

The Discipleship Training Packet

Multiplying discipleship is really exciting and rewarding; but it can also feel complicated. Sometimes we lack direction and don't know where to start or what to do for a "discipleship time." We may feel unprepared or even unqualified from our lack of experience. Also, we desire the people we pour into to be pouring into others as well (2 Timothy 2:2), and this may not be happening. This packet is designed to help clarify discipleship, give vision and direction for the overall process.

As you read this, you may be a person who is trying to figure out how to disciple someone. Or, you may someone who needs some tools to help another person disciple someone else. Hopefully, this packet will help prepare you both!

Wherever you are, a great starting point is the first document, *Making Disciples and Launching Movements*, which is found on the next page. This is a great tool for keeping the big picture in mind. This answers the question, "What am I trying to accomplish through discipleship?" After looking over the document, there are two questions for consideration:

- Where am I?
- Where are my friends?

The bulk of this packet explains what discipleship is and offers a few useful tools for the process of discipleship making. The last few pages attempt to simplify things and give you specific tracks so that multiplying discipleship happens.

Hopefully, after reading this resource you will, not only know how to begin, but also have a vision for where you are headed in the process of making disciples.



MAKING & MULTIPLYING DISCIPLES

LOST STUDENTS

- Created in the image of God, every person has value
- Apart from Christ, we are lost and separated from God
- 1 Timothy 2:3-6



WHERE AM I?
 WHERE ARE MY FRIENDS?
 WHERE CAN GOD USE ME?

WIN: Expose lost people to Jesus

- Pray
- Identify areas of influence and cultivate relationships
- Explore where people are spiritually
- Initiate opportunities to authentically share about Jesus
- Use helpful tools: KGP, testimony, Soularium, EveryStudent.com
- Bring to a point of decision

CHRIST-CENTERED LIFETIME LABORER

- A spiritual multiplier with a willing and available heart to meet the spiritual needs of the world
- Lives with an eternal perspective and in light of the Great Commission
- Mathew 28:18-20, Revelation 7:9-10

BLESS: Expand resources for Christ's kingdom

- Go/Do as God leads to help fulfill the Great Commission
- Seek to be a blessing to the world with their time, talent and treasure
- Develop new ways to expand the gospel to new places
- Send others into God's harvest

BUILD: Establish a growing relationship with God



- God's Word
- Basic Follow-Up
- Community
- Small Group
- Spirit Filled Life
- Local Church
- Weekly Meeting
- Conferences and Retreats



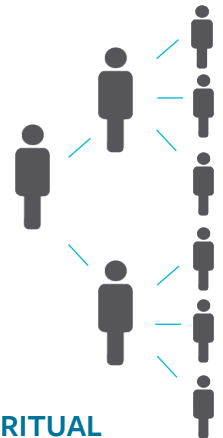
TRAIN: Equip to make an impact for Christ

- Address heart and character issues
- Model and coach in Evangelism and Discipleship
- Lead a Bible Study
- Initiate Gospel Conversations
- Take Faith Steps
- Participate in a Summer Mission



SEND: Engage and multiply servant leaders

- Mobilize and train for multiplying discipleship
- Instill ongoing vision
- Grow in heart for the world
- Launch new movements
- Engage others in the mission
- Bring others to conferences, retreats and summer missions
- Owns ministry



PROFESSING BELIEVERS

- Identifies with Jesus
- Grasping God's love, assurance of salvation and the Spirit filled life
- 1 John 5:11-13

FAITHFUL DISCIPLE

- Increasing commitment to grow spiritually
- Growing as a follower and learner
- Mark 8:34-36

FRUITFUL WORKER

- Growing in desire and capacity to impact others for Christ
- Becoming a leader and "giver"
- 2 Timothy 2:15

SPIRITUAL MULTIPLIER

- Spirit Filled Disciple leading others to Win, Build and Send
- Influencing others to multiple generations
- 2 Timothy 2:2

Practical Discipleship

By Jason Weimer, Western Pennsylvania Catalytic Team

So, you want to disciple others. What does that mean? How do you do it? Unfortunately, the following is a common experience for many who have great intentions of leading others closer to the Lord.

You start a discipleship relationship with someone, and you ask him what areas of his walk with God he'd like to grow in. They share a few struggles with you and for the first few weeks, it's great. You're helping him overcome some struggles and develop in their walk, but then, after the first few appointments, it starts to get stale. You are struggling to find topics to talk about. You don't seem to be making much of an impact. Your disciple starts dozing off during your appointments. Eventually you either stop meeting or resort to going through a book of the Bible together, and it becomes more of a weekly Bible study than anything else.

Have you ever had this experience or one similar? If you have, or if you're just looking to start discipling others and want to know how to do it, this article is for you.

Deep, life-changing discipleship isn't a far-off dream; it can be a reality for you with a few tips, some practice, and a lot of prayer. Hopefully these pointers can start you off in the right direction.

Why We Disciple Others

Let's start by reviewing why discipleship is so important. First, of all the crowds of people that surrounded Jesus almost constantly, He chose to devote much of His time and teaching to 12 rather common, ordinary men. Why? Wouldn't it have been easier for Him to spend all His time preaching to the masses, winning many souls to Himself, and building up a huge number of followers? He could have easily reached tens of thousands and established a church with a broad base and large number of people. But what would have happened after His death, resurrection, and ascension into Heaven?

The large number of new believers would be without trained leaders to carry on Jesus' teachings and no one would grow in their new faith - they would be like a boat without a rudder. Instead, Jesus chose to focus on 12 prayerfully chosen men who He staked His whole ministry on. He specifically and intentionally chose them, lived with them, taught them, and instilled His plans and purposes into them.

And now, starting with these men under the power of the Holy Spirit, the church has expanded literally around the world, with hundreds of millions of believers. The principle Jesus set is called spiritual multiplication, and the apostle Paul described it best in 2 Timothy 2:2: "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others."

In spiritual multiplication, the aim is to invest in a few people, equipping each of them to invest in another few people, and so on. If you pour into 3 people, then they each pour into 3 more, you end up with 12 people developed and matured (your 3 + their 9). Then if those 9 disciples each pour into 3 more, and so on, very quickly there can be a huge number of people discipled. Jesus strategically ministered in this way, and we can too.

Why do we disciple others? Simple- because it is the practice Jesus set, and it is the most efficient way to reach the world. By pouring into a few, developing them in the character and actions of Jesus, and equipping them to develop others, we can be used by God to make a great impact in reaching the world for Christ.

How We Disciple Others

So, discipleship is developing someone in the character and actions of Jesus, and equipping them to develop others. It is simply passing on what you've learned and been trained in to others. To be a discipler, you first need to be a disciple. You need to be growing in order to help others grow.

The next question one might ask is: How exactly do I do this? How do I effectively pass on what I've learned to those I'll disciple?

There are five essential elements in discipleship: Evangelism, Fellowship, Teaching, Training, and Prayer. These are the nuts and bolts of your discipleship appointments, the mechanism through which you can pass on what you've learned. We'll take a look at each one individually.

- *Evangelism* - It has been said that “discipleship without evangelism is just counseling.” If we aren't taking our disciples out to share their faith, we become nothing more than a counselor trying to help sort out their issues and problems. Jesus called us to “make disciples of all nations” (Mt 28:19), and the first step in making disciples is sharing the Gospel with those who don't yet know Christ. We need to be teaching our disciples how to share their faith with others so they can effectively reach others with the Gospel. The most practical way to teach someone how to share his faith is to actually go out and do it. This can be by taking him out to a dorm or the student union and doing spiritual questionnaires with people or just hanging out with a non-Christian friend and having a conversation about spiritual things. But it is essential that we take our disciples with us and share our faith together.
- *Fellowship* - It is important to be a friend to the people we're discipling, so part of discipleship is developing that friendship. This can be inside or out of the set “discipleship time”, but a deepening friendship is important in developing an environment of vulnerability and growth.
- *Teaching* - This element deals specifically with teaching someone Scripture: what it says, what it means, how it applies to him or her, etc. It can be teaching a passage that addresses a struggle or issue your disciple has or simply a lesson on Biblical history or doctrine to help her gain a greater knowledge of the Word and how it applies to her life. Teaching someone Scripture helps develop heart, mind, vision, and character.
- *Training* - This element deals with training someone how to minister to others. It could be training him how to lead a Bible study, how to disciple someone else, how to share the Gospel, etc. It is different from teaching in that teaching addresses your disciple's personal development, while training addresses how he can minister to others.
- *Prayer* - Of course, prayer is a vital part of discipleship. A discipler should pray regularly for his or her disciples, as well as pray with them. This is the most vital of all the elements, because it is the Lord who will cause our disciples to grow, not us, and we need to be praying for them and praying that God will use us as a vessel to help them grow.

A discipleship appointment can be a combination of all 5 of these elements, or just a few at a time. Sometimes it is good spend the whole appointment sharing your faith with others, or teaching on a critical issue in your disciple's life, or even just hanging out and playing pool. Most appointments probably will have a mix of several elements.

But in order to have an effective, life-changing discipleship relationship, you need a healthy balance of all 5 elements coupled with a healthy dose of reliance on God. You need to be taking them out to share their faith, teaching them from the Word, training them how to minister to others, praying for them and with them, and just being a good friend.

One of the most important things to remember is that discipleship is much more than just a weekly appointment - it is demonstrating the Christian life to your disciple on a day-to-day basis. Most lessons you'll teach to your disciples will be outside your regular appointments - they will learn from you through seeing Christ in you as you walk by faith. Jesus simply lived His life in front of the 12 disciples and modeled to them how to live. Most people learn best by observing and experiencing than by being directly taught. So, make discipleship more than just a weekly meeting in the Student Union - make it an exciting experience and a deep relationship!

Getting Started

We've addressed why and how we disciple others, now lets briefly touch on how to get started and make it long term. One of the best ways to begin a discipleship relationship is by having a getting-to-know-you conversation. Ask what they struggle with, what they are passionate about, what they are afraid of, what they have experienced in life, what they want to see God do in their life through discipleship, etc. Make note of what your disciple says. Write things down if you have to. This will give you a good starting point on how to help them grow and develop.

One great thing to include in your first meeting is a "growth circle." This is an exercise that will help you and your disciple visualize what areas of development you can work on.

After you've done this, prayerfully formulate a long-term plan of action from what you've learned and observed from them. A semester is a good length of time to try to plan for. Use a chart like the one below. This chart lists 4 of the 5 elements, with prayer being understood to be a part of every appointment. Assuming an appointment length of one to two hours, you should have plenty of time to do more than one thing each week. Using a chart like the one on the next page is a good way to look ahead and see what you want your disciple to grow in through the semester and how you plan to help them grow.

Semester Discipleship Plan				
Date	Evangelism	Fellowship	Teaching	Training
9/3			Assurance	How to share
9/10	Go sharing		Eternal perspective	
9/17	Go sharing			How to transition
9/24		Go out for pizza		
11/1	Go sharing		Authority of bible	
11/8			Quite times	Sharing w/friends
Etc . . .				

For more in-depth discussions on effective discipleship, the books *The Master Plan of Evangelism* by Robert Coleman, and *Personal Disciplemaking* by Chris Adsit are excellent. Hopefully these tips will help you see fruit as you disciple others, and give you a joyous, rewarding experience along the way!

Next is a full explanation of the “growth circle”, the tool previously mentioned to help you and your disciple visualize what areas of development you can work on . . .

The Growth Circles

Evaluating your Disciples

In discipleship, it is important to have a plan on where you want to take your disciple and what areas you want to help them grow and develop in. Some of these areas are vital truths that all Christians should be grounded in - like assurance of salvation, community, eternal perspective, and prayer. Others will be specific struggles that people have - like temptation, pride, trials or worry. As a discipler, you need to identify what specific developmental needs your disciples have and prayerfully formulate a plan to meet those needs, trusting that God will use you to help them grow. The growth circle is one way to help do just that.

Here is how to use this exercise:

Sit down with your disciple and take out the blank growth circles sheet, found on the next page. Tell them that this exercise will help both of you identify some areas that they can grow in spiritually.

You can either use the provided list of topics or create your own. If you feel there are several topics that you know are areas that your disciple needs to grow in you can limit the list as appropriate.

After you have given them the list and the circles, have them fill out the circles with all the items on the list according to how they think they are doing in each area. The better they are doing in a particular area instruct them to write that closer to the middle of the circles; the areas they need growth in farther outside relative to how much they feel they need to grow. So the areas they are doing best in will be in the middle and areas they need the most towards the outside. Note: putting a topic in the center doesn't mean they are perfect in a certain area it just means that is the area they need the least guidance in.

Your goal as a discipler should be to work with them on the areas outside of the center circle and pull them into the center, helping him become stronger in those areas. After you've done this exercise, hopefully you will have a good idea of some of the areas you can work on in discipleship with the person you're discipling. Ask God to use you to help your disciple grow in those areas that he or she needs development in, and prayerfully look down the road and plan out what to teach and work on in the weeks and months ahead.

You can finish the time praying for God to help you both grow and for your disciple to specifically grow in the areas that needs attention. Also be sure to set up a time to meet next to starting studying these topics.

If you like you can even come up with a semester discipleship plan based on the areas that they need to grow. You probably won't show this to your disciple; rather it can be used as a guide to keep you on track throughout the semester. A blank semester discipleship plan can be found on the last page.

Growth Circle Topics

- Assurance
- Church Involvement
- Community
- Confession
- Daily Time with the Lord
- Discerning God's Will
- Personal Discipleship
- Eternal Perspective
- Evangelism
- Holy Spirit
- Image
- Parents
- Prayer
- Pride
- Regular Spiritual Growth (Santification)
- Scripture Memory
- Sexual Purity
- Temptation
- The Word
- Trials
- Worry

Discipleship and Getting Started

Discipleship is so much more than just sitting across a table from someone talking or a regular time of holding each other “accountable.” First of all, discipleship includes so many things beyond a regular “discipleship time.” As followers of Christ many things and people contribute to our own overall discipleship experience. We learn from more than one person. This is also true for the people we desire to help engage in making disciples. They will benefit from many people and experiences, including the relationship you have with them. This is why bringing them along with you into good community, to a Cru meeting, to worship, prayer, training, conferences, or on a summer mission are beneficial in helping them follow Christ.

Second, as you know, prayer is vital. Pray for them and with them. Spend time together praying for the lost “here and there.” Pray for the campus, their peers, family, and those on the other side of the world and with our partnerships. Take time to do prayer walks on campus, pray in the Cru room, at their dorm or places of influence.

Third, we must be connected and engaged with the lost if we are to be engaged in the mission and in making disciples.

1. Pray and consider three people to disciple

- Who are three faithful people you could invest in regularly?
- Who do you see becoming a multiplying disciple?

2. Share with them the overall purpose for the time

- Use the *Making Disciples and Launching Movements* document.
- Where are they on the sheet?
- Share what you envision for discipleship.
- Share how you want to get to know them better and help them grow in Christ, but also how you want to help equip and engage them in making disciples.

3. Two questions of focus for personal growth

- **What is an area you would like to see growth in personally?** This has to do more with their character and spiritual growth.
- **What would be a step of faith for them to take?** This question has more to do with action and mission. What steps can they take in tangibly making Christ known?
- **Growth Circles:** This could be a good tool to use for helping to answer these two questions, or for giving you more tracks to run on.

Three elements of a regular discipleship time: Relationship Building, Equipping, and Engaging

I think a key to a successful discipleship time is keeping all three of these elements before you. Each element is distinct and also overlapping. One discipleship time may include all three elements, but probably not. These three elements serve as a framework for what to include for the time. With intentionality these three things will help you to accomplish your overall purpose. (See previous article for ideas.)

1. Relationship Building

- This is about a friendship, getting to know each other and simply spending time together. This is enjoying life together, connecting them to community, bringing them into your life and you entering their world.
- You want to help facilitate an environment of trust. As you are transparent, they will probably feel safe to be transparent as well.

2. Equipping

- This is helping them with the tools, knowledge, skills they need as a growing disciple. It is teaching them how to share their faith and coming up with a plan on how to reach their peers.
- This may be done sitting across from them with a bible or materials, recommending resources, taking them to a conference, or training.
- It is teaching and training them in specific things: how to share their faith, how to share their testimony or how lead a small group.
- It may be holding them accountable to certain things.
- It is spending time in the word together and praying together. An idea is to spend time in a gospel talking about what you observe about Jesus. Or, you might discuss a passage you read recently or observe characteristics of God from a Psalm.

3. Engaging (Going)

- This is about “engaging” in the mission and helping them to be involved in the great commission actively. I think this is often lacking in “discipleship times.” We are good at “talking” and getting to know each other, but we need a cause that is worth investing in together.
- As we engage, we are growing our hearts in compassion for others. We are also learning life-long skills, and how practically to make Christ known.
- This is when you are modeling how to share your faith with “live” people or you are regularly sharing your faith together on campus or with friends.

A few other things:

- Meet every week or every-other week for 1.5 hours. Have a regular time scheduled on the calendar.
- Spend time regularly including the three above elements.
- Keep ahead by making a tentative and flexible plan

Name:

Information:

Areas of Development:

What is an area for personal growth?

What is a step of faith to take?

Relationship: (ideas for getting to know each other, spending time together, having fun...)

Equip: (ideas to prepare, train, discuss, and for prayer, bible study...)

Engage: (things to try, tools to use, plan for sharing your faith together, follow up...)

Action points:

