



campus outreach birmingham  
P U B L I C A T I O N S

TOPICAL STUDY

# Giving Your Life Away

**expanded**

***Practical tips to  
change lives  
through  
disciplinship***



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## Preface

Greg had learned so much over the past two years. Not only did he know how to share his faith and study the Bible in depth; Greg had also begun to learn what it meant to mentor and disciple younger believers in their Christian faith. He was involved with a group of men who were holding him accountable each week for all of those things as well.

It seemed like everything was in place in his Christian life, but it wasn't. Greg was exhausted. It wasn't a physical exhaustion.... it was spiritual. As he looked back over the past two years, he knew it hadn't always been this way. Everything had initially seemed so fresh and new. He was excited each time he learned a new Bible study tool and looked forward to meeting with the men who were holding him accountable each week. Now, he was almost afraid to learn something new that

he must do in the Christian life. He didn't even look forward to talking with the men in his accountability group. It would simply be another week that he either told them about how he failed spiritually or just lied to make himself look better. On top of that feeling, coming before God on a consistent basis in prayer had become so hard. Each time he went to spend time with God he felt so unworthy because of his sin and failures. He read in the scriptures that God loved him, but what Greg wasn't so sure about was whether or not God actually liked him. Where did the joy go? Why had the duties of the Christian life become such a burden?

The apostle Paul wrote to the Christians in Galatia and asked, "Let me ask you this one question: Did you receive the Holy Spirit by obeying the Law of Moses? Of course not! You received the Spirit because you believed the message you heard about Christ. How foolish can you be? After starting your Christian lives in the Spirit, why are you now trying to become perfect

by your own human effort?"<sup>1</sup> The Christians at Galatia heard the gospel of Christ and by faith received the Spirit of God. As they tried to walk out their Christian faith, some false teachers tried to tell them that in order to be true Christians they not only had to believe in Jesus, but follow the customs from Law of Moses as well. Paul wrote to tell them that this simply was not true. They became Christians through faith on the basis of what Christ did for them and were to grow in the Christian faith in the same way. He desperately wanted them to know that all growth in the Christian life must be rooted in what God had done for them in Jesus.

2,000 years later, Greg had fallen into the same trap as the Galatians. The joy in his Christian life disappeared because he had forgotten that his love and standing before God was not rooted in how well he was performing his Christian duties, but in what God had done for him through Jesus. He forgot the fact that as

Christians each day we wake up to God's grace, love,  
1 Galatians 3:2-3, New Living Translation

favor and kindness not because of how many times we shared our faith that week, or how much we studied the Bible, or how many times we went to church, but because Christ lived the perfect life we could never live and paid the ultimate price we could never pay. The only way that we as Christians can persevere in the Christian life is daily to remind ourselves of what God has done for us in the gospel. To experience the freshness of forgiveness and reconciliation to the God of the universe will fuel joy and heartfelt obedience. We must be amazed by the power of the cross of Christ over and over again.

Many Christians fall into the trap of trying to earn God's love as they seek to grow in obedience to him. Every Christian should want to grow in Christ-likeness and in obeying his commands. This is a right and holy desire. But Christians must always remember that they are fully and perfectly loved in Christ from the first day they trust in him. You can never earn more love from him. The Bible does give us many commands to obey

in the Bible, and we should work hard to obey them. However, we must be careful not to rely on our works after our salvation to ensure or guarantee his love. We work from a guaranteed position of love and security that cannot be changed. Only the cross of Christ can do this. It is easy for a Christian to know and say that he is saved by faith alone, but then to seek his significance, purpose, satisfaction, pleasure, joy, security, peace, love, and acceptance through what he does. This is wrong. This is a form of legalism. The Bible tells us that Christ should be the main source for all of the above things. He is to be our status and comfort, not our ministry performance. We should make our boast only in him (Jeremiah 9:24 and 2 Corinthians 10:17 and Galatians 6:14). 1 Corinthians 10:31 tells us that everything we do should be for his glory and not our own.

As you read this book, you will learn many things to “do” in the Christian life. These are outstanding practical tools to help you be more effective in helping

others grow in their faith. As you learn, please don't leave the foot of the cross. Daily abide there remembering that true growth in the Christian life is rooted in what God has done for us in Jesus' life, death, and resurrection. This and only this will allow you to obey God not out of guilt or fear, but out of joy in him and reverence for all that he is. Paul worked very hard in ministry but in the end attributed it all to God's grace working in him. Go and do likewise.

## Introduction

Jesus' last command to the church was to go into the world and make disciples of all nations. The word "disciple" literally means a pupil, follower, or a learner. In Christian terminology, a disciple is one who trusts in, follows, obeys, and lives for Christ.

In Matthew 28:18-20, Christ gives two commands under the guise of discipleship. The first directive is to baptize. This means that new believers should be brought into the organized body of Christ, the local church. This is where they will be shepherded and disciplined. The second command is overwhelming. We are directed to teach every disciple to obey everything that Jesus has commanded. What is the best way to do this? What is the best way to make a disciple? There are many different methods. Some methods are clearly mandated in Scripture and must be included in discipleship. Others methods are merely suggested to us by way of example.



## Chapter 1:

# Overview of Discipleship

### Definition of discipleship

When the word “discipleship” is used, what does it mean? In fact, the term is never actually used in the Bible, but by looking at the definition of the word “disciple,” it is clear that the definition of discipleship is “teaching or training someone to be a follower of Christ.”

The word “disciple” is used in the Bible in a narrow sense. It is often used in the gospels to refer to the twelve men that Jesus appointed to be his direct followers. These men physically followed Jesus everywhere and were clearly the focus of his ministry. Examples of this are seen in Matthew 12:2, 26:52, Mark 14:14, Luke 6:13, John 13:5, and many other places.

The New Testament also reveals that John the Baptist and the Pharisees had disciples as well.<sup>2</sup> The fact

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<sup>2</sup> See Luke 11:1

that the word “disciple” is only used when describing these few instances implies that the word “discipleship” should be defined in a narrow sense as well. This definition would be “the process of training a few people in an intense and committed way.”

The goal of this book is to define and explain this narrow form of discipleship. It will be largely based on Christ’s model. A working definition of this narrow type of discipleship or mentoring would be: when an older (more mature) believer commits himself to one believer or a small group of younger (less mature) believers for the purpose of helping them grow in their spiritual maturity so that they can disciple others. Throughout this book, when the word “discipleship” is used, please refer to the above definition.

### Biblical foundations for discipleship

We want to begin by discussing the biblical basis for discipleship. There are no verses that

clearly command every believer to “do” this kind of discipleship. There are many examples, but Christ’s is the best. The Westminster Confession of Faith (WCF), chapter 1 section 6 states, “The whole counsel of God, concerning all things necessary for his own glory, man’s salvation, faith, and life is either expressly set down in Scripture, or by good and necessary consequence may be deduced from Scripture.” All good theology and ministry practice and strategy should be based on scripture. With that being said, we will start with the assumption that all Christians should be involved in personal ministry. This means that the Bible assumes, expects, and teaches that each individual Christian should be doing everything that he or she can do, within reason, to help accomplish the Great Commission by making disciples. All believers should also be involved in telling others about what Christ has done for them, also known as “evangelism.”<sup>3</sup>

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<sup>3</sup> See Matthew 5:13-16; Mark 5:19-20; Luke 8:39; John 4:28-29, 41-42; Acts 1:8, 5:32, 8:4, 35, 11:9; Philippians 2:15-16; 1 Peter 2:12, 3:15

The Great Commission's call to make disciples was not given to the apostles alone, but to the many believers gathered together. This mandate included women like Mary. The Bible makes it clear that not only vocational ministers are to be involved in ministry.

All Christians, from the least to the greatest, should be serving in ministry as much as possible. The job of vocational ministers is to train laymen to do the work of ministry.<sup>4</sup> Granted, all people are not the same. We have different gifts, personalities, and capacities that determine what our specific type of ministry should look like. Our goal is to discover what the Lord wants for each of his children. There will always be exceptions. If a child comes to Christ at the age of five, no one would expect him to be leading a Bible study the next week. If a believer were mentally handicapped, no one would demand that he or she should go door-to-door evangelizing. It would be foolish to say that a mother

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<sup>4</sup> See Ephesians 4:11-12, "He gave some as apostles...and teachers for the equipping of the saints for the work of service."

of seven young children is in sin because she is not leading a discipleship group. We are not looking for the exception but for the principle, for the norm.

If all Christians are supposed to be involved in making disciples, how should this be done? Why don't all Christians start street-preaching? Why don't all Christians stand up in the cafeteria and begin reading from the Bible with a loud voice with the intent to convict sinners? These ideas are certainly not sinful. There are numerous biblical examples of street-preaching and many examples of it in church history that shows they were effective. So why don't we all give ourselves to this broad form of disciple-making? A large part of the reason is that it is not the most effective way to reach the lost for Christ.

The purpose of these questions is to re-establish the point made by the Westminster Confession of Faith: that much of what we need to know for life and ministry is "deduced from Scripture." In other words, God gave

us a brain and we should use it. Based on this principle, we believe that narrow discipleship or mentoring is the most (if not the only) effective way to reach the lost world for Christ and make disciples of all the nations.

### Examples of discipleship

There are several reasons why this method is so effective, but we will start with biblical examples. First, we will establish a biblical principle that is at the root of discipleship. This principle is often called “life-on-life ministry.” Some might refer to it by using the phrase, “More is caught than taught.” In 1 Thessalonians 2:8, Paul says that they “were well-pleased to impart to you not only the gospel of God but also our own lives.” He talks in this same passage about how they interacted with the church as mothers and fathers would with their children. Paul did not merely teach the Thessalonians academic truths; he lived with them and gave them his example to follow. When he wrote letters to his

churches, he could then urge them to follow not only his doctrine but also the lifestyle he exemplified for them.<sup>5</sup>

Christians need more than truth and teaching. We need practical examples that can help us see the truth come alive. God gave his people more than only systematic theology in the Bible; he has given us stories and real-life situations so that we could see how the truth is to be lived out. In fact, God did not only give us the written word but also the living Word: Jesus Christ. Christ came primarily to die for the sin of his children, but he also came to give an example of godliness and a picture of how we ought to live our lives. God knew it was not enough to only write about these things, but that we needed to see truth and love in action, in the flesh.

Believers today still need this. We all need to see God's truth embodied in other believers so that we know how to live. We need instruction and examples. This is much of what discipleship is all about: giving a great example to model to others.

<sup>5</sup> See Philippians 3:17, "following my example," also Philippians 4:9

### Discipleship in the family

We see this principle in God's first and most basic institution: the family. Two parents have a few children, to whom they commit their time and energy to raise. Of course other influences are involved. Many times children are sent off to a classroom to learn science, math, history, etc., but the most important lessons in life are learned at home and are often "caught" and not necessarily "taught." A picture, or an example, can truly be worth a thousand words. Parents do not need to teach their child a class on how to move or how to communicate. These two basic functions of humanity are learned over time by being around other people rather than academic study. The parents' values are often verbally communicated, and seeing these values lived out in the lives of the parents is what causes those values to be remembered by their children. This principle is just as effective in the church as it is in the family. This is the foundation of discipleship.

God's goal is to display his glory all over the earth (Habakkuk 2:14). His main method of accomplishing this is by covering the earth with little image-bearers of his glory: human beings. The original plan started at creation. God created the first man and woman, Adam and Eve, and told them to populate the earth. They were to subdue the earth and spread the Garden of Eden (a paradise where God's glory dwelled) all over the earth. They were also supposed to fill the earth with children who would be images of God's glory. God never intended for one couple to produce thousands of babies, nor did he intend for there to be a factory staffed by professionals who raised children by the hundreds. The plan was to use multiplication, not addition. Everything got distorted in a spiritual sense, but physically the plan has worked out pretty well. God began with only two humans a few thousand years ago, and now we have a rapidly growing population of more than six billion people spanning the globe.

With sin and the fall of man came a revision of the strategy to populate the earth with God’s image. Now, as Christians, we are expected to multiply ourselves both physically and spiritually. Our first disciples should always be our children. This is the purest and most effective form of discipleship. The following passage gives a great picture of life-on-life:

*“And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.” (Deuteronomy 6:6-7)*

Believers should teach their children about God and his commands at all times, in the morning and night, at meal times and on walks. Although having daily, family devotions is helpful, it’s not enough to accomplish true discipleship. We should let these truths “bleed” out of our lives in all that we do so that our

children will hear them, see them, and thus truly learn them. In the Old Testament, this discipling culture was the primary way that the religion was passed down through the generations. The Jews did not have weekly assemblies led by a priest. These weekly meetings in the synagogues started happening much later, possibly even as late as the Babylonian exile in 586 BC. So we can see that for hundreds of years, God's Word and the whole Jewish way of life must have been passed down through discipleship in the family. There were prophets and priests who taught the people in a general sense, but the parents held the full weight of the responsibility. Parents are no less responsible today to disciple their children.

### Physical and spiritual multiplication

Because of the fall of man, not only are all men born sinful, but many are born in non-believing homes as well. Therefore, the multiplication of God's image many times must happen outside of the family. Again,

do not forget that Christians should disciple their own children as their first priority in ministry, but they must not stop there. Most Christians should be able to disciple more people in addition to their children. We should try to spiritually multiply ourselves into the lives of the people in the world around us. There are many ways to do this, but again, discipleship or mentoring is one of the most effective ways. It is logical to think that the way God ordained his image to be multiplied originally through the families might tell us something about the way he wants it to now to be spread in ministry to others. As a father would disciple his children by spending the majority of his time with them, so also a Christian can best make disciples by influencing a few people over a long period of time.

### Old Testament examples of discipleship

We see that Joshua was prepared to lead God's people by Moses' intentional involvement in his life.

Joshua spent much of his time following Moses around and learning from him. Elisha's preparation for ministry came through spending time with Elijah (2 Kings 2:1-11). This is certainly not the only way that God trains people for leadership positions in his kingdom, but it is a very effective one.

### Christ's example of discipleship

A careful study of the life of Jesus will show that he had a ministry that lasted approximately three years. He met several of the twelve disciples soon after his baptism (John 1:35-51). They began to follow him during those first days (John 2:1-2). He did not officially appoint the twelve men to be his apostles until over a year of his ministry had passed.<sup>6</sup> He had a broader, more general group of disciples who were following him at first (Luke 10:1). From this broader group of disciples, he chose the twelve. From their official appointment as apostles, they seem to be with him at all times. Even though

<sup>6</sup> See Mark 3:13-19, Luke 6:12-16

Jesus spent much time teaching and ministering to the multitudes, he intentionally focused on instructing the twelve. At times his teaching was meant for them only. Sometimes he would share a parable with the crowd but only offer the explanation to the twelve (Luke 8:9-10). We assume that they lived together as well. While much of his teaching seems premeditated and planned out, many times his teaching is in response to a question or a situation they encounter. Much of the gospels are stories of Jesus' life and actions. However, the disciples learned as much from Jesus' lifestyle as they did from his teachings. They were taught much, and they "caught" much. This is the epitome of life-on-life ministry.

From the twelve disciples, he chose to allow three of them to experience more of his life than the others. They witnessed events such as the transfiguration and the prayer in the Garden.<sup>7</sup> These three men experienced more personal and one-on-one training with Jesus. Mark

3:14 says, "He appointed twelve that they might be with

<sup>7</sup> See Matthew 17:1, 26:37

him, and that he might send them out to preach.” This is a great definition of Jesus’ method of discipleship. The only training method mentioned is that they will be with him. Again we see that more is caught than taught. The goal of discipleship is to send out disciples to minister like Jesus.

In fact, God did not only give us the written word, but also the living Word: Jesus Christ. It is even more amazing that while he taught and healed thousands, he spent the vast majority of his time with only twelve men. Even one of those did not turn out so well! Surely we can assume that the Son of God spent his time wisely on earth and did ministry in the most effective way. He planned to use only eleven men to reach all nations with the gospel. We see this when Jesus told them to go make disciples of all the nations. The only way they would have known how to do what he commanded was to follow the method that he had lived out before them. They probably thought, “Alright, we will heal the sick

and preach to the crowds like he did, but we will also make disciples the same way he made us into disciples: by choosing a few people and spending most of our time with them.”

### Examples of discipleship among the apostles

After Jesus and his disciples, there are not many clear references to discipleship in the New Testament. This is not hard to understand because the epistles mainly give us doctrine and ethics. There is little emphasis on ministry style. Much of these methods must be learned from the stories God has given us in the narrative portions of scripture.

It would be hard to believe that the apostles did not mimic their master’s method of discipleship. Even though there are no clear verses that say that Paul and Peter chose twelve men to mentor, it seems clear that this type of thing did happen. Paul rarely traveled alone. Sometimes he had as many as twenty

traveling partners; other times it was only one. Surely he mentored some of these men, but it seems evident that Paul had a discipleship relationship with at least one person, Timothy. We can assume that from the way Paul talks about their relationship.<sup>8</sup> Paul says in 2 Timothy 2:2, “and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.” This verse gives a directive to pastors to choose a few men so that they would turn around and teach others also. Paul taught Timothy, who was the pastor of the church at Ephesus. Timothy was to teach a few faithful men, probably elders. These men were to teach others who would be average laymen in the church. Some would argue that only apostles, pastors, and elders – those with teaching gifts that have been recognized by the church – should be the people who pass down the truths of scripture. This argument does not seem convincing in light of Ephesians 4:11-12 and the other verses we looked at earlier.

<sup>8</sup> See Philippians 1:1, 2:20-22, 1 Timothy 1:2, 2 Timothy 1:2

### Examples of discipleship in Church history

One of the reasons why the canon of scripture was not finalized until a few hundred years after Christ's death is because for a long time there were men living who were direct disciples of the original apostles. A council was not needed to tell the church which books were authoritative. Men such as Polycarp, who died in 156 AD and was the last living disciple of the apostle John, were still living to say what was authoritative and what was not. Church history shows us that the apostles had disciples. Many other great leaders of the church have had those few men that they disciplined.

