

A Guide for D-Groups and Disciple-Making

For D-Group Leaders



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Our Mission

The church's mission, no matter the context or location is to love God, love people, and make disciples. This mission is directly mandated in two main scriptures: The Great Commandment and The Great Commission.

When asked what the most important commandment is, Jesus replies in Mark 12:30-31, "And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: You shall love your neighbor as yourself."

Then, just before He leaves His disciples for good, He shares the following mandate in Matthew 28:19-20: "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."

Since disciple-making is such a major part of what we believe God has called us to do, it's important to understand what this entails and what it looks like. This guide will help you as you seek to be a disciple-maker.

Most of the material in this guide has been gleaned, borrowed, or completely taken from other resources. We are grateful for the following resources that we've used over the years and have used in creating this guide:

Growing Up by Robby Gallaty
Firmly Planted by Robby Gallaty
Marc's of a Disciple by Robby Gallaty
Building a Discipling Culture by Mike Breen
4 Chair Discipling by Dann Spader
Real Life Discipleship by Dan Putnam



LOVE GOD.



LOVE PEOPLE.



MAKE DISCIPLES.

Disciple-Making Road Map

Many times, people will show up at a church or even join a church and not know what to do next. Oftentimes, churches make the process to plug in too complicated. Even worse, many churches don't have a defined process for people to follow to grow and mature in their faith. Instead, they simply offer various ministries and programs and encourage people to get as involved as possible. So, if our mission is to help people love God, love people, and make disciples, then we had better define the path to do that and make it simple enough so people can follow it. That is why we have developed the Disciple-Making Road Map.

The Disciple-Making Road Map



KNOW
GOD

WORSHIP

CONNECT
IN COMMUNITY

FELLOWSHIP GROUPS
LIFE GROUPS
AGE-GRADED MINISTRIES

GROW
SPIRITUALLY

D-GROUPS
MIDWEEK

CHANGE
THE WORLD

SERVING
SHARING
MISSIONS

Defining the Terms

What is a Disciple?

So, we are supposed to be making disciples. The logical next question is, “What is a Disciple?”

A Disciple is a **devoted follower of Christ**

who is **growing** from the **inside out**,

who **loves God**,

loves people,

and **makes disciples**.

And he said to all, “If anyone would come after me, let him deny himself and take up his cross daily and follow me. **Luke 9:23**

Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect. **Romans 12:2**

Jesus answered, “The most important is, ‘Hear, O Israel: The Lord our God, the Lord is one. And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ **Mark 12:29-20**

“The second is this: ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.” **Mark 12:31**

“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 28:19-20**

What does Disciple-Making mean?

Since Jesus gave us the mandate to make disciples in the Great Commission (Matthew 28:19-20), we need to define what that process looks like.

Definition of Disciple-Making: Intentionally entering into someone's life to help them know & follow Jesus and obey His teachings, & to equip them to repeat the process.

Disciple-Making doesn't happen by accident. It's intentional. There has to be a plan, an effort, a path forward. It also doesn't happen at a distance. When you intentionally enter into someone's life, that means you do life together. It's not like a class or seminar. It's a very informal process that is all about life-on-life. One of the goals of course is to help them grow in their relationship with Christ and to walk in obedience. However, the main goal is to multiply by equipping the disciple to replicate themselves.

What is a D-Group?

A D-Group, or Discipleship Group, is a same-gender group of 3-5 believers that meet regularly for the purpose of being disciples who make disciples. When they gather, they pray, study God's word, memorize scripture, hold each other accountable, and do life together. Each group is led by a trained and equipped disciple leader. The goal of each member of a D-Group is to replicate themselves in 12-18 months and in turn lead a D-Group of their own. This is the way we multiply spiritually and grow as believers in a deep way.

*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***

*Follow my example, as I follow the example of Christ. **1 Corinthians 1:11***

What is the difference between a D-Group and a Bible Study?

First, the D-Group is a closed group, rather than an open group. Sunday school classes and Bible studies are usually open groups (or they should be); that is, they are open to anyone and everyone who would like to attend. A D-Group is, by design, closed to a handful of people. A person joins the group by invitation only.

Second, the purpose of a D-Group is completely different. While Sunday school classes and Bible studies exist for the purposes of growth and fellowship, they have an underlying additional purpose (or they should have): evangelism. Sunday school classes are designed to reach lost people by getting them involved in the group. A D-Group, in contrast, consists of believers who desire a deeper walk with Christ. It is not evangelistic in its form or function, but in its fruit: it makes disciples, who then make disciples.

Lastly, the setting of the D-Group is completely different. It is the shift from a lecture atmosphere with one teacher facilitating a discussion of a room full of students to an intimate, accountable relationship with a handful of like-minded people. In their book *The Invested Life*, Joel Rosenberg and T. E. Koshy suggest that a discipleship relationship is “more personal, more practical, and more powerful. A teacher shares information, while a disciple leader shares life; a teacher aims for the head, while a disciple leader aims for the heart; a teacher measures knowledge, while a disciple leader measures faith; a teacher is an authority, while a disciple leader is a servant; and a teacher says, ‘Listen to me,’ while a disciple leader says, ‘Follow me.’”

This blueprint, sketched by Jesus Christ through His personal example, is how discipleship is accomplished in the lives of believers, and, ultimately, within the local church. When this plan is followed, those involved will participate in three dynamics that result in growth in their personal lives, as well as in the Kingdom: community, accountability, and multiplication.

How do I choose who to challenge to be in a D-Group?

When you are thinking and praying about who to ask to join your D-Group, it’s important to look for followers of Christ who are FAT:

Faithful – They are faithful to do what they already know.

Available – They have time and availability to commit to the group time and process.

Teachable – They are willing to learn and display a desire to grow.

It’s important to remember you aren’t looking for perfect people. It’s also vital that if the people you are considering don’t match these 3 attributes, you will be much better off in not challenging them to a discipleship group.

Three Indispensable Relationships

Howard Hendricks, beloved professor at Dallas Theological Seminary who went to be with the Lord in 2013, taught that every believer should foster three relationships in their life:

- A Paul—an older and wiser believer from whom you can learn
- A Barnabas—a friend who teaches, encourages, and holds you accountable
- A Timothy—a young believer [believers] in whom you are investing

These three relationships allow others to speak into your life, and, at the same time, allow you to speak into others' lives. Notice the wisdom of Solomon: *Iron sharpens iron, and one man sharpens another. Proverbs 27:17*

The Goal in Disciple-Making

You've heard the old adage, "If you aim for nothing, you'll hit it every time." We believe that is true in making disciples. We must have a goal or target of the kind of person produced in this process if we hope to develop mature followers of Christ. There are hundreds of things we would like to see in every disciple, but in order to make sure we hit our mark, we train our "**scopes**" on a specific target. Our goal in making disciples is to help each disciple get to point where they are:

S criptural	They view life through the lens of scripture. The disciple spends time reading, studying, and memorizing God's word.
C ommunal (Relational)	They have developed deep relationships with other believers. They are transparent and authentic.
O bedient	Not only do they study God's word, they obey what it says. Now, this doesn't mean they are perfect, obviously. However, they are consistently obeying what they are learning in scripture.
P rayerful	Prayer is an important part of the disciple's life.
E vangelistic	They have a concern for people outside of Christ and they are taking steps to share the truth about Jesus with those in their sphere of influence.
S tewards	They give of their time, talents, and treasures. They have an open-fist mentality concerning all the resources God has given them.

