tend to order their lives by viewing each activity as an end in itself rather than a step toward any significant long-range objective.

The importance of thinking with the end in mind can be seen in many areas of life. Part of a past decline in American business, for example, can be traced to short-term thinking. Decisions have been made for short-term profits rather than long-term growth. Politicians do us a disservice when they make popular decisions that boost their ratings in the short-term rather than making unpopular decisions that are really best for the country in the long run.

Before the multiplying discipler can make decisions according to his purpose, he must know what his purpose for life is. The Bible tells us in Isaiah 43:7 that man was created for God's glory. In 1 Corinthians 10:31, the Bible says that whatever we do should be to the glory of God. These two references, along with many others, tell the Christian that his purpose in life is to glorify God. This should be the rudder of his life. He should relate all his decisions in life to this purpose.

But it is in the life of Jesus where we see the highest application of this principle. Robert Coleman, in his book, *Master Plan of Evangelism*, describes this quality in the life of Jesus:

His [Jesus'] life was ordered by His objective. Everything

He did and said was a part of the whole pattern. It had significance because it contributed to the ultimate purpose of His life in redeeming the world for God. This was the motivating vision governing His behavior. His steps were ordered by it. Mark it well. Not for one moment did Jesus lose sight of His goal.

Jesus demonstrated “long-term” thinking not only in His commitment to redeeming man, but also in His specific pursuit of spiritual multiplication. He could have focused on the multitudes and built an enormous following in His days on earth — but He didn't. Instead, He focused on a few men and built His life into them. As a result, even after He had left the earth, His movement continued to multiply greatly. Remember Christ lives in you. You can trust Him to empower you to follow His example in the deliberate task of building leaders when you are tempted to focus on short-term programs with more immediate results. Good activities can distract you from that which is best.

DISCUSS

- What are some ways you fall into short-term thinking in daily life?
- Why is long-term thinking vital to the Christian who wants to produce multiplying disciples?

The Christian who wants to produce multiplying disciples must relate his daily decisions to his purpose in life: to glorify God. In order not to become sidetracked by “good” activities,

which don't help him reach his objective, he must constantly evaluate all of his daily choices and decisions as to whether or not they will help him reach his life's objectives. (1 Corinthians 2:15)

- How would you apply long-term thinking in the following areas:

In considering a higher paying job with more responsibility but less contact with people?

In budgeting your money?

In deciding what volunteer job to fill in church?

- How does long-term thinking guide the evaluation of your ministry activities?

APPLICATION OF LONG-TERM THINKING

There are six principles that help make an effective discipler. Although using these principles may seem difficult or less productive in the short term, remarkably, they will ultimately yield greater results in the long run.

One: Multiplication vs. Addition

Read 2 Timothy 2:1-2. Addition in ministry occurs when someone leads others to Christ. While that is exciting, if the new believers are not developed to reach others, the influence ends with them. Multiplication, on the other hand, as seen in 2 Timothy 2:2, involves not only winning people to Christ, but also equipping them to win others and training them to continue the process.

If you start with a few people and build them toward spiritual maturity and impart a vision for the world and a desire to multiply to many generations, the impact for Christ can be staggering. But if you build little into many, you will see comparatively small results. We start small but must always think big.

Imagine two people simultaneously starting to minister for the next ten years of adult life. One has a fantastic ministry of personal evangelism and sees ten people receive Christ each year. However, these new believers are never developed to multiply their lives into the lives of others.

The second person carries on what may appear to be a less spectacular ministry of evangelism and discipleship. But from those he leads to Christ, he selects two people every two years to develop and they, in turn, every two years reach and develop two others.

At the end of ten years, the evangelist will have brought 100 people to Christ. On the other hand, the person who has multiplied his life into others who have done the same will have developed more than 240 spiritual leaders. An investment like this obviously requires time and endurance. But it also takes the right relational mindset to see beyond the seemingly insignificant short-term results to the long-term pay off. If you do not have that perspective, you will not rise above an addition-oriented ministry.

In the table below you can see the potential impact of multiplication over 20 years.

Years	0	2	4	6	8	10	▶▶▶▶	20
Addition	1	20	40	60	80	100	▶▶▶▶	200
Multiplication	1	3	9	27	81	243	▶▶▶▶	59,049

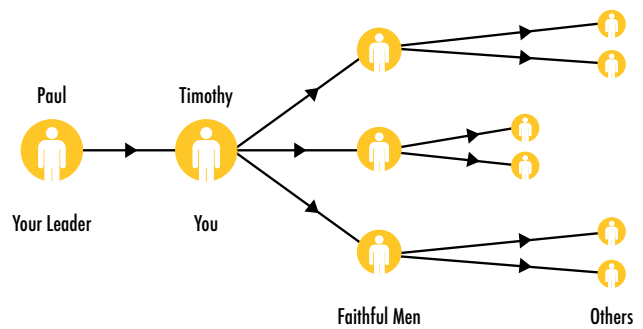
DISCUSS

Why is it necessary to focus on only a few people in order to develop spiritual multipliers?

How does someone know if he or she is really building multiplying leaders? As we have seen, the goal of discipleship is not simply to lead a group or even to have others lead groups. The goal of discipleship is to “present every man complete in Christ” with the result of influencing the world. The principle of multiplying discipleship, illustrated in the following diagram, is found in 2 Timothy 2:2, “The things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also.”

Just as we see four generations of discipleship in the model of Paul’s ministry (Paul to Timothy to faithful men to others),

so four generations should be a goal for your own discipleship ministry.



FOUR GENERATIONS OF DISCIPLESHIP

It will take time to see four generations develop, sometimes many years. However, it will be worth the effort as you see many spiritual leaders emerge who will be helping to influence their world for the Savior. Remember that any endeavor of worth and excellence is difficult.

DISCUSS

- How do you feel about influencing four generations of people through your life?
- Does it seem realistic for you? Why or why not?
- What might be some of the obstacles?

Two: The Leader as a Servant

In beginning a group, the leader's objective is to help people develop their walks with God and begin to reproduce spiritually. As you help people develop spiritually and personally over the course of several years, there will be numerous opportunities to serve them and help them in various areas of their lives.

Several years ago Rose, a woman Mary was helping to develop in her spiritual life, had a work-related deadline in her software company. New software manuals had to be printed and assembled for a presentation the next day. Mary stayed up all night with Rose putting the books together. The project was finished just in time for the morning meeting.

Serving the people whom you are developing may mean helping them in practical ways as well as encouraging them to ap-

ply biblical truth. Help your disciples to "bring the Lord" into every area of life – whether it is "important" or not, whether it is "spiritual" or secular. They should see you as a resource to help them accomplish the God-given objectives for their lives. Do not view them as people building your ministry, but see yourself as their servant building them in a number of ways. Love them as you live life with them.

DISCUSS

What are some ways you can serve the people you are developing:

- With practical problems they encounter?
- With personal struggles they are facing?
- With ministry opportunities they may have?

Three: Transformation and Application Is the Goal

Read Romans 12:2 below.

“And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what the will of God is, that which is good and acceptable and perfect.”

Paul's emphasis was not merely on the content of what he was conveying, but on heart and life transformation so that people lived differently as a result of what they had learned. Much of what we say, think and do is a result of the world having conformed us into its mold. Our only hope for true transformation is through the renewing of our mind, knowing God and allowing the Holy Spirit to change us. Jesus did not tell His disciples merely to teach others, He told them to teach others to obey (Matthew 28:18-20).

Biblically based materials are an important part of the discipleship process. A potential risk, however, is that completing the curriculum can become the goal. The goal of discipleship must be more than communicating content. It should be to build others who love both God and people, helping some to become spiritual leaders.

The means of transformation in anyone's life is surrendering control to the Holy Spirit to conform us to the Word of God. We must rely on Him to guide us as we take steps of faith to love and develop others. There is no transformation in merely gaining knowledge. Life-change only comes when the Holy Spirit empowers the person to obey what they have learned. We must encourage disciples not to rely only on what they know, but to trust God to effectively use what they know to build spiritual leaders.

For example, teaching a lesson on how to share the gospel does not guarantee a person will be effective in personal evangelism. You, the leader, need to model sharing the gospel, help the individual to do it (application), give encouragement and then hold the person accountable until it becomes a part of their lifestyle. One reason we have not seen the world reached with the gospel is because the Christian community rarely goes beyond imparting knowledge. Few Christian leaders provide the much-needed aspects of modeling, application, encouragement and accountability.

Transferable Tools

In order to ensure the development of future leaders we must effectively pass on core teachings. These core truths must be written down and easily transferable. A transferable tool communicates principles in such a way that the learner can take the tool and easily teach the concept to someone else. Transferability is not simply passing on information, but passing it on with instructions for its use. Therefore, each new leader does not have to come up with new materials and ways to give out the information. Quality transferable materials have core biblical principles extracted and arranged along with instructions for their use.

The Bible doesn't explicitly teach how to lead a Bible Study, select disciples, evaluate Essential Qualities or how to share the

gospel effectively. These ministry skills are derived from biblical principles. These skills are arranged in a "how to" format which becomes a tool that helps us to effectively build people who can build others in the same ministry skills. An additional benefit is that future leaders do not have to come up with new ways to present these skills. The burden should not be on each new generation of leaders to come up with new tools or to figure out what the essentials are. To make sure you do not expend unnecessary energy every time you want to help someone grow, the use of proven tools for discipleship makes the most sense. Leaders who insist on creating new tools sacrifice much time and energy with no guarantee of quality or transferability. The use of transferable tools also helps to ensure continual quality as discipleship concepts are transmitted to succeeding leaders.

DISCUSS

- Why is it so hard to consistently use transferable materials?
- What would you say to a group member who wants to begin a discipleship group but wants to use materials other than *Practical Christian Living*?

Four: Evangelism – the “Cutting Edge”

Biblical discipleship needs an environment of ongoing evangelism in which people can grow and develop. This is because evangelism requires Spirit-directed faith, courage and prayer — all of which are elements critical to a growth environment. As we see in Acts 1:8, if we are filled with the Spirit, we will be His witnesses.

Evangelism is both a means and an end of discipleship. As disciples mature and become more like Christ, they will take on his heart to reach non-believers. If developing Christians are not sharing their faith, they will not grow as they should, and often will become fearful of people or indifferent to their spiritual needs. It is exciting to hold evangelistic events and have people bring their friends and co-workers. But you should also equip them to take the initiative to share Christ in normal daily situations at work and in their community.

Most people have contact with non-Christians in their workplace and in the community. Your challenge is to help your developing leaders learn how to recognize and create opportunities to bring up spiritual matters in an artful way.

CHECK THIS OUT!

During a women's discipleship meeting in Austin, Texas, the group members decided to host a luncheon outreach at a downtown business club. Each member of the group took a role in making the event successful. Weeks before the luncheon, they began praying for God to bring many of their friends to the event. Gayle, one of the women who was a local attorney, shared her personal spiritual journey with those who attended. God answered their prayers as 51 women attended and five of them indicated that they received Christ. One of the group members saw a co-worker receive Christ after having shared with her for three years. The speaker, Gayle, was thrilled that God had used her to influence others and expressed her desire to share her story again. The emcee enthusiastically expressed her desire to continue meeting with the group to learn more of how to reach out. Each woman in the discipleship group experienced significant growth and encouragement as a result of being involved in the evangelistic opportunity.

DISCUSS

- How can you encourage people to develop a lifestyle of evangelism?

- What will you need to do in order to incorporate evangelism in your efforts to develop multiplying disciples?
- What is the relationship of evangelism to discipleship?

Five: The Role of the “Essential Qualities”

Some Christians question whether it is appropriate or loving to evaluate a person's level of spiritual maturity. But we need to ask, what did Jesus model?

In Matthew 16:13-18, Jesus asked questions of His disciples to evaluate their understanding of essential truths. Based on Peter's response, Jesus recognized a necessary leadership quality and alluded to Peter's future leadership role.

Again, your goal is not to merely lead a group or impart information but to build spiritual leaders. In order to accomplish this, you will need criteria to determine if people have internalized key principles. A good way to help determine whether a person is living out biblical priorities is to utilize the Essential Qualities (found in Session 3) as a barometer of his or her spiritual growth.

The *Essential Qualities* can be used in two ways:

1. As you develop people by using a discipleship curriculum, ministry activities and prayer, use the Essential Qualities to evaluate how well each of your future leaders is progressing.

2. When you come to the end of a particular curriculum, use the Essential Qualities to determine if each individual is ready to go on to the next stage of discipleship.

To use the Essential Qualities, ask good questions and listen well during small group and personal interactions. The answers given will reveal whether or not each person is applying these truths (not merely that they know the right answers). Questions that cause people to share their attitudes, opinions and experiences are more helpful than those that simply ask them to repeat information you have presented.

Discuss which of the following would help you determine if someone is ready to move from Christian Foundations to Christ-Centered Living stage of discipleship.

- He is a natural leader.
- She shared the gospel with a co-worker yesterday.
- He exceeded the outreach event for the local ministry last week.
- She regularly attends church, but is sleeping with her boyfriend.
- He is beginning to understand the ministry of the Holy Spirit.
- She does not rationalize sin, but deals with it quickly when revealed by the Holy Spirit.

Ask yourself if you are seeing evidence in each person's life of truth being applied to daily experience. Evaluate each person's walk in light of the Essential Qualities. If group members go on to the next level in the Discipleship Process before they demonstrate the appropriate signs of growth, it will be detrimental to them and shows that we are falling into a "program mentality" rather than truly building disciples.

Six: Developing Disciples in Community

If people are only exposed to you, they will be limited by what you can provide them, given your strengths and weaknesses. You need to expose them to the broader body of Christ. People need additional models, input and involvement which the greater body of Christ provides. Strategic use of these

opportunities will broaden their vision, develop their sense of enthusiasm, help break faith barriers, stimulate new ideas and expose them to other godly people.

For example, you can utilize and develop your people by having them attend events such as the National Day of Prayer, marriage conferences and Christian retreats. Additionally, encourage them to bring their non-Christian friends to outreach events like evangelistic luncheons, a mayor's prayer breakfast, etc.

In Acts 2:42-47, we see the importance of community in the early church. People met in small home groups as well as in the temple, sharing together in such a way that non-believers were attracted and being saved on a daily basis.

These examples in Acts 2 also illustrate the principle of developing your disciples by including them in your personal daily life. Having small groups of people over for a meal, participating in a fun outing, a sporting activity or a work project are great ways to build into your disciples. Relationships among your group members will be developed in a deeper way.

The effective leader must develop a "movement mentality," meaning he will develop people one-on-one and in small groups in the context of larger momentum activities. Momentum activities such as large evangelistic events and Christian conferences combined with small group discipleship provide a powerful environment in which to build leaders. You will find that we all have a natural tendency to gravitate toward either momentum events or personal and small group discipleship. To help people develop more fully, you will want to involve them in both the discipleship process and larger momentum activities.

In order for a leader to know where he is going, he needs to have a vision. Your vision for your life is God's clear calling on your life. Your focus is vitally important if you intend to be successful in pursuing the creation of a sustainable movement in your city. Your mission statement that you wrote earlier in Session 1 becomes your "north star" that provides direction and focus so that you will be successful with the vision that God has given to you for your ministry and your city. Additionally, a good leader must have a strategy that helps him know how to achieve his vision.

However, success does not result only from having the right strategy. The diagrams below demonstrate the other elements needed for success in a movement.

FORMULA FOR SUCCESS IN A MOVEMENT

Formulas to keep in mind regarding success and strategy

Vision - Strategy = Dreamer

Strategy - Vision = Hobbyist

Vision + Strategy = Movement Potential

What if you have a vision to make a million dollars by the time you are thirty but have no strategy to reach your goal? That would make you a “Dreamer.” Suppose you have a strategy to make cupcakes but no vision to build a business. Then you would merely have a hobby. If you have both a vision and a strategy you have potential for success, but one more element is required.

WARNING

Vision + Strategy - Action = Failure

SUCCESS FORMULA

Vision + Strategy + Persistence = Achievement

Consider the story of Thomas Edison. He had a vision for creating a light bulb and a strategy to create one. But what if he had given up after only 200 or 300 attempts! It took him thousands of attempts before he succeeded in creating a commercially viable light bulb. He would have failed miserably without incredible persistence.

Understanding Teamwork

Finally, if possible, we should be involved in a spiritual movement that challenges us to live for Christ and invest our time, talents and resources most effectively (Hebrews 10:24). Being a part of a team with like-minded, highly committed people will encourage our relationship with God and produce a synergistic effect that will maximize our influence for Christ.

What does a well-functioning team look like? The following three diagrams will help us understand how a real team functions.

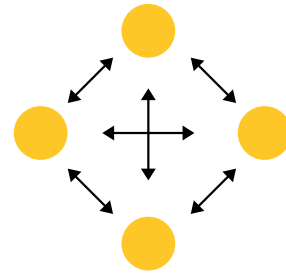


DIAGRAM 1 above illustrates a group where there is mutual help and fellowship but the focus is inward rather than missional and outward.

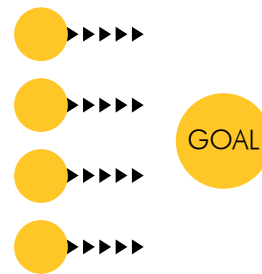


DIAGRAM 2 above illustrates people who are focused individually on the same goal with no unity or cooperation. These individualistic efforts prevent the synergy of maximizing strengths and minimizing weaknesses.

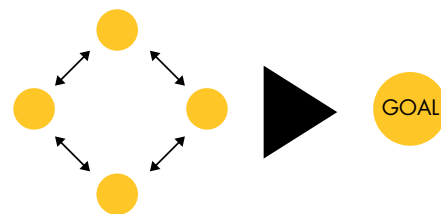


DIAGRAM 3 above illustrates that true teamwork involves internal unity and encouragement aligned with a clear, outward missional goal.

A well-functioning team is a unit of diverse individuals moving in unity and interaction along a clear path toward a common goal and vision. If our goal is the immense challenge of impacting our city for Christ, then the value and necessity of a well-functioning team is obvious. These three simple, yet

profound illustrations are great reminders of what our goal should be - to see spiritual multiplication take place as a result of our discipling efforts.

DISCUSS

- Give specific examples of Christian events in your city that you could use to help you to develop your people.

- What informal activity will you commit to do to connect more deeply with your group members?

- What other groups in the city can you partner with for a missional purpose?