### Stating the obvious

Should we declare that discipleship is the primary way God wants his kingdom to flourish on the earth? Scripture tells us that the most effective way to develop children is for them to grow as a result of the modeling and teaching of their parents. It is also evident that the

most effective way for the church to train its leaders and elders is through discipleship. Even God chose to begin his church here on earth by using discipleship. Titus 2:3-5 reinforces this idea that discipleship should be happening among average people in the churches: “Older women... are to teach what is good, and so train the young women... so that the Word of God may not be reviled.”

Some say that the local church is God’s ordained way and they are right. However, discipleship can be one of the most effective methods used by the local church. Discipleship is best practiced in the context of the local church, although this is not necessary.

Some would argue that only those with the gift of teaching should be leading discipleship groups. This is not in the Bible. The healed blind man in John 9:25 knew very little, but he knew enough to give a testimony. Any maturing Christian is capable of helping less mature Christians grow, even if they haven’t gone to seminary.

Do not misunderstand the intentions of this book. The goal is not to condemn anyone because his or her ministry does not look exactly like Jesus'. Realistically, this is never going to happen because nobody is currently able to raise people from the dead or live with twelve Jewish men. Well, maybe the latter is possible, but the point is that Jesus did things that we cannot and will not do. Also, the point is not to tell people that discipleship is the only correct way to do ministry. This is obviously not the case, because the Bible presents many other effective ways to minister. Lastly, this book was not written as a way to criticize other peoples' ministries or to say that their ministries are ineffective or wrong. On the contrary! We know that every Christian must start with biblical principles and examples and then determine the most effective method of ministry for them and for those they influence. It will look differently for different people.

Instead of comparing yourself to others, be faithful

with the knowledge, experience, training, time, energy, and capacity that God has given you. Looking at the principles, examples and evidence from scripture and church history, it seems clear that this narrow form of discipleship or mentoring is one of the most effective methods of ministry there is. Any Christian can spend time with a few others and model the Christian lifestyle for them in order to help them walk with Jesus more consistently. The goal of this guide is to motivate every Christian to do all they can to give their life away. The desired result is that many men and women would be deeply impacted and be compelled to give their lives away as well.



## Chapter 2:

# Practically Speaking

### What discipleship looks like today

There is no strict pattern that must be followed with life-on-life ministry. In fact, one person's discipleship will look quite different from another's. In fact, a college minister's method of discipleship will be different from the way a mother disciplines her four young children. The way that a businessman disciplines two colleagues may look very different from how a Chinese pastor in a prison camp disciplines ten new converts. In spite of how differently each person's discipleship will look, there should be some sort of standard or pattern to use as a guide. Again, we are not referring to a broad definition of discipleship. We are trying to wrap our arms around this narrow concept of discipleship or mentoring mentioned at the beginning of this chapter.

### Components of discipleship

The ideal discipleship group would be based on two things: the word of God and time spent together. The fundamental principle that discipleship is based on is life-on-life ministry, emphasizing that “more is caught than taught.” Jesus appointed twelve men to be trained simply by being with him (Mark 3:14). The goal is to teach our disciples all things that Christ commanded,<sup>9</sup> so the Bible must be our textbook. The end goal is to send them out to preach, to make more disciples, and to teach others.<sup>10</sup> Again, the following ideas are not rules but patterns to use as guides.

When we say that we should spend time with them, usually this takes place in the form of a group meeting. The group should meet on a regular basis, preferably on a weekly schedule. Apart from this time, it

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<sup>9</sup> Ultimately we are making them disciples of Jesus, and not of ourselves.

<sup>10</sup> See Mark 3:14 and 2 Timothy 2:2

would be ideal if the discipleship leader could meet with each individual disciple regularly, again, preferably once a week. Beyond this, it would be great for the group to get together and just socialize or to do ministry together such as evangelism or mercy ministry. The discipleship leader's season of life will determine much of this.

Some businessmen are doing all they can to meet with their group twice a month with very few and irregular individual meetings. A college minister can easily have a weekly group time that lasts three hours. He or she can meet with each person on a different morning to pray together. He or she can also take each one to do evangelism on a different night of the week and still have time to go to a movie with them all on Saturday night. The point is that we should do as much as we can with the time we have been given. This is all that God expects from us. So many people have a poor view of how discipleship should look because of the way they were disciplined in college. Things are different after college,

mainly in terms of commitment level and time spent on activities outside of work and family. These changes are not bad; they are simply a fact of life. Plan your time wisely, and strive to give your life to others as well as you are able.

### One-on-one time

The one-on-one time set aside for the leader to meet individually with each member alone can be used in many ways. Sometimes the need is just to get to know the other person better. Sometimes there is a specific problem or question that the disciple wants to inquire about. Other times, the leader will have something to point out or rebuke the disciple about. These one-on-one times can also be great opportunities to do ministry together.

### Components of group time

The group time should involve three main

components: accountability, Bible study, and prayer.

□ Accountability

The group should have regular accountability where they discuss their sins and daily struggles with each other. As trust is built and transparency becomes more natural, a greater sense of community will begin to grow and transformation will occur. They should take time to encourage one another and also spend time in prayer for one another. Great discipleship groups are formed when each member commits wholeheartedly to the group. This not only means that they will read the material during the week or show up to the meetings but that every person will love, serve, and pray for one another, and be open about their personal sins and weaknesses.

□ Bible study

There should always be some form of Bible study happening among a discipleship group. The group may

study a book of the Bible together using some sort of daily quiet-time plan or a weekly study book. Some may decide to simply read a good Christian book and discuss it. Many will choose to do both. Some groups that go to the same church may meet to discuss the pastor's sermons in greater depth. Sometimes the leader may teach through a certain topic or book. Even though some teaching is fine, it is ideal to focus on cultivating honest group discussion. Since most disciples go to church every week to hear sermons, they do not need another sermon in their discipleship group. It is also great to commit to memorizing scripture together on topics being discussed in the group like prayer, evangelism, obedience, etc.

□ Prayer

Prayer is a vital element of any discipleship group. God knew that it was not enough to only write about these things, but that we needed to see truth and love in

action, in the flesh. After doing so, they should spend time praying for one another about these specific things. This is also a great time to remember the world's need for Christ and to ask God to send forth laborers into the harvest.

### The end goal of discipleship

One important thing to remember is that the end goal of discipleship is always reproduction. Many things separate a discipleship group from being just a typical Bible study. Life-on-life time together, accountability, and long-term commitment are just a few of those things. The end goal of a Bible study is to see a person develop into being a learner. This is a great goal and these people should try to learn as much as they can and be better because of it. Discipleship groups take a step beyond this and focus on seeing a new generation of disciplers and leaders raised up. The leader spends time with his or her disciples, not only with the intent to see them learn

and grow in their knowledge, but also with the desire for them to get to a point of spiritual maturity where they can feed themselves. It does not stop there though, but continues until they too are disciple-makers. Again, the end goal of discipleship is to help young believers to become mature in their faith so that they can lead others to Christ and be able to disciple those people as they have already been disciplined.

That being said, a discipleship group's vision should be always looking to the third generation of believers. If not, the purpose will no longer be to reach the nations, but to just move Christians around in little groups, making little or no progress in fulfilling the great commission.

A successful discipler has a firm grasp on how to cast vision and keep ministry in front of his or her disciples. This happens through praying together for the lost, evangelizing with them, and helping them start Bible studies with their friends. These are just a

few ways to help your disciples develop a vision for implementing discipleship in their own lives both now and in the future.

It is important to note here that discipleship is best born out of evangelism. Some people may be presented with the opportunity to mentor men or women who are already Christians. This is a great way to help others catch the vision of multiplication so that they will also give their lives away. This should not be the norm, because it could become too easy to just seek out Christians to disciple. Your disciples will see this and not understand that they should seek to put themselves in sometimes difficult situations so that they may lead the lost to Christ and disciple them. Your disciples could potentially become “sterile” in their personal ministries as a result of your poor example. Again, the ideal discipleship relationship will begin when you lead someone to Christ. This new believer can then be disciplined by you from the ground up, learning and

growing into a disciple-maker. The end result will then continue to be unending!

### Conclusion

It is our belief that every Christian has a responsibility to be as involved as possible in fulfilling the Great Commission, making disciples of all nations. This can and should include anything from financially supporting a missionary or sharing the gospel with a co-worker, to going on short-term missions' trips to build churches.

We also believe that every believer should be wise in the way they spend their time so that they can maximize their efficiency in all areas of their lives, including the amount of time they spend serving in ministry. It is important that the believer understands that he or she cannot effectively minister in thousands of different areas all at once. The believer should seek to serve in the simplest way that will have the greatest

impact on the world for Christ. We believe that the Bible clearly shows us that discipleship is one of the most effective methods of ministry to reach the nations with the gospel.

Let's remember what this method looks like in real life: a believer commits to mentoring a handful of believers for a few years: praying with them, studying the Bible with them, ministering to others alongside them, and living life together with them. We believe that this form of spiritual multiplication, like physical multiplication, is more capable of populating the earth with little image-bearers of God. It begins with that one believer, and is initially a slow process, but the growth will be exponential over time. Let's look at some numbers to better prove our point.

Imagine that there is a believer who has committed his or her life to faithfully sharing the gospel with others and is able to lead 1,000 people to saving faith in Christ every year. These converts are real and

walk with God for the rest of their lives, but have no vision for reaching the world for Christ. If that initial believer does this consistently every year for 20 years, he or she will complete their ministry having helped 20,000 people come to a saving faith in Christ! That is pretty impressive! Granted, the believers he or she led to Christ would not be very mature, but it would be a life well spent.

Now, what if this same person truly grasped Jesus' method of making disciples and multiplying his or her life into a few? What fruit would he or she leave behind after twenty years of ministry? If this person committed to seeing one person come to Christ per year and spent that year discipling and pouring themselves into that person, what would that look like after twenty years? Assuming that there are no breaks in the process, and that every new believer commits him- or herself to seeing at least one person saved and discipled per year, at the end of the year there would be only two Christians.

At the end of two years there will be four. At the end of the tenth year, there will be 1,024 disciplined believers! Amazingly, at the end of 20 years, there will be 1,048,576 disciplined, trained, gospel-sharing believers in Jesus Christ! One person's life, faithfully multiplied, can produce over a million disciplined converts!

Of course, this example is overly simplified and assumes that every person who is saved will respond in obedience to give his or her life to others in discipleship. Even so, the numbers are very compelling! We are not trying to say that there is no place in a Christian's life for mass evangelism. This example is only showing us that the best use of our limited time on earth would be for us to disciple a few with vision for many.

What will you do with your life? We will all be held accountable with what we have done with our lives, especially in light of the knowledge with which we have been entrusted.<sup>11</sup> We know that our best efforts and strategies pale in comparison to what God is doing

<sup>11</sup> See Matthew 25:14-30, Luke 12:48-49, 1 Corinthians 3:10-15, 4:2

across the globe to advance his kingdom. He is doing a great job already, using his children as his instruments of grace and salvation. This does not, however, mean that we should sit back, relax, and “let go and let God!” He expects our best efforts for his glory (Ecclesiastes 9:10). Ultimately, God will take our feeble attempts in ministry and use them mightily for his glory. We will spend time planting and watering the seeds of the gospel, but only he can bring forth the increase (1 Corinthians 3:6). He alone should be the recipient of any credit and glory.

Paul makes this point clear when he mentions in Philippians 1:24-25 that his ministry is necessary for the growth of the believers there, but credits the success of his ministry to God’s grace paired with his own efforts (1 Corinthians 15:10).

With this in mind, pray as though it depends on God and know that in the end it all does. Use what you have been given – your mind, knowledge, skill, training, energy, vision and time – to serve diligently in your field

of ministry while you can.

This is a summation of the challenge that lies ahead of us: pour out your life in such a way that will make the most disciples so that the glory of God will cover the face of the earth.



## Chapter 3:

# Discipleship in the Real World

### How to do discipleship in the “real world”

If you walked up to any true follower of Christ, I'm sure that they would agree with you that being a witness for Christ is something that all believers should be doing. You would probably discover, though, that most of these people have no purposeful, planned, strategic way that they do this effectively. Most people find themselves hardly ever “sharing their faith” with others, let alone actually sharing the entire gospel message with anyone. What's more, these people would hardly be equipped to help others grow in their relationship with Christ.

True evangelistic conversations take effort, courage, and practice if they are going to be a part of your lifestyle. Your approach to evangelism, if you want to bear lasting fruit, must be grounded in a vision for

the process of evangelism. This means that you have a desire for these people to come to a realization of their need for Christ, and for them to respond by surrendering their lives to him. After this transformation takes place, the actual work of discipleship should begin. This will require an even longer-range vision and plan.

This is a place where you need to be able to clearly articulate the goals that God has laid out for you in your life in this area of giving your life away. This is more than simply communicating a principle that has been taught to you. It must be something that is an integral part of your life. We say this because you will find that in full-time Christian ministry, the strategies and goals are already clearly laid out, and it will be required that you follow them. This will make it difficult for you to discern where life begins and formal ministry ends. By contrast, it's easy to slip away from doing ministry in the "real world." Only people with hearts purposed to live their lives to see people know Jesus will ever see their

goals realized in Christ.

Let's ask ourselves some practical questions to begin thinking and planning to be life-long laborers in the real world:

- ❑ "How many people do I want to see come to Christ and be disciplined in my lifetime?"
- ❑ "Which areas of the workplace would I like to see impacted by those I lead to Christ?" *Example: Maybe God would save a schoolteacher who would in turn take Christ to his or her classroom. Maybe God would save a lawyer who would then revolutionize his or her legal methods to better reflect Christ to the world. Maybe God would save a housewife and she could then go and share Christ with her husband and children, resulting in the change in course of entire generations!*
- ❑ "What particular method (4 laws, bridge diagram, Roman's road, 'Life Issues', 2 Ways to Live, etc.) for sharing the gospel is so natural to me that I

could do it in any context, to any individual, in any time frame?"

- ❑ "What resources can I give an interested non-Christian to draw them towards Christ?"
- ❑ "What study could I give or lead someone through to establish them in the basics of the Christian life?"
- ❑ "What grid or plan would I use to help teach my disciples, and what is the next step in equipping them?"
- ❑ Is my church a place that is helping me to grow in evangelism and discipleship?"
- ❑ Am I reading and/or studying any books that are developing me to be a better disciple maker? Have I made a list of the ones I want to read in the next year?"

Challenge yourself to be as specific as God would allow in answering these questions.

## Chapter 4:

# Accountability

One of the things that will distinguish a discipleship group from a typical Bible study is accountability. What do we mean when we say this? Accountability is simply being very open with your sins and struggles with a few other people, such as a discipleship group. There is no certain verse that commands that this be done, although before I explain what accountability should look like, I'll explain the "why." We often speak of "one anothering" in discipleship groups. This is to say, practicing all of the "one another" commands in the Bible such as love one another, rebuke one another, encourage one another, spur one another on, bear up with one another, and so on.

Why should we practice accountability?

James 5:16 says, “Therefore, confess your sins to one another, and pray for another, so that you may be healed...” (NAS). Part of this exhortation is to confess your sins. Sin is certainly not always the root of sickness, but often it can be. The idea is to deal with your sin in case it is the cause of the sickness. If it is the cause, then there should be repentance before healing can be expected.

What accountability is not

This makes sense, but why can't we just confess our sins to God alone? Why must we confess them to other Christians? We must first note what accountability is not. It ultimately has nothing to do with being reconciled with God. Christ's work on the cross and in my heart takes care of my justification. I can deal directly with the Lord himself. I don't need a priest to be a go-between for God and me.

We are looking for something broader here. Why is it a good practice to regularly and openly discuss your sins with other Christians, even those sins that were not “against another person?” What is the goal of this practice? Our desire should be to come before God and deal with our sin. The goal should be for me to be totally honest with myself and with God about my sin. The problem is that with our deceitful hearts, we are often less than honest with ourselves, and ultimately God, about our sins. When we think about our sin in our own minds, we are often easy on ourselves. We can make great excuses. We can make it look so much smaller and more innocent than it really is. This approach is not an effective way to fight sin. We must be honest about the severity of the problem in order to deal with it properly. Another benefit comes when we see the depths of our sin, which puts the cross in more prominent place in our lives, and Jesus becomes more beautiful and important to us. We experience more of Christ in the gospel and enjoy

him more for who he really is.

One of the most effective ways that forces us to be honest with ourselves about sin is to be honest with someone else about it. Others will not tend to see our sins in the same shades of gray with which we are comfortable seeing them. A lie becomes a lie and not just “an innocent shading of the truth.” Slandering someone will begin to appear to be much more hideous to our own hearts as our ears hear us explain to an accountability partner what we said. Spoken aloud, self-centered actions seem harder to justify as we try to explain our motives to our friends. The goal of all of this openness is not to be humiliated or embarrassed, but to force ourselves to see our sin as it really is, and deal honestly with God about it.

### Biblical examples of accountability

There are two great examples of accountability in the Bible. The great man after God’s heart, David,

committed adultery and murdered a man, but his heart was hardened against conviction. There was no sign of repentance for the blatant sin until Nathan the prophet stuck his finger in his face and said, “You are the man.” It was at least nine months after the incident because the baby from the adultery had already been born.<sup>12</sup> This is amazing! David, a godly man and friend of God, was far from God in his heart. He didn’t really deal with his sin and repent until he was forced to be honest about it with another believer. Psalm 32:3-4 shows us the freedom he later felt.

We see an example of the same thing in Galatians chapter 2. Peter began to shun Gentile believers by not eating with them. It was clearly wrong and went against the vision God had given him in Acts 10 and against his previous practices. But here he is found living in ways that were clearly unloving and sinful. How can we be sure? Paul boldly and publicly confronts the great leader of the apostles about his sin, and Peter seemed to listen

<sup>12</sup> See 2 Samuel chapters 11 and 12

and repent because Paul later wrote openly about it. Here again, a great man of God was in sin and did not deal with it until confronted by another believer.

