

# Disciple – makers Manual



**dis·ci·ple** / (dī-sī pəl) *n.* A disciple of Christ is an individual who exhibits an increasing Christ-likeness exemplified by:

- 1) an undeniable love for God and others,
- 2) a vibrant prayer life,
- 3) a love of Scripture,
- 4) an obedient lifestyle of personal evangelism,
- 5) employment of talents and personal resources, spiritual gifts and service used for the benefit of the Kingdom,
- 6) consistent manifestation of the fruit of the Spirit, and
- 7) extravagant worship that treasures Christ.

## ***Sunday School & Discipleship***

2001 East South Blvd.  
P.O. Box 11870

Montgomery, AL 36116

Phone: 800.264.1225, 334.288.2460, ext. 271 Fax: 334.288.2693

E-mail: [stucker@alsbom.org](mailto:stucker@alsbom.org) Web site: [www.alsbom.org/discipleship](http://www.alsbom.org/discipleship)

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Alabama Baptist Convention  
State Board of Missions

[www.alsbom.org/disciplemakers](http://www.alsbom.org/disciplemakers)



## OFFICE OF SUNDAY SCHOOL & DISCIPLESHIP

### **Daniel Edmonds, Director**

Ext. 285

Email – [dedmonds@alsbom.org](mailto:dedmonds@alsbom.org)

Pastor, Staff and General Leaders Sunday School  
Bible Study Ministries and Small Groups  
Sunday School Health, Growth, and Outreach

### **Sonya Tucker, Associate**

Ext. 271

Email – [stucker@alsbom.org](mailto:stucker@alsbom.org)

Discipleship and Disciple-making  
Follow-up and Assimilation  
Adult, Children, and Preschool Discipleship

### **Jamie Baldwin, Associate**

Ext. 240

Email – [jbaldwin@alsbom.org](mailto:jbaldwin@alsbom.org)

Adult Sunday School  
Youth Sunday School  
Sunday School Conferences

### **Eileen Mitchell, Associate**

Ext. 221

Email – [emitchell@alsbom.org](mailto:emitchell@alsbom.org)

Single Adult  
Senior Adult  
Family Ministries

### **James Blakeney, Associate**

Ext. 286

Email – [jblakeney@alsbom.org](mailto:jblakeney@alsbom.org)

Children Sunday School  
Preschool Sunday School  
Vacation Bible School

### **Shari Holley, Ministry Assistant**

Ext. 313

Email – [sholley@alsbom.org](mailto:sholley@alsbom.org)

Sunday School and Discipleship

### **Charlotte Burgos, Ministry Assistant**

Ext. 307

Email – [cburgos@alsbom.org](mailto:cburgos@alsbom.org)

Sunday School

### **Ramona Noah, Ministry Assistant**

Ext. 312

Email – [rnoah@alsbom.org](mailto:rnoah@alsbom.org)

Adult and Youth Sunday School

### **Judy Burton, Ministry Assistant**

Ext. 255

Email – [jburton@alsbom.org](mailto:jburton@alsbom.org)

Vacation Bible School

### **Lidia Wolfe, Ministry Assistant**

Ext. 246

Email – [lwolfe@alsbom.org](mailto:lwolfe@alsbom.org)

Sunday School Resources

### **Belinda Stroud, Bible Drill Consultant**

Email – [4strouds@bellsouth.net](mailto:4strouds@bellsouth.net)

Meadow Brook B.C.  
2916 Lake Highland Way  
Birmingham, AL 35242  
205-981-9881 hm  
205-531-3356 cell

This resource was created by the Church Health Team of the State Convention of North Carolina. It has been re-edited and redesigned by permission and in cooperation with the Church Health Team

# A Biblical Basis for Discipleship

## Four Disciple-making Phases in the Life of Jesus

The biblical framework overviewed here comes from the life and disciple-making model of Jesus. His spiritual leadership is captured in four biblical concepts and phrases that worked in His secular and pluralistic culture and are certain to work in ours. Each of these concepts can be found in each of the gospels. This widespread occurrence gives clear evidence of their value in the ministry of Jesus.

### Come and See (John 1:38-39)

Jesus knew that in a pre-Christian and secular world He would have to build relationships before anything else could happen. Consequently, the first phase of His ministry was usually meeting people on their turf in places where they were likely more comfortable with their environment than He was. He sought to find language that would communicate to those He was with rather than use religious language. While clear about His boundaries, He was all about building bridges rather than barriers. He wanted to attract their interest and build a relationship with them. He sought to include them in places where they could belong.

### Come and Follow Me (Mark 1:16-17)

Having attracted their interest and curiosity, Jesus had fellowship with them. At that point He was ready to engage them at their point of interest. Once a relationship was established, Jesus walked with people to the next level of their spiritual journey as He asked them to “come follow me.” This phase is

all about answering questions and responding to issues. He prayed for and worked toward divine appointments and teachable moments. When they asked, “Lord teach us to pray,” He captured that moment in their lives as a way of leading them forward in faith. Responding to their questions and issues was a way to lead them to develop spiritual life disciplines. Jesus also modeled for them spiritual leadership. His behaviors, actions, attitudes and relationships were something His followers observed as they followed Him in all arenas of life on a daily basis.

### Come and Be with Me (Mark 3:13-14)

Come be with me essentially becomes “come be me.” The follower becomes a leader of others and one who emulates the virtues, teachings, behavior and lifestyle of Christ. They can be like Christ in these ways because they have observed and learned about these ways in previous ventures with Christ. Such an incarnation-type phase of life is the essence of the Good News. God came to earth in human form so others might see, walk with and experience Him in the daily events of life. This phase of leadership training is about deepening, integrating and personalizing those beliefs and skills to which they are committing themselves.



**“By this my Father is glorified, that you bear much fruit and so prove to be my disciples.”**

**John 15:8**

“Therefore, since we have been justified through faith, we have peace with God through our Lord Jesus Christ, through whom we have gained access by faith into this grace in which we now stand. And we rejoice in the hope of the glory of God.”

Romans 5:1-2



“Bear one another’s burdens, and thereby fulfill the law of Christ.”  
Galatians 6:2



Assessing/coaching questions in this resource were prepared by Eddie Hammett, author of *Reframing Spiritual Formation: Discipleship in an Unchurched Culture and Spiritual Leadership in a Secular Age: Building Bridges Instead of Barriers and Reaching People Under 40 While Keeping People Over 60*.

# Discipleship Helps Available on Demand at

[www.alsbom.org/discipleship](http://www.alsbom.org/discipleship)

## Downloadable Free Resources

### General Resources

- **Spiritual Disciplines: Pathway to Christian Maturity** (a resource of the Georgia Baptist Convention)
- **Developing a Church Based Discipleship Strategy** (a resource of the Georgia Baptist Convention)
  - **Discipleship Guidebook** (a resource of the Baptist Convention of North Carolina)
  - **Download Free Discipleship Resources here** (LifeWay resource)
  - **Discover Your Spiritual Gifts (Definitions)** (LifeWay resource)
    - **Spiritual Gifts Survey** (LifeWay resource)
  - **Visit LifeWay Christian Resources Discipleship page**

### Youth/Student Resources

- **DiscipleNow planning guide** (a free resource from LifeWay)
  - **Know. Own. Known.** (a Lifeway resource)
- **Know. Own. Known. - The Vital Series** (a Lifeway resource)

### Preschool and Children Resources

- **Discipleship Options for Kids** (a Lifeway resource)  
<http://www.lifeway.com/article/155213>
- **Levels of Biblical Learning** (a Lifeway resource)  
<http://www.lifeway.com/article/167087>
- **Levels of Bible Skills** (a Lifeway resource)  
<http://www.lifeway.com/article/167205>
- **Children and Conversion** (a resource of the Baptist Convention of North Carolina)

### Conferences/Consultations

- Great Beginnings for New Christians
- Assimilating New Members
- Discipleship—What are my Options?
- Discipleship—Where do we begin?
- Overview of the Disciple-Maker's Manual and how it can be used
- Discipleship Pastor/Director Workshop
- Intentional Discipleship for preschool, children, students and adults
- Five Approaches to Disciple-Making in Your Church
- 2011 Doctrine Study Clinic, **Compelled by Love: A Journey to Missional Living**
- Bible Drill and Speaker's Tournament
- Partners with Parents to Disciple Their Children

Audiovisual discipleship and leadership training resources on loan from our media center  
1-800-264-1225 ext 231

Discipleship materials for a variety of language groups:

<http://www.lifeway.com/lwc/mainpage/0,1701,M%253D201214,00.html>



Learning to represent His presence in various phases and stages of life demands time and patience on the part of all concerned. Walking with Jesus and learning what it is for Him to be Lord of all your life is a life stage and life change that calls forth what we were created to be. This phase is about owning who He created us to be and living into our destiny and our full potential. Here is the place and experience where we find and experience all the abundance life has to offer. This is not to say it is perfection without struggle. In fact, it is only in the pain and struggle that many lessons are learned and the faithfulness of Christ in those experiences is made clear.

### Come Abide in Me (John 15:4)

Jesus declares the “field test” and apprenticeship over. He must physically leave, but He promises to leave His Spirit. Thus, we will then be able to do *greater things* than He has done because we have been with Him. The abiding relationship hinges on prayer and learning to live into and from the spiritual life disciplines that have been taught and caught as they walked with Christ. Abiding has an intentionality to it: being intentional about the disciplines, fellowship with other believers, reading and living lessons from Scripture, and being salt, light and leaven in the church and as the church in the world. What a privilege! What a gift! What a responsibility! What a challenge!

Growing leaders means taking them from where they are and moving them forward to their full potential. This takes time, patience, energy, commitment, perseverance, faith, conviction, dedication and much prayer.

Adapted from T-NET International materials by Bill Hull and Bob Gillam, cited in “Spiritual Leadership in a Secular Age” by Edward H. Hammett, 2006

The following are Scriptures that describe what a disciple of Christ looks like:

- Deuteronomy 10:12-21
- Micah 6:8
- Matthew 5:3-16
- Romans 5:1-5
- Romans 12:1-21
- 1 Corinthians 13
- 2 Corinthians 3:12-7:1
- Galatians 5:22-6:10
- Ephesians 4:20-6:20
- 1 Peter 1:1-3:16
- 2 Peter 1:2-10
- 2 Peter 1:4-8
- 1 John 4:7-21

## Transform Hearts and Churches by Making Disciples

**Transformed hearts is the fruit of discipleship** and is the focus of the Discipleship & Family Ministries staff of the Alabama State Board of Missions. The mandate of the Great Commission is at the forefront of our prayer, planning and consulting, and training objectives.

This manual provides inspiration, guidance, resources and an overview of five possible approaches to disciple-making for a local church. Discipleship is no longer just a Sunday night program, but is carried out through a variety of approaches seven days a week. In fact, if you limit discipling to Sunday night or Wednesday night programming you weaken and restrict the possibilities of disciple making in your church and community in a 21<sup>st</sup> century world.

**Alabama Baptist pastors, lay leaders and churches are discipling people through a wide variety of approaches** to discipleship. We believe there are five approaches bearing fruit in the ministry of disciple-making. Consider the basic characteristics of these five approaches. Which approach(es) are you utilizing the most as your disciple-making efforts? Which approach is bearing the most fruit? What other approach might be worthy of exploring and implementing now?

Now...

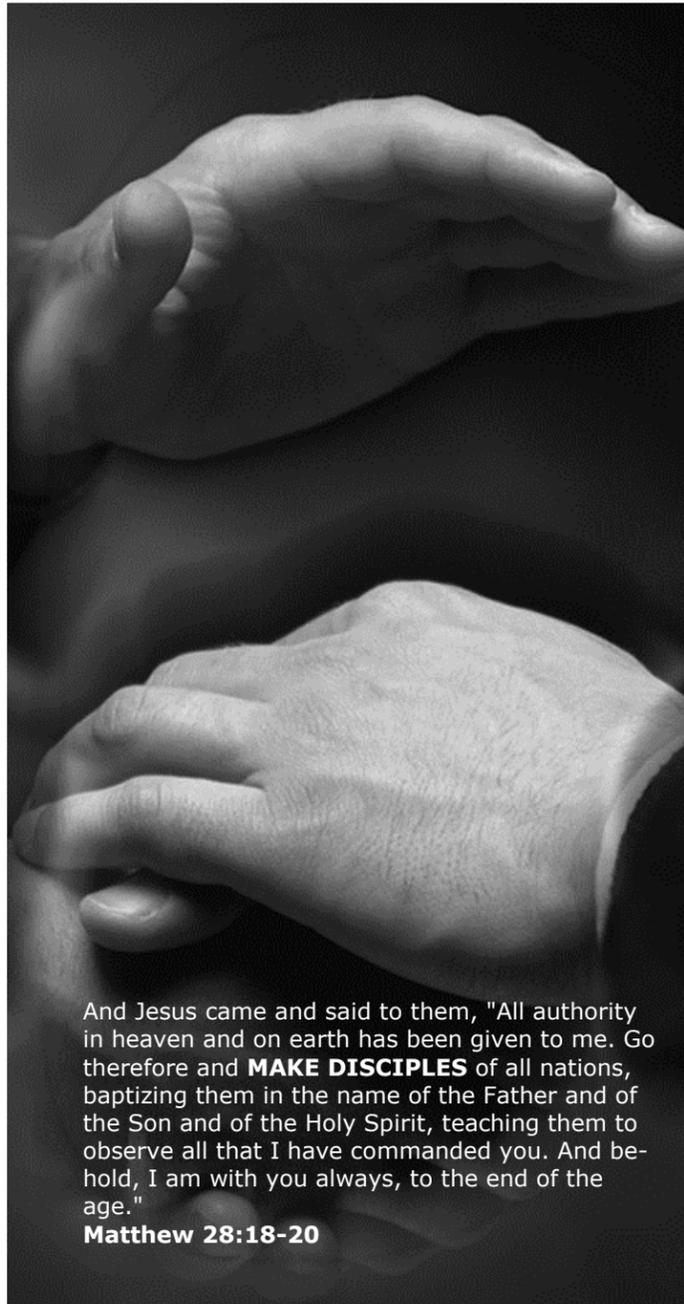
**what are your next steps with this guidebook?**

Consider...

- Inviting other church leaders and those with a passion for discipleship to review each of the approaches with you.
- Evaluate which approach you are most effectively using now.
- What might be another approach you can develop in the next six months?
- Who can be leaders in this approach? Who are those making disciples who can multiply themselves in other interested and ready persons?
- Participate in a conference offered by Discipleship & Family Ministries to help answer your questions, celebrate your victories and assist with your challenges. Visit the Web site [www.alsbom.org/dfm](http://www.alsbom.org/dfm) for schedules and

registration information.

- Join a learning community of peers in your region who are seeking to develop their discipleship ministry.
- Encourage your pastor/staff to join the disciple-making opportunities which offer special training and resources.
- Call and schedule an appointment or training session with State Missionary, Sonya Tucker, Email [stucker@alsbom.org](mailto:stucker@alsbom.org),
- 1-800-264-1225 ext. 271



And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and **MAKE DISCIPLES** of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

**Matthew 28:18-20**

## Making Preschool and Children's Disciples Through...

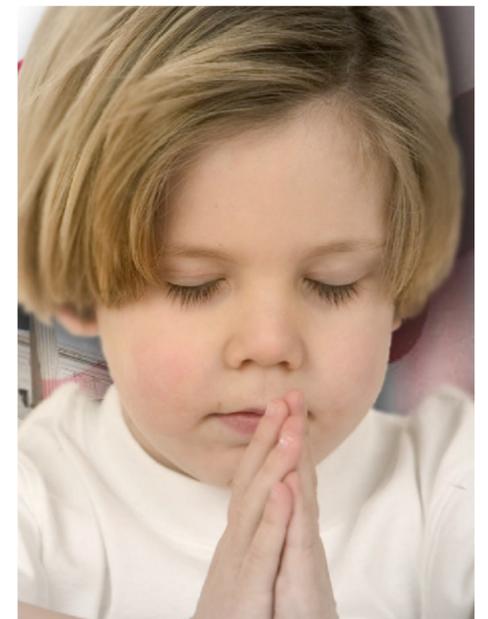
(Use these pages to build your church strategy. Find samples at [www.alsbom.org/disciplemakers](http://www.alsbom.org/disciplemakers))

	Resources	Resources we recommend	Conferences / Consultations available from the ALSBOM
<b>Platform-oriented</b>			
<b>Program-oriented</b>			
<b>Process-oriented</b>			
<b>Person-oriented</b>			

\* Products listed are also available for preschoolers.

**"Be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven you."**  
Ephesians 4:32

Go to [www.alsbom.org/bibledrills](http://www.alsbom.org/bibledrills) for more resources.



# Making Youth Disciples Through...

(Use these pages to build your church strategy. Find samples at [www.alsbom.org/disciplemakers](http://www.alsbom.org/disciplemakers))

Resources	Resources we recommend	Conference/Consultations available from the ALSBOM
<i>Platform-oriented</i>		
<i>Program-oriented</i>		
<i>Process-oriented</i>		
<i>Person-oriented</i>		
<i>Proficiency-oriented</i>		



## Overview of the 5 Approaches to Making Disciples & Disciple-making Strategies For Your Church Finding and Taking Next Steps in Discipleship

Each of the five approaches is valuable and can produce life-changing results for disciples. However, it is important to note that each approach has inherent strengths and weaknesses and each will produce different results in the life of disciples. Below is a summary of each approach.

### Approach 1. Platform Approach

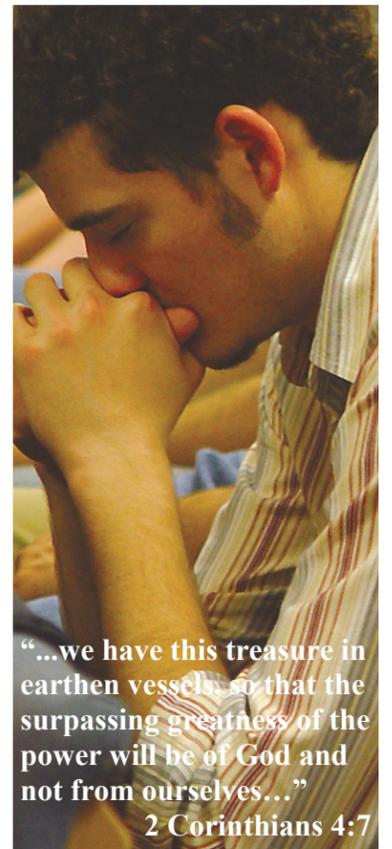
**Audience:** The worshippers of the church.

**Benefits:** This approach will reach a wide section of members and attendees. Many believers are heavily influenced by the worship experience and by sermons in particular. This approach allows the pastor to set the discipleship tone for the church. This approach also models how to read and interpret the Bible for life-change.

**Drawbacks:** Requires little commitment from those being discipled. It is tough to follow up with those being discipled or to measure life-change. Accountability is difficult if not impossible. Only one discipleship issue can be addressed at a time, which means you cannot simultaneously target the discipleship needs of every person.

**Next Level:** Your church can take this approach to the next level in a number of ways.

- Provide an outline for taking notes.
- Survey worshippers to see what discipleship needs are most pressing.
- Preach sermon series on a given topic. Repetition over a short period of time will keep a topic in the forefront and allow disciples to experience real life-change in that one area rather than bombarding them with a new topic each week.
- Provide a forum for discussion of the sermon topic and how it might apply to one’s life (this might be something a family or small group does together as directed by a printed guideline).
- Intentional worship planning for worship planning team and staff.



<i>Platform Approach</i>		
What are your desired outcomes in preaching?	What responses are you getting/not getting?	What else could you do to improve the discipling function of your preaching?
What feedback vehicles do you have to help you evaluate and plan?	What life transformation have you observed in your congregation over the last six months?	Who could help you?
How much time do you spend in prayer and preparation for each sermon?	How can preaching and worship complement other discipling efforts in your church?	How can you find and network with other disciple-making pastors?
		What resources are available to help you?
		What can you do differently in sermon preparation and delivery to cause greater discipling impact?
		When will you begin?
		What are the best indicators of an effective discipling sermon?

## Approach 2.

## Program-oriented Approach

**Audience:** Those persons involved in a program, short-term course or small group.

**Benefits:** Programs provide structure and stability to the discipleship endeavor. Programs such as Sunday School tend to be attended by the majority of church members, thus allowing for a wide impact. Use of published curriculum allows for uniform discipleship experience for participants and is especially useful for teaching doctrine, dealing with specific topics and exploring spiritual giftedness. A congregation can offer multiple classes and opportunities at once. Program-oriented approaches are also good for short-term motivation of believers.

**Drawbacks:** It is often easy to focus on the program (attendance, which curriculum to teach, time/place to meet, etc.) rather than the discipleship journey of individual participants. Motivation tends to be short term. It is difficult for participants to experience high levels of discipleship accountability or to measure life-impact. Offerings tend to be sporadic, leaving participants confused about what is expected of a disciple and what the next step in their journey with Jesus ought to be.

**Next Level:** Churches can take this approach to the next level of effectiveness in a number of ways:

- Be intentional about the disciple-making function of your programs. Clear disciple-making expectations for the program should be outlined, voiced and evaluated. In evaluating the effectiveness of a program, church leaders should ask, "How is this program leading to life-change for participants?"
- Define what a disciple looks like and determine how your programs will move people closer to that target.
- In order to target the needs of people church leaders might survey members of the church and community to find out what the life needs are and what discipleship topics are most pressing.
- Rather than offer strictly age-based courses, give participants a selection of topics offered simultaneously.
- Incorporate aspects of accountability into programmed courses.
- Train your program leaders to be spiritual disciplers through their programs.

<b>Program Approach</b>		
	What is the impact of the programs you offer?	What programs have the most effective disciple-making impact?
	How are the programs impacting life change?	How could their story be told? Improved?
	How are the programs developing the fruit and gifts of the Spirit in your membership?	Who are the best disciple-makers in your current programs?
	What percentage of your church membership is regularly engaged in discipleship programs? Why? Why not?	How could they help others become more effective in disciple-making?
		How can these persons be equipped and challenged?



*"And they devoted themselves to the apostles' teaching, to fellowship, to the breaking of bread, and to prayers."*  
Acts 2:42

## Making Adult Disciples Through...

(Use these pages to build your church strategy. Find samples at [www.alsbom.org/disciplemakers](http://www.alsbom.org/disciplemakers))

	Resources	Resources we recommend	Consultations available from the ALSBOM
<b>Platform-oriented</b>			
<b>Program-oriented</b>			
<b>Process-oriented</b>			
<b>Person-oriented</b>			
<b>Proficiency-Oriented</b>			

*"But you will receive power when the Holy Spirit has come upon 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

# Five Possible Approaches to Disciple-making in Your Local Church

(Choose one or more approaches for your ministry)

## Platform-oriented discipleship:

This approach uses sermons and the worship experience in order to move worshippers along in their discipleship journeys. Many churches that use this approach mistakenly believe they have no discipleship strategy.

### Examples:

Sermons, sermon series, faith stories, drama, use of video and intentional use of the arts in intentional worship planning. The Web site [www.preachingpoint.com](http://www.preachingpoint.com) provides an overview of varieties of teaching from multiple sources.

## Program-oriented discipleship:

This approach uses one or more programs to guide the discipling of church members. Through the programs (and associated products, curriculum and resources) of the church, participants are moved along in their discipleship journeys. This approach typically offers topical and age-group studies, usually held at traditional times.

### Examples:

Sunday School, Sunday night discipleship training, semester-based course offerings and January Bible study. Here are some sites that resource program approaches: [www.lifeway.com](http://www.lifeway.com), [www.alsbom.org/discipleship](http://www.alsbom.org/discipleship), [www.alsbom.org/bibledrills](http://www.alsbom.org/bibledrills), <http://discipleship.ncbaptist.org>

## Process-oriented discipleship:

This approach uses systematic, sequential sets of opportunities to move persons along in their discipleship journeys. The focus tends to be on helping people mature in their faith through faith formation, gift-discovery and involvement in ministry and missions.

### Examples:

The Purpose-Driven model, Intentional Disciple-making Process, mentoring and accountability relationships and apprenticeships. Here are some sites that resource process-oriented approach: [www.lifeway.com](http://www.lifeway.com), [www.alsbom.org/discipleship](http://www.alsbom.org/discipleship), [www.tnetwork.com](http://www.tnetwork.com)

## Person-oriented discipleship:

This approach focuses on personal relationships and spiritual growth plans whereby the pastor and other church leaders move others forward in the discipleship journey. [www.alsbom.org/discipleship](http://www.alsbom.org/discipleship) <http://discipleship.ncbaptist.org>

### Examples:

Mentoring and accountability relationships and apprenticeships.

## Proficiency-oriented discipleship:

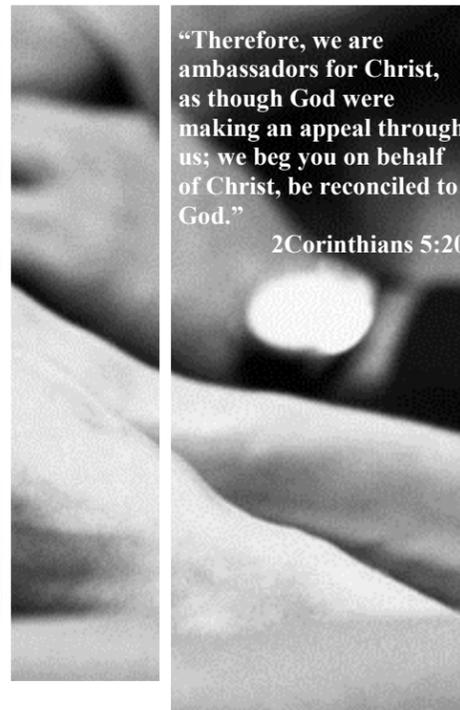
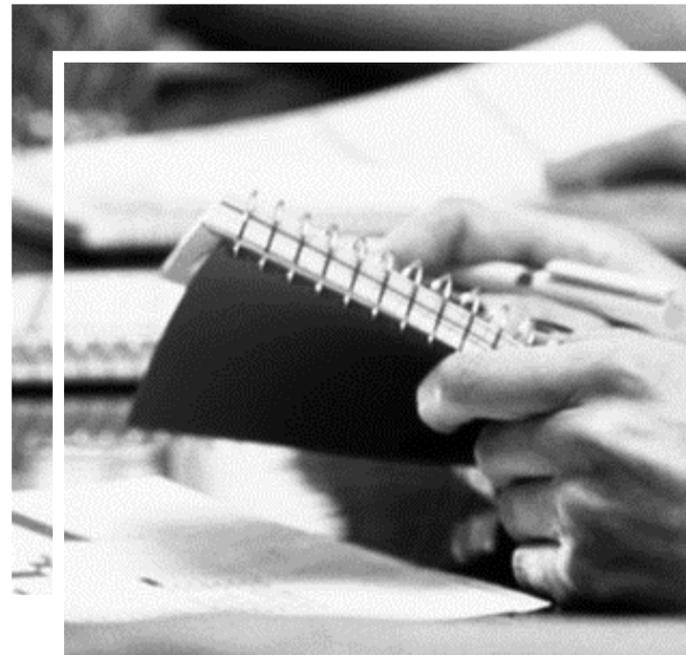
This approach is about church leadership and the power of influencing others.

### Examples:

Mentoring and accountability relationships for leaders and those who influence others to higher heights and deeper depths of the love of Christ, and being salt, light and leaven in the world.

## Coaching Questions

- What are your next steps?
- Who can help you?
- What else do you need to move forward?



## Approach 3.

## Process-oriented Approach

### Audience:

Those church members (and potential church members) who willingly commit to an ongoing process of discipleship growth.

### Benefits:

The focus is on life-change with clear expectations of what it means to be a follower of Jesus. Learning is sequential. Usually includes emphasis on assimilation, gift development and deployment in ministry, and multiplication. Effective levels of accountability and feedback lead to a change of priorities. (Paul's teaching in 1 Thessalonians)

### Drawbacks:

Church leaders can fall into the trap of putting their focus on getting people through the process and not on what is happening as part of the process. The process requires constant evaluation in order to be highly effective. It must be a foundational aspect of the church's life.

### Next Level:

Thoughts for improving your process-oriented approach:

- Get leadership involved in an ongoing learning community with other process-oriented churches. Learning communities provide effective opportunities for evaluating and improving your process.
- Clearly define what your church expects of a disciple at each stage in the process.
- Evaluate the process in terms of life-change.
- Allow those who are in the process to give testimony to life-change and to the effectiveness of the process during worship, large-group gatherings or publications as a means of encouraging others to enter the process.
- Help persons discover their spiritual gifts and strengths.
- Present a unique gift or other form of recognition to those who complete the process to a certain stage.

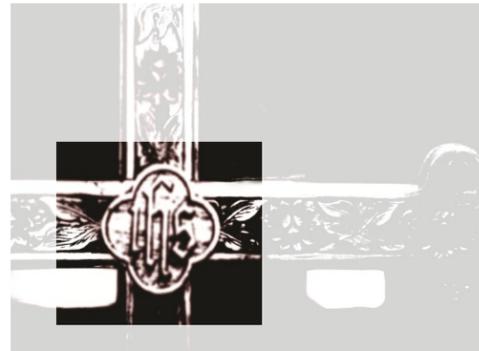


<b>Process Approach</b>	<p>What kind of disciples is your church producing?</p> <p>Who are the persons with the greatest discipling influence in your congregation?</p> <p>What is the best use of their time and energies?</p> <p>What is the discipleship function of each class, group and program in your congregation?</p> <p>How can you help each leader of each class, group and program refine their discipleship function for the next year?</p> <p>What training and equipping needs to be done to improve the discipleship function of your church programs and leadership?</p>	<p>What resources are available to move the discipling function of each program forward?</p> <p>What does the next step look like for discipleship in each group in your church?</p> <p>What type of persons/disciples do you want to grow in your church?</p> <p>Which disciples in your church can you identify as missional disciples?</p> <p>Who are the best disciplers in your church who can help multiply discipleship in your church?</p> <p>What is needed to move the church forward in growing disciples?</p> <p>What do you/others need to do differently to see that discipleship happens?</p>
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## Approach 4.

### Person-oriented Approach

- Audience:** Those few church members and seekers who willingly commit to an ongoing relationship whose focus is on substantial life change and discipleship development.
- Benefits:** Many of the same benefits as the process-oriented approach, but deeper and more powerful results can be expected. There will be a very high level of discipleship growth among those few who agree to be disciplined in this manner. The pastor (or other disciple maker) will grow through the process as well and will be more highly motivated once results are experienced. (Examine Jesus approach to discipling Peter, James & John)
- Drawbacks:** This is a slow process. A single believer can disciple only two to four people at a time. It will take time for the exponential factor to come into play as those who have been disciplined begin to disciple others. Other church members might feel that the pastor is showing favoritism by spending unusually high amounts of time with those he is discipling.
- Next Level:** Thoughts for improving your person-oriented approach:
- Create a culture of personal discipleship by training leaders in how to form, maintain and duplicate disciple-making relationships.
  - Free up the pastor and other leaders to take time away from low-result disciple-making activities and invest that time in one-on-one relationships.
  - Create and encourage every believer to develop yearly spiritual growth plans.



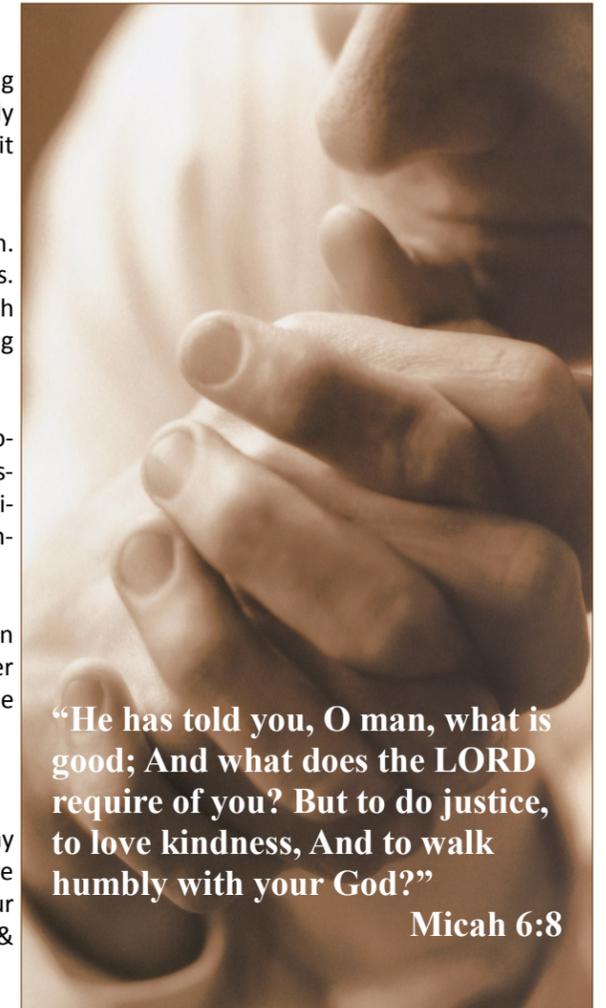
<p><b>Person Centered Approach</b></p>	<p>What discipling relationships are in place?</p> <p>How are your spiritual leaders mentoring and discipling a new generation of leaders?</p> <p>Who are the people who seem to be finding God in their daily work?</p> <p>How do these marketplace ministers need to be equipped in order to bear much fruit?</p> <p>What is the impact of the discipling relationships currently in place?</p>	<p>Who are the most effective disciple-makers now?</p> <p>What groups, families and individuals could best benefit from a discipling relationship?</p> <p>What avenues can you create for others to learn from your best disciple-makers?</p> <p>When can you begin this ministry?</p>
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## Approach 5.

### Proficiency Approach

- Audience:** This approach is for the serious of heart—those seeking to abide in Christ and to impact the world, their family and their workplace because of the fruit of the Spirit manifesting in and through their lives.
- Benefits:** Proficiency is about excellence, not perfection. Proficiency is about influence and impact of believers. They truly become salt, light and leaven in the church and the world. (Study Paul’s example of discipling younger leaders such as Timothy & Titus)
- Drawbacks:** Proficiency cannot be achieved quickly. It is a slow process of maturing in Christ and discovering your ministry and following your call. While it demands disciplines of the heart and mind it is filled with immeasurable joy and fulfillment.
- Next Level:** Next level is about reproduction and multiplication through mentoring and discipling others and other churches and organizations. Impacting others is the next level. Go forth and multiply.

**These five approaches are not exclusive.** A church may use discipling methods from one, two, three or all five of these approaches.. Whichever approach (es) your church chooses to incorporate, the Sunday School & Discipleship Staff desires to assist you. Below is an outline of our strategy for helping you be more effective in making disciples.



**“He has told you, O man, what is good; And what does the LORD require of you? But to do justice, to love kindness, And to walk humbly with your God?”**  
Micah 6:8

<p><b>Proficiency Approach</b></p>	<p>What is the best version of a disciple you know?</p> <p>What type of disciple is most pleasing to the Heavenly Father?</p> <p>What would the impact of your church be if 20%, 50% or 70% of your membership fit the best version of discipleship?</p> <p>What stands in the way of the best version of disciple-making in your church now?</p>	<p>What does the best version of a disciple look like?</p> <p>What is the impact of a church of healthy disciples?</p> <p>Who are those in your church who see this excellent vision of disciple-making?</p> <p>How could you cluster them together for sharing, worship and strategizing?</p> <p>What is stopping you from doing this now?</p> <p>What are the next steps/landmarks in your disciple-making journey?</p> <p>What’s pulling you forward?</p> <p>What barriers you have to overcome to fulfill your dreams of disciple-making?</p>
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