

THE LOST ART OF DISCIPLE MAKING

By

Leroy Eims

(Forward by Robert E. Coleman)

Highlighted for Leadership Training

by

Jeffrey Pearson

Lead Pastor, THE BRIDGE

FORDWORD

Jesus came to save the world, and to that end He died, but on His way to the cross He concentrated His life on making a few disciples. These men were taught to do the same, until through the process of reproduction, the gospel of the kingdom would reach to the ends of the earth.

The way God's Son lived thus became a pattern to all who follow in His steps – a principle explicated clearly in the command to “make disciples of all nations.” How they are made, of course, will be conditioned on particular gifts and roles in society, but everyone who believes on Christ is called to His work within his own vocation and life-style.

Unfortunately, few Christians seem to understand what this means when it comes to daily living.

This is basic New Testament discipleship.

PREFACE

Every believer in Jesus Christ deserves the opportunity of personal nurture and development. Every new believer is expected to achieve his or her full potential for God. And most of the *would* if they had the opportunity, if someone would get the food within reach, if someone would give them the help they need, if someone would give them the training they should have, and if someone would care enough to suffer a little, sacrifice a little, and pray a lot.

In this book we look at the growth process in the life of a Christian. We will examine what nurture and guidance it takes to develop spiritually qualified workers in the church of Jesus Christ.

True growth takes time and tears and love and patience. It takes the faith to see people as God expects them to be and wants them to become. And it takes some knowledge to help get them there.

This book does not pretend to be the entire chain in the training process; it does not presume to contain all the answers to the problems of spiritual growth. In fact, it does not even presume to have many answers to many problems. What it does try to do is provide some information to help Christian leaders strengthen one small link in the entire chain of their ministry for Christ. It is not the whole chain. It deals only with one link: how to train spiritually qualified workers for Christ.

The book is based on a study of the Word of God.

ACKNOWLEDGMENT

I had struggled for about half a year thinking through the step-by-step details and specifics of making disciples.

CHAPTER 1

THE NEED FOR MULTIPLYING DISCIPLES

“And the word of God increased; and the number of the disciples multiplied in Jerusalem greatly” (Acts 6:7.)

He knew that unless he trained some spiritually qualified workers among the men and women of his congregation, many people would not get needed help in the initial stages of Christian growth (adequate follow-up) and would not develop into strong, robust disciples of Jesus Christ. And the pastor knew he was the key to this. The whole process had to begin with him. As the spiritual leader of these people, he had to lead the way.

Another problem – he was already a busy man. Like many pastors, he spent a good deal of his time putting out brush fires in his congregation.

To his frustration, he spent too much time with problem-centered people.

But he had a dream. *Wouldn't it be great, he would think to himself, if I had a dedicated, ever-growing band of spiritually qualified men and women who could help handle some of the “spiritual” problems that keep coming up in this church?*

People who knew how to win another person to Christ and then take the person from the time of his conversion and help him become a solid, dedicated, committed, fruitful, mature disciple who could in time repeat that process in the life of another.

His dream was so vivid. But then he would be jarred back to reality by the ringing of the phone.

His actual working with us began on the day I asked him why there seemed to be such an obvious difference in our Christian lives, why he was like he was and Virginia and I were like

we were. He was able to quote the Scriptures like he knew them by heart; fairly regularly he would share how God had answered his prayers; he seemed to know his Bible well.

He offered to meet with my wife and me and share some of the things that had been of help to him. We were eager to do so.

We began. Scotty taught us how to read the Bible and get something out of our reading. He taught us how to do personal Bible study and, with the help of the Holy Spirit, apply its lessons to our lives. He taught us to memorize the Word so that it would be available to the Holy Spirit 24 hours a day. **He taught us how to assimilate the Scriptures into the spiritual bloodstream of our lives through meditation on the Word.** He taught us how to pray and expect answers from God. That was a blessed year for us.

We were continuing to grow and my Christian life was full of new discoveries. **We had discovered the high adventure of abundant Christian living as the Lord was becoming more personal and real in our lives.**

For many years now I have been involved in helping others personally in their Christian lives.

To Multiply or Not to Multiply – That is the Question

What could possibly be greater than seeing a person come to Christ?

“When the person you have led to Christ grows and develops into a dedicated, fruitful, mature disciple who then goes on to lead others to Christ and help them in turn as well.”

On the other hand, a lack of knowledge of these things can have said consequences. **A story that still haunts me: I can't get it out of my mind. It seems that he went overseas some fifteen years before we met and began the usual programs. About the time he arrived on his field, he met a young man named Johnny, who was involved in something quite different.**

Johnny was a committed disciple of Jesus Christ, but he was going about his ministry in all the wrong ways according to the “book,” In contrast to the typical missionary approach of the time, Johnny was spending the bulk of his time meeting with a few young men in that country. The veteran missionary tried to get Johnny Straightened out, but the young man kept on with his “different” approach. The years passed, and the veteran missionary now had to leave the country of his service due to new visa restrictions.

As he sat across the coffee table from me in his home, he told me, “LeRoy, I've got little to show for my time there. Oh, there is a group of people who meet in our assembly, but I

wonder what will happen to them when I leave. They are not disciples. They have been faithful in listening to my sermons, but they do not witness. Few of them know how to lead another person to Christ. They know nothing about discipling others. And now that I am leaving, I can see I've all but wasted my time here."

He continued, "Then I look at what has come out of Johnny's life. One of the men he worked with is now a professor at the university. This man is mightily used of God to reach and train scores of university students. Another is leading a witnessing and discipling team of about forty young men and women. Another is in a nearby city with a group of thirty-five growing disciples around him. Three have gone to other countries as missionaries and are now leading teams in those lands who are multiplying disciples. God is blessing their work.

"I see the contrast between my life and his and it is tragic, I was so sure I was right. What he was doing seemed so insignificant, but now I look at the results and they are staggering." It was a sad meeting for both of us. It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up" (Eph. 4:11-12).

The thrust of that passage was that God had given leaders to the church in order to build up and train the rest of us in the work of the ministry. The ministry of the gospel was to be done by all of us. All of us together are to be a great witnessing brotherhood, but we need training.

"Discipleship in the Local Church." An elderly pastor told us of his experience in discipling some of the men in his church. He had started this about three years before and no had a band of stalwart, faithful men on who he could call at a moment's notice. The ministry had multiplied till he now had this dedicated band of men who were truly spiritually qualified to work in the ministry of the church.

The Indianapolis Model

Dr. Roy Blackwood, a close personal friend, has been multiplying disciples since he went to Indianapolis. He determined to build his ministry on this philosophy of training men to train others in discipleship and in making disciples.

He did not want to be just a Bible teacher to a group of spiritually hungry souls who would get their only ration of spiritual food once a week from his sermons. He wanted to train a band of strong, rugged soldiers of the Cross who would then collaborate with him in the work of the ministry in the church.

Roy has his disciples. In fact, when he went around the world on a preaching and lecture tour, he left the church in the able hands of the people whom he had trained and was gone for almost a year.

During his absence, the men preached the sermons and directed the activities of the church. They did the ministry and the Lord blessed their efforts as the congregation grew and flourished under their leadership.

What I enjoy so much about the ministry of multiplying disciples is that it is scriptural and it works. It is a scriptural approach to helping fulfill Christ's Great Commission (Matt. 28:18-20), and helping to do something about training workers (Matt. 9:37-38) who today, as in Christ's day, are still few.

This is not a cure-all. But few things are. May God grant you patience, love and perseverance as you begin to share the life He has given you with others.

CHAPTER 2

BIBLICAL EXAMPLES OF DISCIPLESHIP TRAINING

“When morning came, he called his disciples to him and chose twelve of them, who he also designated apostles” (Luke 6:13).

As the pastor stands there before his people, a thought crosses his mind, How can I minister to these people and meet their needs with a message of two a week? The congregation probably has as many needs as there are people in it.

“Did Jesus ever face anything like that? Did He have crowds before Him with a variety of needs?” The Gospels clearly indicate that He did. Cheering throngs followed Him; crowds later demanded His death. His life was filled with every type of emotion, every type of opposition, every type of activity.

A startling statement, “I have brought you glory on earth by completing the work you gave me to do” (John 17:4).

Why is that so remarkable?

Most of us are familiar with Christ's work of redemption and remember His words from the cross, "It is finished" (John 19:30). By that final and glorious act, He died for our sins, He set us free.

What then did He mean in His prayer when He said, "I have finished the work"? Notice He did not mention miracles or multitudes. **He referred to the men whom God had given Him out of the world. *These men were His work. His ministry touched thousands, but He trained twelve men. He gave His life on the cross for millions, but during the three and a half years of His ministry He gave His life uniquely to twelve men.***

In teaching and preaching we often emphasize Christ's ministry of redemption, and His ministry of training in the lives of these few men. Three principles may be seen in this training.

The Principle of Selection

The men whom Jesus chose were ordinary people. When it came time to choose those whom He would train, He spent the night in prayer. "One of those days Jesus went out into the hills to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them whom he also designated apostles" (Luke 6:12-13).

He did not hastily rush out and grab the first people who showed interest. The consequences of that ministry have continued to this day and by the grace of God will continue through our lives into the lives of thousands in the years to come.

Whoever is making disciples (Matt. 28:19) should think soberly about this matter of selection. **It is much easier to ask a man to come with you than to ask him to leave if you learn, much to your chagrin and sorrow, that you have chosen the wrong man.**

Not only were they common men, they were individuals. They were not all alike. **For example, Simon the Zealot hated the Romans who occupied Palestine, while Matthew he tax collector worked for them.**

What does that teach us? One lesson is obvious. In our making disciples, we should not select only those who are like us in temperament and personality. **It would be a good idea to have some "roughnecks" on the team as well as some scholars and quiet types.**

There are times when the man who is rough and ready will be more fit for a particular task than the philosophical theorist and vice versa. God loves variety. In selecting men, and women, you'll have to abandon your proneness to conformity and follow the example of Jesus.

His men were generally a hard-working, lot when compared to the philosophical dreamers and scholars of the big city. They did not already know it all, so they were more teachable.

The Principle of Association

For what purpose did Jesus choose the apostles? “He appointed twelve—designating them apostles—that they might be with him and that he might send them out to preach” (**Mark 3:14**).

Jesus chose these men to be with Him. This was not a revolutionary idea in His day.

God had the prophet Elijah choose Elisha to help him and carry on after he was gone. Elijah did find him in the field working. The disciples also were called from their daily work to go to be with Jesus.

Elijah did not beg Elisha to go with him, or use his prophetic office to force him against his will into the ministry. Every person must count the cost and enter into discipleship training willingly. Elijah was perfectly willing to let Elisha bow out if he wanted to. (1 Kings 19:19-21).

It cost Elisha something to follow Elijah. These were uncertain times for the prophet of God and anyone associated with him. Had Elisha consulted with flesh and blood, he would have undoubtedly received counsel to stay with his oxen in the field.

But Elisha was aware of the tremendous spiritual enrichment that would be his if he spent time with the mighty prophet of God. So he killed his oxen, his means of livelihood – a final act of total commitment – went with Elijah. What did he find himself doing? Serving Elijah. **Those who would lead must first learn to serve.** **It is equally true that to train men a person must be willing to spend time with those men in hours of conversation and association in the normal affairs of life.**

That is one reason why you cannot take on too many men at once. You can spread yourself too thin and never get any quality time with any of them. You are limited in the number of men you can train by the hours in a day and the spiritual and emotional capacity of your own life. A common mistake is to try to do too much, too quickly, and with too many.

Elijah never urged Elisha to continue with him in the work. Quite the contrary. **On three occasions Elijah encouraged Elisha to reevaluate their relationship and leave if he wanted to, three times Elisha refused.** At Gilgal, Bethel, and Jericho Elisha was given the opportunity to quit, but he chose to stay by Elijah’s side (2 Kings 2:1-6).

Elisha had counted the cost and determined that this was for him. **So in your choice of men and subsequent association with them in the ministry, it is imperative that you allow those men to get the mind of God on the matter, to know exactly what's involved, and to realize that your getting together is not primarily for your benefit but for theirs.**

Moses and Joshua is another illustration of this point. **One of the first things Moses did was put some of his honor on Joshua (Num. 27:15-20). That's an important point.** Moses shared his authority with Joshua.

Moses **found his security in God. He rejoiced to see Joshua begin to carry some of the load. Joshua was there to help Moses in the ministry and carry on after he was gone.**

The Old Testament gives ample evidence that on-the job training was not a new idea in Jesus' day. When Jesus approached the twelve disciples with the idea, they knew what it was all about and rejoiced at the opportunity. They had no idea of all that would be involved, but no doubt were delighted and honored to be chosen. Later the procedure was continued.

Peter had men with him when he went to the home of Cornelius. The Spirit told me to have no hesitation about going with them. These six brothers also went with me, and we entered the man's house" (Acts 11:12).

Paul carried on this ministry of training by association. "He was accompanied by Sopater son of Pyrrhus from Berea, Aristarchus and Secundus from Thessalonica, Gairus from Derbe, Timothy also, and from the province of Asia, Tychicus and Trophimus" (Acts 20:4).

"You however, know all about my teaching my way of life, my purpose, faith, patience, love, endurance" (2 Tim. 3:10).

The effect this ministry of making disciples by association has on the men in training is powerful, dramatic, and life changing. It is almost unbelievable to see the transformation that took place in the lives of the twelve apostles. It is one of the most spectacular miracles in Scripture.

Equally amazing, David watched as a rag-tag, discouraged, discontented band of men joined themselves to him and he became a captain over them. After a short time they began to change. In their association with David and their serving under him, they became the truly great men of their day. **Some of David's spirit rubbed off on them.**

They were transformed into brave, heroic warriors whose exploits are legend. “Now these are the heads of the mighty men who David had, who gave him strong support in his kingdom, together with all Israel, to make him king, according to the word of the Lord concerning Israel” (1 Chron. 11:10).

Every pastor has in his congregation men who today are merely spectators in the kingdom of God, but who would pay any price to be involved with him in the real heart of the ministry. But it will cost him. Such men need his sermons and instruction, but he will have to share his life with them. And that costs. This how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers” (1 John 3:16).

Jesus ordained twelve men. He had two things in mind, One, that they would be of help to Him then and there in carrying out His mission and Two, that they would carry on after He was gone.

He knew His training had to be in depth because these men would face formidable opposition. They would be stoned in the streets, beaten badly, and thrown into prison. So their preparation was vital. **Shallow training and halfhearted commitment would not stand the test. They were saved to save others, but it would be a rough and rocky road most of the way.**

The Principle of Instruction

In addition to His making His men His disciples by being with them in the everyday work of the ministry, Jesus also had special time of instruction with them. “The secret of the kingdom of God has been given to you. But to those on the outside everything is said in parables” (Mark 4:11).

And they knew what they were in for. “I am sending you out like sheep among wolves. Therefore be as shrewd as snakes and as innocent as doves. But be on your guards against men; they will hand you over to the local councils and flog you in their synagogues. On my account you will be brought before governors and kings as witnesses to them and to the Gentiles” (Matt. 10:16-18).

Jesus prepared them to face opposition and rejection. “If any place will not welcome you or listen to you, shake the dust off your feet when you leave, as a testimony against them” (Mark 6:11).

It is well that men do not enter discipleship training with their heads in the clouds. “This man is my chosen instrument to carry my name before the Gentiles and their kings and before the people of Israel. I will show him how much he must suffer for my name” (Acts 9:15-16).

When you are training potential disciples and workers, let them in on some of the trials and tribulations of the ministry that you have faced. **Tell them about the cost of discipleship.**

Tell about defeats as well as victories. Help see that the mighty hand of God was always there. “No weapon that is formed against you shall prosper; and every tongue that accuses you in judgment you will condemn. This is the heritage of the servants of the Lord, and their vindication is from Me,” declares the Lord” (Isa. 54:17).

“You did not choose me, but I chose you to go and bear fruit—fruit that will last. Then the Father will give you whatever you ask in my name” (John 15:16).

His training was out where the battle raged. His training was mostly “on the job.” They were in the ministry with Him.

Jesus was available to His men. The Eternal Word became audible, visible, and touchable. He designed His training so that their lives should bring forth lasting fruit. He did not prepare them to go out to a life of secluded fellowship with one another, so He did not prepare them in a secluded fellowship.

I have made mistakes in this regard. I have tried to train men by gathering them together in a quiet basement once a week to discuss the Christian life and then supplement this with occasional seminars or special meetings. It didn't work. But men who have ministered with me in the push and shove of life, out where we face victory and defeat daily, out in the world of real living, are today productive for Christ. I have watched them bear fruit that remains.

In summary, three things are a must for productive disciples in the ministry of Jesus Christ.