The bottom line is that we need each other. Matthew 18 makes it clear that if we see a brother in sin we should confront him with the hopes of restoring him to repentance. Accountability is like a pre-emptive strike. The objective should be to talk about sin regularly at a heart- or core-level before even beginning to stray. The desire is to prevent incidents like the ones discussed above from ever happening. One of the most important reasons why we should practice accountability is so that, by honestly confessing our sins to others, we will become more honest with ourselves and with God about the reality of our sins. Hopefully, this will quickly lead us to deeper repentance.

### Accountability in real life

Now that we have established the “why,” let’s move

to the “what.” What should this look like? Although we can see examples of what it could look like, scripture does not specifically address this topic. Typically, accountability is something that should occur whenever a discipleship group meets. It is not a sin to skip it every now and then, but it can be dangerous to get into a habit of bypassing it. The purpose is to discuss what is going on in each person’s heart and life. The goal is to share about personal struggles so that we can out our salvation and walk in a manner worthy of the gospel. This is best done if every week or so every member of the group shares specific sins with which they are struggling. It is also helpful to set specific goals. Here are some examples:

- ❑ If one person in the group has been lazy and watching too much TV, he might ask the rest of the group to check up on him by asking him how he is handling his addiction. He might say that he

only needs to watch TV one hour a day and commit to that goal.

- ❑ If another member of the group struggles with anger, he might ask the group to pray that he would not yell at his roommates all week.
- ❑ If one person in the group has a hard time reading his Bible regularly, he may want to set a goal of reading a chapter a day, five days a week, and ask to be held to this goal.

There will usually be many areas of growth where no specific goals can be set, such as a desire to have more joy in God or to be more burdened for the lost. Wherever specific goals can be set, the easier it will be to discuss struggles and see progress.

After goals have been set, each week the group members should discuss how they have done the past week in regards to their goals. It is important not to just focus on the specific goals, but use these to get to the

“heart” of the matter. It is very possible to spend time reading the Bible every day and yet have a cold heart towards God. It is important to tell the group about anything coming up that may factor into their “issues” that week. Here is an example of what a person in the group might say on a given week:

*“This past week has been ok. I wanted to spend time with God in his Word five times, but it only happened four times. The time I had was really good and I feel like I learned something new each day. Please pray this week that I would be better about getting up each morning to do it. Specifically, I need to get up at seven o’clock each morning if I want to be able to spend thirty minutes in the word, so please ask me if I got up every morning or if I hit the snooze on my alarm instead. I’ve wanted to grow in love for my roommates, so I committed to washing the dishes every day this past week. I actually did it each day, but by the end of the week my heart was pretty bitter. No one was thanking me or even acknowledging my service.*

*My whole goal was to grow in loving them, but I think I love them less. Please pray about my love for them this week. I also wanted to grow in my burden for the lost, but there's not much change there. Please pray for fervency in prayer for lost people and for opportunities to speak about the gospel. Lastly, I need to be exercising three times a week to be a good steward of my body. I did it last week. Pray that I would remain faithful to do it this week as well. It will be difficult because I'll be traveling a lot."*

This scenario should serve as a great example of a balance between talking about specifics yet also discussing the heart. If time permits, individuals will usually want to share more information on specific events from the week. It is important for each member of the group to write down the goals for the other members also. This helps them remember to pray for each other during the week, and it also helps them to remember to ask about certain goals that were mentioned.

### Other benefits of accountability

There are many other benefits of accountability. It may be the best way to really motivate genuine prayer for one another. As each member listens to their friends' struggles and writes them down, their hearts will begin to care more for one another. They will also have a convenient written list of specific things to pray over rather than simply praying: "Lord, bless so-and-so this week."

Accountability does not simply lead to better prayers for others; it also opens up a great opportunity to minister to one another as the body of Christ. As one member shares ways in which he or she is discouraged, it is the perfect time for other members to lovingly encourage and preach the truth to them. Here are some examples:

- ❑ If one individual seems lethargic about their sin, it is the perfect time for someone to quote a verse to

motivate them to strive for holiness.

- ❑ If another member feels terrible about their sin but cannot seem to get a grip on the fact that they really are totally forgiven and free to approach the Lord as their father, it is the perfect opportunity to preach the gospel to them.
- ❑ Another group member could remind them of the truth of adoption, grace, and justification and help them experience the gospel afresh.

Certainly, this heartfelt interaction is the kind of community and fellowship that we need. Hebrews 10:24-25 instructs us to do this:

*“Let us consider how to stimulate one another to love and good deeds, not forsaking our own assembling together ...but encouraging one another.”*

It is important to note that this time should never turn into each member confessing their sins to the leader, and then only the leader responding. This is the perfect

time for everyone to be involved and ministering to one another. Galatians 6:1-2 says that we are to “bear one another’s burdens;” honest, open accountability is a great way to do this.

There is also a sense in which Satan will use our sins to entrap us and condemn us. He uses them to define us and hold us down in guilt. Talking to others in the body about our sins and seeing how the group still treats us in a loving, forgiving, and accepting way, helps us believe the truth of the gospel that God really does love and accept us too. We need to see the love and mercy of God incarnated to us through other Christians. This is part of God’s plan for the body of Christ: to minister to one another and be his hands. Resting in this gracious love of God should enable us to be more and more open with other believers about our sin, which, as a result, should lead to more victory over it.

### Things to guard against

In an ideal discipleship group, the members would grow so close that they could share everything with one another. Nothing would be hidden. They could discuss their deepest secrets, struggles, and pains. The reality is that this is not always the case. While this is a worthy goal, it should never be forced upon the group. The only way that accountability will work is if all the members desire it. They must be proactive in their desire for it. Be sensitive to reluctant members who don't desire to be open with the group. Over time, the group will learn to grow into deeper accountability.

There is another danger to guard against. It is easy for confessing sins to one another to turn into some type of merit, as with any other discipline in the Christian life. Accountability can become too important. It can sometimes be a crutch, so to speak. Being held accountable for the first time can be the practical difference that helps a believer start to walk in

obedience in an area they always struggled with before. As this happens, it is not uncommon for accountability to become too necessary. A believer can start to think and/or feel that he cannot really be forgiven until he has confessed to a brother. The truth is that the only confession needed to reconcile their relationship with God is confession to God himself (1 John 1:9). The main goal of accountability is to make sure that authentic confession to God is occurring. There will be times in life where we won't meet with a group and we won't have anyone close by with whom we can speak openly about our sins. A believer should learn to deal with his sins immediately. Going directly to the Father through Christ is all that is necessary. Accountability merely serves the purpose of helping us deal honestly with ourselves and with God about our sin.



## Chapter 5:

# Encouragement

*Adapted from a talk given by Bob McNabb*

Hopefully this article does not overwhelm you, but rather gives you specific ideas of how you can minister to others by giving them the courage they need to be faithful. Spend time learning from your disciples about what encourages them most, and work hard to get better at it. Also realize, though, that the best way to consistently encourage your disciples is to be an encouraging person! For this to take place, your focus should not be on technique, but on character. If you live a Christ-honoring life and abide with him regularly, encouragement will naturally overflow out of your life. Work hard to keep yourself encouraged in the Lord by running to him when you too begin to feel discouraged.

If you saw someone that was struggling to

breathe, how would you respond? Surely you would stop and do your best to assist them by finding out what was wrong and doing your best to get them the air they desperately required. Although not as obvious, encouragement is even in more demand, though the supply is severely lacking. John Maxwell says that, “Encouragement is oxygen to the soul.” The goal of this article is to help you better understand what encouragement is and give you some practical tips in giving this “oxygen” to the people you are ministering to.

There are many misconceptions about encouragement today. One of the biggest misconceptions is that it is not really needed by mature people. People think that encouragement is more of a feminine need, and that it is really optional for everyone. Others think that we should only receive our encouragement from God, and that it is wrong to need others in this way. Some people hesitate to encourage other people out of fear that it will feed that person’s ego

too much. They mistakenly think that too much praise will make someone proud. Many people misunderstand encouragement by thinking of it only as verbal or written praise.

There are many ways encouragement is misunderstood, but there are five major reasons why encouragement is so necessary.

**1. The need is continual.**

The Bible teaches that the need is never-ending.

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

**2. The need is increasing and will continue to increase!**

*“Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another--and all the more as you see the Day approaching.” (Hebrews 10:25)*

NIV)

**3. The need is not just for the immature.**

Even the apostle Paul needed it and wanted it.

*“I long to see you so that I may impart to you some spiritual gift to make you strong-- that is, that you and I may be mutually encouraged by each other’s faith.”*

*(Romans 1:11-12 NIV)*

**4. The need for honest evaluation is critical.**

It will be nearly impossible for you to give your disciples hard truth if they do not really know that you love them and believe they are valuable. This is best accomplished by encouraging them continually, rather than by only pointing out areas of weaknesses.

**5. There is great need for a trained laborer or warrior that won’t quit.**

No one wants to invest their life into their disciples

only to have them turn away from God later on.

Consistent encouragement will reduce the chances of this from happening.

*“Now go out and encourage your men. I swear by the Lord that if you don’t go out, not a man will be left with you by nightfall. This will be worse for you than all the calamities that have come upon you from your youth till now.” (2 Samuel 19:7 NIV)*

A survey of thousands of workers asked the following question: “When you get encouragement, does it help you perform at a higher level?” Ninety-eight percent said yes! It seems that many times what we need is not more leadership training, but more leadership encouragement.

### What does it mean to encourage?

Many times people think of encouraging others as saying nice things to them to make them feel better.

True encouragement is far more than this! Webster's dictionary defines the word "encourage" as: "to inspire with courage, hope or resolution." It seems that a great way to think about true encouragement is to think about what will give that person more courage!

True encouragement:

- Is directed at the heart
- Targets fear
- Calls people's hearts nearer to God

True encouragement will allow someone to conquer their fears and walk by faith because their hearts have been brought closer to God. It is much more than simply helping people feel better about themselves. Here are some scripture references to bring this point home:

*"I am sending him (Tychicus) to you for this very purpose, to let you know how we are, and to encourage (parakaleo) your hearts (kardia)." (Ephesians 6:22*

NRSV)

*“I have sent him to you for this very purpose, so that you may know how we are and that he may encourage (parakaleo) your hearts (kardia);” (Colossians 4:8*

NRSV)

*“Now may our Lord Jesus Christ himself and God our Father, who loved us and through grace gave us eternal comfort and good hope, comfort (parakaleo) your hearts (kardia) and strengthen them in every good work and word.” (2 Thessalonians 2:16-17 NRSV)*

### How do you give courage to others?

Every person is lacking in courage in some areas throughout their life. We need to be encouraged because we often doubt truth! In a sense, we are encouraging others every time we share truth with them. But just as food tastes better when it is something you want to eat,

encouragement works much better when it is targeted to combat specific fears. A great encourager has a knack for determining what areas others are lacking courage in and can skillfully deliver the truth they need to combat their fears.

In order to begin encouraging others in this way, the first step is to determine what is going on in the person's heart and world. This is accomplished by making observations and by asking them pertinent questions that get below the surface. Listening and making mental notes is crucial here.

After you know some areas of concern in their life, the next step is to give them courage in those areas. It is easy to blow it here, because typically we respond more to the symptoms than to the heart-level issues. For example, if someone is discouraged because they are feeling overwhelmed, it is not typically encouraging to try to help them be more productive and get everything accomplished. This might help in the short run, but it is

not combating the heart-level fears they are caught up in.

Another common mistake made here is to lie to them. We see an area they are lacking courage in, and rather than taking the time to give them truth, we tell them they are a great person and that everything will work itself out. This is also only short-term encouragement at best. What they need is to be given courage so that they are able to overcome whatever is they are facing. Causing them to feel guilty about their inadequacies, or pretending the inadequacies are not there, will not give them courage.

Generally, we tend to feel discouraged because we are actually fearful of something. Here is a way we can illustrate this point:

- ❑ Feeling unloved = fear of being alone / rejection
- ❑ Feeling unable = fear of failure
- ❑ Feeling unfruitful = fear of insignificance

How to give courage to your disciples:

❑ **Use truth from the Bible.**

Romans 15:4 says, *“For everything that was written in the past was written to teach us, so that through endurance and the encouragement of the Scriptures we might have hope.”* Give courage by pointing to the truth about God! This is where it is very helpful to have previously identified the fear so you can point to the right truth about God that they need to believe. The truth could be verses about God’s faithfulness, love, goodness, sovereignty, perfection, power, etc.

❑ **Love them in their “language.”**

There are five distinct ways that people give and receive love from others.<sup>13</sup> They are:

1. Words of affirmation
2. Quality time
3. Acts of service
- \_\_\_\_\_4. Physical touch

<sup>13</sup> Borrowed from “The Five Love Languages” by Dr. Gary Chapman

## 5. Gifts

Find out which “love language” your disciple speaks and love them in that way.

❑ **Give them an example to follow.**

They will learn more from your life than your words. If you can model for them how to have Christ-centered courage for that particular fear, it is much better than telling them how they should think at that time.

❑ **Give them affirmation, appreciation, and recognition.**

A sincere “thank you” can go a long way! Give your disciple courage by letting them know you see their progress and faithfulness. This does not always have to be verbal but if you can recognize them in front of others it will do much to build up their courage.

❑ **Remind them of the bigger picture by giving them vision.**

Many times people get bogged down simply because they can't see the bigger picture and don't feel like their role is significant. Help them see where they are going and how they can take others with them.

❑ **Take the time and energy to help them.**

Sometimes words and notes are not what are needed. Sometimes the task just needs to get done, and physical help is really what is needed. Sometimes allowing others to help you, or just including them, can be encouraging.

❑ **Pray with them and for them.**

Trust the Holy Spirit to give them what they need to be faithful. Pray with your disciple and let them see your faith.

❑ **Tell them good news of how God is working in other places.**

*"Therefore, brothers, in all our distress and*

*persecution we were encouraged about you because of your faith.” (1 Thessalonians 3:7 NIV)*

*“A cheerful look brings joy to the heart, and good news gives health to the bones.” (Proverbs 15:30 NIV)*

*“Like cold water to a weary soul is good news from a distant land.” (Proverbs 25:25 NIV)*

These are not all verbal. Anybody can be a great encourager. The idea, though, is to learn to speak the language of those you are leading. Be an expert on what encourages your disciples the most.

- ❑ Don't discourage them.

Your disciples will probably use your words to form a self-concept second only to that formed by their parents. Learning self-control in the

use of your tongue is crucial.

*“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.” (Ephesians 4:29 NIV)*

*“Reckless words pierce like a sword, but the tongue of the wise brings healing.” (Proverbs 12:18 NIV)*

## Chapter 6:

# Studying the Bible

### “How do I study a book of the Bible?”

The Bible can be a very intimidating book to study. Many Christians often open the Bible and try to study it, only to find themselves bogged down with lists, genealogies and even simple phrases that are difficult to connect to life today. When approached properly, the scriptures become what they were to David. He described the commands of the Lord as more desirable than gold and sweeter to his taste than honey.<sup>14</sup> Jeremiah said the word of God was his joy and heart’s delight.<sup>15</sup> Paul taught Timothy that he was to be a workman who “correctly handles the word of truth.”<sup>16</sup> It’s clear that we are to live by and cherish God’s word. The following principles of Bible study can apply to any book of the

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14 Psalms 19:10

15 Jeremiah 15:16

16 II Timothy 2:15

Bible. Ask God to make his word alive to you as you study it!

### Questions to Answer

*How do I know what book to choose for studying with my group?*

- Well, Ezekiel probably isn't the best place to start. It may be good to begin with one of the gospels or maybe a smaller book by Paul such as Philippians, Galatians, or Ephesians.

*Once I select a book, what should I do?*

- Read through the entire book at least once.
- Look for the major themes that appear throughout the book and make note of them.
- Create your own title of the book that encapsulates the essence of what the book is saying.
- Read a commentary introduction on the book.

*How do I divide up a book of the Bible for a thorough study?*

- ❑ Divide the book into sections of approximately five to ten verses per day to be studied over several weeks. Most Bibles have sections already marked, so don't feel bad about making use of these resources. It's not cheating to use them! With smaller books, a four- to six-week plan should suffice. For longer books, it's fine to complete the study in ten to twelve weeks.

Now that you have a book to study, you will want to study the text in a way that is proven to be effective. There are many ways to do this, but the following are easy and may be used when studying any passage of scripture.

- ❑ **Preparation** – prepare your mind and heart to meet with God. This is not just a mental exercise or another to-do on your list; this is

preparation for life change! Pray that God will help you focus and make the most of this time.

- ❑ **Observation and Interpretation** – this is where the scripture verses are actually read and studied. You will focus on a specific passage of scripture and try to get the gist of what it means through answering a set of questions. Do not be bound to simply filling in the answers to these questions because the goal is not to merely fill in the blanks.
- ❑ **Application** – this is the most important step, and will require the most thought and prayer. Ask yourself difficult questions in response to what you’re reading, such as “Does my life demonstrate that I am remembering these truths?” or “What is God showing me about himself through this passage?”

*The following is description of the SPECK method used to aid someone in studying a passage of scripture. This system helps a person understand the Bible more clearly by asking a series of questions in response to what the individual passage is saying. It's not the only method; it is merely a suggested one. It can be applied to any scripture passage in the Bible.*



## S.P.E.C.K.

Ask yourself the following questions about your passage for the day:

### Sin to avoid

- Does the passage mention any sin you need to avoid in your life?
- Does it expose your heart in any way or help you to see that you are looking to other things besides Christ for true meaning and acceptance?

### Promise to keep

- Does the passage offer any insight into the promises of God?
- If so, how will this promise affect your daily life?
- Does it speak of any of the promises God has given to us in the gospel?
- What lies have you believed that are contrary to

this promise?

Example to follow

- Is there a specific example to follow in the passage?
- If so, what is it and how can you mold your life differently in light of it?
- How would your life be different if you followed this example?

Command to obey

- Are there any commands given in the passage?
- What are the commands talking about? Why should you obey these commands?
- If so, what do you need to change in your life in order to obey these commands?

Knowledge about God and the gospel

- What can you learn from this passage about God?

- ❑ How does what you learned about God from this passage push you to worship him?
- ❑ How does this passage deepen your understanding of God and the gospel?
- ❑ What aspects of the gospel/Jesus does the passage speak of and how do they affect you?

Try reading a commentary on the section of scripture you are studying. A good commentary will only enhance your understanding of a passage. It can be really helpful for those hard to understand verses. The following are recommended commentary sets: Matthew Henry's Commentary on the whole Bible, Bible Speaks Today Series, the John Macarthur study Bible, any commentary written by John Calvin, the Tyndale New Testament Commentary, and the New Testament Commentary series by Hendriksen and Kistemaker.



## Chapter 7:

# Leading a Small Group Discussion

### “How do I lead a small group discussion?”

If you are like me, at one point you have asked yourself that question. Leading small group discussions is a BIG part of leading a discipleship group. As the leader, you can either facilitate exciting and authentic discussion or make the group meeting miserable for those you lead. Dynamic growth can occur in a small group as you encourage one another and share what’s going on in each other’s lives spiritually.

Here are a few things that will help guide you through leading a small group discussion, as well as some pitfalls you should anticipate:

- ❑ Try to have clear objectives for your group time.

At the very least, it’s good to have a plan in your

- mind of what you would like to do. Do you want to do accountability and pray? Do you want to read an article and discuss it?
- ❑ Use a variety of approaches in leading the group. It always stimulates a group when you mix it up. You may be in the habit of doing accountability and then discussing your Bible study material, and you could simply reverse this order. Think of creative ways to change things up so that the group time doesn't become boring.
  - ❑ Learn to be vulnerable if you expect your group to be. The goal of a discipleship group is not to prove how spiritual you are. You know you are sinful, and the Bible confirms this fact. Be willing to admit that to the group. They need to be able to relate to you if you want them to be real with you.
  - ❑ Get everyone in the group involved. This may not be easy. You may have one person who tends to dominate the group. To encourage the quiet

ones in the group, address questions specifically to them. This strategy will help to keep everyone involved.

- ❑ Ask open-ended questions. This keeps people from giving simple yes-or-no answers and encourages them to dialogue within the group.
- ❑ When possible, set up the room for discussion. A circle works best, especially if the group can sit around a table. If the seats cannot be re-arranged, and they are positioned for group lecture, then walk around the room so that you become more of a participant of the discussion rather than a teacher.
- ❑ Build a safe environment. Let everyone know upfront that your group is a place where they can be honest and still be accepted. This tone is set by the leader.
- ❑ Don't forget non-verbal communication. Look at the person who is speaking to show that you are

listening and appreciate his or her contribution.

Sit upright and a bit forward to show your interest and anticipation. Watch for non-verbal cues from your disciples as well. If they look bored, sleepy, or disinterested, then it may be time to change tactics, such as standing and stretching, or moving to another topic.

- ❑ Make topics relevant. Connecting personally with the content being studied will reduce the number of rabbit trails the group members may follow when the discussion does not have personal application.
- ❑ Come prepared. It's important to come in with a plan. Remember, if you fail to plan, then you should plan to fail! The old saying is true: "If you aim for nothing you'll hit it every time!"

"What should I avoid while leading a small group?"

- ❑ Talking too much! Your discipleship group is not

a time set aside for you to establish yourself as the foremost Bible scholar in the group. Listen much more than you talk.

- ❑ Being too formal. The point of small group discussion is so that everyone can be real. Relax. Be yourself.
- ❑ Ignoring responses. If you don't want people to listen to you, just treat what they have to say as unimportant. Ridicule, sarcasm and deriding a disciple's experience on any topic will guarantee non-participation.
- ❑ Breaking the flow of discussion. If you constantly correct your disciples on insignificant details you will really slow things down. If it's not a big deal, don't make it a big deal.
- ❑ Showing impatience. If you try to see problems from their perspective, it will make an enormous difference.
- ❑ Asking closed questions. Instead of posing the

question, “Did you spend time with God last week?” instead, try saying, “Tell me something you learned from your time with God last week.”

Listen, learn, and adapt. Much like individual people, groups have individual characteristics and you will need to adapt your style to them as much as is comfortable for you. If you can be open to those differences, they will become part of what makes leading a discipleship group an interesting challenge year after year.

## Chapter 8:

# Thinking for Your Disciples

### How to think for your disciples<sup>17</sup>

It is vital for you to be proactively seeking to help your disciples move forward in their respective walks with Christ, and to do that by spending extended periods of time thinking for them and their growth. The following three steps should help you know how better to think for your disciples.

#### **1. Find out where they are right now.**

What is the current situation? What is going on? This all begins by making accurate observations about their lives. Observations are just things about your disciples' lives that you have observed. These are not necessarily positive or negative. The following examples

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<sup>17</sup> These same principles can apply to a business, organization, family, etc.

may help you:

- Your disciple gets up and runs every morning with a girl.
- They rarely seem to initiate spiritual conversations with anyone.
- Your disciple is rarely on time.
- Your disciple seems easily irritated with others in the discipleship group.
- They always take lots of notes when they are at church.
- They are a really bad volleyball player.
- Your disciple is getting up at 4:30 every morning to spend an hour with God.

If you have not yet made any observations about your disciples, that is your first assignment. Next week, try to come up with 50 observations about them. If you have already done this, you need to begin interpreting

them to help you find out the spiritual state of your disciple. Your observations should help you answer questions like:<sup>18</sup>

- What are they good at? Why?
- Where are they weak? Why?
- What are they afraid of? Why?
- What do they love to do? Why?

## **2. Decide where you want them to be in the time you have with them.**

Contemplate the spiritual steps you would like to see them take in order for them to grow to a certain point over a period of time. We should dream big and expect God to do much in their lives, but I have found that unless I narrow my focus and concentrate on a few things in their lives I will not accomplish much. It usually helps if you pick one problem-area of their lives at a time because it is usually pretty tough to focus on several at

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<sup>18</sup> See the section titled "Questions to Consider While Thinking For Your Disciples" on page 119 for more ideas.

one time. Be realistic here. Don't determine that once a week you will help your disciple become Christ-like in their character because you will be very disappointed with the results! It is best to just focus on one of their character needs at a time, and pray that the Holy Spirit would change them as you work on character issues like humility and patience.

### **3. Get a game plan.**

Determine what needs to happen next in order for them to move forward. This is where you want to think and be as practical as you possibly can. A practical example is this: "Ok, this week, I will have my disciples do something that will help them grow in being more others-centered." In order to accomplish this, you may want to encourage them to let someone borrow something valuable to them. You could also study the life of Christ and show them how he was always focused on others. It's always a good idea to memorize scripture,

so you could have them memorize and meditate on Philippians 2:3-4. That's it! The process is simple, but the difficulty comes when trying to practice it consistently.

### Obstacles

Look at the following list and decide what might keep you from really thinking for your disciples.

- Getting started...setting a time to think
- Discipline to focus
- Making observations
- Knowing where you would like to take them
- Coming up with the next steps

### Questions to consider when thinking for your disciples

These questions are intended to help you think more intentionally for the people God has entrusted to you. There are many more questions that could be asked under each category, but this is simply a guide to help you begin thinking for your disciples.

1. Position in Christ

- Do they have assurance of their salvation? What is it based on?
- Does it seem as if your disciples feel insecure around others?
- Are your disciples vulnerable and honest with their struggles?
- Are your disciples overly concerned about what other people think about them?

2. Character

- How have you seen your disciples deal aggressively with sin?
- How do your disciples respond when sin is pointed out in their life?
- What fruit of the spirit is most lacking in your disciples' lives?
- Is there a big difference between your disciples' private and public lives?

- What are some character strengths in your disciples?

### 3. Stewardship

- Do your disciples exercise regularly and eat healthy food?
- What are some observations about how your disciples use their time?
- Do your disciples use their money wisely? Are they tithing?
- Have you ever talked to your disciples about their spiritual gifts? How are they using them?

### 4. Vision

- Do your disciples understand the vision of multiplication? What are some things you can do to help them see this more?
- Where do your disciples see themselves in five years? Ten years? Twenty years?

- How often do your disciples think about and pray for the world around them?
- How can you help your disciples develop a burden for the lost?

#### 5. Prayer

- What observations have you made about your disciples' prayer life and quiet times?
- What kinds of things do your disciples trust God for?
- What area of prayer is most difficult for your disciples?
- Do your disciples pray using God's Word?
- Do your disciples have a prayer plan?

#### 6. The Word of God

- How highly do your disciples value God's word?  
How have you seen that in their lives?
- Do your disciples memorize scripture? Do they

- have a plan to review their verses?
- Do their major convictions come from the word?  
How do you know?
- Do your disciples meditate on God's word?
- Are your disciples learning new ways to study the Bible?

## 7. Fellowship

- How do your disciples respond to tough accountability?
- Do your disciples seek out others to encourage and challenge their lives?
- What convictions do your disciples have about relationships with the opposite sex?
- Did your disciples take advantage of worshipping God in his house on Sunday?
- What do your disciples think about group dates?

## 8. Evangelism

- What was your disciples' attitude toward evangelism this week?
- How competent are your disciples in articulating the gospel?
- Do your disciples enjoy relational or one shot evangelism more? Why do you think this is?
- Are your disciples burdened for the lost world? If not, what is something you can do with them next week to increase their burden?
- Have you taken your disciples sharing this week?

## 9. Worship

- Do they have a proper view of God?
- How do your disciples view their jobs?
- Would your disciples define worship as simply singing? Do your disciples view all of life as worship? If not, what is something that you can do with them next week to help them grow in this

area?

*For further study, see the “Growth Evaluation Grid” in the  
Discipleship: Help Tools section.*



## Chapter 9:

# Focusing on Ministry

Discipleship groups can be greatly catalytic for spurring one another on towards ministry. I have been in many discipleship groups that have pushed me to take steps of faith in ministry that I would have been afraid to do alone. They can also become very “group-centered” if you as the leader aren’t consistently encouraging your people to be thinking about, and actively engaging in, ministry.

In order to keep your discipleship group from becoming stagnant, it is important to learn how to help your disciples grow in understanding of how to have a personal ministry. Here are a few tips:

- ❑ Think of creative ways to keep the vision of multiplying their lives in front of them, such as

- looking for articles, movies, etc. that contain the principle of multiplication.
- ❑ Expose them to men and women who are actively involved in sharing their faith and giving their lives to others. These may be pastors or laymen.
  - ❑ Set ministry goals periodically. Whether you've been meeting for one month or two years, it always helps to set some attainable ministry goals. An example may be that each person in your group wants to share with one person at work this month. Be creative and consistent.
  - ❑ Pray often about your ministry goals and for the lost people that you and your group spend time with. Pray that God would work in hearts and grant you boldness to be a witness for Christ.
  - ❑ It's important to help each other talk and work through barriers in ministry. You may help a disciple learn a simple way to share the gospel or look to the scriptures to answer a tough question

someone asked.

- ❑ Help your disciples think. As the members of your group begin to share their faith and try to lead others spiritually, sit down with them and help them think of ways to start and lead their own discipleship groups. How can you help them move the people forward that they are ministering to?
- ❑ Reproduce first-generational leaders. This simply means that you do whatever it takes to equip your people to give their lives to others. Your goal isn't to produce "cookie cutter" disciples, but men and women who can take the principles they've learned and apply them to their own lives. Your desire should be that one day they could effectively reproduce themselves into others' lives. You want the things that are non-negotiable in your life to be non-negotiable in the lives of your disciples. These are things such as sharing your

faith, prayer, and spending quality time with disciples.

## Chapter 10

# Successful Discipleship: Planning Ahead

### Develop a discipleship plan

There are three questions you can ask about your disciple that will help you determine what path to take in developing a plan to help them move forward in their walk with God, no matter how spiritually mature they are. Learning to ask these questions about others will also help you better diagnose your own personal spiritual needs. Here are the three questions you should ask yourself:

- 1. Where do I want to take my disciples spiritually?** It's difficult to answer the other two questions if you can't answer this one. When I think about a disciple, I want them to become a mature,

reproducing disciple of Jesus. That's my end goal. What's yours?

**2. Where are they currently in their walk with God?** This is the difficult part. In order to determine where your disciple is, you are going to have to do several things:

- Spend time with them (Remember how to spell love: T-I-M-E).
- Ask them questions about their personal walk with God.
- Listen to what they have to say.
- Observe their walk with God and take note.

**3. How do I move them forward? What is my next step?**

This will depend on the person you are working with. What is the next spiritual step that you will take with them to help them become a mature disciple of

Christ? Try to tailor this to their specific needs and your disciple's unique learning style.

Here's an example of what this could look like:

Let's say someone your disciple desires to grow in his prayer life. You've been spending time with them and have determined where they are, spiritually. You have observed that your disciple doesn't really know how to personally worship God in prayer and wants to learn. You also know that this particular disciple is a very hands-on learner. He doesn't like to read a lot of material; he would rather have someone show him how to do something. Let's answer our three questions to develop a plan for your disciple:

- 1. Where do you want to take him?** You want him to be able to effectively worship God in his private prayer times.
- 2. Where is he now?** He spends regular personal time in prayer, but doesn't know how to have

personal worship.

- 3. What is my next step?** Because he is a hands-on learner, it probably won't be best to overwhelm him by giving him a 300-page book on private worship. You decide that over the next three weeks you will get together and pray through one psalm a week that focuses on worshiping God. As you do this together, he will get to hear you pray while also learning how men in the Old Testament personally worshiped God.

## Chapter 11

# **Successful Discipleship:** **Personal Development Plan**

*"The mass of men lead lives of quiet desperation"*

- Henry David Thoreau

Most men lead random, unplanned, fly-by-the-seat of their pants lives that cause them desperation because they haven't moved forward in their adult lives. The culture of the United States has created a phenomenon for a man that allows him to be a 'perpetual adolescent.' It tells men that they are forever to be boys – chasing girls, having fun, playing games, living for the moment – while being kept in line by their wives and the rules of society. They are not challenged to be 'men' in the biblical sense: to be covenant-keepers instead of rule-breakers. They are told that there is no rush, no real reason to be purposeful, and certainly no higher calling

that would cause them to focus on anything other than themselves and their interests.

Because they are aware of their higher calling, many Christians try to combat this by hoping some book or preacher or other resource will feed them the right perspective and tell them all the things to do to live a purposeful life. The problem with this is two-fold. First, nobody is going to be able to create a generic plan for your life that will accomplish all that God would like to do in you. Second, that isn't even the way God intended for your growth to be accomplished.

God has a wonderful plan for your life. He has a detailed, planned, strategic, purposed, and complete understanding of who you are and how he wants to use you. He desires for you to tap into that plan and walk with him through it. Life is not an obstacle course he has set up for you to run through as he judges your competency. It is a mapped-out action plan that requires teamwork, communication, faith, trust, and hard work to

accomplish. It is not automatic, but it is not negotiable. It is God's plan, and it is perfect.

Any deviation is sin on your part and will have consequences such as loss of fellowship and material blessings, missed opportunities, or stunted growth in Christ-likeness. We cannot follow his plan perfectly, and he knows that. However, we can strive to follow it perfectly, which is part of the plan itself. The process of sanctification is as much about the process of *becoming* sanctified as it is about the end of *being* sanctified.

In order to know the plan, we have to be ready to receive it and do something about it. We must also talk with God and see his vision for it. This is not going to happen in a weekend, or at a retreat or some great conference. It is going to take a lifetime, and will be paced according to the growth that God sees in you and desires for you. Many parts of the plan for your life will be spelled out in scripture and will be received through general reading, listening, or studying. The

majority of it will require intimate times of introspection, soul searching, and taking inventory of your innermost thoughts, desires, flaws, and victories. Your gifts and weakness will be different than those of anyone else, and you will have to become a very critical student of yourself.

This Personal Development Plan (PDP) will overlap every area of your life as you begin to see that Christ wants to influence those areas for his glory. It will encompass your Bible study plan, your time-management plan, your physical and dietary goals, your financial goals, your family goals, and every other area of your life that you want to see moving forward for the Kingdom.

### Five Steps to Develop an Outline for Your Personal Development Plan

1. **“Know Thyself.”** Get assessed and evaluated by

a professional. Tests like the DISC, Myers-Briggs, KOLBE, Spiritual Gifts Test, and various other personality and temperamental profile tests will go a long way in helping you to understand how God has wired you. The results of these tests may vary somewhat as you grow in life, and it is good to be re-tested after the various 'seasons' of life. However, the core of who you are will consistently show up in various ways on these tests no matter when you take them.

2. **Think long-term.** Where do you want to be in 30 years? What kind of wife, mother, and grandmother do you want to be? Remember, you are creating a plan to become the kind of person that God desires you to be. This is a life-long process and it takes strong vision to see where you want to go.
3. **Create lists of resources as you go.** Have a working list of books, sermons, articles, etc... that

you can add to as you come across them. You will never read everything you want to if you do not have a plan and a list. It would be helpful to even put them in categories so that you can choose to use specific resources when you are developing yourself in a particular area.

4. **Find mentors.** There will be men and women that you will meet whose input and advice you will value. Get their contact information and keep in touch with them. Don't pass on an opportunity to spend time with someone like this. Come up with pertinent questions to ask them and express an interest in possibly receiving their help in the future.
5. **Plan your work and work your plan.** Set a time and create a document that has your PDP for your life year by year. Have monthly, semi-annual, and yearly goals and objectives that will fit into the overall plan. Take it out and look at it

once a month and make sure you are keeping on track. Reevaluate your plan a couple of times a year to make sure that it is taking you in the right direction.



## Chapter 12

# Successful Discipleship: Scripture Memory

Why should I memorize scripture? What method should I use to do it effectively? Below are a few verses that will help us with this question:

*“Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful.” (Joshua 1:8)*

*“Oh, how I love your law! I meditate on it all day long.” (Psalm 119:97)*

*“My eyes stay open through the watches of the night that I may meditate on your promises.” (Psalm*

119:148)

*“Do your best to present yourself to God as one approved, a worker who has no need to be ashamed,, rightly handling the word of truth.” (II Timothy 2:15)*

Memorizing scripture has two components. The first is spiritual and deals with understanding, attitude and obedience. The second is purely mechanical and is really not very spiritual at all. Much of the process of scripture memorization is not spiritual because it deals with the difficult and time-consuming task of putting the text accurately into your mind. A ‘successful’ scripture memory system takes the memorized scripture and makes it a part of your life through meditation, prayer and application. Meditation and application are spiritual. Meditating on the verses that you memorize will also reinforce what you have learned, helping you to never forget the truths of God’s word.

“How do I memorize scripture?”

The following is a suggested method for memorizing scripture:

- ❑ Within your discipleship group, pick the verses you wish to memorize. If you are studying a particular book, you may want to choose a few verses per week from that book. You may wish to start by memorizing one or two verses per week. After a while you will be able to set your own pace.
- ❑ Try to understand the meaning of the passage you are about to memorize. If you are able, do a study on the verse. It is important to read and understand the verses before and after the passage to be sure you do not learn the verse out of its context. Other times, you may memorize a passage that you do not yet understand with the specific intention of thinking about it during your free moments so you can gain an understanding of it later.

- ❑ You may wish to give a topic or title to a few of the passages you are learning. This can be helpful because the more associations we make to the things we learn, the easier it is to recall them. If you memorize the topic and reference as part of the verse, it will come to mind quickly when you think about the topic. Topics should be assigned with care, keeping in mind that it is the idea that will bring the verse to mind when needed.

Topics can be assigned in the following ways:<sup>19</sup>

- ❑ By doctrine
- ❑ By key application

*When you choose the title of the passage, keep in mind the circumstances under which you would want to recall it. For example, a topic such as 'Anger is sin' is very practical, and will come to mind when you are tempted to be angry without cause. Do not be in a rush to pick the topic either.*

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<sup>19</sup> To read more on this topic visit <http://www.memoryverses.org/topics.htm>

*You may have to work with a passage for a couple of weeks before a good title comes to mind.*

- ❑ Write the passages, with its reference and topic on small cards, and put them in a place you will see often during the week. Blank 3 x 5 cards work well.
- ❑ Review, Review, Review!

The only real mistake you can make with scripture memory is to FAIL TO DO IT!



## Chapter 13

# Successful Discipleship:

## Prayer

### Prayer in discipleship

Why should you pray for the people you lead? Prayer is the language of dependant people, and we must be dependent if we want see God work in his people. We must always remember that the men and women we lead are not our disciples but Christ's. An important principle to remember is that we as leaders do not "make" our disciples grow; God does. It is not our methods that change people, but God's Spirit. We know that Paul depended on the Lord to work by the way he prayed for people.<sup>20</sup> We must not depend on our own work or labor to see people moved forward in their walks with the Lord. We must beg our God to draw his people closer

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<sup>20</sup> See Ephesians 1:16-20 and Philippians 1:9-10

to himself, and this is done only through prayer. If you love the people you lead, then pray for them. If you want to see them grow, then beg God to work.

Why should you teach people to pray? Again, prayer is the language of dependent people, and we want the people to whom we give our lives to be dependent completely on the Lord. We want them to know our God and have a deep relationship with him. We want them to experience him and his grace.

How do we teach them to pray? Here are three ways that will help our disciples learn to pray for a lifetime:

**1. Start by showing them why they should pray.**

Below is a short list of reasons from scripture to pray.

- ❑ It is commanded. Colossians 4:2, Ephesians 6:18, 1 Thessalonians 5:17
- ❑ It pleases God. Proverbs 15:8, Isaiah 65:24
- ❑ It was done by Christ. Luke 6:12; 9:28, 22:39

- ❑ It aligns our hearts to his will. Ephesians 1:18 Philippians 4:6-8
- ❑ It shows we are needy. Psalms 86:1, Psalms 40:17
- ❑ It encourages us when he answers us. Matthew 7:7 Psalms 2:8 1 John 5:14-15 John 15:7
- ❑ It is God's way to accomplish everything on earth. Ezekiel 22:30, James 5

**2. Give them the tools to pray.** It is good to teach people several different ways to pray so that they don't feel bound to one particular way. Here are few ways that prayer can be taught:

- ❑ **ACTS** - This is an acronym that people can think through to help guide them through their prayer times.

**Adoration** - Spending time praising God for who He is and what He has done.

**Confession** - Spending time confessing their sins to the Lord.

**Thanksgiving** - Thanking the Lord for the blessing and trials in your life and for the work He is doing.

**Supplication** - Asking God to do things.

- ❑ Structured prayer – This type of prayer, also known as “formed” prayer, is any kind of list or plan that helps someone to remember who and what to pray for. It can be as complex as having something and someone different to pray for every week or as simple as a list. Either way, structured prayer helps people to remember what to pray for and to stay focused while they are praying.
- ❑ Praying through scripture – This is an easy way to help people pray. Simply

take a passage of scripture, such as a psalm, proverb, or just a passage from an epistle, and read through it. After you read the passage, go back and pray through the different things that were seen in that passage. It could reveal sin, show something about God, or it might have a promise to claim.

- 3. Pray with them.** The absolute best way to teach people to pray is to do it with them. Praying with people allows them to see and hear your prayers and to begin to learn different ways of praying.

Prayer is a very important part of an individual's walk with the Lord, but it is also a vital aspect of a discipleship group. It is very important to incorporate prayer in your group time because prayer will strengthen the relationships within the group. Praying together allows you to see each others hearts and struggles. It

allows you to meet one another's needs. It allows your group to come together and pray for a common purpose and then to be encouraged when the Lord answers your prayer. Regularly going before the Lord together in prayer can be one of the greatest ways to bond with the people you lead. Make it a priority!

## Chapter 14

# Successful Discipleship: Evangelism Training

### Teaching your disciples how to evangelize

The majority of American Christianity is not active in evangelism. There are several reasons for this. Some people think it is just the job of full-time ministers to do the work of evangelism. Fear is another big reason. People are afraid of losing friends, making people feel awkward, being rejected...the list goes on. One other reason why people don't share their faith is because they do not know how. This section was not written to defend the fact that we should share our faith, because that is assumed.<sup>21</sup> Hopefully, this section will help you in thinking through how to teach evangelism to someone you are discipling.

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<sup>21</sup> See Matthew 28:19-20, Acts 1:8, and Romans 10:14

Teaching someone to evangelize is more than giving them a list of do's and don'ts. The following personal example illustrates that not only do we need to know the basics – we need to be shown how to do the basics.

I love to play golf. I grew up on a golf course and I can't remember a time in my life when I didn't have a set of golf clubs. In the summers, I would spend ten hours a day at our golf course playing twenty-seven, thirty-six, and sometimes even fifty-four holes a day. My father taught me to play. He showed me the right mechanics of a golf swing. He helped me learn how to read greens when I was putting. He showed me how to hit a soft-landing flop shot. He taught me everything I know about the game of golf. He spent hours with me; hitting balls, rolling putts and playing rounds with me. By the time I was nine years old I was playing with my dad and about twenty other men in a weekly game. Now that I am older, my golf swing still needs a lot of

work. I subscribe to Golf Digest™ magazine and I read it cover to cover every month. In every issue, there are tips to help your game. There are diagrams and arrows and pictures of people hitting golf balls and rolling puts. I have read every issue for the last two years and I can honestly say that nothing in any of those “how-to” sections of the magazine has ever helped me. I wonder how long it would have taken me to pick up the game of golf if I had just tried to read books and diagrams to teach me. I probably would have never gotten it. Instruction is important, but instruction joined with example is powerful. I learned to play golf well because my dad not only told me how to play, but he showed me how to play. The best training I ever received in golf was the example that my father gave me.

After careful study of the gospels, you will find that Jesus also followed this method of teaching. The vast majority of his teaching occurred as they were in the moment doing something - teaching, rebuking, casting

out demons, evangelizing, or praying. We know that his disciples were right there watching him and learning from what he did and said. Often after Jesus taught or interacted with someone, we see him following up with his disciples by teaching them as a result of the experience they went through. There are even several instances where the disciples, after observing something that Jesus did, asked him questions. Take, for instance, when Jesus went up on the mountain to pray. When he returned, the disciples asked him to teach them how they should pray. Jesus responded by teaching them the Lord's Prayer.

As mentioned previously, more is caught than taught. Alan Haddidian in his book Discipleship says, "seeing the examples of others encourages us to engage in activities that we formerly found threatening." This is very true in the area of evangelism. The disciple needs to see that evangelism really isn't difficult in practice. He or she needs to see that normal people are capable of

doing this. Ultimately, the best way to teach someone how to share the gospel is to do it with them. Modeling is the second-best teaching tool. Personal experience is the best. If you want the people you are leading to learn to share their faith and do it for a lifetime, I would suggest these three things:

1. Teach them how to share.
2. Model it for them.
3. Give them the opportunity to do it.

### Teach them how

Before we can start talking about the practice of sharing the gospel, we must first solidify what our gospel presentation should look like. There are many ways we can communicate the gospel. We may get ourselves into deep discussions about Jesus, or we may only have a few moments to convey Christ's message. Either way, we want to be sure to clearly articulate certain truths when

we share with anyone. Here are the four essentials that I believe we must communicate when we share the gospel:

- ❑ Who God is. (Holy, Creator, loving, just)
- ❑ Who Man is. (Spiritually dead, sinful, created in the image of God)
- ❑ Who Christ is. (Perfect substitute, son of God, Redeemer,)
- ❑ Man's proper response to Christ. (Repent, Believe, Lordship)

Teach them how to share the gospel through their own personal experience with Christ. A personal testimony is powerful and cannot be questioned. Who is to say that what happened to you is invalid? God can use your personal testimony to show others what he is capable of doing in their lives if they will only surrender to him.

Another way to teach them could be by showing

them ministry tools like the “bridge diagram.” These tools will give them a framework in which they can think through what they want to say and not miss any important elements as they share with others.

Teach your disciples to share the gospel by role-playing with them. The key here is practice and repetition. The more they present the gospel to you, the more natural it will seem for them to share the gospel with others. Pretend to be different types of people as you roleplay. You could pretend to be a Muslim who doesn’t believe that Christ is God and tailor your responses in light of that. The possibilities are endless here, and growth will definitely take place.

### Show them how to do it

Let them see you. As you get the opportunity to share with lost people, make sure you bring your disciples with you and let them watch what you do. You may want to go to the mall or to a coffee shop or

something like that.

As you begin this type of training, you should stick to the plan. If you spent time one-on-one teaching them how to share the “bridge diagram” with lost people, you should use that method as you go out with your disciple to share. This is so they can see that what they have learned is effective. They may be hesitant to try it on their own if you use a different method when you go out sharing with them for the first time. Eventually you want them to see that it is not always a pretty package, but that with experience and time you will learn how to better facilitate a gospel conversation even if it isn’t the picture perfect “bridge diagram.”

Always regroup and talk to them about what happened during your time together. Let them critique you and ask questions. Give them a chance to encourage you about things you said well, and also discuss things you maybe shouldn’t have said, or should have said but didn’t. This is a good time to remind them that

conversion doesn't depend on your presentation, but on God.

Let them do it

Start slowly. Meet with the disciple before you go to share and establish who will say what. The goal is just to get the disciple involved. Maybe let them initiate the conversation and then you take the lead. You could decide to share the conversation and take turns throughout. Maybe you can decide beforehand that you are going to get the conversation started, but then you are going to let him share his testimony at some point during the conversation. You could simply say, "My friend would like to share with you how Christ has made a difference in his life." Whatever it is, just make sure you get them involved in the conversation. At the end of the conversation, as you walk back to the dorm, always be sure to discuss what happened and get feedback from your disciple. This is a great time to learn from your

mistakes and move forward!

As you continue to train your disciple, “take the back seat” and let them do the driving. There will come a time when you will need to step out of the way and let the disciple lead. There is no timeline for this. They may be chomping at the bit and want to jump in on the first conversation. It may take three or four opportunities before they are ready.

Sometimes it will be necessary to just throw them to the dogs. There may come a point where you have to just make it happen and almost force them to do it on their own. This is rare, but some people can be so afraid of messing up that they will never try it on their own. At this point sometimes it is just good to just “push them off the cliff,” so to speak. Maybe you get the conversation started and then turn it over to them right away. They will thank you for it later. They may not thank you right away, but they will appreciate it in the future.

Things to help them remember

- ❑ It is God who saves. It doesn't ultimately depend on how good we are.<sup>22</sup>
- ❑ Successful evangelism is simply being faithful.

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<sup>22</sup> See 1 Corinthians 3:6, John 6:44



## Chapter 15

# Traps and Pitfalls in Discipleship

The Lost Art of Disciple Making by Leroy Eims

keys in on something very important: that discipleship practiced the same way that Jesus did is a lost art. Why is that? All through the gospels we see that Christ's method for reaching the masses was through selecting and investing in a few men. Christ came to save the world from their sins. He didn't choose to get his message out through a huge weekly crusade or some extravagant building campaign or church growth plan. He chose to do it through investing his life into twelve ordinary men over a period of three years. This is an amazing and sometimes controversial model in a time when we rely so heavily on "mass" evangelism to reach the masses. Jesus showed us something different, though. We see that while he did not ignore the

masses, he primarily focused on personal, one-on-one relationships with his disciples. His plan to reach the nations was through spiritual multiplication of peoples' lives. If all that we are saying is true, then why is this kind of discipleship not often seen in today's modern church?

We as believers must be aware that Satan will do everything in his power to attack this method that Christ modeled in an attempt to render us ineffective in reaching the world for Christ. Satan tries to frustrate our discipleship attempts and uses many different things to keep us from being focused in this area. He does it by setting traps and pitfalls in and around our personal ministries.

❑ **Pitfall 1:** *Trusting in strategy and methods, instead of trusting in God to change people.*

Spiritual reproduction is not a guarantee: it is a supernatural work. In discipleship we have to trust

in the Holy Spirit alone to change peoples' hearts, and not in our plans or strategies. "The horse is made ready for the day of battle, but victory rests with the Lord" (Proverbs 21:31, NIV). Planning and preparation in discipleship are important; however, we must realize that the Lord is the one who sanctifies our disciples, not us. Some of the best vision-building times I have had as a believer have been times when I have gone away for a few days to plan and think. This time allowed me to think seriously about how I wanted to invest in the men I was leading and how I wanted to go about doing that. These were necessary times that I believe the Lord guided and used. I can give my time to a person, but I cannot make people grow. Think intentionally as to what you are seeking in the people you disciple, but pray even more intentionally to the only one who can actually change them.

Oftentimes when we trust in our own plans to change people, we can actually hinder our own growth.

It is very easy to tie up our own senses of identity and self-worth into the success of our plans and strategies. If our plans succeed, we put ourselves in the spotlight of praise. If our plans fail, we feel like we are in a courtroom, defending or condemning ourselves. We must strive not to let our self-worth be tied up in our ministry. One way to prevent this is to ensure that our hearts are focused on Christ and not on our ability to change the people we are discipling.

❑ **Pitfall 2:** *Focusing on behavior only, and not seeking to develop the heart.*

In discipleship, the saying, “more is caught than taught,” is very true in many different ways. When leading a person, it is often easy to get them to mimic what we do in the same way that a child will try to imitate their parents. However, we assume that since the person we are leading is an adult, they should know why they do what they do. This assumption often

proves to be a major pitfall. We fail to seek to develop the heart of the disciple. We focus on changing their behavior alone and not helping them build convictions. The disciple may pretend to practice having a quiet time or any other spiritual discipline, but not be convinced from the Bible that they should be doing it. They may not even have a heart-felt desire to do it! They may appear to have a fruitful ministry, and this may look like spiritual multiplication, but a tragedy unfolds as the disciple transitions into a new environment. Depending on the personality of the disciple, the spiritual discipline may remain as part of their life for a little while. Sooner or later though, they will begin to fade away because there likely was no understanding of why they did any of it in the first place. As we read Matthew 23:25-28, we continue to see that Jesus focused on transforming people from the inside out. He longed for people to worship him with their hearts and not just with their actions.

It is always a tendency to produce ministry

machines because we naturally seek results. Sometimes this pressure to succeed presses us to push only for behavioral change in the lives of our disciples. We must seek to develop the hearts of those we lead and pray for the Lord to do exactly that. It is a good idea never to assume that someone you lead knows why she does what she does in her walk with the Lord. Always ask your disciples the question “why?” Help them think for themselves. Take everything back to God’s word and get them to think through why they practice the basics of the Christian life (spending time alone with God, sharing the gospel, etc). Whenever they come to you with an issue, do not simply give them an answer based on your opinion; help them discover on their own what the Bible says. This takes much more effort and time, but goes a long way in developing their hearts and not simply passing on behavioral change.

❑ **Pitfall #3:** *Painting a false picture of who we are.*

***Maintaining a lack of vulnerability.***

As disciplemakers, we long to be good models and really show Christ to those we lead. After all, we want them to see Christ and not us, right? This may be a sincere desire, but we often use that statement to put up a “super-spiritual” front and lead people astray from who we really are. I have many times hidden my struggles, sin, and fear from those I was leading, all in the name of “being a good leader.”

This type of thinking will produce some major problems in the relationships in our discipleship groups. The people we are leading look up to us; we may set spiritual norms for them that are unreasonable. If they see us have seemingly perfect lives, our disciples will begin to feel defeated because they will continually long for the day that, like us, they do not struggle with sin anymore either. It can also produce competition in a group, because the disciples seek favor from their

leader by having a “better” week than another person. It produces an unsafe environment where a disciple does not feel comfortable sharing his or her struggles.

Why? Well, if their leader does not open up and admit difficulties, they will feel weird about sharing. They think that something is wrong with them and that they may disappoint the others in the group. Finally, when we hide who we really are, those we lead are not able to learn from our battles. Is that not what discipleship is all about?

If you read the epistles, you will see a man who was transparent with those to whom he ministered.<sup>23</sup> Paul told the Corinthian believers to follow him as he followed Christ.<sup>24</sup> He wanted them to learn from his battles and struggles. We need to set the pace for vulnerability in our discipleship relationships. Vulnerability breeds vulnerability. I have seen time and time again how confessing sin or sharing about how I

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<sup>23</sup> See Romans 7:14-25 and 1 Timothy 1:15

<sup>24</sup> 1 Corinthians 11:1

was dealing with a struggle really encouraged the men I was leading. My honesty did not disappoint them. They knew I was in the battle with them, not on the sidelines. We need to be their friend, not their savior. Be real by sharing your struggles, fears, and sins. Show them how the gospel speaks to our sins, and helps us fight against them. See how your vulnerability affects them, and take note of how the Lord uses it to encourage and empower those you disciple.

❑ **Pitfall #4: *Depending on a group or one-on-one time: not giving your life away.***

So often, when we disciple students on the college campus, we meet in some kind of weekly group Bible study, and we might have a one-on-one time each week where we get a little more personal. This routine can often keep us from really giving our life away. In his classic book called Discipleship, Allen Hadidian quoted Thomas Kehn regarding this pitfall:

*“The discipler is not a part-time tutor; he is a full-time friend. The discipler is not someone who walks into a person’s life for a few hours a week of instruction and then disappears until class adjoins again. No, the discipler is to be one who takes a genuine interest in the one he is personally leading. He spends time with him doing a myriad of things – some serious, others fun and light-hearted, some formal, others casual. The discipler becomes a true friend to his young convert.”*

Christ gave his life away to the men he was discipling. Discipleship is life-on-life. The men and women we disciple are gifts from God. He has given us the privilege of discipling them. They are not projects that we work on for only a few hours each week. Depending on the stage of life we are in, we are often limited on the amount of time we can spend with those we disciple. However, we can still have a heart that sees them as something other than a project. Those we lead

will sense whether or not they are being treated as a project.

In Mark 3:14, Jesus appointed his disciples so that he might be with them and send them out to preach. In 1 Thessalonians 2, Paul writes in detail about how he loved the people so much that he could not just share the gospel with them, but he had to share his life as well.<sup>25</sup> We must evaluate where we stand regarding this principle. Some of us are more relational than others and may not need as much informal time. If you are going somewhere, bring them with you. You can eat together, go to the grocery store together, and travel somewhere together, all with the purpose of going through life together. We will teach our disciples some of the most important principles of walking with Christ outside of a formal training time, so we must not pass up this opportunity.

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<sup>25</sup> See also 2 Corinthians 12:15

❑ **Pitfall #5: “Armchair discipling,” or failing to model and coach.**

We have all heard of the “armchair quarterback,” and many of us are probably guilty of being that person. We sit in the safe confines of our recliner on a frigid Sunday afternoon and criticize the quarterback of our favorite team on the finer details of play-calling and zone defense-reading. In our safe, cozy living room, we feel no pressure from the six-five, three-hundred-pound defensive end striving to crush us or the speedy free safety watching our eyes closely, hoping to get the interception. Yet we feel we have the same authority and know what is best.

The type of attitude can easily be transferred to our discipleship groups. It is very easy to sit back in the safe confines of a group Bible study and tell your disciples what they need to be doing, without ever getting in the battle and actually doing it with them. They do not need a critic. They need a coach and model

that is in the game with them. If your disciples are coming to your group week after week and just listening to you tell them what they should do, then something needs to change. Only people who are really driven may respond to that, and even then they could become misguided. Olan Stubbs, director of Campus Outreach Birmingham, admitted once, “it becomes too easy to just have lunch and talk rather than getting in the trenches with my disciples.” I am often caught in this pitfall.

In 1 Corinthians 11:1, Paul challenges the Corinthian believers to follow him as he follows Christ. Paul was willing to lead and model, and it was not just from the safe confines of his favorite tent. Jesus took his disciples to pray with him. They did not just sit around and talk about it. When he commanded the disciples to go out and preach, they knew how. Why? They knew how to do it because they had watched Jesus preach time and time again. In that same way, the people we disciple need someone who will love them enough to get in the

battle with them and model these aspects of the Christian life. Will you just tell them to share their faith with their roommate or family member while you quake with fear at that the thought of following your own counsel? Or will you confess your fear, deal with it, and share your faith along with them? The question is, will you go before them in the battle, or will you disciple them at a safe distance from the comfort of your armchair? Where you go, they will follow. Do it in front of them. Tell them why. Show them how. Do it with them. Keep them motivated.

- ❑ **Pitfall #6:** *Setting expectations that are unreasonable. Expecting too much and assuming they are farther along than they really are.*

A dangerous cycle can occur when we disciple someone. We often have high expectations for people we lead, and they end up not meeting them. We get frustrated. They receive no encouragement, and feel like

they never do anything right. I have experienced this first-hand, and it can really damage a close relationship. We set them up for failure when we assume that our disciples are farther along spiritually than they really are. Do we love those we lead like Christ loves us, or is our love contingent upon how well they perform spiritually? This does not mean that we do not call them to obedience by using God's word, or that we never challenge or rebuke them. It simply means that we do everything in a way that is seasoned with the same grace that God shows us when we fail.

This issue often arises when we are trying to get those we lead to share their faith and be involved in having a personal ministry. There was a guy that I led to Christ and disciplined for a couple of years. I was pushing him to share his faith and to start having a ministry in his sphere of influence. After a period of time where I saw that he lacked initiative in this area, I pulled him aside and challenged him on what I assumed was a lack

of faith and vision. He was deeply hurt and it really strained our relationship. My expectations were too high; he failed them, and I became frustrated. He sensed it, and I had to go back and mend the relationship. I expected him to do something that I assumed he knew how to do and had the heart to do, although I had never really modeled it before him.

Even though it is true that we need to challenge our disciples, we need to throw out any expectations that are too high, and spend time praising any amount of growth we see in their lives. Be sure to model what you teach, and constantly review what you may assume that they already know and understand.

❑ **Pitfall #7:** *Selecting disciples too early or narrowing down our options too quickly.*

We cannot disciple everyone. The point of discipleship is to select a few, mentor them deeply, and teach them to do the same with others. There comes a

time when we must narrow down and focus on a few for the sake of reaching the nations. It is so easy to commit ourselves prematurely to the first few Christians we come across, though many times they are not the hungriest. We really must take time to make sure that these are people we want to pour our lives into, because you will find that not everyone really wants this type of training. In Luke 6:12-13, we see that Christ did not haphazardly choose the men in whom he would invest. He did not make his decisions in response to personal anxiety or hurry, but took time to think and pray about it.

A good idea when you are looking to be involved with discipleship is to start with evangelism. Step out in faith, share the gospel, and pray that the Lord would give you fruit. A good acronym to help you remember how to choose disciples is FAITH. Look for people who are faithful, available, have initiative, are teachable and have a heart for God. Of course, none of us are perfect models of these qualities; however, continue to look for people

who are growing in them.

Finally, it is imperative that you make it very clear why you are investing in them, what you want from them, what you will give them, and what you want your relationship to look like. This in and of itself may help weed out those who are not really interested in being discipled.

- ❑ **Pitfall #8: *Spontaneous discipleship: not having a plan or a vision because you think that it is unspiritual.***

There is a trend in modern Christianity that, when dealing with spiritual things, the less we use our head the better. We assume that thinking is not biblical and seems unspiritual. Actually, that assumption is completely unbiblical. A quick read through Proverbs will reveal the importance the Bible places on wisdom, prudence, understanding and good judgment. Nehemiah had a thoroughly developed plan for his vision of rebuilding

the walls of Jerusalem.<sup>26</sup> A good principle to live by is: live by design, not by default. In all reality, sin is the thing we do by default in our flesh.

Jesus had a very clear vision of why he was investing in the twelve disciples. Mark 3:14 tells us that Jesus was appointing his disciples to be with him so that he could send them out to preach. His vision was to have men he could invest himself in so that they would, in turn, reproduce themselves in others. Paul also shared the same vision, as seen in 2 Timothy 2:2. His vision spanned four generations of spiritual multiplication. Paul told Timothy that he was investing in him so that Timothy could reproduce himself in other reliable men, who could then reproduce themselves in others. In a world where we are pushed to have our ministries be a mile wide and an inch deep, keeping this vision before us is a crucial element of being faithful disciple-makers. We must be very clear in our purpose. Invest in other people so that they can turn around and spiritually reproduce

<sup>26</sup> See Nehemiah 2

themselves in other people.

Having vision and being intentional in discipleship demands that we have a very clear plan that puts us on the path of spiritual reproduction. The assertion that 1) Jesus may have had a clear vision of reproduction during his ministry on earth, but 2) does not require us to follow his example, is absurd. He called his men to follow him that he might make them fishers of men, and that they might go out and teach others that same concept. Everything Jesus did after that fueled the vision of reproducing himself into these men. We can assume that he expects us to follow him in the same way by giving our lives away as well.

In the end, the Christian's trust is in the Lord, but he still must work hard.<sup>27</sup> To be a disciplemaker requires much vision and dedication, and is one of the most rewarding things to which we can devote our lives. Anyone who gives his life away through discipleship will never regret that decision. The world may criticize that

<sup>27</sup> See 1 Corinthians 15:10

decision, and even family members will misunderstand it, but the result is completely worth the time invested.

Our desire as disciplemakers is not only that people around the world would serve the Lord; we wish that the entire world would be reached for Christ.



## Discipleship-Help Tools

*Tools to help you*

*pour your life out*

*more effectively*

*into others*



## Appendix 1:

# Discipleship in Stages

### Establishing

- ❑ Teach them how to be consistent in spending time with God.
- ❑ Teach them how to pray and study God's word.
- ❑ Help them have a proper view of themselves by teaching them about forgiveness, their position in Christ, their appearance, their teachability, and their security in how God views them in spite of what the world says.<sup>28</sup>
- ❑ Help them develop a burden for others (loving people).
- ❑ Take them through some sort of evangelism training.
- ❑ Encourage them to fellowship with other

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<sup>28</sup> Women usually fall into the category of low self-esteem. Men tend to be prideful, and not teachable.

believers.

- ❑ Help them deal with sin in their own lives and in the lives of others around them.
- ❑ Teach them about the importance of growing in character.
- ❑ Hold them to a high level of accountability.

### Equipping

- ❑ Begin to help them develop in their character.
- ❑ Help them enlarge their vision for multiplication.
- ❑ Teach them principles so they can learn to begin selecting disciples.
- ❑ Train them in practical evangelism (The Bridge Diagram, Life Issues, etc.).
- ❑ Lead them in praying for the people they are leading or sharing with.
- ❑ Help them through life management issues.
- ❑ Teach them how to think for the people they are leading (seeing needs, deciding action steps).

- ❑ Help them know how to make observations and interpretations while studying the Bible.
- ❑ Bring them to a point where they know how to lead others in the “Establishing” stage.

### Exporting

- ❑ Help them fine-tune their vision for their lives. Establish the universal vision that all believers should have, and develop their unique vision that is specific to their life.
- ❑ Continue to work on character issues.
- ❑ Help them learn life skills such as finances and exercise.
- ❑ Heighten their understanding of the importance of working as a team.
- ❑ Establish their view of the church.
- ❑ Teach them about marriage.
- ❑ Encourage them to be “self-feeders” and “self-leaders.”

- ❑ Expose them to different models of ministry outside the campus.
- ❑ Help them think through their calling and giftedness.
- ❑ Teach them that God is more concerned about who we are becoming than what we are doing.

## Appendix 2:

# Accountability Questions

### Questions to ask during accountability

Here is a suggested list of the different types of questions you could ask your disciples during accountability each week. We should desire to ask questions that will cultivate deeper conversation, and avoid questions that lead to one-word answers.

### Taking a look at the heart

- In what ways have you pursued intimacy with God this week?
- Have you looked at any man/woman lustfully lately?
- Have you kept the same attitude as that of Christ and Paul who encouraged us to “rejoice in the Lord always?”

- Our dependency on God is directly proportional to the time we spend in prayer. How dependent have you been on God?
- Describe your prayer time this week. Did you intercede for others? Did it move you closer to God?
- Are you worrying over small things or have you been captured by the big picture of God's work?
- What needs to happen to make next week better?
- How is eternity different because of how you lived this past week?

### Examining the head

- Have you spent time meditating on God's word this week?
- What verse did you memorize this week?
- How was your thought life this week? Was it pure? Were you prideful, bitter, or judgmental?
- Did you regularly remind yourself of truth that

you needed to hear?

Observing the hands

- Have you treated your body like a temple lately by eating properly and exercising?
- How have you used your tongue to build others up rather than tear others down this week?
- Did you live this week as if Christ were returning tomorrow? Have you wasted any time this week?
- Have you been a good steward of the resources that God has entrusted to you (time and money)?
- Have you served or encouraged others the way that Christ would? How?



### Appendix 3:

## Taking Personal Inventory

The following is a tool for personal evaluation. It will help you and your leader determine the areas in your life that are strengths and the areas that have the greatest potential for growth. Please provide any comments that will help your leader know how to encourage and help you.

### The Heart - Intimacy with God and Proof of Character

Where applicable, please use the following numbering system to rate yourself. Also add any comments that could be beneficial for your growth.

-2 = major weakness | -1 = weakness | 0 = neutral | +1 = strength | +2 = major strength

How has your intimacy with Christ been over the last

three to six months?

- What passage of scripture or book of the Bible has most impacted your life over the last three months?
- What book other than the Bible has had the biggest impact on your life?
- What areas in your life do you pray most for?
- What has been your biggest struggle or challenge over the last year of your life regarding your personal intimacy with God?
- What role does confession play in your walk with God?
- What role does scripture memory play in your walk with God?

### The Hands - Practical Action Steps

As you read through this list of Christian disciplines, write a number in the box that represents how well you feel you doing in that area of your life. Feel free to add any comments that could be beneficial

for your growth.

-2 = major weakness | -1 = weakness | 0 =  
neutral | +1 = strength | +2 = major strength

- Prayer for your spiritual needs
- Praying for others/the world
- Studying the Bible
- Memorizing and meditating on the Bible
- Leading an evangelistic Bible study
- Sharing the gospel with a stranger
- Sharing the gospel with a close friend
- Following up with a new Christian
- Rebuking a brother or sister who is in sin
- Fasting
- Life management (thinking proactively and planning your time/life)
- Helping a growing Christian lead younger believers

## The Mind - Understanding of Theology and the Gospel

Read through the following theological issues and gospel-related comments and write a number in the box to indicate where you feel you are in your understanding of each of the bulleted items. Again, feel free to add any comments that could be beneficial for your growth.

-2 = major weakness | -1 = weakness | 0 = neutral | +1 = strength | +2 = major strength

- Understanding how people are saved
- Understanding how someone can have assurance of salvation
- Understanding God's role and man's role is in salvation
- Understanding why Christ had to die for us
- Understanding how the gospel is to be applied to our lives every day
- Understanding how God sees me when I am stuck in

sin

- Understanding how to defend the gospel  
(apologetics)
- Understanding the role of the Holy Spirit in our lives

The Eyes - Having a Clear Vision for Who We Are and  
What God Has Called Us to Do and Be

- What do you believe is God's purpose for all Christians?
- How has God uniquely called you to further his kingdom?
- How would you characterize your heart for the lost nations of the world?
- Have you ever thought about being a part of global missions? If so, in what way?
- Briefly describe your personality and how you are uniquely gifted to be used by God.
- What are the top three past experiences that have

shaped you into who you are?

## Appendix 4:

# Roles, Objectives, and Goals

Life management is a point of difficulty for most of us, and will be a struggle for the rest of our lives. It has been said that “if you aim for nothing you will hit it every time.” It has also been said that “if you fail to plan then you plan to fail.” It is important for us as Christians to think proactively about our lives and about how we can be obedient and faithful to God. The Bible says that we are to “redeem the time” (Ephesians 5:12), and that we are to “make the most of every opportunity” (Colossians 4:5). This section will give you practical ways to think through your life and order it in such a way to help you live your entire life to the glory of God (1 Corinthians 10:31).

## Roles

First, identify the different roles you play in your life:

- I am a Child of God
- I am a Husband / Wife
- I am a Father / Mother
- I am a Son / Daughter
- I am a Brother / Sister
- I am a Worker
- I am a Steward of what God has given me
- I am a Discipler
- I am a Disciple

## Objectives

After you write down all the roles you play in your life, it is good to select five or six of them that you would like to focus on so that you do not get too bogged down. After you have identified the roles you want to focus on, the next thing you need to do is decide what your objectives are for each role. An objective is simply

what you want to see happen. Here are a few examples of what this could look like:

*Role – Child of God*

- Objective - I want to become more of a man of prayer.
- Objective - I want to hide God’s Word in my heart.

*Role - Husband*

- Objective - I want my wife to feel loved by me.

Objectives are fairly ambiguous and difficult to measure. This is where goals come in. Goals do two things for us. First, goals give our objectives “feet” because they help us reach them. Second, they give us a way to measure whether or not we have met our objectives. Here are some examples continuing to use our previous example:

*Role – Child of God*

- ❑ Objective - I want to become more of a man of prayer.
  - Goal – I want to pray thirty minutes each day.
  - Goal – I want to create a prayer plan.
- ❑ Objective - I want to hide God’s word in my heart.
  - Goal – I want to memorize twenty verses over the next six months.
  - Goal – I will start a plan to read through the Bible in a year.

*Role - Husband*

- ❑ I want my wife to feel loved by me.
  - Goal – Buy her a gift every month.
  - Goal – Vacuum every week.

Goals are the nuts and bolts of how you are going to make your objectives happen. They need to be simple

and measurable. The man in our example can look back at these goals periodically and be able to measure whether or not he is doing what he said he would do.



## Appendix 5:

# Growth Evaluation Grid

This next illustration is a grid containing aspects of your disciple's life in which you could help them grow. As was mentioned in a different section, the following three questions are useful in helping you understand better the areas they need to grow in:

1. Where are they now? The three C's are often a helpful way to answer this question.
  - a. **Conviction** – Do they know why it is important to have convictions? This comes from God's Word and his Spirit.
  - b. **Competency** – Do they understand what to do and how to do it?
  - c. **Consistency** – Have they applied this to their life? Do they actually do those things on a daily basis?

2. Where would you like them to be? Your job is not to sanctify them completely, but rather just to be faithful to meet them where they are and help them in their growing process.

What are the next steps to move them forward?

What needs to happen next for this growth to take place in their lives? Be creative with your idea

<b>THEOLOGY</b>	<b>Conviction</b>	<b>Competency</b>	<b>Consistency</b>
Position in Christ			
Attributes of God			
Doctrine of Salvation			
Roles of Men and Women			
World Vision and Great Commission			
Marriage and Family			
Old Testament			
View of Church			

Personal Vision (S.H.A.P.E.)			
<b>MEANS OF GRACE</b>	<b>Conviction</b>	<b>Competency</b>	<b>Consistency</b>
Prayer			
Bible study			
Meditation and Memorization			
Fighting sin			
Fellowship and Accountability			
Worship			
Preaching truth to self instead of believing lies.			
Fasting			
<b>SKILLS</b>	<b>Conviction</b>	<b>Competency</b>	<b>Consistency</b>
Evangelism			
View of Multiplication and Life on Life			
Stewardship and Life Management			
Teaching			

Thinking for People			
Communication			
People Skills			
<b>CHARACTER</b>	<b>Conviction</b>	<b>Competency</b>	<b>Consistency</b>
Patience			
Peace and Security			
Confidence			
Gentleness			
Compassion			
Faithfulness			
Perseverance			
Self-Control			
Selflessness			
Humility and Brokenness			
Taming the Tongue			
Purity			
Passion for God			
Burden for lost			
Honesty			
Emotional Stability			

Servanthood			
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## Appendix 6:

# Assurance of Salvation

Component	Scripture
God's Role/Holy Spirit	Romans 8; Galatians 5:16; Ephesians 1:13-14
Changed Life	2 Corinthians 5:17
Obedient Living	Matthew 7:21; John 8:31
Fruit	Ezekiel 36:26; 2 Corinthians 5:17; Galatians 5:22-25
Lifestyle of Repentance	2 Corinthians 7:10; 1 John 1:9
Spiritual Growth	Luke 8:15; John 15:1-6
Perseverance	1 Corinthians 9:24- 27; Philippians 2:12; Colossians 1:22-23; Hebrews 12:1-2
Relationship with Christ	Romans 10:9-10; 2 Timothy 1:12; 1 John 5:13
Security	John 3:16, 10:28; Philippians 1:6; Hebrews 12:2
False Assurance	Matthew 7:21-23
Examples of Assurance	Psalms 23:6; 2 Timothy 1:12

### Conviction-Building Questions

- What is the difference between the believing in James 2:19 and in Romans 10:9-10?
- Can someone have total assurance?
- Who can have assurance? Can you be a Christian and not have assurance? Can you be lost and think you have assurance?
- Can someone live in habitual sin, without a heart of repentance and still have assurance? (I John 3:8-10)
- What is one of the roles of the Holy Spirit in your life?
- Can someone lose their salvation? Why or why not?

### Application Questions

- What fruit is there in your life?
- Have you ever doubted your salvation? What made you doubt?
- How do you deal with your sin?
- In what ways, if any, have you grown in your relationship with Christ since you became a

Christian?

Practical Tools

- ❑ Work through your testimony.
- ❑ Test of True Belief Workbook
- ❑ “Helping people have the assurance of salvation” article by Piper
- ❑ “Agonizing problem of assurance of salvation” article by John Piper
- ❑ Go through 1 John and make observations.

How does the gospel give us assurance?

The promise of the gospel is not only that God saved us from hell, but that God also says that he will give us his spirit to work in us to make us more like Christ. This is done so that we can have full assurance that he who began the good work in us will carry it on unto completion.<sup>29</sup> The gospel frees us from having to rely on our own merit for assurance, but allows us to

<sup>29</sup> See Philippians 1:6

trust completely in the merit of Christ.

## Appendix 7:

# Character

Component	Scripture
Fruit of the Spirit	Galatians 5:22; Colossians 3:12-15; 2 Peter 1:5-7
Humility	Micah 6:8; Philippians 2:3-4; 1 Peter 5:5-7
Holiness/Integrity	2 Corinthians 1:12; Ephesians 4:22-24; 1 Peter 1:15-16
Dealing with Sin	Hebrews 12:1-2; James 5:16; 1 John 1:9-10
Servanthood	Matthew 20:27-28; John 13:5; Philippians 2:3-5
Tongue	Ephesians 4:29; Philippians 2:14-16; James 3:8-10
Purity	Matthew 5:8; 1 Corinthians 6:18; Philippians 4:8; 1 Thessalonians 4:3-5; 1 Timothy 4:12

### Conviction-building questions

- What is the definition of character?
- Why is it important for you to focus on your

character?

- In your opinion, what would be the traits of a person with character?
- Who would you describe as a person of good character? Why?
- Why should you deal with sin?
- Why is it so hard to control our tongue? But why is this so important?
- Are you quick to speak or quick to listen?

### Application questions

- What are your character strengths and weaknesses?
- How do your words affect others?
- In what specific ways have you grown in character over the past few months?
- Are you the same person in private as you are in person?

### Practical tools

- ❑ Power of Integrity by John MacArthur
- ❑ Pursuit of Godliness by Jerry Bridges
- ❑ Humility by Andrew Murray
- ❑ “Heart Search for Revival” sheet
- ❑ Words that Hurt, Words that Heal by Carole Mayhall
- ❑ “The Heart God Revives” worksheet
- ❑ The Enemy Within by Kris Lundgaard
- ❑ Ask your disciples to make a list of their character strengths and weaknesses.
- ❑ “Spiritual Manhood” sermons by Harry Reeder

### How does the gospel motivate me to develop character?

Through the gospel, God has given us everything we need for life and godliness...it is what gives us power to say no to ungodliness.<sup>30</sup>

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<sup>30</sup> See 2 Peter 1:3-5 and Titus 2:11-12



## Appendix 8:

# Communion with God

Component	Scripture
God's Word	See the "God's Word" Discipleship-Help section
Prayer	See the "Prayer" Discipleship-Help section
Worship	See the "Worship" Discipleship-Help section
Dealing with Sin	Proverbs 28:13; Isaiah 64:6; Matthew 5:29; Romans 7:21-8:2; Ephesians 6:12-13; Titus 2:11-13; Hebrews 12:4-14; James 2:8-10, 4:8-10; 1 John 1:9-10
Obedience	John 14:14, 15:10; 2 Peter 1:3-4; 1 John 5:3, 2:3-6, 3:24
Love	Psalm 42:1-2, 80:10, 24:1-2; Mathew 22:36-39; 1 Corinthians 13:1-3
Faith	Hebrews 11:1, 6

### Conviction-Building Questions

- What is communion with God?

- How do you commune with God?
- Why do you commune with God?
- When and where do you commune with God?
- What does it mean to love God?
- How do we love God?
- If we are already forgiven of our sins, why do we need to confess our sins?
- How do you know if something is a sin?
- Why do you deal with sin?
- What role does obedience play in salvation?
- What role does obedience play in a believer's life?
- What is faith?

### Application Questions

- Do you feel like you commune with God?
- What do you see as hindrances to your communion with God?
- Do you spend time with God out of love, or because you are required to?

- ❑ How aggressively should you deal with sin?
- ❑ How do you deal with a disciple who is in sin?  
(Matthew 7:3-5)
- ❑ Are there any areas in your life that you are not obedient in?
- ❑ Do you fight your sin or are you passive about it?

### Practical Tools

- ❑ The Enemy Within by Kris Lundgaard
- ❑ Attributes of God (Pink or Tozer)
- ❑ Knowing God (J.I. Packer)
- ❑ “Strategies for Fighting Lust” - John Piper Article
- ❑ “The Importance of Knowing Your Sin” - John Piper sermon
- ❑ “Dealing with Your Sin” sermon by Lynna Stubbs – COB Christmas Conference 2002
- ❑ Lies Women Believe, and the Truth that Sets Them Free by Nancy De LeMoss
- ❑ “Living by Faith” sermon by Frank Barker

- “Be Devoted to Prayer” sermon by John Piper

How does the gospel motivate me to commune with God?

The gospel shows me that I am a worse sinner than I ever dared to imagine, and that God’s grace and love are greater than I ever dared to hope.

## Appendix 9:

# Fellowship

Component	Scripture
Body of Christ/Team	Acts 2:42, 4:32; Romans 12:4-5; Ephesians 4:11; Hebrews 10:24-25
Accountability	Proverbs 27:17; Hebrews 10:24-25
Encouragement	Philippians 2:3-4; Hebrews 10:24; 1 John 3:18
Rebuke/Correction	Matthew 18:20; Galatians 6:1-2; James 5:19-20
Opposite Sex	Ephesians 5:3; 1 Timothy 5:1-2
Dealing with Conflict	Ephesians 4:26
Fellowship with God	See the "Communion with God" Discipleship-help section

### Conviction-building questions

- What is your definition of fellowship?
- Why is it important to have fellowship?
- How should your relationships with believers look

different than with non-believers?

- Why do we need accountability?
- What is the purpose of dating?
- Why is it important to be on a team?

### Application questions

- Do you have consistent accountability in your life?
- Are people encouraged by you?
- Who is someone you can encourage today?
- When is a time where you experienced true fellowship? What made that time so great?
- Is there a believer that you have a grudge against or cannot forgive?
- Do you treat the opposite sex as a brother/sister?

### Practical tools

- Spend an extended amount of your time with believers.
- Set up group dates.

- ❑ Think of ways to spur people on towards love and good deeds.<sup>31</sup>
- ❑ Give somebody complete freedom in your life to say what they want.
- ❑ Calvary Road by Roy Hession has a section on fellowship
- ❑ Do something to encourage someone
- ❑ Do the “Heart Search for Prayer and Revival” as a group or with a friend
- ❑ “The Fellowship of Grace” sermon by Steve Brown

How does the gospel motivate me to have fellowship?

The gospel motivates me to love others because Christ loved me. It also shows me that I need others and that I am not independent, because the gospel shows me my weaknesses.

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<sup>31</sup> See Hebrews 10:24-25



## Appendix 10:

# Identity in Christ

Component	Scripture
Adopted	Romans 8:15-16; Galatians 4:6-7; Ephesians 1:5-6
Accepted/Loved	Romans 4:4-5; 1 John 3:1
Justified	Romans 3:23-24; Ephesians 1:4; Colossians 1:21-22
Free from Sin	Romans 6; Galatians 5:1; John 8:32
Forgiven	Psalm 103:11-12, 130:3-4; Ephesians 1:7-9; colossians 1:12-14
Assurance of Salvation	See the "Assurance of Salvation" Discipleship-help section

### Conviction-building questions

- What does it mean to be justified? Why is this important?
- What is the significance of being adopted?
- What does it mean that we are free from sin? Does it

mean we will never sin again?

- What does it mean to be a slave?
- What does it mean to be forgiven?
- Is there any sin too big for God to forgive?
- How does acceptance and forgiveness help us approach God?
- What is the difference between justification and sanctification?

### Application questions

- How should being completely accepted and loved by God affect our lives?
- How should being accepted and loved affect the way we relate to other people?
- How should being accepted and loved affect the way we view our relationship with God?
- In what areas of your life are you still living in bondage to sin?
- Do you think God loves you more when you are

doing well by evangelizing and studying the Bible?

- What made you feel good about yourself today?
- Are you scared of failure?
- In what specific ways have you experienced God's forgiveness in your own life?
- How should we respond when people praise us or criticize us?
- Are there any lies you believe that are coming from the world, Satan, or your flesh?
- What things do you do to seek the approval of other people? Who are the people you act differently around?

### Practical tools

- In-depth study of Romans chapter six.
- Disciplines of Grace by Jerry Bridges - chapters three and four
- A Way of Escape by Neil Anderson (for men) - chapters eight through eleven

- ❑ “Free From the Power of Sin” sermon by Harry Reeder
- ❑ Paul’s Letter to the Galatians by Tim Keller has great articles on adoption

How does the gospel help me have a proper view of my identity in Christ?

There is no position in Christ without the gospel. We are in Christ. Through the gospel, the old (a life ruled by sin) is gone and the new (a life ruled by the grace of God) has come. Because of it, we are totally forgiven and freed from the power of sin. Our position is that of a brother to Christ and a son to God.

## Appendix 11:

# Lifestyle Evangelism

Component	Scripture
Cold Turkey/Spontaneous	John 4:7-26; Acts 5:42; 8:27-40
Relational Evangelism	Matthew 4:19; 1 Thessalonians 2:7-13
Your Life as a Witness	Colossians 4:5-6; Titus 2:6-8
Knowing the Message	Colossians 4:5-6; 1 Peter 3:15
Burden for the Lost	Romans 9:1-4; 2 Timothy 2:8-10
Work of the Spirit	John 6:44; 1 Corinthians 2:1-5

### Conviction-building questions

- Why do we share our faith?
- Why do we do “cold turkey” evangelism?
- Do you think it is God’s will that everyone should share the gospel? Why or why not?
- In what ways is your life not a living testimony to the

power of Jesus Christ? Examples such as drinking, tongue, vulgar dancing, etc.

- Do you have a love for the lost?
- Do you view your time with lost people as evangelism?
- Have you maximized the time you have spent with lost people?
- What does it mean to be a fisher of men? <sup>32</sup>
- How often do you think about the condition of your lost friends?
- What motivates you to share your faith now? What should motivate you?
- What are the components of the gospel?

### Application questions

- When was the last time you shared the gospel with someone?
- Who are the lost people you are spending time with on a daily basis?

<sup>32</sup> See Matthew 4:19

- ❑ Who are the lost people you are praying for right now?
- ❑ If someone asked you how to become a Christian, could you tell them?
- ❑ What are your biggest fears when you think about sharing with someone?
- ❑ How do you build a burden for the lost?

### Practical tools

- ❑ Take your disciples somewhere to share the gospel with the lost.
- ❑ Teach your disciples the “bridge diagram.”
- ❑ Memorize Bible verses that are evangelistic.
- ❑ Tell the Truth by Will Metzger
- ❑ Taking Men Alive by Charles G. Trumbull
- ❑ “Doing Missions when Dying is Gain” sermon by John Piper
- ❑ Life Issues Series by Randy Pope

□ Evangelism and the Sovereignty of God by J.I. Packer

How does the gospel motivate me to share my faith?

The gospel is the greatest motivation for itself because we were all once dead in our transgressions.<sup>33</sup> Now, because of the gospel, we know first-hand the blessing we have to offer.<sup>34</sup> Through the gospel we not only gain life, but also the privilege of carrying-out the ministry of reconciliation. Because of the gospel, we are Christ's ambassadors, as though God were making his appeal through us.<sup>35</sup>

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33 See 2 Timothy 2:8-10

34 See Ephesians 2:1

35 See 2 Corinthians 5:17-20

## Appendix 12:

# Multiplication

Component	Scripture
Evangelism	See the “Evangelism” Discipleship-help section
Discipleship	2 Corinthians 12:15; Colossians 2:6-7; 2 Timothy 2:2
Life-on-Life	Matthew 4:19; Mark 8:27- 38; 1 Thessalonians 2:8
World Vision	Psalms 67; Isaiah 52:10; Matthew 28:19-20

### Conviction-building questions

- What is your purpose in life?
- What is the definition of discipleship?
- Do you think discipleship is biblical? Why or why not?
- Why is multiplication so important?
- Who is able to multiply?
- What hinders multiplication?

- What things (both good and bad) can be multiplied into others?
- What does it mean to multiply your life?
- Why should we follow-up with new believers?
- Can multiplication exist without evangelism?<sup>36</sup>
- What does it mean to be a follower? Can you be a leader without being a follower? Why or why not?

### Application questions

- What are some examples of multiplication outside of religion?
- What needs to happen in your life in order for you to be able to multiply?
- What is it going to cost you to multiply your life?

### Practical tools

- Born to Reproduce booklet by Dawson Trotman
- Master Plan of Evangelism by Coleman
- Be the Leader You Were Meant to Be by Leroy Eims

<sup>36</sup> See Matthew 4:1-25

- ❑ Spiritual Leadership by Oswald Sanders
- ❑ 11 Keys to Spiritual Leadership by John Piper
- ❑ Lost art of Disciple Making by Leroy Eims
- ❑ Refer to the first chapter of this book, specifically the section on multiplication.

How does the gospel motivate me to multiply my life?

Jesus Christ came to seek and save that which was lost, and commanded us to do the same.<sup>37</sup> Because he was merciful and loving toward us, we want the nations to experience it. We believe that the best way for this to happen is through multiplication.

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<sup>37</sup> See Luke 19:10 and John 20:21



## Appendix 13:

# Prayer

Component	Scripture
Adoration	Psalms 50:23; Jeremiah 32:17; Luke 11:2
Confession	Psalms 51; Luke 11:4; James 5:16-17; 1 John 1:9
Thanksgiving	Philippians 4:6-7; 1 Thessalonians 5:18
Supplication/Intercession	1 Samuel 12:23; Luke 11:3; Philippians 4:6-7; 1 Timothy 2:1
Praying Scripture	John 15:7; Ephesians 6:17-18; 1 John 5:14-15
Fasting	Luke 5:35
Persistence in Prayer	Luke 11:5-13, 18:1-8; Ephesians 6:18; Colossians 4:21; 1 Thessalonians 5:17
Pray in Faith	Hebrews 11:6; James 1:6
Corporate Prayer	Acts 1:14, 2:42, 13:3
Private Prayer	Matthew 6:6-7; Mark 1:35

### Conviction-building questions

What is prayer?