WHAT DOES A TYPICAL D-GROUP MEETING LOOK LIKE?

Every D-Group will look a bit different because of the varying personalities involved. However, it is a good idea to follow something similar to this:

TIME TO CATCH UP

Spend as much time as possible here. Remember, the most important part of a D-Group is doing life together, so don't feel like you need to rush the relationship-building time.

1

2

PRAYER TIME

Spend some time sharing personal issues and prayer concerns. It's a good idea to limit prayer requests to immediate family or close friends. That way the prayer time doesn't go off the rails. Praying for others is important, but it's just not the time or place to do it here.

SCRIPTURE MEMORY/ACCOUNTABILITY

This is a time when you hold one another accountable to the memory verse and any other areas of accountability for the group.

3

4

H.E.A.R. JOURNAL DISCUSSION

This is the time when you discuss what you learned together in your personal Bible Study during the week. Make sure to specifically discuss highlights, explanations, applications, and responses.

EVANGELISM, MISSIONS, & MULTIPLICATION

Spend some time talking about people you are praying for and building relationships with that don't know Christ. This is also a time to discuss a ministry project for the group. After a few months, also begin talking about what multiplying the group will look like.

5

6

CORE DISCUSSION

This is a time you will always lead and it will be a time you teach or guide them in learning Core Beliefs, Core Practices, and Core Concepts. (See more info on this later in the guide)

PRAY

Close in prayer.

7

After the first few D-Group meetings, it's a good idea to assign different parts of the group time to each group member. This helps them learn to lead the group and builds experience and confidence. Some things you can assign each week are prayer, scripture memory and accountability, leading the journal discussion, evangelism discussion, ministry project discussion, multiplication discussion, etc...

What is a H.E.A.R. Journal?

The H.E.A.R. journaling method promotes reading the Bible with a life-transforming purpose. It's not about checking off the boxes on your daily reading schedule; your purpose is to read in order to understand and respond to God's Word.

The acronym H.E.A.R. stands for Highlight, Explain, Apply, and Respond. Each of these four steps contributes to creating an atmosphere to hear God speak. After settling on a reading plan and establishing a time for studying God's Word, you will be ready to H.E.A.R. from God.

For an illustration, let's assume that you begin your quiet time in the book of 2 Timothy, and today's reading is the first chapter of the book. Before reading the text, pause to sincerely ask God to speak to you. It may seem trite, but it is absolutely imperative that we seek God's guidance in order to understand His Word (1 Corinthians 2:12-14). Every time we open our Bibles, we should pray the simple prayer that David prayed: "Open my eyes, that I may behold wondrous things out of your law (Word)" (Psalm 119:18).

H

After praying for the Holy Spirit's guidance, open your notebook or journal, and at the top left-hand corner, write the letter H. This exercise will remind you to read with a purpose. In the course of your reading, one or two verses will usually stand out and speak to you. After reading the passage of Scripture, **HIGHLIGHT** each verse that speaks to you by copying it under the letter "H". Write out the following:

- The name of the book
- The passage of Scripture
- The chapter and verse numbers that especially speak to you
- A title to describe the passage

This practice will make it easier to find the passage when you want to revisit it in the future.

E

After you have highlighted the passage, write the letter "E" under the previous entry. At this stage you will **EXPLAIN** what the text means. By asking some simple questions, with the help of God's Spirit, you can understand the meaning of a passage or verse. Here are a few questions to get you started:

- Why was this written?
- To whom was it originally written?
- How does it fit with the verses before and after it?
- Why did the Holy Spirit include this passage in the book?
- What is He intending to communicate through this text?

At this point, you are beginning the process of discovering the specific and personal word that God has for you from His Word. What is important is that you are engaging the text and wrestling with its meaning.

A

After writing a short summary of what you think the text means, write the letter “A” below the letter “E”. Under the “A”, write the word **APPLY**. This application is the heart of the process. Everything you have done so far culminates under this heading. As you have done before, answer a series of questions to uncover the significance of these verses to you personally, questions like:

- How can this help me?
- What does this mean today?
- What would the application of this verse look like in my life?
- What does this mean to me?
- What is God saying to me?

These questions bridge the gap between the ancient world and your world today. They provide a way for God to speak to you from the specific passage or verse. Answer these questions under the “A”. Challenge yourself to write between two and five sentences about how the text applies to your life.

R

Finally, below the first three entries, write the letter “R” for **RESPOND**. Your response to the passage may take on many forms. You may write a call to action. You may describe how you will be different because of what God has said to you through His Word. You may indicate what you are going to do because of what you have learned. You may respond by writing out a prayer to God. For example, you may ask God to help you to be more loving, or to give you a desire to be more generous in your giving. Keep in mind that this is your response to what you have just read.

Notice that all of the words in the H.E.A.R. formula are action words: Highlight, Explain, Apply, and Respond. God does not want us to sit back and wait for Him to drop some truth into our laps. Instead of waiting passively, God desires that we actively pursue Him. Jesus said,

Ask, and it will be given to you; seek, and you will find; knock, and it will be opened to you (Matthew 7:7).

Think of the miracle of the Bible. Over centuries, God supernaturally moved upon a number of men in an unusual way that resulted in them writing the exact words of God. God led His people to recognize these divine writings, and to distinguish them from everything else that has ever been written. Then God’s people brought these 66 books together. Then God gave men knowledge to copy and transmit the Bible so that all people could have it. All because God has something to say to you.

Sample H.E.A.R. Entry

Read: Philippians 4:10-13

Date: 11-30-13

Title: Secret of Contentment

H (Highlight)

"I can do all things through Christ who strengthens me." Philippians 4:13

E (Explain)

Paul was telling the church at Philippi that he has discovered the secret of contentment. No matter the situation in Paul's life, he realized that Christ was all he needed, and Christ was the one who strengthened him to persevere through difficult times.

A (Apply)

In my life, I will experience many ups and downs. My contentment is not found in circumstances. Rather, it is based on my relationship with Jesus Christ. Only Jesus gives me the strength I need to be content in every circumstance of life.

R (Respond)

Lord Jesus, please help me as I strive to be content in You. Through Your strength, I can make it through any situation I must face.

While you can use any Bible reading plan with a H.E.A.R. Journal, we recommend using either the F260 plan that helps disciples discover the comprehensive message of the Bible over a year or the NT260 that covers the entire New Testament in a year. You can find those plans at <http://InciteMinistries.org/BiblePlans>.

Core Principles

Over the course of the year in a D-Group you will have the opportunity to teach many important lessons. Some of these will come naturally as you discuss God's Word together. Others will be more intentional on your part. No matter how the truths are shared and passed along, we believe there are twenty-one important principles that every disciple-leader should cover with his/her D-Group. There are 8 Core Beliefs. These will almost certainly come up in your discussion of Scripture throughout the year. There are also 7 Core Practices that need to be taught. Finally, there are 6 Core Concepts that you will need to be intentional about teaching throughout the year. You can spend as much or as little time as you think is needed on each concept.