- 1. He must have clearly in mind what he wants them to know and understand of the things of God; the basic ingredients in a life of discipleship.**
- 2. He must have a clear picture of what he wants these disciples to become. He must know what bedrock elements of Christian character must be theirs and what kind of people they should be.**
- 3. He must have a vivid vision of what he wants them to learn to do and a workable plan to help them accomplish it.**

We have seen Jesus, His apostles, and the prophets. They selected their followers carefully; they utilized the “with him” principle – the concept of association and example; and they had specific times of solid, clear, plain instruction.

CHAPTER 3

MAKING DISCIPLES IN THE EARLY CHURCH

“They devoted themselves to the apostles’ teaching and to the fellowship, to the breaking of bread and to prayer” (Acts 2:42).

The Example and Commission of Jesus

Jesus Christ began His mission with a personal ministry of training the twelve disciples, who He named apostles. That training was the foundation of His whole ministry. *He knew that in order for His mission to succeed, much would depend on the dedication, loyalty, courage, and faith of the men who He had chosen and trained*

Jesus’ last words to His disciples were, (Acts 1:8). The words you will be my witnesses are the key to the mission.

The promise of the coming of the Holy Spirit was fulfilled ten days after the ascension.

Peter got right into the crux of the issue – the message of the gospel. “Men of Israel, listen to this: Jesus of Nazareth was a man accredited by God to you by miracles, wonders and signs, which God did among you through him, as you yourselves know. This man was handed over to you by God’s set purpose and foreknowledge; and you, with the help of wicked men, put him to death by nailing him to the cross. But God raised him from the dead, freeing him from the agony of death, because it was impossible for death to keep its hold on him” (Acts 2:22-24).

He preached a crucified and risen Christ, supporting what he said with Scripture. “When the people heard this they were cut to the heart and said to Peter and the other apostles, ‘Brothers, what shall we do?’ ” (Acts 2:37).

The test of any message is not whether it is a good or bad sermon, but whether God uses it. Is the blessing of God on it?

Then follows one of the most interesting statements in Scripture: “They [the converts] devoted themselves to the apostles’ teaching and to the fellowship, to the breaking of bread and to prayer” (Acts 2:42).

The Ministry of Follow-up

Here were the apostles with three thousand converts on their hands. What were most of these people planning to do? The apostles had other plans.

What was their commission? Get converts? No. Their commission (and ours) was to make *disciples* (Matt. 28:19). They knew His standards and what He expected from His followers.

The standards of Jesus

If you remain in me and my words remain in you, ask whatever you wish, and it will be given you. This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples (John 15:7-8).

To the Jews who had believed him, Jesus said, "If you hold to my teaching, you are really my disciples. Then you will know the truth, and the truth will set you free" (John 8:31-32).

A new commandment I give you: Love one another. As I have loved you, so you must love one another. All men will know that you are my disciples if you love one another (John 13:34-35).

If anyone comes to me and does not hate his father and mother, his wife and children, is brothers and sisters—yes, even his own life—he cannot be my disciple. Any anyone who does not carry his cross and follow me cannot be my disciple (Luke 14:26-27).

In the same way, any of you who does not give up everything he has cannot be my disciple (Luke 14:33).

The plan of Jesus, what were the apostles to do with the converts?

Jesus said, "Feed my lambs."

Jesus said, "Take care of my sheep."

Jesus said, "Feed my sheep."

Here were three thousand lambs, newly born into the kingdom of God. And Jesus' mandate was that they must be fed and they must be disciple.

The activities of the apostles. The apostles took some emergency measures. These would enable the new believers to stay and receive the follow-up training and help they would need. "All the believers were together and had everything in common. Selling, their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved (Acts 2:44-47).

What was going on in the lives of the new converts? They were watching as the apostles were beaten, threatened, and hauled off to jail for their testimony for Christ (Acts 4:17; 5:18, 40). They observed as the apostles preached the gospel at every opportunity (Acts 3:14-15; 4:10, 33; 5:30-31).

‘So they went on their way from the presence of the Council, rejoicing that they had been considered worthy to suffer shame for His name’ (Acts 5:41). “Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Christ” (Acts 5:42).

The training they received from the apostles sank in.

The hour of testing. After death of Stephen, a tremendous persecution came against the believers. “On that day a great persecution broke out against the church at Jerusalem and all except the apostles were scattered throughout Judea and Samaria” (Acts 8:1).

There was no protection for the ordinary believers. So they fled, but not in a panic. “Therefore they that were scattered abroad went everywhere preaching the Word.” Acts 8:4.

Why did they do that? Why did they go everywhere preaching the Word? **Because they had been raised in an atmosphere of witnessing. It was the normal thing to do. It was all they knew of Christianity.**

We must remember the tremendous power of the personal example. These new Christians were merely following the example of their leaders.

Their testimony was powerful, as the hand of the Lord was on their lives. Their message was simple; they preached the Lord Jesus. And many believed.

The continued interest of the apostles. **When they left the apostles, they were not forgotten. The apostles followed them with their prayers and with their concern.**

A great principle of training emerges here. These people were out of sight, but not out of mind. When they needed help they received it.

Summary and application. Do you think this discipleship training can work in the church today?

It worked in the church in Jerusalem; it worked in the church in Antioch. *There is no reason on earth why it cannot be applied today.*

The Great Commission remains the same. The message of the gospel is the same. We minister through the power of the same Holy Spirit. We have the same Word of God. And we have the promise. “And surely I will be with you always, to the very end of the age” (Matt. 28:20).

What then is the problem today? Why don't we see more of this going on? Why are fruitful, dedicated, mature disciples so rare? The biggest reason is that all too often we have relied on programs to do the job.

The ministry is to be carried on by people, not programs. Disciples cannot be mass produced. It takes time to make disciples. It takes individual, personal attention. It takes hours of prayer for them. It takes patience and understanding to teach them how to get into the Word of God for themselves, how to feed and nourish their souls, and by the power of the Holy Spirit how to apply the word to their lives. And it takes being an example to them of all of the above.

The Example of the Apostle Paul

Paul is an example of what it takes and what the cost of this kind of ministry is.

The mission had almost cost him his life. But on the trip, after he had been stoned and left for dead on one occasion, he returned to the very places where the hostility had been the greatest.

Paul became burdened for these people and said to Barnabas, “Let us go back and visit the brothers in all the towns where we preached the Word of the Lord, and see how they are doing” Acts 15:36. **Paul's second mission was the beginning of his first discipling journey.** and he went out again on another mission strengthening all the disciples, Acts 18:23. Paul was a true maker of disciples. “So naturally, we proclaim Christ! We warn everyone we meet, and we teach everyone we can, all that we know about Him, so that, if possible, we may bring every man up to his full maturity in Jesus Christ. This is what I am working at all the time, with all the strength that God gives me” (Col. 1:28-29).

He worked at it all the time, with all the strength God gave him. What did he do? He won people to Christ and brought them to their full maturity in Him. The process was costly and time consuming. “So be on your guard! Remember that for three years I never stopped warning each of you night and day with tears” (Acts 20:31).

He had carried on the same kind of ministry among the Thessalonians, encouraging, comforting and urging you to live lives worthy of God.

The devil tried his best to stop them, but they got the job done. They stuck with it. Their commission had been clear, "...go and make disciples" Matt. 28:19. They proved to be steadfast, unmovable.

CHAPTER 4

PEOPLE HELP PEOPLE

"And I searched for a man among them who should build up the wall and stand in the Gap before Me" Ezek. 22:30

In addition to the spectators, there is also a group of participants. These people willingly take on some ministry in the church and, in most cases give it their best.

These participants are the backbone of the church. When we talk about a discipleship ministry in the church, we must not overlook or neglect people who play such a valuable role.

Each of us has specific needs and these can only be met by other people. No system or program will automatically meet and cure the needs of human beings.

A danger exists here in not recognizing that some people are not ready or want discipleship training. Some pastors, in their newly found desire to have a discipling ministry and their haste to inaugurate it into the life of the church, drive off some good people or make them feel like second-class citizens in the kingdom of God. Often they will rush into it by insisting on unqualified adherence to a very demanding discipleship performance from everyone at once. Many get hurt in the process. To function most effectively, the church must adapt itself to meet the needs of non-Christians, new Christians, lukewarm Christians, and committed Christians in different ways.

To get people involved in a discipleship ministry and to help them become disciples, **three things are necessary initially. They must be motivated to become disciples, they must have regular fellowship with Jesus Christ, and they must witness to Him.**

Motivation for Discipleship and People Involvement

The first step in discipleship training is motivation. They must be motivated in two directions – inward and outward. **Inwardly they must be motivated to have fellowship *with* Jesus Christ,**

and outwardly they must become witnesses for Jesus Christ. The whole process should be approached with much prayer and thought.

Most of us have a tendency to resist new things that come on us suddenly.

To begin a discipleship training ministry in the church takes foresight and planning. Spectators are still out there and many of them want to remain that way.

To motivate people to discipleship will be an exciting project. In time you will be able to spot those who show an interest in becoming disciples. They will become aware of their own need for spending time in the Word – reading it, studying it, memorizing it – and establishing a daily time of prayer.

Fellowship with the Lord

Launch idea planting campaign, on the subject of fellowship with the Lord on a regular basis.

Your goal is to see a band of people raised up who have a strong, regular, personal intake of the Word of God and who have an effective prayer life. These are people who are living in vital union with Jesus Christ on a day-by-day basis, and through whose lives the life of Christ is flowing out in redemptive power to others around them.

To accomplish this you must make sure that your people are not dependent for their spiritual food on weekly sermons but are able to feed themselves on a daily basis from the Word.

We were in the middle of thousands of gallons of orange juice. The problem was that she had become so dependent on the machine that when it broke down she couldn't serve a glass of orange juice.

Christians are like that sometimes. If something happens to the pastor or church they would go without their spiritual food. They would go hungry.

The problem is not that there is no spiritual food. The problem is that many Christians do not know how to get it for themselves. They are like babies in a pantry surrounded by all kinds of canned goods. They would starve to death unless someone opened those cans for them.

When a person comes to Christ, he needs someone to help him learn how to feed himself. People in the congregation never learned how to feed themselves from the Bible.

Our first and foremost responsibility as Christians is to maintain a strong, day-by-day abiding fellowship with the Lord Jesus by feeding on His Word. And we need to help others do the same.

Witnessing for the Lord

People will not witness unless they first spend thime with Jesus Christ. Two principles must be taught to the people: One, God does it and two, He uses people.

God does it. The first principle of witnessing is to make people aware of the fact that God does it.

If anything of spiritual value is done in this world, it will be because God did it.

A proper understanding of this principle takes some of the fear and nervousness out of people witnessing, for it places their confidence in God.

God uses people: The second principle of witnessing is that God uses people. Christian men and women are His chosen means of spreading the gospel to the people who need to hear the Good News.

Dramatic illustrations of this, the conversion of Cornelius.

People are God's witnesses, and they become that as a result of abiding in Jesus Christ. "Remain in me and I will remain in you. No branch can bear fruit by itself: it must remain in the vine. Neither can you bear fruit unless you remain in me." (John 15:4,5)

Our fruitfulness is the result of abiding in Christ. So fellowship with Christ must come first, for witnessing is not overwork but overflow. "I will not venture to speak of anything except what Christ has accomplished *through* me in leading the Gentiles to obey God by what I have said and done" (Rom. 15:18). It was Christ through Paul to others.

The importance of witnessing is taught by many passages. "You will be my witnesses" (Acts 1:8).

"...set apart for the gospel of God" (Rom. 1:1). Paul had been set apart for the gospel.

"Now get up and stand on your feet. I have appeared to you to appoint you as a servant and as a witness of what you have seen of me and what I will show you" (Acts 26:16).

Note that Christ's last words to the disciples on the Mount of Olives and His first words to the new apostle on the Damascus Road concerned the matter of witnessing. This is what God has on His heart for the people who He has redeemed. Paul was saved to witness.

Evangelism is what will keep your discipleship program alive. Without it the purposes of God would be thwarted.

Witnessing must be approached with much prayer, thought, and planning and the ones who will do it are you trained mature and dedicated disciples. The need is overwhelming. Committed disciples, who are fellowshiping with the Lord, can take advantage of those opportunities and meet those needs.

“What would you rather have in your congregation, one hundred people who are 90 percent committed or ten people who are 100 percent committed? Your own answer to that question will determine your philosophy of the ministry and how much effort you would be willing to put forth in developing a committed band of spiritually qualified workers for Jesus Christ.

Many would love to have a personal working knowledge of the Word of God. Many long to be more effective in their witness for Christ. Many more decry their ineffectiveness in prayer. They dream of being stalwart men and women of God.

The answers too many of these milling masses could be found in a quiet, solid, ongoing program of discipleship training in their local churches.

CHAPTER 5

THE PROCESS OF MAKING DISCIPLES

The church is very active. The objective, however, is not to produce shoes but disciples. It should look like this:

(ILL.)

“The harvest is plentiful but the workers are few” (Matt. 9:37).

It is still the case today. *Spiritually qualified workers – disciples who labor hard to make other disciples – are rare.*

Let’s start with a convert. **Are you satisfied? No, not yet. You shouldn’t be. The commission of Christ to you was to make disciples, not just get converts. Now help this new Christian progress to the point where he is a fruitful, mature, and dedicated disciple. Picture this:**

(III.)

What you need to know is what goes into becoming a disciple for Jesus Christ and then how to help that person get those characteristics built into his life.

1. The first need a convert has is assurance. He needs to know that he has truly been born again. And you need to know that too. *I have learned the hard way that it is impossible to disciple a person who is spiritually dead.*

In order to identify a genuine convert, you must see in him a change of attitude toward Jesus Christ and a change of attitude toward sin.

This does not mean he now fully understands the doctrine of the lordship of Christ. Nor does it mean he has all his old problems solved. But his basic attitudes have changed. See 1 John 5:11-12 and 1 John 1:9. In other words, he evidences new life.

2. Another need a convert has is acceptance. He needs two things communicated to him: **love and acceptance.** Two sides of the same coin. “We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us” (1 Thess. 2:8).

Paul loved them and had a deep concern for them, so they knew that they were loved and accepted.

Paul looked on them as new babes just beginning their spiritual lives. Think about that for a minute. What does a new baby need? Spiritual babies need love and acceptance – gender loving care.

The Basic Needs of a Growing Christian

Beside assurance and acceptance, a growing Christian has four basic needs, protection, fellowship, food and training.

He needs protection. Paul continued to undergo the pains of childbirth for his concerts till Christ was formed in them (see Gal. 4:19 and 2Cor. 13:7).

New babies need protection. New life is tender and fragile, and must be protected from disease. So it is with new babies in Christ. They need protection from false cults and a variety of attacks by the enemy. People spreading the disease of false religion will show up at their door. People spreading the disease of false religion will show up at their door. The convert's old cronies will try to entice him back into the old paths. **Satan, as a roaring lion, will try to destroy him.** So he must be protected and immunized with the Word of God.

He needs fellowship. He has been born into a family and he needs the fellowship of his brothers and sisters in Christ. When my wife and I came to Christ, people from church stuck with Virginia and me like a peel on an orange. Babies occasionally, make messes, do foolish things, and may be somewhat of a bother. Our new friends from church didn't let it bother them and after some months, the Spirit of God, who had made us part of the body of Christ, was beginning to make us feel part of the body.

That's what Christian fellowship is all about. Not a group of people in one building like marbles in a bag, but like humps of chocolate that have blended together and become part of one another. This only happens through the ministry of the Holy Spirit as He slowly warms our hearts together in love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (see Gal. 5:22-23).

He needs food. Babies need to be fed regularly. Their spiritual food is the Word of God. "Like newborn babies, crave pure spiritual milk, so that by it you may grow up in you salvation, now that you have tasted that the Lord is good" (1 Peter 2:2-3).

You give the new believer food in two ways. One teach him the Word.

Second way of feeding on the Word, feed myself through some basic question and answer Bible studies where we dig out the answers ourselves. He taught us to memorize Scripture for ourselves. He showed us how we could feed ourselves from the Bible.

In order to help a new Christian grow, you must teach him the Word, share it with him, but also teach him how to dig it for himself. Do your best to get him off the spiritual milk bottle. Teach him to feed himself.

Unless you teach him that vital habit, he will be dependent on others for the rest of his life. God wants him to grow and meet the needs of others and eventually teach them to repent the process..

He needs training. “For you know that we dealt with each of you as a father deals with his own children” (1 Thess. 2:11).

The father is responsible for the overall development of the child.

In your training of the new believer, you should focus on the “how to” of things. The answers to “why?” will come later, at first the new Christian needs to learn how.

“Finally, brothers, we instructed you how to live in order to please God, as in fact you are living. Now we ask you and urge you in the Lord Jesus to do this more and more” (1 Thess. 4:1).

The growing believer needs to learn *how* to memorize the Word of God, *how* to do Bible study, *how* to share the gospel in a simple and clear manner. These things will take time, but it is your responsibility to teach them to him.

