

discipleshipguide

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*Therefore **go and make disciples** of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.*

Matthew 28:19-20

The Great Commission Jesus gave nearly 2,000 years ago is just as important for us to embrace as it was for his disciples who heard Him on that historic day.

Discipleship is so critical because it is the means by which Jesus works through his people.

– Alan Hirsch

Many Christians understand they are called to make disciples, but they do not understand how to effectively fulfill this call. This **Discipleship Guide** was created to give Christ-followers clear direction and practical steps on how to disciple someone.

We have designed the **Discipleship Guide** to describe each stage by:

- **What** it means.
- **Why** we need to do it.
- **Who** is at this stage.
- **How** to disciple people at this stage.

Please take time to look at each stage to determine where the people you are discipling are currently living. Once you have done that, you will be able to practically take them through the different stages in the Discipleship Guide. The goal is to get them to a point in their relationship with God where they have the heart and skill to be able to step out and begin discipling others.

It is through the anointing and guidance of the Holy Spirit, along with a clear guide that God will use you to “go and make disciples...”

Thanks for embarking on this journey that is impacting people for all of eternity.



stage one

-  initiate
-  invite
-  save



stage two

-  connect
-  establish
-  model



stage three

-  confide
-  develop
-  mentor



stage four

-  multiply



provide **community**



promote **growth**



produce **leaders**

**WHAT:**

Intentionally initiating a relationship that models Christ and leads to life change.

WHY:

Obedience to carry out the Great Commission so that others can spend an eternity with God.

WHO:

People who you interact with both in the church and in the community

HOW:

1. Make a list of all of the people with whom you come into contact on a regular basis (see Appendix A on page 22)
2. Spend time praying over this list. Ask God to show you the people with whom He wants you to initiate a relationship.
3. For the people you want to reach, pray that God gives you divine appointments with them as well as wisdom on how to initiate a relationship with them.
4. For each person, think of some open-ended questions you can use to help learn more about them. (See Appendix B on page 23 and 24.)

RESOURCES:

- Appendix A (page 22) – a helpful template you can use to make a list of all the people with whom you come into contact on a regular basis.
- Appendix B (page 23) – a list of open-ended questions
- Further recommended reading:
 - *Relational Intelligence: How Leaders Can Expand Their Influence Through a New Way of Being Smart* by Steve Saccone
 - *Just Walk Across the Room* by Bill Hybels
 - *How to Win Friends and Influence People* by Dale Carnegie

**WHAT:**

Inviting people to a church function that connects with their needs, pains, or passions.

WHY:

Experience the Body of Christ in action in order to encounter God's love and overcome misconceptions of God.

WHO:

People who you interact with (both in the church and in the community) and have been praying for.

HOW:

Invite them to a church experience that connects with their specific needs, pains, or passions. Examples of this include:

- Small Group
- Church Service
- Serving opportunity (e.g., Serve Week, Health Outreach, etc.)
- Special Event (Men's/Women's Night, Global Leadership Summit, Marriage Conference)

RESOURCES:

- Appendix C (page 25) – provides helpful insights on how to go about inviting others to church community events.



save

WHAT:

Leading someone into a personal relationship with Jesus Christ.

WHY:

This is the most important decision a person will ever make. It will determine their eternity and permanently change the course of their life.

WHO:

People in the church and in the community with whom you have already initiated a relationship.

HOW:

1. Lead the individual through a gospel presentation and help them pray for salvation (see Appendix D on page 31).
2. Invite them to a Weekend Church service – weekend series are designed to clearly present the gospel and give people an opportunity to respond by making a decision to make Jesus their Lord and Savior.
3. Once someone has accepted Christ, offer to take him or her through the One-2-One Book. (Also available as a free app on your smart phone.)
4. Once someone has come into a personal relationship with Christ, encourage them to immediately begin sharing about their decision with their friends and family. We are all called to reach others, regardless of how long we have been Christians.



save

RESOURCES:

- Appendix D (page 31) – provides comprehensive details on how to lead someone to Christ.
- Sample prayer of salvation you can use to lead someone to Christ:
Dear Jesus, I come to you today a sinner in need of a Savior. Thank you, Jesus, for dying on the cross for me - for shedding your blood for me. Jesus, I let go of my past, and I turn to you - I turn to the cross. Come into my life. Forgive me. Wash me. Cleanse me with your blood. Jesus, I take my life, and I put it in your hands. From this day forward, I belong to you.
- The One-2-One book by Steve Murrell is an easy guide to present the Gospel to someone who is seeking, and provides valuable lessons on important next steps once someone gets saved. (Also available as a free app on your smartphone.)

**WHAT:**

Helping people get connected into meaningful relationships.

WHY:

As leaders, one of our primary goals is to provide community for those we are leading. Hebrews 10:24-25 & 3:13 help us understand the importance of community as we strive to live out our relationship with Christ.

"And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near."

Hebrews 10:24-25

"But encourage one another daily, as long as it is called "Today," so that none of you may be hardened by sin's deceitfulness."

Hebrews 3:13

WHO:

People who attend church events but need to build relationships with other believers.

HOW:

Remember that discipleship happens within a community. It is not your job to be the only person connecting with and helping someone grow. If you have been reaching out to someone who is now ready to get connected, think of others within the church who can help you. Look for people who have something in common with the one being connected – for example:

- Similar career, age, marital status, season in life (e.g., parents of infants, parents of teenagers)
- Similar passions and interests
- Similar testimony. Connecting with someone who has seen God overcome the same issue you are struggling with is very powerful.

**RESOURCES:**

- Appendix E (page 33) – Further detail on the power of social gatherings.
- Appendix F (page 41) – Thoughts on why community is important and how to effectively provide it in a small group environment



WHAT:

Taking steps to ensure that someone is consistently reading the Bible, praying, serving, and engaged in godly relationships.

WHY:

To build a solid foundation upon which they can grow in their relationship with God.

WHO:

Anyone who is in a relationship with Christ and is part of the church community.

