



# Discipleship For Church Leaders™

## **Trainer's Manual**

**“Helping Church Leaders ‘*Go And Make Disciples Of All Nations*’.”  
Matthew 28:19**



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**FaithLife Ministries, Inc.**  
[www.faithlifeministries.net](http://www.faithlifeministries.net)  
Phone: (770) 492-4903  
Email: [BarryVoss@comcast.net](mailto:BarryVoss@comcast.net)

## **Introduction**

This Trainer's Manual has been developed to assist trainers in the teaching of the FaithLife Ministries **Discipleship For Church Leaders™** manual. While trainers are free to train according to their own preferences and understanding of this material, it is hoped that this guide will give you the author's perspective on how to best cover the material in this manual, and the intent of the author in its development. We highly recommend that trainers use this manual along with their own background and experience to teach this material and its Biblical foundation.

FaithLife Ministries has been training church and ministry leaders in the mission field since 1996. This manual grew out of our recognition from several years working with church leaders in various countries of the lack of good discipleship training material or resources. It was also apparent that there was not much of this material even available or being taught at present. Therefore, since many pastors and leaders in underdeveloped countries lack the access to basic discipleship training materials, FaithLife Ministries has developed this training manual to fill this need.

The material in this training manual has been designed to provide a basic level of understanding and training in discipleship tools and techniques. It is the author's intent to provide a foundation for discipleship and to encourage readers and students to apply these Biblical principles to each unique situation as guided by the Holy Spirit.

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## **About FaithLife Ministries**

FaithLife Ministries was started in January, 2001 by Barry Voss and Kim Star-Voss in order to provide ministry training and resources for church leaders around the world. They have a calling and a passion for discipling, equipping and training God's people for ministry, particularly in parts of the world where there is little access or finances for such resources. They have been training pastors and children's, youth, and adult ministry leaders in various countries with an emphasis on developing ministry leadership skills. Besides conducting training conferences and workshops, they create & develop their own training materials and resources and endeavor to encourage all believers to live a life of faith.

Kim was formerly the Children's Discipleship Minister at Christ the Shepherd Lutheran Church in Alpharetta, GA where she ministered to over 300 children and adults. In addition to her ministry background Kim also worked for over 15 years as a manager of computer systems and projects in several large corporations. Barry has been employed full-time in this ministry since 2005 and also has over 20 years of business management experience. He is an Elder and also involved in worship ministry at their church. Kim and Barry have been married for over 40 years and have two adult children and five grandchildren.

## General Trainer Notes

1. The training manual is designed around 3 major themes: discipleship foundations, discipleship principles, and discipleship for the church.
2. I would encourage you to use Biblical examples and illustrations wherever possible, as it will reinforce the Scriptural foundation and provide a common reference for all students.
3. Tell them that everything we teach is in the manual, along with all Scriptures. It is meant to also be a reference book they can refer back to after the training. It is theirs to keep, and they are permitted to make copies to give to others.
4. Teaching and exercise times are suggestions. The important thing is to balance the teaching with the application of the principles via small group discussions, large group questions, and the exercises. *Spending too much time on only one aspect dilutes the effectiveness of the training.*
5. At the end of each section I have provided review questions to test the participants on what was taught. These can be done in a large group at the end of each section or just before the beginning of the next section. The idea is to make sure they understand the basics principles we are teaching, and to reinforce them.
6. At the end of each section encourage each student to write down 4 action points they will commit to do when they return home. This should be done at the end of each section (or each day) so that at the end of the training the students will each have 12 things they learned or will do when they get back to their ministries.
7. Please email me at [barryvoss@comcast.net](mailto:barryvoss@comcast.net) with your feedback and suggestions on anything that you learn when training this material. We will consider it for future revisions and teaching development.

# **Discipleship For Church Leaders**

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# Section 1

## Discipleship Foundations



## Chapter 1

### Spiritual Reproduction

<b>Purpose:</b>	The purpose of this chapter is to introduce the concept of spiritual reproduction and the need to multiply ourselves.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. The goal of every leader is to make disciples.</li><li>2. Spiritual reproduction has priorities.</li><li>3. Spiritual reproduction starts with leaders.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Only disciples can make other disciples.</li><li>2. Modeling and participation are keys to discipleship.</li><li>3. Testimonies are an effective tool for discipleship.</li></ol>

**“Therefore go and make disciples of all nations...”**

**Matthew 28:19**

In **Matthew 28:19** Jesus commands all His followers to **“go and make disciples of all nations.”** This is the Great Commission and is the sole purpose of the Church. We are not told to go make church members, or purely invite people to church with us. It goes far beyond that. It means that we will need to invest ourselves in the lives of those we witness to for Christ, and bring to His altar. However, we can’t possibly spend enough time with every church member or visitor we encounter. Therefore, we will need to multiply ourselves. We will need to make disciples who will make other disciples, and so multiply our efforts and grow our churches. This is exactly what Paul told Timothy in his second letter to him in chapter 2, verse 2, to teach others what he has been taught. Spiritual reproduction, then, is about making disciples. If we do not pass on our faith and the teachings of Jesus and the Bible, we are one generation away from Christianity become non-existent. Our Christian faith is not meant to be practiced in private. It is meant to be shared and given away!

**ASK: How many of you are actively reproducing yourself today?**

Read or paraphrase.

Tell them it essential for church survival to reproduce our faith in others.

The goal is **not** to make church members!

Discipleship is the #1 priority of the church.

You can't give to others what you yourself do not have.

Spiritual reproduction begins in the family.

Discipleship is a primary function of every church leader.

#### **A. The goal of every believer is to make disciples.**

1. To obey Jesus' command in **Matthew 28:19-20**
  - a. To preach the gospel message of salvation
  - b. To teach His followers to obey His commands
2. To grow the church
  - a. To reach this generation for Christ
  - b. To reach the nations for Christ  
*"And you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."* Acts 1:8
3. To influence the world
  - a. Shine His Light (*"Let your light shine before men."* - **Matthew 5:16**)
  - b. Be His hands and feet
4. To pass on the faith to the next generation
5. Only disciples can make other disciples

#### **B. Spiritual Reproduction has priorities**

1. A believer must disciple one's own family first  
*"If anyone does not know how to manage his own family, how can he take care of God's church?"* – 1 Timothy 3:5
2. A believer discipled other church members second
  - a. To develop more leaders who will also make disciples
  - b. To grow God's kingdom through multiplication  
  
*"Therefore, as we have opportunity, let us do good to all people, especially those who belong to the family of believers."* - Galatians 6:10
3. A believer discipled others last
  - a. Non-believers
  - b. Co-workers

#### **C. Spiritual reproduction in the church starts with leaders.**

*"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others."* - 2 Timothy 2:2



1. The primary focus of every church leader should be to make disciples
  - a. It is not just to lead their ministry or direct its activities
  - b. It applies to every ministry leader (youth, worship, elder, etc.)
2. Every leader is responsible for the faith of their followers
  - a. Incorporate Scripture into every meeting
  - b. Teach what it means or how it applies to their lives
3. Every leader must model Christ to their followers

**D. The 8 Keys for effective discipleship.**

Here are 8 keys for church leaders to effectively make disciples:

1. **Desire** - A leader must have the desire to disciple others

*“My dear children, for whom I am in the pains of childbirth until Christ is formed in you.” – Galatians 4:19*

- a. You must want to see Christ formed in others
- b. You must be willing to give it your time and effort

2. **Plan** – A leader must develop a plan for discipleship

*“But the noble man makes noble plans, and by noble deeds he stands.”- Isaiah 32:8*

- a. Set goals & measurements
- b. Determine a process to use

3. **Teach** – A leader must teach the Word to others

*“All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the man of God may be thoroughly equipped for every good work.” - 2 Tim. 3:16-17*

- a. Tell & show others what God’s Word says
- b. Lead a devotion before every meeting or activity
- c. Develop a list of scriptural references for your ministry

4. **Model** – A leader must model Jesus to others

Without the desire to see others grow in faith, they likely won’t.

Without a plan success is more difficult.

To teach the Word a leader must know the Word.

Share a story about modeling Jesus.

Be proactive and seek others to mentor.

People often learn best by doing and participating.

We often learn more about God from how he works in the lives of others than simply listening to a sermon.

Small groups provide trust and closeness to enable open dialog.

***“Not lording it over those entrusted to you, but being examples to the flock.” - 1 Peter 5:3***

- a. A leader must be an example to others
- b. A leader must serve others (**Matthew 20:28**)

5. **Mentor** – A leader should mentor others

***“Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction.” - 2 Timothy 4:2***

- a. Identify a few people you can mentor
- b. Spend time with those you mentor
- c. Develop a process or program for mentoring others

6. **Participation** – A leader finds ways to get followers to participate in ministry

***“In the same way, faith by itself, if not accompanied by action, is dead.” – James 2:17***

- a. Participation builds awareness of God
- b. Serving others develops a heart for God
- c. Involvement in ministry strengthens one’s faith

7. **Testimonies** – A leader uses testimonies often to encourage people

***“But in your heart set apart Christ as Lord. Always be prepared to give an answer to anyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect.” – 1 Peter 3:15***

- a. Share what God is doing in the lives of His people
- b. Encourage written or spoken testimonies in worship or meetings

8. **Small Groups** – A leader encourages followers to join small groups

***“Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another.” – Hebrews 10:25***

- a. Allows for more intimate sharing
- b. Builds accountability and mutual concern
- c. Develops a spiritual support system

The blessings of seeing another person come to, and grow, in faith are incredible.

**E. Spiritual reproduction is very rewarding.**

*“The harvest is plentiful but the workers are few. Ask the Lord of the Harvest, therefore, to send out workers into his harvest field.” – Luke 10:2*

1. You will be blessed
  - a. By seeing more dedicated workers for the harvest
  - b. By seeing ministry accomplished by others
  - c. By seeing more people involved in your ministry
  - d. By seeing strong families of faith in your church
  - e. By experiencing God using you to bless others

**ASK: Does seeing others grow excite you or threaten you?**

2. The people you disciple will be blessed.
  - a. With personal spiritual growth
  - b. By being in a more personal and intimate relationship with God
  - c. By serving others
  - d. By using their spiritual gifts for the Lord and the church
  - e. By experiencing God using them to bless others

## Spiritual Reproduction Exercise

**Purpose:** To identify ways we can disciple others and reproduce ourselves.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

*\*\*If there is time, you can ask several people to share their answers with the group.*

### 1. What are some things you can do to disciple your family?

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

### 2. Who are some potential leaders you can disciple in your ministry?

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

### 3. What are the things you can do to train & equip them to make disciples?

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

### 4. What are some things you can do to disciple others in your ministry?

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

## Chapter 2

### Obedience

<b>Purpose:</b>	The purpose of this chapter is to stress the importance of obedience for the Christian leader.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. We would often rather lead than follow.</li><li>2. It is often our own pride and doubt that prevents us from being obedient.</li><li>3. Obedience leads to humility and submission.</li><li>4. Disobedience leads to pain and suffering.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. When we submit, God acts!</li><li>2. Blessings from God come through obedience.</li></ol>

Read Scripture.

Read the story.

***“Blessed are those who hear the Word of God and obey it.”***  
**– Luke 11:28**

In July 1976, Israeli commandos made a daring raid at an airport in Entebbe, Uganda, in which 103 Jewish hostages were freed. In less than 15 minutes, the soldiers had killed all 7 of the kidnappers and set the captives free. As successful as the rescue was, however, three of the hostages were killed during the raid. As the commandos entered the terminal, they shouted in Hebrew, “Get down! Crawl!” The Jewish hostages understood and lay down on the floor, while the guerillas, who did not speak Hebrew, were left standing. Quickly the rescuers shot the upright kidnappers.

But two of the hostages hesitated – perhaps to see what was happening – and were also shot and killed. One young man was lying down and actually stood up when the commandos entered the airport. He, too, was shot with the bullets meant for the enemy. Had these three heeded the soldier’s command, they would have been freed with the rest of the captives.

Salvation is open to all of us, but we must be obedient to Christ’s command to repent and make Him Lord. Otherwise, like these hostages, we will perish with the judgement meant for the Enemy!

Read or paraphrase.

Men, particularly, tend to have control issues.

Our Pride often gets in the way.

We think we know better!

Because God is the giver of all good things (**James 1:17**) and apart from Him we can do nothing (**John 15:5**), God is not impressed with our accomplishments. What God is truly impressed with is our obedience. Throughout the Old Testament God is continually frustrated by the disobedience of the Israelites, His chosen people. He still longs for our obedience today, just like any parent longs for the obedience of their children. God is so pleased when we obey Him, His commands, and His Son Jesus. His commands are designed to bless us, not to limit or harm us. They are for our benefit. Consequently, as **Luke 11:28** says, we are blessed by our obedience. And as Jesus said in **John 14:15**, *“if you love me you will obey what I command.”*

**ASK: What are some reasons we are not obedient?**

**A. Introduction – Why are we not obedient?**

**1. We want to be our own boss**

- a. We want to make our own choices
- b. We want to be in control (i.e. – have the remote)
- c. We are taught to be independent

**2. It is often very hard to submit to others**

- a. Others don't know us or our desires
- b. Submission is thought of as weakness
- c. We don't like dealing with consequences of others decisions

**3. We do not respect authority**

- a. We no longer trust or respect our leaders
  - Government
  - Business
  - Church
- b. Many leaders abuse their authority
- c. Many people see leaders as the reason for their plight in life

**B. Who are we told to obey?**

**1. God**

- a. Submit yourselves to God
  - “Submit yourselves, then, to God. Resist the devil and he will flee from you.” - James 4:7*

In the New Testament  
Jesus gave 50  
Commands.