Being an example is one of the best ways to teach another person. “Whatever you have learned or received or heard from me, or seen in me – put it into practice. And the god of peace will be with you” (Phil. 4:9).

The Prime Qualities of Growth

If you are to help the new believer grow, you must help him develop two prime qualities in his life. A deep desire for fellowship with Jesus Christ and consistency.

Fellowship with Christ. The great hallmark of men and women of God through the ages has been their close walk and intimacy with Jesus Christ. “I have not departed from the command of His lips; I have treasured the words of His mouth more than my necessary food” (Job 23:12). You must help build that kind of an attitude into the new Christian’s life, so pray that he will long for the Word of God and enjoy it.

Begin by praying for him through verses of Scripture, that their truths must be built into his life. Example:

- Monday: Ps. 119:97. Pray, “O Lord, may he love Your law and meditate in it daily.”
- Tuesday: Ps. 119:129. Pray, “Lord may he consider Your Word wonderful and obey it fully.”
- Wednesday: Ps. 119:131. Pray, “May he have this kind of a desire for Your Word.”
- Thursday: Ps. 119:140. Pray, “Lord, may he have a great love for Your Word.”
- Friday: Ps. 119:148. Pray, “May he look forward to nighttime so that he can meditate on Your Word as he goes to sleep.”
- Saturday: Ps. 119:162. Pray, “O Lord, help him rejoice in Your Word constantly.”

You can help him develop this desire for fellowship with Jesus Christ in four ways.

1. Tell him why you yourself have fellowship with Christ daily. Basically tell him *why* you have it, the benefits you have found, why it has become important to you, and why you have made it a practice to have regular morning Bible reading and prayer. ***This sharing will take it out of the theoretical realm and put it into the practical.***

2. Share some blessings you have gotten from your own time with the Lord. Share some precious truth God has given you from the Word. That his own appetite will be whetted. Share answers to prayer and verses from the Bible that have be a blessing to you.

3. Get him into fellowship with others who are spending daily time with the Lord. People who also have a regularity in their fellowship with the Lord. A person can be greatly motivated when he sees other people who are living the life of discipleship, the need to feed on God’s Word and pray.

4. Pray for him. The importance of intercessory prayer cannot be overemphasized.

“For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding. And we pray this in order that you may live a life

worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God” (Col. 1:9-10).

O Fraser was a missionary in Southwest China, ministering to tribal people living in that very mountainous region. After some years on the field, he noticed a strange thing. The churches which were miles away from the city in which he was living seemed to do better than the church in his own town. He would visit the distant churches occasionally and discovered that they were healthy, active, dedicated, and growing, much more so than the church in which he ministered regularly. Why was that so? Finally the Lord showed him. He found out that he prayed far more diligently for people who were miles away than for those with whom he fellowshiped regularly.

From this discovery he concluded that there were four basic elements in developing disciples and churches; prayer, prayer, prayer, and the Word of God. It seems that the thing which does the most good we do least of. It is much easier to talk to men about god than to talk to God about men. “...far be it from me that I should sin against the Lord by ceasing to pray for you, but I will instruct you in the good and right way....” (1 Sam. 12:23-24).

Consistency. The second prime quality to develop in the life of a new believer is consistency or faithfulness. **You must help him see the need for *daily communion with God*, *daily* feeding on the word.** Physically, most of us eat three meals a day to keep us healthy. So it is spiritually. Our lives now need regular spiritual nourishment.

But faithfulness cannot be forced. I have tried to force it and failed. A training program of tough spiritual discipline jammed down their throats, the air of a Marine Corps boot camp.

We had not yet learned that faithfulness and consistency are the result of the promptings of the Holy Spirit within, not human efforts from outside.

We can help develop this faithfulness three ways, ways in which we open the lives of our new Christians to the ministry of the Holy Spirit.

1. Give him small; bite sized assignments in the Word that you know will be a blessing to him. *Seven Minutes with God and The Devotional Diary* see Appendix 1.

2. Have a quiet time with him. Go to his home, have a cup of coffee with him, and spend a little time with the Lord together. **Since these things are more easily caught than taught, he will learn from you as he experiences it with you.**

In a few days call him and see if he would like to do it again.

3. Check up on him and encourage him periodically. This is very important, but the emphasis is on encouragement.

I soon learned it was hard to help a person grow in Christ if he was avoiding me. So I changed and became known as “Mr. Encouragement.” The more I encouraged, the more things changed. The new converts grew and we had great fellowship together. They became faithful in their walk with the Lord.

CHAPTER 6

TRAINING OBJECTIVES FOR A DISCIPLE

“...strengthening the disciples and encouraging them...” (Acts 14:21-22).

Progress. That’s what we’re dealing with at this stage. We want to help the new Christian advance toward discipleship – growth in grace and in the knowledge of the Lord and Savior Jesus Christ.

Progress cannot be accomplished haphazardly. It has to begin somewhere and then go somewhere. Like kindergarten to graduation. The student has to master many lessons, assimilate many facts, and learn to do many things. But the way must be planned and organized. A person doesn’t learn calculus while playing in the sandbox.

In helping a young Christian grow, you must have a step-by-step building program in mind; you must have certain objectives you want him to attain before he undertakes others. Spiritual milk to spiritual meat.

In this chapter look at some training objectives which will help make up a life of discipleship. The order is not necessarily sequential. **Every person is a unique individual and must be dealt with as such.** The individual needs of the person you are helping will determine the objectives which you will help build into his life and the order which you will follow.

You may not be able to adopt it all, but there may be some things you can adapt.

These training objectives are designed to stimulate progress on the path of discipleship. In their fulfillment they are characteristics of a disciple's life. They are the steps in the process of a convert becoming a disciple.

They are written in specific terms. They describe what this person will be doing along the way and how you will know he is doing it. In other words, **these objectives are measurable.** **They will identify the specific attributes of discipleship.** They are written to help you measure the progress that is being made. **The activities, materials and Scriptures relate to each training objective.** They are listed to give guidance and direction.

The purpose of building these objectives into the life of a new believer is that he might be established in the faith “As you therefore have received Christ Jesus the Lord, so walk in Him, having been firmly rooted and now being built up in Him and established in your faith, just as you were instructed, and overflowing with gratitude” (Col. 2:6-7).

A list of the training objectives follow. Their descriptions, activities, helpful materials, Scriptures – are given in Appendix 1.

The specific training objectives are biblical, tested and applicable to life. These characteristics are at the heart of a person becoming a disciple.

Training Objectives

These are described in detail in Appendix 1.

- | | |
|-----------------------------|------------------------------|
| 1. Assurance of Salvation | 16. Faith |
| 2. The Quiet Time | 17. Love |
| 3. Victory over Sin | 18. The Tongue |
| 4. Separation from Sin | 19. The Use of Time |
| 5. Christian Fellowship | 20. The Will of God |
| 6. The Bible | 21. Obedience |
| 7. Hearing the Word | 22. The Holy Spirit |
| 8. Reading the Word | 23. Satan – Know Your Enemy |
| 9. Bible Study | 24. Dealing with Sin |
| 10. Scripture Memory | 25. Assurance of Forgiveness |
| 11. Meditation on the Word | 26. Second Coming of Christ |
| 12. Application of the Word | 27. Witnessing |
| 13. Prayer | 28. Follow-up |
| 14. Personal Testimony | 29. Giving |
| 15. Lordship of Christ | 30. World Vision |

These are thirty vital areas that, when built into a life, make up the profile of a disciple.

With one person, love (No.17) may be the great need in his life and you'll want to deal with it early. With another, the need may be obedience (No. 21) and you'll have to begin with that topic.

The Personal Testimony

One of the most helpful things a young Christian can do is write out his personal testimony.

Sharing how you became a Christian is one of the best ways of witnessing.

In sharing the story of your experience:

1. Make it personal – don't preach. Use the pronouns, "I" "me," "my," and "mine."
2. Make it short.
3. Keep Christ central. Always highlight what *He* has done for you.
4. Use the Word of God. A verse or two of Scripture will add power to your story. Remember that the word of God has a keen cutting edge (see Eph. 6:17).

Try writing down your personal testimony just the way you'd tell it to an unbeliever. Make the story of your conversion so clear that another person hearing it would know how to receive Christ.

Tell a little about your life before you trusted Jesus Christ, then tell about your conversion, how you came to trust Him, and something of what it has meant to know Him – the blessings of sins forgiven, assurance of eternal life, and other ways your life or outlook has changed.

Be sure that your testimony includes some current information about the continuing effect of Jesus Christ in your life.

As you prepare your story, ask the Lord to give you opportunities to share it. Pray for two or three people who you would particularly like to tell about Jesus Christ in your neighborhood, at work, or at school. Then take the first opportunity to share your testimony with them.

Remember that you do not have the power in yourself to convince anyone of spiritual truth. **The Holy Spirit convicts non-Christians of their need to know Christ (see John 16:8).** Ask God to

honor the proclamation of His Word, to convince people of their need, and to strengthen you as you share the gospel.

God has summoned each Christian to be a witness of what he has “seen and heard” (1 John 1:3). **Witnessing is a style of living – you are a witness at all times.** Actions are often more revealing than words. Your actions, however, are not sufficient to communicate to another this message of the gospel of Christ. You need to witness by your words – to identify openly with Jesus Christ and to tell others how they can be reconciled to God.

Application of the Word

Dwight L. Moody said the Word of God was not given primarily to increase our knowledge, but to guide our steps. Wycliffe Bible Translators.

Applying the Word of God is taking a portion of Scripture that speaks to your heart, meditating on it, and developing practical steps toward making it an integral part of your life. Four simple steps outline the way to develop your application on the verse or passage you choose.

1. What does this passage say to me? What does it mean!
2. Where am I falling short?
3. Give specific examples.
4. What am I going to do about it?

This approach takes the Bible out of the theoretical and places the emphasis on daily life where it should be. Note what Paul says, “All Scripture is God breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work” (2 Tim. 3:16-17). **Scripture must be applied to life.**

It is God’s desire that His Word be lived out in the daily affairs of life, that the Word of God become flesh and blood and find expression in His people. His desire is that we be walking, living bibles, demonstrating the beauty and validity of the **Scripture in the home, the plant, the office, the school, the shipyard, the store, or wherever else we might live and work.**

I made a covenant with God. He had spoken to me about my sin of anger, and I promised the Lord I was going to work on it. The question became – what was I going to do about this sine in my life?

My first step was to memorize the verse and review it daily. I prayed and asked the Lord to bring this verse to mind whenever a situation arose where I might be tempted to lose my

temper. I asked my wife to pray for me and remind me of that passage. So Colossians 3:8 became a part of my life and gradually God removed that sin from me.

The Wheel Illustration

Those training objectives, real purpose is to help us live a Christ-honoring life. 1930's Dawson Trotman, founder of the Navigators, tried to think of a way to communicate the bedrock essentials of the life that has Christ at the center of all that we are and do.

The Lord enabled him to design an illustration which communicates the essence of such a life. It shows how **Christ should be the center of lives, that we should live in obedience to Him, communicate with Him through the Word and prayer, and reach out to others through fellowship and witness.**

The Wheel Illustration a helpful way to remember the basic truths about the Spirit filled life. The key to living that life is Jesus Christ as center and Lord of all you do. With Christ in control, life is balanced and effective.

Christ the Center (2 Cor. 5:17; Gal. 2:20). *The driving force in a wheel comes from the hub, so the power in live the Christian life comes from Jesus Christ the Center. He lives in you in the Person of the Holy Spirit, whose expressed purpose is to glorify Christ.*

Obedience to Christ (Rom. 12:1; John 14:21). The rim represents the Christian responding to Christ's lordship through wholehearted, day-by-day obedience to Him.

The Word (2 Tim. 3:16; Josh. 1:8). The spokes show the means by which Christ's power becomes operative in your life. *You maintain personal contact with God through the vertical spokes – the Word and prayer. The Word is your spiritual food as well as your sword for spiritual battle.*

Prayer (John 15:7; Phil. 4:6-7). Opposite the Word is the spoke representing prayer. Through prayer you have direct communication with your heavenly Father and receive provision for your needs. As you pray, you show your dependence on and trust in Him.

Fellowship (Matt. 18:20; Heb. 10:24-25). The horizontal spokes concern your relationship to people – believers, through Christian fellowship, and unbelievers, through witnessing. Fellowship centered around the Lord Jesus Christ provides the mutual encouragement, admonition, and stimulation you need.

Witnessing (Matt. 4:19; Rom. 1:16). The first three spokes prepare you for passing on to others all you have received from the Lord. Witnessing, and declaring and explaining the gospel, God's power to save.

The Hand Illustration

The Hand Illustration shows us the five methods of learning from the Bible.

The five means of taking in the Word of God.

Hearing the Word of God. Hearing the Word from godly pastors and teachers provides us insight as well as stimulating our own appetites for the Word.

Reading the Word of God. Reading the Bible gives us an overall picture of God's Word.

Studying the Word of God. Studying the Scriptures leads us into personal discoveries of God's truths. Writing down these discoveries helps us organize and remember them better.

Memorizing the Word of God. Memorizing God's Word enables us to use the sword of the Spirit to overcome Satan and temptation and to have it readily available for witnessing or helping others.

Meditating on the Word of God. Meditation is the thumb of the Word Hand, for it is used in conjunction with each of the other four methods. *Only as we mediate on God's Word – thinking of its meaning and application to our lives – will we discover its transforming power at work in us.*

CHAPTER 7

THE WORKERS ARE STILL FEW

“When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, “The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field”” (Matt. 9:36-37).

The commission of Jesus was to make disciples (Matt. 28:19). He went a step further than just become disciples. So we must help people become disciples. **To stop short of that is to fail to capture the genius of the commission of Christ.**

If you lead a person to Christ, are you happy? Of course you are. But are you satisfied? No, you shouldn't be, **you must stick close to the person whom you've led to Christ and help him grow till he takes his place among those who can vigorously and effectively advance the cause of the Lord. When that happens, he may be considered a mature, committed, fruitful follower of Jesus Christ.**

Now, are you happy that your convert has become a disciple? Of course you are. But are you satisfied? No, not if he continues to show a deep interest in helping others to become disciples as well. If that is the case, he is ready to advance to the next stage of usefulness in the kingdom of God, he is ready to become a worker.

But there are those who never reach that stage.

It is clear from Scripture that the cause of Christ includes workers of many kinds.

At that certain time of year we would look out at our fields and realize that it was time for the harvest. We dropped most of our other work and became harvest workers. That is the kind of person Jesus referred to when He stated that the workers were few; He was talking about "harvest workers." These are workers in the kingdom of God who are directly involved in the specific task of reaping souls for Christ and then helping them become reapers also.

The particular type of worker mentioned by Jesus (Matt. 9:37 – the man or woman who is a fervent witness for Christ and a wise master builder in the lives of others.

Characteristics of Potential Workers

Those who are called to this ministry of making disciples need further training to equip them for the ministry. They have seen the vision for multiplication and are eager to be involved in it. They have a heart for people and are eager to give their lives to helping them. The training they need is in the area of "knowing-how."

A vision for multiplication. Without a real vision of the power of multiplication, a man will not stick with another person through thick and thin. "So, naturally, we proclaim Christ? We warn everyone we meet and we teach everyone we can, all that we know about him, so that, if possible, we may bring every man up to his full maturity in Christ. This is what I am working at all the time, with all the strength that God gives me. (Col. 1:28-29).

Dr. Jerry white, instructor in the field of astronautics at the United States Air Force Academy, ran an experiment. (Ill.) If a piece of thin india paper, the thickness of a page in the Bible, were folded fifty times, how thick would it be? It would stand 17 million miles high. To put that into perspective, remember the moon is some 230,000 miles away.

This experiment illustrates the tremendous power of multiplication. **Multiplication is also possible in the spiritual realm, as Paul expressed to Timothy,** “And then things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others” (2 Tim. 2:2).

Further illustrated by Paul’s reminder to the Thessalonians, “You became imitators of us and of the Lord; ... The Lord’s message rang out from you not only in Macedonia and Achaia—your faith in God has become known everywhere” (1 Thess. 1:6,8). It is also demonstrated in Jesus’ prayer: “My prayer is not for them alone. I pray also for those who will believe in me through their message: (John 17:20). It is inherent in the Great Commission, “Teaching them to obey everything I have commanded you” (Matt. 28:20).

When a person has produced a disciple, he has reproduced himself as a disciple. He has become a worker. When a person has raised up a worker, he has both reproduced more disciples and himself as a worker. Spiritual multiplication reproduces both disciples and workers.

A heart for people. In addition to the vision for multiplication, the potential worker must have a heart for people. He must see others in light of their potential for God. **Christians not only have a tremendous potential for God, they are also precious to God.** Unless we see people in that light, we will tend to relegate them to some program that we hope will do the job for us.