The hope is that over the year, each member of a D-Group will be convicted about these areas, competent in the practices, and consistent in the concepts.

A fully-devoted follower of Christ will be convicted, competent, and consistent in the following areas:

Core Beliefs

Creation – God created the earth from nothing. It was a direct process by which we were made in His image. This means that we have been made for a purpose and are called to follow God's mandates and commands.

Who God Is – I believe God is the creator of the universe, He is one God who exists in three persons: Father, Son, & Holy Spirit. He is involved in and cares about my daily life. He is sovereign over the whole universe and is Lord of all. He is all-powerful, all-knowing, and ever-present.

Salvation by grace alone through faith in Christ alone - A person comes into a right relationship with God by His grace through faith in Jesus Christ alone. I can't earn my salvation.

Assurance of Salvation – Once God has rescued me, there is nothing I can do to lose my salvation.

Authority of Scripture - The Bible is the Word of God and has the right to command my belief and action.

Identity in Christ – As a follower of Christ, I have a new identity in Jesus. The old person is gone and I am a new creation. While I still struggle with sin, I must identify with my new nature in Christ and allow that nature to inform my attitudes, actions, and thoughts.

Sin/Temptation – Since I am a follower of Christ, Satan will try to derail me any chance he gets. Spiritual warfare is a real battle, therefore, I must be ready to fight using the tools God has provided me. I have the power to say no to sin because of the Holy Spirit living inside me.

Lordship of Christ – Jesus must be Lord of my life. While I will continually surrender parts of my life as I grow in my relationship with Jesus, Jesus demands that I acknowledge Him as both Savior and Lord.

Core Practices

The practices (CLOSER) that we want to build in their lives are to help them:

Communicate (Prayer)

Learn (Read/Hear the Word)

Obey (Application)

Stove (Memorize)

Evangelize

Renew (HEAR Journal: Highlight, Explain, Apply, Respond)

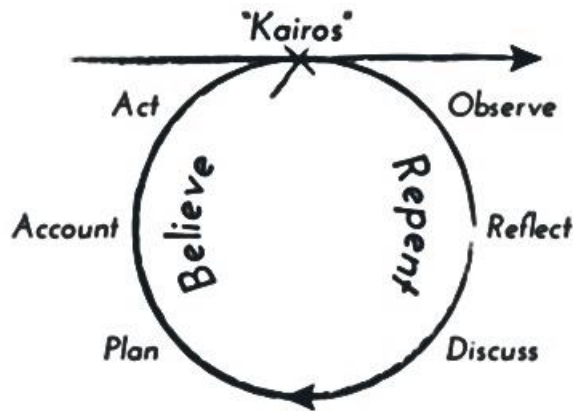
Core Concepts

These concepts are gleaned from the life and ministry of Jesus as he taught and developed His disciples. Each concept has an accompanying shape. The reason is simple: visuals help us remember. For example, when you see three circles formed together like this, what do you think of?



Micky Mouse, right? Disney knows that this simple visual has imprinted something on your mind. So, in order to make these concepts easy to understand and to replicate, we've developed six shapes to use in teaching them.

The Kairos Circle



The Circle is all about identifying the events in our lives that affect our emotions and actions. These represent an opportunity for learning and growth. The Circle is a key tool in discipleship, whether used personally or in discipling others.

In **Mark 1:15** Jesus describes the process for us: ***"The time [Kairos] is here. The Kingdom of God is near. Repent and believe the good news!"***

There are several words in the Greek language which translate into the English word for time. Chronos is the one we would find most familiar, meaning successive or sequential time—like the kind you find on a clock.

Another is Kairos, meaning an event, an opportunity—a moment in time when perhaps everything changes because it is the right time. A Kairos moment is when God breaks into your circumstances with an event that gathers some loose ends of your life and knots them together in His hands. In Kairos moments, the rules of Chronos time seem to be suspended.

Kairos moments can be either positive or negative. It could be when you get married, have a child, get a job. It could also be the loss of a job, a financial crisis, the loss of a loved one. The key idea here is that when those moments come, we must recognize them as Kairos moments. Our tendency is to stop and do nothing or to just ignore the moment and bury it. Our response instead should be to enter the circle that Jesus explains for us and walk through the process of repenting and believing. Each of these two parts of the circle has 3 steps each.

Repent

Observe – To change our lives, we need to observe where we are. When a Kairos moment stops us in our tracks, this is the time to observe our reactions, our emotions, our thoughts.

Reflect – Once we observe our reactions, we need to reflect. Ask ourselves, why did we react the way we did? Why do I feel this way? Why did this event bring these emotions us?

Discuss - In order for observing and reflecting to lead to lasting change, we must invite others into the process with us. For repentance to take hold, we need to share it with others.

Believe

Just because we experience something or just because we go through a Kairos moment, doesn't guarantee that we will learn anything. Repenting alone doesn't bring about lasting change. We must continue through the process of belief.

Plan – On the basis of our observation, reflection, and discussion, we need to make a plan to lead our inner change. For example, if your growing credit card debt has escalated to the point of crisis, and in reflecting on the cause, God reveals an emptiness of void you are trying to fill through shopping, have a strategy for recognizing the feelings that lead to the binge shopping and for reacting in the proper way. Planning nearly always involves seeking the kingdom of God first, no matter what the issue. Most of us find that Kairos moments lead us to discover we have used someone or something as a substitute for God.

Account – If the plan is to succeed, it is important to have at least one person hold you accountable to it.

Act – Once a plan is in place and you are being held accountable to it, the natural step is to act on it. Faith always comes to the surface and always produces action. It cannot be contained.

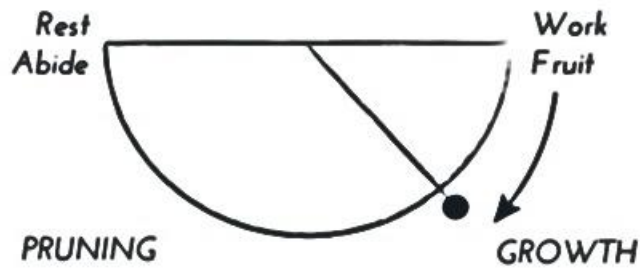
Use the different stages of the Circle to draw out thoughts and feelings about a particular situation. Engage with each area and ask how God might want to change the way you think (repent), and step out in faith (changing the way you act, live and lead) in the new direction (believe) by making a plan for which you are accountable.

The 2 key questions when facing any Kairos Moment in life are these:

What is God saying to me? (REPENT)

What am I going to do about it? (BELIEVE)

Rhythms of Life Semicircle



"I am the true vine, and my Father is the vinedresser. Every branch in me that does not bear fruit he takes away, and every branch that does bear fruit he prunes, that it may bear more fruit. Already you are clean because of the word that I have spoken to you. Abide in me, and I in you. As the branch cannot bear fruit by itself, unless it abides in the vine, neither can

*you, unless you abide in me. I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing. If anyone does not abide in me he is thrown away like a branch and withers; and the branches are gathered, thrown into the fire, and burned. If you abide in me, and my words abide in you, ask whatever you wish, and it will be done for you. By this my Father is glorified, that you bear much fruit and so prove to be my disciples. **John 15:1-8***

To fully understand this passage, we need to know that every Hebrew had a vine. The vine would grow for three years. They would keep pruning the vine over that time so that no fruit would come. Then, they cut the vine back to within a millimeter. The vine grows over the branch, creating a stump. Then the branch spends three years being nourished and growing in strength. This is called the "abiding time."

