

Discipling

DISCIPLING (& DISCIPLEMAKING)

- Teaching Christians to obey everything that Jesus taught
- Guiding a seeker to saving faith in Jesus Christ
- Understanding the biblical phenomenon of conversion and discerning where a seeker is on his or her path toward salvation
- Knowing and growing a significant Scripture Bank to best deploy applicable Scriptures to sufficiently convict a seeker
- Asking purposeful questions via guided discovery as you help the seeker interpret, apply, and contemplate Scripture
- Raising up and equipping new leaders via intentional training
- Counseling marrieds, families, singles, campus, and teens according to resolve conflict, expose sin, guide toward grace, and inspire toward Christian maturity

Discourse

DISCOURSE

- Developing sermons via Expository Preaching model (including proficiency in: choosing a passage, using study tools, determining BI exegetical and homiletical, understanding your audience, crafting a sermon purpose, analyzing various sermon styles for optimal impact, adding illustrations and transitions.
- Delivering sermons and lessons powerfully and clearly with presentation tools if needed
- Maintaining scriptural and intellectual integrity for topical lessons and character studies
- Story telling in alignment to propositional truths

Discharging Duties

DISCHARGING DUTIES of the ministry:

- Delegation of functional duties including: building management, song service, A/V, benevolence, ushering, worship service, web presence, children's ministry, bulletins, etc
- Working with other evangelists, elders, deacons, teachers, and interns to form a highly effective team for church leadership
- Raising up reliable men and women who in turn can teach others
- Train Bible Talk Leaders for small group leadership
- Preparing impactful Bible discussions
- Rallying the group for the mission of Christ
- Changing the culture of dysfunctional group
- Inspiring a group for greater love, unity, service, purposefulness, and godliness

Disciplines

DISCIPLINES

- Spiritual Disciplines: personal spiritual formation and sanctification via Bible study, prayer, fasting, meditation, worship, sacrifice, secrecy, family devos, marriage enrichment, evangelism, encouragement, etc
- Mundane Disciplines: time management, financial budgeting, priority and task management, health, fitness, retirement planning, and continuing education

Discernment

DISCERNMENT

- Dealing with difficult ministry decisions, including: Church disciplines, Disfellowship, Teen disciplinary actions, marriage/divorce & remarriage, military service options, dating dynamics, leadership transitions
- Discerning God's will from His Word for career, family, and relationship issues
- Discerning Fear from Faith in DMP and Godly vs worldly sorrow

5 DISC Personal Development Plan





Matthew Fisk Personal Development Plan 2013-2015

	2014	2015				2016		
	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Disciplines (Sublime and Mundane)	Consistent prayer life as per journal review		Complete and maintain a household budget & review with Phil		Achieve 90% completion on Roles & Goals as per weekly review with Phil		Review time management via quadrant tracking in journal with Ed	Review budget with Phil
Discipling/ DiscipleMaking	Master the pride study for religious via study with Dave	Increase Scripture Bank to 250 via journal and review by Phi	Help set free brothers from sexual sin with review of dtime by Ed	Ed observes/ coaches me as I count the costs with a seeker	Phil observes my counseling of dating couple	Lead a "chariot ride" study with Phil observing/ coaching	Increase Scripture Bank to 200 via journal and review by Phil	Complete a Developmental plan for Josh with review from Ed
Discourse	Read Preaching for Today by Stott and write a review for Ed	Teach a block of Church History for MTA with review by Ed	Lead a Tidewater Region Leaders Meeting with feedback from Phil	Preach in Coastal Region with feedback form from all elders and two evangelists	Submit sermon prep material for review by Ed plus sermon review by staff		Participate in Expository Preaching MTA with video review	Develop a lesson plan for an entire MTA class, OT Survey reviewed by Ed
Discharging Duties	Delegate Beachstock to functional captains; Dave reviews	Teach DiscipleMakers to 5 BTLs with review of 2 classes by Ed		Work with Phil T on a budget for campus and Beachstock for 2014; Ed reviews	Delegate song leadership to Bob for all HRC with review by Phil	Delegate A/V to John for all HRC events with review by Phil	Establish a Campus Ministry resource page on HRC Web site	
Discernment		Review elders discussions with Dave and Reg - provide my suggestions for review		Answer "difficult decisions" via email for review by Chris H.	Counsel a "weak" brother with review by Phil	Participate in MTA Ecclesiology class with successful completion	Read Hard Sayings of the Bible and journal 12 solutions reviewed by Ed	
Review Date/ Result								

For each targeted proficiency, specify the action, coaching/review required, and evidence for achievement