But God did not relegate us to a program. He got personally involved with us. “For God who said, ‘Let light shine out of darkness, ‘made his light shine in our hearts to give us the light of the knowledge of the glory of God in the face of Christ” (2 Cor. 4:6). **His light shone in our hearts. It became a heart-to-heart matter with Him. Without that kind of concern, our discipling process will be cold and mechanical.**

His was a heart concern – he *felt* with us and *lived* our crisis with us. The Son of God left us the greatest example. He entered human flesh and identified with us. “Surely our grief He Himself bore, and our sorrows He carried” (Isa. 53:4). “O Jerusalem, Jerusalem, you who kill the prophets and stone those sent to you, how often I have longed to gather your children together, as a hen gathers her chicks under her wings, but you were not willing” (Matt. 23:37).

“Remember those in prison as if you were their fellow prisoners and those who are mistreated as if you yourselves were suffering” (Heb. 13:3).

“Be joyful in hope, patient in affliction, faithful in prayer, Share with God’s people who are in need. Practice hospitality. Bless those who persecute you; bless and do not curse. Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another. Don’t be proud but be willing to associate with people of low position. Don’t be conceited (**Rom. 12:12-16**).

A heart for people and a vision of the potential of the individual and the power of multiplication are foundational in the life of a worker for Christ.

The Principle of Involvement

Without know-how the disciple with a vision will be frustrated. You can increase Christ’s “harvest workers” by helping him develop into a multiplying disciple. He can take his place on your discipling team.

Involvement, however, is a two-way street. There is a catch, a hidden factor. **To have people become involved with you, you must first become involved with them. This is following God’s pattern.** “He has come and has redeemed his people” (Luke 1:69). “This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins.... We love because he first loved us” (1 John 4:10, 19).

Jesus came into the world to become involved with His people. And in His involvement with the disciple, He trained them. The principle, then, is this, **where there is no involvement, there is no real training.** In order to meet the needs of the person whom we are training, we have to know that person and be involved with him.

What to Look for in a Potential Worker

At this stage you are beyond what can be accomplished in a group situation by passing out general spiritual health tips. **The element of time now becomes important, you cannot afford to deal in anything except that which meets specific needs and accomplishes specific goals.**

You only have twenty-four hours in a day and only one life to live, **you cannot afford to waste time. This means that you must make sure that the people to whom you give your life are the right ones, those who are ready, eager, and able to assimilate what you have to share with them. And you must make sure that what you teach them actually meets their needs.**

The key to building a road that will do its job is selecting the right materials. Climate conditions call for different building materials. Selection is important.

Selection is also one of the keys to a ministry of making disciples. Jesus taught that principle clearly in His selection of the apostles. Many disciples were following Him; But He selected the Twelve for special training. “Come, follow me,” Jesus said, “and I will make you fishers of men” (Matt 4:19).

Jesus selection was made on two bases: personal observation and protracted prayers. Paul would later warn, “Lay hands suddenly on no man” (1 Tim. 5:22). It takes time to select the right person with whom to be involved and who to train.

What do you look for in selecting workers for a discipling team? Primary quality is spelled out for us in **Isaiah 58:10. And if you give yourself to the hungry, and satisfy the desire of the afflicted, Then your light will rise in darkness, And your gloom will become life midday**”. **The answer is in one word: hunger. They must have a hunger to become makers of disciples, and this hunger may be seen in three areas.**

A hunger to be involved in a disciple-making ministry. To pour out your soul is to give your life. That’s costly for you and requires a great deal of capacity on a team member’s part. If you try to share your life with a person who is not ready, it will drive him off. It will be too much too soon. **You can make a baby sick quicker by overfeeding than by underfeeding.** Look for a person who is eager to be involved in the ministry. **Hunger generally takes the form of being available.** If you want to get together before breakfast and set the time for 6 A.M., he’s there at 5:45 and eager to get started.

After observing him in these mundane, everyday situations and after protracted prayer, I invited him to join our team of workers for training.

A hunger for God. In addition to a hunger to be involved, look for the man to have a hunger for God Himself. He should have a strong vertical pull on his life. “As the deer pants for the water brooks, so my soul pants for Thee, O God” (Ps. 42:1).

A hunger to pay any price. He must know the cost and be willing to pay it. Here you must spell it out and challenge him as Jesus did. “If anyone would come after me, he must deny himself and take up his cross daily and follow me” (Luke 9:23). “From this time many of his disciples turned back and no longer followed him” (John 6:66).

When Jesus saw them leave, He turned to the Twelve and asked, “Do you want to leave too?” (John 6:67). It is interesting that **He did not try to intimidate them, plead with them, or coax them to stay. Apparently He was willing to let them walk away if they wanted to do that. But they knew they were not doing Jesus a favor by sticking around; they stayed. They were willing to pay the price.**

This kind of person knows his money, time and life are not his own. Jesus said, “In the same way, any of you who does not give up everything he has cannot be my disciple: (Luke 14:33).

If this person has these hungers – to be involved, for God Himself, to pay any price – he is ready to become a worker for Jesus Christ.

What to Focus on in Training a Worker

With a disciple on a personal, one-to-one level, you must focus on four things: conviction, perspective, excellence, and building depth in his character.

Conviction. Up to this time the potential worker has had your convictions. **He needs convictions of his own.**

Convictions are built in two ways his own study of the Scriptures and answering “why” questions.

They came to their convictions through a study of the Scriptures, and now the ministry has spread and multiplied.

I was working with a group of people who were having a difficult time seeing the importance of the Word of God in their daily lives. I suggested we do a study on Psalm 119. Nothing deep or exhaustive, just reading through the psalm and noting the various verbs that were used in it. Later we read through the psalm again to find the different words that were used in reference to the Word of God. The third time through we tried to catch the psalmist’s attitude toward God’s Word. They came out of the study with some convictions about its importance from God Himself.

The second way of developing convictions is to have the person jot down all the reasons *why* he should be doing these things. Why have a quiet time? Why pray? Why study the Bible? This can be a real eye-opener. Once he has thought through these things, he no longer sails along on what you have told him. He now has a set of convictions of his own. Convictions are deeper than just personal beliefs. He holds his beliefs, but his convictions hold him.

A practical exercise, have the potential worker review the training objectives given in Chapter 6 and Appendix 1. Ask him to list each one and write out *why* he should be doing it and why it should be part of his life. In case of the negative objectives, ask him to write

out why he should avoid them. **The potential worker must develop his own convictions on these things if he is to continue in a lifetime of disciples and making disciples.**

Perspective. The second thing you must focus on in training a worker is perspective. When a person comes to Christ, he still remains pretty much a self-centered individual. **As he begins growing in the Lord, he gets his sights raised a bit.** Then he is made aware of some different needs, he begins to see the world from a different perspective.

His vision is enlarged. His concerns begin reaching beyond himself. He lives his life on a different plane. He is developing a new perspective. The point where self is fading into the background and the focal point of his vision is the Lord Himself, the will of God, the work of God, and the needs of others.

Excellence. A third thing a worker should have is a spirit of excellence. His witness, his service, his involvement should reflect the testimony of Jesus Himself, who “has done everything well” (Mark 7:37).

They will not permit themselves to settle for less than the best they can do. The motivation seems to come from Jesus Christ Himself.

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

If you would develop a spirit of excellence in those who you are training, you must bring them to the place where they turn themselves over to Jesus and let Him live His life through them.

Take the training objectives in Chapter 6 and Appendix and use them again as a practical exercise. This time ask the person whom you are training to go through the list and write out how he can be doing these things in a spirit of excellence. Also have him become so proficient in them that he can share them with another person, one whom he is helping along in his Christian life.

This may seem to be hard work, and it is. But he must have the whats and whys of discipleship firmly in his mind and heart. And he must be skillful in the ministry of helping others build them into their lives. **Superficial, slipshod training and learning will not produce the quality of worker who performs with the standard of excellence reflected in the earthly ministry of Jesus Christ.**

Depth of character. The last focus, a continued emphasis on depth in the worker's walk with God and a deepening of his Christian character. “For the kingdom of God consists of and is based on not talk but power – moral power and excellence of soul” (1 Cor. 4:20).

This is a lifelong emphasis. Faith, purity of life, honesty, humility, and other virtues are never mastered in this life. We continue to grow and mature. “How great is the love the Father has lavished on us, that we should be called children of God! And that is what we are! The reason the world does not know us is that it did not know him. Dear friends, now we are children of God, and what we will be has not yet been made known. But we know that when he appears, we shall be like him, for we shall see him as he is. Everyone who has this hope in him purifies himself, just as he is pure (1 John 3:1-3).

Jesus said the harvest is ready *now* (John 4:35). Obviously the problem is not with the harvest, the problem is with the lack of workers.

A worker is involved in winning the lost and building up the believer – that is evangelizing and establishing.

CHAPTER 8

HOW TO DEVELOP WORKERS

“Whatever you have learned or received or heard from me, or seen in me – put into practice” (Phil. 4:9).

Two prime means of developing a worker who will be a maker of disciples and an effective and productive member of your disciple-making team and trans-mission by example and spending “man-to-man, personal time with him.

Transmission by Example

Philippians 2:3-4 “Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interest of others.

They were not trying to teach Philippians 2:3-4; they were Philippians 2:3-4.

Paul was an example to the Thessalonians. “Our gospel came to you not simply with words, but also with power, with the Holy Spirit and with deep conviction. You know how we lived among you for your sake” (1 Thess. 1:5).

Think of what the apostles must have learned when they observed Jesus.

Jesus’ message was personalized in the everyday affairs of life. His classrooms were the events of the day. He was what He taught. For your life to transmit effectively, two things are required: availability and transparency.

Availability. Availability is a two-way street. You cannot train people who are not available. By the same token you cannot, carry on a meaningful training program if you limit yourself to the formality of the classroom. **Jesus and His men were immersed in life together.**

You cannot allow yourself to fall into the cuckoo clock routine where at the appointed hour, you pop out of hiding and speak your piece and then disappear back into seclusion till it is time for another appearance.

If your objective is to impart to your worker some intellectual, theological, or philosophical idea for his consideration, it might work. But if you are out to communicate clearly the insights God has given you on discipleship and making disciples so that he might become a spiritually qualified worker, then it will not work. **You must be available to your potential worker constantly.** You must be deep in your own fellowship with Jesus Christ so that your life might be a focal point for the energizing power of the Holy Spirit to use as a means of being an example to him.

Transparency. The most effective makers of disciples lives are open books. Their home has an open door. Their dinner table has been a meeting place for hundreds through the years.

We should exercise great caution in being transparent with others. People then see us as we are, and often some are disappointed. There we stand, ordinary sinners saved by grace. Still, disciples can learn from our mistakes and failures as well as from our successes.

Too much transparency too soon in the development of a new worker may cause harm. “I have much more to say to you, more than you can now bear” (John 16:12).

So open your life to those who can handle what they see. Share your heart with that inner core as Jesus did. Often the seventy and even the Twelve were not exposed to certain events in the life of Jesus.

No one can really know you unless you open yourself to him.

As you become more involved in the life of this potential worker and he in yours, you will be able to share deeper things, such as the temptations you face, how you handle them, and your battles with the world, the flesh, and the devil.

Spiritually qualified workers emerge from the life and ministry of a transparent trainer. Poem by Edgar Guest:

I'd rather see a sermon
Than hear one any day
I'd rather one would walk with me
Than merely tell the way

Training on a Personal Basis

Give each person individual and personal attention. Meeting with each one on a man-to-man basis and having clearly in mind what your training objectives are for that person. A ministry of multiplication does not come from an attempt to mass produce disciples. If you want others to disciple individually, you must work with your potential workers in the same way. Some important questions. What do you do in these one-on-one sessions? How often should you have them? Where should you meet?

Where? Anywhere that is convenient. What do they do? They share with one another what God has been showing them in their quiet times. They spend some time in the Word together. Check each other out on their newly memorized Scriptures. They discuss the ministry God has given them. The man is usually full of questions regarding the ministry of discipleship in the lives of people with who he is working. **Then they pray together.**

No hard and fast rule dictates how their time is spent. Occasionally they will spend most of their time praying. On other occasions, the man will bring along a friend. The trainer helps. He gives his testimony and shares the gospel with the non-Christian.

The willingness to invest time with a few implies an unwillingness to allow yourself to be spread too thin.

You *could* do many things, but there is one thing you must do if you are to be used of God to fulfill this ministry; you must *concentrate* on a few.

You will have to learn how to say “no” graciously. If God has given you the vision for a ministry in depth, it does not necessarily mean that you will have no ministry in breadth. Perseverance and patience are cardinal virtues in the life of the trainer. (Mark 2:1; 3:1; 4:1; Matt. 5:1). “Let’s go somewhere else – to the nearby villages – so I can preach there also. That is why I have come” (Mark 1:38).

You must discipline yourself to think in terms of training to look on the various facets of your ministry as opportunities to build in depth into the lives of your potential workers. This will enable you to keep your priorities straight, and you will be able to gauge what you do by how it contributes to your prime objective of developing spiritually qualified workers. Your ministry will have meaning only as it contributes to the maturing of these men.

When Timothy came to Corinth, it would be exactly the same as though Paul had come to them. Timothy was more than just an “instructor”; he was actually an extension of the life and ministry of Paul.

Paul could do that because he had confidence in the men he had trained. He later told the Philippians: “I hope in the Lord Jesus to send Timothy to you soon, that I also may be cheered when I receive news about you. I have no one else like him, who takes a genuine interest in your welfare. For everyone looks out for his own interests, not those of Jesus Christ. But you know that Timothy has proved himself, because as a son with his father has served with me in the work of the gospel. I hope therefore, to send him as soon as I see how things go with me” (Phil. 2:19-23).

Like minded, trustworthy, competent men are not made on a production line. They are carefully and prayerfully developed under the loving guidance of a wise trainer who spends much time on his knees praying for them. We must discipline ourselves to think in terms of quality.

It takes time. It takes effort. It means times of joy and times of tears. “This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers” (1 John 3:16).

Dealing with Some Problems

A possessive attitude. “Feed my sheep” (John 21:17). “feed the flock of God” (1 Peter 5:2).

A blindness to weaknesses. “My boy can do no wrong?”

A reproducing of weaknesses. “A student is not above his teacher, but everyone who is fully trained will be like his teacher, but everyone who is fully trained will be like his teacher: **(Luke 6:40)**. **People with whom we are working pick up our strengths as well as our weaknesses.**

We expose our men deliberately to other trainers of disciples who can broaden their horizons and deepen their lives.

In your training you can expect occasional setbacks.

As you give your life to this ministry of training makers of disciples, pray that God will enable you to be an example, work with your men on an individual basis, and correct any problems that might arise.

CHAPTER 9

TRAINING OBJECTIVES FOR A WORKER

“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to [equip] God’s people for works of service, so that the body of Christ may be built up” **(Eph. 4:11-12)**.

You have the responsibility under God to prepare these people for their ministry in the lives of others. You are concerned with their spiritual makeup; their dedication, commitment, maturity, vision, ministry skills, and the deepening of their lives in the Lord.

Since he seems to have the hunger, faith, and calling to go on to a ministry of making disciples, you are now ready to build some other qualities into his life.

At this point you must concentrate things that will equip the person to become a “harvest worker” for Christ. The objectives discussed in this chapter are the process; the product, is a worker in the harvest fields of the world. At the end of his training, these qualities should be an integral part of his life.

A Heart for People

You must help the potential worker develop a heart for people. It is so easy to fall into the trap of looking on people as a means to an end.

I have watched missionaries fall into this trap.

That's deadly, for the ministry is not designed to use people but to help people. “We were gently among you, like a mother caring for her little children. We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us” (1 Thess. 2:7-8)

An addiction to the Vision of Multiplication

Help the potential worker become addicted to the vision of multiplication. We must help our potential workers see the importance of the individual, his potential for God, and how through him many others can become disciples and workers.

Paul left the open door of opportunity to go and find Titus. He left a city with the door wide open to find one man! To Paul, the man was more important than the masses, because the man multiplied was the key to reaching the masses.

As you study the Scriptures, you discover that God's concern is always for the individual. **The multitudes are always there and much on the heart of God, but they seem to be the backdrop on the stage of eternity. Stage center is always the man who God can use to multiply the ministry.**

A Servant Spirit

Help the potential worker develop and deepen his servant spirit. It is critical that he display this attribute in clear and unmistakable terms. **He will have to spend the rest of his life giving himself away. His own “rights” will diminish as he serves others.**

This was a prime characteristic of Jesus. “For even the Son of Man did not come to be served, but to serve, and to give his life a ransom for many” (Mark 10:45). It is a necessary quality in the life of a follower of Christ. His basic attitude will have to be “He must become greater; I must become less important” (John 3:30). **Two things are needed for a person to be a good servant; desire and training.**

An Integral part of the Disciple-making Team

He must know that his individual actions affect the functioning of the whole. This is one of the most difficult things to learn in the discipling ministry. **One of the greatest problems a leader has to face is the disinclination of people to pull together toward the accomplishing of a common objective.** It takes much persistent prayer and gentle, loving guidance to bring people together in this fashion.