HOW:

- 1. Bible engagement:** Find a good Bible reading plan and determine an accountability partner who can encourage completion of the plan.
 - Go to ChurchoftheKing.com/youversion for potential Bible reading plans.
 - Teach them to use the SOAP approach for reading the Bible.
 - **Scripture** – read the passage from start to finish.
 - **Observation** – what does the passage say? What are the facts?
 - **Application** – how does the passage apply to us today?
 - **Prayer** -close by asking God to make His Word real in our lives.
- 2. Prayer:** Demonstrate how to pray using the Lord's Prayer (See Appendix G on page 43); model prayer in a small group setting, and invite to church prayer meetings.
- 3. Godly Relationships:** Ensure that the individual is committed to regular small group attendance, church membership, and is connecting with others in the church (see sections Connect and Confide also). **101 Starting Point** is a great first step in this area.



establish

- 4. Serving:** Serving changes lives of those who are served, and those who are serving. Ensure that individual is serving on the Dream Team (201 Dream Team Orientation is offered on the 2nd Sunday of every month at all campuses).

RESOURCES

- Appendix G (page 43) – A helpful teaching on the Lord’s Prayer as a model for our own personal prayer time.
- Appendix H (page 46) – A lesson on Lordship & relationships.



model

WHAT:

Creating opportunities for individuals to see you modeling leadership in a practical way.

WHY:

Leadership is caught, not taught (John 5:19, I Corinthians 11:1).

WHO:

Anyone who is being Established and Developed.

HOW:

Identify different opportunities where Christ-like leadership can be modeled in a casual setting. For example:

- Allowing people to spend time with you and your family in a social setting
- Serving together on the Dream Team or at an outreach
- Being in small group together
- Any other setting that allows people to get to know you better and see how you live out your relationship with God and others



confide

WHAT:

Helping individuals develop relationships where successes and struggles can be openly shared in a safe, Christian environment.

WHY:

Scripture tells us that confiding in others leads to healing, protection, and spiritual growth.

Confess your trespasses to one another, and pray for one another, that you may be healed. The effective, fervent prayer of a righteous man avails much.

James 5:16

WHO:

Anyone who is in a relationship with Christ, is part of the church community, and is already connected with other Christians.

HOW:

1. Examine your own heart. Are you accountable? You cannot ask others to do what you are not practicing yourself.
2. Take steps to invest in this relationship to demonstrate that you genuinely care. Confiding must take place in an atmosphere of trust.
3. Spend significant time praying for the individual, asking God for wisdom so you can help them grow.
4. Share how you have taken steps to build accountability relationships and share how this has helped you grow spiritually.
5. Build trust by ensuring that things shared with you are only shared with the right people (e.g., your ministry team leader, members of the pastoral staff)

**WHAT:**

Helping individuals develop the character of Christ in their lives.

WHY:

Development of godly character is the key to spiritual maturity, fulfillment, and influence.

WHO:

Anyone who is in a growing relationship with Christ and is being established in their faith.

HOW:

1. Pray that God gives you wisdom and insights on the specific developmental needs of the person you are leading.
2. Listen to the individual so you can identify areas where they can become more Christ-like. Ask open-ended questions to go deeper. (See Appendix B on page 23.)
3. Use the following passage as a guide to examine various aspects of the person's walk so that they can become fully developed as a believer. We have laid out the leadership and character attributes identified in this passage:

Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

I Timothy 3:1-7



4. Character Attributes

- **Accountable** (see Confide) – open and transparent with others about their struggles and uncertainties.
- **Self-Control** – able to avoid falling into habitual patterns of sin
- **Sexual Purity** – upholds Biblical standards of purity in their public and private life
- **Good Steward** – practices Biblical stewardship through tithing and gives with a generous heart.

5. Leadership Traits

- **Integrity** – good reputation both in the church and in the community
- **Emotional & Relational Intelligence** – able to build and maintain godly friendships; has healthy family relationships
- **Humility** – demonstrates the ability to deal with adversity & challenges in a godly way and is in touch with their brokenness
- **Knowledge** – able to apply Scripture to their own life and help others understand the Word (301 Biblical Foundations)

RESOURCES

- Appendix I (page 48) – 6 Questions to Help Empower Emerging Leaders
- Books & Study Resources when any developmental needs are identified:
 - Integrity - *Temptation* by Kenny Luck
 - Relational Intelligence - *Love & Respect* by Emerson Eggerichs; *Friendship* by Kenny Luck; *Nurture* by Lisa Bevere
 - Humility - *Emotionally Healthy Spirituality* by Pete Scazzero
 - Knowledge - *Biblical Foundations* by Steve Murrell
 - Accountable - *Leadership as Identity* by Crawford Loritts
 - Self-Control - *Battlefield of the Mind* by Joyce Meyer
 - Sexual Purity - *Every Man's Battle* or *Every Woman's Battle* by Stephen Arterburn;



develop

- Good Steward - *Crown Financial Study*; *Your Money Counts* by Dayton Howard; *Legacy* by Dave Ramsey



WHAT:

Building deeper relationships with people so you can equip them to become more mature in their walk with God and in their leadership.

And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.

2 Timothy 2:2

WHY:

Mentoring produces disciples who can in turn make other disciples. It helps the Kingdom of God grow by multiplication, not addition.

WHO

Anyone who is already in the process of being established and developed; and desires to be mentored.

HOW:

1. Mentoring relationships need to be initiated. If you feel led to begin mentoring someone, approach him/her to ask if they are open to this.
2. Mentoring should focus on character development and leadership so that the individual grows in all areas of their life and begins to influence others.
3. A simple approach to use with mentoring:
 - I do, you watch, we talk
 - I do, you help, we talk
 - You do, I help, we talk
 - You do, I watch, we talk
 - You do, someone else watches, the two of you talk
4. Take the individual through 401 Small Group Training so that they can be equipped to begin leading



RESOURCES

- *Leadership as an Identity* by Crawford Loritts
- *How Successful People Lead* by John Maxwell
- *Developing the Leader within You* by John Maxwell



multiply

WHAT:

Multiplication happens when you help someone step into leadership, coaching them to make disciples on their own.