As soon as the fruit come (and it is gigantic and can last on the vine for 6 months), it is pruned again. So, vines develop this rhythm: Abide for year, then bear fruit, abide for a year, then comes fruit.

This is the fundamental rhythm that Jesus says His disciples are to have. The truth is, if we don't have abiding time, we can't produce the fruit we are called to produce.

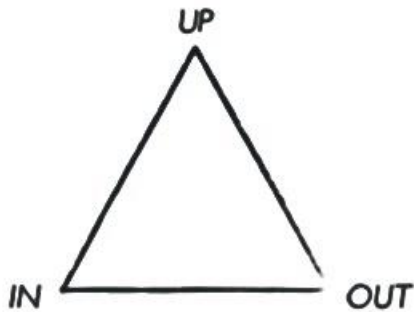
So, the argument that Jesus makes is this: We are called to bear lots of fruit. We can't bear fruit unless we spend time abiding (not bearing fruit). Therefore, in order to bear lots of fruit, we must abide in the vine, being nourished and strengthened.

Think about the Creation account in Genesis 1. God makes man and woman in His image. They get their marching orders—work! Be productive! The very next thing that happens is God rests on the 7th day. If man is made in God's image, who else would rest that day? Adam & Eve. So, mankind's very first full day after getting their marching orders is spent resting!

The fundamental revelation Jesus gives in John 15 is that while we are created to do work, we are designed to work from rest—not rest from work.

The semicircle helps illustrate the balance we should find as we develop a rhythm of rest & work, abiding & bearing fruit.

Deeper Relationships Triangle



So, if we are to become like Jesus, it's important to understand the patterns of his life and ministry. As we study and learn from Him, we clearly see three dimensions emerge that his life revolved around. You could say that He had three great loves and he was constantly attending to these loves, allowing Him incredibly deep relationships.

In these days he went out to the mountain to pray, and all night he continued in prayer to God. And when day came, he called his disciples and chose from them twelve, whom he named apostles: Simon, whom he named Peter, and Andrew his brother, and James and John, and Philip, and Bartholomew, and Matthew, and Thomas, and James the son of Alphaeus, and Simon who was called the Zealot, and Judas the son of James, and Judas Iscariot, who became a traitor.

*And he came down with them and stood on a level place, with a great crowd of his disciples and a great multitude of people from all Judea and Jerusalem and the seacoast of Tyre and Sidon, who came to hear him and to be healed of their diseases. And those who were troubled with unclean spirits were cured. And all the crowd sought to touch him, for power came out from him and healed them all. **Luke 6:12-19***

- 1. UP (Towards God, His Abba Father) – Luke 6:12**
- 2. IN (Towards his disciples) – Luke 6:13-16**
- 3. OUT (Towards the world) – Luke 6:17-19**

If you have ever put a tent up, you know that you need all three kinds of rods to have a tent stand up well. They all three pull against each other. Pull one rod out, and the tent starts to fall. Pull two out and it collapses. We are called to have the same three great loves as Jesus. That means we must attend to all three dimensions. UP, IN, & OUT.

Churches reflect this as well. Most are good at only one, very few are good at two, and you almost never see a church good at all three. Why? It's simple. Churches mirror their leaders. We replicate who we are.

That highlights the need for us to spend time, energy, and effort attending to all three dimensions.

We see this also reflecting in what is called the “gospel” of the Old Testament---Micah 6:8, “He has shown 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.”

To walk humbly points to the Up dimension. To love mercy illustrates the IN dimension.
And to act justly deals with the OUT dimension.

A healthy, relational balance is essential in life and to effective leadership. We were created for relationships. We do not function when we are left to ourselves. There are no lone ranger Christians.

Relational Mission Key



The destiny of the church is directly tied to how passionate it remains to its mission. In past decades, our zeal to fulfill the Great Commission has often led to the great omission—we've made converts without making fully devoted disciples. As the church, we are to participate in God's command to go and make disciples according to the model Jesus has given us. However, in recent years, it seems as if the pendulum has shifted and we are finding it more difficult to be on mission to begin with.

How we approach outreach in today's culture has fallen under scrutiny in recent years, and rightly so. Many of the techniques that worked in the past are obviously not working well anymore.

Jesus was the wisest man that ever lived. He was the best leader and teacher. It makes sense that He would also be the best at evangelism. In his book, *Permission Evangelism*, Michael Simpson looks at Jesus' interaction with the rich, young ruler in Mark 10 and sums it up this way:

"Christ was evangelizing, but it sure doesn't look like the way most people do it today. Even though it says Jesus loved him, he stood there and let the man walk away. Why did Christ not follow him when he walked away? Why didn't he try harder when this man seemed so eager? Why didn't Jesus 'get him saved' before addressing this difficult area of his life?"

Jesus didn't run after the rich young ruler because He knew the young man's heart wasn't ready. Jesus knew and let him walk. Jesus never ran after anyone. Instead, He made Himself available to those willing to wholeheartedly seek the Truth.

The Key is about sharing the Good News in the same way that Jesus did and taught His disciples to do. The Key has one key message: find the Person of Peace. We find this principle when Jesus sends out the 72 disciples in Luke chapter 10.

*"Whenever you enter someone's home, first say, 'May God's peace be on this house.'⁶ If those who live there are peaceful, the blessing will stand; if they are not, the blessing will return to you." **Luke 10:5-6 (NLT)***

Person of Peace

Jesus' message to His disciples then, and to us today, is that as we are walking in this world, we are to be on the lookout for a Person of Peace. Who is this Person of Peace, and how do we recognize him or her?

Very simply, a Person of Peace is one who is prepared to hear and respond to the message of the Gospel. He is ready to receive what God will give you to say at that moment. A Person of Peace is usually well-connected or networked. They have an immediate impact on their community when they come to Christ. They are also a person of well-known character—either good or bad. Some Biblical examples of these people are:

- Matthew (Matthew 9:9)
- Zacheus (Luke 19)
- Lydia (Acts 16)
- Woman at the Well (John 4)
- Gerasene demoniac (Mark 5)
- Cornelius (Acts 10)
- Philippian Jailer (Acts 16)

This should be our prayer as we venture forth each day. “Lord, bring into my path today a Person of Peace, and give me the grace to speak your words to this person.”

Our outward relationships are not just to be occasional outreach project or evangelism programs. We are to live a lifestyle of mission, evangelism, and service. We are called to be ambassadors for Christ. The best context for this to take place is relationships. Not only is this biblical, it's practical. It works. Studies have continually shown that evangelism in the context of relationships is incredibly more effective than sharing with strangers. Relationships are key.

The Person of Peace is someone God has prepared for that specific time. It is no good trying to force open doors that God has not opened, and we must not be distracted so that we miss the doors He has opened. This is really exciting news. Even in the most important task we have been given, the assignment to share the good news and make disciples, God does most of the work!