SEVEN BARRIERS TO DISCIPLESHIP

We previously examined the principle of relating every decision to a long-term goal and looked at how it applies in the realm of discipleship. Although many decisions you make in the process of developing leaders require this type of thinking, there are at least seven areas in which you will be tempted to get sidetracked from building spiritual leaders.

1. Losing Sight of Your Objective

Our natural tendency is to slip into a “program mentality” (short-term thinking) rather than developing people to become “complete in Christ” (Colossians 1:28). We must remember that our objective is not merely to gather as many people around us as possible, but to build multiplying disciples who will influence their world for Christ. Periodically refocusing on that clear objective will keep us from settling for lesser goals.

2. Lack of Prayer

Without frequently talking to God about each person, and recognizing our need to depend on Him, we will be ministering in our own strength and by our own wisdom. We simply cannot produce spiritual fruit by ourselves (John 15:5). Trust the Lord to work powerfully in people’s lives. Trust Him also for the wisdom, perseverance and the sensitivity needed to minister to others (John 17:9, 14-15).

3. Improper Selection

If we slip into short-term thinking, we will tend to indiscriminately recruit whoever shows some spiritual interest, even though they may not be ready for discipleship. This is because a short-term thinker will want quick results rather than focusing on a biblical goal with greater long-term results. Instead, we must employ the principle of selection as modeled by Christ (Mark 3:13-14). Remember to use the Essential Qualities to evaluate whether people are ready to go on to the next step in the Discipleship Process. (For additional insights into the selection process, see Session 5, Appendix E.)

4. Lack of Evangelism

True discipleship can best be accomplished in an environment of personal evangelism. If we do not help people take steps to share their faith, they in turn will not develop that in others (Matthew 4:19). Encourage your disciples to bring their seeker friends to outreach events and look for opportunities to engage in spiritual conversations.

5. Feelings of Inadequacy

It is typical for even seasoned disciplers to have feelings of inadequacy when developing others. If we think biblically, these feelings can serve to drive us to the Lord, instead of depending on ourselves. Do not let these normal feelings keep you from investing your life in others. Do not base your sense of self-worth on how well people seem to be progressing at any given moment. The only solution to feelings of inadequacy is to look to the Lord for His ability and power to work through us. Our adequacy to develop others must come from Him, not from ourselves (2 Corinthians 3:5-6).

6. Becoming Content-Oriented

Rather than helping people apply the Word to their daily living, we can slip into the less threatening role of simply teaching information. While this is more comfortable, it could result in multiplying leaders being unwilling to trust God in certain areas of their lives. This biblical goal requires launching out in Christ's strength and holding people accountable to apply what they are learning (Matthew 28:18-20).

7. The Challenge of People

Working with people, in any situation, guarantees problems. Discipleship takes time, and working over an extended period with people may tempt you to grow weary and become discouraged. Part of God's plan to develop you is to cause you to work through difficulties with people. Because of these difficulties it is easier not to become involved in someone's life. Because of cultural norms, asking a person to change behavior and attitudes can be a challenging and fearful endeavor. Satan does not want anyone to grow, and he will try to hinder us from encouraging each other. By trusting God to help us overcome our fears and inadequacies, we will see God work to change people's lives.

DISCUSS

- Which barrier(s) will most likely sidetrack you from building spiritual leaders? Why?

- What will it take to begin to address this challenge?

SUMMARY

In the narrative of Matthew 4, Satan tempted Jesus with the ultimate shortcut to fulfilling the Great Commission - the offer of all the kingdoms of the world. However, this would have been only external rule and authority. Jesus' goal was the redemption of men's souls and their heartfelt love and allegiance. In developing people, you will face many temptations to sacrifice the true goal of building people for more immediate results that are good but ultimately do not have as great an impact in the long run. The key will be to keep your focus on the goal and evaluate every decision in light of that goal. This is the mindset of an effective discipler.

Long-term thinking is a powerful tool to help a person accomplish his or her goals. But it is their goals that will determine the direction of that person's life. If a person truly desires to have a maximum ministry for Christ, he or she should internalize God's call of the Great Commission and be willing to choose the "best" over the "good." It gets very practical: "Who should I develop? How should I invest my time? Why should I involve my people in evangelism? Why should I raise the commitment level of my group and possibly lose some people? Why must I help people begin to apply long-term thinking?" Only by having your life purpose based on biblical values will you be able to evaluate these questions in a manner that will have the greatest impact for eternity. And it is just that sort of consistent evaluation of our choices that we must develop - the mindset of long-term thinking (1 Corinthians 2:15).

ASSIGNMENTS

1. Write your personal mission statement. Use Appendices D and E, "Guide for Writing a Life Mission Statement" that follows. You will discuss this with your leader when you meet during your next one-on-one meeting.
2. Based on this session, what do you need to change in

the use of your time, talent, and treasure? Write down your responses from this question and share them with your leader the next time you meet for your one-on-one meeting (after Session 5).

3. Read and study thoroughly the study material in Session 5, “The Discippler’s Reservoir,” and answer the discussion questions.
4. Read and study John 6:48-69 and reflect on these questions: What was the crowd’s understanding of Jesus’ words and His response to them? Why did He let people leave instead of clarifying His meaning? Why did Peter and the other disciples stay?
5. Be prepared to discuss the principles from the “Selection” chapter in the book, *Master Plan of Evangelism* at your next group meeting.
6. Memorize 2 Timothy 2:2.
7. Review previously memorized Scriptures: Matthew 28:18-20; Colossians 1:28-29; 1 Thessalonians 2:7-12.
8. Read and study Appendix A, “Discipleship and Mentoring,” and Appendix B, “Additional Perspectives on Discipleship” found at the end of this session. Be prepared to discuss during your next group meeting.
9. Read Patrick Morley’s article: “A Call for a Discipleship Reformation of the Church” in Appendix C. Be prepared to discuss at your group meeting.

CLOSE IN PRAYER

APPENDIX

A

DISCIPLESHIP AND MENTORING

A Contrast & Comparison

By Gary Runn

The topic of discipleship is one of the leading subjects among Christian leaders today. You can find an abundance of books, magazine articles, and blog posts on the topic. The need has been driven by what many see as an anemic form of Western Christianity. Doctrinal convictions run shallow. Hypocrisy is the typical complaint from un-churched people as they encounter the Church. Many see 21st century followers of Christ as fickle and uncommitted. Many Christian leaders attribute this to the Post Modern thinking that has infiltrated the Church. Some lay the problem at the feet of a new generation who see activism and community as more important than an orthodox interpretation of the Bible. Some leaders are beginning to say that the Church itself is to blame by being too accommodating to a world that is lost. In our desires to be seeker-sensitive and more missional for the sake of evangelism, some say we have given up on discipleship.

In the midst of this Christian cultural tension we also began to look for new ways to draw people into daily fellowship with Christ. We began to look for new paradigms to produce life transformation with an increasingly skeptical and busy audience. Fresh emphasis on Christian terminology began to show up in the form of words like “community,” “mentoring,” and even “discipleship.” My desire in this brief article is to articulate the common ground and distinctions between discipleship and mentoring, while placing an equal emphasis on the value of true community.

The word “mentor” literally means “an experienced and trusted advisor.” In Greek mythology (from Homer’s *Odyssey*) Mentor was a character who was a friend of Odysseus and who was placed in charge of both the palace and the son of Odysseus, Telemachus, while Odysseus was away fighting the Trojan War. As the term came into English it carried this Greek meaning of one who imparts wisdom and shares knowledge with someone who is a less experienced colleague. It was not until the late 17th century that the term began to be used with the modern understanding we hold today. The “mentor” as a person and a role, has mainly derived its meaning from the realm of work. The English word “mentor” is rarely, if ever, used in English translations of the Bible. The Greek term does not show up at all. Does that mean that mentoring is un-biblical? Certainly not. While mentoring as a concept is not discussed, I believe we do have several clear examples of mentoring within the pages of Scripture (Moses and Jethro in Exodus 18; Eli and Samuel in 1 Samuel 1-4; and older women to younger women in Titus 2:3-5). These are examples where the concept of mentoring was applied in specific instances for specific purposes and fell short of a whole life experience.

The term “disciple” in the Greek language is defined as, “being or becoming a pupil.” It can also mean to be a “follower of someone.” The latter usage is more common in the New Testament. The Greek term is gender neutral and therefore can stand for either men or women. This notion of a follower or a learner implies formal and informal instruction as a means of discipleship. This term was common outside of Scripture within the Greek world. There is more of an authoritative nature to the term “disciple” than that of a “mentor.” In other words, the disciple typically places himself or herself under the authority of a teacher (Matthew 10:24; Luke 6:40).

There is also an emphasis on imitation. The disciple strives to truly imitate the one being followed. This flows from an emphasis on relation-

ship. A strong fellowship forms between the disciple and the teacher. This emphasis on relationship is what began to mark this term as uniquely Christian. In the Old Testament the emphasis on discipleship is towards a whole people, the people of God as chosen by God. The purpose is always to bring conformity between a people's will to that of God's revealed will. The sense is collective. The Old Testament knows little of an individual form of discipleship. Within the New Testament, the most common word that we translate as "disciple" is found some 250 times. But this term only occurs in the four Gospels and the book of Acts. The term always denotes a personal attachment, which shapes the whole life of the one being described as a disciple. The ultimate attachment in Christian terms is always to Jesus. The purpose is not simply to master the Bible, although knowledge of God's Word is foundational (John 8:31-32), but to become a devoted follower of Jesus and fashioned by Him.

Discipleship, biblically, is always preceded by a call. This call or invitation includes a commitment to Jesus that results in spiritual fellowship, obedience to Jesus as a regular practice, suffering with Jesus as is necessary, and entering into service with Jesus by being His witness as a way of life. We see this clearly when we follow the narrative of the twelve apostles in their calling and following of Jesus in the four gospels (Matthew, Mark, Luke and John).

In Matthew 28:19, the disciples of Jesus are commanded to "make disciples." This command still applies to all Christ followers. When we look at the context of this command in Matthew 28:16-20, Jesus' mandate carries His authority, includes the scope of every people group in the world, maintains the breadth of teaching that is included in the whole of the Bible, and has the assurance of His presence. Therefore the weight of Scripture demonstrates that we are not only to be disciples, but we are to make disciples. A strong part of the discipleship process towards spiritual growth is to fulfill the command of making disciples.

We see this discipleship emphasis in the ministry of Paul in several passages, notably 2 Timothy 2:2 and 1 Thessalonians 2:7-12. In 2 Timothy 2:2, we see Paul exhorting Timothy to take what he had learned from Paul and build that into faithful men. Also, in 1 Thessalonians 2:7-12, we see the amazing, personalized ministry of Paul where he is exhorting and encouraging them individually as both a father and mother would their children. Paul's ministry closely resembles Jesus' ministry of life-on-life development rather than primarily using lecture. Both Jesus and Paul were building disciples who would lead others, not merely teaching principles or imparting information.

When we look at discipleship as the Bible portrays it, we see that Christian discipleship is more encompassing than a mentoring approach. Discipleship is about our whole lives in relation to Christ. Discipleship is meant to be practiced in community. And it includes the teaching of all Scripture, not just a focused part. As Christians seek to become mature in Christ, it is crucial to pursue a discipleship relationship, utilize mentors as needed, and to fulfill the biblical mandate of making disciples. The following chart attempts to lay out some simple contrasts between discipleship and mentoring. Both are relevant and necessary, but they are not equal in purpose and process.

DISCIPLESHIP

Posture: Available to be called into a discipleship relationship by a more mature Christ-follower

Authority: Comes under the authority of a more mature Christ-follower for the purpose of teaching that would lead to obedience and Christ-likeness

Goal: To become mature in Christ through being taught Scripture, through imitation of the discipler, and by way of personal steps of faith

Scope: The whole counsel of God as related through the Bible (*"all that I have commanded you"* - Matthew 28:20)

MENTORING

Posture: Seeks out mentors who have experiential knowledge in a particular field of interest

Authority: This is not an authoritative relationship, but more of an expression of a learning posture to become better at some skill or role

Goal: To acquire knowledge or skills to become more proficient in a particular field (finances, Christian ethics in the workplace, marriage or parenting, etc.)

Scope: This could include biblical teaching on a particular subject, but would also include the life teaching of an older and wiser Christ-follower in a particular field of interest

APPENDIX

B

ADDITIONAL PERSPECTIVES ON DISCIPLESHIP

DANGERS TO AVOID IN DISCIPLING OTHERS

1. *Faulty Expectations.* Not setting goals or having unrealistic goals for a disciple.
2. *Unrealistic Responsibility.* Never giving responsibility or giving too much, too soon.
3. *Overreacting to Terminology.* Being scared off by words like “discipling”.
4. *Misplaced Emphasis on the Discipled.* Letting people glorify you (Numbers 11:24-29).
5. *Dependent Relationships.* Letting someone depend too heavily upon you.

WHY SOME DON'T DISCIPLE

1. They may not have been informed about or challenged with Jesus' command to “make disciples.”
2. They may be worried that people will think of them as proud or presumptuous to be spiritually leading others.
3. They don't feel the personal responsibility to help fulfill the Great Commission.
4. They may not know how to get started, or what to do once they begin.
5. They may fear that they have nothing to offer, or there are too many weak areas in their own life to be helping someone else.
6. They may not understand the role of discipleship in fulfilling the Great Commission.
7. They may not have asked God to give them people to develop.
8. They may not have spiritually matured to the place where they are able to develop others.

APPENDIX

C

A CALL FOR A DISCIPLESHIP REFORMATION OF THE CHURCH

by Patrick Morley

Many leaders have expressed astonishment over the December 2003 Barna statistic that only 4% of Americans and 9% of born again Christians hold a biblical world view.

Given the vast amount of money spent by the church each year – approximately \$31 billion in 2001 (churches representing 49,401,571 members, *Yearbook of American and Canadian Churches*, 2003, p 386 – one is tempted to ask, “What has the church been making, because it sure hasn’t been making disciples?”

The consequences are staggering. A whopping 40% of the Buster generation was raised by divorced or separated parents. Now the sins of the fathers are being visited on the next generation: Tonight, 33% of America’s 72,000,000 children will go to bed in a home without a biological father. And only 34% of them are expected to live with both biological parents through age 18. We are now bearing the full brunt of our failure to disciple men.

A PERSONAL STORY

It’s a story heard too often. In 1926, when Bob was two years old, the youngest of four children, his father abandoned him. His Mom moved the family in with two of her sisters, and these three women began the work of raising Bob and his siblings.

When he turned six, Bob went to work with his older brother, Harry, on a bread truck and paper route before school. They would get up at three a.m. and had a permanent tardy slip to school.

When a man fails, he doesn’t just ruin his own life, he usually takes down a good woman and two, three, or four children with him.

When Bob became a man, he had to decide if he would repeat the sins of his father or break the cycle. He chose a different path than the father he never knew, and he became a straight arrow. Eventually, Bob had four boys of his own. He and his wife recognized they needed help to raise Godly sons, so they became part of a local church.

Their church did a good job enlisting Bob to help build the church. A good worker, Bob eventually became the top lay leader. Unfortunately, his church did not disciple Bob to become a Godly man, husband, and father. As a result, without warning, at the age of 40, when his four sons were in the 10th, 7th, 5th and 3rd grades, Bob and his family left the church and he never returned.

That single decision put Bob's family into a tailspin from which, 40 years later, the sons have still not fully recovered: two high school dropouts, drug addiction, alcoholism, employment problems, and divorce. One son died of a heroin overdose.

I know, because I am one of those sons. I will always wonder how my family may have turned out differently if we had belonged to a church with a vision for discipling men to be godly men, husbands, and fathers. Obviously, I will never know, but the men in your church can.

God brought the gospel into my family line through my wife's family line. My wife led me to Christ and I, in turn, was able to help introduce my dad, mom, my deceased brother, and one other brother to the gospel of Jesus. Our two children can tell you they've never known a day when they didn't love Christ. They have both married Christian spouses. So, we did break the cycle, but it took two generations instead of one.

My dad and mom died in 2002. If dad were alive I would tell him, "Dad, I know you wanted to break the cycle, I know that things didn't turn out like you dreamed about. But Dad, we have broken the cycle. Sure, it took two generations instead of one. But God has done it."

To the church in which I grew up I would say, "If Dad were alive he would say, 'I am responsible for taking us out of church.' And I respect that. However, the church must accept culpability. As a church you had a vision for putting my dad to work, but you didn't have a vision for discipling him to be a godly man, husband, and father. You used him up. Dad was a good man. He didn't want to fail. If he could have seen what was coming around the bend he would have made a different decision. He never saw it coming. You, on the other hand, should have seen it coming. Now you must fix it for future generations by making disciples of your men."

To you, my reader, I would like to say, "As you read these words it would not be surprising if you have a man in your church just like my dad. A good man, full of good intentions, full of hopes and dreams for his family, a man who wants to break the cycle, a man who is looking to you for guidance. Please, for the sake of Christ and His kingdom, identify him, disciple him (and every other willing man) to be a godly man, husband, and father. The mission of the church is not to make workers. It's to make disciples. If we will make disciples we will have plenty of workers, but not the other way around. I know. That's my family story. On this one error my family has suffered needlessly for 40 years.

THE "PORTAL" PRIORITY

Jesus said, "Go and make disciples." That's interesting, because he could have picked anything. He didn't say, "Go and make worshipers." He didn't say "Go and make workers." He didn't say, "Go and make tithers." Is Jesus interested in worshipers, workers and tithers? Of course. But He knew we wouldn't get worshipers by making worshipers, and so forth. We get worshipers, workers and tithers by making disciples.