WHY:

The kingdom of God multiplies when disciples make disciples.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Matthew 28:18-20

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

So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

Acts 6:7

WHO:

Anyone who is ready to step into a position of servant leadership

HOW:

1. Ensure that the individual is equipped and empowered to begin leading his or her own small group (completed 401 and developed their Small Group Plan).
2. A prayer of commissioning and the "laying on of hands" Acts 6:5-6 to impart spiritual gifts is a great way to launch someone into leadership
3. Maintain the relationship as the person begins to lead – provide counsel, coaching, and encouragement as needed



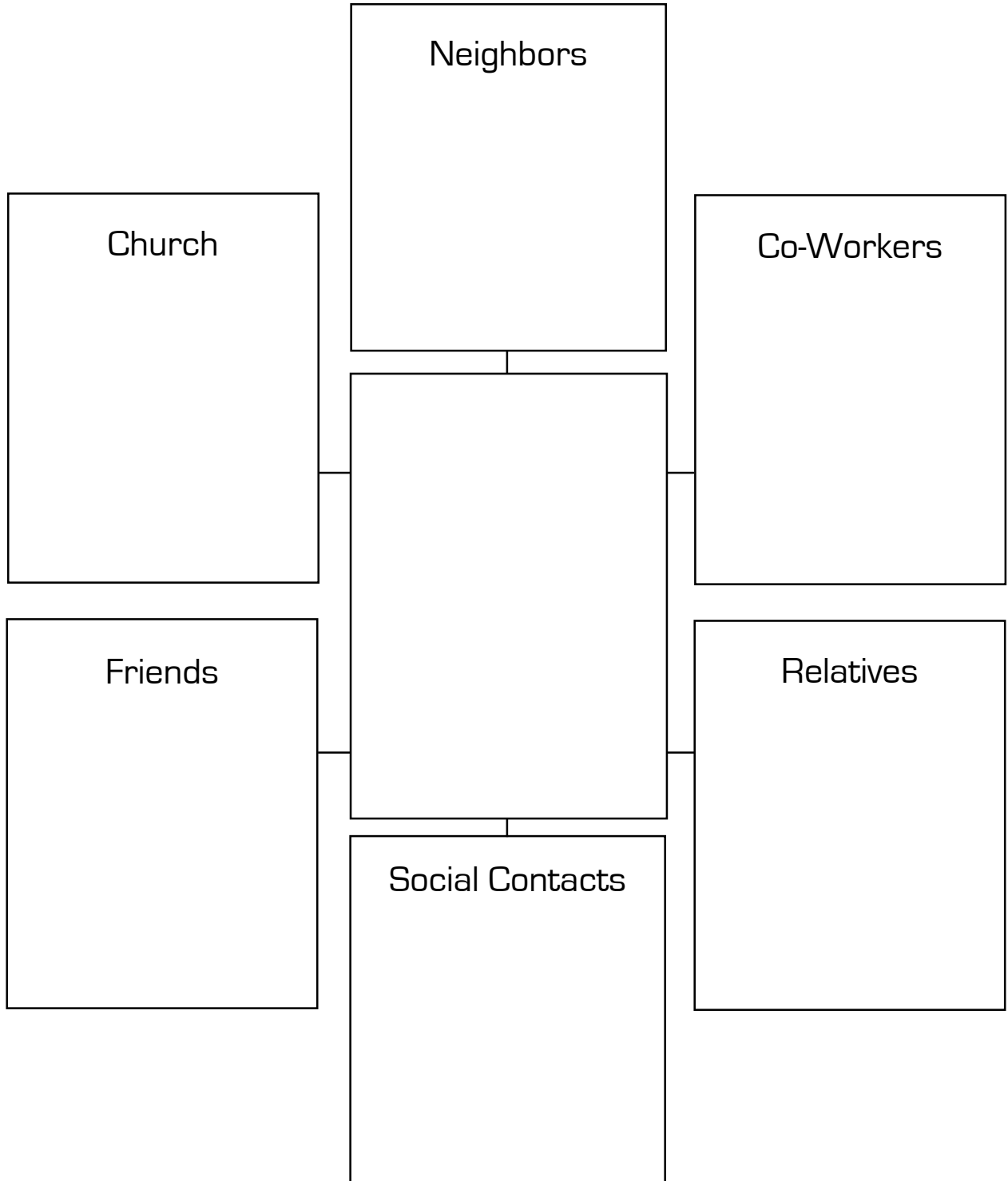
multiply

RESOURCES

- *Developing the Leaders around You* by John Maxwell
- Small Group Champions
- Ministry Team Leaders

APPENDIX A

I am going to pray for the following people:



Emerging Leaders: Someone who, within one year, can develop the skill and character to help lead others into a growing relationship with Jesus.
*Place and asterisk next to 3 to 4 people who are potential Emerging Leaders.

APPENDIX B – HOW TO ASK OPEN-ENDED QUESTIONS

If you can answer a question with only a “yes” or “no” response, then you are answering a close-ended type of question. Open-ended questions are ones that require more than one word answers. The answers could come in the form of a list, a few sentences or something longer such as a speech, paragraph or essay.

Either type of question can be used in a wide variety of scenarios. However, if you’re looking for a guide to liken these types of questions to, you can think of close-ended questions as multiple-choice questions on a school exam and open-ended questions as short responses and essay questions on an exam.

Open-ended Questions

Open-ended questions require a response with more depth and a lengthier response. Open-ended questions are also helpful in finding out more about a person or a situation, whether it’s during an interview, at a party, or when getting to know a new friend.

Close-ended Questions

Close-ended questions can be answered in only one word or very short phrase. Close-ended questions can also be used in the situations mentioned above, although they have the potential to end the conversation.

Here are examples of close-ended questions in these types of situations:

- Would you like vanilla ice cream?
- Have you ever met Joe before?
- Where did you go to college?
- What is your best quality?
- Are you happy?
- Do you enjoy your car?
- Does your brother have the same interests as you?
- Do you have a pet?

- Do you like animals?
- When is your birthday?
- Do you like rain?

Now, here are some examples of these close-ended questions turned into open-ended questions - to keep the conversation going:

- What is your favorite flavor of ice cream and why?
- How did you meet Joe?
- What do you feel was most beneficial about your college experience?
- How can your top qualities help our company to thrive and grow?
- What are some of the things that bring you the most joy?
- Why did you decide to purchase a Volvo?
- What interests do you and your brother share, and which interests do you not share?
- Do you have a pet and what is your pet like?
- Do you like animals and why?
- When is your birthday and how do you like to celebrate?
- Do you like rain and what do you usually do during rainstorms?

From these examples, it is clear that close-ended questions are used to elicit a short, quick response, while open-ended questions are gateways into conversations.

(Appendix B was taken from www.yourdictionary.com)

APPENDIX C – HOW TO INVITE PEOPLE TO CHURCH

Mistakes to Avoid in Inviting

1. Failing to Saturate the Situation in Prayer

God knows the “what, when, where, and how” of an effective invitation. Prayer helps us cooperate with what He is doing.

2. Failing to keep them saying “yes”

Once someone has said “No” to an invitation, it can be easier for him to say “No” to the next invitation. So it is valuable to get him to say, “Yes” and to keep him saying, “Yes.” If possible, build a bridge of “Yeses” until he is a regular attendee of your group.

For example some people invite a person to a group before the person is ready to say, “Yes.” But the person may be ready to say “Yes” to allow her children to attend a children’s activity at the church. A progression of “Yeses” may look like this: “Yes” to dinner at your house; “Yes” to letting you pick up her kids to attend a function at your church; “Yes” to a 4th of July fireworks party for the family at the church grounds; “Yes” to the Easter musical, a special Sunday church service, or Christmas Eve. Finally, they are ready to say “Yes” to your group. Obviously, different people and different churches have different progressions of “Yes.” Pray about finding the thing someone will say “Yes” to, and start from that point.

Let me encourage you not to make the mistake of taking it personally when people you invite say “no.” Too often, we get our feelings hurt and withdraw from the people we feel have rejected us. Instead, we need to keep caring for and loving them.

3. Giving Up Too Soon

Too often, we invite someone once, and he says “no.” So we do not invite him again. Too frequently, we invite him to come, and he says “yes,” but doesn’t show. So we don’t invite him again. And sometimes, we invite him to come, and he comes but doesn’t come back. So we don’t invite him again.

Too often, we are guilty of giving up on a person too easily. Persistence makes a difference. I find that many people who don’t come at the first invitation often come after the third or fourth if I have continued to build a caring relationship.

I knew Todd for several years. He had now shown much interest in attending church. However, he had allowed his kids to attend our VBS. Over the years, I earned his trust and planted the seed. So, I invited him to an outreach at church; he told me he was busy jet skiing with his family every Sunday. So I waited until the weather got too cold to jet ski and invited him again. This time he said “yes” he would come, but he never showed up. I kept working on building our friendship. Not long after that, he told me his wife wanted a separation. This time, he asked me about coming, and he has been consistent ever since. God has wonderfully changed his life. I am glad I didn’t give up.

4. Failing to understand the principle of “Six to Stick”

Realtors tell us that it takes about six solid contacts to fix their name in the minds of prospective clients. I have found it also takes about six contacts by a group leader to fix his group in the minds of a potential member. You want to help people think, “If or when I ever go to a group, I want to go to that group.”

Some people make once attempt at getting people into their group and think their effort was a failure when those they invited didn’t come. Maybe it wasn’t a failure; maybe it was a step in the right direction.

5. Failing to pray for and capitalize on opportunities

I was at a baseball game watching my fourteen-year old son play shortstop. I had planned on inviting someone to an outreach we were having at church that week, but I hadn’t had any opportunities. I quietly asked God to give me one. There was a single mom whose son was pitching for my son’s team. He had been one of my son’s teammates for a few seasons, and I had taught him how to pitch. As I walked by her, I felt the prompting of God to invite her. The next thing I knew I was telling her about the outreach at church and asking her if she and her son would like to come. They lived near the church and her son liked our youth activities, having visited in the past. She thought maybe they would come.

At the next game, I told her more about the outreach. She said that she had mentioned it to her son; they thought they might try it. The next week they came. Afterward she said, “I came because of my son, but I have to admit that I absolutely loved it.” They came back every week. A few weeks later her son was saved. Three months later she was saved and was not only a regular attender at our church, but also a member of my small group.

6. Failing to win the three victories

Probably the biggest reason why genuine attempts to invite people fail is that the inviter has failed to understand the principle of the “three victories necessary to win a soul.” You must win these battles in order to win the war.

The three victories to win the war for a soul:

- Win them to you
- Win them to your group or Church
- Win them to Christ

Inviting them is not effective when we fail to win people to ourselves first. If they do not know or like you, then they will not visit your group. If we have not won them to ourselves, they feel no desire to come and will often make excuses for why they can't come.

But once we have won them to ourselves, several good things happen; we know how, what and when to invite them. They are willing to listen to our invitations. They get to see the difference the group makes in our lives.

Then we can win them to our church or group. From that point, we can win them to Christ. I find that the people with whom I win all three victories are people who will stick with God and stay with our group.

7. Trying to be a solo inviter

Inviting is easiest when inviting is done in concert with a team of people, a posse of prayer, and a healthy group and church. You do not have to do it all by yourself. It is especially powerful when a person already knows and likes someone else in your church or small group.

8. Failing to capitalize on the seasons of the soul

People have seasons of the soul when they are more open to the gospel. Most adults come to Christ, or come back to Christ, during one of these seasons:

- Death of a loved one
- Move to a new community
- Divorce
- Marriage
- Family problem

- Major illness
- Birth of a child

The wise leader is sensitive to these seasons. He lovingly uses them to increase his ministry to the person he hopes to invite.

Tammy came to a group in the early 1990's and met Christ. She was excited and so she brought some of her friends and neighbors. One was Lori. Lori came once or twice but preferred the church she grew up in. Tammy eventually joined our church and grew in Christ. On the other hand, Lori experienced divorce, and then discovered she had cancer.

Through it all, Tammy and some of her other Christian friends loved Lori. Out of her despair, Lori cried out to God and met Him in a powerful way. She started coming to our church and joined the ladies group Tammy was attending. God put it all together to draw her to Him during a dark season of her soul. Now Lori is a member of our church and a small group co-leader.