Let's look at the other principle at work surrounding the Person of Peace that shows us how to BLESS the Person of Peace in the context of a relationship.

Begin with Prayer

Who do you live, work, and play with that is far from God? Pray that God would create spiritual curiosity in them, and then spend time with them. Praying for places: Where does pain exist here? Pray for healing. Who makes the decisions here? Pray for integrity. Who throws the parties here? Pray for community. Where are the pennies spent here? Pray for provision. Pray that God would lead you to the Person of Peace.

Listen

Before you can help others find Jesus, you need to listen to them first – their hopes, pains, challenges and dreams. In your interactions with others, take the posture of a learner. Lay down your assumptions, and practice being present. Pay attention to the local news and ask God how you can meet those needs.

Eat

Eating is one of the fastest ways to move a relationship from acquaintance to friendship. Who can you eat with (or have a coffee with) that is far from God? A co-worker over lunch? A neighbor during the day? A friend or family member over the weekend? Is there a place that you regularly visit (coffee shop, gym, etc.)? Ask God to grant you opportunities to eat with people—especially the Person of Peace in your life.

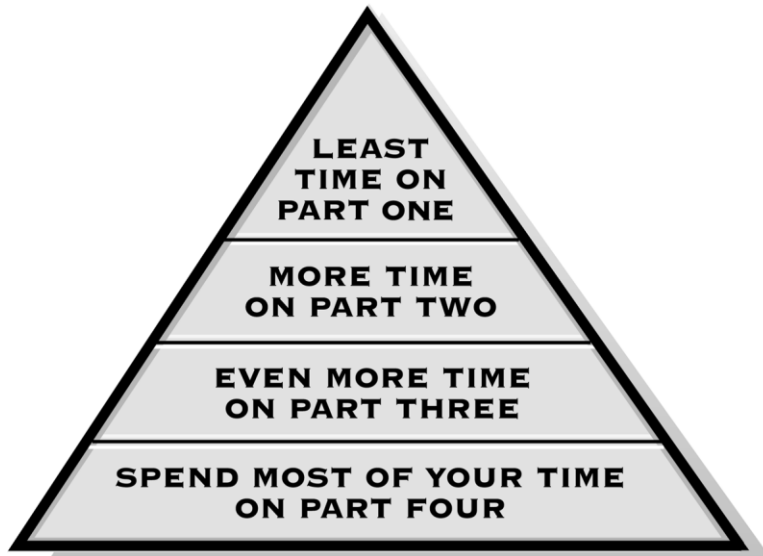
Serve

Before jumping into serving, have you taken the time to pray for, listen to and eat with these people? Doing these things first helps you discover the way that you really need to serve them. Who can you serve this week? Who do you know that has a practical need? Ask them how you can help them.

Share

You can't spell BLESS without the second S. In other words, sharing the story of God with others is necessary to participate in God's mission (Matt 28:18-20). Start by sharing how God has blessed you and made a difference in your life. Share your story in such a way that demonstrates that God is also at work in their life. Don't feel like you have to tell your life story at once. Think "bite-size" stories.

Testimony Pyramid



A personal testimony is one of the most persuasive forms of communication. It is a simple and powerful way to share the truth of the Gospel evidenced by your life-change.

The Bible is full of examples of personal testimonies.

DAVID: *"Come and listen, and I will tell you what God has done for me."* **Psalm 66:16**

THE WOMAN AT THE WELL:

"Many of the Samaritans from that town believed in him because of the woman's testimony."
John 4:39

THE MAN BORN BLIND: *"I don't know whether he is good or bad, but I know this: I was blind, and now I see!"* **John 9:25**

PETER AND JOHN: *"We cannot stop telling about the wonderful things we have seen and heard."* **Acts 4:20**

PAUL: On six different occasions (Acts 22-26) Paul used his personal testimony to share the Good News with unbelievers.

We are even commanded to share our testimonies in *Psalm 105:1b: make known his deeds among the peoples!* And again in **1 Peter 3:15: Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have.**

There are tremendous advantages of sharing our testimonies with others as we seek to share the Gospel. First, It is unique! There are no others just like it. Your story is unique to you because you are different than anyone else. Secondly, it is personal and easy to understand. Rather than sharing some huge doctrinal statement for pre-Christians to comprehend, you are simply sharing your story. Third, you are the authority on it. It's difficult to argue with. Fourth, people love to hear personal stories and they remember them. Many times, people forget a scripture or a point you make, but everyone remembers stories. They are powerful and they are the way to capture hearts. Fifth, people can relate to it. It builds a relational bridge, which is our first goal in evangelism. And finally, in a postmodern world, it may be your most effective witness. In a culture where people claim, "That may be true for you, but not for me," your story transcends that kind of objection.

The way we build our personal testimonies is very important. We want to make sure to keep the focus on God, not ourselves as we share our story. The Testimony Pyramid helps us to remember this. The goal is to spend the least amount of time on part 1, more on part 2, even more on part 3, and the most time on part 4. Using this model, you can guide those in your group to prepare and practice sharing their personal testimony.

The 4 Parts of Your Testimony

1. What my life was BEFORE I MET CHRIST.

- What common circumstances would an unbeliever identify with?
- What were your attitudes that an unbeliever would identify with?
- What was most important to you?
- What substitute for God did you use to find meaning in your life?
- (sports/fitness, success at work, marriage, sex, making money, drugs/alcohol, having fun, entertainment, popularity, hobbies)

2. How I REALIZED I NEEDED Christ.

- What significant steps led up to your conversion?
- What needs, hurts, or problems made you dissatisfied with the way you were living without God?
- How did God get your attention? What motivated you?

3. How I COMMITTED MY LIFE to Christ.

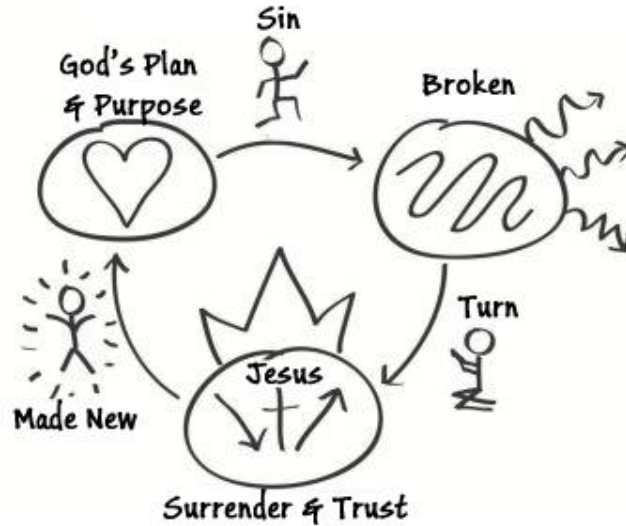
- What specifically did you do? Where did it happen?
- Was it through a prayer? What did you say in your prayer? Be specific.

4. The DIFFERENCE it has made in my life.

- What benefits have you experienced or felt?
- What problems have been resolved?
- How has Jesus helped you change for the better?
- How has it helped your relationships?
- Give a current example.

3 Circles of the Gospel

1 John 4:9-10



God showed how much he loved us by sending his one and only Son into the world so that we might have eternal life through him. This is real love—not that we loved God, but that he loved us and sent his Son as a sacrifice to take away our sins. 1 John 4:9-10

The 3 Circles is an easy-to-learn and easy-to-share method of evangelism. It's so simple it can be done on a napkin or sheet of paper wherever you are. There is also an app for your phone you can download and use to share. Below is an explanation of the 3 Circles Conversation.

Broken



If you turn on the TV or look at your social media feed, it's evident we live in a broken world, surrounded by broken lives, broken relationships, and broken systems. There is a lot of suffering, violence, poverty, pain, and death around us. Brokenness leads us to search for a way to make life work.

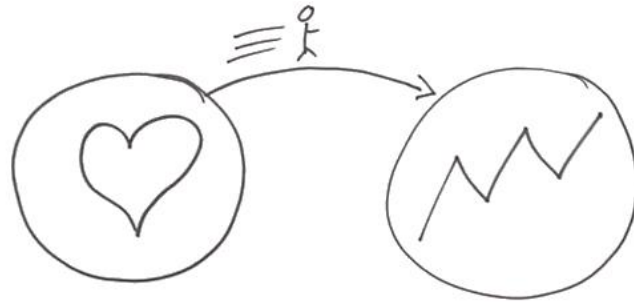
God's Purpose & Plan

But we also see traces of beauty and purpose around us like in the beauty of a sunset or the laugh of a child. That's because God's design was perfect when He made the world. The Bible tells us that God originally planned a world that worked perfectly—where everything and everyone fit together in harmony. God made each of us with a purpose—to worship Him and walk with Him.

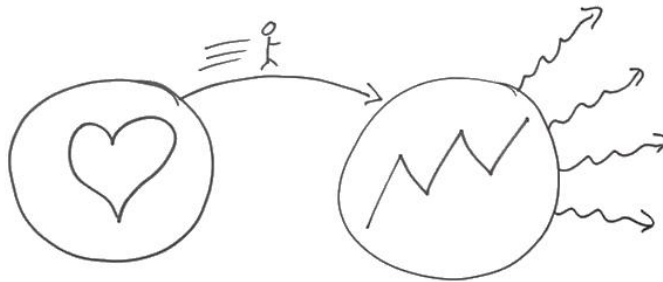


Sin

But starting with the very first people, we as humans chose to go our own way and leave God's perfect design. That's called sin. Life doesn't work when we ignore God and His original design for our lives. We all sin and distort the original design. The consequence of our sin is separation from God—in this life and for all eternity.



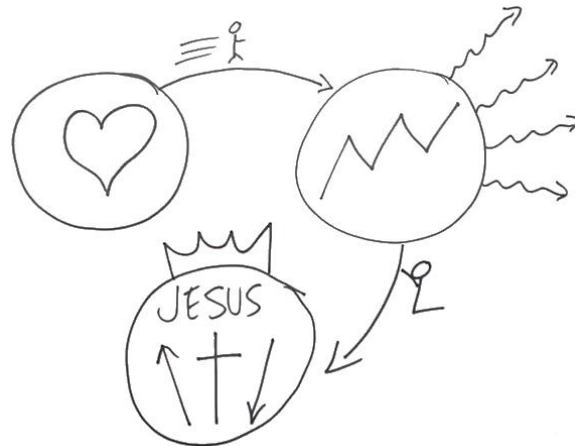
Our sin leads to the brokenness in our world. We see this all around us and in our own lives as well. We don't like to live in brokenness, so we look for a way out. We tend to go in many directions and do many different things to figure it out on our own. Some try to get out of this brokenness by climbing the ladder of success at work or school. We may try things like



being good, going to church, giving to the needy, helping people. We may try to get out by pursuing relationships. Some try to drown out the brokenness with drugs, alcohol, or attempts at suicide.. But everything we try just snaps us back into brokenness like a bungee cord.

Jesus

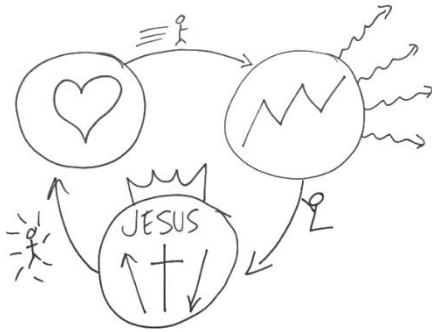
But God loves us so much, He didn't want us to stay in brokenness. He did for us what we could not do for ourselves. He provided the only way out—through Jesus. Jesus came down into our world and allowed Himself to be killed on a cross, taking on our sin. Jesus was then raised from the dead to provide the only way for us to be rescued and restored to a relationship with God.



Surrender & Trust

Simply hearing this good news isn't enough. He declared that if anyone would turn from their way, and surrender control of our lives, trusting Jesus to forgive us for our sins, and make Jesus the King or Lord of their lives, He would forgive them and give them new life.

Made New



When this happens, God restores our relationship with Him and we begin to discover meaning and purpose in a broken world. We become brand new creations according to God's Word.

Now, let me ask you, which of these two circles would you say you are in? Are you still in brokenness, or have you surrendered and trusted in Jesus and back in His design?

Ok, you are in brokenness. Which one of these two do you want to be in?

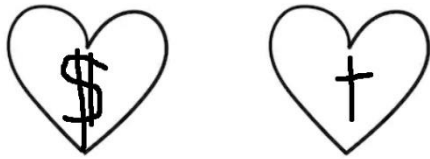
Is there anything keeping you from surrendering to Jesus right now and trusting Him for forgiveness?

You can do that right now. There is no magic formula or specific prayer, but it's the desire and attitude of your heart that counts. You can express that desire in several ways, but one of the simplest ways is to pray like this:

Lord, thank you for loving me. I have sinned and gone my own way. I'm sorry for my sin. Thank you for sending Jesus to die for me. Please forgive me of my sin. I surrender my life to you. I trust in you to forgive me and guide me. I love you. Amen.

**For a great example of sharing the three circles, you can go to InciteMinistries.org/3circles.

Generosity



My heart reveals what I worship

Why does God talk about money so often in the Bible? Is it because He's broke and needs a helping hand? Far from it. God owns it all. God doesn't need anything, which means giving is not about money per se. Giving is one part of growing as a disciple of Jesus. He obviously doesn't need our money. So, if He doesn't need it, why should we give?

There is a direct correlation between our faith and the way we handle our money and our stuff. Listen to these powerful words of Jesus: *"For where your treasure is, there your heart will be also."* **Luke 12:34**

When it comes to money, we will either worship wealth or worship with our wealth.

From the seduction of success to the lure of lust, many things in the world vie for our affection and devotion. But the most dangerous idol we face is money (Matthew 6:24).

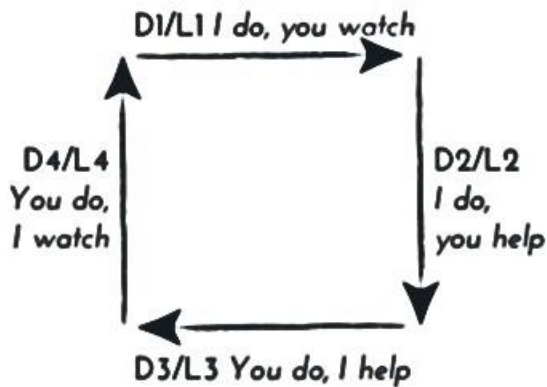
A great story in scripture that illustrates this important point is the famous story of Zacchaeus.