Ingredients of a disciple-making team. Four essentials are needed in the formation and ongoing of a disciple-making team.

1. Bible study. Get the man with whom you are working involved in a Bible study that has some teeth in it. Have reasonable standards, such as each person having his study done on time, being at the meeting every time, and sharing freely with the others. Each member studies the same chapter in the Bible, and prepares his study according to a commonly agreed on plan.

Participants pair off and quote their new Scripture memory verses to one another. As they share what the Holy Spirit has revealed to them in their study and what He impressed them to apply to their lives, He will begin to fuse them together as a team.

2. Prayer. Team members must pray together. Center your prayers on the ministry. Pray for those to whom you have witnessed, but who have not yet responded to Christ. Pray for your “prospect list.” Pray for new Christians. Pray for the needs of the ministry. Pray for continued development in your own lives. Pray that God will raise up spiritually qualified workers from your group to go to the ends of the earth with the gospel.

3. Witness. Share your faith with others as a team. From time to time it is good to go out together, in a united witnessing thrust.

4. Social and fun times. Used by the Lord to accomplish unity and the ability to work together as a team.

Unity in a disciple-making team. The concept of the team is oneness. Not sameness of opinion, but identity of spirit. It is vital that your men be committed to some goal that stirs their blood and excites their spirits. **The goal must be something that each of your men will be willing to give his life to, something important, worthy, and grand – like the Great Commission.**

“firm in one spirit, contending as one man for the faith of the gospel” (Phil. 1:27). **Identity of purpose, if we are truly committed. Leads to identity of spirit. Godly men who have joined together with one purpose draw to themselves spiritual forces unfelt before. They draw from the springs of God and work under the smile and blessing of the Lord.** “Behold, how good and ho pleasant it is for brothers to dwell together in unity” (Ps. 133:1).

The presence of the Spirit of God helps a team press ahead with boldness, hope and joy. **It requires an irrevocable commitment to Christ, to the mission, and to each other.**

Our unity is what Jesus prayed for. “That all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me” (**John 17:21**). Our oneness with Christ brings a oneness with each other and enables us to be the right kind of testimony to the world.

Study through the Book of Acts. I was fascinated by such statements as, “Ye have filled Jerusalem with your doctrine, “these that have turned the world upside down,” and “all they which dwelt in Asia heard the word of the Lord Jesus, both Jews and Greeks” (**Acts 5:28; 17:6; 19:10**).

What caused them to make such an impact on their world? Two things: unity and sacrifice. Frequently mentioned their being of “one accord,” “one mind,” “one soul,” and having “singleness of heart.” **Sacrifice was a normal way of life.** Jesus said, “Again I tell you that if two of you on earth agree about anything you ask for, it will be done for you by my Father in heaven” (Matt. 18:19).

Think of your disciple making team as a symphony. Each man makes his unique contribution in line with his gifts and calling from God.

“Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work” (**Eph. 4:15-16**). Here the picture is that of a body whose parts work together in harmony.

So in the Book of Acts you have a picture of unity, “one accord,” in the Gospels you have a symphony, and in the epistles you have the concept presented in terms of the body. All of these illustrate the functions of a disciple-making term.

Ministry is far more effective when it is carried on by a team. Teamwork unlocks and unleashes the power of God.

A Volunteer Spirit

The fifth quality to build in a man's life is a volunteer spirit. This is difficult to do in an age which says, "Never volunteer for anything. **A volunteer spirit is a Christlike spirit. Jesus was not carried to the cross kicking and screaming.**

"The reason my Father loves me is that I lay down my life—only to take it up again. No one takes it from me, but I lay it down of my own accord. I have authority to lay it down and authority to take it up again. This command I received from my Father" (**John 10:17-18**).

For a person to be involved in a disciple-making ministry, a volunteer spirit is a must. Half-hearted participants do not make good workers. "Then I heard the voice of the Lord, saying, 'Whom shall I send, and who will go for us?' Then I said, 'Here am I, Send me!'" (**Isa. 6:8**). **This is the spirit all of us need.**

A Pacesetter

In order to teach others the truths of Christ and the Christian life, the potential worker must live them out in his own life. He must set the pace for those whom he is helping. God does not use someone with a weak, run-down-at-the-heels prayer life to help another develop into a strong man of prayer.

"Whatever you have learned or received or heard from me or seen in me – put it into practice. And the God of peace will be with you" (**Phil. 4:9**). Follow my example, as I follow the example of Christ" (**1 Cor. 11:1**).

It is not the pacesetter's job to outrun everybody. His responsibility is to help the other runners do their best. The pacesetter must instruct and guide, not impress.

A Productive Witness

It is easy for a person, when he gets to this stage of his spiritual growth and development, to fall into the trap of being a "fellowshipping" Christian rather than one who is continually engaged in the battle for the souls of men.

If he doesn't stay active, he will begin to neglect some vital areas of the Christian life, for it is easy to be drawn away into other "important" things.

People can get busy in so many good things that they forget the main objective.

Jesus' last words to us are still on record: "But you will receive power when the Holy Spirit comes on you, and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth" (**Acts 1:8**).

A Bible Study Leader

Since much of the work in which your potential worker will be involved can be done in the setting of a small group Bible study, you must help him become an excellent bible study leader. As he leads the study he will discover that some of the members will become available to him for some one-on-one time. If he plans his study carefully, prays over it faithfully, and leads it effectively, that small group may produce some disciples and workers.

They asked each other, "Were not our hearts burning within us while he talked with us on the road and opened the Scriptures to us?" ... Then he opened their minds so they could understand the Scriptures (**Luke 24:32, 45**).

The potential worker must do his homework, pray, and be ready to lead the group from his own deep and thorough study. He must also share his application – his own heart involvement with the truth. It must be a blend of honest, hard work, in which the teaching of the passage is dealt with correctly, and the communication of a holy zeal for the truth of God.

A Sensitivity to Others

To help your man in the area of sensitivity to others. He communicates by his speech, his attitude, and his actions. **He must learn how to say the right thing in the right way at the right time; he must learn how to do the right thing in the right way at the right time.**

Jesus' sensitivity is our prime example. There was no "standard approach."

A sensitivity to the situation will sometimes lead you to say nothing. On other occasions it will cause you to roll up your sleeves and plunge right into the middle of it.

A sensitivity to the sufferings and needs of people should not be confused with sentimentality.

Words can sting; they can wound, they can heal. A wise man will know how to give and take reproof. "Do not reprove a scoffer, lest he hate you; reprove a wise man, and he will love you. Give instruction to a wise man, and he will be still wiser; teach a righteous man, and he will increase his learning" (**Prov. 9:8-9**).

"Like apples of gold in settings of silver is a word spoken in right circumstances" (**Prov. 25:11**).

A Thinker

The last objective you have with your potential worker is to help him to think.

The best way for a worker to command the respect of those with whom he is involved is to do the kind of thinking that will merit it.

To learn to think is to learn to keep alert, to be observant, and to keep your mind in gear.

Dawson Trotman used to try to help us in this area. After we'd leave someone's house, he would remark, "Weren't those beautiful drapes? Did you notice how they blended in with the color of the carpet?" Usually I would stare at him and he forced to admit that I hadn't even noticed that there were drapes and carpet. He tried to **help us learn to think by observation.** (III.)

The person who has to have everything spelled out for him will miss many valuable lessons in life. Try to help your men learn to make disciples by being alert to what goes on around them.

With these ten training objectives you have worked on things that affect the attitudes, personal life, spiritual development, and ministry skills of your potential worker.

Chapter 6 and Appendix 1 establishing process that helped your man grow from being a convert to becoming a mature disciple. These ten objectives are the equipping process that results in a **(Mark 3:14).**

CHAPTER 10

THE NEED FOR LEADERSHIP

"He appointed twelve – designating them apostles – that they might be with him and that he might send them out to preach"
(Mark 3:14.)

In order to reproduce a disciple-making ministry, a person who has become a disciple and has been trained to be a worker must take one more step. He must become a leader.

Growth is a lifetime process.

You have watched the person take the steps from convert to disciple. To “harvest worker”, one who knew how to make disciples and was part of your disciple-making team. Now there is one more step to take. Look over the men on your team and see if there are one or two in the group who should be taken further.

Are there those who have the gifts, abilities, and calling of God to become leaders of a disciple – making ministry? If so, they will need some special leadership training.

You must realize we are not talking about a “fulltime” Christian worker, pastor, or missionary. He may but that’s not the issue.

The two keys to developing a leader of a disciple-making team are selection and time.

The Importance of Selection

You have been ministering to the potential leader for many months, possibly years. You knew him as a convert. You established him by helping him become a fruitful, committed, and productive disciple. You equipped him. Is God leading him to take the next step, to become a leader of a team of men who are able to make disciples of others?

At least five qualities characterize a leader. All five need not be present in a person’s life. But if two or three of these are evident, you should pray seriously for the leading of the Lord as to your further involvement with him in giving him more leadership training.

These are the five qualities to look for:

He as fight and drive. He does not give up easily. He does not turn and run, nor does he stop at the first obstacle. He presses ahead with enthusiasm, positive attitude, dedication and faith, regardless of the opposition, distractions, and trials in his involvement in Jesus’ Great Commission.

He reflects the response. “however, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me—the task of testifying to the gospel of God’s grace” (Acts 20:24).

He knows the path will not be easy. He realizes that he who walks the high, hard, windswept path often walks alone. He does not expect to slide toward the mark. He knows there will be opposition. He is perfectly willing to press toward the goal. (Phil. 3:14). He will gladly knuckle down and fight the good fight of faith.

He accepts the road of suffering: “For it has been granted to you on behalf of Christ not only to believe on him, but also to suffer for him” (Phil. 1:29). Look for that spirit, for *the leader must keep going whether others do or not.*

He can spot and recruit achievers. This is important because it will determine what kind of team he will begin to form. He must know the difference between a good man and a nice guy. *He must be able to spot and recruit good men. Why is that important? If he accumulates a bunch of hangers-on around him, the good men will stay away.*

I asked if that was the type of person he eventually wanted to have on his discipleship team. “No” he answered, “but he’s the only man available right now.”

I cautioned him to wait a while to see if God might bring an achiever into his path. Much of the success of his ministry goes back to that initial decision to wait for the right man to come along.

How do you spot an achiever? Here are some traits to look for:

1. He is reliable. This doesn’t mean he never makes mistakes. Everyone does. But when he is given a job, he will see it through.

2. He is resourceful. He does the best he can with what he’s got. **Shamgar, started where he was and did the best he could with what he had. The battle with the Philistines was raging and he had no sword. So he fought the enemy with an ox goad and killed six hundred of them (see Judg. 3:31).**

3. He is adaptable. “...I have become all things to all men so that by all possible means I might save some. I do all this for the sake of the gospel, that I may share in its blessings (Cor. 9:19-23). *Leasers are often called on to do a variety of things. A leader has to adapt.*

The leader must be a specialist and disciple making must be his life. But he must also be versatile. He must have the ability to roll with the punches and fit into various situations. He will be called on to serve all kinds of groups and minister to all kinds of people.

4. He is enthusiastic. *His heart is in the ministry and he gives it all he’s got.* “With all my heart I have sought Thee; do not let me wander from Thy commandments” (Ps. 119:10).

A man may make some dumb mistakes, but if he is really trying and giving it his best then he can be forgiven his mistakes. **Look for the man who is eager, not just “open.” Look for the man who is “hot to go.” Not just the man who is willing.**

I had never purposely allowed myself to get involved in a project with men who were merely willing. I have learned that if a man is just doing something because he feels he has to, he will not do his best.

5. He knows how to work. Jesus did not call the sunbathers on the Sea of Galilee beach who were lying around frying in their own fat. He called the fishermen who were mending their nets. Christian work is hard work.

Look for the man who is eager to work harder longer. He may have the stuff of which leaders are made.

6. He is alert. A leader of “harvest workers” must be alert to what is going on around him.

The alert person knows where he is going and how to get there. But he is not so restricted in his vision that he is not alert to what is taking place in other areas of life around him. His aim may be narrow, but his vision is broad.

Can he look and receive instruction? (see Prov. 24:30-32). The alert man can learn from the world around him.

7. He has initiative. Initiative is one of the basic marks of an achiever. He is aware of what needs to be done and takes steps to do it. He does not need to be pushed, for he is a self-starter. This trait is vital to a leader.

8. He is confident. He will have to be with a variety of people and he should be at home with them all. To be able to serve one group well but run from another is not a Christlike characteristic.

Every one of these traits does not have to be in full bloom in the man’s life, but be on the alert for some of them, even in the budding stage.

This list is merely illustrative of what you might consider important in the area of achievement as you begin to select a man for training in leadership.

He has stability. He can take the pressure. Leadership is full of it—from all sides.

Stability is a necessary quality of a leader and it comes from having a firm belief in the sovereignty of God. (Ps. 115:3 and Rom 8:28-29.)

Trust is the key to stability. Trust in God as the loving, caring heavenly Father.

He has organizational ability. He can weld men together into a team. A project of any size can be broken down into workable units with proper organization.

One of the real clues to a man's ability to organize others is to see if he's organized himself. Does he set realistic goals for himself? Does he achieve them? Is he prompt or chronically late? Does he plan his life in accordance with certain God-given goals and priorities? If he can't organize himself, he certainly will not be able to organize others.

Personal organization and be learned. Six keys to it are:

1. A realistic look at one's own capacity.
2. A settled conviction as to what God wants done.
3. The ability to do things in the order of their importance
4. The good sense to leave some free time between projects, knowing things often take longer than planned and that there are always unforeseen interruptions.
5. The faithful keeping of time with God and the priority of the family at the top of the list.
6. Learning how to function with a certain flexibility that is people-centered rather than project-centered.

Six basic rules which will help a person organize a project:

1. Define your mission in exact, specific terms.
2. Break it down and divide it up into manageable and workable units.
3. Set up an organization that will help each unit to accomplish its part of the endeavor.
4. Fill the key spots with well-trained men.
5. Give them full authority to get their jobs done.
6. Check up on them to see that they stick with the main job.

He has judgment and creativity. These are interrelated. If the judicial mind is predominant, the person will be a steady, thoughtful, methodical, productive leader. If the creative is predominant, the person will "get it done with a flair." There will be a bit more sparkle and pizzazz in his method of operation.

It is a mistake for the leader to fill his team with personalities similar to his own, just because he feels more secure with them. He will do well to have some close collaborators that are at the opposite end of the spectrum in personality, gifts and abilities.

The leader of a team of workers has a rare and important function in the cause of Christ and should be selected after a great deal of observation and with much prayer.

The Element of Time

The second key to developing a leader of a disciple-making team is time. You must be willing to spend a great deal of time with the person. The example set by Jesus. The example of Paul. Time must be spent together in the ministry, in your home, in his home, in the normal affairs of life, on trips, at work, and at play.

Time is spent together in the Word discussing doctrine, principles, problems, and blessings. Time should be spent together in prayer and planning. Share your personal battles, your victories and defeats, just as he does with you.

The investment of time is costly. But if you are called of God to help multiply workers in the harvest fields of the world, you will not be swayed simply because something is tough and costly. Tears, disappointments, thwarted dreams, and heartaches big enough to make you want to give up await you down the line.

Disappointments came to Paul, for some of the men he had spent time with turned their backs on him. “Demas, because he loved this world, has deserted me and has gone to Thessalonica” (2 Tim. 4:10).

Jesus is the best example of one who invested much time in the lives of a few men. “He ordained twelve, that they should be with him, and that he might send them forth to preach” (Mark 3:14).

Spending time with a person is an important aspect of leadership training. **It is scriptural. Also, a person whom you see only periodically can fake it while he is with you.** Jesus knew His men well, including Judas.

Selection is important because you would not want to invest all that time of training a leader only to discover you have gone through it all and done it all with the wrong man. **Some may think, I don't have that kind of time. Surely there ust be a quicker way. But there isn't.** The time-tested methods of Jesus are still applicable today.

CHAPTER 11

HOW TO TRAIN LEADERS

“And the things you have heard my say in the presence of many witnesses entrust to reliable men who will be qualified to teach others” (2 Tim. 2:2).

You will need to concentrate on some specific training objectives in the same way as you did earlier – Chapter 6 and Appendix 1, Chapter 9. They require no radical change of direction, some of them are an extension of what you have done previously. They are the natural outgrowth and the next logical step in the training process.

You should study these nine objectives and determine which ones your man needs. Different men will need different ones. **In one form or another these qualities should characterize a leader of a disciple-making team.**

Developing Depth in His Life

Continue to work on his spiritual depth, strength of character, and a fuller and richer knowledge of God. The key is understanding and knowing God. “Let not a wise man boast of his wisdom, and let not the mighty man boast of his might, let not a rich man boast of his riches; but let him who boasts of this, that he understands and knows Me, that I am the Lord who exercises lovingkindness, justice, and righteousness on earth; for I delight in these things” (Jer. 9:23-24). [For my determined purpose is] that I may know Him—that I may progressively become more deeply and intimately acquainted with Him, perceiving and recognizing and understanding [the wonders of His Person] more strongly and more clearly. And that I may in that same way come to know the power outflowing from His resurrection [which it exerts over believers]; and that I may so share His sufferings as to be continually transformed [in spirit into His likeness even] to His death (Phil. 3:10).

If the man is to be used of God as a leader of a team of (“harvest workers”), his life must be lived in the secret place of intimate communion with Jesus Christ. His source of guidance, wisdom, strength to endure, and spiritual power to achieve comes from God alone. Unless he continues to seek the Lord, his whole life and ministry will turn to ashes.

King Uzziah is a frightening and enlightening illustration of this. “And he continued to seek God in the days of Zechariah, who had understanding through the vision of God and as long as he sought the Lord, God prospered him” (2 Chron. 26:5). (ILL) (2 Chron. 26:6-8) “But when he became strong, his heart was so proud that he acted corruptly, and he was unfaithful to the Lord his God” (2 Chron. 26:16). *To be a leader, a man must have developed in his daily walk with God.*

Discovering His Vocation and Gifts.

You must concentrate helping your potential leader discover and develop his gifts and settle in his own mind his personal calling from God. His calling will determine which road he takes in his service for Christ.

When the roll call of the might men of God down through the ages is called, the ones who stand up to be counted are almost all laymen (see Heb. 11).

His vocation. *The unscriptural ideal that a person must be a pastor, missionary, or “full-time” Christian worker if he is truly sold out to Christ has done untold damage to the cause of Jesus.* Many men who would have been powerful and influential witnesses for Christ as laymen have been squeezed into the unnatural mold (for them) of the clerical robe and are frustrated and hindered for the rest of their lives.

The pattern generally is this: Most will continue as laymen; *some* will enter full-time service. “It was he who gave some to be apostles, some to be prophets, some to be evangelist, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up” (Eph. 4:11-12). *Those who are called to serve the Lord a laymen have every bit as high and noble calling as their brothers in the clergy. They are not second-class citizens.*

His gifts. Your help and prayers are also needed to enable the potential leader to discover and develop his spiritual gift or gifts. Study and pray over the lists of gifts given in the Bible (see Rom. 12:6-8; 1 Cor. 12:4-11, 28-31; Eph. 4:11-12). Help him to discover what his may be. A simple guide carries out the ministry of a particular gift, (1) does he enjoy it? (2) are others helped? (3) is the blessing of God evident? If the answer to all three questions is a resounding yes, it is probable that the man has this particular spiritual gift.

Building up His Strengths

You should spend the majority of your time building up his strengths, not correcting weaknesses, though weaknesses will need to be corrected.

Two greatest aids cross evaluation and cross training.

Remember an expert builder carries on a positive ministry. To major on correcting errors is to get nowhere. Trust the grace of God to help us do this.

Training Him in Leadership

Your potential leader must be trained to lead. He should have further training in at least four areas.

Attitudes. The all-important and critical issue at this point is his attitude. He needs to be on guard against the swelling of his head, this can be deadly. It is easy for him to be filled with pride and so be tricked by the devil.

A new leader has the tendency to want to throw his weight around. The reason for this type of behavior is insecurity.

Consultations. The leader must learn to consult with his team, to bring the members into the planning stages of the ministry and decision-making.

Practice. One of the best means of training a person in leadership is to let him put into practice, under limited supervision, that which he has been taught in previous training situations. This will help him gain confidence. It will also help him see for himself areas of strength and weakness.

He will also be able to see himself in the role of a leader and how he relates to his peers and those whom he is leading. He will learn valuable lessons that he could learn no other way. He will learn how . . .

- To manage himself
- To manage his time.
- To manage the ministry
- To evaluate his men
- To manage his finances
- To use his home in the ministry with proper respect and regard for his family
- To relate productively with other in the Christian ministry.

Suggestions. Here are some basic things you can do to develop a climate where he will thrive and grow as a leader.

1. Let him know you believe in him, love him, and thank God for him.
2. Let him know that he is free to discuss with you whatever is on his mind.
3. Let him know that you are always available to him.
4. Let him know that he is important to the ministry.
5. Tell him about your own successes and failures.
6. Set a high standard of performance for him. Otherwise your approval will mean nothing to him.
7. Keep yourself informed about his ministry. It is devastating when men say of their leader, “he doesn’t know what is going on around here.”
8. Keep some pressure on. Make sure he is involved in something that extends him a little beyond what he knows he can do. It is urgent that you really know your man.
9. If he needs help, counsel him. It is not “sink or swim.”
10. If he lacks confidence, set up a situation and ask him “What would you do?” He will learn he can make decisions and he will soon be able to assume more responsibility.
11. Review his progress. Be generous and sincere in your praise; be loving and gently in your correction.

Training is taxing work, but it is necessary.

Taking Steps That Stretch His Faith

Help the potential leader take steps that stretch his faith. Give him projects that cause him to depend on the Lord.

Jesus did that with His men. “Where is your faith?” (Luke 8:25). The classroom was a boat; the curriculum was a storm; the lesson was on faith.

One of the best ways to stretch a man beyond his present ability and capacity is to put him to work. “Calling the Twelve to him, he sent them out two by two and gave them authority over evil spirits” (Mark 6:7).

From time to time they seem to hit a learning plateau. That is the time to thrust them into something that really stretches them.

You can sharpen the spiritual appetites of your men by keeping them busy in the ministry of sharing their lives.

Refining His Ministry Skills

“The apostles gathered around Jesus and reported to him all they had done and taught” (Mark 6:3).

Your men need the same opportunities for sharing and evaluating. They need to talk over with you the principals involved in starting and maintaining a discipleship ministry. They need to discuss the planning process and how to organize a team of men for the ministry. They need to go over the principles of leadership and learn how to evaluate the progress of the ministry and the effectiveness of the team.

Take all the time necessary to make sure you listen to your man when he come to you and that he feels he has had your ear. If he asks a question that might sound a bit elementary don't respond with the attitude, "You should know that." Learning is a tedious process and sometimes lessons are missed or need to be gone over from another approach. Your job is to help the potential leader learn to do his ministry.

Learning Discernment

To learn to be a discerning person is critical. When he begins his ministry on his own, there will be a multitude of demands on his time. “The naïve believes everything, but the prudent man considers his steps” (Prov. 14:15). **The leader will have to learn to sort out the productive from the fruitless, the best from the good, the truly important from that which merely has an urgent sound.** A program that sounds terrific, but underneath it's a waste of time.

He will need discernment to sort out all this and know when to say yes and when to say no. By means of prayer, godly counsel, the Word of God, and a clear vision of the job to be done, the Holy Spirit will lead him step by step down the path of productive service.

Learning Communication Skills

The leader needs to learn to communicate truth simply and clearly. The objective is to see truth assimilated into the life, not to fill his head full of facts.

“They were amazed at his teaching, because his message had authority” (Luke 4:32). Power – to see change for the better, to see new directions, set, to see lives cleaned up, families reunited, old habits broken, to see commitments made that last, to see men and women gain a hunger for fellowship with Jesus Christ, and to see people beginning to dig into the Word of God and spend time on their knees in prayer.

“All spoke well of him and were amazed at the gracious words that came from his lips” (Luke 4:22). **He spoke the truth openly and at times it was sharp and cutting. But there was a graciousness about His speech that was a wonder to behold.**

“The people were amazed at his teaching, because he taught them as one who had authority, not as the teachers of the law” (Mark 1:22). **He spoke with authority. When a leader speaks with the truth of the Word of God as his authority and speaks under the influence of the Holy Spirit, his message will have power.**

Having a Good Doctrinal Foundation

He must have a good doctrinal foundation. Many good men get sidetracked by fuzzy or false doctrine. Some talk about the practical matters of Scripture on one hand and then the doctrinal issues on the other. This is not a good distinction. The devil is a subtle enemy, constantly on the alert to lead men astray. As you discuss the great truths of Scripture with the men you are training, you can discern what kind of grasp they have on those things and then go to work on what is lacking in them.

Here’s a simple plan for a doctrinal study. Ask the person to type out on a card every passage he can find that related to the doctrine he is studying. Then ask him to lay these cards out on a table and meditate on them to see how certain passages relate to each other and what emphasis they bring to bear on the subject. After a week or so of meditation, have him choose eight or ten of the ones that seem to be key and memorize them. This gives him his own personal study on the subject directly from the Scriptures and because he has memorized the key passages, he will have a good grasp of them for the rest of his life.

“Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming: (Eph. 4:14).

With these nine qualities built into his life, your potential leader of a disciple-making team should be ready to launch forth on his own. **But your work is not finished. Your prayers and counsel are still needed.** You have done what you could to fulfill the responsibility of an expert builder.

CHAPTER 12

CONFIDENT AND UNASHAMED

“I tell you the truth, unless a kernel of wheat falls to the ground and dies, it remains only a single seed. But if it dies, it produces many seeds” (**John 12:24**).

When a person comes to Christ, he needs someone to feed him and help him learn how to feed himself from the Word of God. But the thing that should alarm us is people who need that sort of help year after year.

“Though by this time you ought to be teachers, you need someone to teach you the elementary truths of God’s Word all over again. You need milk, not solid food! Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil” (**Heb. 5:12-14**).

To help a person progress from these first faltering steps after his conversion to a place of leadership requires years of patient care, training, and prayer. And it is costly.

Shinning is always costly. Light comes only at the cost of that which produces it. An unlit candle does no shinning. Burning must come before shinning. We cannot be of great use to others without cost to ourselves. Burning suggests suffering. Many want the glory without the cross, the shinning without the burning, but crucifixion comes before coronation.

Let’s look at this matter of cost and training from the viewpoint of the pastor who has the responsibility for the flock of God. Paul stated:

“Do everything without complaining or arguing, so that you may become blameless and pure, children of God without fault in a crooked and depraved generation, in which you shine like stars in the universe as you hold out the word of life—in order that I may boast on the day of Christ that I did not run or labor for nothing (**Phil. 2:14-16**).

The apostle encouraged the Philippians to do things with a cheery spirit and not spend their time in fruitless grumbling and complaining. He told them to do this as they were holding out the Word of life to others.

He was concerned because of his fear that he might “run or labor for nothing.” That is a sobering and challenging thought.

In the same vein, John said “And now, dear children continue to him, so that when he appears we may be confident and unashamed before him at his coming” (**1 John 2:28**). That is a disturbing and challenging thought.

I shared these verses with a friend who pastors a church in the suburb of a large city. He read and reread Philippians 2:16 and 1 John 2:28 and almost became ill. He looked at me and said, “LeRoy, what am I doing? My people are not being trained to share the Word with others or to live a deep abiding life in Christ.”

“I write to you, dear children, because your sins have been forgiven on account of his name.

I write to you, fathers, because you have known him who is from the beginning.

I write to you, young men, because you have overcome the evil one.

I write to you, dear children, because you have known the Father.

I write to you, fathers, because you have known him who is from the beginning.

I write to you, young men, because you are strong, and the Word of God lives in you, and you have overcome the evil one (**1 John 2:12-14**).

The children just knew the Father, the young men through the Word were able to overcome the evil one, and the fathers knew the Lord intimately.

The way they become overcomers is to get the Word of God into their hearts and lives.

“And we also thank God continually because, when you receive the Word of God, which you heard from us, you accepted it not as the word of men, but as it actually is, the Word of God, which is at work in you who believe: (**1 Thess. 2:13**).

The problem is that this cannot be accomplished wholesale. It cannot be done through a program. It is attained through individual, personal attention to people in helping them actually do these things and work these principles into their lives so it is part of them daily.

Most people today are already too busy. They are doing more than they have time for. What we must realize is that disciple making does not add to the time squeeze but helps resolve it. If the pastor ministers to a core of spiritually qualified men and women, *they* can begin carrying some of the burden and load.

One of the best ways a pastor can get this ministry started is by giving priority to the men on his board of elders or deacons. The pastor who wants to disciple people successfully in his church must try to reach the existing leadership. The elders and/or deacons are just the ones with whom to start.

Use the church organizations such as the Sunday school, men's organizations, and women's circles and slowly redesign them to contribute to the disciple-making ministry. Actual discipling cannot be done on a large scale with these large groups, but we must realize that out of these groups able men and women will emerge.

There is no hard and fast rule to follow. What we must do is to take each situation as it comes to us and go from there creatively.

The pastor must stay on his knees and follow the example of Jesus (see Mark 3:14). So spend a night in prayer, asking the Lord for the right men and women to involve in your ministry. Despite the possible problems with this approach, we must realize that discipling people is not an option or a suggestion, but a command. It is the essential part of the Great Commission (Matt. 28:19). We must seek the Lord on our knees and let Him give us new and fresh ideas.

Let this book serve as a reference to methods that have worked around the world and are based on the teachings of the Word of God.

APPENDIX 1

TRAINING OBJECTIVES FOR A DISCIPLE

The order is not necessarily sequential. Since each person is a unique individual and must be dealt with as such, you will want to adapt these to individual needs.

Topic I – ASSURANCE OF SALVATION

Training Objective:

He will be able confidently to express to another person his own assurance of salvation based on his personal faith in Christ and one or more promises from the Word.

Activities:

1. Go over the gospel message with him again.
2. Ask him to tell you how he knows he is a Christian.
3. Observe how he explains his conversion experience to another person.
4. Do a Bible study with him on assurance of salvation.

Scripture:

- | | |
|-------------------|------------------------------|
| 1. 1 John 5:13 | We can know we're Christians |
| 2. John 1:12-13 | Based on the work of Christ |
| 3. 1 John 5:11-12 | The promise of the Word |
| 4. Romans 8:16 | The witness of the Spirit |

Recommended Reading:

1. *Beginning with Christ* (NavPress), Section 1
2. *Lessons on Assurance* (NavPress), Chapter 1
3. *Studies in Christian Living* (NavPress), Book 1, Chapter 1
4. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Pages 51-53
5. Paul Hutchens, *The Know-so Christian* (Back to the Bible)
6. M. C. Griffiths, *Christian Assurance* (InterVarsity Press)

Topic 2 – THE QUIET TIME

Training Objective:

He will have a daily quiet time, consisting of reading the Word and praying.

Activities:

1. Have a quiet time with him.
2. Share some blessings you have received from your own quiet time with him.
3. Tell him why you have it and show him how.
4. Pray through a psalm together.
5. Encourage him to share his quiet time with others.

Scripture:

- | | |
|----------------------|---------------------------------|
| 1. Mark 1:35 | The example of Jesus |
| 2. Genesis 19:27 | The example of Abraham |
| 3. Exodus 34:2-3 | The example of Moses |
| 4. Psalm 5:3 | The example of David |
| 5. Daniel 6:10 | The example of Daniel |
| 6. 1 Corinthians 1:9 | Called to fellowship with Jesus |

Recommended Reading:

1. Robert D. Foster, *Seven Minutes with God* (NavPress)
2. *Devotional Diary* (NavPress)
3. *Studies in Christian Living* (NavPress), Book 2, Chapter 3
4. Mrs. Charles E. Cowman, *Streams in the Desert* (Zondervan)
5. Theodore Epp, *Beginning the Day with God* (Back to the Bible)
6. Theodore Epp, *Secrets of Christian Growth* (Back to the Bible)
7. *This Morning with God* (InterVarsity Press)
8. A. W. Tozer, *The Pursuit of God* (Christian Literature Crusade)

Topic 3 – VICTORY OVER SIN

Training Objective:

He knows how to experience victory over temptation through reliance on the Holy Spirit and trusting promises from the Word of God. This is evidenced by his clear testimony of a recent triumph over a specific temptation.

Activities:

1. Share a recent victory over sin with him.
2. Go over 1 Corinthians 10:13 with him in detail.
3. Memorize Psalm 119:9,11 with him.

Scripture:

- | | |
|------------------------|--------------------------|
| 1. 1 Corinthians 10:13 | A way of relief promised |
| 2. 1 Corinthians 15:57 | Victory through Jesus |
| 3. Isaiah 41:13 | God's help promised |

Recommended Reading:

1. *Beginning with Christ* (Navpress), Section 3
2. *Lessons on Assurance* (NavPress) Chapter 3
3. *Studies in Christian Living* (NavPress), Book 2, Chapter 1, Questions 12-21
4. Theodore Epp, *Steps to Spiritual Victory* (Back to the Bible)

Topic 4 – SEPARATION FROM SIN

Training Objective:

He is taking steps to separate from sin by avoiding it, memorizing passages such as 2 Corinthians 6:17-18, praying about it, and soliciting the prayers of others.