9. Using inappropriate levels of pressure

I have noticed an interesting phenomenon while shopping for cars. The better the car, the less pressure from salespeople. They don't attack you when you drive onto the lot. They give you time to inspect the car for yourself. They give you time to think things over. When salespeople are confident that the car is good, worth the price, and saleable, they don't twist your arm to make a deal; they just confidently describe their product.

The wise small group leader has confidence in her group. She knows it will be a wonderful blessing to anyone who gives it a try. She doesn't twist arms; she just confidently describes her group. She speaks of answered prayers, changed lives, and warm friendships. She doesn't use inappropriate levels of pressure.

SUGGESTIONS FOR WHAT TO SAY AND WHEN TO SAY IT

Comments that will whet their appetite

- We have a wonderful group
- God is answering our prayers
- People in our group really love each other
- Almost everyone in our group is ... (single, has young children, etc.) like you.
- We could use someone like you in our group.
- We would love to have you join us.

Statements that Plant the Seed

- You will like it.
- You will fit right in.
- We will love to see you walk in the door.

Questions that drop the Bait

- Do you have a group you meet with weekly to study the Bible?
- Our group meets at such and such a place at such and such a time. Why don't you come?
- Let me personally invite you to come. We would love to have you join us. Do you think you can come?

Declarations that show the power of the group

- We have been praying for your (father, job, operation, etc.)
- When people visit once, they almost always like it and come back.
- Once people get hooked on our group, they don't ever seem to want to leave.

(Appendix C was taken from 8 Habits of Highly Successful Small Group Leaders by Dave Earley)

APPENDIX D – HOW TO LEAD SOMEONE TO CHRIST

Leading Someone to Christ

God wants us to love people unconditionally... to serve them, to help them, to pray for them, to show compassion to them in tangible ways. And in doing so we will show forth the love and grace of our God to a lost and dying world. But, all the love and service in the world can't save a person. There has to be a point where someone opens their mouth and tells people the truth about sin, eternity, Christ's love and the saving grace that's only found in Jesus Christ.

One of the most important and fulfilling parts of being a follower of Christ is leading someone to receive salvation and start a relationship with the Lord. Here's how...

1. Take action as the Spirit prompts you.

How do you know if God is prompting you? Two things you need to know in that moment when you think God might be speaking:

- a. If it's a good thing, do it.
- b. It will either be a 'God thing' or a 'godly thing'.

The only way you will ever learn to hear God's voice is to step out in faith to obey what you think might be Him. When you step out and it's amazingly awesome and timely you can know that it was God prompting you and you'll start recognizing his voice. If it's not God, you still haven't messed up by acting godly towards someone. You can't miss.

2. Tell people your story.

If you are a follower of Christ you have a great story. Three simple components of your God story.

- a. How life was before Christ
- b. How you found hope in Christ
- c. How life is different now that Christ is in your life

3. Lead them to Christ.

Here are four scripture references you can walk through with the person.

- a. All have sinned (Rom. 3:23)
- b. Wages of sin is death (Rom. 6:23)
- c. Jesus took our place (John 3:16)
- d. Confess your sin (1 John 1:9)

4. Lead them through the sinner's prayer:

"Dear God, I am a sinner and need forgiveness. I believe that Jesus Christ shed His precious blood and died for my sin. I am willing to turn from sin. I now invite Christ to come into my heart and life as my personal Savior."

This is the greatest news you could ever give someone. Jesus Christ died for their sins and he will forgive them of every wrong they've ever done. And they can have peace in their souls that they are right with God and that they will be in heaven with the Lord for eternity.

(Appendix D was taken from <http://theoaksonline.org/leading-someone-to-christ/>)

APPENDIX E – THE POWER OF SOCIAL GATHERINGS FOR FELLOWSHIP

Social gatherings increase excitement, interest, and involvement

I have understood the value of social gathering, but I hate to plan them.

A few years ago, I noticed that my group was getting a little stale. I realized we hadn't had any social gatherings in a while. So I suggested that we have an "I Hate winter Party" during the first half of the meeting next week. They all laughed because it is cold and snowy in Ohio in the winter. But I convinced them I was serious, and we planned it.

I told them we would turn the heat up and suggested that everyone wear summer clothes, drink lemonade, and eat picnic foods. A very quiet lady in my group, named Diane, became quite animated at the mention of a party. She lit up and said, "I love parties. Could I help plan it?"

That party was very successful and we set a high attendance record. People laughed and opened up on a whole new level. In the weeks after the party, they began to invite more friends "because the group is so much fun and the people are so nice."

Best of all, the fellowship activity not only re-ignited my group, but also ignited the previously quiet Diane. She became consistent in group attendance and hosted most of our get-togethers. She found a niche of service and even got her boyfriend involved in the group.

Social gathering attract new people

Many times, friends or family members are attracted to the group through social gatherings. Often, they will not attend a church service or a group but will attend a social gathering. Use social gatherings to allow these people to see that Christians can have fun. Let them see the love and closeness that those in the group have found. Once the skeptical family member or friend gets to know a few Christians, it is much easier for them to take the next step of attending the group or church service.

Social gatherings allow more opportunities to practice real fellowship

The New Testament concept of fellowship comes from the Greek word Koinonia. It means sharing together. A good small group meeting helps people share worship, their burdens, prayer, and discussion of the Word. A good social gathering allows them to share even more areas of their lives together.

I will never forget the day our men's group took our wives and children canoeing. This trip not only allowed my men's group to share our families together, but also helped us see each other in a different setting. Many of us got to share the adversity of tipping over in white water. Many in the group got the privilege of rescuing me from drowning. Our group drew closer together through the shared experience.

During a good social gathering, people discuss things that never seem to come up in a group meeting. People learn to share in different ways. I remember going to visit a lady in the hospital one night. I got off the elevator to hear a happy ruckus going on in the lobby. I turned the corner to find her seated in the lobby surrounded by her small group. Since she could not come to group, they had brought the group to her. They not only shared life on a different level that night, but they also had a great testimony to all the people who overheard the fun going on.

Sharing in the group usually starts out superficial. One way to take people to a different level quickly is through a social gathering. Members get to see each other as "real people." Going rafting or playing softball allows the group members to see sides of one another that would rarely be seen in the group meeting.

Social gatherings can create opportunities to obey the 'one another' commands of the New Testament

The New Testament records 21 "one another" commands. These are the commands given to believers telling us how God expects us to treat one another as members of His family. They tell us how to share together in fellowship.

The umbrella command of the "one another" commands is to love one another (John

13:34-35; Romans 13:8, 1 Peter 1:22, 1 John 3:11; 3:23; 4:7; 4:11-12, 2 John 1:5). The expression of such love is embodied in the 20 other “one another” commands. While many of these commands can be fulfilled in a group meeting, they can also be fulfilled in different and deeper ways in social settings. Look at this list and think how these could be practiced in settings outside the group meeting.

- Honor one another (Romans 12:16)
- Speak to one another with psalms. (Ephesians 5:19)
- Live in harmony with one another. (Romans 12:16)
- Submit to one another. (Ephesians 5:21)
- Stop judging one another. (Romans 14:13)
- Bear with and forgive one another. (Colossians 3:13)
- Accept one another (Romans 15:7)
- Teach and admonish one another. (Colossians 3:16)
- Instruct one another. (Romans 15:14)
- Encourage one another. (I Thessalonians 5:11, Hebrews 3:13; 10:25)
- Greet one another. (Romans 16:16; 1 Corinthians 16:20; 2 Corinthians 13:12 1 Peter 5:14)
- Spur one another on to love and good works. (Hebrews 10:24)
- Agree with one another (I Corinthians 1:10)
- Do not slander one another. (James 4:11)
- Serve one another. (Galatians 5:13)
- Offer hospitality to one another. (1 Peter 4:9)
- Bear with one another (Ephesians 4:32)
- Clothe selves in humility toward one another (I Peter 5:5)
- Be kind, compassionate, and forgiving to one another. (Ephesians 4:32)
- Walk in the light and fellowship with one another (I John 1:7)

Social gatherings create opportunities for further discipleship

Some of Jesus' greatest moments with His disciples were not in formal settings but in social ones. These social settings created the most teachable moments to display or convey tremendous truth. Consider some of these examples.

- At a wedding. (1 John 2:1-10)
- At a dinner party. (Luke 5:29-32; 7:36-48)
- On a boat ride. (Luke 8:22-25)
- At a funeral. (John 11:17-44)
- Picking grain. (Matthew 12:1-8)
- At a holiday meal. (Matthew 26:17-28)
- On a walk. (Luke 24:13-27)

Jesus used every opportunity to disciple His group. Some things came up in social gatherings that would not have come up at any other time. Some leaders miss valuable opportunities to disciple their groups when they fail to capitalize on social gatherings. Highly effective leaders utilize the value of social gatherings to disciple their groups.

Social gatherings help knit new people to the group and the church

Research shows that if new people at a church or group do not make seven friends within the first seven weeks of attendance, they will not stay. Small groups and social gatherings are the natural solution to this situation. Use social gatherings as an opportunity to help new people make friends with the others in your group. Have some type of social gathering at least every seven weeks, and focus on getting new people there.

SUGGESTIONS FOR EFFECTIVELY USING SOCIAL GATHERINGS AND FELLOWSHIP ACTIVITIES

Think 'togetherness'

The point of these gatherings is fellowship on a different level. Share together. It really doesn't matter what you do, so long as you all do it together. I had a men's group that over the course of a year did such diverse activities as shoot each other on a paint ball course, go bowling, play basketball, play board games, have a prayer walk, attend a professional baseball game, and watch a movie. The point was not what we were doing; it was the fact that we were doing it together.

Use variety

Don't do the same thing every time. Mix it up. Use a variety of social gatherings. Use some for service projects, some to do team building, and some purely for fun. One month, clean up a widow's lawn, and the next month, go bowling. Have some events that are just for the guys and some just for the ladies. Include the children in some but not in others. Try to have one or two big social activities a year with several smaller ones in between.

Use the power of food

I used to wonder why God designed us with the need to spend time each day eating. It seemed like such a waste of time. Yet, He also designed us to be social creatures. When there is the combination of the human drive to eat and the need for social interaction, the power of food to enhance fellowship becomes clear.

Have a group with no food and in some minds it is a meeting. People are not overly excited about it. Have food and it is more exciting. Have an unusual or special food and it is a party. People want to come and will bring their friends. When you plan social gatherings and fellowship activities, use the power of food to enhance fellowship.

Do not do all the work yourself; delegate!

Your leadership is not measured by what you can do; it is measured by what you can get

done through others. There are people with gifts of organizing and hospitality. Turn them loose. Appreciate, recognize, and support them. Let them do the work.

Plan ahead

Have activities coming every month or so. Let people know when the activities will be ahead of time, and remind them weekly in the group meeting. Plan far enough ahead so that people setting up the activity feel like they have enough time to get ready for it and so people in the group can work it into their schedules. Create and print out a calendar of events.

Combine activities with group meetings

I live in a suburb of a large city. Everyone is busy. I have found it is wise to combine an activity with the group meeting on occasion. Our group meets from 7:05 to 8:40. When we have a “party”, we use it in place of the icebreaker and worship and still have time to study the word and pray. These gatherings help build attendance and morale. Even though they take a minimal amount of planning and effort, they make a maximum impact. They make the group fun.

Relax, have fun, and enjoy each other

Sometimes relationships are built most easily in less structured settings. Don't worry about every nuance of the activity going perfectly. Focus on being with the others and enjoying their presence. Remind people that the goal is to have fun and be together. Watch as defenses come down and people open up as they laugh together.

Possible Social Gathering and Fellowship Activities

The following is a list of 52 possible fellowship gatherings that groups in my church have used through the years. This list is not exhaustive. There are some great activities that are not on it. Some of these activities will fit your group; others will not. It is meant to serve as an idea starter for your group so that you can come up with your own activities and plans for implementing them. The key is to do it together.

1. Have a party the first half of the group meeting. Have everyone bring food, and use the time to talk and laugh and maybe play some games.
2. Have a group picnic.
3. Go to a baseball game.
4. Clean a widow's house.
5. Serve in the church nursery.
6. Play softball.
7. Have married couples' date night.
8. Visit and hold a worship service in a nursing home.
9. Attend a Christian conference or seminar.
10. Go for a bike ride.
11. Camp together.
12. Mow and clean up a retired man's lawn.
13. Serve food to the poor and homeless in a soup kitchen.
14. Serve as greeters or parking lot attendants for the weekend services.
15. Have a cookout.
16. Go bowling.
17. Play volleyball.
18. Pass out Bibles door-to-door.
19. Take a short-term missions trip.
20. Go out to eat at a nice restaurant.
21. Put a roof on a disabled man's house.
22. Take Christmas dinner and gifts to a needy family.
23. Watch a group member perform in a concert or play.
24. Go for a hike.
25. Help a group member move.
26. Have a holiday party.
27. Watch a special TV program.
28. Play board games.
29. Have a theme party and dress accordingly.
30. Visit a museum.
31. Go Christmas caroling.
32. Play soccer.
33. Go shopping.

34. Have a birthday party.
35. Visit a group member in the hospital.
36. Have an international dinner with a missionary.
37. Have a scavenger hunt.
38. Have an all-night prayer meeting.
39. Attend the funeral for the family member of a group member.
40. Play basketball.
41. Serve as counselors or sponsors at a youth activity.
42. Paint a needy person's home.
43. Play Frisbee golf.
44. Bake cookies.
45. Serve in children's church together.
46. Go canoeing or rafting.
47. Have a house warming or dedication party.
48. Go to a concert.
49. Run an obstacle course.
50. Play paintball.
51. Have a pool party.
52. Go on a prayer walk.

(Appendix E was taken from 8 Habits of Highly Successful Small Group Leaders by Dave Earley)

APPENDIX F – PROVIDING COMMUNITY

As leaders, one of our primary goals is to provide for authentic community for those we are leading. Hebrews 10:24-25 helps us understand the importance of community as we strive to live out our relationship with Christ.

“And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.” (ESV)

If we help provide a strong Community then we will be a part of “encouraging one another” into a growing relationship with Christ. Hebrews 3:13 even tells us that our “encouraging” relationships will help keep one another from falling into sin.

“Encourage one another every day, as long as it is called “today,” that none of you may be hardened by the deceitfulness of sin.” (ESV)

As leaders, we are given the awesome opportunity to play a key role in people’s growing relationship with Christ when we help provide for community. In order to provide for community for the people in our Small Groups we need to:

1. Engage in open discussion
 - If people in your Small Group feel that it is safe to share their thoughts, feelings and experiences then they will feel safe to be known. This “safety” will help create a sense of authentic community.
 - As the facilitator of the discussion, your job is to get others to talk and for you to help guide the discussion. This is done by asking well-crafted, open-ended questions and being willing to allow others to speak (don’t be afraid of the awkward silent pause in between questions).
2. Pray with and for each other
 - This provides people in your group the opportunity to be open as they desire to have people join them in seeking God for a specific need. It may be beneficial to break up into groups of 3-4 to pray together.
 - As God begins to answer prayers that have been offered in your Small Group it gives an awesome time to celebrate together as a group. This also will

build others' faith.

- As the leader, you need to make sure somebody is following up with these prayer requests. This can be done through phone calls, text messages, email, etc. This shows that your group is a place of sincere care and this will help people connect.

3. Share and Serve together

- Acts 2:42 talks about "being devoted to the fellowship." The word fellowship implies people sharing their lives (time, experiences, finances, etc.) with one another. In order to provide community we need to give the people of our group the opportunity to connect outside of our normal Small Group discussion time. Therefore, it may greatly benefit your group to put away your study notes and have a time designated to simply "hang out" together. Don't be so concerned about completing a study that you do not give people intentional opportunities to connect.
- Serving together is another great way to help provide for community. If you lead the members of your Small Group out of their comfort zone and go and be the "hands and feet" of Jesus by serving, then you will create great opportunities for people to grow in community.

Think about it...

- Is your Small Group a place that people can find authentic community as purposed by God? Why?
- What can you do to help your Small Group become a place of community?
- How do you do in leading your group into open discussions, praying together and sharing and serving together?

(Appendix F is an article by Danny Mequet at dmequet@churchoftheking.com)

APPENDIX G – THE LORD’S PRAYER

Matthew 6:9-13

In this manner, therefore, pray:

Our Father in heaven, Hallowed be Your name.

Your kingdom come.

Your will be done

On earth as it is in heaven.

Give us this day our daily bread.

And forgive us our debts, As we forgive our debtors.

And do not lead us into temptation, But deliver us from the evil one.

For Yours is the kingdom glory forever. Amen.

1. Our Father in heaven, hallowed be Your name. Matthew 6:9

- a. We have a Father in heaven who loves us unconditionally.
- b. The character of our Heavenly Father is revealed in His name.

Scripture	Name	Meaning
Jeremiah 23:6	Jehovah-tsidkenu	The Lord My Righteousness
Leviticus 20:8	Jehovah-m'kaddesh	The Lord Who Sanctifies
Judges 6:24	Jehovah-shalom	The Lord is Peace
Ezekiel 48:35	Jehovah-shammah	The Lord is There
Exodus 15:26	Jehovah-rophe	The Lord Who Heals
Genesis 22:14	Jehovah-jireh	The Lord's Provision Shall Be Seen
Exodus 17:15	Jehovah-nissi	The Lord My Banner
Psalms 23:1-6	Jehovah-rohi	The Lord My Shepherd

2. “Your kingdom come. Your will be done on earth as it is in heaven.” Matthew 6:10

- a. For Yourself
- b. For Your Family (mate, children, other family members)
- c. Your Church (pastor, leadership, faithfulness of the people, harvest)

d. For Your Nation (city, state and national political and spiritual leaders, a specific nation)

3. “Give us this day our daily bread.” Matthew 6:11

- a. Ask God for His strength as you pray and read His Word from your Bible.
- b. Be specific regarding your needs.

4. “And forgive us our debts, as we forgive our debtors.” Matthew 6:12

- a. Ask God to forgive you.
- b. Forgive and release others.
- c. Set your will to forgive those who have offended you

5. “And do not lead us into temptation, but deliver us from the evil one.”

Matthew 6:13

- a. Put on the whole armor of God as stated in Ephesians 6:10-18 which represents the characteristics of our Lord Jesus Christ...

Finally, my brethren, be strong in the Lord and in the power of His might. Put on the whole armor of God, that you may be able to stand against the wiles of the devil. For we do not wrestle against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this age, against spiritual hosts of wickedness in the heavenly places. Therefore take up the whole armor of God, that you may be able to withstand in the evil day, and having done all, to stand. Stand therefore, having girded your waist with truth, having put on the breastplate of righteousness, and having shod your feet with the preparation of the gospel of peace, above all, taking the shield of faith with which you will be able to quench all the fiery darts of the wicked one. And take the helmet of salvation, and the sword of the Spirit, which is the word of God; praying always with all prayer and supplication in the Spirit, being watchful to this end with all perseverance and supplication for all the saints.

- b. Pray for protection

God is our refuge and strength, a very present help in trouble. Psalm 46:1

- 6. “For Yours is the kingdom and the power and the glory forever.”
Matthew 6:13**
 - a. Maintain a grateful heart of thanks.

APPENDIX H – LORDSHIP & RELATIONSHIPS

The following questions can be good to discuss with anyone who is getting connected with the church community but has questions about how to continue relating with any friends who may be a negative influence on their walk with God.

The Bible talks a lot about “fellowship.” Fellowship is more than hanging out with others; it’s sharing life with them. It’s opening our lives to other followers of Jesus and living in community with them. While God doesn’t want us to abandon our relationships with unbelievers and isolate ourselves from the world, authentic fellowship is something that is experienced in its fullest with other believers.

1. According to the Bible, what kind of people should we avoid altogether? (I Corinthians 5:11)
2. In one of his letters, Paul mentions a particularly disturbing case of immorality. What did Paul say the church should have done? (I Corinthians 5:1,2)
3. What did Paul say about “fellowship” with unbelievers? (2 Corinthians 6:14-16)
4. What does God command? (2 Corinthians 6:17)
5. What does He promise in return? (2 Corinthians 6:18)

To be “separate” doesn’t mean we should cut ourselves off from the rest of the world. After all, Jesus also tells us to be “salt and light” to the World (Matthew 5:13-16). We can’t be salt and light from a distance. Jesus Himself was criticized for being a friend of sinners (Luke 15:1,2). But like Jesus, God wants us to have a transforming influence on the world around us – not the other way around.

6. How does John say we know we “have passed from death to life”? (I John 3:14)
7. How many times did Jesus say we should forgive our brothers and sisters? (Matthew 18:21-22)
8. As we live in love and unity with one another, what did Jesus promise would be the world’s response? (John 17:23)
9. What is a key to having this kind of unity? (Philippians 2:3-4)

The quality of our relationships with other believers is a crucial testimony to an unbelieving world. We should be able to forgive and love not just our friends, but even our enemies. We must realize that we are in a spiritual battle, and we must be trained and determined not to allow bitterness and unforgiveness to push us into darkness.

10. What do you think it means to be in the world but not of the world?
(John 17:15-18)

(Taken from *The Purple Book* by Steve Murrell and Rice Brooks)

APPENDIX I – 6 QUESTIONS TO HELP EMPOWER EMERGING LEADERS

Do you want to empower the people around you to be all that God meant for them to be? If you are responsible for the care and development of leaders – staff or volunteers, use these six questions as a basic agenda for any one-on-one coaching conversation and you will see amazing growth in their leadership.

1. “How are you?”

Remember at the heart of effecting coaching is a relational investment. We should begin every coaching conversation by checking in to see how the person we are coaching is really doing.

2. “What are you celebrating?”

Moving from “How are you?” to “What are you celebrating?” keeps the tone of your relationship life-giving. It’s tempting to quickly focus on what’s not working or what is broken. This question keeps the conversation focused on where the emerging leader is feeling successful.

3. “What challenges are you facing?”

The previous questions are very relational, but if it helps any, remember that when it comes to coaching, the relationship really is the task. This question gives your leader an opportunity to talk openly about the things that aren’t going very well in his group or team.

4. “How will you go about those challenges?”

Once a leader has disclosed some areas where he or she may be experiencing some challenges with his life or group, it is tempting to quickly move into “fix-it” mode and try to solve the problem for him. The best way you can serve a leader is to help him tap into the wisdom and insight God has already given him to deal with whatever situation they are facing. It is your job, as the coach, to draw those answers or solutions out of the leader.

5. “How can I help you?”

This is an important question, but if you never get to this question because the leader has already come up with an action plan as you walked through the previous questions, considers yourself an extremely effective coach. One of the ways you can best serve a leader is to help them through a tough situation, so if your help is needed be willing to give yourself as an investment in the leader.

6. “How can I pray for you?”

The best way to wrap up a coaching conversation is to ask the leader how you can be praying for him. After the leader has had a chance to express some areas where he is in need of prayer, take a few moments to pray for the leader and reassure him that you will be praying for him regularly.

Adapted from “The Soul of Your Leaders” by Mac Lake

For some leaders inquiring into the condition of their followers’ soul can be awkward or uncomfortable, so having a few good questions can help make this more natural and more effective. Here are a few questions that can help kick start a great conversation that leads to a genuine discipleship moment.

- What is the freshest thing God has been doing in your life lately?
- How full are your emotional, physical, and spiritual tanks? (Empty, quarter filled, half, three quarters, or full?)
- What theme does God seem to be emphasizing in this season of your life?
- What are you looking for God to do in your life in the next couple of months?
- What has God been saying to you through His Word?
- What passion is God stirring in your soul?
- What season best describes your spiritual life right now? Winter, spring, summer, or fall? Why?
- What is exciting you the most in your spiritual journey right now?

(This article was adapted from its original format as seen on <http://www.daveferguson.typepad.com/> which was an excerpt from the book, “Exponential”.)



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