Jesus entered Jericho and was passing through. And behold, there was a man named Zacchaeus. He was a chief tax collector and was rich. And he was seeking to see who Jesus was, but on account of the crowd he could not, because he was small in stature. So he ran on ahead and climbed up into a sycamore tree to see him, for he was about to pass that way. And when Jesus came to the place, he looked up and said to him, "Zacchaeus, hurry and come down, for I must stay at your house today." So he hurried and came down and received him joyfully. And when they saw it, they all grumbled, "He has gone in to be the guest of a man who is a sinner." And Zacchaeus stood and said to the Lord, "Behold, Lord, the half of my goods I give to the poor. And if I have defrauded anyone of anything, I restore it fourfold." **Luke 19:1-8**

Zacchaeus was a short man, but he was also a man of great wealth. He was despised by the people of his community—not because he was rich, but because he used his position as the chief tax collector in town to collect more money than he had to. But Zacchaeus was transformed into a generous giver! He gave half of his possessions to the poor and paid back what he took from others fourfold! How did this happen? Jesus transformed Zacchaeus. He gave him a new life and a new heart! And his heart was now generous and revealed who he worshipped—Jesus!

Jesus is a giver. He graciously gave his life for us so that we might live in Him. Like Zacchaeus, it's when we come face-to-face with Jesus that we are transformed into generous people. This isn't a superficial transformation or a one-time offering. It's not a decision to give out of obligation or guilt. It's an act of worship and of love. It's an act of the heart and it is a key ingredient in growing as a disciple.

Discipleship Square



Jesus was the best leader the world has ever seen. He was also the greatest leadership trainer and disciple-maker. If we follow His example and His teachings, we can be the leaders and disciple-makers He intends us to be. Jesus' leadership is seen in four stages or phases. So, we use a square to help easily recall the four principles.

The Square helps us to recognize four different stages of discipleship, leadership &

team development modelled by Jesus. These are the stages that result in any person or team pressing on to reach maturity, fruitfulness and multiplication. The 'D' stands for the stages for a Disciple, and the 'L' for the stages for a Leader.

At every stage of His ministry you can see Jesus calling the disciples to follow Him, to learn from Him, to grow through the hard times in their life together. Ultimately, He calls them to take what He has taught and shown them, His message of love, out to the world.

But how did He get them to that end point? As we read the Gospels we see Jesus take the disciples through a process akin to the Square. We need to be asking how Christian community members are growing in their discipleship, and how Christian leaders are raising up team and new leaders to take on new responsibilities of leadership within the community and, essentially, to grow into the leadership to which God calls them.

Stage One - D1/L1

*and saying, "The time is fulfilled, and the kingdom of God is at hand; repent and believe in the gospel." Passing alongside the Sea of Galilee, he saw Simon and Andrew the brother of Simon casting a net into the sea, for they were fishermen. And Jesus said to them, "Follow me, and I will make you become fishers of men." And immediately they left their nets and followed him. And going on a little farther, he saw James the son of Zebedee and John his brother, who were in their boat mending the nets. And immediately he called them, and they left their father Zebedee in the boat with the hired servants and followed him. **Mark 1:15-20***

This passage describes Jesus' encounter with His first disciples. It does not appear that Jesus chooses these men on the basis of their resumes or their spiritual gifts inventories. He simply offer them a relationship with Himself and a vision to follow. Their enthusiasm fuels their confidence and immediately they step out, put down their nets and follow Him. They are confident but incompetent. They have no experience to base their confidence on. Are they scared? Probably.

In this stage, Jesus is very directive in His leadership style. He simply says, “come follow me.” This is very straightforward language. It’s not the language He uses later on in His ministry.

D1 Disciple Style – Confident & Incompetent

- High enthusiasm
- High confidence
- Low experience
- Low competence

L1 Leadership Style – Directive

- High direction
- High example
- Low consensus
- Low explanation

*This stage can be characterized from the leader’s perspective as: **I do, You watch.***

Stage Two – D2/L2

*Jesus said, “Have the people sit down.” Now there was much grass in the place. So the men sat down, about five thousand in number. Jesus then took the loaves, and when he had given thanks, he distributed them to those who were seated. So also the fish, as much as they wanted. And when they had eaten their fill, he told his disciples, “Gather up the leftover fragments, that nothing may be lost.” So they gathered them up and filled twelve baskets with fragments from the five barley loaves left by those who had eaten. **John 6:10-13***

Eventually the disciples become aware that they really have no idea what they are doing. The pressure begins to mount from outside as well as from within. The confidence of these previously successful entrepreneurs hits rock bottom. Worse yet, they suddenly realize they are following someone who is totally opposed by everybody in charge!

The disciples aren’t having fun anymore. They start questioning and doubting their call and their decision to follow. At this point, Jesus begins saying, “I’ll do, but you help.” He sends them out to do things He has been doing while they watched: preaching the Gospel, healing the sick, casting out demons. They are involved in ministry while opposition increases. They feel overwhelmed. Their early confidence is lost and they fall into despair.

Notice Jesus’ leadership style, experience comes before explanation. He tells His disciples, “Do not be afraid of those who kill the body and after that can do no more. But I will show you whom you should fear: Fear Him who, after killing the body, has the power to throw you into hell.” (Luke 12:4-5) He gives them further instructions in Luke 12 not to be afraid because God has a plan. In essence, Jesus is telling them to let go of their old securities. He wants them to find their security in Him.

D2 Disciple Style – Unenthusiastic & Incompetent

- Low enthusiasm
- Low confidence
- Low experience
- Low competence

Stage two is the more important in the development process for a disciple. What we tend to do at this point as leaders is to try to regain the enthusiasm experienced at the D1 stage. However, D2 is inevitable. You may be tempted to give up. Without an L2 leader who is prepared to offer time, vision, and grace, the D2 disciple will never make the turn to D3.

L2 Leadership Style – Visionary Coach

- High direction
- High discussion
- High example
- High accessibility

The second stage is the testing point of any leader. During this stage, the leader should clear his or her schedule and spend time down in the pit with the individual or team going through D2. Leaders need to be there to offer God's grace and encouragement. The two rungs on the ladder out of the pit are grace and vision.

This stage can be characterized from the leader's perspective as: I do, You help.

Stage Three – D3/L3

*“This is my commandment, that you love one another as I have loved you. Greater love has no one than this, that someone lay down his life for his friends. You are my friends if you do what I command you. No longer do I call you servants, for the servant does not know what his master is doing; but I have called you friends, for all that I have heard from my Father I have made known to you. You did not choose me, but I chose you and appointed you that you should go and bear fruit and that your fruit should abide, so that whatever you ask the Father in my name, he may give it to you. These things I command you, so that you will love one another. **John 15:12-17***

Jesus begins to use their time away from the crowds to teach His disciples. This produces in them a renewed confidence based on experience. In this phase, we see a new period of growth. Jesus did not begin His ministry by calling the disciples with this kind of message. They needed to go through the pressures, discouragements, and threats until they reached their low point. Once there, they would cleave to Jesus and to one another. There would be consensus. During this phase, Jesus has all the time in the world for them.

Then He drops the bomb. He tells the disciples He will be leaving them soon.

D3 Disciple Style – Growing Confidence

- Increasing enthusiasm
- Growing experience
- Intermittent confidence
- Growing competence

When disciples are in stage three, the concept that sets them free is “God is in charge.” They have to acknowledge grace and begin to work it into their lifestyle. That’s not easy for most of us, but it is the one thing that will move us on to growth and maturity. As they live out the lessons learned in stage two, they once again grow in confidence and find that their enthusiasm is increasing.

At this stage the disciples were spending a lot of time with Jesus. Growth and development as a person is mirrored by growth in intimacy. There is a growing intimacy between those being led as well as between the follower and the leader.

L3 Leadership Style – Pastoral Consensus

- Lower direction
- Higher consensus
- High discussion
- High accessibility

In stage three, strong friendships have been formed between the leader and those he or she is leading. Time spent with the disciples has created an intimacy they had not previously felt with Jesus. He calls them His friends at this stage. This is the kingdom in action.

This stage can be characterized from the leader’s perspective as: You do, I help.

Stage Four – D4/L4

*“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 28:19-20***

Sure enough, Jesus is taken away. He comes back again, yes, but this time as the resurrected Lord. He doesn’t hang around with them all the time like before. He just turns up every so often in the most surprising ways.

Jesus is preparing the disciples to spend less time with Him. He is reducing their hours of contact with Him because now He is delegating authority.

D4 Disciple Style – the End Is in Sight

- High enthusiasm
- High confidence
- High experience
- High competence

When this stage is reached, the high enthusiasm is not just bubbly excitement. It has deep roots in confidence, brought about by a strong feeling of competence. At this point, Jesus says “Go and do what I have done—make disciples like I have.”

L4 Leadership Style - Delegation

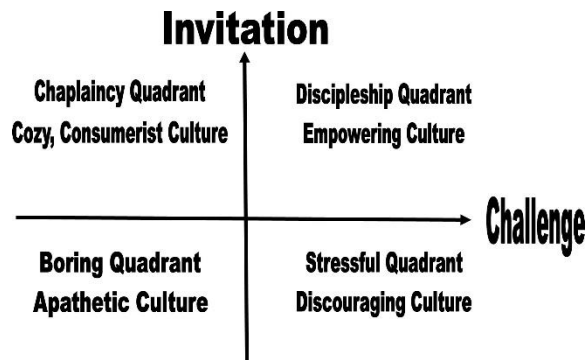
- Low direction
- High consensus
- Low example
- High explanation

Growth has taken place through the third stage, experience has been gained, and confidence that once was lost now has begun to return.

This stage can be characterized from the leader’s perspective as: You do, I watch.

If we don’t raise up new leaders within our Christian community, the potential for personal growth for people is limited, along with the church’s capacity for numerical growth and ability to come to a place of multiplication.

The Invitation/Challenge Matrix



Stop and consider for a moment what Jesus accomplished. He took a team of rag-tag disciples from all walks of life and spent 3 years with them. These guys weren't the cream of the crop. They weren't the best of the best. The twelve guys that Jesus chose were made up of fisherman, tax collectors, a zealot, and a thief and betrayer. However, Jesus took this bunch of misfits and changed history! How in the world

did Jesus accomplish this without scaring them to death? The secret to the development of his disciples is found in Matthew 16. His method of balancing invitation and challenge is the key.

*Jesus replied, "Blessed are you, Simon son of Jonah, for this was not revealed to you by man, but by my Father in heaven. And I tell you that you are Peter, and on this rock I will build my church, and the gates of Hades will not overcome it. I will give you the keys of the kingdom of heaven." **Matthew 16:17-18***

In this passage, we see Jesus affirming Peter by inviting him to draw closer. Jesus uses a play on words to make the invitation even stronger. In Greek, Peter's name is Petros, which means rock. Jesus says that on this rock, or Petra, referring to Himself, He will build His church. Essentially, Jesus is saying this: Little rock, you are a part of me and on the Big Rock I'll build my church. However, Jesus goes even further—He tells Peter that he will be given the keys to the kingdom! Talk about an invitation! Jesus is inviting Peter closer into a relationship.

Yet, just a few short verses later, after Peter tells Jesus he needs to stop talking about dying, Jesus responds with a harsh challenge.

*"Get behind me, Satan! You are a stumbling block to me; you do not have in mind the things of God, but the things of men." **Matthew 16:23***

Time and time again, we find Jesus inviting his followers into an intimate relationship with Him while also initiating a direct challenge to thoughts, actions, attitude that were wrong. Jesus drew His disciples closer as He loved them, but He also gave them the opportunity to accept the responsibilities of following Him. Jesus created a highly inviting but highly challenging culture for His disciples to function and grow within. If we want to create a culture of disciple-making, we will have to balance invitation and challenge appropriately.

Effective leadership is based on an invitation to a relationship and a challenge to change. A disciple-maker is someone who invites people into a close relationship with him or her, but also challenges that person to live the values of the kingdom in direct and graceful ways. Without both dynamics working together, people will not grow into fully devoted disciples.

The matrix above is used to help leaders understand the reality of the types of cultures we create through our leadership and in our churches.

Chaplaincy Quadrant

In most churches, we seek to create comfortable environments in our worship gatherings and small groups. However, in those contexts, we don't have the ability to challenge people in meaningful ways. A challenge may be given during a sermon, but people always have the ability to walk away and choose not to do anything about it. In our small groups, if we are constantly challenges the group, they will stop coming because in that environment they haven't agreed to that kind of relationship. When a culture exists where there is high invitation and low challenge, no real growth or transformation occurs. So, in most churches, we have created a cozy culture.

Boring Quadrant

A dangerous place to be is in a culture where there is low invitation and low challenge. Unfortunately, this describes some of our churches. When this happens, apathy occurs. No one really cares about inviting others and no one really cares whether there is any change or not.

Stressful Quadrant

When we are successful in creating a highly inviting culture, it is usually at the expense of leadership. Typically church staff, pastors, and volunteer leaders shoulder the load of responsibility and expectations in creating an inviting atmosphere. Because of that, the experience of these leaders is high on the challenge side of things but very low on invitation. There is rarely space for encouragement for these leaders. Every week has to be bigger and better than the last. So they end up discouraged, frustrated, and stressed. Burn out is common.

Discipling Quadrant

This is the sweet spot. When you find balance between inviting into a relationship and gracefully, but truthfully challenging, this is where disciples and leaders are developed.

Here is the thing—no one accidentally makes disciples. Disciple-making is an intentional pursuit. But as you take that journey, remember that no one naturally strikes that balance. You will find that you are disposed to be either more inviting or more challenging. The key is to work to find a balance between the two.

Conclusion

Our hope is that this guide will help you as you seek to obey the command of Jesus to make disciples. This guide is not intended to be comprehensive. As you step out to disciple others, you must always remember that it's relational. Therefore, when you have questions, ask the person who gave you this guide. Seek to learn from the wisdom and experience of the person who invested in your life!

The Potential of Multiplication in Disciple-Making

Assuming you only disciple two people per year, check out the potential impact you could have:

