



# REACHING TODAY'S STUDENT



students for christ  
europe



## Reaching Today's Student:

The title of this class may sound like it's about the latest, greatest techniques for growing a successful ministry amongst university students today. However, what I'm going to propose to you are not so much new ideas or methods – but rather time tested, principles and models that Jesus, the Master Himself, gave us in the Gospels for making disciples.

If we start with the principles of what it means to be a disciple and move to the next level of what it means to “make a Christ-Follower”, then we will be well on our way to fulfilling the Great Commission in our generation. Along the way it doesn't hurt to pick up some contemporary means of packaging all this, but the heart of the matter is knowing Him and making Him known.

Today's student in Germany, according to a recent article in “Die Zeit” online magazine, “is young, motivated and overwhelmed from the start. They are longing for true community yet at the same time, they fear the loss of freedom and individual expression it brings. This generation is better connected and networked than any other generation before them. Living with the benefit of incredible global connectedness they, at times see it as a burden as they try and maintain so many relationships. The church is irrelevant and they are suspicious of authority (*what younger generation is not?*). Justice and fairness in a specific context take priority over an abstract truth that doesn't touch their everyday life.”

The interesting thing about this description of students in Germany is that it sounds awful like students across Europe and around the world. This common denominator that global university ministries all share is not due to globalization, or being friends on Facebook – but rather a result of the human condition. Therefore, no matter what context, culture, or country you are serving in, students truly speak the same language. In my context it sounds like Pizza, Chocolate Cookies and Ice Cream. It sounds like being a real friend and sharing life in community. It sounds like love. And I'm not talking about buying friendships or having large attendance at our meetings because we feed them.

If we are going to reach today's student, we need to understand that just like 2000 years ago, people are looking for something tangible. They are searching for something that impacts their lives deeply and gives them meaning and purpose. Something that brings forgiveness and grace and is life changing. Young people today are looking for acceptance and affirmation. But what they most want and so deeply need is love. God's love. A love that forgives, reconciles and restores.

By building ministries that are full of imperfect people who have experienced grace themselves and are learning to extend it to others, we can touch this generation. Maybe the Beatles had it right all along. In reaching today's student, love is all you need.

*Kirk Priest*

Reaching Today's Student: The Basics  
© 2012 Kirk Priest

Students for Christ - Europe  
Rue du Bassinia, 22  
1348 Louvain-la-Neuve, Belgium  
[www.sfceurope.org](http://www.sfceurope.org)

Credits:

Harvey Herman, Discipleship by Design © 1991  
Brady Bobbink of Campus Christian Fellowship, Western Washington University  
Sarah Herman Malcolm - XAUSA  
Anita Koeshall - SfC Europe  
Dave Short & Eric Lerew - FUSION USA

\* All materials used with permission.

## Reaching Today's Student - The Basics

### The Heart of Discipleship

- What is Discipleship?
- What was Jesus' Model?
- Our Motives
- Qualifications of a Leader
- Spiritual Formation

### The Methods of Discipleship

- Small Groups
- Small Group Goals
- Small Group Dynamics
- Small Group Structure
- Small Group Leadership
- One on One Discipleship
- One on One Methods

### Today's University Ministry

- Key Components
- Key Concepts
- Getting Started

### How to Plan a Year

- Planning
- Gathering
- Strengthening/Sending

### Appendices

- Appendix A - Spiritual Friendship Questions
- Appendix B - Creative One on Ones
- Appendix C - One on One Questions
- Appendix D - Sentence Completions
- Appendix E - One on One Topics
- Appendix F - Words of Affirmation

### Bibliography

# **The Heart of Discipleship**

# What is Discipleship?

## What is discipleship?

**Simply put: Following Jesus –**

**being both committed to the Message and the Messenger.**

**If you are committed to him then you will be committed to the what he called us to do.**

2. Tim 2:2

## The Purpose of Discipleship

The tendency in our culture is to consider successful those enterprises that end up being large and wealthy. We too often associate numbers with success, or think that a large and prosperous building somehow shows that God's blessing is on a particular work. In the final analysis, neither of these is indicative of being faithful to the commission of Christ. Instead of these cultural values, we must search out the principles that controlled Jesus' ministry and the goals that He was working toward. It is by faithfully fulfilling God's commands and purposes that we are truly successful, and not by meeting the world's criteria for success.

The central purpose of the ministry of Christ was basically twofold:

**(1) to reconcile mankind back to God via His atoning sacrifice**

→ Matthew 1:21; Luke 19:10; John 12:47

**(2) to disciple those who responded to His call of reconciliation, sending them out**

→ Mark 3:14, 15; Luke 9:1-6; 10:1-17

# What was Jesus' Model?

What qualified and quantified Jesus' example?

Jesus modeled:

- high commitment
- huge risk, eternal reward

Jesus was:

- specific in calling
- strategic in investment

**"It all started by Jesus calling a few men to follow Him."**

Robert Coleman

Let's look at each of these individually.

- high commitment
  - **Jesus called four of the disciples as they were fishing. He walked up to Simon Peter and Andrew saying, "Come, follow me". Soon after he gives the same address to James and John.**
  - **The Greek word for "Come" is Doure. Doure is plural for douro meaning "place, come". When plural, doure not only means "come", but emphasis—"come! Come on!"**
  - **The Greek word for "follow" is Opiso. Opiso can have a variant of meanings depending on how you use it in a sentence. The same word can suggest both "being/back/backwards" or "after/follow". With the same word Jesus is implying "leave these things behind and follow me."**
  - **When Jesus asked the fisherman to come and follow, he asked them to make a high commitment to being with him, leaving behind their nets. Jesus' promise was, "now you will be fishers of men."**
- huge risk, eternal reward
  - Some of Jesus' disciples seemingly had a lot to lose. Matthew, also called Levi, was a tax collector with a high reputation. When Jesus called Matthew to "follow me" he used the word akolouthei meaning "be with me". Matthew gave up wealth, position, and status to be in community with Jesus. His temporary sacrifice benefited an eternal reward.**
- specific in calling
  - Jesus was not haphazard in calling the disciples. He chose only 12 when there were many to choose from. He chose uneducated, common fishermen along with a tax collector. The occupations of the other disciples we are uncertain of, but we do know that although they were Jews, none of them were Rabbis or Teachers. Jesus did not call the equipped, he equipped those he called.**
- strategic in investment
  - Jesus' discipleship was quantified by time. The disciples did not attend a twelve-week training course, commit to a ten-month program, or get specially made robes that signified their relationship to Jesus. Instead, Jesus made a personal investment in their lives, day by day, until he returned to the Father. Through that style of relationship, the disciples were exposed to Jesus in every walk of life. His ministry, his privacy, meal times, parties, his anger and his joys.**

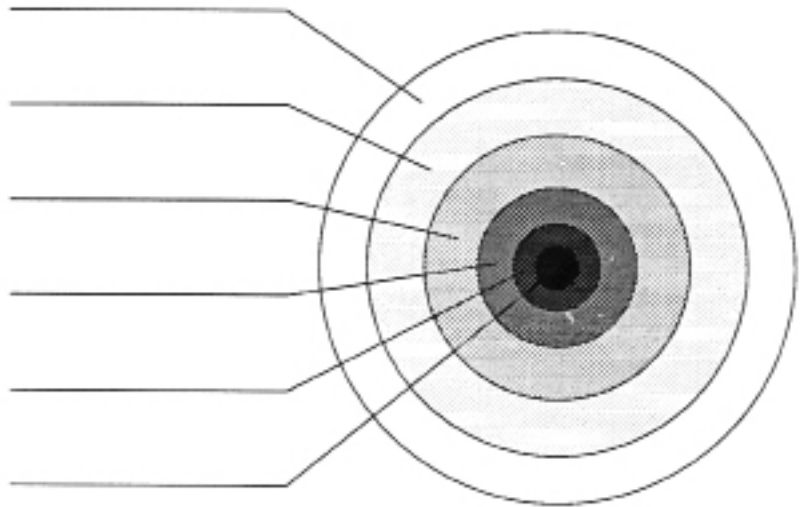
**"Jesus did not call the equipped, he equipped those he called."**



# What was Jesus' Model?

Who got Jesus' attention?

- Multitudes
- 120
- 72
- Disciples (incl. many women)
- 12
- 3



"Discipleship by Design" © 1991  
Harvey Herman

**Jesus and the Twelve.** In Luke's Gospel we read, "And when it was day (Jesus had prayed all night), He called unto him his disciples: and of them he chose twelve, whom also he named apostles" (Luke 6:13). It was to be these 12 men with whom Jesus would spend the greatest amount of time (Mark 3:14) during his earthly ministry. 4

These 12 disciples would continually receive His teaching and see Him work. With the exception of the traitor, these men would shoulder the responsibility of leading the infant Church (Matthew 28:16-20).

Robert Coleman states it this way, "It all started by Jesus calling a few men to follow Him. This revealed immediately the direction His evangelistic strategy would take. His concern was not with programs to reach the multitudes, but with men whom the multitudes would follow. Remarkable as it may seem, Jesus started to gather these men before He ever organized an evangelistic campaign or even preached a sermon in public. Men were to be His method of winning the world to God."

	Year 1	Year 2	Year 3	Year 4	Year 5
<b>SE</b>	365,000	730,000	1,095,000	1,460,000	1,825,000
<b>FD</b>	6	36	216	1,296	7,776

	Year 6	Year 7	Year 8	Year 9	Year 10
<b>SE</b>	2,190,000	2,555,000	2,920,000	3,285,000	3,650,000
<b>FD</b>	46,656	279,936	1,679,616	10,077,696	60,466,176

**Super Evangelist vs. Faithful Discippler**

"Discipleship by Design" © 1991  
Harvey Herman

By discipling the Twelve, Jesus established a permanent community that has for 20 centuries proclaimed the Gospel and discipled its converts, thus assuring an ongoing and multi-generational outreach.

# Our Motives

## A. To bring Glory to God

"One has to give up -  
to go up."

John Maxwell

Key qualities that will affect our discipling relationships:

**[1] Loving obedience, and we will find ourselves doing our task as an act of loving worship. This will spill over in our attitude toward those whom we disciple.**

**[2] A generous spirit of self-denial will flow out of our love and obedience to Christ and our desire to glorify the Father.**

**[3] Servanthood: As Jesus served in His desire to glorify the Father, we also desire to serve, if our primary motive is right.**

### **[4] Consecration: Set apart unto God**

Pyramid Principle - The Higher up you go the less options you have.

We are set apart to God.

We are set apart from the World.

## B. Compassion for Mankind

This motive is secondary because it is the by-product of truly loving God and desiring to see Him glorified.

**In Matthew 9:36 we see Jesus' compassion for mankind. This compassion results in the Twelve being sent out to evangelize, deliver, and shepherd Israel (Matthew 10).**

Jesus gave himself away because of compassion. He taught the principle of Impartation: The ultimate expression of Jesus' compassion is seen in His death. Notice how He is moved by compassion and how this attitude is extended to His discipling group in terms of love, acceptance, patience, and steadfast commitment. Our compassion as disciplers is expressed in our laying down of our lives in pastoral service to one another. By doing this, we bring about the equipping necessary to help others mature in their desire to glorify God and their ability to obey our Lord's commission.

[1] Do you know what love is?

**Biblical love is active, displayed, selfless, and a decision not a feeling. Do we know what it means to die to ourselves?**

[2] Do you know how to love?

1 John 3:16-18

a) **Relationships a priority**

b) Don't play it safe:

1. **Transparent - clear enough to be seen through**

2. **Vulnerable - capable of being wounded**

c) Create warmth in relationships

d) **Affirm your friends**

e) Be Real

Take an inventory of self - do you let people to get close?

# Our Motives

C. Establishment of a permanent, continuous, proclaiming & reproductive community

**It is clear in Scripture that Jesus not only intended to die and be raised up for mankind, but to leave in the world a community of followers who would bear witness to the gospel in each succeeding generation (Matthew 16:18; John 17:15,20). In order to accomplish this goal, Jesus disciplined a foundational group of leaders (apostles).**

→ Matthew 16:18; John 17:15,20. in order to accomplish this goal, Jesus disciplined a foundational group of leaders (Apostles).

## **[1] Demonstration**

Inspire before assigning. Process relationship before Task.

What things did Jesus model for his disciples?

- **How to pray**
- **Obedience to the Father**
- **Authority of Scripture**
- **Healing**
- **Need for compassion in ministry**

How did he do this?

- **Frequently used stories/parables**
- **used everyday examples from life**
- **demanded decision**

In order to be permanent, this first community had to proclaim the gospel and win new members to its ranks. In order to be multi-generational, the new generations had to be trained to proclaim the good news, thus replacing the earlier generations as they passed from the scene.

**Training required gathering together the younger believers in communities in order to equip them for all aspects of the Christian life and message. This equipping took place in a nurturing-discipling context. As new converts were trained and matured, there was a releasing of these disciples to go out and “do the work of the ministry.” Thus one generation of disciples passed onto a new generation the motives and methods of Jesus as well as the message that they themselves had come to experience—the message of “rebirth and renewal through the Holy Spirit.”**

## **[2] Delegation**

Trans-generational model

**You do it / They watch**

**You do it / They help**

**They do it / You help**

**They do it / You watch**

**They do it / Some one else watches**

**By discipling the Twelve, Jesus established a permanent community that has for 20 centuries proclaimed the gospel and disciplined its converts, thus assuring an ongoing and multigenerational outreach.**

# Qualifications of a leader

Jesus demonstrated his strategy by calling a group of 12 men to be near to him and one of them eventually betrayed him. This reveals the fragility of his plan. Men fail. Jesus entrusted the plan of saving the world to men who were weak – not mighty – yet he transformed them.

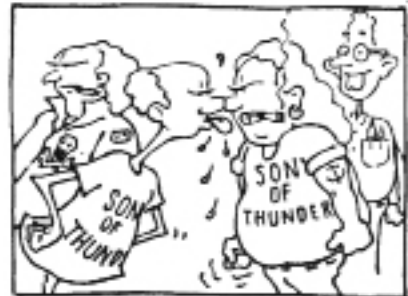


What we think the disciples were like.

“He did not call the equipped - He equipped those he called.”

## A. Why Leadership?

**Everything rises and falls with leadership.  
God always raises up an individual to lead.**



What the disciples were really like.

## B. What is Leadership?

**Without a vision people parish, without people a vision parishes.  
Leadership is influence. Nothing more, nothing less**

Leadership Proverb: “He who thinketh he leadeth and hath no one following him is only taking a walk.”

Leadership is influence: “Leadership is the ability to obtain followers.” J. Maxwell

When you define leadership this way, you then begin to work backwards from your definition to figure out what it means to lead.

Most people err at this point. They define leadership as the ability to achieve a position. They go after title, rank, position and when they get there they think they have become a leader. This creates two common problems:

(1) **Those with the “status” of leader but few followers**

(2) **Those who lack proper titles and don’t see themselves as leaders and never develop the necessary skills.**

## C. Who can be a leader?

Everyone influences someone else

Ex. Mom & Kid, Kid at school, Mom & Dad by waiter at restaurant

Look at groups, who do people follow, who will they agree with most quickly?

We never know who or how much we influence people:

Story of Boswell, the Biographer of Samuel Johnson

Fishing with Dad, Wow! – Fishing with son, day wasted.

God has placed within you the potential of influencing others.

God has called you to influence others.

“Discipleship by Design” © 1991  
Harvey Herman

# Qualifications of a leader

## D. The Great Commission

“ All authority in heaven and on earth has been given to me. Therefore, **go and make disciples of all nations**, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the end of the age.” -Mt. 28:18-20

### A Word Study

Me go?

**Here, the word “Go” is used as a participle in this verse to modify the verb “make disciples.” This “going” is a command, just as “make disciples” is.**

Cultural Meaning: Then and Now

**This means that Jesus was not just speaking to the disciples, but to all Christians in time to come who would follow His model. Being a follower of Christ signifies that we participate in becoming more like Jesus. Not only that, but also participating in community with those who are also walking with Christ. In this way we “spur one another on towards love and good deeds”. –Hebrews 10:24**

God will equip & empower you to influence others.

### Case Study: Joshua

**Joshua Chapter 1. Mighty man of valor. Loyalty to Moses tested, Loyalty to Israel was Battle tested. His Loyalty to God was Time Tested.**

### Exodus 33:11

**Everyone has the ability to spend time in his presence and be forged.**

**Like a gold ring that has been purified so that later when the pressures of life come to bear it won't crack up and break apart under stress.**

God's plan from the beginning was to use frail & imperfect human beings as the vehicle for his plan.

That's why he ultimately demonstrated this principle in becoming man – he validated our state of being.

# Spiritual Formation

## Spiritual Disciplines

**(What do they think of when they hear this word: Discipline?)**

**The pruning of the Holy Spirit which produces His Fruit**

A. The curse of **superficiality** - the need to go deeper

The need today is not for more gifted people in the body of Christ... but deeper

**It's not God's method of working boredom into X-tianity. But rather its liberation**

**Willpower is no defense against the unguarded or careless moment.**

B. Obstacles to the disciplined life

**(What do they think are obstacles in their lives)**

**Age of permissiveness**

**The over-spiritualization of spontaneity**

**Secular/sacred dichotomy (Brother Lawrence)**

**Failure of the church to equip**

C. Five Foundational Truths concerning the Disciplines

1) **Spiritual disciplines** are not an end in themselves.

2) Discipline brings **healing** into our broken lives.

3) The flip side of loving compassion is **loving discipline**

4) Blessing comes to the **disciplined**.

5) The **Spill-Over** effect.

D. The Twelve Disciplines:

**Inward:**

1) **Meditation**: The act of filling one's mind with Christ and embracing him. **Filling the mind with His Word and chewing on it. Thomas a' Kempis called it "sinking down into Christ" The ability to hear and obey the Word is the goal. Focusing on the transforming power of the Spirit IN us.**

2) **Fasting**: **Abstaining from Food and drink to pray. Denying oneself something to allow room for the Holy Spirit to purify or work. It can be both private and corporate. It is for focus and humility. To remind us who sustains us and to reveal what controls us. Appetites.**

3) **Study**: The diligent searching and seeking out the Truths in God's Word with the purpose of change in mind. It is loving God with your mind.

4) **Prayer**: The act of listening to God. The art of conversation with the Divine. **Communion with the Father. To pray is to change. Prayer changes us. It is the highest work of the human Spirit. Meditation is heart, Fasting accompanies it (strength?), Study deals with the mind - prayer connects the Spirit with God**

# Spiritual Formation

## Outward:

- 5) **\_\_Simplicity\_\_** : Freedom from the cares of this world  
The Disciplines of Material Resources
  - (a) Finances
  - (b) Hospitality
  - (c) Material goods
  
- 6) **\_\_Solitude\_\_** : Spending time alone with God.  
Discipline of our relational resources  
With WHOM and HOW we spend our emotional energy  
"The state of our relationships says a lot about the state of our spiritual lives."
  
- 7) **\_\_Submission\_\_** : Proper response to authority
  
- 8) **\_\_Service\_\_** : Living out Christ-likeness in a selfish world  
The Discipline of our Temporal Resources (Time and Priorities)

## Corporate

- 9) **\_\_Confession\_\_** : Humbly walking with one another in grace
  
- 10) **\_\_Worship\_\_** : God is looking for a PEOPLE who are called by his name
  
- 11) **\_\_Guidance\_\_** : Mutually edifying one another: Encouragement
  
- 12) **\_\_Celebration\_\_** : Ain't no party like a Holy Ghost party...

## Small Group Activity:

- What have you given up to follow Jesus?
- What have been some of the benefits to following Jesus?
- What do you think of this statement: "More time with fewer people equals greater rewards"
- Where or how do you feel unqualified as a leader?
- Which of the disciplines come rather easy and which ones are harder.
- Which one(s) would you like to implement more of into your life?

# The Methods of Discipleship

We have spent the past few sessions looking at the biblical foundations for discipleship, the Jesus Model, the heart of a discipler and the calling and cost of being a leader. Now let's take a look at the practices of discipleship today. But what does this look like on campus? How can we take these principles and put them in a form that makes sense today. The content must never change but the form in which it is wrapped must make sense to today's generation of students.

Let's look now specifically at the first of two key components the discipleship process. We'll begin with small groups.



# Small Groups

What are some of its characteristics?

- (1) **\_Closest thing to Jesus model in NT\_**
- (2) Conserves Time
- (3) **\_Encourages transparency among peers\_**
- (4) Enables friendships and relationships to build
- (5) Offers a broader base for mutual support
- (6) **\_Releases a group dynamic for problem solving & healing\_**
- (7) Helps person see they are not alone in struggles
- (8) **\_ Broader base for prayer and intercession\_**

## I. What does a small group look like?

A. Key ingredients to Small Groups according to Acts 2:42-47 **Priesthood of Believers**

### 1. **\_Community: Fellowship\_**

- **Sharing of lives**
- **Covenant Relationships: Commitment**
- **Celebration**
- **Food**

### 2. **\_Growth: Evangelism\_**

- **Outward focused**
- **Open to the lost**
- **Inviting & Accepting**

### 3. **\_Prayer\_:**

- **Upward focused**
- **Body ministry**
- **Intercession**

### 4. **\_Discipleship\_**

- **Jesus focused**
- **Lifestyle mentoring**
- **Mutual accountability**
- **Group problem solving**
- **Leadership development**

\* Life was centered around WORSHIP - not inward focused

B. Two most common errors in leading a small group

- extremely **\_\_relational\_** with no content. **Everybody is “buddy-buddy,” but no real growth is happening.**
- extremely **\_\_heavy\_** with no relationship. **This makes for a good Bible study, but is not a purposeful discipleship strategy.**

Our goal in SfC and also reflected in our small groups is to have **\_Community\_**, **\_\_Content\_**, and **\_\_Commission\_\_**. We can also say it this way, “In our small groups we are trying to develop a common unselfishness and a common understanding and common purpose.”

# Small Group Goals

## A. Community - Common Unselfishness

How do we foster true community?

Key ingredients for Community (According to DbyD):

- Affirmation
- **\_Availability\_**
- Prayer
- **\_Openness\_\_**
- **\_Honesty\_**
- Sensitivity
- **\_Confidentiality\_\_**
- Accountability

These can be summed up in one word -- LOVE !

The Bible teaches that "God is Love" (1 John 4:8) . **It is not simply that God "loves," but that He is Love itself. Love is not merely one of His attributes, but His very nature. The Bible also commands us to love - not only God, but also each other.**

What is Love? Read Romans 5:8 **But God demonstrates his own love for us in this: While we were still sinners, Christ died for us. 1 John 4:10 This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins.**

The Greek word used for LOVE in the passages listed is AGAPE.  
This is the strongest form possible, showing the highest level of commitment.

A Biblical definition of Agape Love - "unselfishly choosing for the highest good of another"  
**-it is not an emotion, or feeling, although it may include emotion.**  
**-it is a choice and a commitment , and it always involves the idea of sacrifice**  
**-a good test - Why Do I Do The Things I Do, and Who Do I Do Them For?**

How do we apply the principles of love to small group leading?

- Loving the **\_\_unlovable\_\_**
- Accepting the **\_\_unacceptable\_\_**
- Forgiving the **\_\_unforgivable\_\_**
- Confronting the **\_unconfronted\_\_**

It is our goal to provide a place for people to belong so that they can believe and be empowered to behave the way God intended them to.

# Small Group Goals

## B. Content - A Common Understanding

**Without real relationships, we cannot succeed. But even with great relationships, we're only halfway there. In fact, for those relationships to last, there must be some growth toward this "common understanding." We will talk about defining and communicating our small group content.**

**There are some truths that define your fellowship. What are they? They may include doctrines, but typically go beyond doctrines to include principles. These are the things that we hold dear and expect those in real fellowship with us to also cherish.**

**Example – there are those who believe the exact same doctrine as we do, but who do not emphasize small groups (relational discipleship.) They just don't "get it." They typically don't stay very long in our group.**

1). The **\_Bible\_** is what we focus on

**We aren't the ski team or chess club. We desire to grow to be more like Jesus and our manual for that is the Bible. It is ok to read a book together, but the most successful discipleship groups use the Word or a Bible Based Study as their guide**

Two common mistakes:

- Overly **\_spontaneous\_** in choice of materials ->  
**This person just goes into the meeting with the thought that "something will come up." Let's just be spirit led... "If you fail to plan you plan to fail."**
- Overly **\_rigid\_** in choice of materials. **This person has a "new believers study guide," and won't budge from it.**

2). We must **\_share lives\_**.

**People want to be known and come for the fellowship. They want to have friends and they want something with life. One of our goals should be to give people room to know and be known without it being boring. History giving and sharing is essential**

3). **\_Prayer\_** – prayer should be a major component of the small group life but not an end in itself. It's wonderful to have groups devoted strictly to prayer. This is most commonly referred to as a "Prayer Meeting" but it should not replace a discipleship small group but rather supplement it.

4). **\_\_Worship\_** – worship is a lifestyle, not just music. Creatively incorporate worship into your small group time. If you have musically gifted people – encourage this or come up with others ways of expressing your love for God corporately. Just because no one can sing or play the guitar is not excuse to not worship.

Let's take a minute and brainstorm some creative "non-musical" means of worship:

---

---

---

---

---

# Small Group Goals

## C. Commission - A common Purpose

**Jesus commissioned us to GO and MAKE disciples. He didn't say "just be" but rather "make" disciples. The best way to fulfill this obligation through our small groups is to structure them like a human cell.**

1). What is a "Cell" in biology?

**The Basic Unit of Life**

**Individual Cells join together to form a body**

**What does a cell do? Grow & Reproduce!**

2). What is a "Cell Group" or "Discipleship Small Group" (DSG)?

**Small group committed to operating in the main functions of the Body of Christ, while purposefully remaining open for seekers to experience the truth and presence of God**

3). Why "Cell Groups" or "DSGs"?

**LIFE in the cell**

**Growth**

**Accessibility**

**Size**

**Influence**

**Personal, spiritual development**

## Characteristics of "Cell Groups" or "DSGs"

A. PURPOSEFULLY evangelistic -> the "empty chair" - rule

**In SfC, our Small Groups should have the goal from the beginning to reproduce another Group. Our Small Groups truly take on a NT principle of being the vehicle for church growth rather than an end in themselves.**

Why is being purposely evangelistic so important?

**Human nature dictates that even groups that start off inclusive, over time, tend to become exclusive. Too often, small groups follow this pattern. They do not really make disciples but produce exclusive cultural Christians. It's simple really. When we don't build small groups that exist to grow - guess what - they don't grow!**

**When we dichotomize our "fellowship & discipleship" from our "evangelism" we make schizoprenic Christians who live in two worlds. We turn lost people into projects "I'm working on my roommate - he's almost saved" and are not authentic.**

**Purposefully bring "pre-believers" (we like to see them that way) to your small groups. Do you think this will inhibit the group? The exact opposite is true. It's amazing how much life comes to a group when they are there. They ask great questions, are amazed by prayer and keep all the Christians from getting too inward focused and unrelatable. In fact, you will see greater spiritual maturity in a group that is focused on living the gospel with non-believers than in a group that meets exclusively to develop spiritual maturity.**

**True cell groups, however, by their genetic material (see your old Bio. 101 notes) are built to grow. Inclusiveness and the expectation of giving birth are built into every stage of development resulting in a group that has defined purpose, outward focus and built-in leadership development.**

# Small Group Goals

B. EQUIP and RELEASE a wider variety of students

**1) leadership not confined to the elite and good looking**

**2) Faithfulness & Fruitfulness are the litmus tests**

**Look for FAT (Faithful, Available, Teachable) people**

**As long as I can remember we have put people in leadership based on their faithfulness. Faithfulness is good—but it's only part of the equation. What we miss, too often, is making sure people are fruitful in reaching and pouring into people before we call them "leader".**

**3) The number of groups is not dependent on the one leader, it is dependent on the faithfulness and fruitfulness of the student as they serve in a cell group.**

C. DIRECTION and GOALS

1. Set goals for growth

**Let me say it again...set goals for growth. Have each cell leader set a reasonable yet faith-filled date to birth a new cell. Ask any pregnant woman what her birthing date is and she'll tell you, for sure. Every cell member should know their cell group's birthing date and be working toward that date together.**

2. Be creative when starting new groups

**Times and places are to serve the group, not the group serving times and places (kind of like how the Sabbath is for man and not the other way around). Whatever time and place will work for the new group, go for it. For example, we minister on a community college in our town. Our cell groups work best on that campus in the middle of the day. At the university, they work best at night. We'll do whatever works to make it happen.**

3. When a group births, have birthday party!

**That's a reason to celebrate! Make that success a point of encouragement to everyone in the fellowship.**

4. Strategy

**Before the semester starts - - Think strategically (map out the semester on a calendar)**

- **How often will you meet? (once a week is best)**
- **What time of day will your meeting be?**
- **How many meetings will you probably have this semester?**
- **What things do you think you need to cover (even if you don't know your group members yet?)**
- **What are the things that are part of your fellowship's Common Understanding?**
- **What do we mean when we say "He / She really "gets it"?" What is it exactly that they got?**

Throughout the semester/year, be flexible and constantly re-evaluate your group.

- **You may need 4 weeks teaching on the Holy Spirit and not 2**
- **You're group may be maturing quicker than expected**
- **Your campus pastor may have planned a "missions summit," and now you don't need to do that 2 week study on missions.**
- **Something major event on campus might dictate a new urgent subject matter.**

# Small Group Dynamics

## What makes a group great?

### A. Who's in your group?

Tommy Talker, Needy Nell, Quiet Quinn, Interrupter Ian,  
Random Rick, Distracting Donnie, Late Lucy, Eddie Excuser???

### B. Making the place great

**Location**  
**Kneesy - Nosey**  
**Remove Distractions**  
**Extra Bibles**  
**Food**

### C. Make it happen

**Respect**  
**Trust\***  
**Openness\***  
**Room for Growth**  
**Fun**  
**If they don't have fun, they won't come!**

### D. 5 Levels of Communication:

- 1. Casual Greetings**
- 2. Information**
- 3. Ideas, Opinions**
- 4. Emotions**
- 5. Complete Emotional Honesty**

### E. How to grow your group

**Key Principles**  
**Bring, not just ask**  
**Relational Connects**  
**Fun Stuff**  
**Service**  
**Honor Differences**

### F. A few things that can help

**Use Resources**  
**Communicate – don't wait until things are about to fall apart before you ask for help!**  
**Listen to God**  
**Take Personal Responsibility**

## Stages of a Small Group [Adapted from FUSION - Cell Training Manual ©2006]

It is useful to bear in mind that our Small Groups are likely to go through different stages. It is helpful to recognize them when they happen so we can be alert and understand what is happening.

There are four stages that most Small Groups will go through.

### A. **\_Honeymoon Stage\_**

This is when people are getting to **\_know\_** one another.

### B. **\_Conflict Stage\_**

This is a difficult but important stage when hidden **\_attitudes\_** and values surface as relationships deepen.

# Small Group Dynamics

## C. Community Stage

If the conflict stage has been dealt with successfully, the group will come to a point when the members are able to be **\_vulnerable\_** and find their **\_role\_** in the group. There is potential for huge personal growth at this stage.

## D. **\_Outreach Stage\_**

This stage is one of action where the community needs to reach out. This outward focus will result in the group **\_growing\_**. If the group does not move into this stage, it will start to go stale. New people can be added to the lifegroup at **\_anytime\_**. But that tends to be more likely later in the lifegroup cycle.

During the lifegroup stages, which can take anywhere from a semester to a year, it is helpful to have occasional **\_social activities\_**.

**Use these times for intercession and take Communion together, perhaps around a meal, to help develop community. There's an expectation that lifegroups will grow in size as friends become Christians and join.**

## **Running a Successful Small Group Session** [Adapted from FUSION - Cell Training Manual ©2006]

Good sessions will depend on a number of different things. Below are some suggestions on how to make your lifegroup more effective.

Ask the right questions when **\_assessing\_** the lifegroup meeting. (i.e. not "Did all the four W's go well?" but "Did people experience Jesus?"; "Have friendships deepened?"; "Are we further along in seeing our friends become Christians?").

The lifegroup needs to know that the role of the lifegroup leader is to be a **\_facilitator\_** of the group. (You do not have to have all the answers – or necessarily be the most mature Christian. You can help others discover their gifts as well as encourage the group to reach out to their friends.)

Be very aware that your lifegroup does not **\_revolve\_** around lifegroup sessions alone. It is extremely important that you are developing a lifegroup that lives on **\_friendship\_** and evangelism. (The sessions will help facilitate this but they must not be the only thing you do.)

In fact I would highly encourage you to **\_modify\_** your sessions occasionally and do something more **\_outwardly focused\_**. (...take breakfast around to everyone in a particular hall...not too early. Or go around and do "clean-up day" on a floor of your residence hall. Be creative!)

In addition to this, you may like to consider the possibility of ending some sessions by **\_hanging out\_** in public (wherever the students go) so that even when you gather you are finishing your lifegroup on an **\_evangelistic\_** note (it can be a good conversation starter if friends want to know where you have been).

# Small Group Structure

**Standard Small Group Outline** [Adapted from FUSION - Cell Training Manual ©2006] **APPENDIX A & B**  
Material is provided for the lifegroup sessions to help reduce the **work load**.

## 1. WELCOME (10 minutes)

When the group settles, the leader launches the session with an **icebreaker**.

**This is designed to help people relax, feel valued, wanted and included, and learn something more about each other. It also encourages the process of interaction between group members—not just with the leader.**

## 2. WORSHIP (20 minutes)

**As the group has focused on each other in the Welcome time, now we focus on God, inviting His presence among us. We need to be open to the work of the Holy Spirit and to have an expectation that we will draw close to Him as we worship.**

It's helpful early on in the small group cycle to focus on **God** as we worship and to discover what **difficulties** we are experiencing in worship. (**guilt, unforgiveness, intimidation, inadequacy...**)

There are many ways of **worshipping** together.

**Singing songs with a guitar is only one. But this time needs to be creative and voluntary. Remember the non-musical ideas we came up with?**

Be sensitive to the Holy Spirit, expecting God to speak to you and the group to respond.

## 3. WORD (40 minutes)

Expect the Holy Spirit to come in **power**, through the Word and the gifts in the group, applying truth to individuals' lives so that they **can grow**.

**That's the core of the Small Group. It is important that we are growing in our understanding of God and of the Bible, but we must also pray that this section does not just end up an intellectual exercise where by no one's life changes.**

**The leader's role is to listen to God and facilitate the use of gifts as well as making sure that everybody in the group has understood the values that are being considered. All experience & no understanding changes no one!**

With this in mind, **application** and **prayer** are key elements of this section.

**Encourage people to listen to God and not to be surprised when they hear Him speak. Some members may need help learning how to hear from God**

How to hear God **speaking** and understanding the spiritual gifts is a foundational part of group edification and so should be tackled early on with a new lifegroup.

**God speaks to us in many ways but his primary means of communication is through the Scriptures, and helping each member of the lifegroup develop consistency listening and responding to God will ultimately benefit the entire lifegroup.**

\*See Appendix A & B "Cell Notes"



# Small Group Structure

Since the lifegroups will contain people from diverse Christian backgrounds, it is important when praying for one another that everyone is allowed to be him/herself.

**For instance, some will be happy with “laying on of hands” and others will not – so be sensitive. Praying for one another is one aspect of building community, and it is a good idea to try, how ever briefly, to pray for everyone in the group each time you meet. This must not be leader-dominated, but the leader should act as facilitator of the group’s discussion and prayer times.**

**The leader should give a general sense of direction as to what he/she feels God wants to accomplish through the lesson.**

Work in groups of two to three with pen & paper ready to use and be ready to respond to what God is saying.

## 4. WITNESS (20 minutes)

God loves us – and not just us. He has blessed us to be a blessing to others.

**That doesn’t come out of duty, but out of the overflow of our life together in God. That’s such a difficult area for most Christians – including those of us at college. A lethal combination of peer pressure, low self-esteem and the post-modern culture of “pick-and-mix” with no absolute values renders most Christians silent about their beliefs.**

As God challenges us to more radical Lifestyles through the work of the Holy Spirit in Small Groups, we will be motivated to reach out to our friends.

**We need to experience how much God loves those who don’t know Him. That will change our heart attitude toward our friends.**

A group of believers who loved one another was seen as a powerful witness by Jesus (John 13:35)

**When non-believers are exposed to this loving community, they experience something of God and are drawn to question what is motivating the group. Once friends begin to respond to God through the group’s witness, an excitement grows as everyone sees the power of the Gospel at work. That changes the whole dynamic of the group, making growth and multiplication accelerate.**

**Keeping all four parts of the Small Group in balance will facilitate growth in the individual members and growth in numbers as you see friends becoming Christians.**

# Small Group Leadership

**Small Group leader responsibilities...** [Adapted from FUSION - Cell Training Manual ©2006]

1. **\_Prepare\_** weekly sessions [plan as far in advance as you can / keep track of every Small Group member's personal info]
2. Encourage and help facilitate “**\_older\_**” members getting together with **\_younger\_** ones.
3. Set the example by your lifestyle.
4. **\_Communicate\_** with a pastor/leader on a **\_regular\_** basis to review direction and purpose and to pray.
5. **\_\_Pray and Prepare\_\_** with your co-leader(s) over next week's lesson.
6. **\_Delegate\_** out the different “W's” and make sure each member knows what is expected.
7. Pray with your **\_Co-Leader\_** over the session just before people arrive.
8. Capture everyone with a sense of **\_expectancy\_**.  
(i.e. what you think God wants to do in the session)
9. Clarify that everyone needs to contribute, and try to **\_involve\_** everyone.
10. Be aware of **\_environment\_**, locations, and session time. (an hour and a half is suggested)
11. Be a good blank **\_slate\_**; listen to understand, not to answer.
12. **\_Facilitate\_** direction and discussion with prepared and spontaneous questions, then **\_summarize\_** key points. This provides a spring board into ministry time.
13. Announce **\_opportunities\_** related to community and outreach.
14. Regularly conclude by praying for growth and thanking God for **\_multiplication\_**.
15. **\_Assess\_** and give constructive **\_feedback\_** after each session with the co-leader and those who lead a “W” section.
16. Small Group leaders must be social with their Small Group members.
17. Always be on the lookout for future leaders. |
18. The smart lifegroup leader will analyze natural **\_friendship\_** connections when the time comes to start a new lifegroup or have the more **\_mature\_** members go with the new leader.
19. Try and get a balance of gender, **\_gifting\_** and maturity in deciding the new lifegroups.

**20. Remember: some of the most effective ministry times will occur\_outside\_ the Small Group meeting.**

# One on One Discipleship

## One on One Discipleship and Mentoring: The Key Ingredient

We have learned so far in our study that a biblical model for discipleship is through small groups. We have discussed the structure of a cell group to provide the most evangelistic and fellowship oriented groups possible. The 1-on-1 aspect is where the real change happens. We see this illustrated time and again throughout scripture

“A mentor is someone who will let you cry on their shoulder, pick their brain and give you a kick in the pants”

- Tim Elmore

One on One Discipleship is at its very core is a relationship. A relationship where one person shares their life and resources with another to help empower the other person to become all that God has called them to be.

This is not just for professionals, pastors and counselors, but for the Body of Christ as a whole.

### Biblical Examples:

OT: David and Jonathan, Elijah & Elisha

Gospels: The Life of Peter

NT: Paul & Timothy, Barnabas and John Mark

How do you actually practice peer mentoring or “iron sharpening iron” without turning people into projects or having to be a licensed counselor?

### WE REMEMBER

10% of what we read.

20% of what hear

30% of what we see

50% of what we see and hear

70% of what we discuss

80% of what we experience personally

95% of what we teach

# One on One Discipleship

## Essential building blocks for successful 1 on 1s.

### (1) Supportive \_ **Protective** \_

A. Accountability in Christ is **\_mutual\_**

B. Intended benefits of mutual accountability:

**Encouragement\_:** Eccl. 4:9-12

Empowerment: Acts 13 & 15

**Protection\_:** Luke 10:18-20

**Discernment\_:** Acts 13

CARE-frontation:

Example to others:

Goal: **Mutual accountability is a necessity for heart growth. Mutual accountability has many compartments.**

• **Trust** • **Vulnerability** • **Transparency** • **Openness** • **Honesty**

**Through accountability, we are truly known by one another. Accountability must produce intimacy and transformation. Intimacy without transformation or vice versa is merely sharing or controlling.**

### (2) Development of **\_\_Heart\_** and **\_\_Skills\_**.

**Jesus said: "Follow me and I will make you fishers of men". He called them to have a heart for people and gave them the skills to do it!**

Information is not enough... **That's a Pharisee**

Character is not enough...**That's just ethics. Christianity without wings**

True mentoring will produce **\_maturity\_**. **It points people towards adulthood.**

**Not pastoral dependency. It's Multi-Generational!**

Goal: Sound biblical understanding and application... **is the responsibility of every believer. Dealing unfairly with God's word has serious consequences both for us and for those we teach.**

### (3) Assess the need (How do you know what they need?)

**Everyone has needs.**

Universal needs:

**Food, Shelter, Friends, Family... etc.**

Spiritual needs:

**Forgiveness, Reconciliation, Peace**

Felt/Un-felt needs:

**FELT- Food and Hormones (Pizza and Sex)**

**UN-FELT- lack of self control, anger management**

Difference between the 'NEW' and the more "MATURE"

**What a new babe in Christ needs is different than someone older and growing.**

# One on One Discipleship

The needs of the "GIFTED"

**Always the danger of being used for the talent. You must build foundation into them. Don't burn them out. Love them first for who they are - not what they can produce for you.**

Goal: To Raise / Build up a Christ-Follower.

**To raise up Godly leadership to advance the kingdom of God. To build self-confidence in others as they discover their divine design in God's plan.**

(4) Appropriate ways to discover these needs

Do good Pre-Thinking

**Develop a genuine interest in others. If not - then go be a hermit! You just gotta like people. Pray till you get there. Develop the sense that everyone's got a story and you are Sherlock Holmes. ONE on One s are primarily to share life. Don't overreact to their past (or present!)**

Ask the person what they perceive to be their strengths and weaknesses.

**Saves time! People grow/respond better when they see the need and it's not just pointed out to them.**

Develop the art of asking good questions\* **APPENDIX C**

**What are you processing in your walk with God? Any confusions, biblical dilemmas, etc. How can I pray for you?**

4 steps to more effectively minister one on one.

Listen:

**To not only what they tell you, but what they tell others. Body language, tone. If you aren't really listening and only thinking about what you'll say next - you'll miss stuff.**

Observe:

**A lot of info comes from how and with whom they interact. Who touches others empathetically. Don't be Facebook stalker but it's pretty insightful to someone's world. Who prays in your group, who leads?**

Remember:

**Tools to remember: Write stuff down. Keep a spiritual biography in your head. Affirm people later.**

Pray:

**Pray for help in understanding, knowledge with wisdom, good questions, insight, ear to hear, etc. People are complex.**

**Pray with them.**

\*See Appendix C "Spiritual Friendship Questions"

# One on One Methods

## The Methods of a One on One:

Getting to know you. \* **APPENDIX D & F**

Make a heart connection.

Build **\_Trust-filled Atmosphere\_**.

Model **\_Vulnerability\_, Transparency and Openness**

Demonstrate **\_Patience / Grace for others\_**.

Ice-Breaker

Games, Movies, Sports, etc.

Play is important

Be gentle in your approach

Set expectations

What are you hoping to get out of your times together?

Set realistic goals

How often will you meet?

**Now and forever? Where are you now: struggles, joys, fears. Where do you want to be and how can I be your servant in helping you get there Do we have any common interests that we would both enjoy?**

**Before you ever begin meeting with a disciple, you should predetermine questions that will set long-term and short-term goals. During your first couple 1-on-1's, take some time to cover these questions. Return to these goals about twice a semester to keep the goal in focus.**

**Long-term goals**

- **What goals should be accomplished by the end of the month?**
- **Semester?**
- **Year?**

**Setting short-term goals:**

- **How will we bring application to accountability?**
- **What steps should be taken to pursue a new fruit of the spirit?**
- **According to what you have decided as a focus for spiritual growth (prayer, solitude, fasting, etc.) how will that discipline be quantified?**

Additional questions to ask yourself **APPENDIX E**

Am I consistently praying for this person?

Is there an area in this person's life that needs confrontation?

\*See Appendix D "Creative One on Ones"

\*See Appendix E "One on One Questions"

\*See Appendix F "Sentence Completions"

# One on One Methods

## Practical One on One Discipleship ideas

**Pray that God would bless the conversation and that the Holy Spirit would be the guide as you share.**

**Plan your objective, but be flexible to move in a different direction if needed.**

**During your 1-on-1, you will cover a lot of ground. Some meetings you will cover all four building essentials (accountability, Bible study, etc.). Others will only consist of sharing or intense prayer. However the meeting formulates, be consist in the following areas.**

Move from the informal to the formal

Places to go and things to do together.

**“A pat on the back, though only a few vertebrae removed from a kick in the pants, is miles apart.”**

**- Mel Ming**

## Big Topics

Try to cover at least 6 topics per semester \***APPENDIX G**

Set goals

### Care-frontation

**When we are given the opportunity to disciple others, our goal is to build virtue to replace sin. Often, our personal convictions may precede the convictions that our disciples have. In this instant, it is important that we recognize when our disciples need time to grow or when they might need time to identify their sin and make the choice to change on their own.**

**What’s the point? A mentor or discipler needs the virtue of patience and wisdom. Not every grievance or half-measure is reason for confrontation. However, there does come a time to confront.**

**Remember - ministry is about people. When people will come together they will eventually have conflict. Jesus foresaw this and gave us principles by which to deal with one another and how to handle conflict and disputes that will arise in the body of Christ.**

**The sad truth is that our culture doesn’t confront. We live in a world of fear of correcting any one because we are so PC. This is both unbiblical and dangerous. How we as a ministry respond to sin and its effects on the Body of Christ reveals the depth, strength and integrity of relationships in our group**

- People’s lives are messy. Expect that.
- If you fail to correct, you reject
- Correction is biblical
- The goal of all confrontation should be restoration.

## The Art of Affirmation. \***APPENDIX H**

Everyone needs encouragement and positive feedback.

Remember, Celebrate and be Celebrated!

Practice the “Hot Spot”. Everyone take a turn in the chair and can only say “Thank You!” :-)

\* See Appendix G “One on One Topics”;

\* See Appendix H “Words of Affirmation

# **Today's University Ministry**



# Key Components

## Key Components:

### Outreach

#### **Genuine penetration into the secular culture**

Includes **\_personal witness\_**

Includes **\_group evangelism activities\_**

**Ex. Concerts at a Pub, Coffee to Go, The MAZE, Guest Lecturer**

Includes **\_positive and productive involvement in university life and structure\_**

**Welcome Week**

**Service**

**What can we give back to the uni that is positive?**

**Assistance to internationals**

### Core Values:

**\_Relevance\_** – incarnational ministry...using actions and language that are understandable to contemporary secular people

**\_Effectiveness\_** – truly reaching and influencing secular people  
**Are our topics relevant to today's students?**

Clarity – being faithful to and clear about the gospel

Encouraging students to participate meaningfully in the "Missio Dei"  
(worldwide missions)

### In-reach.

Facilitating **\_community\_**.

**A consistent but constantly expanding fellowship of believers**

**Reflecting NT values of loyalty, encouragement, correction, and belonging**

Facilitating **\_spiritual health and growth\_**.

**Guidance: Helping members discover their destiny**

**Discipleship: Helping members excel in their Christian walk**

**Mentoring: Helping members to have accessible models/examples for spiritual maturity**

**Worship: Helping members have relevant and powerful experiences with God and to learn to offer acceptable praise and thanksgiving to God.**

**Prayer: Helping members develop a meaningful and effective prayer-life**

Facilitating **\_leadership development\_**

**Helping members gain leadership experience**

**Providing members instruction on leadership skills and character**

# Key Concepts

## The Big Picture:

### Traditional Structure:

**Large Group gathering (worship, teaching, fellowship)**

**Small Groups (bible study, prayer, sharing)**

**Fellowship Activities (fun, friends, exciting)**

**Evangelistic Outreaches (scary, duty, reach the lost)**

Challenge: **Can sometimes lead to a dichotomy of secular and sacred)**

### \_House\_ Concept (Holistic view):

(I am highly indebted to my late friend and mentor Joe Zickafoos for this concept)

**Foyer Events – Connect, Entryway, Low-key  
(fellowship/outreach events)**

**LivingRoom Events – Welcoming, Relational, Relaxed  
(large group, student service)**

**Kitchen Events – most intimate, life sharing  
(small groups)**

Challenge: **Can sometimes lead to an Event-Driven, shallower ministry)**

## Models: Church, Para-church, or Meta-church

### Church

**Model of the University church**

**Model of a Uni ministry department within a more traditional church  
(some SfC Germany)**

### Para-Church (alongside)

**Model of the “stand-alone” campus ministry with multiple partner churches  
(most SFC)**

**Model of chaplaincy (ala AU chaplaincy office UK and ??)**

### Meta-Church (with or within)

**Partial integration with a particular local church or churches  
(ala RESET Berlin)**

**Operating parts of the Five-fold (WFDWP) as part of the church program**

**Maintaining integrity and effectiveness of outreach mission**

# Getting Started

How do you get started?

Gathering.

**Jesus called people to come and follow him.**

**We begin by connecting with people.**

- Christian students on campus, at church
- Building community.

**Example – small group of guys, Amy had a small group of girls**

*At some point you reach critical mass. But before this the DNA should already be in the group.*

Engaging

**Publicity**

**Action**

Expanding

# How to Plan a Year

How to have a spirit led ministry that isn't stifled by inflexibility but isn't  
"fly by the seat of your pants".

or

How to plan without loving you plans.

## Four Principles:

- 1) **\_Pray and plan\_** then get ready to change it all  
**(or at least the part you came up with)**
- 2) You have to include time for **\_listening\_** throughout the process  
**(to the HS and the group)**
- 3) Expect **\_specifics!\_** – **Set goals**
- 4) Expect **\_results!\_**

*Unless the Lord built the house...*

## PLANNING

Spontaneity vs. Laziness

**Ex. The example of Paul, Barnabas & early church**

HAVE BIG PLANS BUT BE FLEXIBLE

Summer: **SEEK THE LORD**

**Read a good book**

**Evaluate last year**

**Start thinking about a theme for the fall**

**\_Preparation\_:**

Good preparation will pay off later

**Put together your small group materials, think thru messages  
(topics, guest speakers)**

**Talk with University about reserving rooms and space on campus or  
local church or café/bar for your meeting space.**

**Meet where it's convenient and friendly**

Look at university calendar – piggy-back their events and avoid competition

Promotion:

**Design flyers, posters, newspaper adds (think think think)**

**Make sure they don't just appeal to Christians (think thematically)**

**Involve your creative students**

Pre-Semester Planning Meeting:

**Bring your leaders together shortly before semester starts for fun, food,  
catching up, planning and prayer.**

Recast the vision: Get pumped up and get them pumped up!

**Give the appearance that you know what you're doing (tell them the truth later)**

**Pick their brains and involve them and their ideas**

Get as much done ahead of time so you aren't wasting precious time the beginning  
of the semester when you should be connecting with students.

# Gathering

## GATHERING

### Fall Semester is a time to GATHER

Fall: A time to **Spend money / resources / energy\_** - PROMOTE PROMOTE PROMOTE

**Have a welcome back party** - chance to reconnect, mobilize and meet new students

**Invite folks to a Semester Start-up Party**

### First **\_Month\_**:

First 2 weeks are most important

Man an Informational Table

### BE VISIBLE

**Saturate the campus with your posters and presence**

**Have your website updated and ready to go**

**Utilize Facebook and other means**

Have a poster hanging party. Feed them and they will work for you.

Eat in the cafeteria and hang out in the dorms

### First **\_meeting\_** - FUN!

**Remember** - you want them to come back. Students want to belong - get them connected and then they will believe!

BE ORGANIZED! - Or at the least the appearance of it!!!

**Watch your topics!!!** (probably not a good idea to have a meeting on Suffering, Prayer, or the 7 Trumpets of Revelation)

**Start promoting your retreat or something big to come.**

**Promo your small groups!!!! Promo your small groups!!!!**

**Turn your leaders loose!**

**Talk about getting involved** - (subliminally promote leadership)

### BE EVANGELISTIC

**You must be intentional or it won't happen**

**Evangelistic outreaches** - be creative - if weather is bad go inside!

**What are your Foyer Events? Social Activism**

### Second Month:

**By this point your SMALL GROUPS** should be going

**Launch some kind of local training**

**SAFT - SemesterAnfangsFreizeit**

**Challenge! Challenge! Challenge!**

### AVOID BOREDOM

Don't wait to **\_ASSIMILATE!**

Give people jobs right away.

# Strengthening/Sending

## STRENGTHENING

Winter: Time to **\_Invest\_** – colder months – do more internally and go deeper  
CALENDAR IS IMPORTANT: **Advent, Nikolai Outreach, Christmas Parties, etc.**

**Tie into the holiday season for all you do . Tie into the school calendar.**

**Don't work against it.**

Model servant hood by doing something that gives

Fellowship - remember to have fun. Are you celebrating together? **Xmas party.**

Finalize your plans to get people to the winter retreat – promote promote promote.  
Help organize rides. Bring people. Talk to them individually.

Focus on **\_developing your leaders\_;**

Have an all-night prayer meeting

Help get them ready for the break – Survival kit (reading together)

Monitor growth (are some cells ready to birth new ones)

**See if you need to launch new groups – celebrate growth**

Avoid boredom or routine: Guest speaker.

**Throw out the message just worship, have a drama night, testimony night, etc.**

## SENDING

Summer: **\_Interest\_ Earned or \_Dividends\_**

Lots of outside activity! Take advantage of the weather

**Take advantage of Easter – be creative in your approach (Ex. Rolling Stone party)**

**Retreat or Road Trip**

Mission Trip!

**Promote summer training events: ICM, etc.**

## Final Thoughts:

Rebuild vs. Reload:

Some re-pioneer every couple years others learn a key to maintaining growth is reaching the freshman/first semesterler and reloading the group every semester.

Think thru your summer fellowship

Plan your summer planning meeting

Affirm new leaders and applaud growth

Plan & promote a summer mission trip

*Summer Break: Take a vacation, recharge your soul, and start all over again.*

# Appendices



## CELL NOTES - LEADER COPY

### Jesus

#### introduction

FACILITATOR: Welcome to the Fusion material for your cells. As you can see, we are kicking straight off with Jesus. As our cell starts to meet it is so important right from the start that we understand the basics of being a Christian - who Jesus is, what he has done for us and how that affects our lives. These first four cell meetings, therefore, - our first 'four pack'!- are key for laying foundations in the lives of our cell members.

This first meeting's material looks at the incarnational Jesus as he lived on the earth. The aim of the material is to gain some understanding of what it means for Jesus to be human; to learn more about how he lived his life and to be inspired by him for ourselves as we aim to be Jesus in the student world.

#### 1: who is Jesus? – his humanity

##### welcome

FACILITATOR: Spend some time introducing people to one another while everyone enjoy some refreshments. Make people feel comfortable and relaxed. Then get the group to pair up with someone they do not know well. Ask them to find out three things about their partner (as serious or as funny as they like) and then ask them to introduce each other back into the wider group.

##### worship

FACILITATOR: Go around the group asking everyone to describe in two words, who Jesus is to him today. After everyone responds, take time for everyone to pray based on what each person said, praising and worshipping God for who he is and for his ability to minister to each one of us individually. (example...Jesus is forgiveness, joy, salvation, compassion, friend, strength...)

##### witness

FACILITATOR: This is your first witness section together as cell. Later on it will be usual for you to spend this time praying for your non-Christian friends. But for this week, spend time as a group looking at some scriptures that show God's heart for the lost (i.e. Luke 15:18-24, Luke 19:10). It is vital that each cell member owns the value of 'cells that multiply'. After looking up the scriptures, ask the following questions to the group.

CELL: From what we've read, what would God like us to do in this group?  
Why is it important to reach out to friends who don't know Jesus?  
How should we look at the lost around us?

##### word

FACILITATOR: Try to use the following passage and question as an initial discussion starter, for about five minutes or so, to look at what it actually means that Jesus became a human and what the implications are of this. (You might like to tell everyone that the word translated "made his dwelling" is literally "tabernacled": he "pitched his tent" among us.)

CELL: Read John 1: 1-18 and Hebrews 4: 14-16.

John 1: 14 says, "The word became flesh and made his dwelling among us." What does this mean?

### **Group Activity:**

FACILITATOR: Have a large piece of paper ready. Divide it down the middle into two columns and title the first column, "Jesus' humanity" and the second, "Jesus' Lordship". As a group, make a list of things that describe Jesus when he lived on the earth - brainstorm as many descriptions as you can think of! Examples can be things such as loving, homeless, great teacher, tempted, etc.

Keep the paper for next week when you can fill in the other column.

Break the group into pairs and imagine if you were trying to explain to someone who had never heard of Jesus about how he was human. Have the smaller groups spend 10–15 minutes writing down analogies or references from the Bible that you could use in your explanation.

Come back together as a group and work through the following:

CELL: Hebrews 4: 15 says that Jesus "has been tempted in every way, just as we are – yet was without sin."

-What does Jesus' humanity mean to us personally?

-What are the implications for us?

Jesus has experienced everything that we are going through. Therefore we are able to have an intimate relationship with him.

FACILITATOR: Ask the cell how they feel their relationship with Jesus is at the moment using the following illustration...[as the facilitator be sure to take note of each person's response so you will better know how to pray and encourage your cell members.]

### **Interaction:**

If your relationship with Jesus was paralleled to a child playing on a playground, which one of the following would describe where your relationship with Jesus is at this moment and why?

- a. The scared child sliding down the slide for the first time.
- b. The child struggling to cross the monkey bars.
- c. The excited child playing tag with others.
- d. The sad child slouched by a tree not playing at all.
- e. The child triumphantly sitting at the top of the monkey bars.
- f. The happy child swinging as high as possible.
- g. Other

Based on the individual responses, take the opportunity to pray for each other. Jesus is the model for our lives, this comes through a relationship with him. Ask forgiveness for when we have not lived with this in mind.

Finish this section by thanking Jesus for everything we have learned about him and asking for strength to help us live like him.

### **what now?**

CELL: From this initial cell meeting, it will most likely be very evident that Jesus is ministering to each person in a variety of ways. Take time this week to send a note or make a phone call to a fellow cell member simply to encourage the individual in his walk with the Lord or to pray with him.

Memorize Luke 19:10.

## CELL NOTES - HANDOUT

The following is an example of a "Cell Notes" page that you might create and hand out to each cell member at the beginning of a lesson. This sample is based on the Jesus 'four pack' week 1. By creating a "Cell Notes" page, you allow everyone an opportunity follow along and take notes during the meeting and you can pass on information that may be tough to communicate verbally.

### Cell Notes...

#### Jesus

This first meeting's material looks at the incarnational Jesus as he lived on the earth. The aim of the material is to gain some understanding of what it means for Jesus to be human; to learn more about how he lived his life and to be inspired by him for ourselves as we aim to be Jesus in the student world.

#### 1: who is Jesus? – his humanity

##### welcome

My Cell Partner...

- 1.
- 2.
- 3.

##### worship

notes...

##### witness

God's heart for the lost...

##### word

John 1: 1-18 and Hebrews 4: 14-16

John 1: 14 says, "The word became flesh and made his dwelling among us." What does this mean?

##### Group Activity

Jesus' Humanity...

Hebrews 4: 15 says that Jesus "has been tempted in every way, just as we are – yet was without sin."

What does Jesus' humanity mean to us personally?

What are the implications for us?

**Interaction:**

- a. The scared child sliding down the slide for the first time.
- b. The child struggling to cross the monkey bars.
- c. The excited child playing tag with others.
- d. The sad child slouched by a tree not playing at all.
- e. The child triumphantly sitting at the top of the monkey bars.
- f. The happy child swinging as high as possible.
- g. Other

**what now?**

From this initial cell meeting, it will most likely be very evident that Jesus is ministering to each person in a variety of ways. Take time this week to send a note or make a phone call to a fellow cell member simply to encourage the individual in his walk with the Lord or to pray with him.

Memorize Luke 19:10!

Additional notes

## Spiritual Friendship Questions

Campus Christian Fellowship - WWU

What was your favorite room in your house as a teenager and why?

If you were given 100,000 EUR and must spend it in one week, what would you do with it?

Name two people, other than your parents, who have really influenced your life and tell how.

There is a fire at your apartment. Everyone is safe. You have time to save the five most important things to you. Weight is no problem. What would they be and give them in their order of importance.

What do you like to do with your friends?

What do you like to do with your free time?

If you were to take a vacation with a friend, who would you go with, where would you go, and what would you do?

Describe your ideal house and how you would furnish it.

What is your favorite time of day, or day of the week, or season of the year?

What is one quality you really like about yourself and why?

What are two things you find have the most meaning for you in life? Why?

If you were confined to a bed for a month and could have anyone other than Jesus visit you from history that month to talk, who would it be and why?

Who are you closest to in your family and why?

What do you think it means to be a friend?

What is one of your best memories?

The most frightening experience I have ever had was...

If you knew you could not fail, what are two things that you would like to do or accomplish in the next ten years?

What three adjectives could best describe your last week?

What are the two or three most valuable possessions you have? Why are they valuable to you?

What is the purpose of your life at this time? Do you feel like this purpose is being realized? Why or why not?

What does it take for you to be true to yourself? Is it important to you? Why?

What helps or encourages you in your faith?

If you could ask Jesus any one question about yourself and know He would answer completely and clearly, what would it be?

What causes the most problems, conflicts, etc. in your family?

How are you feeling about going home?

What areas of your life give you the most problems?

What is one quality in your Christian life you want to be good in five years?

What three things about your father do you like? Dislike?

If you had to describe one frustration you have had with this group, what would it be?

Where is it easiest for you to find God?

If this were the last night of your life, to whom would you write and what would you say?

Share a high point and a low point in your life.

Talk about pictures of God. What single words, images, metaphors about God are most meaningful to you?

What images or pictures do you find difficult or barriers for you? How does imagery affect your spiritual life?

Consider the Christian community. How does being in the church impact your life in God?

What experiences of meaningful community do you have? What are your needs and hopes in this area?

What do you most dream about?

What has been a pit experience in your life? In detail, describe how God worked through that experience. What crowns did God give you in that experience?

If you had one wish for your small group, what would it be? What steps are you taking now to make that come true?

What three words would you use to describe your life before you were a Christian? What three words would you use to describe your life after you became a Christian? Why the change?

## Creative One on Ones

Kirk Priest

### **Modeling is a necessary part of discipleship.**

We must spend time each week with those whom we are discipling in a one on one situation to really make a lasting mark. We spend time with people to develop strong relationships. Strong discipleship is the natural outflow of strong relationships.

This process is effective not only because it is biblical – but also practical. Disciples learn the Christian lifestyle because they see it modeled, then live it, then teach it themselves to others in the context of community.

### **What is really expected?**

Spend time with people. Make it a natural thing. Share life in ways like shopping, eating, and hanging out, etc. Get to know the other person. Ask questions and begin to share about your life. Remember – relationship is a two way street. The more time you spend with an individual and build a friendship – the more natural it is for sharing the things of Christ with them.

### **What not to do:**

Don't force people to meet with you if they don't want to. If people won't meet with you, don't just drop them either – continue e-mailing or calling them or inviting them to do things. Let them know without pressuring them that they are loved and accepted.

### **What does it look like?**

*Set a Goal:* If you don't aim for anything, then you will never hit the mark. You must have a way of measuring progress. There needs to be a focus and a goal to the discipleship process. At some point you must move beyond just "hanging out" to "time with intention." Prayerfully consider the person's needs and address issues that are both obvious and fundamental to the Christian life.

*Scripture Based:* We can give people our opinions and thoughts – but if we don't base our comments and counsel on the Word of God – we are simply offering them the wisdom of men. Lay a good foundation in their life based on scripture – not just fluff that won't stand the pressures of life.

*Prioritize Prayer:* With the power of God behind you, your time can be life impacting. The great Missionary Hudson Taylor once said, "I move men by prayer alone." This perspective can change how we do discipleship. People's lives don't have scripts and you can't write them for them. Neither can we change people – but God alone can. Take time not only to pray for the people you are discipling but also take time in your One on Ones to pray with that individual.

Some of the folks you will be discipling will be beyond these basics. Part of your job as a leader is equipping them to take your place. In other words, **work yourself out of a job!** Look for ways to give responsibilities away. Look for areas of need and growth in their lives for your 1 on 1 time. Here are some ideas when your

## Creative One on One Ideas

- Draw your spiritual journeys, including highs and lows, key people and places. Share these with each other.
- Do evangelism together.
- Plan a fun event for the Life Group together
- Hang out in their dorm room or apartment. Look at their old yearbooks and photo albums.
- Work at a soup kitchen together.
- Practice the covenant of encouragement together and write a note to someone in small group or the fellowship.
- Do a prayer walk through part or all of campus together.
- Write a personal Mission statement.
- Pray for missionaries and pastors the two of you know.
- Clean out your closets together and take the stuff to Second Hand
- Go to a park, walk around a lake or go to a museum.
- When you catch them sharing how a sermon they heard really ministered to them, take the time to write a note of affirmation and appreciation to that pastor.
- Bake a treat together and take it to small group that week.
- Play pool, board games, darts or go do sports together.



## One on One Questions

Sarah Herman Malcolm

In my experience with doing 1-on-1's, there have always been a consistent series of questions I have asked. These questions have served me in finding where a person is hurting, struggling, rejoicing, and looking to in the future. Relationship to God, ourselves, and others often comprises the full spectrum of how we are growing or seeking to grow.

### Questions to ask your mentoree

- How is your relationship with God? (What are you learning about His character, studying, hearing during prayer, seeing in His creation, etc.)
- How are your relationships with others? (Are there pockets of disunity, dishonesty, manipulation, hurt, anger, betrayal, joy, new love, celebration, etc.)
- How is your small group going? (Worship, teaching, sharing, playtime, discipling, etc.)
- What affirming things are happening in your life? What are you celebrating?
- What worries do you have? Is anything keeping you up at night?

### Questions to ask yourself as a mentor

- Am I consistently praying for this person?
- Am I making this individual feel like a project or a person?
- Am I being sensitive and patient as they grow?
- Is there any area in this person's life where they need confrontation?
- Am I controlling or assisting in this person's growth and life?
- Did my advice or instruction parallel Biblical truths?

## AWARENESS OF GOD QUESTIONS

- What impresses you most about Jesus Christ?
- What event in the life of Christ means the most to you?
- In what ways does the creation inspire you?
- When did God become real to you?
- Who helped you most in your understanding of God?
- When you were a child (or a young teen) what impressed you most about God?
- Of all the things you know about the nature or character of God, what means most to you personally?
- When do you feel closest to God?
- What one question above all others do you want God to answer?
- If God is real to you, what gives you that certainty?
- What do you most want God to do for you? What do you most want to do for God?
- What do you find hardest to believe about God?
- Of all the teachings of Jesus Christ, what has come to be most significant in your life?
- How do you endeavor to show your gratitude to God?
- What is the most vivid experience of prayer you have had?
- What certainty do you have that you matter to God?

## SENTENCE COMPLETIONS

### Unknown

- People who love me...
- One thing I really like about myself is...
- I dislike people who...
- When people ignore me...
- The way I'm generous with others is...
- When someone praises me...
- When I relate to people, I...
- When I relate to people, they...
- Those who really know me...
- When I let someone know something I don't like about myself...
- My mother...
- My moods, when I'm with others...
- I'm at my best with people when...
- When I'm in a group of strangers...
- I feel lonely when...
- I envy...
- When someone is affectionate with me...
- When I take a good look at my interpersonal life, I...
- The way I handle jealousy is...
- I think I've hurt others by...
- Those who don't know me well...
- My brother...
- The person who knows me best...
- An important interpersonal value for me is...
- What I'm really looking for in my relationships is...
- I get hurt when...
- I daydream about...
- My family...
- I'm at my worst with people when...
- What I feel most guilty about in my relationships with others is...
- I like people who...
- When someone gets angry with me...
- My sister...
- Few people know that I...
- When I think about closeness, I think about...

- When I meet someone who is very strong and outgoing...
- When I don't like someone who likes me, I
- When I'm not around, my father...
- Most people think that I...
- One thing I really dislike about myself is...
- When I'm with a group of my friends...
- I get angry when someone...
- What I distrust most in others is...
- One thing that makes me nervous in interpersonal situations is...
- When I really feel good about myself, I...
- When others put me down...
- In relating to others, I get a big lift when...
- In my interpersonal relationships this year I learned that...
- When someone I like doesn't like me, I...
- I feel awkward and out of place with others when...
- When others act like my parents towards me, I...
- The thing that holds me back in my relationships with others is...
- Too many people...
- When I share my values with someone...
- I would like the person I marry...
- Others like it when I...
- One year from today I hope I am...
- One thing I did not succeed at was...
- A door I wish was open to me is...
- Some unfinished business I have is...
- Three words that are part of my personal motto are...
- One thing I am working on in my life is...
- Three things I am proud of myself for are...
- A word that best describes God to me...

## One on One Topics

Adapted from "Tools for Mentoring" by Joy Schroeder  
and "Zweirschaft Entdecken" by Claudia Ackers

The Cross	Evangelism
Overcoming Sin	Relationship to Authority
Financial Management	Sex and Dating
Missions	Worship
Giving up Personal Rights	Moral Inventory
Respond to Trouble	Security in Christ
Prayer and Fasting	Time Management
Bible Reading	Forgiving
Holy Spirit	Guidance
Water Baptism	Work Ethic
Suffering	Parents & Authority
Love & Marriage	Priorities
Money and Power	Spiritual Gifts
Faith	Faithfulness & Commitment
Community	Leadership
Works vs. Grace	Multiplication

**and many more...**

## WORDS OF AFFIRMATION

Mel Ming

Still looking for the words to say? Here are some affirmations that you can use any day or time.

You really outdid yourself today	I appreciate your concern
This is a good job	Keep up the good work
This is complete. You haven't missed a thing!	That's quite an improvement
Thank you	Wow!
I'm proud of the way you worked today	I can really tell you're thinking
You're working like you're getting paid!	Thanks for doing this project for me.
That's coming along real well	That really shows effort on your part
You are really going to town	You like that, don't you?
Not bad!	I can see that you are really concerned
I appreciate your insight	Thanks, gang! Let's share what we have
Good for you	That's a powerful thought!
Marvelous!	I appreciate your sincerity
Super!	Good
Excellent	Beautiful
Thank you for your contribution	That's really nice
I really appreciate _____! (be specific)	Thank you very much
I appreciate your spirit	I appreciate the way you're working
O.K.	Much better
Can you expand on that idea for me?	It's a pleasure to help when you work like this
Thanks for the effort	It looks like you put a lot of work into this
You really care, don't you?	Very creative
That's great! Now you've figured it out	Where did you get so much info on that topic?
That's an interesting way of looking at it	I'm very proud of the way you participated
That's a very good observation	Excellent work
That's the way to do it!	I appreciate your help
That kind of work makes my day!	Thanks for being here on time/ or praying for...
That kind of behavior makes me happy!	That looks like it's going to be a great report
Good thinking	You're on the right track now
Sensational!	That's a good point
Great! Thank you for raising your hand, Charles.	What is it?
Now you have it	That's clever
Perfect. That's it	Very interesting
Fantastic	Exactly right
Good going!	That's an interesting point of view

[Adapted from Mel Ming, Effective Leadership: "A Whole Bunch of Affirmations!", Spring, 2001

# **Bibliography**

## Recommended Reading

Bonhoeffer, Dietrich "The Cost of Discipleship"

Bonhoeffer, Dietrich "Life Together"

Coleman, Robert E. "The Master Plan of Evangelism"

Creps, Earl "Off-Road Disciplines"

Dawson, Joy "Intimate Friendship with God"

Eims, LeRoy "The Lost Art of Disciplemaking"

Elmore, Tim "Mentoring: How to Invest Your Life in Others"

Finney, Charles "Principles of Consecration"

Foster, Richard "Celebration of Discipline"

FUSION Cell Group Training Manual

FUSION Cell Notes on Evangelism

Herman, Harvey "Discipleship by Design"

HBC "Reaching College Students through Cells"

MacDonald, William "True Discipleship"

Peterson, Eugene "Long Obedience in the Same Direction"

Schroeder, Joy "Tools for Mentoring"

Smith, Gordon "Beginning Well"

Sparks, T. Austin "The School of Christ"

Watson, David "Called & Committed"

Willard, Dallas "The Spirit of the Disciplines"

Willard, Dallas "The Divine Conspiracy"