Suppose a family has attended your church for three months. What will they think is the first priority – the organizing idea – of your church? One week they heard a sermon about the priority of worship. The next week they heard that they need to be cheerful givers. The following week they heard in Sunday School that committed believers go on mission trips. The next week in the small group they joined, they learned about compelling needs at the crisis pregnancy center. A weekend seminar greatly emphasized the importance of private study and devotions. This can be very confusing to the average person sitting in a pew. It often looks like an undifferentiated jumble of disjointed activities

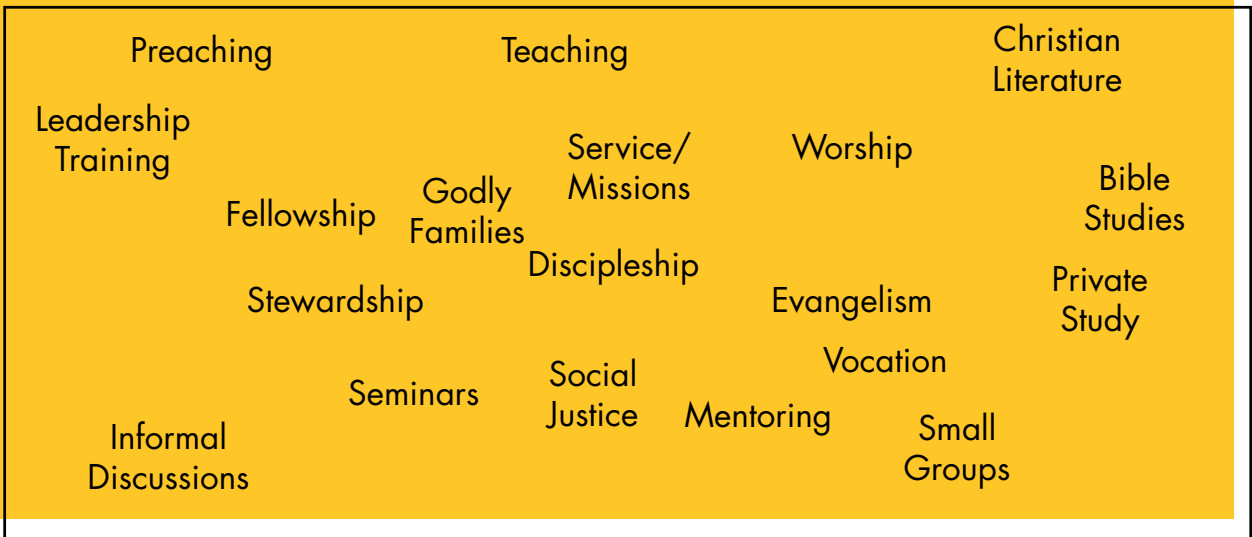


FIGURE 1. Undifferentiated church priorities and activities as they appear to a relative newcomer.

Discipleship is the portal priority through which all other priorities of a church can be achieved. We can organize the church by putting discipleship in the center, and then draw arrows out to each of our other priorities like this:

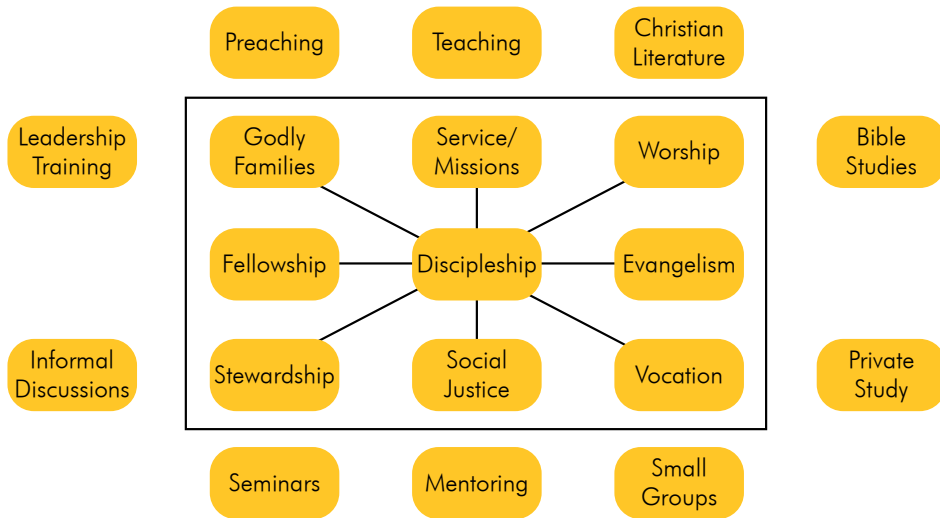


FIGURE 2. Desired church outcomes organized around discipleship as the “portal” priority.

We must still account for the methods by which we make disciples. How can a church implement discipleship as the ‘portal’ priority? The last figure illustrates most of the traditional methods we use to make disciples.

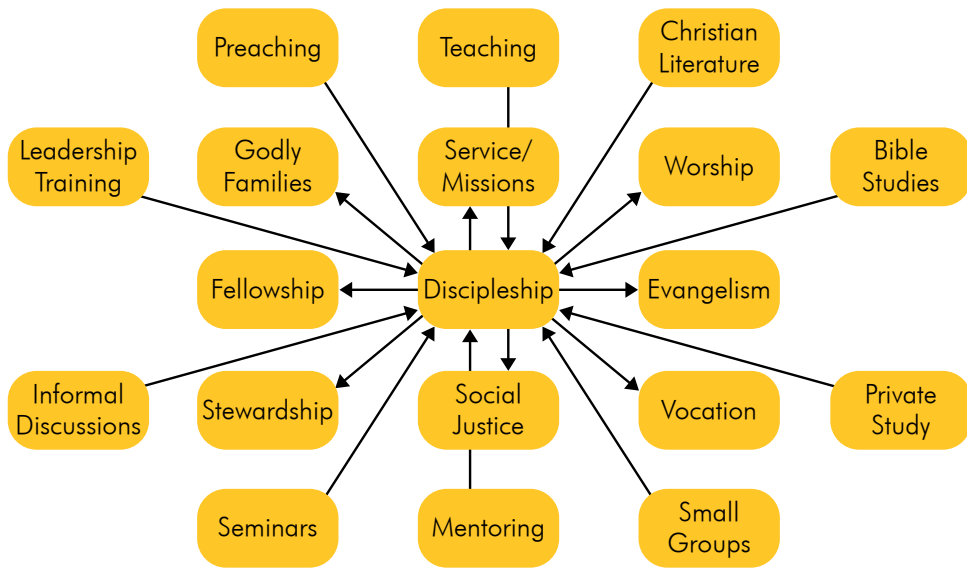


Figure 3. Methods of making disciples to reach other church priorities and goals.

America has many systemic problems: divorce, fatherlessness, unwed mothers, racism, drugs, alcoholism, abortion, crime, suicide, poverty, truancy, cheating, disrespect for authority. They all need attention. Beneath everything, though, is the need for a discipleship reformation of the Christian church. I pray we see it in our lifetime.

APPENDIX

D

GUIDE FOR WRITING A LIFE MISSION STATEMENT

I. What is a "Life Mission Statement?"

A. A life mission statement for a Christian is a declaration of God's ownership and purposes for one's life. It answers the following questions:

- What are God's purposes for all Christians?
- What are my values in light of God's Word?
- What gifts, abilities and skills has God given me?
- What does God want me to accomplish with my life?

The benefit of a life mission statement is that it helps a Christian to think deeply about his or her beliefs and values and then align priorities and behaviors with those beliefs and values. It brings clarity to the decisions of daily life by basing them on one's long-term values and priorities.

It establishes a person's direction in life, and helps him or her to determine priorities, decisions and investment of time, energy and resources. It is not focused on building a career or upon self-interest, but on how God leads you to use your whole life to glorify Him.

B. It should be short, bold and eternally focused. (One or two sentences at most.)

C. It should be biblically based. The following passages will help form a solid foundation for a biblical life mission statement.

Matthew 22:36-39

Isaiah 43:7

Ephesians 2:10

Matthew 28:18-20

Acts 1:8

II. Steps to Developing a Life Mission Statement

A. Read the above Scriptures to see what God says about His purpose for all Christians.

B. Reflect on what you want your life to accomplish according to the passages above.

C. Answer the following questions:

- What is God impressing upon my heart?
- What am I passionate about? How might it be used to serve God?
- What talents, abilities and spiritual gifts has God given me to enable me to serve Him?

D. Write a draft of your life mission statement (no more than two sentences).

E. Evaluate your draft using these questions:

- Is my mission statement based on scriptural principles?
- Do I feel my statement represents my irrevocable commitment to the Lordship of Christ?
- Do I feel direction, purpose, challenge, and motivation when I read this statement?

F. Internalize your Mission Statement

- Write a final draft on a 3x5 card.
- Review your draft with a mentor or person who knows you well. Be open to others' feedback.
- Post it where you will see it often.
- Review it frequently.
- Commit it to memory.

G. What disciplines and skills do you need to be practicing now that will help you accomplish your life's mission?

III. Now that you've developed your life's mission statement, what is your next step?

SESSION 05

THE DISCIPLER'S RESERVOIR

How a large pool of people can generate great potential for spiritual multiplication.

SHARING

REVIEW ASSIGNMENTS FROM SESSION FOUR

JESUS' CHALLENGE

Read John 6:48-69.

- Describe the Situation.

- What did the people understand Jesus to be saying?
- How did Jesus respond to them?
- Why didn't Jesus clarify His meaning for the disciples who left? In other words, why didn't He say, "Come back! Here's what I really meant!"
- Can you recall parallel examples in your ministry experiences that correlate to John 6?

- Have you questioned God in an area of your life, such as His plans for your life? How did you react when He did not do what you wanted Him to? Have you been troubled with God because of confusing Bible passages?
- Why did Peter and the other disciples stay with Jesus?
- Would you have responded differently than these disciples? Which group would you have most likely been a part of? Why?
- Should we expect all of those who begin in Christian Foundations to continue on through the Discipleship Process? Why or why not?

WORSHIP MUSIC and PRAYER

THE POWER OF A RESERVOIR

The Tennessee River drains a huge area of the southern states, an area that was once among the poorest regions of the United States. The river was navigable over only short stretches and regularly flooded crops and homes. In the 1930's, the United States government created the Tennessee Valley Authority, and constructed a series of dams along the entire length of the river. The dams brought flood control and navigation to the region, preparing the way for the industrialization of the mid-south. And these dams trapped the energy of the great river — which was previously wasted — to produce power for homes and factories.

These great reservoirs of the Tennessee River illustrate a significant spiritual principle. There is a great “river of people” flowing around us, carrying immense potential for spiritual impact but often with few positive results.

These human resources can be developed as we learn to form, maintain and utilize “reservoirs” of people from which the Holy Spirit can produce spiritual leaders.

ROGER'S NEW BUSINESS

Read the story below and answer the questions which follow..

Roger obtained a small business loan to begin his own computer graphics firm. He needed to hire five people: an artist, a software engineer, an administrative assistant, a market analyst and a sales representative. Roger advertised online in order to fill these positions and could have taken the first five applicants. Instead, he also registered with the State Employment Service and the placement office at the local university. Only after receiving many applications did Roger carefully study each one, set up interviews, and hire the five whom he believed had the highest qualifications and greatest potential to succeed. But he kept all the resumes that he did not choose and later, as his business grew, he called several of these applicants back to fill new openings. Each spring, he attended Career Day at the university and interviewed graduating seniors in computer graphics and marketing. Roger's business grew and he never had any problems in getting qualified people.

DISCUSS

- What principles did Roger implement that are applicable to beginning a discipleship group?

- What pitfalls did he avoid?

THE EXAMPLE OF JESUS

When Jesus launched His public ministry, He began by going from village to village preaching throughout Galilee. Wherever He went He attracted a following. He then extended His ministry by going to the villages of Judea as well. It was not long before multitudes were flocking to Him to be healed from illnesses and to listen to His amazing teaching. Jesus recognized the great potential as He taught the things of God and as He ministered to the great human need. His reservoir of manpower was filling rapidly.

As Jesus ministered to the crowds, He made contact with a number of men, some of whom He would later select to be His apostles (Luke 5:1-11). One by one He called them to follow Him as He continued His public teaching. It was not until His second year of ministry that Jesus selected twelve disciples from the people following Him (His reservoir) (Luke 6:12-16). Yet, after choosing them to be with Him, He continued to minister to the people following Him (His reservoir), by addressing their felt needs (healing, casting out demons, etc.) and preaching the Kingdom of God.

In the third year, Jesus focused on preparing His twelve apostles for leadership. He sent them out two by two to preach and heal in the villages (Luke 9:1-5). He even narrowed His circle of intimate disciples to three: James, John, and Peter. At the same time Jesus continued to minister to those in His reservoir. On two occasions He miraculously fed more than 4,000 people. Even in the final week before His crucifixion Jesus continued to minister to people each day in the Temple, while privately teaching His disciples each evening.

DISCUSS

- How did Jesus develop His reservoir? Give three examples and find Scriptures to substantiate each example.

- Why do you think Jesus waited for more than a year before choosing his twelve disciples?

- Read Luke 6:12-16. Why do you think Jesus spent all night in prayer before choosing His disciples?

The following characteristics of a natural reservoir illustrate the need for a spiritual reservoir within our own personal ministries as well as a larger movement.

1. Just as a lake must continually be replenished, so new people should be flowing into the manpower reservoir. This will ensure the continued potential for spiritual leaders.
2. In the same way that a natural reservoir stores water until needed, the value of a spiritual reservoir lies in our ability to observe and continue to minister to people until the Holy Spirit moves them to deeper commitment.
3. The water in a natural reservoir moves toward the depth of the turbines where it finally produces power. In a spiritual reservoir, there is gentle encouragement and periodic challenge given to help people trust God, moving them towards discipleship and leadership.

Although the illustration is not perfect, the picture of the vast potential of the reservoir and the need to have a steady flow into it helps us grasp its importance within a discipleship ministry.

C.S. Lewis reminds us of the vast potential and value of those around us – even those we may not see as valuable.

There are no 'ordinary' people. You have never talked to a mere mortal. It is a serious thing to live in a society of possible gods and goddesses, to remember that the dullest and most uninteresting person you talk to may one day be a creature which, if you saw it now, you would be strongly tempted to worship, or else a horror and a corruption such as you now meet, if at all, only in a nightmare. All day long we are, in some degree, helping each other to one or other of these destinations. It is in the light of these overwhelming possibilities, it is with the awe and the circumspection proper to them, that we should conduct all our dealings with one another...

-- C.S. Lewis, "The Weight of Glory"

DEVELOPING YOUR DISCIPLESHIP MINISTRY

Up to this point, you have been focusing on developing your personal ministry by leading people through the Evangelism and Christian Foundations levels of the Discipleship Process. Some (but probably not all) of these individuals, along with others from your reservoir, may now be ready to progress to

the Christ-Centered Living stage and make a commitment to become a spiritual reproducer.

The remainder of this session focuses on how to help them develop their reservoirs in order to do the following:

1. Find more people ready for a discipleship commitment.
2. Select those who qualify for a discipleship group.

When a person is ready to invite people to become involved in a Christ-Centered Living group, but only has four or five people to choose from, the results can be disappointing. With such a limited selection, it may be that only two or three are truly qualified and only one will accept the invitation. While it is preferable to start with two or three, proceeding with the one who responds will still be worthwhile for both of you. A larger manpower reservoir provides the opportunity to select from a larger number of qualified people.

It is very important to apply the principles of building a spiritual reservoir as a part of your discipleship ministry. Although this will not be easy, if neglected, you will be much less likely to begin with people who will become spiritual leaders. Instead, you may find yourself leading a Bible study but hindered in your progress toward building generations of spiritual multipliers.

Since people within your reservoir are at different levels in their spiritual interest, always look for ways to encourage them to take the next step in Christian growth (see the Appendix in Session 3, "Blueprint Summary" for Essential Qualities to be observed and developed). Many of these qualities can be nurtured by inviting them to meet with you personally or participating in appropriate ministry events. For a Christian, consider a retreat or hearing a motivational Christian speaker. Many life-changing decisions by Christians are made at retreats or conferences. Seek to use this atmosphere to accelerate the growth of the Christians in your reservoir. Another good way to promote growth is to invite the person to join you on an evangelistic or follow-up meeting with another individual. For a non-Christian, the next step might be accomplished by attending an evangelistic Bible study or outreach with an interesting speaker.

Exposure to local or nationally-known Christian leaders and missionaries often accelerates the growth process, especially when these leaders are gifted in communicating such things as vision, intimacy with God and an eternal perspective. Even having those in your reservoir meet with your leader gives them exposure to others whom they may relate to and admire. This will build your credibility and that of the Discipleship Process in which you are involved.

DISCUSS

- During the next several months, in what activities can you involve the people in your reservoir to increase their commitment level?

SELECTION FROM YOUR RESERVOIR

Selection is the process of choosing individuals for discipleship from your reservoir based on the Essential Qualities for the appropriate discipleship step. Jesus modeled this selection process in choosing His disciples through prayer and the time that He took as He made His choices.

For example, notice the progression in Jesus' relationship with Peter. As Jesus ministered in Capernaum, He was invited to Peter's house for dinner. There Jesus taught, healed many and cast out demons. Approximately one year later, Jesus called His followers to Himself and selected His twelve apostles. Peter was the first one He selected (Luke 4:38-6:16).

This kind of prayerful evaluation and choosing of certain people is not being judgmental as many Christians would feel it to be. Jesus' use of this selection process was just as anointed of God as His other words or actions. If we desire to follow Jesus as His disciples, we will want to faithfully employ this selection process in our ministries as well.

DISCUSS

- Read Luke 5:1-11. What qualities do you think Jesus saw in Peter that motivated Him to choose Peter as one of His twelve?
- What seems most challenging about applying the principle of selection?

QUALITIES FOR DISCIPLESHIP

Jesus' choice of Peter was not based on his natural achievements, such as social prominence, knowledge of scripture or success in making a living. Rather, Jesus looked for spiritual and character qualities. During the first year of ministry Jesus drew Peter into His reservoir and periodically provided opportunities for him to become more involved, to grow in faith, and to demonstrate his qualifications for leadership.

The most obvious quality Jesus saw in Peter was his availability. Peter willingly spent time with Jesus and also allowed Jesus to use what he had — his house and boat — for His ministry. Peter's availability was not a result of having nothing better to do. Even in the middle of the arduous task of cleaning his fishing nets, Peter was willing to stop his work on Jesus' behalf.

Availability is the first quality you should look for in choosing a person. Is the person willing to put aside some other things to meet with you to grow in Christ? Is he or she open and responsive to reasonable requests for involvement?

Two other qualities Jesus saw in Peter were faithfulness and teachability. These were shown as Peter, the professional fish-

erman, obeyed Jesus' instructions to cast his net again (Luke 5), even though his experience told him otherwise. We, too, are looking for people who take God at His Word and who respond to spiritual leadership, even when they may not thoroughly understand what they hear.

Fourth, Peter demonstrated that he was an influencer, able to relate well to other people. This is seen in various New Testament passages and especially after Jesus' resurrection when Peter became the leader of the Apostles. It is important when selecting disciples that we choose people who relate well to others and have the potential to influence those around them.

Fifth, Peter demonstrated that he had a heart for God. Perhaps Jesus saw this when Andrew first introduced Peter to Him (John 1:40-42). This quality was clearly evident when Peter later turned his back on his beloved fishing boat and followed Jesus into an uncertain future. For the remaining two years of Jesus' ministry, Peter was faithfully at His side. A heart for God is a necessary quality for any potential spiritual leader.

Of course, Peter was still far from spiritual maturity, often given to impulsiveness and a quick temper. But over a period of months, Jesus led Peter through a series of gradually increasing commitments. Peter was one of many who Jesus asked to be part of His ministry. Then He selected a small group, including Peter, to be His intimate companions in the final, climactic year of His ministry.

In review, as water moves within a reservoir to deeper levels, flowing out through the turbines and producing power, so will the Holy Spirit move people through our reservoirs to deeper levels of commitment. In some cases, He will move people to the point of becoming ready for discipleship and leadership. Our responsibility is to work diligently to provide opportunities for increasing levels of faith and commitment. As people move through these opportunities, we will be able to discern whether or not they are developing and demonstrating the qualities essential to becoming spiritual leaders.

DISCUSS

- If a person is weak in any of the five following qualities for discipleship, what could happen if he or she begins to move through the Discipleship Process?

Faithfulness

Availability

Influencer

Teachability

Heart for God

- How can you help those you lead to evaluate the “qualities for discipleship” in their candidates as they choose people to join a discipleship group?

When you believe that a person meets the Essential Qualities for becoming involved in a discipleship group, set up an appointment to personally invite him or her to begin *Practical Christian Living* with you. It is an important part of the selection process to carefully explain the challenge and commitment necessary at the discipleship stage. Read through “An Opportunity” sheet found in the PCL Leader’s Guide with the individual and ask for a specific commitment. And be sure to study the “Instructions to the Leader” section of the PCL Leader’s Guide for additional assistance in forming and leading your group.

PITFALLS IN SELECTION

There are five pitfalls to avoid along the path of the selection process.

1. Losing sight of your objective.

Many times you will be tempted to take the easy route of just leading a group. Using the principle of selection with your group members may feel objectionable or challenging because you don’t want to offend others. However, if you trust the Lord and utilize His discipleship principles, you will please Him and have more long-range success for the sake of His Kingdom. Keeping the objective before you of developing spiritual leaders will keep you from settling for some lesser goal that may be reached more easily.

2. Choosing people who are not growing in faith.

Acts 6:5 says that the church leaders “chose Stephen, a man full of faith and of the Holy Spirit.” You

should be looking to select people who demonstrate faith that moves them into action, the kind of action which results in the development of a leader who increasingly trusts God in all areas of life. Unfortunately, we often try too long to build into someone who is not responding to the leading of the Holy Spirit to become a person full of faith. This usually results in a frustrated leader, a follower who becomes more unteachable, and a breakdown in the multiplication process.

3. Ignoring elements of maturity that are crucial for a spiritual multiplier.

For example, a multiplier must be able to relate well to others in order to eventually influence, lead and encourage. A person who does not relate well to others will take much longer to become a multiplier, since it will be necessary to learn relationship skills in order to lead. A multiplier must also be able to follow through on commitments and responsibilities. People with these two qualities will probably multiply faster than those who lack them. You should think relationally and evaluate whether your involvement in helping people who lack these qualities is productive, or if the effort needed is keeping you from selecting and building others who will multiply.

4. Avoiding people of higher social-economic position.

Everyone has an influence on others and you should capitalize on that influence. We often tend to avoid those who have greater influence because we are more comfortable relating to those who are on or below our own occupational or socio-economic level. Everything else being equal, however, you should be trying to reach and develop those with the greatest influence. God is looking for our availability, not our ability.

5. Choosing from too small a reservoir.

If you begin too soon and with too small a reservoir, you may not find qualified candidates. Trust God from

the beginning to raise up the needed people to select. You may need to invest more time to find qualified people. Finding people to minister to is easy. Finding people who are potential spiritual multipliers is difficult.

DISCUSS

- What makes the principles of the selection process so difficult for us to follow?

- Which of the five pitfalls are you most likely to struggle with?

- How can you avoid this pitfall?

SUMMARY

Developing a reservoir of people from various networks in your life can generate great potential for an effective ministry of spiritual multiplication. A reservoir takes time and hard work to build, but its value will be evidenced for years to come. A sizable reservoir provides the best environment in which people can be built and from which you can select those who have demonstrated growth and are ready for further development. Selection is the process of choosing individuals for discipleship from your reservoir based on the *Essential Qualities*.

Jesus Christ gave us the perfect model of discipleship. When you study His life, you can begin to see the principles He used. As you trust God, you can begin to apply these principles in your ministry, as well. Jesus illustrated the selection of His disciples from His reservoir and based His selection on qualities of discipleship such as availability, faithfulness, influence, teachability and a heart for God. Following His example can help you avoid pitfalls along the path of the selection process. Because you have the Holy Spirit living within you and empowering you, you can begin to minister as Jesus did. As you equip yourself with the knowledge of His methods and yield to His direction in your life, you have amazing potential to be used by God in helping to build spiritual leaders.

ASSIGNMENTS

Write out your answers to the following questions:

1. Make a list of people currently in your reservoir or those who could be added. Most reservoirs will be too small. At your next one-on-one meeting discuss with your leader your plans for increasing your reservoir.

2. Identify which people in your reservoir are possibly ready to go on to a higher level of commitment. Discuss in your next one-on-one meeting the degree of readiness in these people for a greater level of commitment. Then discuss how you will challenge them to that next level.

CLOSE IN PRAYER

3. Pray for God to show you how to increase your reservoir. Pray that the potential disciples you listed will respond to these opportunities as you present them. (For further help in building your reservoir see Appendices A, B, C and D.)

4. During the next several months, in what activities can you involve the people in your reservoir?

5. Read and study thoroughly the study material in Session 6, “Launching Your Discipleship Group” and write your answers to the Discussion Questions.

6. Begin to read, *You Were Born for This* by Bruce Wilkinson (due by group Session 7).

7. Read Appendix E, “Questions to Help You in Your Selection” and be prepared to discuss during your next one-on-one meeting.

8. Review the supplement, “An Opportunity for *Practical Christian Living*” (Appendix F). Be prepared to discuss during the next group session.

9. Review previously memorized Scriptures: Matthew 28:18-20; Romans 12:1-2; Colossians 1:28-29; 1 Thessalonians 2:7-12; 2 Timothy 2:1-2.

APPENDIX

A

KEYS TO DEVELOPING YOUR RESERVOIR

The key to building a reservoir is trusting the Lord to develop a mindset of taking the initiative to get to know a wide variety of people. Beginning with people in your spheres of influence, explore their level of spiritual interest and desire for growth. As you allow the Lord to develop this mindset, He will lead you to develop a growing awareness of people and their spiritual condition, and prompt you to initiate conversations with them. As you actively listen to them and ask good questions, you will not only get to know them in a significant way, but you will also discover who is interested in moving to a new level of spiritual growth.

Adding Christians to Your Reservoir

Sometimes you will meet Christians who desire to grow in their faith. If someone seems to be a Christian, ask the individual to share the story of how he or she came to Christ. Have the person tell you about his or her “spiritual journey” and where they are now in their walk with Christ. If they give an unclear response, seek to share the gospel and help them gain confidence in their relationship with God.

If the individual has a solid testimony and expresses interest in growing, offer to take the person through Foundations, get him into a filter Bible study, or find a discipleship group she can join. Introduce the invitation by explaining that you have some material or Bible studies that many have found helpful in growing in their walk with Christ.

Normally, you will encounter Christians who are at one of three maturity levels: new Christians; older Christians who are either defeated or not well grounded in the Bible; and mature Christians walking with the Lord and desiring to get into or lead a discipleship group.

You can feel confident offering participation in a Christian Foundations study group to the first two kinds of Christians. You can invite the older but spiritually less mature believer by saying something such as, “Some people have been in church for many years, but may be missing a key part of their spiritual foundation. If so, they will find it harder to live the Christian life consistently.”

The third kind, mature Christians, can be invited to observe how to share this material with others.

Here are some helpful tips and reminders to develop a lifestyle of being aware of those you meet in various circumstances and how to connect with those who might become part of your reservoir.

1. Develop an awareness and alertness toward the people around you. We pass by or rub shoulders with people every day that we never have a conversation with because we don't notice them; we have already made judgments concerning them; or we have

never considered that they might have an interest in spiritual growth. In order to have a purposeful conversation with someone, you need to first be aware of them.

2. Take the initiative. Be sure to look the person in the eye, smile and say hello. Many significant conversations have begun with a simple “hello.”
3. Make a decision to like people. People will make judgments about you within the first 30 seconds of meeting you, as you will them. Two of those first evaluations each of you will make is: “Do I like this person?” and “Does this person like me?” -- taken from, *Always Know What to Say: Easy Ways to Approach and Talk to Anyone* by Peter Murphy.
4. Trust the Lord to help you be genuinely curious about the person and be an active listener.
5. Don't have too much of your own agenda, but pray, “Lord, open my eyes to find out where they are.”
6. Seek to find common ground.
7. Listen for statements that are an entrée into discovering more about their level of spiritual interest.
8. Ask well-placed questions (for further ideas read *Godspace*, by Doug Pollock).
9. Once you have met with someone briefly and recognize the potential for further conversation, consider inviting them to meet you for coffee to continue to explore their interests.
10. Show hospitality through dinners or desserts in your home to invite people who may be new or already a part of your reservoir.
11. Explore your potential spheres of influence to meet new people: workplace, church, professional, civic or social groups, meet-ups, sport teams, gym or neighborhood.
12. Meet with friends from church and ask them some deeper questions about their level of spiritual interest.
13. Do not overlook existing Christian groups (e.g., community Bible studies, Sunday School classes, etc.) where you may find people who are interested in learning how to minister to others.
14. Look for opportunities to participate in community events such as a neighborhood association project or a mayor's prayer breakfast where you can meet new people.
15. Invite people already in your reservoir to outreach events sponsored by Christian organizations or churches in order to help deepen their commitment and expand their vision for ministry.
16. Organize a small group of individuals already in your reservoir to read and discuss a Christian book that will help them to continue to grow, deepen their commitment and will enable you to discern if some are ready to move to a discipleship level.

APPENDIX

B

BUILDING YOUR NETWORK

Definition of a Network

Your network is a social system based upon relationships in five areas of your life: vocational, recreational, familial, geographical, and spiritual. The most effective means of influencing people for Christ is through your spheres of relationships.

Criteria to determine your network

1. You know them on a first name basis.
2. You are able to have contact with them.
3. They would be open to social interaction with you.

List below those who fit the three criteria.

VOCATIONAL/PROFESSIONAL

RECREATIONAL

FAMILIAL/BIOLOGICAL

1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.
6.	6.	6.
7.	7.	7.
8.	8.	8.

GEOGRAPHICAL

SPIRITUAL/CHRISTIAN

1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.

Now note beside each name above which probable level in the discipleship process each person would best “fit” – Pre-Evangelism, Evangelism or Christian Foundations.

APPENDIX

C

HOW TO INVITE SOMEONE TO AN OUTREACH EVENT

SCENE: You bump into Bill at the water fountain.

Bill: Hi, how's it going?

You: Great, what's going on with you?

Bill: Not much.

You: What did you do over the holiday?

Bill: Just hung around the house and did chores.

You: I have something you might enjoy. In a few weeks I'm going to a lunch at the Headliners Club with a group I've been involved with. I'd like to invite you to come as my guest.

Bill: What is the lunch about?

You: There will be a local businessman as a special speaker. He will discuss the success he's had in his career and the challenge of maintaining his family values and how biblical values have enabled him to do this.

Bill: [hesitates] I'm really not that interested in religion right now.

You: I can understand that. I think what you'll find interesting is that the speaker isn't talking about religion, but relating in a personal way to God. It's not a fund-raiser or a church service. Why don't you come with me as my guest?

Bill: Sure, thanks for the invitation. I'll give it a try.

Meeting Someone After an Event

When you attend an outreach event, pro-actively meet people and trust God to lead you to those to whom He wants you to minister. Use the "four questions" to see what they thought of the event and where they are spiritually. Then follow up with a meeting if they are open to share appropriate materials.

- "What did you think of the _____ (event, speaker, etc.)?"
- "What was the most meaningful aspect of what he shared?"
- "The speaker talked about a personal relationship with Christ. How did that hit you?"
- After they respond say, "Sometime I would like to hear more about your story. If they seem open ask if you can have coffee sometime and try to set an appointment.
- On the appointment ask about their story. Then ask more specifically about their spiritual journey. At that point you may want to share your personal testimony and/or a gospel presentation.

APPENDIX

D

HOW TO GET A FIRST FOLLOW-UP MEETING

After a person prays to receive Christ, you will want to cover the basic assurance concepts which follow the prayer in the brochure, “Your Most Important Investment” or “Would You Like to Know God Personally?” End the meeting by emphasizing the importance of laying a solid foundation for the individual’s new faith and offer to take him or her through the Christian Foundation studies. Here is a sample conversation.

“Denise, now that you have received Christ it is very important that you get a biblical foundation for your new life in Christ. I have a four-session study designed to help you get a solid understanding of your Christian faith. The concepts have really made a difference in my life. It takes about 45 minutes to go through each session, and I would love to share this with you if you are interested. We could do it over lunch or whenever it is convenient.”

If the person seems hesitant to join a group, suggest that you would be happy to meet with him or her one-on-one to go through the material.

APPENDIX

E

QUESTIONS TO HELP YOU IN YOUR SELECTION

When you are inviting someone to consider discipleship, you will find it helpful to meet together one-on-one to determine if the Essential Qualities are being internalized.

Here are some suggested questions to ask to determine if someone is ready for the Christ-Centered Living level.

1. Has a heart for God. “Could you tell me something about your relationship with God? Can you describe something that you are trusting God for or thanking God for this week?”
2. Demonstrates a teachable attitude and desires help to grow. “In what areas would you like to grow spiritually this year?” “What do you think will help you to grow?”
3. Possesses assurance of salvation. “On a scale of 1-100, how sure are you that if you died tonight you would go to heaven?”
4. Understands how to deal with sin. “What do you do when you feel ‘out of sync’ with God?”
5. Beginning to understand the ministry of the Holy Spirit. “What does it mean to you to be filled with the Spirit?”
6. Beginning to learn the importance of prayer and the Scriptures in producing spiritual growth. “How would you describe your prayer life over the last six months?” “Are you reading your Bible very much?”
7. Beginning to fellowship with Christians. “What church do you go to?” “Have you been getting to know other Christians very well?” “How are you involved in your church?”

After your appointment, you may want to involve the person in other ministry activities. If they are weak in one or more of the above Essential Qualities, provide opportunities for additional growth.

Should every Christian be encouraged to join a Practical Christian Living group? Definitely not. Only those who are ready to commit themselves to the qualifications of *Practical Christian Living* (PCL) should be involved. A prospective PCL member also must be available to attend the weekly meetings and one-on-one meetings. They must also commit to complete the assignments, interact with and pray for the other group members.

APPENDIX

F

“AN OPPORTUNITY”

Practical Christian **Living**

An Opportunity

“The great difference between present-day Christianity and that which we read in these New Testament epistles is that to us it is primarily a performance, to them it was a real experience. We are likely to reduce the Christian religion to a code, or at best a rule of heart and life. To these men it is quite plainly the invasion of their lives by a new quality of life all together. They do not hesitate to describe this as Christ ‘living in’ them.” — J.B. Phillips, Forward to *Letters to Young Churches*

Experiencing this new quality of life is directly related to our response to God’s Word. In the parable of the sower, Jesus illustrates that people respond to His Word in four ways. Read Matthew 13, verses 3-9 and 18-23.

Which soil would you like to have represent your life?

Most Christians today would like to experience this same vitality in their relationship with Christ but they don’t know where to begin. Jesus said, “I came that they might have life, and might have it abundantly” (John 10:10). God desires for each Christian to experience a dynamic, fulfilling and supernatural life. *Practical Christian Living* (PCL) is offered as an opportunity to help you develop a consistent and growing walk with God.

What is “Practical Christian Living”?

1. It is part of a discipleship series designed to help you grow in your love for God and for others through Bible study, sharing and prayer. You also will meet personally with your group leader from time to time.
2. PCL will provide an environment where you will be able to grow spiritually. You will learn how to live the Christian life by God’s power, how to develop your personal devotional life and how to love others with God’s love.
3. The sessions will last from 60 to 90 minutes a week during an initial nine-to twelve-week period. There also will be an opportunity for you to continue for a second nine-week period if you so desire.

Why I would like you to be a part of “Practical Christian Living.”

1. You will have an opportunity to grow in your relationship with God and to experience His power.

“That He would grant you, according to the riches of His glory, to be strengthened with power through His Spirit in the inner man; so that Christ may dwell in your hearts through faith.”

— Ephesians 3:16,17

2. Your understanding of God's Word will deepen, and your prayer life will be strengthened.

"But his delight is in the law of the Lord, and in His law he meditates day and night. And he will be like a tree firmly planted by streams of water, which yields its fruit in its season, and its leaf does not wither; and in whatever he does, he prospers." — Psalm 1:2,3

"Devote yourselves to prayer, keeping alert in it with an attitude of thanksgiving." — Colossians 4:2

3. You will have an opportunity to develop strong Christian relationships.

**"And may the Lord cause you to increase and abound in love for one another, and for all men, just as we also do for you."
— 1 Thessalonians 3:12**

4. You will receive answers to questions concerning the Christian life.

**"... for they received the word with great eagerness, examining the Scriptures daily, to see whether these things were so."
— Acts 17:11**

5. You will gain a foundation in your life that will enable you to reach out to others.

**"Now all these things are from God, who reconciled us to Himself through Christ, and gave us the ministry of reconciliation."
— 2 Corinthians 5:18**

What are the qualifications for your involvement in "Practical Christian Living"?

1. A desire to grow in your relationship with Christ.
2. A teachable attitude — a willingness to learn from and interact with others.
3. A commitment to attend weekly sessions and to purchase the materials.
4. A commitment to hold one another accountable to complete your assignments.

Would you prayerfully consider making this commitment to be involved?