Children often learn by  
watching and imitating  
their parents.

We are also told to  
obey other leaders.

We should always  
respect those in  
authority, even if we  
disagree with them.

- b. Listen to His Word and obey it  
*“Blessed are those who hear the Word of God and obey it.” – Luke 11:28*

## 2. Jesus

- a. If you love Him you will obey Him  
*“If you love me, you will obey what I command.” – John 14:15*
- b. Obedience comes from faith  
*“Through Him and for His name’s sake, we received grace and apostleship to call people from among all the Gentiles to the obedience that comes from faith.” - Romans 1:5*

## 3. Parents

- a. It is right  
*“Children, obey your parents in the Lord, for this is right.” - Ephesians 6:1*
- b. It pleases the Lord  
*“Children, obey your parents in everything, for this pleases the Lord.” - Colossians 3:20*

## 4. Leaders

- a. To make their work a joy  
*“Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.” – Hebrews 13:17*
- b. To win their favor  
*“Slaves, obey your earthly masters in everything; and do it, not only when their eye is on you and to win their favor, but with sincerity of heart and reverence for the Lord.” – Colossians 3:22*

## 5. Those in Authority

- a. They were established by God  
*“Everyone must submit himself to the governing authorities, for there is no authority except that which God has established. The authorities that exist have been established by God.” – Romans 13:1*

Give examples of each from your own life.

**Galatians 5:16-17**  
Being “in the flesh” prevents us from obedience.

- b. To do the will of God  
*“Slaves, obey your earthly masters with respect and fear...Obey them not only to win their favor when their eye is on you, but like slaves of Christ, doing the will of God from your heart.”*  
- Ephesians 6:5a, 6

**C. What causes us to be disobedient?**

1. **Doubt** - We don't trust the leader
  - a. We are not sure about their motives
  - b. We don't agree with their judgement
2. **Arrogance** – We think we know better than they do
  - a. We believe that we have the right answer
  - b. We think we know more than they do
3. **Selfishness** – We want things done our way
  - a. We are unwilling to accept the ways of others
  - b. It's our way or the highway
4. **Pride** – We want to be the one in control
  - a. We desire a stake in our own future
  - b. We don't want our circumstances dictated by others
5. **Fear** – We are afraid of the outcome
  - a. We don't like the potential impact on our lives
  - b. We don't want to assume the risks of others

**ASK: What else might cause us to disobey?**

**D. How can we become more obedient?**

1. **Deny self**
  - a. Jesus said to take up our cross  
*“Then He said to them all; if anyone would come after me, he must deny himself and take up his cross daily and follow me.”*  
– Luke 9:23
  - b. Turn out hearts towards His statutes  
*“Turn my heart toward your statutes and not toward selfish gain.”* – Psalm 119:36



We cannot serve others if we are too busy serving ourselves.

We must train ourselves!  
(1 Corinthians 9:27)

Be a student and doer of the Word.

- c. Seek first His Kingdom  
*“But seek first His Kingdom and His Righteousness, and all these things will be given to you as well.” – Matthew 6:33*

## 2. Serve others

- a. Serve one another in love  
*“You, my brothers, were called to be free. But do not use your freedom to indulge in the sinful nature; rather, serve one another in love.” – Galatians 5:13*
- b. To gain assurance in one’s faith  
*“Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.” – 1 Timothy 3:13*
- c. To be great in the Kingdom  
*“Not so with you. Instead, whoever wants to be great among you must become your servant.” – Matthew 20:26*

## 3. Study the Word and apply it

- a. To train in righteousness  
*“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the men of God will be thoroughly equipped for every good work.” – 2 Timothy 3:16-17*
- b. To keep your way pure  
*“How can a young man keep his way pure? By living according to your word.” - Psalm 119:9*
- c. To gain understanding  
*“Give me understanding, and I will keep your law and obey it with all my heart.” - Psalm 119:34*

## 4. Seek God’s Wisdom through Prayer

- a. Ask God for help  
*“Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God.” – Philippians 4:6*

Obedience leads to  
God's protection.

Remember, we are  
called to do God's  
will, not our own.

- b. He will help you  
*"May He give you the desire of your heart and make all your plans succeed."* – Psalm 20:4

#### **E. Why should we be obedient?**

##### **1. To avoid pain and suffering**

- a. Our ways lead to death  
*"There is a way that seems right to a man, but in the end it leads to death."* – Proverbs 14:12

- b. Our foolishness leads to harm  
*"He who walks with the wise grows wise, but a companion of fools suffers harm."* – Proverbs 13:20

##### **2. To develop patience and endurance**

- a. Bearing fruit for God  
*"And we pray this in order that you may live a life worthy of the Lord and may please Him in every way; bearing fruit in every good work, growing in the knowledge of God."* – Colossians 1:10

- b. To have hope  
*"Not only so, but we also rejoice in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope."* – Romans 5:3-4

##### **3. To do God's will**

- a. To be holy  
*"It is God's will that you should be holy."* - 1 Thessalonians 4:3

- b. To be equipped  
*"May the God of peace, who through the blood of the eternal covenant brought back from the dead our Lord Jesus, that great Shepherd of the sheep, equip you with everything good for doing his will, and may he work in us what is pleasing to Him, through Jesus Christ, to whom be glory for ever and ever. Amen."* – Hebrews 13:20-21

##### **4. To receive God's blessings**

- a. To be filled  
*"Blessed are those who hunger and thirst for righteousness, for they will be filled."* – Matthew 5:6

**John 14:21** (*He who loves me will be loved by my Father, and I too will love him and show myself to him*)

b. To be set high above the nations

*“If you fully obey the Lord your God and carefully follow all his commands I give you today, the Lord your God will set you high above all the nations on earth. All these blessings will come upon you and accompany you if you obey the Lord your God.”*

- Deuteronomy 28:1-2

**ASK: Can you think of any other reasons to be obedient?**

God desires to bless each and every one of us with His blessings that are endless and bountiful. To receive them, we need to be obedient to him. We have his Word and his commands, and even though it will be hard, He has given us His Holy Spirit to help us. Let's commit ourselves to a life of obedience today – **right now** – and ask the Lord to show us His way, every day, so that we may not perish with the Enemy, but receive his abundant blessings.

## Obedience Self-Evaluation

**Purpose:** To evaluate ourselves on our obedience.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

\*\*If there is time, you can ask several people to share their answers with the group.

### 1. Why do you disobey God?

**Instructions:** Score yourself on your disobedience according to the following scale:

0 = Never    1=Rarely    2=Sometimes    3=Frequently    4=Usually    5=Always

<u>Reason</u>	<u>Score</u>
• Doubt - Not enough trust	_____
• Arrogance – I know better	_____
• Selfishness – I want my way	_____
• Pride – I want control	_____
• Fear – Afraid of outcome	_____

2. Which reason is your highest score? \_\_\_\_\_

a. Why?

\_\_\_\_\_

3. Which reason is your lowest score? \_\_\_\_\_

a. Why?

\_\_\_\_\_

4. What will you do to improve your obedience?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

## Chapter 3

### Humility

<b>Purpose:</b>	The purpose of this chapter is to discuss the importance of humility and submission to God.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. Humility is a command for all Christians.</li><li>2. Humility is a characteristic of Jesus.</li><li>3. Leaders must be humble.</li><li>4. Humility is difficult for us because of our sinful nature.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Only the Holy Spirit can keep us humble.</li><li>2. Focus on God &amp; others and not ourselves.</li></ol>

Read the introduction.

*(Yes, self-confidence is knowing your capabilities. Humility is not boasting about them.)*

***“Humble yourselves before the Lord, and He will lift you up.”  
James 4:10***

God’s Word says in **Proverbs 8:13** that ***“I hate pride and arrogance.”*** Those are pretty strong words but they echo the first commandment, which is that we shall have no other gods before Him. God is our Creator, and the Creator of everything, and so He is justifiably angry when we try to replace Him with something else, usually ourselves. You see it is pride and arrogance that causes us to think more highly of ourselves than we ought (**Romans 12:3**). It is our nature to take credit for things that truly belong to God. God desires His children to be humble and to submit to Him. He also wants us to submit to others just like His Son Jesus did. Perhaps the greatest example of this in recent times is Mother Teresa, who selflessly gave of herself to the poorest in India. Jesus also confirmed this when He said, ***“But many who are first will be last, and the last first.”*** (**Mark 10:31**) To follow Jesus means that we must deny ourselves, put away our pride, and be humble, just as He was. Humility, therefore, is a foundational quality of being a disciple of Jesus.

**ASK: Can a person be humble AND self-confident?**

We cannot be humble if we are prideful.

*“True humility is not thinking less of yourself, it is thinking of yourself less.”*  
– Rick Warren

Pride is always a matter of self- promotion.

We did not, and cannot, save ourselves!

## A. Introduction

1. What is the definition of humility?

-According to Webster’s Dictionary, **Humble** means:

- not proud or haughty, not arrogant or assertive
- reflecting, expressing, or offered in a spirit of deference or submission
- ranking low in a hierarchy or scale: insignificant, unpretentious
- not costly or luxurious

2. We have 3 questions to answer in this session:

- a. Why is humility important?
- b. What does the Bible say about humility?
- c. How can we live as humble people?

**ASK: Why do you think humility is important?**

## B. Why Is Humility So Important?

1. For All People

a. Pride goes before the fall

*“Pride goes before destruction” – Proverbs 16:18*

- You fall farther from a higher perch
- We set ourselves up for attack from others

b. Pride leads to arrogance, bigotry, and prejudice

- Others will not like you
- You hurt others by your words and actions

c. There will always be someone better than you

2. For Christians

*“For it is by grace you have been saved, through faith – and this is not from yourselves, it is the gift of God - not by works, so that no one can boast.” - Ephesians 2:8-9*

a. To recognize God, not ourselves, as responsible for our salvation

- We did nothing...He did everything!
- To avoid “works righteousness”

We push God off the throne of our lives when we take pride in ourselves or in our accomplishments.

God should always get **ALL** of the credit.

- b. To recognize God, not ourselves, as responsible for our achievements
  - ***“So neither he who plants nor he who waters is anything, but only God, who makes things grow.” – 1 Corinthians 3:7***
  - It’s the Holy Spirit working in and through us that accomplishes God’s will
  - We are merely instruments, not catalysts
- c. To prevent us from boasting in our own efforts
  - When we boast in ourselves we dishonor God
  - When we say “I” it is God we deny!
- d. A disciple must follow Jesus’ teachings and be humble like He was

### 3. For Pastors & Leaders

***“The important thing is that in every way, whether from false motives or true, Christ is preached. And because of this I rejoice.” – Phil. 1:18***

- a. To enable others to see Jesus, not us
  - Others can’t see Jesus when we are standing in the way
  - It is God’s ministry, not ours
  - Their salvation is dependent upon Jesus, not you
- b. To lead as Jesus led
  - Jesus glorified God, not himself
  - Jesus came to serve, not to be served (**Matthew 20:28**)
- c. To keep them from falling into sin
  - As leaders you will be targets (**2 Timothy 3:12**)
  - The devil wants to devour you (**1 Peter 5:8**)
- d. To prevent them from leading others astray
  - You are responsible for others (**Matthew 18:6-7**)
  - Do not compromise the truth (**2 Timothy 4:3**)

**ASK: What do you personally take great pride in?**

We should not be like the world (**1 John 2:15**)

We desperately crave significance and will often say things to bolster our confidence and self-assuredness.

Conversely, we only see our own strengths and not our weaknesses.

How much do you trust God? Have you ever been put to that test?

### C. What Does the Bible say about Humility?

1. There is a drastic difference between Scripture and the “World”

The World says...	The Bible says...
If it's to be it's up to ME	God makes things grow ( <b>1 Cor. 3:6-7</b> )
The squeaky wheel gets the grease	God rewards the faithful ( <b>Ephesians 6:8</b> )
The one who dies with the most toys wins	Give everything you have to the poor ( <b>Luke 18:22</b> )
The early bird catches the worm	The last shall be first ( <b>Matthew 20:16</b> )
With leadership comes POWER	With leadership comes RESPONSIBILITY ( <b>1 Peter 5:2</b> )
Take pride in your accomplishments	Give glory to God in all you do ( <b>1 Cor. 10:31</b> )

2. Why is humility so difficult for us?

- a. It is not in our nature
  - Conflict between sinful and spiritual natures (**Galatians 5:17**)
  - Paul's thorn in his flesh (**2 Corinthians 12:7-10**)
- b. We are selfish and self-concerned
  - We must look out for #1 (ourselves)
  - “If it's to be it's up to me!” mentality
- c. We do not value others
  - We see only others weaknesses, not their strengths
  - We value or give credence to what we know and have observed ourselves
- d. We do not trust God's Word
  - We somehow think His Word applies to others and not us
  - We doubt His promises



Only the Holy Spirit  
can make us humble.