- Why should you pray?
- Do you believe that prayer works? Why or why not?
- What is the connection between God's word and prayer? How can it be used?
- What does it mean when your prayers are not answered?
- Why should you pray with other people? Why should you pray privately? Which is easier for you?

Application questions

- What hinders you from praying?
- How much time do you normally spend praying?
- Who are the lost people you are praying for?
- Do you have a daily prayer plan?
- Are you coming to God in faith? Are your prayers being answered dependant on your faith?
- Do you talk more than you listen?

### Practical Tools

- ❑ Pray with your disciples regularly.
- ❑ Utilize the A-C-T-S prayer plan.
- ❑ Face to Face by Kenneth Boa (Will help learn to pray scripture)
- ❑ Have a plan to pray through scripture (Paul's prayers, Beatitudes, psalms)
- ❑ Prayer Portions by Sylvia Gunter
- ❑ Make a list of things that you will trust God to do.
- ❑ "Prayer" talk by Olan Stubbs – COB Christmas Conference 2005
- ❑ "Prayer" talk by Jim Dudley
- ❑ "Heart Search for Prayer and Revival" tool

### How does the gospel motivate me to pray?

The gospel helps us see our neediness over and over again, causing us to go to God in prayer.<sup>38</sup> Also, it is because of the gospel that we have been given direct access to God through Christ and that we can approach

<sup>38</sup> See Ephesians 2:1-5

his throne with confidence.<sup>39</sup>

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<sup>39</sup> See Hebrews 4:16

## Appendix 14:

# Stewardship

Component	Scripture
Time	Matthew 6:34; Ephesians 5:15-16; Colossians 4:5-6; James 4:14
Money/Possessions	Leviticus 27:30; Malachi 3:10; 2 Corinthians 9:7; Matthew 6:19-20; Luke 21:1-4
Spiritual Gifts/ Abilities	Matthew 24:14-30; Romans 14:12; 1 Corinthians 12:12-30; 1 Peter 4:10
The Body as God's Temple	Romans 14:7-8; 1 Corinthians 6:19-20

### Conviction-building questions

- What does it mean to be a steward?
- Do you view everything you have as God's? If so, if we looked at your checkbook and the way you use your money, would that reflect this?
- What does it mean to "redeem the time?"

- What does the Bible say about giving?<sup>40</sup>
- Do you know what your spiritual gifts are?
- Why does God give different gifts, in different amounts, to different people?
- Do you have any talents?

### Application questions

- How much time have you wasted today? This week?
- What things could you do to make better use of your time?
- What are the wasteful things that consume your time?
- Do you treat your body as the temple of the Holy Spirit? In what ways do you not treat your body as his temple?
- Do you give money away?
- What are the things God has entrusted to you?
- Is it a joyful experience to you when you sacrificially give?
- What “things” master you?

<sup>40</sup> See 2 Corinthians 9:7

- ❑ Are you more of a “saver” or a “spender?” How can both be wrong before God?

### Practical questions

- ❑ “Stewardship” sermons by Tim Keller – all four sermons
- ❑ Spiritual Leadership by Oswald Sanders – chapter thirteen
- ❑ Spiritual Disciplines For The Christian Life by Donald S. Whitney – chapter eight
- ❑ Make a daily schedule
- ❑ Take a spiritual gifts test
- ❑ Create a financial budgeting plan
- ❑ Help your disciples prioritize their lives (think through roles and goals)

How does the gospel motivate me to practice stewardship?

We have been crucified with Christ,<sup>41</sup> dying

<sup>41</sup> See Galatians 2:20

to everything when we become new. Through the gospel, we consider everything a loss compared to the surpassing greatness of knowing Christ Jesus.<sup>42</sup> Our lives are not our own; we have been bought with a price.<sup>43</sup>

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42 See Philippians 3:8

43 See 1 Corinthians 6:20

## Appendix 15:

# God's Word

Component	Scripture
Hearing	Acts 2:42; Romans 10:14, 17
Reading	Nehemiah 8:1-8
Studying	Ezra 7:10; Acts 17:11; 2 Timothy 2:15
Memorization	Deuteronomy 11:18; Psalm 119:9-11
Meditation	Joshua 1:8; Psalm 1:1-4; Jeremiah 15:16
Application	Psalm 119:11; Hebrews 4:12; James 1:22-25
Authority/Validity	Psalm 19:7-11; 2 Timothy 3:16-17; 2 Peter 1:20-21

### Conviction-building questions

- Why do we spend time in God's word?
- Specifically, why are hearing, reading, studying, memorizing, meditating, and applying important?
- What is meditation? How does one meditate on

scripture?

- Why are we to live by God's word? Do you feel like you live by God's word?
- How do you know the Bible is true? Is everything in the Bible true?
- Do you view God's word as your ultimate authority?

### Application questions

- How much time do you spend in God's word?
- Have you been applying what you are learning?
- Have you been memorizing scripture? If so, how many verses?
- Do you meditate on scripture consistently?
- How consistent are you in studying the Bible? Why is it important to be consistent? What keeps you from being consistent?

### Practical Tools

- Give your disciples a study plan from the Bible: book

study, chapter study, word study, character study.

- ❑ Teach your disciples the S-P-E-C-K method of studying the Bible
- ❑ Keep a journal to track what you learn
- ❑ Have a scripture-memory plan or make a scripture-memory box
- ❑ Spend time studying and meditating on God's word with your disciples
- ❑ Utilize resources such as commentaries and concordances
- ❑ The Complete Wordstudy Dictionary by Spiros Zodhiate
- ❑ Treasury of Scripture Knowledge compiled by R.A. Torrey
- ❑ Spiritual Disciplines for the Christian Life by Donald Whitney - chapters two and three

How does the gospel motivate me to read God's word?

The gospel motivates me to know God through the Bible because I understand that he is the one who has saved me and has given me a new life in Christ.<sup>44</sup>

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<sup>44</sup> See John 5:39

## Appendix 16:

# Worship

Component	Scripture
All of Life	Romans 12:1-2; 1 Corinthians 10:31
Corporate	Nehemiah 9:1-3; Hebrews 10:24-25
Personal	1 Samuel; Psalms
Prayer	See the "Prayer" Discipleship-help section
God's Word	See the "God's Word" Discipleship-help section
Music/Singing	Ephesians 5:19

### Conviction-building questions

- What is the definition of worship?
- What are different ways you can worship?
- In what way do you feel you worship God best?  
Why?
- Why is it important to have a personal time of worship?

- Which is more worshipful: spending time alone with God or cleaning the garage? Why?
- How does worship help us commune with God?
- What role do emotions play in times of worship?

Application questions

- How often do you worship God alone?
- Do you feel like your heart is engaged when you worship?
- What things can distract you during corporate worship?
- Do others distract you when you worship corporately?
- Do you worry what others think while you worship corporately?
- Is there any area in your life that you do not consider worship? (work, school, etc.)

### Practical tools

- ❑ Meditate on scripture
- ❑ Do a word-study on worship
- ❑ Attributes of God by A.W. Pink or A.W. Tozer
- ❑ “True Spirituality” sermon by Olan Stubbs – COB Christmas Conference 2003
- ❑ “Worship” sermon by Sandy Wilson – ATL Christmas Conference 2000
- ❑ Spend time singing and meditating on old hymns

### How does the gospel move me to worship?

I have been given life, and it was not on account of my own merit, but because it was totally a free gift.<sup>45</sup> Understanding this moves me to worship. The gospel moves me to worship because in it is revealed the character of God. When I see that, my natural response is to give back to him all that he is worthy of receiving.

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<sup>45</sup> See Ephesians 2:8-9



## Appendix 17:

# Study Plans

The following section was written with the intent to help you think through possible study plans for your disciples. Each suggested study plan has different components that all coincide. These include a central theme, a specific book of the Bible that is studied, an accompanying book to read and discuss with your disciples, and different topics that should be covered during that study. The hope is that you would tailor your discipleship group to the needs of the people who are in your group; using the different study plans as guides.

### 1. Centrality of the Gospel

Central Theme: **The Gospel**

Bible Study: **Galatians** (Tim Keller's study)

Book: **Disciplines of Grace** by Jerry Bridges

Topics: Basics in gospel, how it saves, and how it applies to daily life

2. *The Nature of God*

Central Theme: **Who is God?**

Bible Study: **John** (focus on Jesus, his interaction with the rest of the Trinity, and his disciples)

Books: **Attributes of God** by A.W. Pink or **The God You Can Know** by Dan DeHann

Topics: Christ, Attributes of God, Holy Spirit

3. *Walking with God*

Central Theme: **Means of Grace**

Bible Study: **Ephesians** or **Philippians** (verse-by-verse study)

Book: **With Christ in the School of Prayer** by Andrew Murray

Topics: Prayer, Worship, Basic Bible Study

4. *Multiplication*

Central Theme: **Evangelism and Discipleship**

Bible Study: **Mark** (focus on Jesus' methods)

Book: **Master Plan of Evangelism** by Robert Coleman

Topics: Evangelism, Discipleship

5. *Christian Character*

Central Theme: **Character and Holiness**

Bible Study: **Colossians** (verse-by-verse study)

Book: **Humility** by Andrew Murray

Topics: Fighting sin, putting-off the old man and putting-on the new, loving people

6. *Stewardship*

Central Theme: **Stewardship**

Bible Study: **Study Old Testament Saints** (focus on the way they lived)

Book: **Spiritual Leadership** by Oswald Sanders

Topics: Leadership, Stewardship, Men's and Women's Roles, Money, Work, Family

7. *Salvation*

Central Theme: **Soteriology** (how we are saved)

Bible Study: **Romans** (Study one chapter per week. Meet and clarify with additional teaching)

Books: **Desiring God** or **Dangerous Duty of Delight** by John Piper

Topic: Salvation

8. *Christian Fellowship*

Central Theme: **Church and Fellowship**

Bible Study: **Acts** (Study two chapters per week alone. Meet and discuss)

Book: **Biographies** of Church Leaders such as David Brainerd, Jim Elliot, Hudson Taylor, and Amy Carmichael

Topics: Worship, Sacraments, Fellowship

9. *Better Knowledge of the Bible*

Central Theme: **God's Word**

Bible Study: **1 John** (Use Tim Keller's study. Also develop a read-through-the-Bible plan)

Book: **30 Days to Understanding Bible** by Max Anders

Topics: Bible Overview, Inductive Bible study techniques

10. *Life Mission*

Central Theme: **Personal Vision**

Bible Study: **2 Timothy** (do a verse-by-verse study)

Book: **Don't Waste Your Life** by John Piper

Topic: World Vision



## Appendix 18:

# What to Do and What Not to Do in Discipleship Groups

The following is a list of things that have been done in discipleship groups before. These are simply experiences of other people in discipleship that were good and bad that could possibly help you when you are trying to plan your own personal group time.

### It can be a bad idea to...

...not have set times of when to meet with your group.

...try to cover too much information all at once.

...tell a disciple you are going to do something and then not follow through.

...have too many people in the group. There should only be five people at the most.

...not spend time alone in prayer for the group

beforehand.

...not spend time planning for the group beforehand.

...be vague while confessing sin.

...not meet with disciples one-on-one outside the group.

...never have any informal hangout time.

...be unclear about the commitment to discipleship.

...commit to disciple someone before they are ready.

...not make discipleship a high priority in your own life.

...not have an end-in-mind that the group can visualize.

...let your disciples choose their own memory verses.

This will never work.

... be too serious. They need to feel like they can have fun.

... be too laid back. They need to feel like this is a serious time.

...let a disciple control the conversation. You might never complete what you want to accomplish.

...not pray together.

...not spend time in accountability.

...not set aside time for you to serve in ministry with your disciples.

It could be a good idea to...

...set a time to pray.

...end the meeting at a set time so that you respect your disciples' schedules.

...have a one-on-one with each disciple weekly if possible.

...have an older Christian come to the group for a question and answer time.

...take a trip together.

...creatively plan times of prayer: fasting, prayer walks, or praying for specific countries.

...pray through scripture.

...teach them how to study the Bible.

...discuss why we do the things we do so they will develop their own convictions about discipleship.

...have the group evaluate one another's strengths and

weaknesses.

...give your disciples leadership opportunities. Maybe you could let them teach.

...get your disciples to answer questions about themselves.

...help your disciples get to know themselves by doing a “gifts and personality” test.

...read different books on the same subject and report back to the group what they learned.

...write and evaluate a few, clear objectives for each individual and for the group.

...explain discipleship (give basic explanation).

...go and share the gospel together.

...have a Q&A where the answers can only come from God’s word.

...have your disciples come to the group meeting with discussion-creating questions

...help your disciples make obtainable goals. A three-hour quiet time will seldom ever happen!

...dive into theology even if you do not normally use words like Calvinism or reformed.

...have times of refocusing to renew motivation.

...find ways to encourage each disciple on an individual level.

...develop the relationship between you and the disciple before rebuking them. Be sure to make deposits before you make withdrawals.



## Appendix 19:

# **Top Five Book Recommendations**

### **Discipline of Grace** by Jerry Bridges

This book does a great job in that it covers everything from living a balanced, gospel-centered life to understanding personal responsibility for sin. It spells out the gospel and explains how it impacts every believer's life. The book helps us identify sin in our lives and shows us how the process of sanctification takes place. It is also very motivating, encouraging, convicting and life-changing.

### **Attributes of God** by A.W. Pink

This book is full of short chapters with tons of verses and heavy theology. It gives the reader an awesome and overwhelming picture of who God is.

**Humility** by Andrew Murray

This book is short and easy to read. It helps shed some light on how true humility and dependence on God should look in our lives.

**Desiring God** by John Piper

This one is more for the mature Christian reader. It is useful to deepen your theological understanding of God and his overall plan for life. It highlights the aspect of enjoying God as the foundation of the Christian life. It has great chapters on a wide variety of topics. For a shorter and more manageable book with similar teaching, consider purchasing Dangerous Duty of Delight by John Piper.

**The Master's Plan of Evangelism** by Robert Coleman

This is a classic book on discipleship. It takes you through the model of ministry that Jesus set up for discipleship. It is a must-read.

## Appendix 20:

### **Other Great Books**

#### **The Pursuit of God** *by A.W. Tozer*

This is a great book, but is slightly difficult to read. It can give guidance on how to have a God-centered life and how to develop a desire to chase after him.

#### **With Christ in the School of Prayer** *by Andrew Murray*

This might be the most useful resource to help improve someone's prayer life. It covers many basic scriptures on prayer in short and easy-to-read chapters, and yet will help bring you before the throne of God in your prayer life.

#### **Celebration of Discipline** *by Richard Foster*

This is a great book that explains many of the Christian disciplines: grace, prayer, meditation, and service. It tends to be slightly mystical though.

**Spiritual Depression** by *Martin Llyod-Jones*

This is an excellent book with strong theology. It is geared towards all Christians, but especially to those who get down on themselves often. It has a useful section on preaching truth to oneself.

**Redemption Accomplished and Applied** by *John Murray*

This book is not for the light reader. It is short but very heavy and hard to read at times. It contains probably the best explanation of the order of salvation and all the aspects of the gospel and how they relate, such as adoption, justification, and union with Christ.

**Fuel and the Flame** by *Steve Shadrach*

This is a useful, easy-to-read book written for college students trying to have personal ministry and start a movement on their college campus.

**Journals of David Brainerd** by *Jonathan Edwards*

This is another heavy read. As you read this book about a lonely young man working tirelessly to bring the gospel to American Indians, it will make you hate your sin more, love the lost more, and weep for their souls to be touched by the power of God.

**The God You Can Know** *by Dan Dehann*

This is a very informative introduction to the Christian faith. It has a great emphasis on what a personal relationship with Christ should look like.

**Robert E. Lee on Leadership** *by H. W. Crocker III*

This is an insightful book on leadership. It contains certain principles of leadership taken from the life of Robert E. Lee, the Christian leader of the Confederate Army. It is an easy read with summarized principles at the end of every chapter.

**Spiritual Leadership** *by Oswald Sanders*

This is probably the best book on spiritual leadership. It speaks on a wide variety of topics covered in short chapters. Everyone I know considers this one of his favorite leadership books. There are many examples from men such as Hudson Taylor and Paul.

**The Enemy Within** *by Chris Lundgaard*

This is a very easy read that gives simple, yet profound principles on how to deal with sin.

**Pilgrim's Progress** *by John Bunyan*

This is an allegory of the Christian life. It is not an easy read but is a great story.

**Let the Nations Be Glad** *by John Piper*

One of the recurring statements in this book is, "Missions exists because worship doesn't." This book focuses on God-centered missions.

**To Tell the Truth** *by Will Metzger*

This is a great book that focuses on God-centered evangelism. It walks the reader through a God-centered gospel and gives great principles of how to evangelize without comprising the truth of scripture.

**Systematic Theology** *by Wayne Grudem*

This is a very readable overview of biblical theology. It is a thick book that covers every aspect of biblical theology, from prayer and discipleship to the doctrines of salvation.

**A Way of Escape** *by Neil T. Anderson*

This book was written specifically to help men fight against and break free from sexual sin.

**The Gospel for Real Life** *by Jerry Bridges*

This is a book about how the gospel affects our daily lives. It is an easy read that lays out principles for

staying close to Jesus.

**Chosen by God** *by R.C. Sproul*

This book helps explain the doctrines of salvation. It answers questions about predestination, election, and the sovereignty of God.

**Hudson Taylor's Spiritual Secret** *by Dr. and Mrs. Howard Taylor*

This is an exciting biography that tells of Hudson Taylor's heart for missions, vision, faith and struggles. It helps us understand many principles such as trusting God for big things and being filled with the Spirit.



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