Activities:

1. Pray with him about this activity.
2. Pray for him specifically.
3. Share a personal victory over besetting sin with him.
4. Get him into fellowship with victorious people.
5. Read and pray over 2 Corinthians 6:14-16 with him.

Scripture:

- | | |
|----------------------|---------------------------------|
| 1. 1 John 1:5 – 2:2 | Walking in the light |
| 2. James 1:12 | Persevering in trials |
| 3. 2 Timothy 2:19-22 | Departing from iniquity |
| 4. Romans 6:12-14 | Sin should not dominate us |
| 5. 1 John 2:15-16 | We should not love the world |
| 6. Romans 12:2 | Don't be conformed to the world |

Recommended Reading:

1. *Beginning with Christ* (NavPress), Section 4
2. *Lessons on Assurance* (NavPress), Chapter 4
3. *Studies in Christian Living* (NavPress), Book 2, Chapter 1, Questions 22-25
4. John Stott, *Men Made New* (InterVarsity Press)

Topic 5 – CHRISTIAN FELLOWSHIP

Training Objective:

He attends church, a Bible study group, and a prayer group.

Activities:

1. Find out his church background.
2. Take him to church with you.
3. Invite him to dinner to meet other Christians.
4. Involve him in a Bible study group.
5. Share with him why you go to church.

Scripture:

- | | |
|---------------------|-----------------------------|
| 1. Acts 2:42 | Example of the early church |
| 2. 1 John 1:3 | Fellowship together |
| 3. Hebrews 10:24-25 | Not to forsake fellowship |
| 4. Psalm 122:1 | Go to church with gladness |

Recommended Reading:

1. Studies in Christian Living (NavPress), Book 3, Chapter 1
2. Going on with Christ (NavPress), Section 6
3. LeRoy Eims, What Every Christian Should Know About Growing (Victor Books), pages 57-58, 158-160
4. A. W. Tozer, Of God and Men (Christian Publications)

Topic 6 – THE BIBLE

Training Objective:

He is learning to books of the Bible and shares his belief in its inspiration openly.

Activities:

1. Help him obtain an accurate recent translation.
2. Show him how to use a concordance.
3. Show him how to use marginal notes, cross-references, and other helps in the Bible.

Scripture:

- | | |
|----------------------|--------------------------------------|
| 1. 1 Timothy 3:16-17 | Inspiration of the Bible |
| 2. 2 Peter 1:21 | The Bible came by God's will |
| 3. Matthew 22:29 | Danger of not knowing the Scriptures |
| 4. Psalm 19:7-11 | Descriptions of God's Word |
| 5. Psalm 119:160 | The Word is true and eternal |
| 6. Psalm 119:105 | It is a lamp and a light |

Recommended Reading:

1. *Going on with Christ* (NavPress), Section 2
2. *Lessons on Christian living* (NavPress), Chapter 2
3. *Studies in Christian Living* (Navpress), Book 3, Chapter 2
4. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Chapter 2
5. Walter A. Henrichsen, *A Layman's Guide to Interpreting the Bible* (Zondervan/NavPress)
6. D. M. Loyd-Jones, *Authority* (InterVarsity Press)

Topic 7 – HEARING THE WORD

Training Objective:

He will hear the Word preached and taught, and will take notes on at least one message per week.

Activities:

1. Go to church together.
2. Teach him the value of notetaking.
3. Share with one another what you received from the sermon.

Scripture:

- | | |
|-------------------|----------------------------------|
| 1. Proverbs 28:9 | Hearing a key to answered prayer |
| 2. Jeremiah 22:29 | The call to hear the Word |
| 3. Luke 19:48 | Hear alternatively |

Recommended Reading:

Studies in Christian Living (NavPress), Book 3, Chapter 3, Questions 13-15

Topic 8 – READING THE WORD

Training Objective:

He will systematically read his Bible

Activities:

1. Share some personal blessings from your reading with him.
2. Read a section of the Bible together.
3. Get him started reading a New Testament book (Mark or John).

Scripture:

- | | |
|----------------------|----------------------------|
| 1. 1 Timothy 4:13 | Read Carefully |
| 2. Revelation 1:3 | The blessings of reading |
| 3. Deuteronomy 17:19 | The need for daily reading |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), book 3, Chapter 3, Questions 1-12, 16-19
2. *Bible Reading Plan* (NavPress) – notebook pages
3. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Page 31

Topic 9 – BIBLE STUDY

Training Objective:

He will regularly complete his personal Bible study on time.

Activities:

1. Share why you do Bible study with him.
2. Do an actual Bible study with him.
3. Show him the difference between study and reading.
4. Get him started in personal Bible study.

Scripture:

- | | |
|-------------------|--------------------------------------|
| 1. Acts 17:11 | Commendation for Bible study |
| 2. Proverbs 2:1-5 | Study is like searching for treasure |
| 3. Ezra 7:10 | The example of Ezra |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 3, Chapter 3, Questions 18, 19
2. LeRoy Eims, *What Every Christians Should Know About Growing* (Victor Books), page 30

Topic 10 – SCRIPTURE MEMORY

Training Objective:

He is regularly memorizing Scripture and maintaining adequate review.

Activities:

1. Explain the personal blessings of Scripture memory.
2. Memorize a verse together.

3. Review your verses together.
4. Check on his review plan.
5. Have him meet others who are memorizing Scripture.

Scripture:

- | | |
|----------------------|--------------------------------|
| 1. Colossians 3:16 | Memory enriches us |
| 2. Deuteronomy 6:6-7 | Moses urges Scripture memory |
| 3. Matthew 4:4 | The example of Christ |
| 4. Psalm 37:31 | It gives stability |
| 5. Proverbs 7:1-3 | Should be written on the heart |

Recommend Reading:

1. *Studies in Christian Living* (NavPress), Book 3 Chapter 3, Questions 20-23
2. *Beginning with Christ* (NavPress)
3. *Going on with Christ* (NavPress)
4. *The Topical Memory System* (NavPress)
5. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), page 26

Topic 11 – MEDIATION ON THE WORD

Training Objective:

He will be able to explain the meaning of meditation and a personal blessing from meditating on a recent memory verse.

Activities:

1. Share a blessing from your own meditation with him.
2. Go through a passage, visualize the context and check with him regarding what the passages teaches (who, what, where, when, why, and how questions).
3. Share with him a meditation plan.

Scripture:

- | | |
|--------------------|---------------------------------|
| 1. Psalm 1 | Results of meditation |
| 2. Joshua 1:18 | Promises to the one meditating |
| 3. Jeremiah 15:16 | Meditation brings joy |
| 4. Philippians 4:8 | Mental discipline of meditation |

Recommended Reading:

1. Robert D. Foster, *A Primer on Meditation* (NavPress)
2. *Studies in Christian Living* (NavPress), Book 3 Chapter 3, Questions 24-27

3. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Page 32
4. LeRoy Eims, *Winning Ways* (Victor Books), pages 123-24
5. LeRoy Eims, *Be the Leader You Were Meant to Be* (Victor Books), page 19
6. Jim Downing, *Mediation: The Bible Tells You How* (NavPress)

Topic 12 – APPLICATION OF THE WORD

Training Objective:

He demonstrates a desire to apply the Word of God by writing and completing one or more specific applications.

Activities:

1. Share an application you have written with him.
2. Have him share a written application with you.
3. Pray over his and your applications.

Scripture:

- | | |
|----------------------|-----------------------------------|
| 1. James 1:22-25 | We must do what the Word says |
| 2. Psalm 119:56, 60 | Meditation leads to application |
| 3. 2 Timothy 3:16-17 | God's Word is profitable for life |
| 4. Luke 6:46-49 | Obedience is a sure foundation |

Recommended Reading:

1. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 56-57
2. Theodore Epp, *Christian Maturity – How?* (Back to the Bible)

Topic 13 – PRAYER

Training Objective:

He demonstrates a consistent prayer life by praying daily for a minimum of ten minutes and confidently participates in group prayer.

Activities:

1. Ask him to share some answers to prayer.
2. Observe what he prays for in a group situation.
3. Share Scriptures with him he can use in praying
4. Pray with him, planned and spontaneous.
5. Help him develop a prayer list.

6. Ask him to pray for one of your needs.
7. Pray regularly with him at set times and “on the run.”
8. Share your answers to prayer with him.
9. Take him to prayer groups.
10. Expose him to people of prayer.

Scripture:

- | | |
|-----------------------|---|
| 1. Thessalonians 5:17 | Pray without ceasing |
| 2. Matthew 6:6 | Pray privately |
| 3. John 17 | The example of Christ |
| 4. James 5:17 | Prayer brings results |
| 5. Philippians 4:6-7 | Pray for personal concerns |
| 6. Matthew 21:22 | Pray in faith |
| 7. 1 John 3:22 | Obedience is the condition for answered
Prayer |
| 8. Matthew 7:7 | Keep asking, seeking, knocking |
| 9. Ephesians 6:18 | Pray at all times for the saints |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 6, Chapter 3
2. Jerry Bridges, *How to Get Results through Prayer* (NavPress)
3. *Beginning with Christ* (NavPress), Section 2
4. *Lessons on Assurance* (NavPress), Chapter 2
5. E. M. Bounds, *Power through Prayer* (Moody)
6. Rosalind Rinker, *Conversational Prayer* (Zondervan)
7. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Chapter 3
8. LeRoy Eims, *Winning Ways* (Victor Books), pages 134-135
9. LeRoy Eims, *Be the Leader You Were Meant to Be* (Victor Books), pages 21-23
10. J. Oswald Sanders, *Effective Prayer* (Moody)

Topic 14 – PERSONAL TESTIMONY

Training Objective:

He has prepared a three-minute written testimony, including a least one Scripture, and has shared it with at least two non-Christians within one month.

Activities:

1. Share your testimony with him.
2. Have him share his testimony with you.

3. Study Acts 26 together; point out Paul's approach, personal background, and his meeting Jesus.
4. Take him witnessing with you.
5. While witnessing draw out his testimony with questions.
6. Ask him to share his testimony with Christians (such as in a Bible study group).
7. Review his testimony as to content and clarity with him.
8. Pray with him about relatives and friends with whom he can share his testimony.
9. Pray that God would build this desire into his life.
10. Expose him to other Christians' testimonies.

Scripture:

- | | |
|------------------|----------------------------------|
| 1. Luke 8:38-39 | Illustrating a changed life |
| 2. Acts 26: 1-23 | Paul's testimony |
| 3. John 9:25 | The former blind man's testimony |
| 4. 1 John 1:3 | Declare what you've experienced |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 2, Chapter 4, Questions 12-21
2. Dawson Trotman, *Born to Reproduce* (NavPress)
3. Dawson Trotman, *Coming to Christ through Scripture Memory* (NavPress)
4. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 104-106

Topic 15 – LORDSHIP OF CHRIST

Training Objective:

He evidences a lordship commitment by having allowed Christ to control at least one uncommitted area of his life.

Activities:

1. Ask him to read *My Heart, Christ's Home* by Robert Munger.
2. Check his follow-through on application from his Bible study.
3. Share a personal testimony with him on how you made Christ your Lord.
4. Study Colossians 1:18 and Hebrews 1 with him.
5. Listen to the tape *The Worthiness of Christ* by George Sanchez (NavPress).
6. Counsel with him on the check chart on lordship, *Studies in Christian Living*, Book 2, page 14.

Scripture:

- | | |
|--------------|---------------------------------|
| 1. Luke 6:46 | Obedience to Christ a necessity |
|--------------|---------------------------------|

- | | |
|--------------------|------------------------------|
| 2. Romans 12:1-2 | Decisive commitment needed |
| 3. Colossians 1:18 | Christ must be preeminent |
| 4. Hebrews 1:2 | Christ is heir of all things |

Recommended Reading:

1. Robert Munger, *My Heart, Christ's Home* (InterVarsity Press)
2. *Studies in Christian Living* (NavPress), Book 2, Chapter 2
3. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Chapter 5

Topic 16 – FAITH

Training Objective:

He evidences the fruit of trusting God for specific needs.

Activities:

1. Share a fresh personal testimony with him on what God has done for you in response to faith.
2. Read through Hebrews 11 together.

Scripture:

- | | |
|-------------------|--|
| 1. Hebrews 11:6 | Impossible to please God without faith |
| 2. Ephesians 6:16 | Faith gives victory over Satan |
| 3. 1 John 5:4 | Faith overcomes the world |
| 4. Romans 4:20-21 | Faith glorifies God |

Recommended Reading:

1. *Going on with Christ* (NavPress), Section 4
2. *Lessons on Christian Living* (NavPress) Chapter 4
3. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 160-162

Topic 17 – LOVE

Training Objective:

He shows love for others by having concern for them, acting in a loving manner, and doing something for a needy person (at least one during the week).

Activities:

1. Share with him a personal example.

2. Demonstrate love to him.
3. Share scriptural examples and principles with him.
4. Visit a hospital, rest home, and/or prison.
5. Do a study together on 1 Corinthians 13.

Scripture:

- | | |
|-------------------------|----------------------------|
| 1. John 13:34-35 | The command to love |
| 2. 1 John 3:17-18 | Love meets others' needs |
| 3. John 15:13 | Love means total sacrifice |
| 4. 1 Corinthians 13:4-7 | How to love others |
| 5. 1 John 4:7-21 | We are to love one another |

Recommend Reading:

1. *Studies in Christian Living* (NavPress), Book 4, Chapter 1
2. Henry Drummond, *The Greatest Thing in the World* (Revell)
3. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 76-77
4. *Going on with Christ* (NavPress), Section 5
5. Francis Schaeffer, *The Mark of the Christian* (InterVarsity Press)

Topic 19 – THE TONGUE

Training Objective:

He demonstrates control over his tongue.

Activities:

1. Share with him how you have controlled your tongue.
2. Do a Bible study on James 3 together.

Scripture:

- | | |
|--------------------|----------------------------------|
| 1. Ephesians 4:29 | Speak only edifying words |
| 2. Proverbs 26:20 | Don't be a talebearer |
| 3. Proverbs 18:6-7 | A fool's mouth is his ruin |
| 4. Psalm 71:15 | The mouth is to praise God |
| 5. Colossians 4:6 | Speak gracious words |
| 6. James 1:26 | Control negative speech |
| 7. James 3:1-12 | Danger of an uncontrolled tongue |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 4, Chapter 3, Questions 108

2. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 120-122

Topic 19 – THE USE OF TIME

Training Objective:

He demonstrates growth in the effective use of his time by forming and following a schedule.

Activities:

1. Work out a schedule with him.
2. Help him make the time effective through instruction.
3. Encourage him by praying with him for the area.

Scripture:

- | | |
|----------------------|--------------------|
| 1. Ephesians 5:15-17 | Redeeming the time |
| 2. Psalm 90:10, 12 | Planning your time |
| 3. Ecclesiastes 3:1 | Priority of time |
| 4. James 4:14 | Brevity of life |
| 5. Romans 13:11 | Urgency of time |
| 6. Proverbs 31:27 | Not wasting time |

Recommended Reading:

1. Charles Hummel, *Tyranny of the Urgent* (InterVarsity Press)
2. *Studies in Christian Living* (NavPress), Book 4, Chapter 4, Questions 1-8
3. Jerry and Mary White, *Your Job – Survival or Satisfaction?* (Zondervan)

Topic 20 – THE WILL OF GOD

Training Objective:

He shares how he made one major decision, utilizing biblical principles on knowing the will of God.

Activities:

1. Share a personal experience of finding God's will.
2. Have other Christians do the same.
3. Have him share with you how he makes major decisions.

Scripture:

- | | |
|------------------|------------------------------|
| 1. Psalm 119:105 | Direction through God's Word |
|------------------|------------------------------|

- | | |
|-------------------|---|
| 2. Proverbs 15:22 | Obtaining godly counsel |
| 3. John 16:13 | The Holy Spirit's ministry in our lives |
| 4. Romans 12:1-2 | God's will is good, pleasing perfect |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 4, Chapter 4, Questions 17-28
2. Paul Little, *Finding God's Will* (InterVarsity Press)
3. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 54-56
4. *Beginning with Christ* (NavPress), Section 5
5. *Lessons on Assurance* (NavPress), Chapter 5
6. G. C. Weiss, *How to Know the Will of God* (Back to the Bible)
7. Russ Johnston, *How to Know the Will of God* (NavPress)

Topic 21 – OBEDIENCE

Training Objective:

He is learning to be an obedient Christian as evidenced by his carrying out specific Bible study applications.

Activities:

1. Discuss with him how to make specific applications.
2. Check up on his previous applications.
3. Share illustrations from your own life.
4. Share the results of one of your own Bible study applications.

Scripture:

- | | |
|--------------------|---|
| 1. John 14:21 | Love is proved by obedience |
| 2. Job 17:9 | Strength results from continued obedience |
| 3. John 15:10, 14 | Obedience brings fruitfulness and pleases God |
| 4. 1 Samuel 15:22 | Obedience is better than sacrifice |
| 5. Psalm 119:59-60 | God wants instant obedience |
| 6. James 4:17 | Disobedience is sin |
| 7. John 14:23 | Incentive for obedience |

Recommended Reading:

1. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 70-71
2. Robert Munger, *My Heart, Christ's Home* (InterVarsity Press)
3. John Stott, *Being a Christian* (InterVarsity Press)

Topic 22 – THE HOLY SPIRIT

Training Objective:

He is able to express through Scripture who the Holy Spirit is and how He helps us in our daily walk. He can explain to another person how to walk in the Spirit.

Activities:

1. Teach him who the Holy Spirit is by explaining the concept of the *Trinity*.
2. Pray with him, asking the Holy Spirit's guidance.
3. Observe and point out his areas of personal victory.
4. Set an example of praying for the Holy Spirit's control.
5. List items that grieve the Holy Spirit and quench Him.

Scripture:

- | | |
|---------------------------|----------------------------|
| 1. John 14:16-17 | He is the Comforter |
| 2. Romans 8:26 | He helps us pray |
| 3. John 16:7-8 | The ministry of the Spirit |
| 4. Galatians 5:22-23 | The fruits of the Spirit |
| 5. Ephesians 5:18 | Be filled with the Spirit |
| 6. Romans 8:5-6 | Spirit and flesh conflict |
| 7. Romans 12:3-8 | Gifts of the Holy Spirit |
| 8. 1 Corinthians 12:13-14 | Ministry of the Spirit |
| 9. Zechariah 4:6 | The power of the Spirit |
| 10. Romans 8:16-17 | Spirit bears us witness |
| 11. John 16:13-15 | Spirit glorifies Christ |
| 12. John 15:26-27 | The witness of the Spirit |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 5, Chapter 2
2. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 149-151
3. *Going on with Christ* (NavPress), Section 3
4. *Lessons on Christian Living* (Nav Press), Chapter 3
5. John Stott, *Baptism and Fullness of the Holy Spirit* (InterVarsity Press)

Topic 23 – SATAN – KNOW YOUR ENEMY

Training Objective:

He expresses instances of personal victory over Satan by use of prayer and Scripture. He has shared how he has overcome an attack of Satan in his life by using the Word. He prays against Satan as a personal spiritual enemy.

Activities:

1. Ask about his biggest temptation.
2. Share some of your personal battles and victories.
3. Pray with him against Satan's attacks.
4. Review Bible passages on how Satan attacks.
5. Share your testimony on how you have overcome Satan's attack by using the Word.
6. Do a study together on Matthew 4:1-11.
7. Don't get him too fascinated with the subject.

Scripture:

- | | |
|-------------------------|---------------------------------------|
| 1. Ephesians 6:10-18 | Spiritual weapons for warfare |
| 2. 2 Corinthians 10:3-5 | Ours are not fleshly weapons |
| 3. 1 John 4:4 | Satan's power is limited |
| 4. 1 Peter 5:8-9 | Satan's action as the enemy |
| 5. John 8:44 | Satan is a liar |
| 6. Isaiah 14:12-15 | The fall of Satan |
| 7. 1 John 3:8 | Satan's works destroyed |
| 8. 2 Corinthians 4:3-4 | Satan's wiles |
| 9. 2 Corinthians 2:11 | We can know the enemy |
| 10. Matthew 4:4 | Use of the Word to overcome the enemy |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 5, Chapter 3
2. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 163-168
3. Theodore Epp, *How to Resist Satan* (Back to the Bible)
4. J. D. Pentecost, *Your Adversary the Devil* (Zondervan)

Topic 24 – DEALING WITH SIN

Training Objective:

He has identified a major area of sin in his life, having shared a plan for obtaining victory and is progressing positively.

Activities:

1. Share with him a means of victory.

2. Share some of your own problems and victories.
3. Pray with him about major areas of sin.
4. Share with him the danger of continuing in sine.

Scripture:

- | | |
|----------------------|------------------------|
| 1. Colossians 3:9-10 | Live a new life |
| 2. 1 Peter 1:14-16 | Holy behavior a must |
| 3. Ephesians 6:10-20 | The whole armor of God |
| 4. Romans 13:14 | Trusting Christ |
| 5. Mark 14:38 | Watch and pray |
| 6. 1 John 1:9 | Confession |

Recommended Reading:

1. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Chapter 10
2. Robert Munger, *My Heart, Christ's Home* (InterVarsity Press)

Topic 25 – ASSURANCE OF FORGIVENESS

Training Objective:

He will be able confidently to express to another person his own assurance of forgiveness based on one or more promises from the Word.

Activities:

1. Ask him if he has experienced God's forgiveness for a sin.
2. Have him make restitution in a personal conflict with another person.
3. Share your own testimony of sin forgiven.

Scripture:

- | | |
|--------------------|--------------------------------|
| 1. 1 John 1:9 | Forgiveness through confession |
| 2. Psalm 32:1 | Blessing of forgiveness |
| 3. Matthew 5:23-24 | Necessity of restitution |
| 4. Matthew 18:15 | Necessity of restitution |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), book 5, Chapter 4, Questions 21-27
2. *Beginning with Christ* (Nav Press), Section 4
3. *Lessons on Assurance* (NavPress), Chapter 4
4. *Tape How to Experience God's Love and Forgiveness* by Bill Bright (Campus Crusade)

Topic 26 – SECOND COMING OF CHRIST

Training Objective:

He has expressed a new awareness of Christ's return and can share Scripture passages relating to it.

Activities:

1. Ask him what he would do differently if Christ were to come today.
2. Share how the second coming of Christ motivates you.

Scripture:

- | | |
|----------------------------|----------------------------|
| 1. 1 Thessalonians 4:16-17 | Christ's promise to return |
| 2. John 14:2-3 | He will receive us |
| 3. 1 John 3:2-3 | Challenge to our lives |
| 4. Titus 2:11-14 | Live godly lives |
| 5. Revelation 19:11-16 | His coming in glory |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 5, Chapter 5
2. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 151-154
3. Ord L. Morrow, *Behold He Cometh* (Back to the Bible)
4. Theodore Epp, *Why Must Jesus Come Again* (Back to the Bible)
5. G. T. Manley, *The Return of Jesus Christ* (InterVarsity Press)
6. Charles Ryrie, *The Living End* (Revell)

Topic 27 – WITNESSING

Training Objective:

He takes initiative to share the gospel clearly, using the Word.

Activities:

1. Read Dawson Trotman's testimony in *Born to Reproduce and Coming to Christ through Scripture Memory*.
2. Pray for conviction in witnessing.
3. Have him witness with another person.
4. Pray together for contacts.
5. Make and use a prayer list of non-Christian friends.
6. Allow him to observe you as you make contacts and witness.

7. Lead an evangelistic Bible study group.
8. Go witnessing together.

Scripture:

- | | |
|-------------------------|---|
| 1. Colossians 1:28-29 | Proclaim Christ naturally |
| 2. Romans 1:16 | Not ashamed of the gospel |
| 3. 2 Timothy 4:1-2 | Proclaim Christ at all times |
| 4. Proverbs 11:30 | The wise win souls |
| 5. Acts 8:35 | Use the Bible to present the gospel |
| 6. Proverbs 28:1 | Boldness is necessary |
| 7. 1 Corinthians 15:3-4 | The gospel described |
| 8. John 4 | The example of Jesus and the woman of Samaria |
| 9. Luke 19:10 | Seek after sinners |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 6, Chapter 1
2. *The Bridge to Life* (NavPress)—a tract
3. Lorne Sanny, *The Art of Personal Witness* (Moody)
4. *The Four Spiritual Laws* (Campus Crusade)—a tract
5. Paul Little, *How to Give Away Your Faith* (InterVarsity Press)
6. John Stott, *Evangelism: Why and How* (InterVarsity Press)
7. LeRoy Eims, *Winning Ways* (Victor Books)
8. Robert E. Coleman, *The Master Plan of Evangelism* (Revell)
9. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), Chapter 1

Topic 28 – FOLLOW-UP

Training Objective:

He has started praying that God would give him a person to follow up.

Activities:

1. Share your own follow-up plan with him.
2. Have him go with you when you follow up someone.
3. Have him present *Beginning with Christ* to you.
4. Pray with him over those with whom he is working.
5. Pray together on the follow-up of a new convert.

Scripture:

- | | |
|--------------------|-------------------------------------|
| 1. Colossians 1:28 | Present every man perfect in Christ |
|--------------------|-------------------------------------|

- | | |
|------------------|---|
| 2. 3 John 4 | The joy of seeing people walking with God |
| 3. 2 Timothy 2:2 | Teaching a faithful man to reproduce |
| 4. 2 Timothy 1:3 | Prayer in follow-up |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 6, Chapter 2
2. Dawson Trotman, *Follow-up* (NavPress)
3. Dawson Trotman, *Born to Reproduce* (NavPress)
4. LeRoy Eims, *Winning Ways* (Victory Books), Chapter 12
5. Michael Griffiths, *Encouraging New Christians* (InterVarsity Press)
6. Gary W. Kuhne, *The Dynamics of Personal Follow-up* (Zondervan)

Topic 29 – GIVING

Training Objective:

He is giving regularly to the Lord's work.

Activities:

1. Help him list scriptural principles on giving from Bible study.
2. Check with him as to how his plan of giving is working.
3. Work with him on an overall budget (if necessary).
4. Help him establish a plan for giving.

Scripture:

- | | |
|------------------------|--|
| 1. Proverbs 3:9-10 | Give to God first |
| 2. 2 Corinthians 9:6-8 | Give joyfully |
| 3. Luke 6:38 | The blessing of giving |
| 4. Proverbs 3:27 | Give when you can |
| 5. Galatians 6:6 | Share resources with spiritual teachers |
| 6. Malachi 3:10 | Give and receive God's blessing |
| 7. Proverbs 11:24-25 | The generous man is blessed |
| 8. 2 Corinthians 8:9 | Through He was rich, Christ became poor for us |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 6, Chapter 4
2. *Going on with Christ* (NavPress), Section 8
3. *Lessons on Christian Living* (NavPress), Chapter 8
4. LeRoy Eims, *What Every Christian Should Know About Growing* (Victor Books), pages 84-86

Topic 30 – WORLD VISION

Training Objective:

He demonstrates an interest and concern in world vision through weekly prayer for missionaries and people of foreign countries. He gives to the monthly support of an overseas missionary.

Activities:

1. Introduce him to visiting foreign missionaries.
2. Pray with him, using missionary prayer letters.
3. Use a world map and pray for countries around the world.
4. Correspond with missionaries and learn of various mission fields and agencies with him.
5. Read and discuss missionary biographies and books on missions.
6. Share your missionary giving program with him.

Scripture:

- | | |
|---------------------|--|
| 1. Matthew 9:35-38 | Prayer for laborers in the fields of the world |
| 2. Matthew 28:19-20 | Make disciples everywhere |
| 3. Acts 1:8 | Go to the ends of the earth |
| 4. Mark 16:15 | Preach the gospel to all |
| 5. Luke 24:47 | Go to all nations |
| 6. John 20:21 | Jesus' commission to us, based on His successful Mission |
| 7. Isaiah 6:8 | Willingness to go |

Recommended Reading:

1. *Studies in Christian Living* (NavPress), Book 6, Chapter 5
2. Missionary prayer letters
3. Missionary biographies
4. Dawson Trotman, *Born to Reproduce* (NavPress)
5. Michael Griffiths, *You and God's Work Overseas* (InterVarsity Press)

APPENDIX 2

HOW TO MULTIPLY THE MINISTRY

This chart portrays the processes of helping a man (or a woman) go from being a covert or an untaught Christian to becoming a disciple, a worker, and a leader.

The first process is *evangelizing*; witness to Jesus Christ and His work in our lives in obedience to His command (Mark 16:15.) The result of this process is a *convert* as God blesses our ministry of sharing the gospel.

The next process is *establishing* (Col. 2:6-7.) In this step we follow up new convert, building into his life the characteristics of a disciple's like contained in your training objectives. The end result is a *disciple who is now able to evangelize*.

The next process is *equipping*, (Eph. 4:11-12.) Here you work man-to-man with the disciple, leading him through, your training objectives. The result of this process is a *worker* – a “harvest worker”—who is now able both to evangelize and establish, equipping other workers.****

The final process is in *depth personal training* after the pattern of Jesus. (Mark 3:14.) In this training you utilize the “with him” principle of spending concerted and quality time with the worker, taking him through your training objective. The final result is a leader who is able to reproduce the whole process, producing leaders of disciple-making teams.

Ultimately, a leader – a servant leader – is a man who can go to another pool of manpower and under the guidance of the Holy Spirit reproduce the kind of ministry in which he himself was raised up.

The people who responded to Jesus' call were converts . . . disciples . . . workers . . . leaders – just as the diagram indicates.

APPENDIX 3

PROFILES OF A CONVERT, DISCIPLE, WORKER, AND LEADER

Profiles of each step of the disciple-making process can serve as a check on how you are progressing in each step. When you have led a person to Christ and want to see if his conversion was genuine, check him against the profile of a convert. Check to see how you are doing by noting how he compares against the profile of a disciple.

As you work man to man with a disciple and build your training objectives into his life, start checking to see how close and how fast he is coming to meeting the profile of a worker. As you work with him in building your leadership training objectives in his life, note how close he is to meeting the profile of a leader. When that occurs, you have a leader who is prepared to go out on his own and reproduce the whole process.

Profile of a Convert

1. He gives evidence of processing new life (see 2 Corinthians 5:17).
2. His attitude toward Jesus Christ is now favorable.
3. His attitude toward sin is now unfavorable.

Profile of a Growing Disciple

1. As a follower of Jesus Christ, he puts Christ first in the major areas of his life and is taking steps to separate from sin (see Luke 9:23; Romans 12:1-2).
2. He continues in the Word through such means of intake as Bible study and Scripture memory; he is regular in applying the Word to his life with the help of the Holy Spirit (see John 8:31; James 1:22-25; Psalm 119:59).
3. He maintains a consistent devotional life and is growing in faith and intercessory prayer (see Mark 1:35; Hebrews 11:6; Col. 4:2-4).
4. He attends church regularly and demonstrates Christ's love by identifying with and serving other believers (see Ps. 122:1; Heb. 10:25; John 13:34-35; 1 John 4:20-21; Gal. 5:13).
5. He is openly identified with Jesus Christ where he lives and works, manifests a heart for witnessing, gives his testimony clearly, and presents the gospel regularly with increasing effectiveness (see Matt. 5:16; Col. 4:6; 1 Peter 3:15).
6. He is a learner who is open and teachable (see Acts 17:11).

7. He is a visible follower and learner of Jesus Christ and demonstrates consistency and faithfulness in all of the above areas (see Luke 16:10).

Profile of a Worker

1. He evidences growth in the virtues and skills outlined under *Profile of a Growing Disciple* (see 1 Peter 3:18).
2. He shows a growing compassion for the lost and demonstrates his ability to lead men to Christ personally (see Matt. 9:36-38; Rom. 1:6).
3. He is being used of God to establish believers who have become disciples (see Col. 1:28-29).
4. He is currently engaged in the task of making disciples (see Matt. 28:19).
5. Regular intake of the Word by all means and the quiet time are now habits in his life (see Phil. 4:9).

Profile of a Leader

1. He is an equipped worker who evidences growth in the virtues and skills listed under *Profile of a Worker*.
2. He has been used of God to help disciples become workers (see 2 Tim. 2:2).
3. He is banding and leading workers in evangelizing the lost and establishing believers (see Mark 1:38).
4. He displays faithfulness and integrity in his life and ministry (see 2 Tim 2:19-21).

APPENDIX 4

THE TIME ELEMENTS INVOLVED IN THE THREE TRAINING PROCESSES

Because people are so different from one another, the time elements will vary. But general guidelines are:

- **Convert to disciple – 2 years**
- **Disciple to worker – 2 years**
- **Worker to leader – 3 years**

Note how long it took Elijah to train Elisha and for Paul to train Timothy before these men were ready to go out on their own.

How long did Jesus actually spend with the men. Let's say Jesus spent twelve hours a day with His men for three years. That's 4,380 hours a year, and 13,140 hours in those three years.

If we were able to spend seven hours per week with a person (four in church and three elsewhere) – and that's high figure – it would mean that we would spend 365 hours a year with that man. At that rate it would take us *thirty-six* years to match the time frame used by Jesus.

Ask yourself these questions: Is your current program producing a band of faithful people who are able to teach others also? Is the method you have been using currently populating your church with a group of spiritually qualified workers? Would you rather have ten people established as disciples and equipped as workers, or one hundred people partially so?

Consider and meditate on these Scriptures:

- 1 Timothy 3:6
- 1 Timothy 3:10
- 1 Timothy 5:22

When God grows an oak, He takes years; a toadstool can come up overnight!
Faithful and skillful disciples, workers, and leaders take time to build.