Name _____

Date _____

SESSION 06

LAUNCHING YOUR DISCIPLESHIP GROUP

Using an effective tool to build multiplying disciples

SHARING

REVIEW THE ASSIGNMENT FROM SESSION FIVE

WORSHIP MUSIC and PRAYER

TOOLS FOR THE JOB

Imagine if you will a small, third-world country suffering extreme drought fifty years ago. After three-and-a-half years of little rainfall, famine strikes the country. Thousands of people desert their farms and homes and head south in search of food and water. Others stay and try to eke out a living. Many western countries respond by airlifting food, water and equipment into the country. One year later, a government team arrived to evaluate the need, and whether or not the donated supplies had been well used in helping the rural farmers. What they found was distressing. Cans of rations were lying around unopened with the farmers

being unsure of their contents. Can openers had been sent but no one had known what they were, and they had been given to the children to play with. The pipe for irrigation had found other uses, gasoline for equipment was merely used as a fire starter. The grain and bottled water were almost all gone and there were no plans for warding off the famine that was predicted to continue for the next several years.

DISCUSS

- Why didn't the equipment and food accomplish the job for which they were intended?
- What applications could be made from this story to our implementation of PCL as a discipleship tool?

CHANGING LIVES

Jesus Christ is the only person who can change a life from within. Through quality discipleship material such as, *Practical Christian Living* (PCL) you will see Jesus Christ change lives. And you will help change the world by introducing individuals to Him and preparing them for future ministries in His name. The impact of what Christ is doing in your life and in the lives of those you disciple will be multiplied in the months and years ahead as the men or women you lead grow to maturity in Christ. The praying, loving and caring attitude you demonstrate in your ministry now will reap a great harvest in many other lives later.

WHAT IS PRACTICAL CHRISTIAN LIVING?

Training through both *Practical Christian Living* (PCL) and *Leverage Your Life* (LYL) is designed to help a person grow from his or her initial commitment to Christ to a level of spiritual maturity that results in discipling others (2 Timothy 2:1-2). (For more insights on how Jesus produced life-change in His men, see Appendix E, “Jesus Trained the Twelve.”)

Use of this material will not ensure the making of a disciple, but it is an excellent tool to help you accomplish that result. *Practical Christian Living* is not the only tool designed for discipleship. However it is an excellent choice and for the purpose of illustration we will be referring to it throughout this session and providing a sample in Appendix B.

If you use tools other than these, be sure that they are designed to be transferable and cover core elements, such as the Spirit-filled life, which will lead disciples from their initial commitment to Christ to a level of spiritual maturity that results in discipling others.

For those not using PCL, you should find materials that include an emphasis on the ministry of the Holy Spirit, the Great Commission, personal evangelism, a movement mentality, spiritual battle and an eternal perspective. Using materials which don't include these elements will make it more difficult to build spiritual multipliers.

PCL is designed to be a part of an environment where people will be able to grow spiritually. They will learn how to live in

the power of the Holy Spirit, how to develop their personal devotional life and how to love others unconditionally. They will also be exposed to your personal ministry of evangelism and follow-up.

This level of the discipleship process involves a weekly small group meeting plus the leader meeting one-on-one with each member from time to time. Group meetings should last between 60 and 90 minutes and include sharing, prayer, study of Bible content and vision-building times. You will not do all of these each week, but every meeting should contain most of the elements.

One-on-one appointments reflect the emphasis of the series on the spiritual growth of each person not just on the completion of a course of material. The one-on-one meeting you spend with your people will enable you to personalize your discipleship of them. During these times, help each person apply in his or her daily life the truths he or she is learning and expose them to a ministry of evangelism. This personal interaction will also provide an environment of mutual love and encouragement.

As you focus on your objective of helping your group members develop a consistent walk with the Lord, PCL will serve as a stepping-stone to help prepare them for a ministry of evangelism and basic discipleship. They will become spiritual reproducers.

DISCUSS

- What do you desire to accomplish by using the PCL materials?

WHO SHOULD I SEEK TO INVOLVE IN PCL?

Practical Christian Living is designed for either a new Christian who has gone through “Foundations” or an older Chris-

tian who desires to discover the Spirit-directed life. However, you should not encourage every Christian to be involved in PCL. Focus on those who are ready to commit themselves to qualifications described in “An Opportunity” sheet (Session 5, Appendix F). In Session 5, we saw that in order for your group to be effective, each prospective member should be exhibiting the Essentials Qualities needed to be ready for PCL.

The person must be committed to attend the weekly meetings, complete assignments, be available for one-on-one meetings, and interact with and pray for other group members. Seek to involve those who are “influencers” of others -- those whom others seem to follow. Influencers are found in every socioeconomic level of your community and in whatever affinity group you minister.

You should be building your reservoir of contacts (Session 5) so that ideally you will have three to five people in your PCL group. The material may also be used one-on-one with individuals. While your first group will be an opportunity for you to gain experience in building people and leading a group, it shouldn't be your last PCL group. As you continue to build your reservoir of interested people, you will periodically form new groups of people who are ready to grow.

DISCUSS

- Based on your assignment from Session 5, do you have enough people who meet the qualifications to be in *Practical Christian Living*? If so, what will your next step be?

If not, what will your next step be?

- When you lead a person through “An Opportunity” sheet, what are some problems you might encounter?

- How might you respond to these?

- Why do you need to be clear and thorough in your communication regarding the degree of commitment required to begin in PCL?

- How does using “An Opportunity” sheet help you communicate clearly?

HOW DO I MAINTAIN RELATIONSHIPS WHILE BUILDING MY RESERVOIR?

It could take a few months to find enough qualified people for a PCL group. Therefore, it is natural to ask how you can maintain personal contact with people and encourage their spiritual interest until you begin your group. In order to have a PCL group of three to five you will need to challenge more

than will end up in your group.

Here are some ways to maintain connection with the people you are developing until you can begin your PCL group.

1. Spend one-on-one time with them to get to know them and build relationships. Invite them for meals or do something recreational. Encourage them spiritually by inquiring about their walk with the Lord (prayer times, Bible study, etc.) or their felt needs (family, work, other worries, etc.). Any of these may lead to an opportunity to share appropriate Scriptures (e.g. Matthew 11:28-30).
2. Take them to various ministry activities hosted by Christian groups such as outreaches, gatherings or retreats. By exposing them to other Christians and activities, you will begin to lay the groundwork for their later involvement. You can easily take several of the people from your reservoir to these events.
3. If your church is conducting an ongoing, low-commitment momentum group (e.g., Men’s Fraternity or large group women’s Bible Study) you may invite your people to come. This is a great way to build interest while you are finding others. You may also find others for your reservoir at the momentum group meetings.
4. You may involve your people in a topical Bible study or Christian book study that usually lasts 6-12 weeks. Or you may start one yourself while you are building your reservoir.

HOW DO I INVITE SOMEONE TO BECOME INVOLVED IN PRACTICAL CHRISTIAN LIVING?

Every successful group is the result of prayer. Make a list of potential candidates from people in your sphere of influence. Begin praying daily, asking God to lead you to those people He wants in your group. And ask God to prepare their hearts to make the needed commitment.

Meet individually with each person on your list. Invite him or her to become involved in your group by reading together through “An Opportunity” sheet. Do not challenge them as

a group because you want to personalize each encounter and make it clear that each one is committing to your leadership. This will take 30 - 45 minutes, so you will want to choose a place and time where you will not feel rushed or be distracted. Be sure to look up Matthew 13 together and examine the four types of soil that Jesus describes.

Help the person to see PCL as a tool or plan to help him or her become the fourth type of soil. Also, ask questions where appropriate to ensure understanding. Be sure each person specifically commits to the qualifications for PCL. Ask the prospective group member if they are ready to commit to the discipleship group now. If so, have them sign and date the "Opportunity" sheet. If they are not sure, ask this question at the bottom of the sheet: "Would you prayerfully consider making this commitment to be involved?" Set a time to talk again regarding their response.

Toward the end of the first ten sessions of PCL you should reconfirm with each group member his commitment to continue for the second ten sessions. For those who have been faithful to their commitment and who are growing through the discipleship process, this reconfirmation could be accomplished through a phone call. However, meet personally with those who have been less faithful, or who have not applied the truths presented thus far, or who may be questioning their continued involvement. This will give you the opportunity to review with them the qualifications for involvement and discuss any difficulties or struggles they may be having. Do not be surprised or discouraged if some members decide not to continue with the second ten sessions of PCL.

HOW DO I LEAD THE FIRST SESSION?

The first session is of the utmost importance, so be well prepared. Your group members' first impression may last for weeks. You probably should not begin the PCL content until the second week. The first session is for getting acquainted with one another and helping to establish the foundation for unity as a group.

To begin, introduce each person as he or she arrives. Then when the group is assembled, help them to get to know one another by having each person share his answer to some of

the following questions (write these into your PCL guide):

1. Where are you from?
2. What significant event has contributed to who you are today?
3. Who do you most admire and why?
4. Who has had the greatest influence on your life?
5. How and when did you become a Christian?
6. What are some areas you would like to grow in by being a part of this group?

Jot down a few notes as each group member shares. This will help you get to know them better and minister to them.

Next, introduce the PCL Study Guide notebook and review the topics. If you haven't already, tell them how much the notebook will cost. Remind them of the following benefits of being in the group:

1. You will have an opportunity to grow in your relationship with God and to experience His power.
2. Your understanding of God's Word will deepen and your prayer life will be strengthened.
3. You will have an opportunity to develop strong Christian relationships.
4. You will gain a foundation in your life that will enable you to reach out to others in ministry.

Explain that your time together will include sharing, Bible study, prayer, and vision-building experiences. Remind them of the day, time, and place to meet. Instruct them to bring their PCL notebook, Bible and pen for each session. Also explain that all of you as a team will hold one another accountable for assignments, Scripture memory, and applying the content in your lives.

Give them an opportunity to ask questions. Then close in prayer. As they leave, tell them how glad you are that they are in the group.

HOW DO I PREPARE FOR PCL SESSIONS?

A well-prepared session will allow you to lead the discussion with confidence. There is no substitute for preparation. This material has been specifically designed to build you as a leader through the necessary preparation process. If you try to take short cuts in your preparation time, both you and your group will know it. Preparing well sets a good example for your group.

Paul's advice to Timothy reminds every discipler of an even higher reason for careful preparation: "Be diligent to present yourself approved to God as a workman who does not need to be ashamed, handling accurately the word of truth" (2 Timothy 2:15).

STEPS TO PREPARATION

1. Schedule your group meeting in a place with an atmosphere that will promote learning and interaction (e.g. a conference or board room, home, or private room in a restaurant).
2. Begin your preparation by praying individually for your group members and for yourself.
3. Next, work through the session in your Study Guide, reviewing each item, including the assignments designed for your group members to do after the session.
4. Read the Leader's Guide. (A sample session of the PCL Leader's Guide is found in the appendices of this session.) Each session in the Leader's Guide has three parts:
 - ▲ General information is on the first page of each session, giving you the title, focus for the session and its objectives.
 - ▲ Background information is provided in this section titled "Making the Most of this Session." It provides insights into some of the Scriptures used in the session, along with special notes and suggestions for leading the session. It will be helpful to read any additional Scriptures suggested here.

▲ Instructional information follows on the remaining pages, giving detailed guidance to help you have a successful experience in leading PCL. You will find additional questions, scriptural insights and tips to keep the session moving productively.

5. Now work through the Leader's Guide side-by-side with the Study Guide. Transfer from the Leader's Guide into your Study Guide any notes or directions that you want to use with the group. Do not take your Leader's Guide to your group meetings.
6. Finally, make sure you have any materials you will need to take to the group. It is important to realize that, because of our personalities, most of us will have a tendency toward either being too rigid in using the PCL material or being too undisciplined. Identify which of these styles you lean toward. In order to find a balance, remember that either extreme may focus more on what you are comfortable with than on the needs of the group and the goals of the PCL series. If you continually think of their needs in light of the goal of discipleship, you will find it easier to adjust your natural style to the approach that will most benefit the people you disciple.

DISCUSS

- What are some factors that could interfere with your preparation each week?
- Would you tend to be too rigid or too unstructured in using the PCL materials?

- How might your group suffer if you fail to balance your natural style of leading?

HOW DO I LEAD THE FIVE ELEMENTS OF PCL?

There are five important elements included in PCL for which you must prepare. (These elements are not just for PCL but should be part of leading any discipleship group.) Do not prepare just to cover the content. The five elements of PCL are:

1. Sharing - Set aside time for informal interaction about what God is doing in each person's life. Sharing will usually, but not always, fit best at the beginning of your meeting. Your group will feel free to be open with one another to the degree that you are willing to be open and vulnerable with them.

Questions such as these can be helpful in opening up your sharing time (you may want to jot these down in your study guide to remind you):

- ▲ What's been going on in your life?
- ▲ What have you been trusting God for this week?
- ▲ What have you been thanking Him for?
- ▲ What has been a difficulty you have faced this week?
- ▲ What has God been teaching you from the Word?
- ▲ What has been the hardest thing to apply from last week's session?
- ▲ What answers to prayer have you received lately?
- ▲ What one thing would you want God to do in your life in the next couple of weeks?

Avoid allowing this time to drift too far into superficial topics. While some open conversation about points of interest is necessary to build strong friendships, be alert to when you need to redirect the sharing by asking a question like one of those above. The length of time

spent in sharing will depend on the total amount of time your group meets together. Watch your time so that you do not diminish the other necessary elements of the group meeting. Occasionally you may want to allow more time if you sense the sharing is especially meaningful to the group.

2. Content - While studying the session content is essential, keep your focus on the objective of your instruction: changed lives. Remember, it is people, not lessons, who disciple people. Concern for each person's needs is more important than getting through the material. Even though the lessons are designed to be completed in one meeting, you may find it wise to take more than one week to complete some topics based on the size of your group and the time available.

You will notice that the Study Guide and your Leader's Guide are designed to help group members discover biblical truth for themselves, rather than simply having you present information to them. Do not lecture. Their involvement in responding to the Study Guide questions will greatly aid their understanding and retention of the truths being studied.

Be well enough prepared that you are not tied to your notes. Be sure that you maintain eye contact with your people and that they can comfortably see each other. In the early sessions of the series, avoid putting anyone on the spot to answer a specific question. As you build mutual trust within the group, you can become more directive in the later sessions.

3. Prayer - Don't assume that your people know how to pray aloud. Assure them that prayer is simply talking to God. Here are some tips to help your group members develop confidence in prayer and to build oneness of purpose within the group. You may want to jot these down in your Study Guide to share with your group.

- ▲ Suggest a specific topic for prayer (e.g., "Let's all thank God for one thing that He's done for each of us this week").
- ▲ Encourage group members to pray spontaneously, rather than following a set sequence.

- ▲ Guide members to follow these guidelines as they pray:
- ▲ Be honest and use normal speech.
- ▲ Talk to God as you would to a trusted friend.
- ▲ Pray about one thing at a time, then pause so someone else in the group can pray.
- ▲ When someone else is praying, pray along by agreeing in your heart with that person's prayer to God.
- ▲ Respond to another person's prayer by praying about the same subject rather than immediately introducing a new concern.
- ▲ Pray as often as you wish, making sure everyone has a chance to participate.
- ▲ Use times of silence to focus your thoughts on God.

Be a model that your group members can follow. Use short, simple prayers, focusing on one topic at a time. Your honesty and simplicity will reduce the fears your group members feel about praying aloud.

Have group members write down any prayer requests so they can pray for them later in the week. Also have them write down results when God answers prayers. Be careful however, not to spend so much time taking requests that the actual praying is minimized!

4. Vision Building - Plan time in your PCL sessions to impart vision of what God is doing in the world today, and how He desires to use us. Consider these suggestions:

- ▲ Read visionary passages of Scripture (e.g., Isaiah 6:1-8, Jeremiah 1:4-10; Acts 6:7; 8:26-40, Acts 19:8-10), a paragraph or two from a challenging book, magazine article or internet resource (e.g., biographies of Christian leaders, YouTube testimonies and www.IAmSecond.com).
- ▲ Have another Christian come and share his or her testimony.
- ▲ Talk about or play videos showing how God is at work in your city and around the world.
- ▲ Show online news articles/videos about current events that help demonstrate the need of the world or how God is at work (see Cru.org or other mission group websites). Pray for world events, world leaders and persecuted Christians. Bookmark interest-

ing articles, videos, etc. that you can show at future meetings.

You do not need to include this element every week, but provide it often enough to give your people the sense of God's work around the world.

5. One-on-One - Although the sessions are designed to communicate basic biblical truths, the actual working out of these truths is accomplished during the one-on-one meetings with each group member. Be sure to bring your Bible for this one-on-one meeting.

- ▲ Meeting one-on-one is your best way of building strong, healthy relationships. This time should be a demonstration of your love and concern for the individual. Share your life with your friend. Be vulnerable and open about your weaknesses, areas of growth, etc. Find out how he or she is doing personally. Pray together for each other's needs.

- ▲ Seek to discover how well he or she understands the content and encourage efforts to individually apply it. Make sure the person is relating the content to specific issues in life, such as family life, work, finances, social activities, etc. Ask direct questions such as "How does this relate to your work?" You may need to help the person think of steps of faith to take in applying the truth.

- ▲ Be sure to have your Bible (printed or electronic version) with you. Show them verses that relate to what you are discussing.

- ▲ If you can, use a one-on-one meeting to take your disciple with you to share your faith or follow-up a new Christian. This is very important to build their vision and to motivate them to want to share their faith. It will require effort, planning, prayer and faith on your part to provide these opportunities for you and your group members to be involved together.

- ▲ A good way to let him or her see you as a "real per-

son” is by doing fun or informal things together (e.g., shopping, sports, dinner at your house).

If possible, plan a group retreat. Meet on a weekend for prayer, fun, sharing, and application of the series content to their personal needs. As you spend a concentrated time together, allowing God to minister to everyone, you will find your group members making significant strides in their commitment to the Lord and to one another.

DISCUSS

- Indicate which of the skills listed in the following chart you feel are your strong points?
- Which skill(s) do you most need to develop?

Leadership Skills In Leading PCL	Strength	Weakness
Relational Skills		
Helping people feel at ease	<input type="radio"/>	<input type="radio"/>
Smiling, maintaining eye contact	<input type="radio"/>	<input type="radio"/>
Being open and vulnerable	<input type="radio"/>	<input type="radio"/>
Drawing people out	<input type="radio"/>	<input type="radio"/>
Expressing encouragement to others	<input type="radio"/>	<input type="radio"/>
Instructional Skills		
Asking questions to stimulate discussion	<input type="radio"/>	<input type="radio"/>
Keeping discussion on track	<input type="radio"/>	<input type="radio"/>
Summarizing points that have been made	<input type="radio"/>	<input type="radio"/>
Guiding discovery in the Scriptures	<input type="radio"/>	<input type="radio"/>
Guiding balanced participation by group members	<input type="radio"/>	<input type="radio"/>
Spiritual Development Skills		
Involving people in evangelism and follow up	<input type="radio"/>	<input type="radio"/>
Modeling effective prayer	<input type="radio"/>	<input type="radio"/>
Building vision	<input type="radio"/>	<input type="radio"/>
Modeling worship and praise	<input type="radio"/>	<input type="radio"/>

- Explain what would be the result if the leader habitually omitted any one of the five elements of *Practical Christian Living*.

Sharing

Content

Prayer

Vision Building

One-on-One

SUMMARY

Remember that your objective is to help each person follow Jesus with his or her whole heart. Following Jesus always involves these two aspects:

- ▲ A growing, intimate relationship with God.
- ▲ A growing, effective ministry to others.

The focus of discipleship is people, not a program. That focus should be on people and what they are becoming, not merely on taking them through material. Trust the Lord to give you wisdom to be able to minister to each person's spiritual, emotional and personal needs. Trust God also to keep you from the extremes of trying too hard to change a person into what you want, or being too passive in motivating the person through difficult times or over faith barriers.

The effectiveness of the *Practical Christian Living* material is primarily determined by how you, the leader, use it. If you approach these sessions as you would a Bible study -- primarily emphasizing content -- you will not build multiplying disciples effectively. You must faithfully employ all five elements of PCL for your group members to grow in a healthy manner. If your people are committed to becoming more like Christ and you hold them accountable in love, you will see disciples develop as you employ the principles we have discussed.

Finally, trust the Lord! Take the initiative to build disciples in the power of the Holy Spirit and leave the results to God!

ASSIGNMENTS

1. Which element of PCL do you feel least capable of leading? Share this with your leader when you meet individually, making it a matter of joint prayer to trust God to work through your inadequacy.
2. If you have not previously led a PCL or other discipleship group, carry out the first step necessary in forming one -- prayer. Pray that God will speak to the hearts of prospective disciples and will lead you to contact and challenge the ones He has chosen for you to disciple.

APPENDIX

A

HOW TO INVITE SOMEONE TO *PRACTICAL CHRISTIAN LIVING*

1. Every successful group is a *result of prayer*. Begin praying daily, asking God to lead you to those people He wants in your group. Ask Him to prepare their hearts to make the needed commitment.
2. *Be selective*, as Jesus was, and look for the previously listed qualities in people. Unless you are discipling one-on-one, seek to have three to five in your *Practical Christian Living* (PCL) group. It might help to co-lead your group with another qualified person. This will allow you to help one another lead and to divide up your group members in order to meet individually with them on a more regular basis.
3. *Meet with each person* whom God has impressed you to challenge. Read through “An Opportunity” sheet together and invite him or her to become involved in your group. Do not challenge a whole group at once. PCL was designed for those who make personal commitments.
4. Help your group member to see PCL as a *tool or plan* to help him or her become the fourth type of soil. (See the “Opportunity” sheet in the appendices.) Also ask questions where appropriate to ensure understanding.
5. Be sure each person (including those you are discipling individually) *specifically commits himself* to the four qualifications required to be a part of PCL and have them sign and date the Opportunity sheet.

APPENDIX

B

SAMPLE PRACTICAL CHRISTIAN LIVING LEADER'S GUIDE

[Note to the leader: If you are unfamiliar with the PCL Leader's Guide, a sample session is included here for you. For additional helps to lead PCL, see "Steps to Preparation" in this session.]

Session 14

Loving Unconditionally

FOCUS

Through faith, every Christian is to love others with God's unconditional love.

OBJECTIVES

You will help your group members to understand God's love and the importance of loving others with His love when you guide them to do the following:

- Compare God's love to our human ability to love.
- Realize His command and His provision to express God's love to others.
- By faith, claim God's love for a specific individual who is difficult to love.

MAKING THE MOST OF THIS SESSION

1. Has each of your group members shared **his/her story** during one of your group meetings? If not, schedule them in now.
2. Continue to trust God to show you how best to **motivate and communicate love** to each of your group members. Pray and think through how each of them is progressing in these areas:
 - Developing in love for God.
 - Expressing confidence in personal forgiveness.
 - Living by the Spirit.
 - Trusting God in various areas of life.
 - Establishing a quiet time and feeding on the Word.
 - Growing in prayer.
 - Developing a vision and heart for sharing the gospel with unbelievers.Trust God to use you to help them in those areas that need further growth. As Paul says, "encourage the fainthearted, help the weak" (1 Thessalonians 5:14).
3. When you meet individually, **ask each of your group members** how living by the Spirit has been affecting relationships with his or her family, relationships with those in the office, or other areas in life that are applicable. As you trust God for insight, ask yourself if your people are demonstrating **how to apply the Spirit-filled life** in various circumstances. Do they trust God to live His life through them, producing His fruit in

their lives? Or are they only asking God to help them, or trying hard to do better in the flesh?

This session on loving unconditionally is crucial to our walk with God as well as in our relationships with others. If we do not learn to truly love people, we will not continue to live by the Spirit nor become more like Jesus.

There are three Greek words translated into the one English word “love.” Eros suggests sensual desire; it does not appear in the New Testament. Phileo is used for friendship or love for one’s friends or relatives, and conveys a sense of loving someone who is worthy of our love. Agape is God’s love—the purest, deepest kind of love—expressed not through mere emotions, but as an act of one’s will.

God’s supernatural love is supremely revealed through our Lord’s death on the cross for our sins. It is this supernatural love that He wants to produce in us by His Holy Spirit.

Agape love is given because of the character of the person loving rather than the worthiness of the object of that love. Sometimes it is referred to as “love in spite of” rather than “love because of.”

The Lord Jesus gave to His disciples—and through them to all believers—a new commandment: “Love each other just as much as I love you” (John 13:34 TLB). What kind of love is this? It is the very same love that God the Father expresses for His only begotten Son, the Lord Jesus. It is this same divine, supernatural, unconditional, everlasting, unchangeable love which God makes available to us with the command that we are to love one another.

God gave this promised love to the disciples on the day of Pentecost with the outpouring of the Holy Spirit. As a result, they were not only able to love each other as Christ’s disciples, but they could also love their enemies—the very ones who crucified our Lord.

This same divine love—agape—is available to us. It is not merely an emotional experience, but it is a supernatural power originating with the Father and coming from Him to the Son, to the disciples, to us and to the world.

However, we cannot love in our own strength. Just as surely as “those who are in the flesh cannot please God” (Romans 8:8 NASB), so in our own strength we cannot love as we ought.

We know from John 15:12 that it is God’s will for us to love others. We also know that He would not command us to do something that He will not enable us to do. In 1 John 5:14,15, God promises that if we ask anything according to His will, He hears and answers us. Relating this promise to God’s command, we can claim by faith the privilege of loving with His love.

God has for us an unending supply of agape love—His divine, supernatural love. It is for us to claim, to grow on, to spread to others, and thus, to reach hundreds and thousands

with the love that counts—the love that will bring them to Jesus Christ. In order to experience and share this love, we must claim it by faith; that is, trust His promise that He will give us all that we need to do His will, on the basis of His command and promise.

SESSION PLAN

Sharing and Prayer (5-10 minutes)

Memory Verses (3-5 minutes)

Ask several group members to say aloud one or more of the memory verses from the past several weeks.

Review/Overview

Read aloud the paragraphs reviewing the previous session and introducing this one.

Day One

Involve (5 minutes)

ADVICE NEEDED

Ask a group member to read aloud the “Dear Gabby” letter. Then ask the group what advice they would give to Stephanie. Look for how your group members apply the Spirit-filled life to this situation.

Explore (30 minutes)

Read aloud the paragraph introducing the next section as well as the quote by Oswald Chambers.

GOD’S LOVE

Ask a group member to read aloud the 1 Corinthians 13:1-13 passage that is printed in the notebook, then ask what qualities people listed as meaningful to them.

Using verses 4-7 from this passage, list two or three qualities of God’s love that seem most meaningful to you. **Answers might include: Love is patient; is never envious; does not demand its own way; is not irritable; does not hold grudges; will hardly notice when others do it wrong; is never glad about injustice; is always loyal; always expects the best; etc.**

Day Two

Ask the group what they wrote in their chart for the differences between God's love and man's ability to love.

OUR LOVE FOR OTHERS

Ask someone to read aloud the introductory paragraph as well as John 13:34.

How does Jesus command us to love others? How would that look? **Our love should be undeserved, active and costly to us.**

Read the Ephesians 4:32 quote.

When someone offends us or hurts us, what should our response be? **We are to be compassionate and forgive the person.**

Why is this so hard to do? **Because our fleshly response/emotional response to someone who offends us or hurts us is to retaliate, get even and hold a grudge. Only if we are drawing upon God's power can we respond in a supernatural way.**

KEY QUESTION

What actions do you think are involved in forgiveness? **We should practice the following actions: not to hold a grudge, not to avoid the other person, keep the event in the past, release the person from all debt to us.**

FOR A DEEPER LOOK: Read Luke 23:33-35.

How might we typically respond to someone who attacks us physically or emotionally? Where would we find the power to respond as Jesus did? **We would typically respond with hatred, vengeance and bitterness. Only by turning to God and entrusting ourselves to the Father as Jesus did on the cross could we respond supernaturally.**

Day Three

What does Hebrews 12:14,15 say are some results of not forgiving? Can a person be living a Spirit-directed life and yet refuse to forgive someone who has hurt or offended them? Why or why not? **Not forgiving will lead to a "root of bitterness" springing up and "blooming" into hatred and vengeance. Also implied is that we will fail to experience God's grace and peace if we don't forgive from the heart. We also really won't be able to live a Spirit-directed life because a part of our lives will be unyielded to Christ. Yieldedness to Christ is a foundational aspect of the Spirit-directed life.**

According to Luke 6:27-36, what are some loving actions you are to take with someone who hates you? **We are to love them, bless them, pray for them, give to them.**

Have someone read aloud the two paragraphs summarizing this section, and ask if anyone has any questions or comments about the ideas presented.

FOR A DEEPER LOOK: Read Matthew 18:21-35.

What does Jesus say is the relationship between a person's attitude about his/her own need for forgiveness and forgiving others? What does this reveal about our evaluation of our own sins? When our evaluation is correct, how does that affect our readiness to forgive others? **If a person doesn't understand the depth of or appreciate his forgiveness from God, it will be difficult to forgive others. When we realize how much we have been forgiven by God and that we are just as capable of hurting others the way we have been hurt, then it will enable us to forgive others, with God's power, as we have been forgiven.**

Day Four

LOVING WITH GOD'S LOVE

Read aloud the sentence introducing this section.

Read Ephesians 3:16-21.

What part does living by faith play in demonstrating God's love toward those who are difficult to love? **Since everything in the Christian life is based upon faith, we should, as an act of the will, claim God's love by faith. We will not feel like loving or forgiving certain individuals. However, we can please God by claiming God's love through faith rather than acting on the basis of our feelings.**

What must be true in our lives for us to be able to demonstrate God's love?

We must be filled with the Holy Spirit. We cannot love others in our own strength, but we can give this love to others as we allow the Holy Spirit to produce His fruit in our lives. We must actively trust God to express His love for others through us.

THE SECRET TO LOVING WITH GOD'S LOVE

Read this section aloud including the quote by Arlis Priest.

Have a group member read aloud the **SUMMARY** paragraph.

Day Five

Apply (12 minutes)

A PLAN FOR LOVING

After you share something that was meaningful for you, invite one or more volunteers to share one aspect of this exercise which was particularly meaningful or helpful to them.

Assignments

Encourage your group members to be faithful to read 1 Corinthians 13 throughout the week and to accomplish their “Plan for Loving.” Also remind your group members to bring their PCS cards to the next group meeting.

Close in Prayer

Pray for each other to be encouraged and strengthened to follow through on this exercise and for each member’s personal requests.

APPENDIX

C

HELPFUL TIPS FOR DISCIPLINING OTHERS

1. Trust God for Discernment

As you begin to minister to people, try to remember that you are not a spiritual “superior” but just someone sharing what you have learned. However, at times issues in the person’s life will become apparent that will severely hinder his or her growth in Christ if not dealt with.

You may need to direct the individual to specific passages of Scripture that will help him or her see God’s perspective on the matter. You may feel uncomfortable approaching a person in this way but realize that it is an important role you must play if you are going to help him or her grow. Some problems may require professional help to overcome. Don’t try to fulfill that role. Give a biblical perspective and direct the person to appropriate resources.

How do you discern if an issue should be addressed? The first step is to seek the Lord on the matter. Ask God to show you if this is something that is hindering the person’s immediate growth. If the matter is only a part of the individual’s personal belief system, there is a strong possibility that it will be addressed as he or she gets into the Word and begins to learn God’s perspective. For example, if the person believes that having an abortion is okay, that is something God can address as the person gets into the Word. If, on the other hand, the issue is an outward activity that is hurtful or damaging to the individual or others around him, then it probably should be addressed. For example, if the person is about to get an abortion, you would want to lovingly help her see how damaging her choice can be.

Another example is the issue of alcohol. You will not want to debate the idea of whether or not social drinking is okay for a Christian. But if the person is abusing alcohol and harming himself or others, you would want to gently help him see what the Scriptures say.

2. Remember Other Important Issues

As you minister, you will meet people of the opposite sex who may express an interest in spiritual matters. It is best to introduce him or her to someone else of the same sex to meet with in one-to-one situations. Find a mature Christian of the same gender who you can bring along on the appointment to meet him or her and eventually let them continue the relationship.

Another alternative is to get the individual into a Christian Foundations group. At this level, mixed gender groups can work well.

However, some people will not feel comfortable opening up in a mixed group on spiritual matters. Issues can come up that are difficult to handle in that setting. Be sensitive to the needs of the individual.

Obviously, you may learn things about those you minister to that could be potentially damaging to their reputation or life if it became public. It is critical that you observe absolute confidentiality when you minister spiritually. This means not telling others (including your spouse) about the person's issues, even to request prayer. Sometimes you need to keep things between you and the Lord.

3. Don't Become Discouraged

Finally, it is important to realize that ministry is not a perfect science. As you begin to minister to people, not everyone will want to continue in the process. Don't be discouraged or take it personally. Jesus did all the right things and not everyone stayed with Him either!

On the other hand, don't give up too easily on people just because they miss several appointments or meetings. You may need to be patient until they get established in "Christian Foundations." As the Holy Spirit begins to work in their lives, He will overcome their reluctance and replace their worldly priorities.

The reality of personal ministry is that some people will filter themselves out even at the basic level. Don't be discouraged or wonder if something is wrong with you. Just be faithful and trust God to work in people's lives at His pace. Be committed to those who are willing to be teachable and faithful. Remember the parable of the four soils in Mark 4. Not everyone will be "good soil" and produce abundant fruit. For some, it will take time and perhaps hardship for God to get their attention and nurture a desire to grow.

4. Depend on God's Ability and Power

Never forget the importance of prayer for seeing people grow. We can easily get dependent on materials, or our personality and gifts to keep people involved and growing. In 1 Corinthians 3:6, Paul says he planted, Apollos watered, but God caused the growth. Recognize your absolute dependence on God to cause growth in the lives of those you minister to. Your prayer for each person demonstrates dependence on God.

It is also critical to remember your need to depend on the power of the Holy Spirit as you help people grow. In John 15:4-5, Jesus makes it clear that apart from Him we can do nothing! If you try to develop people in your human strength it will become a burden instead of a joy.

APPENDIX

D

BENEFITS OF A MOVEMENT FOR YOUR PERSONAL MINISTRY

It is important to involve people in the activities of the broader movement of the body of Christ in your city. You can share how your involvement has impacted your life and invite them to come with you. Using the movement to aid your personal ministry has a number of benefits:

1. Movement involvement lets you proactively invite both non-Christians and Christians to events that open the door for you to further help each group develop spiritually.
2. You may start ministering to someone but not be ready to start a small group. The individual can get involved in a ministry activity that keeps them involved until you find others at the same level with which to begin a small group.
3. One of the most valuable aspects of a movement is that it provides an environment that nurtures new Christians and non-Christians much more than any one person can by himself. New Christians can meet older, more mature Christians who inspire their faith and trust in God. They hear how God is working to minister in people's lives and how prayer is answered. Biblical input on the Great Commission provides vision and direction. And people hear and see how Christians are taking a stand for Christ in their city.
4. When you meet people with various spiritual needs, you can "find a place for them." If you are leading a Christian Foundations group and meet someone needing to go through the Discovery series, for example, you could invite him or her to go through the material with another leader in the movement.
5. Lastly, movement activities draw both Christians and non-Christians that you can meet. As you begin to talk with them at the event, you may find an affinity that allows you to cultivate a new relationship that could lead to sharing Christ or helping them grow.

APPENDIX

E

JESUS TRAINED THE TWELVE

We extend profound gratitude to the late Pastor Ken Radke for his invaluable contribution toward development of the following materials.

The Seven Principles for Discipling

1. Preparation
2. Selection
3. Instruction
4. Demonstration
5. Demonstration Illustrated
6. Delegation
7. Evaluation

1. PREPARATION

Before Jesus could be the master disciple builder, He had to be prepared and equipped for this ministry. If we are to be like Jesus in our ministry, we must also be like Him in our preparation for ministry. God will use the same things in our lives to equip us for discipling that He used in Jesus' life.

Parents (Luke 2:46-52)

1. How do you think Mary felt when she found her son? How do you think Jesus felt after His mother responded as she did?
2. In what sense might verse 51 be a summary of Jesus' whole youth? In light of the minimal information we have about Jesus' youth, how is this statement even more significant?
3. What relationship is there between His obedience to His parents in verse 51 and His growth in verse 52?
4. In what sense was Jesus a follower before He became a leader? How did obeying human parents help Him obey His heavenly Father?
5. The prophecy in Isaiah 50:4-5 sheds light on the reason behind the effectiveness of Jesus ministry. What is that reason?

How does submission to human parents and the heavenly Father make one a more effective disciple and disciple-maker?

Holy Spirit (Luke 3:21-22)

1. What was Jesus doing when the Spirit descended upon Him? Do you think the timing of these two events (prayer and anointing of the Spirit) had any impact on Jesus' attitude toward prayer?
2. Up to this point Jesus had no public ministry. After this point He has great ministry. What does this teach us about the place and role of the Holy Spirit?
3. What relationship does Jesus see between the anointing of the Spirit and His ministry? (Luke 4:18-19) What application does this have to ourselves and our ministry?

Temptations (Luke 4:1-2)

1. What role did the Spirit play in the experience? What role did the devil play? Why is it important to not get them confused?
2. According to verse 13, what happened at the end of this period of time? Why was it important that Jesus won the victory over these initial temptations? How did they later fit into His ministry? (Hebrews 2:17-18)
3. Do you ever feel disqualified from ministry because you have or are experiencing temptations? In what sense might they be the very things that qualify you for a merciful ministry?

Summary Jesus spent 30 years in preparation for a three-year ministry. The tools God used to mold Him were His parents, his temptations, and the Holy Spirit. What tools is God using to prepare you for ministry?

Personal Application

Your Prayer

2. SELECTION

It is clear from the Gospels that Jesus chose twelve men to be His apostles. The selection process that Jesus used is important to consider because we are instructed to “go and make disciples” in a similar fashion as He did.

It would appear that there were three stages in the calling of the twelve. The first was acquaintance, in which they were Jesus’ occasional companions. The second was a commitment, in which they forsook their secular occupations to spend all of their time with Jesus. The third was appointment, in which Jesus officially chose the twelve workers who would carry on His work after He returned to His Father.

Acquaintance (John 1:35-51)

1. John the Baptist has been physically preparing the way for the Messiah. How effective was his preparation? How do you think he might have felt when his disciples began following another?
2. Two of John the Baptist’s disciples began to follow Jesus (Andrew and probably John). How would you characterize this important beginning of their relationship with Jesus: Dramatic? Simple? Formal? Casual?
3. Describe in your own words how the third man, Simon, was brought to Jesus? How might Simon have felt when Jesus changed His name?
4. In what way is the meeting of the fourth man, Phillip, different from the first three? What concept of Jesus does Phillip have?
5. How would you characterize Nathaniel’s initial reaction when told of Jesus? What changes do you see in his thinking? What is the first truth Jesus teaches him?
6. At what point in the three-year ministry of Jesus do these events take place? What does this say about Jesus’ priorities?
7. What can we learn from the variety of ways that Jesus met these men?

Commitment (Matthew 4:18-22)

1. What costly demands does Jesus make on the men He calls? What kind of feelings would you have if you were in their place?
2. In His invitation to follow, what ultimate aim does Jesus have for these disciples? What responsibilities must they fulfill, and what does Jesus promise to do?
3. Jesus called these men to be with Him full time (Mark 3:14). What can we learn from this about the nature of Jesus’ training program?

Appointment (Luke 6:12-16)

1. How did Jesus spend the night preceding His final choice of the twelve? Why? (John 17:6)
2. From a human point of view, this list is not impressive. They were mostly common, laboring men with little training and

education. (Acts 4:13) Why do you think Jesus chose them? Did they have anything in common?

3. Judging by the fact that some of these men had been followers of John the Baptist, how would you characterize their spiritual attitudes?
4. Why did Jesus choose only 12 men to concentrate on? What implications does this strategy have for your ministry?

Summary Jesus carefully and prayerfully chose a few men to spend time with and concentrate upon. The Scriptures exhort us to “choose able men” and “entrust to faithful men.” Who are you going to befriend and disciple?

Personal Application

Your Prayer

3. INSTRUCTION

From the Gospels, one can trace at least four aspects of Jesus’ training of the twelve: instruction, demonstration, delegation, and evaluation. This study will focus on the first aspect of Jesus’ training method, instruction. Jesus provided this instruction in both public teaching sessions with thousands and in private discussions with only a few disciples. As we examine these two types of teaching, we should be careful to look not just at the content He teaches, but also at the method He uses. The simplicity and naturalness of Jesus’ method has often been overlooked.

Public Teaching (Matthew 5:1-12)

1. Who did Jesus address this message to? What is the significance of Jesus instructing the Twelve in front of other witnesses?
2. What is the nature of the subject matter that Jesus deals with? (conduct, character, or how to?)

3. Some feel this message was an “ordination address” given to the twelve because it comes shortly after their appointment as apostles. Why do you think Jesus stresses character in the very first part of this first message?
4. What quality leads to happiness in verse 6? Describe how hunger operates in our physical bodies? Hunger is the discomfort, pain, or weakness caused by our need for food. Why is spiritual hunger an essential quality for a disciple?
5. In Matthew 6:5-15, Jesus teaches about prayer. What is the nature of the subject matter that Jesus deals with here? (conduct, character, or how to?)
6. How does Jesus tie in motivation for prayer with His reference to hypocrites? Why is motivation so important? In what ways could you stress the “why” when you instruct in the area of quiet time?
7. How is Christian prayer different from the Gentile’s prayers? Why is this “counter teaching” (i.e. helping people unlearn wrong ideas) necessary for new disciples?
8. In verses 9-13, Jesus gives a prayer outline. Why do you think He gave it? How do you think He expected it to be used? What simple ways can we use to help young disciples know what and how to pray?

Private Discussions (Matthew 16:13-21)

1. How does Jesus initiate this private discussion with His disciples? To what extent does He differ here from the formal lecture-style approach?
2. What subject matter is Jesus communicating to His disciples? Recognizing the importance of the content, why do you think He chose private discussion rather than public formal teaching to communicate it? What implication does this have for our training of others?
3. What does Jesus tell Peter He is going to do? How should this build up Peter’s concept of Christ? Why is it important for the disciples to be confident of the power, greatness and sovereignty of their Master? (For other examples of Jesus using Himself as the subject matter of His teaching before this time, see Matthew 12:5-8, and 41- 42.)
4. How does verse 21 summarize the private teachings of Jesus from this point on? To what extent do you include this subject matter in your discipling?
5. In Mark 10:17-25, there is another private discussion with the disciples resulting from an unplanned conversation. (One of many informal spontaneous teaching opportunities Jesus used.) What impresses you about the way Jesus dealt with this man?
6. What does Jesus say to the disciples after the man leaves? How do the disciples react?
7. How is Jesus using the “teachable moment” with His disciples? What content does He teach them? Why are they open to learn these specific truths at this particular time?
8. Describe the kinds of situations you would need to have with someone you’re discipling if you were to follow Jesus’

example more fully.

9. List all the things you have learned about Jesus as a teacher.

Summary Jesus systematically instructed His disciples on the character and conduct of a citizen of the kingdom. He also utilized informal, spontaneous discussions to teach them. Do you have a plan for what to teach a young Christian and are you taking advantage of the “teachable moment”?

Personal Application

Your Prayer

4. DEMONSTRATION

The first aspect of Jesus’ training of the twelve was instruction: communicating important truths through both public teaching and private discussion. The second aspect of Jesus’ training method was demonstration. Mark tells us the following about Jesus’ strategy: “And He appointed twelve, to be with Him.” (Mark 3:14) This method of discipling has been called the “principle of association, leadership by example, and demonstration.” Whatever the label, it involved spending time with people in real life situations so they could observe His life. In a sense, Jesus’ life was His curriculum. It is life that trains, and Jesus gave His disciples ample opportunity to observe His life. The following are a number of examples illustrating how Jesus trained His disciples in both skills and character by demonstrating a godly life before them.

Humility (John 13:1-17)

1. What things was Jesus aware of at this very important meal?
2. As the disciples observed what took place in vs. 4, what kind of thoughts do you think went through their minds? What do you think was Peter’s tone of voice when he asked his question in vs. 6? In vs. 8?

3. What kind of impression do you think this incident left upon the disciples? As a discipling method, how effective do you think this demonstration of servanthood was?
4. After Jesus sat down again, He gave an interpretation and some instructions. How did He interpret the significance of His own actions? How are the disciples to think and behave from now on?
5. How can you teach servant hood and humility to others without giving them a lecture?

Prayer (Luke 11:1)

1. What activity was Jesus engaged in?
2. What other examples from the gospels show Jesus praying? Why is the demonstration of an effective prayer life essential and foundational for teaching others to pray?
3. What personal applications can you make regarding your own disciple making from this incident?

Temptation (Matthew 16:21-23)

1. In what way could Peter's rebuke have been a temptation to Jesus?
2. How did Jesus react? Why do you think He reacted so swiftly and so strongly?
3. What do you think the disciples learned from this incident about how to handle temptation?
4. In Matthew 4, there is a lengthy and detailed account of Jesus' temptation by Satan in the wilderness. None of the disciples were with Him and yet we have a full account of it. What obvious implication can you draw from this? What application does it have to your own training of people?

Rejection (Matthew 11:16-30)

1. What differences in lifestyle were there between John the Baptist and Jesus? On what basis was each man rejected? Did the fault lie in their approach or in the hearers?
2. How had the cities responded to Jesus mighty works? How would you characterize Jesus' remarks to the cities? (offended? concerned? neutral?)
3. Judging from the heaviness of these rejections, how is the content of Jesus' prayer (beginning at vs. 25) a surprise? How does it differ from the way you might have reacted?
4. In what way was Jesus teaching His disciples how to handle apparent failure by His examples? Why was this lesson important for them? Why is it important for us to learn?
5. How can apparent failure in your life and ministry be used as a way of training a young Christian? How does personal privacy fit in with being a disciple maker?

Summary Jesus spent many hours with His disciples in informal, real life situations. They went to parties and meetings together, traveled and ate together, prayed and probably laughed together. In every situation the disciples learned from Jesus' example. Is your life an example to others? List some ways you can spend this kind of time with a few younger Christians.

Personal Application

Your Prayer

5. DEMONSTRATION ILLUSTRATED

This study deals entirely with how Jesus trained His disciples in personal evangelism. He did not give an academic lecture series on the subject, but rather invited His disciples to observe His example. Jesus said, "Follow me and I will make you become fishers of men." His training was very natural since He simply took advantage of the situations around Him. This added realism to the training. Jesus undoubtedly shared the content of some private conversations (Samaritan woman and Nicodemus) with His disciples for their benefit. But the disciples were able to observe Jesus first hand on a number of occasions. The following two passages are examples of this.

A Rich Man (Mark 10:17-22)

1. Who took the initiative in this conversation? What did the man want to learn from Jesus?
2. What do you think was the intent of Jesus' question and statement about goodness? How did it lead into Jesus' reminder about the commandments?
3. What can we learn about witnessing from Jesus' use of the law? How does much modern evangelism differ from Jesus on this point?
4. Do you think the man was honest in his reply to Jesus?

5. What motivated Jesus' statement in verse 21? Why did it take both love and courage for Jesus to say what He did? How would obeying these three instructions of Jesus have changed this man's life for the good?
6. Judging from the results, do you think Jesus was successful in this personal evangelism encounter? What is successful evangelism?
7. If you were standing among the disciples observing this scene, what aspect of Jesus' example would have impressed you the most? How can this be more a part of your witnessing?

A Social Outcast (Luke 19:1-10)

1. Draw up a biographical sketch of Zacchaeus from the information supplied in verses 1-4. Do you think he was surprised when Jesus invited Himself over to his house?
2. If Jesus spoke directly to the need of the rich man, how was he here dealing directly with the need of Zacchaeus?
3. In what way did Jesus' action effect His reputation? Do Christians today identify more with Jesus or with the crowd?
4. What effects did this act of friendship have on Zacchaeus' life?
5. What can we learn about personal evangelism from Jesus' closing remarks? What emotions do you think the disciples might have had at different points during the day?
6. In what ways was this incident a contrast to the conversation with the rich man? If the disciples were consciously seeking to learn about evangelism from these two conversations, what conclusions do you think might have been drawn?

Jesus' Heart Attitude (Matthew 9:35-38)

1. How did Jesus see the crowds? How is this a contrast to the way we normally look at large groups of people? What three things characterized the people?
2. What conviction did Jesus have about the potential responsiveness of the people? If this conviction is ours, what effects will it have upon us?
3. How do you think Matthew knew that Jesus had compassion for people? To what extent do you think these feelings rubbed off on the disciples? In training a person to witness, why is it essential to influence his heart attitude?

Summary Jesus witnessed to unbelievers while His disciples were watching Him. He also "shared His spirit till they caught His vision." How can you train a younger Christian to have both a love for the lost and skill in sharing the gospel?

Personal Application

Your Prayer

6. DELEGATION

The disciples had sat under Jesus' instruction for many hours. They also had plenty of time to observe Jesus' example and demonstration of a godly life. The third aspect of Jesus training of the twelve was delegation. He assigned them work to do at just the right time in their development. Giving them responsibility in various areas developed leadership. If Jesus had not done this, the disciples would never have developed into the leaders they eventually became.

Evangelism (Matthew 9:35 - 10:16)

1. If Jesus had continued His mission (verse 35) without sending out the disciples, how would it have hindered their development? If He had sent them out too soon how would it have hurt them?
2. In chapter 9 Jesus stresses the importance of praying for workers to be sent out. In chapter 10 He actually sends out some workers. What is the relationship between these two?
3. Why was it essential for Jesus to give authority to His apostles before He sent them out?
4. How would you describe the nature of their mission from verses 7-8? Do you think they were ready for this assignment?
5. In verses 9-15, Jesus gives a list of specific detailed instructions. Why do you think He stressed the practical more than principles at this time?
6. Did Jesus promise His disciples a wonderful time on their mission? How is Jesus' wisdom as a disciple builder seen in this warning of persecution?
7. As you train a young disciple, what factors might tempt you to avoid following Jesus' example of delegation in the area of evangelism? How can you be more like Jesus?

Servanthood and Faith (Matthew 14:13-21)

1. What suggestion do the disciples make to Jesus at the end of the day?
2. What command does Jesus give to His disciples in response to their suggestion?
3. If you were one of the disciples, what kind of emotions do you think you might have felt as you observed Jesus break the loaves, as you distributed them, and finally as you picked up broken pieces?
4. What kind of lessons should the disciples have learned through the work Jesus delegated to them?

Strange Assignment (Matthew 21:1-11)

1. What assignment did Jesus give to the two disciples? How did they respond to the assignment?
2. It's clear from the other gospels that the disciples did not understand the significance of the event at the time (John 12:16). How might these two have been tempted to think lightly of their assignment and not carry it out fully in every detail?
3. What significant things did their careful obedience lead to?
4. In what ways do you sometimes write off as unimportant some of the assignments the Lord gives you?
5. What kind of easy but significant assignments can you give to those you are training?

Summary Jesus gave assignments to His disciples and expected them to be carried out. Some assignments were easy, some demanding. All were significant. He demonstrated unfailing patience with their frequent failures. What kind of projects and assignments can you give to a younger Christian to help him grow?

Personal Application

Your Prayer

7. EVALUATION

Their Mission (Luke 10:1, 17-20)

1. Why do you think Christ sent the disciples out two by two?
2. What kind of results did the seventy have on their mission? What brought them the most joy? How would you characterize their emotions?

3. What insight does Jesus contribute to the effectiveness of their mission? How should this have encouraged the disciples?
4. What correction do you find Jesus giving in verse 20? How do you think the disciples might have responded to this correction? Why was it important for them to rejoice in the right thing?
5. How can you better strike this balance between encouragement and correction with people you work with?

Their Faith (Matthew 16:5-12)

1. In what way are Jesus and the disciples speaking on two entirely different levels (verses 5-7)? What is Jesus trying to communicate to them about leaven?
2. How does Jesus begin with His general evaluation of them and then move to specifics?
3. What two miraculous events had preceded this incident? What purpose does Jesus have behind His questions regarding those two feedings?
4. In Mark's gospel the disciples actually answer Jesus' two questions, "Twelve"... "Seven" (Mark 8:19-20). How did this question and answer approach drive the point home?
5. To what extent in our discipling should we point out peoples' little faith? What guidelines should help us decide when and where not to?

Their Prayers (Mark 14:32-42)

1. What overall atmosphere is portrayed in this passage?
2. Why do you think Jesus singled out the three to be with Him at this time?
3. Who does Jesus address after His first period of prayer? Why? What direct command does Jesus give him? How would obedience to this command have helped Peter?
4. What insight into the difficulty of prayer does Jesus share? How does our flesh work against prayer?
5. What tone of voice do you think Jesus used in verse 41 & 42? How well do you think the disciples remembered this incident? How do you think it might have affected them?

Summary Jesus did not shy away from pointing out the disciples' shortcomings to them. He spoke the truth to build them up and not to tear them down. The disciples were not devastated by these evaluations but rather they felt the great love their leader had for them. Is there any loving reproof you must give to a brother or sister you are working with?

Personal Application

Your Prayer

SESSION 07

PURSUING A LIFETIME OF DISCIPLESHIP

Internalizing the command to make disciples

SHARING

though you already know them and have been established in the truth which is present with you.”

REVIEW ASSIGNMENT FROM SESSION SIX

Paul and Peter indicated that it was for our benefit to cover some things that we may have already heard, but perhaps had not yet internalized. As you review the past sessions, consider whether the information has gone from the **knowledge** level to the **experiential** level or from the **experiential** level to the highest level of **sharing** these truths with others. Ask yourself, “Do I **know** this information?” “Am I **experiencing** this truth?” “Am I **sharing** this truth with others?”

WORSHIP MUSIC and PRAYER

Complete the following open-book quiz. Describe in a few sentences the key concepts and/or principles of each session.

REINFORCING OUR COMMITMENT

It is important for a maturing, Great Commission-minded leader to be able to give a clear presentation of what biblical discipleship is.

The focus of this session is to review the previous six sessions that we have covered. A review of important Biblical concepts will help you solidify these principles and concepts in your mind. Paul wrote in Philippians 3:1, “... *to write the same things again is no trouble to me, and it is a safeguard for you.*” Peter also wrote something similar in 2 Peter 1:12: “*Therefore, I shall always be ready to remind you of these things even*

**SESSION ONE: Qualities Needed to Become a Radical
Revolutionary, Dedicated Disciple for Jesus.**

Write out the four qualities needed to become an R2D2 with a
brief description of each.

1.

2.

3.

4.

Write out a detailed explanation of the key concepts of the following sessions.

SESSION TWO: Call to Discipleship

SESSION THREE: Blueprint For Discipleship

Explain the main concepts of Session Three. List the stages of discipleship and give one sentence explanation. Explain the concept of the Essential Qualities.

SESSION FOUR: The Mindset of an Effective Discipler

SESSION FIVE: The Discipler's Reservoir

SESSION SIX: Launching Your Discipleship Group

SELF-APPRAISAL

Take some time to reflect over the past few months. Evaluate, reflect on and do a serious personal assessment of your love and trust relationship with God, your personal ministry and your movement understanding and involvement. On a separate sheet of paper, write down a few areas where you have grown and also where you want to see further growth. Be prepared to share these in your next one-on-one meeting.

REVIEW OF THREE MOVEMENT DIAGRAMS

1. Movement Triangle

2. Movement Formula

3. Environment of the Discipleship Process

REVIEW OF THE BOOK: *You Were Born for This*

Chapter Four - The Master Key

- What is the author trying to communicate in this chapter?
- How have you experienced this in your life up to this point?
- What excuses or rationalizations tend to sidetrack you from responding to His nudges to act?

Chapter Five - The People Key

- What are the main points in this chapter?

- How will this perspective affect your discipling efforts?

- What is your biggest challenge to yielding your personal agenda to God's purposes for you?

- Why is it important to yield our rights to God in advance?

Chapter Six - The Spirit Key

- What are the main principles that the author is trying to communicate?
- How do God's Spirit and God's servants work together practically to deliver a miracle?

- What might be keeping you from living out God’s promises and unlocking miracles in your life?

- Of the four common misconceptions of the nature and working of the Holy Spirit, which one do you most commonly buy into?

- How do we defeat the lies we so easily fall for?

Chapter Seven - The Risk Key

- What are the main points the author is trying to communicate?
- How do you practically deal with discomfort or fear in risk-taking?

- What are some risks we face in discipling others?

THE HARVEST VIDEO - A Modern Day Parable

Look for spiritual and ministry parallels and applications as you watch.

SUMMARY

As you join with a team of others from your city, and step out in faith and apply the principles that you have learned in this training, God will increasingly build a movement of multiplying disciples who will impact your city and the world for Christ. Keep your eyes and heart focused on the goal of the Great Commission and trust in His power to enable you to build multiplying disciples and overcome the barriers that will inevitably arise. When you finish your “race” on this earth, you will be eternally grateful to see how God has used your life to impact and build His kingdom in this world and the next. We are greatly blessed and privileged to be included in God’s great plan for redeeming mankind. No accumulation of wealth, no honor from others, and no job accomplishments will compare to seeing God use our lives to glorify Himself and influence our world for Christ for this generation and generations to come.

ASSIGNMENTS

1. Read the Appendix “Foundational Movement Characteristics” for a great summary of how to stay focused for an effective, long-term discipleship ministry.
2. Complete any unfinished assignments, including memory verses, and be prepared to share during your final one-on-one meeting with your leader.

CLOSE IN PRAYER

APPENDIX

FOUNDATIONAL MOVEMENT CHARACTERISTICS

The objective of biblical discipleship is to develop a movement of Kingdom Citizens who are Spirit-filled Christians obedient to God's Word. These citizens are actively involved in advancing the mission of Jesus for the well-being of our cities and the world. This is implied in His last commission to His disciples in the following passage.

“Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to obey everything I have commanded you. And surely I will be with you always, to the very end of the age.’” (Matthew 28:18-20)

Maturing in Christ is a step-by-step process of yielding our lives to Him by His grace and power. This is always manifested in both an increasingly intimate relationship with the Lord and a growing effectiveness in ministry to people. One without the other leaves us falling short of true spiritual maturity and Christ-likeness (Matthew 22:37-39; Mark 3:14).

As the Holy Spirit directs and empowers our lives, we seek to trust Him to increasingly make us people who are growing in two principle areas:

A. Loving God

“And He said to him, ‘You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.’” (Matthew 22:37)

Developing a strong love for God is a result of growing in the true knowledge of Him and His love for us, wanting to please Him and being totally committed to Him (1John 4:10-19; Mark 12:29-30). The following are some characteristics that reflect a growing love for God.

1. Holy Spirit. A life of joy and power in the Holy Spirit; walking with God in love and freedom as His children; understanding the role of trials and suffering as a part of the abundant life. (Romans 8:14-17; 1 John 4:18-19, 1 Peter 4:12-15)
2. The Word. Allowing the Word to richly dwell within us; being self-feeders; allowing our lives to be molded by God. (Colossians 3:16; 1 Peter 2:2)
3. Prayer. Strong emphasis on persevering prayer; individually and in groups. (Ephesians 6:18; Luke 18:1-8)
4. Eternal Perspective. First priority placed on eternal values; refusal to be conformed to the world; determining life objectives and setting goals based on Kingdom perspectives. (Romans 12:1-2; 2 Corinthians 4:17-18)

5. Faith. A walk with God that depends on trust in His Word and is based on an accurate view of Him. (Hebrews 11:6; Romans 4:19-21)
6. Adoration. Hearts filled with worship and praise, expressed both individually and in groups. (Ephesians 5:18-20)
7. Stewardship. Realizing that we are not our own; submitting to the lordship of Christ over our time, finances, family and career; yielding our personal rights. (1 Corinthians 4:1-5; Luke 9:23; Matthew 6:19-21)
8. Identity in Christ. Having a healthy view of ourselves based on who we are in Christ; our true acceptance, value and adequacy in Him. (Ephesians 2:4-7; Romans 8:29-30; Jeremiah 9:23-24; 2 Corinthians 3:4-6)

B. Loving People

“And a second is like it, ‘You shall love your neighbor as yourself. On these two commandments depend the whole Law and Prophets.’” (Matthew 22:39-40)

Being ambassadors of God’s love, we must develop strong love relationships with others; a willingness to give; and serve one another through maximizing our spiritual gifts; in summary, being “others-oriented.” (Luke 6:27-33; Colossians 3:18-22; John 4:20)

1. Team Mentality. Desire to be a team player; working in community; building openness and vulnerability; experiencing fellowship as we minister together and to one another; providing mutual accountability. (Philippians 1:27; 1 John 3:16-18)
2. Biblical Foundation for Ministry. Developing people’s ministries based on the Word; motivating people from the Word; building self-starters. (2 Timothy 3:16-17)
3. Evangelism. Both initiative and relational evangelism; communicating our faith to all our relational networks; both one-on-one and in groups; engaging the lost in culturally relevant ways; being bold, yet sensitive. (Acts 5:42; 1 Corinthians 9:19-22; Acts 17:17)
4. Discipleship. Quality, in-depth discipleship both individually and in small groups; building character and changing lives rather than being content-oriented; imparting our lives, not just philosophy. (1 Thessalonians 2:7-12)
5. Breaking Faith Barriers. Trusting God for big things; expecting the impossible; having a “front-lines” mentality. (Ephesians 3:20; Joshua 1:6-9; 1 Samuel 14:6-7)
6. World Vision. Having a world vision rather than a limited vision for just family and friends; mobilizing Kingdom Citizens to go to the world. (Acts 1:8; Matthew 28:19-20)
7. Leadership. Building quality leaders; encouraging leaders to take on responsibilities and positions; building leaders who build others not just lead groups. (2 Timothy 2:2; Hebrews 5:12; 2 Timothy 1:13-14)
8. Spiritual Movement. Seeking to help build a spiritual movement; thinking and planning strategically; seeking to be most effec-

tive; emphasizing win, build, and send in the ministry. (Acts 2:42-47; Colossians 3:23; Philippians 3:12-14; 1 Corinthians 9:24)

9. Blessing the City. Having a biblical perspective on social and moral conditions of our society; involvement in the needs of the whole person; Kingdom Citizens living on mission every day, seeking the well-being of the city. (Galatians 2:10; Micah 6:8; 1 John 3:16-18; Jeremiah 29:4-7)

SESSION 08

COMMISSIONING SERVICE

Becoming lifetime R2D2's

WORSHIP MUSIC and PRAYER

INTRODUCTION

REMEMBER AND CELEBRATE

INSPIRE AND MOTIVATE

COMMISSION AND CHALLENGE

1. Living a “normal” Christian life.
2. Accurate view of God.
3. Irrevocable surrender to the Lordship of Christ
4. Courage

CITY VISION

PRAY FOR MEMBERS

SEND FORTH

APPENDIX

A

EXPLAINING THE CITY-REACHING DIAGRAM

An understanding of the City-Reaching Diagram and the different domains that make up the city is essential. First, reviewing the Cleveland City-Reaching Diagram (CRD) will help the group understand the different domains and the ministries and organizations that function to reach each domain.

Now walk through filling in the blank CRD for your city. Feel free to change the segment titles and target groups to reflect your city's make-up. Share which domain you are in.

As a network of leaders and influencers in the different domains of a city are developed, you will eventually see the fulfillment of the Great Commandment and the Great Commission in your city.

CITY-REACHING DIAGRAM

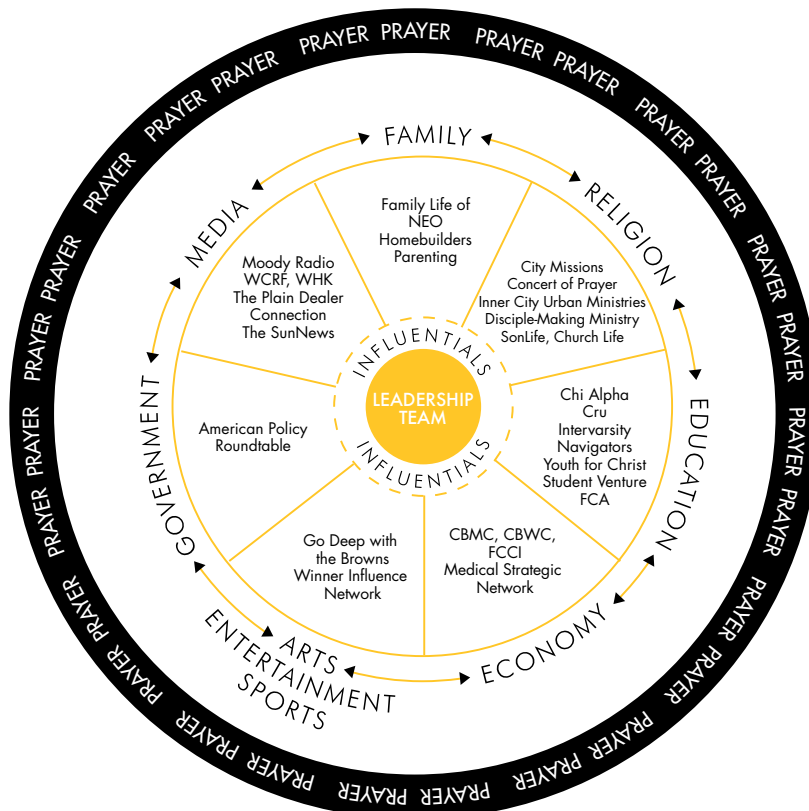
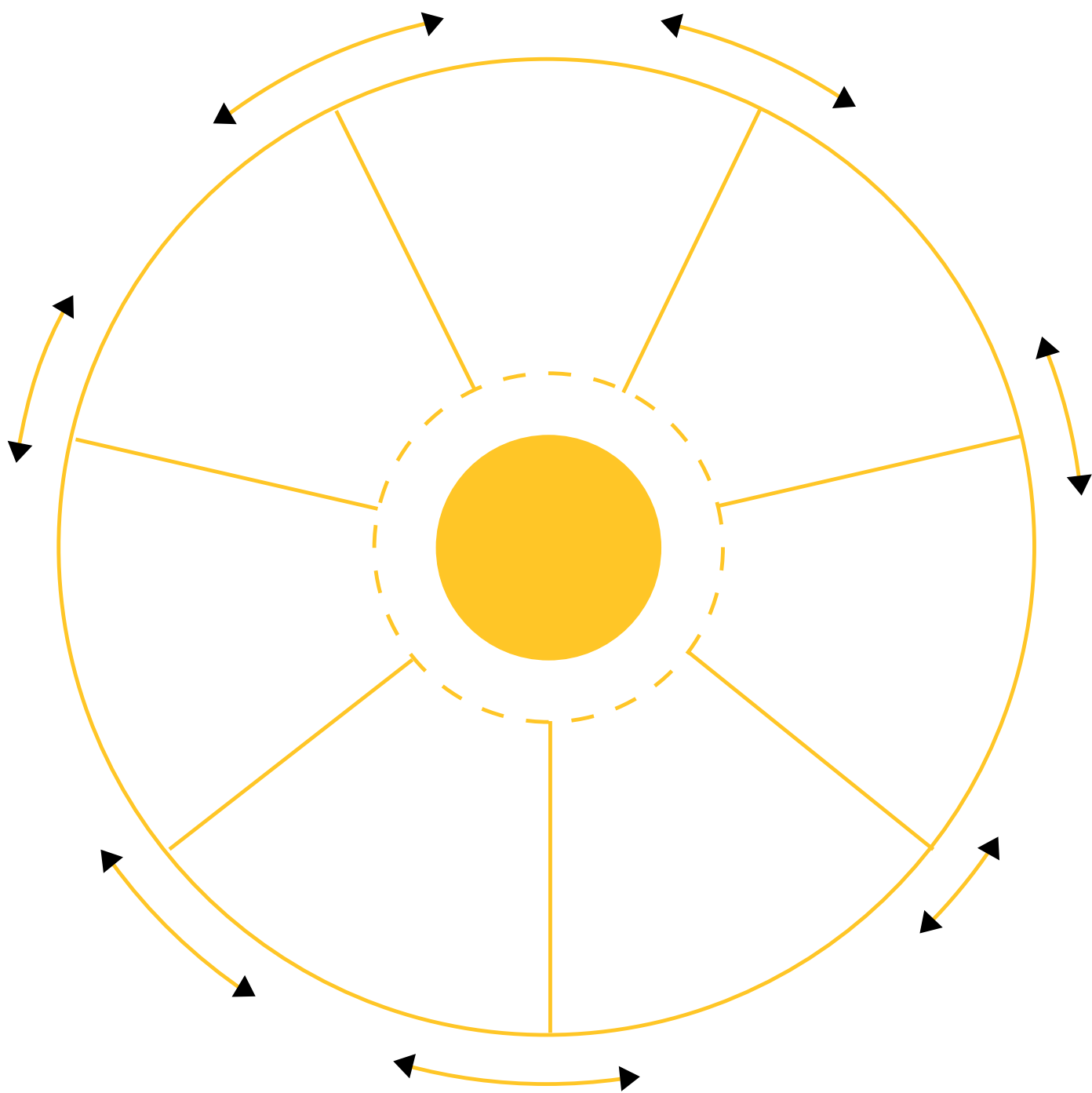


Diagram Copyright by Dr. Joe Ferrini, October 28, 2015



APPENDIX

B

ADDITIONAL RESOURCES

A. Memory Verses (NIV)

ROMANS 12:1-2

Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.

1 THESSALONIANS 2:7-12

Instead, we were like young children among you. Just as a nursing mother cares for her children, so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well. Surely you remember brothers and sisters, our toil and hardship; we worked night and day in order not to be a burden to anyone while we preached the gospel of God to you. You are witnesses, and so is God, of how holy, righteous and blameless we were among you who believed. For you know that we dealt with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory.

COLOSSIANS 1:28-29

He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. To this end I strenuously contend with all the energy Christ so powerfully works in me.

MATTHEW 28:19-20

Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.

2 TIMOTHY 2:2

And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.

B. Suggested Reading

***The Disciple-Making Pastor* – Bill Hull**

This is a philosophy of implementation for creating a disciple-centered training in the church, based heavily on training of disciples. DESCRIPTION: Bill Hull lays out a picture of a church that shows, teaches, walks with, leads, and unleashes disciples to the world. “The solution to the churches problems,” he says, “is in discipleship.” His plan is seemingly very elaborate. It involves heavy training and resting and guidance, but the end result is willing ministers to decentralize the ministry of the pastor. In other words, the pastor is freed from day-to-day ministry time-killers, and other people in the church are able to use their gifts to the fullest extent. The result is minister-members and a Pastor-coach to lead them. Bill Hull gives some great development concepts of the Pastor as coach. He lays out the responsibility of the pastor as an encourager, motivator, confronter, even a participator, but not the ONLY player. Long chapters make this one a little slow getting through, but the first 8 chapters are packed with solid material.

***The Church of Irresistible Influence* – Robert Lewis**

This is an inspiring description and story showing how a church can become an irresistible influence on its neighborhood, community and world by building bridges to a dying culture and showing the love of God in action. DESCRIPTION: A city on a hill, inescapably visible; a lamp brilliantly illuminating the darkest room; with compelling metaphors, Jesus described the church and its impact on the world. And indeed, filled with the Holy Spirit the early church demonstrated a spiritual energy and depth that transformed the surrounding culture. Don't let your church settle for less! Using bridges as a metaphor for “irresistible influence” –as he calls it – Robert Lewis shows how your church can become a strong, well-traveled link between heaven and earth in your community. In this engaging and uplifting book, Lewis tells the stories and shares the experiences and lessons of Fellowship Bible Church to show what it will take to reconnect your church to the lost in your city.

***God – Discover His Character* – Dr. Bill Bright**

Once you see God as He is, you'll see your life in a whole new light. DESCRIPTION: In this book, Dr. Bill Bright reveals a biblical picture of God's character and shows the personal benefits of an intimate knowledge of God as He really is. These wonderful truths are certain to energize your life and walk with God. When you're frightened, you can know His peace. When you're sad, you can live in His joy. Accept the invitation to pursue a deeper understanding of God. “When we truly see God as He really is our lives will be changed forever.” – Bill Bright

***Called To Greatness* – Ron Hutchcraft**

Greatness – lasting greatness – is a desire built into every human heart. For the believer in Christ it is not only possible, but expected. What is God's call to greatness? He wants your life to count for eternity. He wants you to join the team of rescuers He is sending into a desperate world. DESCRIPTION: In this edition of his ground-breaking book, Ron Hutchcraft will show you how to make that kind of lasting difference. Stirring reflection questions close each chapter, making it ideal for small groups.

***Godspace* – Doug Pollack**

Learn to build deeper relationships and talk about the things that matter most. DESCRIPTION: Godspace is where the Holy Spirit can do amazing things through everyday conversations. It's a place where honesty and transparency allow for discovery and deep connection, and where lives are challenged and changed.



For more information please visit
cru.org and **everyperson.com**