Beware of false  
humility (being proud  
of one's humbleness)

If we value the culture  
(world) we are in  
trouble.

#### **D. How Can We Live as Humble People?**

***“He has showed you, o man, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” Micah 6:8***

1. Pray for the Holy Spirit to give you humility
2. Avoid saying “I” did, say “God” did.
3. Think of others first
  - Let their needs be your motivation
  - Be a servant leader
4. Give credit to God and others, never yourself

#### **E. Some Final Thoughts**

1. We must always give God credit and glory for anything we accomplish
2. We must be careful not to encourage the self-pride in others
3. We must not succumb to the culture's definition(s) of success
4. We are Christ's ambassadors, not Christ (**2 Corinthians 5:20**)

***“Humble yourselves, therefore, under God's mighty hand, that He may lift you up in due time.”  
1 Peter 5:6***

## Humility Exercise

**Purpose:** To evaluate ourselves on our humility.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

Below is a list of questions about humility. Read each one carefully, then, using the following scale, decide the extent to which it actually applies to you. For best results, answer as truthfully as possible.

never      rarely      sometimes      often      usually      always  
0            1            2            3            4            5

1. \_\_\_\_\_ When people disagree with you, do you feel you need to argue and prove your position?
2. \_\_\_\_\_ Are you hurt when those you dislike are honored?
3. \_\_\_\_\_ Do you find it difficult to admit you are wrong?
4. \_\_\_\_\_ Do you enjoy sharing about your accomplishments?
5. \_\_\_\_\_ Do you do things for praise and compliments?
6. \_\_\_\_\_ Do you accept praise rather than deflecting it?
7. \_\_\_\_\_ Do you get angry when you do not receive credit you are due?
8. \_\_\_\_\_ Are you quick to correct others when they make mistakes?
9. \_\_\_\_\_ Are you more concerned about your reputation than God's?
10. \_\_\_\_\_ Do you compare yourself to others rather than God?

**Total:** \_\_\_\_\_ (add the scores together)

**Discuss the results.**  
**Ask for a show of hands for each category.**

<u>Total Score</u>	<u>Meaning</u>
40+	You are generally arrogant and prideful and not concerned about others.
30-40	You are often conceited and rarely consider the needs of others.
20-29	You exhibit humility at times but sometimes consider your own needs above others.
10-19	You are reasonably humble and often defer to the needs of others.
0-9	You are extremely humble and focused on the needs of others.

## Chapter 4

### Stewardship

<b>Purpose:</b>	The purpose of this chapter is to discuss the importance of stewardship and how to motivate it as leaders.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. God owns everything, but we manage it.</li><li>2. God is the true motivator, not us.</li><li>3. Stewardship flows out of discipleship.</li><li>4. Giving often results from awareness.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Stewardship is a response, not a prerequisite.</li><li>2. Allow the Holy Spirit to do its work.</li></ol>

***“Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you.”***

**Luke 6:38**

It seems that one of the hardest things for church and ministry leaders to do is to motivate people to serve the Lord with their time, talents and treasures. Some people are too busy, some do not feel that they have anything to offer, and yet others are simply not interested in investing their time or resources in the Lord’s work, preferring to “leave it to the professionals.” As one digs deeper into God’s Word there is no doubt that all of us have gifts we can use to further God’s kingdom, that God calls us to serve Him and others, and that we are all part of His purpose and plan. If that’s true, then why do so many Christians fail to honor God with their time and resources? It is important that we first recognize our role as stewards of what God owns and has given to us to manage for Him. Then, as we learn to become his disciple, stewardship naturally flows out of our love and desire for Him and His purpose in our lives.

**ASK: Are you satisfied with the level of stewardship at your church? Why or why not?**

Read the introduction.

\*From the dictionary

c. Ask for examples  
(e.g. family, church)

This is **important!**

Money, time and  
talents

## A. What is Stewardship?

1. By definition it is resource management
  - a. the office, duties, and obligations of a steward
  - b. the conducting, supervising, or managing of something
  - c. the careful and responsible management of something entrusted to one's care

2. God owns, we manage
  - a. God created everything – **Genesis 1:1**
  - b. Everything we have comes from God

*“Every good and perfect gift is from above, coming down from the Father of heavenly lights, who does not change like shifting shadows.”*

– **James 1:17**

3. Jesus taught several parables about stewardship

- a. Parable of the Talents – **Matthew 25:14-30**
  - **Principle #1** – You will have to account for what you did with what God gave you
  - **Principle #2** – Whoever has, more will be given to him (verse 29)
- b. Parable of the Wise Manager – **Luke 12:35-48**
  - **Principle #1** – Be watchful and ready! (verse 40)
  - **Principle #2** – Whoever is entrusted with much, much will be expected (verse 48)
- c. Parable of the Shrewd Manager – **Luke 16:1-13**
  - **Principle #1** – Whoever can be trusted with little can be trusted with much (verse 10)
  - **Principle #2** – You cannot serve both God and money (verse 13)

4. Stewardship is not about “if” or “when”, but “how”
  - a. As disciples, we are called to give (**Matthew 22:21**)
  - b. God calls us to give cheerfully (**2 Corinthians 9:7**)
  - c. God calls us to give sacrificially (**Matthew 19:21**)
  - d. God calls us to give generously (**Romans 12:8**)

Stewardship is a response, not a prerequisite

**1 Corinthians 12:7**  
*(Now to each one the manifestation of the Spirit is given for the common good)*

**Key point!-->**

## **B. We Must Recognize that God is the True Motivator**

1. We can encourage, but only God can produce  
*“I planted the seed, Apollos watered it, but God made it grow. So neither he who plants nor he who waters is anything, but only God, who makes things grow.” -1 Corinthians 3:6-7*
2. God acted, we respond  
*“We love because he first loved us.” - 1 John 4:19*
3. All we have comes from God  
*“Every good and perfect gift is from above, coming down from the Father of the heavenly lights, who does not change like shifting shadows.”  
- James 1:17*
4. Giving is a joy and a blessing  
*“In everything I did, I showed you that by this kind of hard work we must help the weak, remembering the words the Lord Jesus himself said: ‘It is more blessed to give than to receive.’” – Acts 20:35*
5. Recognize That We Were Created For a Purpose  
*“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.” – 1 Peter 4:10*
  - a. We are gifted by God
  - b. We are called to use our gifts to serve the Body of Christ
  - c. We need to know what our gifts are to use them

## **C. Stewardship Flows Out of Discipleship**

1. There is conflict between human nature and spiritual nature  
*“For the sinful nature desires what is contrary to the Spirit, and the Spirit what is contrary to the sinful nature. They are in conflict with each other, so that you do not do what you want.” - Galatians 5:17*
  - a. We need to deny our sinful nature that produces greed and selfishness
  - b. We need to develop the spiritual nature that produces service and sacrifice

We can't do the Word if we don't know the Word!

**James 4:8** (Draw near to God and He will draw near to you)

Discipleship creates conviction and that creates action.

2. God's ways need to be taught  
*"All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness."* – 2 Timothy 3:16
  - a. All believers must be encouraged to read & study God's Word
    - Structured classes
    - Daily Bible reading
    - Daily devotions
  - b. All Believers need to be trained in righteousness
    - To be obedient to His commands
    - To live holy lives
  - c. All Believers need to develop a Biblical worldview
3. As we draw closer to God, stewardship naturally takes place
  - a. As we study His Word we become convicted to serve Him  
*"How much more, then, will the blood of Christ, who through the eternal Spirit offered himself unblemished to God, cleanse our consciences from acts that lead to death, so that we may serve the living God!"* – Hebrews 9:14
  - b. As we grow in faith, our works should demonstrate that  
*"But someone will say, "You have faith; I have deeds." Show me your faith without deeds, and I will show you my faith by what I do."*  
– James 2:18
4. Discipleship creates an awareness of the need to give to God and others  
*"But just as you excel in everything – in faith, in speech, in knowledge, in complete earnestness and your love for us – see that you also excel in this grace of giving."* – 2 Corinthians 8:7
  - a. God's Word never demands, it always encourages
  - b. The deeper the relationship to God, the greater awareness of His grace

**ASK: What would happen in your church if every member was a disciple?**

People don't give if they don't know there is a need.

Pray for people to respond as the Lord leads them.

Be open to new ministries & new ideas

#### **D. Giving Often Results from Awareness**

1. Let people know the needs so they can give in response
  - a. Publicize your needs for people, skills, or money
  - b. Use testimonies to share the reason for the need
  - c. Don't be afraid to ask for help

***“You do not have, because you do not ask God.” – James 4:2***
2. Allow the Holy Spirit to do its work
  - a. Give people time to consider their response
  - b. Let the Holy Spirit convict people to serve or give, not you
    - Don't make people feel guilty
    - Do not beg
    - Do not chastise or threaten people
3. Encourage people to pray about needs
  - a. When they talk to God, He talks to them
  - b. The Holy Spirit, when summoned, responds

#### **E. Conclusion**

1. Stewardship is a response, not a prerequisite
  - a. Stewardship flows from a response to the grace each one feels
  - b. Stewardship does not produce faith – faith produces stewardship
2. Discipleship will lead to stewardship
  - a. Allow the Word of God to do its work
  - b. Teach people the Word of God, and stewardship will automatically follow
3. Let the Holy Spirit fill your needs through the people He touches
  - a. Do not assume you know where the resources will come from
  - b. Be ready and willing to receive what the Holy Spirit provides

## Stewardship Exercise

**Purpose:** To identify things we can do to motivate stewardship.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

**\*\*If there is time, you can ask several people to share their answers with the group.**

**List the things you can do to motivate the stewardship of others:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_
10. \_\_\_\_\_



## Section 1 Review Questions

**Purpose:** To make sure they have grasped the key teachings of this first section of the manual.

**Time:** Allow 10 minutes for this.

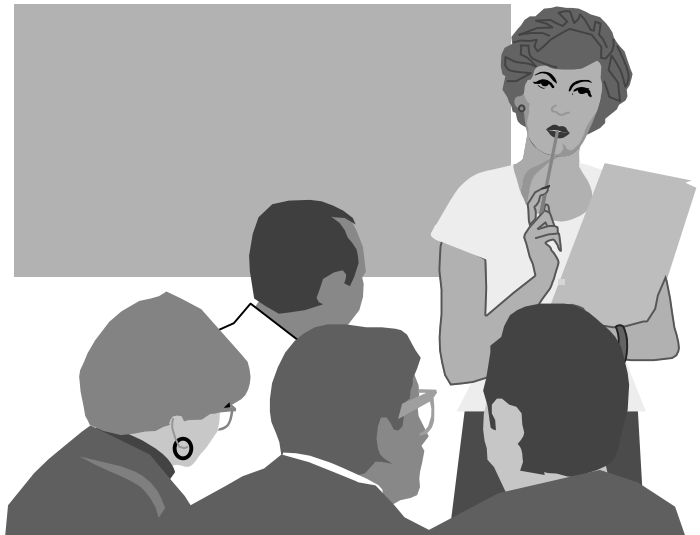
**Format:** This can be done in a large group.

Give them time to think and respond to each question. Let them look up in manual if necessary, but do not suggest that. Correct answers are in red.

1. Spiritual reproduction starts with who?  
**A: Leaders.**
2. What are the 8 keys for effective discipleship?  
**A: Desire, Plan, Teach, Model, Mentor, Participation, Testimonies and Small Groups.**
3. Who does the Bible tell us to obey (there are 5)?  
**A: God, Jesus, Parents, Leaders, and those in Authority.**
4. How do we become more obedient?  
**A: Deny self, Serve others, Study the Word, and Pray.**
5. Why must a Christian be humble?  
**A: To recognize God for what we do and not ourselves.**
6. What are 4 reasons humility is difficult for us?  
**A: Sinful nature, selfishness, don't value others, don't trust God.**
7. What is the key principle of stewardship?  
**A: God owns and we manage.**
8. What does stewardship flow out of?  
**A: Discipleship.**

## Section 2

# Discipleship Principles



## Chapter 5

### Discipling Children

<b>Purpose:</b>	The purpose of this chapter is to reinforce the importance of ministry to children as the church of today & tomorrow.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. Discipling children is more than just teaching Sunday School.</li><li>2. Children should be taught according to their developmental stage.</li><li>3. Leaders should develop faith milestones for children.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize the need for making “little” disciples.</li><li>2. Children can be taught the same principles as adults but at their level.</li></ol>

Read the Scripture and reflect on how Jesus treated children.

Read the introduction. Also, share the importance of spiritual reproduction using **Psalm 78:4-6**.

Children can be disciples too!

*“People were bringing little children to Jesus for Him to place His hands on them, but the disciples rebuked them. When Jesus saw this, He was indignant. He said to them, “Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it.” And He took the children in His arms, placed His hands on them and blessed them.”*

**Mark 10:13-16**

Jesus showed a great love for children. He also showed us a level of respect we should have for children, as models of faith. To teach children about Jesus and God’s Word is good, but to reach their hearts to “receive the Kingdom of God” is the goal! Children are often called the “church of tomorrow”. They are the church of the future, and if we lose them, we lose the church (or fail the church). Yet children are also the “church of today”, and we must see them as disciples of Jesus, as we all are.

#### **A. God’s Purposes for Children’s Ministry**

1. “To make little disciples” – Matthew 28:19 is the great commission to “*make disciples of all nations.*” The Message Bible translation says “*Go and train everyone you meet, far and near, in this way of life . . .*” 1 Timothy 2:4 tells us that God wants “*all people to be saved and to come to a knowledge of the truth.*”

**b. This is important -> Psalm 127:38** (treat children as the reward from God)

Children are called to worship God just as adults are

Children's Bibles can be a great tool for parents

2. To have a special environment – a church home for all.
  - a. Sunday School is not like regular school – it's a church family
  - b. Children's Ministry is not child care – it's 100% ministry
  - c. Teachers and parents aren't the only instructors – Jesus is the example
3. In the church, all genders and ages need to be respected. This includes children.

*But when the chief priests and the teachers of the law saw the wonderful things He did and the children shouting in the temple courts, "Hosanna to the Son of David," they were indignant. "Do you hear what these children are saying?" they asked Him. "Yes," replied Jesus, "have you never read, "From the lips of children and infants you, Lord, have called forth your praise?"*

*-Matthew 21:15-16 (Jesus is quoting Psalm 8:2)*

**ASK: What are some ways that adults can respect children?**

- B. Teaching children in the church is so much more than a standard lesson (*tell a Bible Story, sing, take an offering*). **Key discipleship areas** should be included in the lesson.

### 1. Praise and Worship

- a. In some churches, it is common for parents to go to worship, while their children go to a class. About this, I once heard a Pastor say, "*We have it reversed. Adults need education and children need to worship!*"
- b. Based on **Matthew 21:15-16** (*above*) even noisy times of children's energy, praise should be there to give glory to our Lord!

### 2. Bible Study

- a. The Bible is always the best "curriculum" for any class of any age group.
- b. Children should experience God's Word. Act out Bible Stories and discuss how the Bible Story applies to daily life.
- c. Help children to begin to value and love the Bible. Inspire children to turn to God's Word for their worldview of life.

Teach children how to pray. Make it natural.

Encourage children to share their faith

**Ask and share:** *What are some other discipleship areas for Children's Ministry?*

### 3. Praying with children

- a. Don't "just" pray over children. Explain prayer to them and learn about prayer from the Bible.
- b. Use prayer formats that are child-friendly and helpful for growth in prayer.
- c. Learning to pray out loud by self and in front of others is a goal with children.

### 4. Faith Sharing

- a. All Christians have stories of faith, which are touches from the Lord every day. Children should learn this, as well.
- b. Children love to tell stories and talk about their families. A change in focus is needed to look for stories of faith to share, and to give God the glory.
- c. Children need to learn the gospel message of the Good News of Jesus to share as a testimony to others. We are never too young to learn to share the gospel. As Jesus said,

***“And this gospel of the kingdom will be preached in the whole world as a testimony to all nations, and then the end will come.”***

**Matthew 24:14**

### 5. Other discipleship areas:

- a. Stewardship – teach children about tithing or have special offerings for mission purposes occasionally
- b. Mission projects – have children join their family in reaching out to others in service and ministry
- c. Fellowship – show children the importance of making friends with the joy of faith in Jesus

**ASK: What is the difference between teaching children and adults?**

C. “**How children learn**” is related to the **development stages** of children and needs to be considered so that teaching children may be age-appropriate.

1. As children grow, they are increasingly ready for more in-depth teachings. A children's ministry teacher must be ready to adjust teachings to the development stage of the children.

Build the foundation of faith with little children

Use stories, praise and visual aids to help young children learn

Allow older children to think and be creative

2. Development stages of children's learning should be added to a discipleship plan for children.
3. Key points regarding "how children learn":
  - a. Little children (ages 1-4)
    - The faith foundation is being laid down from the beginning of life
    - Are self-centered – so encourage sharing with each other
    - Live in fantasy as well as reality, and do not yet know the difference – so emphasize the truth of Jesus and the Bible (e.g. "Jesus is real")
    - Are naturally curious – so let them explore as they learn
    - Are visual and concrete learners – be clear and use pictures and visual helps
    - Learn well by experiencing – act out a Bible Story
  - b. Young children (ages 5-7)
    - The faith foundation is laid down during the first 7 years of life – make impressions on the hearts of children, as that is most lasting
    - They like to feel proud – so give them some praise
    - Are self-conscious – help them not to compare self to others. God's love is for all
    - Have a short attention span – only about 5-7 minutes and move on to another activity
    - Interested in the present – do life application teaching
    - Limited concept of time and space- keep visual aids clear and simple
    - Typically want to win and always be first – Play a Biblically-based game where everyone can be a winner in Jesus
  - c. Older children (ages 8-11)
    - Attention spans are much longer – they can be more absorbed in the teaching
    - Can think more for themselves
    - Begin to show leadership capability – have them begin to lead prayer and worship for younger children
    - Better concept of past, present, and future – teach a Bible timeline

Develop milestones to help children progress in their faith knowledge.

**Proverbs 22:6**  
Inspire and encourage parents to be spiritual leaders for their children.

**Mention this.**

- Begin to understand symbolism, as used in the Bible – act out parables of Jesus and discuss the meaning of the parable

D. Enhance lessons with **Biblical Faith Milestones** by age or grade level.

Here are examples:

1. Kindergarten (age 5) – Memorize the Lord’s Prayer
2. Grade 1 (age 6) – Learn the Ten Commandments
3. Grade 2 (age 7) – Memorize the Apostles Creed
4. Grade 3 (age 8) – Learn the order of the New Testament Books
5. Grade 4 (age 9) – Learn the order of the Old Testament Books
6. Grade 5 (age 10) – Study a timeline of the Bible

*Since my youth, God, you have taught me,  
and to this day I declare your marvelous deeds.  
Even when I am old and gray,  
do not forsake me, my God,  
till I declare your power to the next generation,  
your mighty acts to all who are to come.*

**Psalms 71: 17-18**

Please note: Children’s teaching books are available from FaithLife Ministries. Electronic English copies of the books may be requested on our website at: [www.faithlifeministries.net](http://www.faithlifeministries.net)

## Discipling Children Exercise

**Purpose:** To develop a plan for children's discipleship.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

\*\*If they are not able to complete this exercise that's fine. They can complete it as homework.

Develop a planning sheet for discipling children in your church. Use key discipleship areas, as listed in the teaching, and other discipleship areas as you may choose (and as the teaching also suggests). Separate the discipleship goals by age or grade in school.

### CHILDREN'S DISCIPLESHIP PLANNING

#### AGE of children and/or GRADE in school

<u><i>DISCIPLESHIP GOAL</i></u>						
Worship						
Bible Study						
Prayer						
Faith Sharing						
_____						
_____						
_____						



## Chapter 6

### Discipling Youth

<b>Purpose:</b>	The purpose of this chapter is to identify the essentials for discipling youth in the church.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. Youth ministry is not entertainment.</li><li>2. Discipling youth requires teaching and engagement.</li><li>3. Youth need to be taught the tough issues and how to handle them.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize Biblical principles, not church traditions.</li><li>2. Develop youth as leaders.</li><li>3. Provide adult support.</li></ol>

*“I hope in the Lord Jesus to send Timothy to you soon, that I also may be cheered when I receive news about you. I have no one else like him, who will show genuine concern for your welfare. For everyone looks out for their own interests, not those of Jesus Christ. But you know that Timothy has proved himself, because as a son with his father he has served with me in the work of the gospel.”*

**Philippians 2:19-22**

Read the introduction.  
(Youth are “in between” people – not children and not yet adults. They need special consideration.)

**This is important→**

Timothy is young, according to **1 Timothy 4:12**, (“*Don’t let anyone look down on you because you are young*”). Paul took this youth, Timothy, under his wing, teaching and nurturing him in the faith. Youth are young adults, and discipling youth is often overlooked, as children progress on to adulthood. Youth ministry (for age 12 through the teenage years), requires some special attention, so that youth will come to Christ in a lasting way.

**ASK: Can anyone define what youth ministry is?**

#### **A. Effective Youth Ministry**

1. Youth Ministry is NOT:
  - a. Entertainment
  - b. The best show in town
  - c. The best food in town
  - d. Mimicking the world’s way of doing things

Have clear objectives for youth ministry.

## 2. Youth Ministry IS:

- a. Purposefully Driven, instead of Popularity Driven
- b. Purpose driven for three directions:
  - UP – to put God first, in a personal relationship with Him, and to give Him praise
  - IN – to build relationships with one another to grow our faith in Christ
  - OUT – to seek opportunities to share our faith in Christ
- c. Here are nine components of purpose driven youth events
  - 1) The power of God is present
  - 2) The purpose of God is evident
  - 3) Reaching the correct potential audience
  - 4) Programs show excellence in planning and purpose
  - 5) The process to put programs together will keep the purpose in mind
  - 6) Planned values will be clear and consistent
  - 7) Parents will be well informed and sometimes involved
  - 8) Participating Leaders will be present and leading the joy
  - 9) Perseverance and follow through are a must

### **B. Development of Young Adolescents**

Young people in ages 10-15 undergo more rapid and profound personal changes than any other time in their lives. (*Growth in infancy is also extensive, but infants are not conscious of their own development.*) Some areas of youth development are:

1. Variability among their peers
  - a. Changes occur irregularly
  - b. Puberty is experienced at different times and different rates
  - c. Socioeconomic status awareness
  - d. Privileges are recognized
  - e. Ethnicity adds to diversity awareness or challenges
2. Develop concerns about appearance and body image
3. Desire for peer acceptance
4. Parents typically retain primary authority and continue as their source of basic values
5. Patterns of thinking change – with capacity to think more on their own
6. The environment and media begin to have a greater influence over their values

Understanding youth development is the key to reaching youth

Be in a good mood!

Make it relevant!

Use hands-on activities.

Reinforce the teaching to produce good habits.

Use adults as role models to support and encourage youth.

### C. How Youth Learn

The foundation for faith (in God, or in something else), is laid down during the first seven years of life. By the time students enter youth ministry (around age 12), they will have a belief system basically established, in their hearts and minds. Neuroscience research studies have shown that youth learn well in five areas:

1. The youth needs to “feel OK” to learn effectively. Emotion is fundamental to learning for young people. Their emotions act as a guide to lead them toward positive situations and away from negative ones.
2. Youth find it easier to learn when the teaching matters to them. Brains can shut down when students are taught information that is not relevant to their own goals.
3. It is easier for youth to learn when the environment is active. Active engagement in the teaching time is necessary for learning. Student’s brains become passively exposed to information that is not alive to them or that does not actively grab their attention. Participation in learning, or “hands-on” learning, is helpful.
4. Youth need to work on their skills over time. The experiences of youth, over time, gradually sculpt connections in their brains. Connections used most often are strengthened and others are weakened. Learning needs to be continually reinforced. As it is said – “use it or lose it”.  
***“But as for you, continue in what you have learned and have become convinced of, because you know those from whom you learned it, and how from infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus.”***  
**- 2 Timothy 3:14-15**
5. Youth learning requires regular support. Having support and mentoring helps learning to be reinforced and to be adjusted to one’s own personal experiences. Progress can be well assessed when students are coached throughout the learning process. Encouragement is also very necessary for the nurturing of their self-esteem.

**“Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity. Until I come, devote yourself to the public reading of Scripture, to preaching and to**

**teaching. Do not neglect your gift, which was given you through prophecy when the body of elders laid their hands on you. Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress. Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.” - 1 Timothy 4:12-16**

Christianity is a lifestyle, not just a belief system.

Do not shy away from discussing tough issues. If the church doesn't, the culture will!

Also, **James 1:13-15**  
*(God does not tempt us)*

Good decision making prevents future problems! Overcome evil with good!  
**(Romans 12:21)**

#### **D. Eternal Purposes of Discipling Youth**

1. To apply their Christian faith to every area of life.
  - a. Worship – Praising God with word and music
  - b. Prayer – Interacting personally with Christ
  - c. Fellowship – Building Christian friendships
  - d. Bible Study – Learning God’s Word and applying it to daily life
  - e. Ministry – Serving others so that God’s Love may be seen by all
  - f. Evangelism – Sharing the Gospel with non-Christians
  
2. To talk about the tough issues
  - a. Benefits of healthy behavior (purity, fresh starts)
  - b. Risks and consequences of unhealthy behavior (drugs, alcohol, sex, violence)
  - c. Emphasize the difference between temptation and sin
    - Temptation is the devil knocking at the door
    - Sin occurs when one opens the door and invites the devil in
    - Share Scripture, such as:

***“No temptation has overtaken you except what is common to mankind. And God is faithful; he will not let you be tempted beyond what you can bear. But when you are tempted, he will also provide a way out so that you can endure it.”***  
**- 1 Corinthians 10:13**  
***“Submit yourselves, then, to God. Resist the devil, and he will flee from you.” - James 4:7***
  
  - d. To make good decisions, including:
    - Good judgment (*see Psalm 119:9,11*)
    - Courage (*see Philippians 4:13*)
    - Honor (*see Romans 12:9-11*)
    - Self-control (*see 1 Thessalonians 4:3,4*)

Let youth lead youth when possible. It is important for youth to become leaders.

Tomorrow's future will be shaped by today's youth.

3. To become leaders in the cause of Christ
  - a. Seek spiritual growth - learn first, and then teach others newer in the faith.
  - b. Have a servant heart – look for people and places that need help.
  - c. Build up people skills – be a good listener, promote cooperation, and prevent problems.
  - d. Learn to lead worship, prayer, and Bible Study – youth-led ministry
  - e. Youth are young disciples learning to become disciplers. The Great Commission (in **Matthew 28:19-20**) becomes personal to them: *“Go and make disciples.....teaching them to obey everything I have commanded you...”*

#### **E. Developing the Next Generation of Church Leaders**

1. The leaders of tomorrow are the youth of today
  - a. Today's church leaders were forged in the 1950's, 60's & 70's
    - Influence of World War II, Cold War
    - Values of obedience, duty, and responsibility
  - b. Tomorrow's leaders are being forged in the 1980's, 90's, & now
    - Influence of affluence, political correctness, terrorism
    - Values of self-interest, challenging authority, and blaming others
  - c. We can't stop it from happening, but we can influence those who will rise to leadership
2. What youth don't like today they will change tomorrow
  - a. Youth are more negatively influenced, than positively influenced
    - They are not sure what they really like, but they know what they don't like
    - They will want to change what they don't like
  - b. Each generation wants to be better than the previous one
    - There is a continuing evolution of social thought
    - Each generation wants to make a contribution to the culture
3. Teach youth Biblical principles, not church traditions
  - a. Focus on eternal truths, not temporary beliefs
  - b. Let the power of the Word draw them in, not traditions or practices
  - c. Let our actions be determined by Scripture, not by man-made ideas

**If we want to change the future, we must influence today's youth!**

We were all young  
once!

Remember the Lord's importance for youth. God chose David, the youngest of all of the brothers, to be King.

***“Once you spoke in a vision, to your faithful people you said: “I have bestowed strength on a warrior; I have raised up a young man from among the people. I have found David my servant; with my sacred oil I have anointed him. My hand will sustain him; surely my arm will strengthen him.”***

**Psalm 89:19-21**

## Discipling Youth Exercise

**Purpose:** To develop ideas for youth ministry

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

\*\*This part of the exercise can be done by the participants at their own church. Or, if time allows, can be done in small groups.

**Make a list** of the main points that will help your church with youth ministry:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Brainstorm with each other on ideas** for youth ministry growth at your churches.

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## Chapter 7

### Discipling Men

<b>Purpose:</b>	The purpose of this chapter is to stress the importance of discipling men so they can be spiritual leaders.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. Men are called to be spiritual leaders.</li><li>2. Reaching men is critical for Christianity.</li><li>3. Men must be reached individually.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize the role of men as spiritual leaders.</li><li>2. To engage men in ministry, give them something to do.</li><li>3. Connect men to other men who are leaders.</li></ol>

*“Abraham will surely become a great and powerful nation, and all nations on earth will be blessed through him. For I have chosen him, so that he will direct his children and his household after him to keep the way of the Lord by doing what is right and just, so that the Lord will bring about for Abraham what he has promised him.”*

**Genesis 18:18-19**

Read the introduction.

In the beginning God gave men the responsibility of leadership in the family, in the church, and in society in general. In the Old Testament the Bible clearly states that man was created first in the form of Adam, and that Eve was made as a helper to him (**Genesis 2:18**). In the New Testament men are given the responsibility to be heads of their families and are to love their wives as Christ loved the church (**Ephesians 5:23**). So in God’s hierarchy of responsibility men are placed in a position of leadership and therefore it is essential that they be trained to be spiritual leaders. It is the responsibility of fathers to disciple their children and so the church must be involved in the process of discipling men so they are equipped and supported for that task. Many men are absent from the church because they often see their primary responsibility as work in order to provide for their family. But spiritual leadership is far more important and so men must be disciplined for this responsibility. That is the subject of this chapter.



Men are called to be spiritual leaders.

Men are responsible for teaching their families the Word of God.

This is usually men.

The absence of fathers in the home is linked to crime rates.

## A. Men have a role in God's plan

1. To be Leaders  
*"For the husband is the head of the wife as Christ is head of the church, His body, of which He is the Savior." – Ephesians 5:23*
  - a. The family
  - b. The church
  - c. The nation
  - d. The world
2. To be Providers  
*"To Adam he said, because you listened to your wife and ate from the tree about which I commanded you, 'you must not eat of it', cursed is the ground because of you; through painful toil you will eat of it all the days of your life." – Genesis 3:17*
  - a. To work
  - b. To support the needs of their family
3. To be Teachers  
*"Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord." – Ephesians 6:4*
  - a. To pass on knowledge
  - b. To pass on the faith

**ASK: Do you have problems discipling men in your church? What are they?**

## B. Reaching men is critical for Christianity

1. Satan attacks leaders  
*"Be self-controlled and alert. Your enemy the devil prowls around like a roaring lion looking for someone to devour." - 1 Peter 5:8*
  - a. If you thwart the man, you thwart the church
  - b. If you thwart the man, you thwart the family
2. Men are role models for children  
*"Jesus said to his disciples: Things that cause people to sin are bound to come, but woe to that person through whom they come. It would be better for him to be thrown into the sea with a millstone tied around his neck than for him to cause any one of these little ones to sin." - Luke 17:1-2*

Men can either be a good or bad influence.

Ask if this is true in this culture?

Men are especially vulnerable when they are unemployed.

- a. Children look to men and fathers for behavioral examples
  - b. Men have influence beyond their words
3. Men are role models for society  
***“Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.”***  
**- 1 Timothy 4:16**

- a. Men look to society’s leaders to see how to behave or act
- b. What society permits is often more dangerous than what the law permits

### C. Obstacles & challenges to reaching men

1. Men are independent
  - a. They like to be in control
  - b. They want to make their own choices
  - c. They want to solve problems by themselves
    - They don’t ask for help or directions
    - They believe they can eventually figure things out
2. Men are Career & Work Oriented
  - a. They get their self-worth & identity from their jobs
    - Their job often defines who they are
    - If they lose their job, they lose their identity
  - b. They see their primary function as family providers
    - Income
    - Home or shelter
3. Men Face Many Temptations  
***“No temptation has seized you except that which is common to man. And God is faithful; he will not let you be tempted beyond what you can bear. But when you are tempted, He will also provide a way out so that you can stand up under it.”*** – 1 Corinthians 10:13
  - a. Sex
    - Physical gratification
  - b. Money
    - Provider gratification
  - c. Power
    - Control gratification

**ASK: Are there other challenges you face in discipling men?**

Give men something to do so they will participate.

Teach men that they are called to be spiritual leaders whether they want to or not.

Develop good habits for men to be involved in church and ministry.

Men are often busy and need a good reason to participate.

**D. Strategies for discipling men**

1. Create a connection
  - a. Social
    - Common interests (e.g. – hobbies, music, etc.)
    - Physical activities (e.g. – construction, maintenance)
  - b. Sports
    - Participation on teams
    - Attending or viewing events
  - c. Business related
    - Career connections
    - Education or skill use in ministry
2. Teach Scriptural authority
  - a. Man's calling and purpose

***“Everyone who is called by my name, whom I created for my glory, whom I formed and made.” - Isaiah 43:7***
  - b. Man cannot serve two masters

***“No one can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve both God and Money.” - Matthew 6:24***
3. Develop ongoing opportunities
  - a. Men's meetings (monthly)
  - b. Bible studies (weekly)
  - c. Men's Retreats (annually)
  - d. Men's Sporting activities (golf, tennis, soccer, fishing, etc.)
  - e. Ministry Events
    - Men's Christian events (e.g. – Promise Keepers in the USA)
    - Habitat for Humanity (home building)
    - Feeding the homeless
  - f. Men's social events
    - Father/son or Father/daughter outings
    - Attend basketball, baseball or football games
    - Christian concerts, movies
4. Reach Men Individually
  - a. Use personal invitations
    - Men won't come just for social event unless they know someone else they know is going
    - Men often don't respond to general invitations

Make sure they turn off their cell phones and avoid distractions.

- b. Consider mentoring other men
  - Identify men you want to disciple
  - Be sure to invite them to go with you
5. Create events that focus on topics relevant to men's interests or struggles
  - a. Career
  - b. Family
  - c. Significance
  - d. Success
  - e. Faith
  - f. Temptations

**ASK: What strategies have you used that have been successful with men?**

## Discipling Men Exercise

**Purpose:** To list some goals, activities & strategies for discipling men in the church

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants or in small groups.

*\*\*If there is time, you can ask several people or groups to share their answers with the large group.*

### 1. List a few goals for discipling men at your church or ministry:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

### 2. Write down some activities to help you achieve the goals listed above:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_
- 6) \_\_\_\_\_
- 7) \_\_\_\_\_
- 8) \_\_\_\_\_
- 9) \_\_\_\_\_
- 10) \_\_\_\_\_

### 3. What are some strategies you can create or use to disciple men in your church or ministry?

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

## Chapter 8

### Discipling Women

<b>Purpose:</b>	The purpose of this chapter is to discuss the role of women in the church and how to disciple them.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. There are several Biblical examples for discipling women.</li><li>2. Women can be leaders of households and faith.</li><li>3. Women are relational by nature.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize events that deal with issues women face daily.</li><li>2. Develop a mission statement for women's ministry.</li></ol>

Read the Scripture.

*“Likewise, teach the older women to be reverent in the way they live, not to be slanderers or addicted to much wine, but to teach what is good. Then they can urge the younger women to love their husbands and children, to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God.”*

**Titus 2:3-5**

Read the introduction.

Women are very service-oriented, and unfortunately, many churches depend on women for acts of service only (such as playing the piano or organ, teaching the children, working in the nursery to care for babies, serve food, clean-up after events, etc.) We can see from the Titus Bible verse above, that it is very important to nurture the faith of women so that women may support and share the Word of God.

#### **A. Biblical Examples for Discipling Women**

##### **1. Women are Helpers**

Genesis 2:18 – **“The LORD God said, “It is not good for the man to be alone. I will *make a helper suitable for him.*”**

- a. Women were created with the gift of “helps”.
- b. It is appropriate for women to partner for and help men.

Modesty is an important characteristic of a Christian woman.

Women have been an integral part of Christianity from the beginning.

Women are sometimes more devoted to their family and home than to Jesus.

Women often demonstrate greater internal strength than men.

## 2. Godly Women must be Modest

1 Timothy 2:9-10 – *“I also want the women to dress modestly, with decency and propriety, adorning themselves, not with elaborate hairstyles or gold or pearls or expensive clothes, but with good deeds, appropriate for women who profess to worship God.”*

- a. Women are to be modest in their appearance.
- b. Instead of expensive clothing, women are to be clothed in good deeds.

## 3. Women are Followers of Jesus

Matthew 27:55 – *“Many women were there, watching from a distance. They had followed Jesus from Galilee to care for His needs.”*

- a. Women followed Jesus, also, and were there to care for His needs.
- b. Women would submit to the Savior with their gift of helps.
- c. Women were there to absorb the words of Jesus and grow in faith.

## 4. Women need to Consider their Spiritual Priorities

Luke 10:38-42 - *“As Jesus and his disciples were on their way, he came to a village where a woman named Martha opened her home to him. She had a sister called Mary, who sat at the Lord’s feet listening to what he said. But Martha was distracted by all the preparations that had to be made. She came to him and asked, “Lord, don’t you care that my sister has left me to do the work by myself? Tell her to help me!” “Martha, Martha,” the Lord answered, “you are worried and upset about many things, but few things are needed—or indeed only one. Mary has chosen what is better, and it will not be taken away from her.”*

- a. Mary listened to Jesus’ teaching, and that is an example to women.
- b. Jesus taught us that even women are making the best choice to hear the Word of the Lord, over the cares of being a busy or distracted servant.

## 5. Women Should be Bold in Faith

Matthew 15:21-28 – *“Leaving that place, Jesus withdrew to the region of Tyre and Sidon. A Canaanite woman from that vicinity came to him, crying out, “Lord, Son of David, have mercy on me! My daughter is demon-possessed and suffering terribly.” Jesus did not answer a word. So his disciples came to him and urged him, “Send her away, for she keeps crying out after us.” He answered, “I was sent only to the lost sheep of Israel.” The woman came and knelt before him. “Lord, help me!” she said. He replied, “It is not right to take the children’s bread and toss it to the dogs.” “Yes it is,*

Women were created with a tremendous capacity to love.

Women can, and should, be leaders!

*Lord,” she said. “Even the dogs eat the crumbs that fall from their master’s table.” Then Jesus said to her, “Woman, you have great faith! Your request is granted.” And her daughter was healed at that moment.”*

- a. The Canaanite woman was persistent, humble, and bold, with unwavering faith.
- b. Jesus said she had “great faith”, and this is an example to women today.

## 6. Women Show their Love for the Lord

Luke 7: 37-38, 44-47 – *“A woman in that town who lived a sinful life learned that Jesus was eating at the Pharisee’s house, so she came there with an alabaster jar of perfume. As she stood behind Him at His feet weeping, she began to wet His feet with her tears. Then she wiped them with her hair, kissed them and poured perfume on them.... Then He turned toward the woman and said to Simon, “Do you see this woman? I came into your house. You did not give me any water for my feet, but she wet my feet with her tears and wiped them with her hair. You did not give me a kiss, but this woman, from the time I entered, has not stopped kissing my feet. You did not put oil on my head, but she has poured perfume on my feet. Therefore, I tell you, her many sins have been forgiven—as her great love has shown. But whoever has been forgiven little loves little.”*

- a. The sinful woman who anointed Jesus sacrificed all that she could for Jesus.
- b. The custom was a little cheap oil to anoint on the head.
- c. Her example is to be open about compassion for the Lord Jesus.
- d. Jesus used her as an example because her love was genuine and strong.

## 7. Women are Leaders

Acts 16: 14-15, 40 – *“One of those listening was a woman from the city of Thyatira named Lydia, a dealer in purple cloth. She was a worshiper of God. The Lord opened her heart to respond to Paul’s message. When she and the members of her household were baptized, she invited us to her home. “If you consider me a believer in the Lord,” she said, “come and stay at my house.” And she persuaded us. After Paul and Silas came out of the prison, they went to Lydia’s house, where they met with the brothers and sisters and encouraged them. Then they left.”*

- a. Woman can be leaders of households.
- b. Woman can be leaders of faith.



Women are called to be noble and respectful.

Women seek relationships with other women.

Women should be disciplined individually by women, not men, unless it is their husband.

**8. Women have Noble Character** (*see Proverbs 31:10-31*)

- a. The woman of noble character brings goodness to all.
- b. She works with eagerness, has earnings, and invests her money.
- c. She helps the poor and needy, showing strength and dignity.
- d. She is wise and instructs others.
- e. Her family respects her, and she respects the Lord.

**ASK: Are there other Biblical examples that you can think of?**

**B. Obstacles and Challenges in Discipling Women**

1. Women can be more dependent, rather than having independence.
2. Women are often the primary caretaker of children and may need to bring their children to activities and classes for the women.
3. Women are relational and may show more sensitivity toward relationship issues.
4. Women face cultural expectations (*beauty, fashion, weight and size, etc.*)
5. Women may have to balance home, family, and jobs. Challenges may include earning income, managing families, illnesses, and time management.
6. Women face sin patterns related to gossip, manipulation, envy, and judgment.
7. Women may be looking for specific ministries that address the issues and challenges that they face in life.

**C. Areas of Emphasis for Discipling Women**

1. Bible Studies
2. Fellowship Ministry
3. Prayer groups
4. Servant-oriented efforts
5. Specialty groups (where women have things in common)
6. Mentoring (woman to woman)
7. Evangelism – sharing Christ with other women

**ASK: What are some ideas or activities that would attract women to being disciplined?**

Weekly, biweekly or monthly.

Be careful of creating only fellowship events. Keep Christ at the center.

Use these ideas to help with the exercise at the end of this chapter.

#### **D. Ideas for Women's Ministry Groups**

1. On-going Groups
  - a. Working Moms - Mothers with Jobs
  - b. Empty Nesters – Mothers of adult children
  - c. Helping Hands – Serving the needs at the church or in the outreach community
  - d. Single Women's or single Mom's group
  - e. Healing Helps – For women who are in ill health or in grief of a loss.
  - f. Worship Arts groups (for Music, Drama, etc.)
2. Event Ministries
  - a. Mother/Daughter banquets or tea times
  - b. Retreats or camps
  - c. Discover your Spiritual Gifts
  - d. Fellowship event for special holidays
  - e. Sports event – to participate in, or to watch a sports event

#### **E. Developing a Mission Statement for Women's Ministry**

1. Community oriented – caring for one another
2. Grounded in God's Word - teaching the Scriptures
3. Prayer Warriors – continual prayer
4. Outreach to non-believers
5. Influencing the next generation of women
6. Serving those in need
7. Exalting the Savior
8. Equipping of the saints
9. Growth in faith
10. Experiencing the Power of the Holy Spirit – to bring changes in the lives of women

*“A wife of noble character who can find? She is worth far more than rubies. Charm is deceptive, and beauty is fleeting; but a woman who fears the LORD is to be praised.”*  
**Proverbs 31:10, 30**

**ASK: What are some benefits for having a women's ministry mission statement?**

## Discipling Women Exercise

**Purpose:** To develop a mission statement, goals and events for discipling women.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants or in small groups.

**\*\*If there is time, you can ask several people or groups to share their answers with the large group.**

Make some notes or do some planning for Women's Ministry, by answering the following statements or questions. Discuss ideas with each other.

1. Develop a mission statement for Women's Ministry at your church.

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2. What goals do you have for discipling, and for the spiritual growth of women?

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3. Define a minimum of two new programs or events for Women that can be started at your church. State the purpose of each, and potential leaders and helpers.

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## Section 2 Review Questions

**Purpose:** To make sure they have grasped the key teachings of this second section of the manual.

**Time:** Allow 10 minutes for this.

**Format:** This can be done in a large group.

Give them time to think and respond to each question. Let them look up in manual if necessary, but do not suggest that. Correct answers are in red.

1. Children should be taught according to their what?  
**A: Developmental stage.**
2. What are the 4 key discipleship areas for children?  
**A: Praise & worship, Bible Study, Prayer, Faith Sharing.**
3. What are the 4 things that Youth Ministry is NOT?  
**A: Entertainment, Best show in town, Best food in town, Mimicking the world.**
4. What are 3 eternal purposes of youth ministry?  
**A: Apply their faith, talk about tough issues, to become leaders.**
5. Men are called to be what?  
**A: Spiritual leaders.**
6. What are the 3 obstacles in reaching men?  
**A: Men are independent, men are career focused, men face temptations.**
7. Women are by nature what?  
**A: Relational.**
8. What should every women's ministry have?  
**A: A mission statement.**

## Section 3

# Discipleship for the Church



## Chapter 9

### Discipleship Planning

<b>Purpose:</b>	The purpose of this chapter is to emphasize the importance for having a discipleship plan for the church.
<b>Time Use:</b>	It should take about 50 minutes to cover the material. Please allow another 25 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. Discipleship is the only purpose for the Church.</li><li>2. Leaders should develop a process for discipleship.</li><li>3. Leaders should develop ways to measure discipleship within the Church.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize the need for an annual discipleship plan.</li><li>2. Churches should evaluate their plan annually.</li></ol>

Have someone read the Scripture.

Read the introduction.

***“Commit to the Lord whatever you do, and your plans will succeed.”***  
**- Proverbs 16:3**

The Great Commission that Jesus gave His disciples in **Matthew 28:19** was to **“go and make disciples of all nations.”** That also applies to all of us today. This is the purpose of the church and the reason it exists. So if making disciples is the goal of the church then the church must have a plan for how to achieve that goal. So often churches focus on activities that they hope will create disciples, but rarely develop and execute a plan to do so. It is absolutely imperative that a church have a plan on how it is going to make disciples, and to proactively go about doing the things that produce that result. It also means that they must develop measurements and collect the corresponding data that can help determine if discipleship is taking place or not. Without goals, a plan, and some measurements a church will be unable to tell if discipleship is actually taking place.

**ASK: How many of you have a formal discipleship plan for your church? What is it?**

No goal = no progress!

People grow at different rates and in different ways.

If there is no plan there is likely no action.

It is an ongoing, regenerative process.

This is based solely on what we can observe.

If a Christian does not worship God, how can they be a disciple?

If a Christian does not read God's Word, how can they be a disciple?

## A. Discipleship is the Goal of the church

1. Jesus said to "Go and Make disciples"
  - a. Nothing is more important
  - b. It is what Jesus spent most of His ministry time doing
2. Discipleship is a process
  - a. There are many steps
  - b. It takes time
  - c. It happens individually
  - d. It involves participation
3. Churches Need a Discipleship Plan
  - a. To move people through the process
  - b. To measure results
  - c. To be intentional
  - d. "Fail to plan and you plan to fail" – Dr. Robert Schuller
4. Discipleship is self-perpetuating
  - a. Disciples make disciples
  - b. The discipleship process is not complete until they can disciple another

**ASK: How would you define a disciple of Jesus?**

## B. The Signs of Discipleship

What does a disciple look like? Here are 7 signs to look for:

### 1. Worship

*"Jesus said, 'Love the Lord your God with all your heart and with all your soul and with all your mind.'" - Matthew 22:37*

- a. A disciple acknowledges God as sovereign
- b. A disciple is always giving God the glory!
- c. A disciple attends worship regularly

### 2. Bible Study

*"All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the man of God may be thoroughly equipped for every good work." - 2 Timothy 3:16-17*

- a. A disciple is always learning God's ways
- b. A disciple is always seeking God's wisdom
- c. A disciple looks to God's Word for answers

If a Christian does not pray regularly, how can they be a disciple?

If a Christian does not serve others, how can they be a disciple?

If a Christian does not share what God has done in their life, how can they be a disciple?

If a Christian does not trust God, how can they be a disciple?

If a Christian does not belong to the Body of Christ, how can they be a disciple?

### 3. Prayer

***“Pray continually” - 1 Thessalonians 5:17***

- a. A disciple is constantly communicating with God
- b. A disciple lives in the Spirit
- c. A disciple is seeking God’s will for their life

### 4. Service

***“Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.” - 1 Corinthians 15:58***

- a. A disciple serves the Body of Christ
- b. A disciple looks for ways to serve others
- c. A disciple follows Jesus’ example

### 5. Mission & Witness

***“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” - Acts 1:8***

- a. A disciple tells others what God has done
- b. A disciple goes where God leads them
- c. A disciple makes other disciples

### 6. Faith

***“Walk by faith, not by sight.” – 2 Corinthians 5:7***

- a. A disciple lives by faith
- b. A disciple trusts God
- c. A disciple holds on to their faith in times of trouble

### 7. Fellowship

***“Now you are the body of Christ, and each one of you is a part of it.” - 1 Corinthians 12:27***

- a. A disciples involves themselves in the life of the church
- b. A disciple desires to be with, and support, other Christians
- c. A disciples sees fellowship as an integral part of their faith

## C. Formulate a Discipleship Process

Determine a process to use for discipleship. Here is one example:



It all starts with an invitation to meet Jesus.

Knowing God's Word is essential to being able to do God's Word!

Talking to God should be natural.

Following Christ is all about serving others.

Every Christian is a minister for Christ!

We often call these church metrics.

Peter Drucker, a famous American Management Consultant, said *"That which gets measured gets managed."*

This takes discipline.

#### Step 1: Invitation to meet and accept **Jesus**

- Invite to church
- Invite to a home Bible study group
- Let them experience the presence of the Holy Spirit in community
- Encourage them to make a public profession of faith

#### Step 2: Engage them in **Bible Study**

- Attend new member classes
- Encourage daily Bible reading
- Attend specific Bible studies at church or elsewhere

#### Step 3: Encourage **Prayer** Life

- Provide prayer training
- Involve them in prayer ministry

#### Step 4: Involve them in **Service**

- Have them serve in the church in some capacity
- Use Spiritual Gift Assessment to determine best fit

#### Step 5: Involve them in **Ministry**

- Offer mission trip opportunities
- Provide evangelism training
- Participation in ministry builds faith & confidence

### **D. Determine Discipleship Measurements**

1. Develop a measurement for each sign of discipleship
  - a. Percent worship attendance
  - b. Bible Study – yes or no, how many, how often
  - c. Prayer – yes or no, how often
  - d. Service – yes or no, how often
  - e. Mission – yes or no, how often
  - f. Faith – weak or strong
  - g. Fellowship – participation yes or no, how often
2. Collect the data necessary for each metric
  - a. Class sign-up sheets
  - b. Worshipper registration cards
  - c. Church activity history
3. Track & report the results
  - a. Monthly
  - b. Quarterly
  - c. Annually

It always starts with a goal!

Make sure your discipleship plan is both individual and church-wide.

Refer to exercise at end of chapter.

## E. Develop a Discipleship Plan for the ministry

***“Commit to the Lord whatever you do, and your plans will succeed.”***  
**- Proverbs 16:3**

1. Cast a Vision
  - a. Define what you want to see happen
  - b. Identify some potential results or behaviors
2. Set Measureable Goals for each discipleship measurement
  - a. Worship attendance
  - b. Bible study participation
  - c. Small group participation
  - d. Service/ministry participation
  - e. Mission & Witness participation
  - f. Faith demonstration
  - g. Fellowship participation
3. Develop an individual discipleship process
  - a. Identify the steps of progression
  - b. Membership or Bible class attendance
  - c. Participation in a small group
  - d. Opportunities for service, mission or witness
  - e. Fellowship with others
4. Develop an annual church plan
  - a. Have a plan to achieve your church discipleship goals
    - What activities will be scheduled
    - What resources are needed
  - b. Review the plan monthly and annually for progress & results
  - c. Make changes as needed

**ASK: Do you meet annually to discuss your discipleship results?**

## F. Ongoing Evaluation

*Review key aspects and ask yourself the following questions every year:*

1. Individual involvement
  - a. What is the participation rate at each step in the process?
  - b. Where are you having successes?

Do people share faith testimonies?

If there is no perceived impact, then you are not achieving anything.

2. Personal growth assessments

***“In the same way, faith by itself, if it is not accompanied by action, is dead.” – James 2:17***

  - a. What are the individual results?
  - b. Are your members growing in faith?
3. Modify specific training according to member’s needs
  - a. Make adjustments to classes offered
  - b. Encourage participation in successful courses
  - c. Direct them towards specific ministries
4. Impact assessment

***“Thus, by their fruit you will recognize them.” – Matthew 7:20***

  - a. What is the impact on your church?
  - b. What is the impact on your community?
  - c. What is the impact on the world?

## Discipleship Planning Exercise

**Purpose:** To develop a one page plan for discipleship.

**Time:** Allow 25 minutes for this exercise

**Format:** To be done in groups of 8-10 by participants

\*\*If there is time, you can ask several groups to share their answers with the large group.

Develop a Discipleship Plan for your church or ministry. Be as comprehensive as you can and identify your vision, goals and the activities you would implement:

### Vision Statement

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**Goal #1:** \_\_\_\_\_

#### Activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

**Goal #2:** \_\_\_\_\_

#### Activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

**Goal #3:** \_\_\_\_\_

#### Activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

**Goal #4:** \_\_\_\_\_

#### Activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## Chapter 10

### Small Group Discipleship

<b>Purpose:</b>	The purpose of this chapter is to discuss how small groups can be used to disciple Christians.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. The early Church was started in small groups.</li><li>2. Small groups can be used to effectively nurture faith.</li><li>3. Small groups must be Jesus centered.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Good chemistry among members is important for small groups.</li><li>2. Pastoral support for small groups is important.</li></ol>

Read Scripture.

Read the introduction.

***“Jesus went up on a mountainside and called to Him those He wanted, and they came to Him. He appointed twelve that they might be with Him and that He might send them out to preach”***

**Mark 3:13-14**

At the beginning of His ministry on earth, Jesus stepped out and publically selected His small group. He selected twelve men who became His disciples, and He mentored and trained them over the next three years. As Jesus left it in their hands, the disciples built the church, a body of believers, which started out as small groups meeting in homes. Let’s explore how we can use small group discipleship for spiritual growth and a sense of community felt by the congregations.

**ASK: How would you define a small group?**

#### **A. Small Groups - Defined**

1. Typically 5 – 12 people

Meeting regularly is critical for developing continuity and cohesiveness.

Read each Scripture as you discuss each point.

2. Regular meetings
  - a. Usually in homes
  - b. Bible study
  - c. Sharing and caring
  - d. Prayer
  - e. Optionally – food!
3. Where hearts may be touched, questions may be answered, and learning will be Biblically based.

## **B. Biblical Foundation for Small Groups**

### **1. Acts 2: 46-47**

*“Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.”*

- a. Met in homes
- b. Used by God for church growth

### **2. Hebrews 10:25**

*“Let us not give up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.”*

- a. Don’t give up
- b. Important place for encouragement

### **3. Ecclesiastes 4:9-10**

*“Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.”*

- a. We need each other
- b. Friends personally help one another

### **4. Colossians 3:16**

*“Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts.”*

**Proverbs 27:17** *“As iron sharpens iron, so one person sharpens another.”*

- a. Mutual support
- b. Continued spiritual growth through learning
- c. Mutual accountability

You don't need to read each Scripture in this section.

Express the importance of what many people want – to be cared for.

**These characteristics use key commands from Jesus!**

Small groups must be Christ centered!

#### 5. Small groups are a place to nurture relational values:

- a. Love one another (**John 13:24; 15:12, 17** .....and many more)
- b. Be devoted to one another (**Romans 12:10**)
- c. Honor one another above self (**Romans 12:10**)
- d. Don't judge one another (**Romans 14:13**)
- e. Accept one another (**Romans 15:7**)
- f. Greet one another affectionately (**Romans 16:16, 1 Corinthians 16:20, 1 Peter 5:14**)
- g. Serve one another in love (**Galatians 5:13**)
- h. Bear with one another (**Ephesians 4:2, Colossians 3:13**)
- i. Forgive one another (**Ephesians 4:32; Colossians 3:13**)
- j. Be kind and compassionate to one another (**Ephesians 4:32**)
- k. Teach and admonish one another (**Colossians 3:16**)
- l. Encourage and build up one another (**1 Thessalonians 5:11; Hebrews 3:13, 11:25**)
- m. Comfort one another (**1 Thessalonians 4:18**)
- n. Spur one another on toward love and good deeds (**Hebrews 10:24**)
- o. Confess your sins to one another (**James 5:16**)
- p. Pray for one another (**James 5:16**)

**ASK: What do you think are some common characteristics that each small group should have?**

#### C. Characteristics of a Small Group

1. All small groups need common spiritual values (Upward – Inward – Outward – Forward)
  - a. **Upward – Matthew 22:36-38**  
*“Teacher, which is the greatest commandment in the Law?” Jesus replied: ‘Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment.’”*
    - Top priority – our relationship with the Lord
    - Authentic passion, in fullness
    - Desire to be with Him
    - Yearning to share what He is doing

Small groups should be relational!

Small groups should also contain an element of outward focus. *(Most people join a small group for the “inward” reasons. “Outward” will often be a challenge.)*

Small groups should encourage growth in faith. Spiritual growth is the key goal!

It is important to have life applications of God’s Word.

**b. Inward – Matthew 22:39**

*“And the second (greatest commandment) is like it: ‘Love your neighbor as yourself.’”*

- Committing our lives to one another in love
- Living in community together
- Loving one another in the small group setting leads to love for each other in the outside setting

**c. Outward – Matthew 28:19**

*“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.”*

- Understanding that all of us are on a great commission for the world
- Wherever God leads us to go, we must see that as a witnessing opportunity
- The outward command is to “go” and to “make disciples” in the one True God

**d. Forward – Matthew 28:20**

*“...and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*

- Learning obedience to all that Christ has taught us- a spiritual growth challenge
- Being taught does not equal obedience in daily life
- Having a life change that we pass on to others
- Moving forward in true faith with Christ as our companion and guide

2. Benefits of small groups

- a. A place to experience LIFE CHANGE!
- b. A place to learn how to live the Christian life
- c. A place to express and receive love
- d. A place to grow deeper relationships with one another, in love and acceptance
- e. A place to find strength to endure challenges and hardships
- f. A place to worship, pray, and study
- g. A place to use your spiritual gifts in serving others



Small groups can have a variety of purposes.

Sports, games, projects, music, etc.

Wise leadership is the key to overcoming these challenges.

3. Other types of groups that can become small groups
  - a. Service oriented (e.g. Kitchen Angels)
  - b. Ministry oriented (e.g. Praise Band)
  - c. Gender-based (e.g. Men's coffee group)
  - d. Demographic-based (e.g. Senior's group)
  - e. All other types of groups need to have the small group values
    - Open God's Word for a message
    - Pray together
    - Share and support one another
    - Grow spiritually together

**ASK: What other types of small groups can you think of or suggest?**

#### **D. Challenges for Small Groups, with possible Solutions**

1. Exclusiveness – when a small group acts “closed” to others  
*Possible Solution:* Have an empty chair, and pray for its filling. Also, being willing to split into two groups.
2. Shyness – having group members that rarely share  
*Possible Solution:* Split into smaller groups of 2-3 for some of the time.
3. Superficiality – spiritually weak, usually wanting to only be socially-based  
*Possible Solution:* Giving more equal time to worship, prayer, study, and sharing.
4. Leader Dominance – When the leader does all of the talking  
*Possible Solution:* rotate leadership of the Bible Study time.
5. Personal Problem Dominance – members that regularly dominate the conversation by bringing up their personal problems  
*Possible Solution:* Giving a mentor to the member with many personal problems.
6. Children – having children attending small group with parents, as they cannot be left at home.  
*Possible Solution:* Take turns with teaching the children, or finding a youth to help.

This is important!

**E. Pastoral Support for Small Groups is important**

1. Visit groups occasionally
2. Train and mentor the small group leaders
3. Help small groups find Bible Study materials
4. Provide other materials/helps, such as a spiritual gift assessment, or outreach flyers.
5. Celebrate with the small groups, as they have their events
6. Celebrate small groups as a larger congregation

## Small Group Discipleship Exercise

**Purpose:** To evaluate small groups within our church.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually or by church.

**\*\*If there is time, you can ask a few people or churches to share their answers with the group.**

**Answer the following questions to help your church with small group planning.**

1. What Bible Study groups exist already, and what support do they need to become a small group?

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2. What ministry or service groups should be raised up to become a small group that opens the Word, prays, etc.?

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3. Who might be good small group leaders?

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4. What are some other ideas for small group discipleship at our churches? *(discuss this with each other)*

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## Chapter 11

### Mentoring Others

<b>Purpose:</b>	The purpose of this chapter is to stress the importance of mentoring as a discipleship tool.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. Mentoring is about commitment and investment.</li><li>2. Leaders must determine a mentoring process to use.</li><li>3. Have a mentor and be a mentor all your life.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize the importance of meeting regularly.</li><li>2. Emphasize the need for accountability.</li><li>3. Know when to end the mentoring relationship.</li></ol>

Read Scripture.

Read the introduction.

*“Just as a nursing mother cares for her children, so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well. (We are) encouraging, comforting and urging you to live lives worthy of God, who calls you into His kingdom and glory.”*

**1 Thessalonians 2:7-8, 12**

Jesus developed a mentoring relationship with His disciples. Jesus was a teacher, counselor, and guide to all of His disciples. He had a close mentoring relationship with three key disciples – Peter, James, and John. Mentoring is a key message in the Great Commission, because we are to “make” disciples, not just “witness to” outsiders. Mentoring is an important ingredient of discipleship – as we spiritually grow and learn to live a life of faith.

**ASK: How would you define mentoring?**

#### **A. Introduction**

1. A **mentor** is a wise and trusted counselor or teacher (*according to the dictionary*)

Sports coaches too?

**Note:** Pastors cannot mentor every member.

Mentoring is about commitment and investment in another person.

We mentor to make mentors!

Without commitment there is no progress.

We must be vulnerable if we are to change and grow.

Confidentiality builds trust!

No one should be forced to participate.

2. God created us to need mentors
  - a. Parents
  - b. Teachers
  - c. Bosses
  - d. Pastors
3. Mentoring is: (*see 1 Timothy, Chapter 4*)
  - a. A committed one-to-one discipling relationship
  - b. An investment in another person's life
  - c. A passing on of faith in Jesus
  - d. An apprenticeship where both people respect and rely on each other
  - e. Spiritual reproduction – so that the mentee can mentor others
  - f. Maintaining Christian leadership from one generation to another

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

## **B. Principles of Mentoring**

### **1. Commitment**

- a. Taking on the responsibility to develop the one-to-one relationship
- b. Time investment for an on-going process
- c. Pledging to completely follow God's Word and God's Will

### **2. Accountability**

- a. Openness to each other
- b. Willingness to be repentant
- c. Agreeing to “answer to” the other person

### **3. Confidentiality**

- a. All personal information is confidential first, unless specified otherwise
- b. Mutually agree to share some information, to build up the body of believers

### **4. Voluntary**

- a. Each person is willing to enter into the relationship
- b. Offering up the time needed for a long term commitment
- c. Allow it to end, as either person may request, or need

b. This is important →

Commitment and willingness must be mutual by both parties.

It must be Bible centered.

Regular contact is important to the process.

Ongoing assessment is very helpful.

## 5. Characteristics

- a. Person-to-person
- b. Same gender only
- c. It may be someone you know, or don't know
- d. A 3<sup>rd</sup> party may help with the match
- e. Maximum of perhaps three to mentor at a time
- f. The Bible is the main tool
- g. It happens in answer to God's call

## C. How to Mentor

### 1. Getting Started

- a. After prayer and discerning God's guidance, select a person to mentor.
- b. Have an exploratory first meeting to agree upon and establish the mentoring process.
- c. It could end here, as it needs to be mutual and also God's Will. Pray!
- d. If the person is lost, or unsaved, work on Evangelism first.

### 2. Determine a mentoring process

- a. When and where to meet
- b. Agree on the Bible as the guidebook for your meetings
- c. Have a second meeting, and both take notes on life issues, topics, or needs
- d. Plan with each other the schedule and topics

### 3. Meet regularly

- a. Keep up the agreed upon schedule.
- b. Remain flexible to adjust the schedule, and to do make-up meetings
- c. Have brief encounters to catch-up and to provide encouragement

### 4. Assess and work on the needs

- a. Use notes taken at first
- b. Collect more info related to childhood, young adulthood, and current life situation
- c. Review and discuss notes, discover needs, and make mentoring GOALS

Prayer is critical and testimonies are effective. **Matthew 18:19-20** shows the power of God's Hand upon us.

Be discerning and pray.

Mutual mentoring is a great ending!

**Key point!-->**

Have a **Paul** – to mentor you

Have a **Barnabas** – to encourage you

Have a **Timothy** – for you to mentor

## 5. Encourage spiritual growth

*“But as for you, continue in what you have learned and have become convinced of, because you know those from whom you learned it, and how from infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus.”*

**-2 Timothy 3:14-15**

- a. GOALS are covered, one at a time or only a few at a time
- b. All GOALS should be researched in the Scriptures for guidance and help. Do this together and prepare some ahead.
- c. Pray together. Listen to the Holy Spirit for guidance
- d. Agree on any “homework” due before the next meeting
- e. Be testimonial. Share the spiritual growth with others, and witness to the work of the Holy Spirit in your lives.

## 6. When to end the mentoring relationship

- a. As God leads, and as agreed upon.
- b. When the mentee is capable of mentoring another person. We need to ‘make disciples’ who will ‘make disciples’!
- c. When life situations change
- d. Change your mode – e.g. don’t meet regularly, but have occasional touch points.
- e. When you can just meet for lunch, and even mentor each other.

Every Christian should

**HAVE a mentor**

**And**

**Be a mentor**

**ALL of their life!**

Paul mentoring Timothy:

*Timothy, my son, I am giving you this command in keeping with the prophecies once made about you, so that by recalling them you may fight the battle well, holding on to faith and a good conscience, which some have rejected and so have suffered shipwreck with regard to the faith.*

**1 Timothy 1:18-19**

## Mentoring Others Exercise

**Purpose:** To plan for mentoring others.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

\*\*If there is time, you can ask several people to share their answers with the group.

**Answer the following questions, to plan for some mentoring at your church:**

1. Who do I feel led by the Lord to mentor?

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2. Who are some people who are spiritually ready to be mentors at our church?

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3. Who is in need of mentoring at our church?

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4. From questions 2 & 3 above, who might be matched up as mentoring pairs?

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## Chapter 12

### Encouraging a Hunger for God

<b>Purpose:</b>	The purpose of this chapter is to help leaders motivate others to hunger for God.
<b>Time Use:</b>	It should take about 60 minutes to cover the material. Please allow another 15 minutes for the exercise.
<b>Key Points:</b>	<ol style="list-style-type: none"><li>1. All Christians should hunger for God.</li><li>2. A hunger for God produces the fruit of the spirit.</li><li>3. Leaders must recognize the signs of spiritual hunger.</li><li>4. Leaders must encourage others to hunger for God.</li></ol>
<b>Notes:</b>	<ol style="list-style-type: none"><li>1. Emphasize the need for worship &amp; Bible reading.</li><li>2. Leaders must be examples of hungering for God.</li><li>3. Prayer is our most effective tool for activating the Holy Spirit.</li></ol>

Read the Scripture and discuss it.

Read the introduction.

\*Spiritual growth is like giving medicine to a child:

1. They are sick & don't know it.
2. It is good for them
3. They often resist it

***“Blessed are those who hunger and thirst for righteousness, for they will be filled.”***

**Matthew 5:6**

There is an old saying that “*you can lead a horse to water but you cannot make him drink.*” It means that if a horse is not thirsty he likely will not drink, even if you place some water before him. The same can be said of our relationship to God. We can be led to God, but unless we desire Him we will have no interest. So it is important for us to develop a hunger for God and His Word, so that we may be filled with His Holy Spirit. I once heard the Rev. David Jeremiah identify the difference between “*Spiritual Hunger*” and “*Physical Hunger*” in a sermon of his on the radio. He said that with **Physical Hunger**, the more you eat, the less hungry you become until you are full. But with **Spiritual Hunger** the opposite is true. The more you eat, the hungrier you get. You never have enough. As leaders it is important for us to encourage others to have a hunger for God as well. We can lead them to God but they must have a hunger for God as well. **When God’s people hunger for Him they desire more of Him and thus grow as disciples.**

**ASK: How would you describe your hunger for God?**

An active faith requires a hunger for God.

Without it, man will not find God  
(**Jeremiah 29:13**)

Jesus is the only bridge between man and God.

The Kingdom of God is here today!

## A. Who Should Hunger for God?

1. A Disciple of Christ should hunger for God as Jesus did
  - a. Is there a difference between a “disciple” and a “believer”?  
**Disciple** – One who accepts and assists in spreading the doctrines of another.  
**Believer** – To have a firm religious faith; to take as true or honest.
  - b. A **Disciple** is more than a just a Believer. A disciple has an **active** faith.  
**“Do not merely listen to the Word and so deceive yourselves. Do what it says.” – James 1:22**
2. Who are some Biblical examples of people who hungered for God?
  - a. Abraham – Trusting in God’s promises (**Genesis 22**)
  - b. Moses – Obedient to God’s commands (**Exodus 7:6**)
  - c. David – A man after God’s own heart (**1 Samuel 13:14**)
  - d. Job – Faithful despite persecution (**Job 42**)
  - e. Nicodemus – Came to Jesus at night (**John 3:2**)
  - f. Mary – Sitting at the Lord’s feet (**Luke 10:38-42**)
  - g. Paul – A man on a mission for God (**Acts 9:15-16**)

## B. Why Should We Encourage a Hunger for God?

1. Because we know that only God can fill our spiritual “void”
  - a. Only God gives true peace
  - b. Only God can satisfy our spiritual desires and needs
2. Because we were all created to be in relationship with our Creator
  - a. We have been separated from God through sin, and He wants us back!
  - b. **“Apart from God we can do nothing” – John 15:5**
3. Because Christ is the **ONLY** way to salvation and eternal life
  - a. There is no other name by which men can be saved – **Acts 4:12**
  - b. Jesus is the Way, The Truth and the Life – **John 14:6**
4. Because of the blessings God wants to give each of us in this life
  - a. Seek Him first, and you will receive everything else – **Matthew 6:33**
  - b. God blesses those who call on Him – **Romans 10:12**

**ASK: What are some signs of a person who has a hunger for God?**

If you truly want something, you will invest yourself in it!

**Proverbs 10:14** (*Wise men store up knowledge*)

Refer to Rick Warren's book, **A Purpose Driven Life**, and its impact on the world.

**Isaiah 52:7** (*How beautiful are the feet of those who bring Good News*)

Key word:  
**Preparation**

### C. What Are the Signs of Spiritual Hunger?

1. A **desire to worship** God
  - a. Praise inspires us
  - b. Worship lifts our spirits
  - c. Worship helps us focus on God instead of ourselves
2. A **thirst for knowledge and Truth**
  - a. To know and understand God's Word
  - b. To apply God's Word to our lives
  - c. To seek God's wisdom
  - d. To pursue God's will for our lives
3. A **need to fill the emptiness** in our lives
  - a. To have a relationship with Jesus
  - b. To fill the void only He can fill
  - c. To find meaning and purpose in our lives
4. A **desire to submit** to God (**James 4:7** – “**Submit yourselves, then, to God**”)
  - a. Do His will
  - b. Obey His commands
  - c. Go where He leads
5. A **desire to serve** others (**Galatians 5:13** – “**Serve one another in love**”)
  - a. To think of others first (the greatest commandments)
  - b. To love others as Christ loved us
  - c. To deny one's self and take up His cross
6. A **longing to share the Good News** with others
  - a. To willingly share one's testimony (witness)
  - b. To seek out the lost (evangelize)
  - c. To proclaim the gospel (preach)

**ASK: Can you identify people who have the hunger for God and those who don't?**

### D. How Do We Help Feed the Hunger of Others?

1. Encourage the eating of spiritual food (**Read the Word**)  
*“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.” – 2 Timothy 3:16-17*

Key word: **Practice**

- a. To grow in Christ you've got to know Christ
- b. An appropriate American expression is "You are what you eat", so eat right!

2. Encourage regular exercise (**Attend Worship**)  
*"Ascribe to the Lord the glory due His name. Bring an offering and come before Him; worship the Lord in the splendor of His holiness."* – 1 Chronicles 16:29

- a. It puts the focus on God
- b. It reinforces their connection to the Body of Christ

Key word: **Purity**

3. Encourage the resistance to "sweets" (sins of the world) that diminish one's appetite (**Remain Pure**)  
*"Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us."* – Hebrews 12:1

- a. Stress confession and repentance
- b. Stress the *avoidance* of situations that lead to temptation

Key word:  
**Participation**

4. Encourage the feeding of others (**Do Mission Work**)  
*"The third time he said to him, 'Simon, son of John, do you love me?' Peter was hurt because Jesus asked him the third time, 'Do you love me?' He said, 'Lord, you know all things; you know that I love you.' Jesus said, 'Feed my sheep.'"*  
– John 21:17

- a. In order to receive one must first give away
- b. A teacher knows more than a student
- c. Our faith grows as we serve others in His name
- d. Don't use God – let God use you!

Key word: **Perspective**

5. Encourage the development of a Godly perspective (**Seek God**)  
*"But seek first His kingdom and His righteousness, and all these things will be given to you as well."* - Matthew 6:33

- a. Develop a Biblical world view
- b. Seek God first in all matters
- c. Look to the Word for instruction and guidance

Key word: **Prayer**

Encourage and pray!  
Let the Holy Spirit  
activate the desire.

**1 Peter 5:3** (...being  
examples to the flock)

6. Encourage a strong prayer life (**Pray Continually**)  
**“Pray continually.” – 1 Thessalonians 5:17**
  - a. It builds our relationship with our Heavenly Father
  - b. It reinforces our faith as we see God answer prayer

### **E. Some Helpful Tips on Encouraging Others to Hunger for God**

1. Be an example
  - a. Don't just tell them – show them
  - b. A picture is worth a thousand words
2. Do it together
  - a. Make yourself accountable to others
  - b. There is strength in numbers  
**“A cord of three strands is not quickly broken” – Ecclesiastes 4:12**
3. Focus on the positive
  - a. Criticism destroys desire
  - b. Build each other up – **1 Thessalonians 5:11**
4. Be proactive
  - a. Don't wait for them to initiate activity or they may not
  - b. It lets them know that you really care about them
5. Give all praise and glory to God
  - a. Be sure to thank God in **ALL** things – **1 Thessalonians 5:18**
  - b. It is always about Him and not us

**ASK: What have you done to encourage others to seek God?**

## Encouraging a Hunger for God Exercise

**Purpose:** To make a list of ways we can encourage others to develop a hunger for God.

**Time:** Allow 15 minutes for this exercise

**Format:** To be done individually by participants

*\*\*If there is time, you can ask several people to share their answers with the group.*

**List the things you can do to encourage others to hunger for God:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_
10. \_\_\_\_\_

## Section 3 Review Questions

**Purpose:** To make sure they have grasped the key teachings of this third section of the manual.

**Time:** Allow 10 minutes for this.

**Format:** This can be done in a large group.

Give them time to think and respond to each question. Let them look up in manual if necessary, but do not suggest that. Correct answers are in red.

1. What are the 7 signs of a disciple of Jesus?  
**A: Worship, Bible study, Prayer, Service, Mission & Witness, Faith and Fellowship.**
2. What is required to assess discipleship in your church?  
**A: Measurements, or metrics.**
3. What is the typical size of a small group?  
**A: 5-12 people.**
4. What are the 4 spiritual characteristics of a small group?  
**A: Upward, Inward, Outward, & Forward.**
5. What does effective mentoring require?  
**A: Commitment & Investment.**
6. What 2 relationships should every Christian have?  
**A: Have a mentor and be a mentor.**
7. Name the 6 signs of spiritual hunger?  
**A: Desire to worship, thirst for knowledge, need to fill the emptiness, desire to submit, desire to serve, and longing to share gospel.**
8. Name 2 tips for encouraging others to hunger for God?  
**A: Be an example, Do it together, Focus on the positive, Be proactive, Give God the glory.**