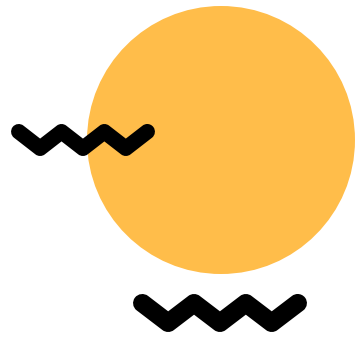


Pathway to Spiritual Growth

Intentional Relational Discipleship



Pathway 3
Facilitator



Lead Facilitator Thoughts for Pathways 2-5

Pathway 3

(Taken from *Real Life Discipleship* by Jim Putman)

We identified six areas that the Lord uses to help people move around the discipleship pathway from spiritual death to spiritual parenthood (the Bible, prayer, the Holy Spirit, the church, the circumstances of life and the right heart attitude). So as you help disciple people and teach them to disciple, remember they all play a role. Your goal is not to teach but to facilitate learning. Disciple others to self-feed, to be taught by the Holy Spirit and to disciple others. This is NOT a Bible Study as much as a time of accountability and learning from one another over God's Word. It is a time to find those who are faithful, available and teachable (FAT). If you are using this in a group format the group is a springboard to times of personal interaction and relationship building. Discipleship is NOT a program but sharing life in an intentional way. We call this Intentional Relational Discipleship.

We are looking for generational growth not numeric growth. The Bible doesn't direct the "church" to grow by adding people. Instead we are told to grow generationally--as we are going, we are to "disciple", "baptize," and "teach them to observe" all that Jesus commanded. This calls for us to provide accountability and vulnerability. The 3 column Bible Study is a proven tool that is easy to learn and easy to pass along to others. This method can be mastered by anyone in a short time, yet the basics are taught in seminary classes. So, it is simple but profound.

The point of the Bible study is for the Holy Spirit to do the teaching not the lead facilitator. The outcome desired is not more knowledge (though knowledge hopefully will be acquired) but obedience to God's Word and the prompting of His Holy Spirit. Therefore, as you spend time over these passages, **it is critical that there is always time for personal applications or "I Will" statements and a gracious reporting of how people acted on the previous week's "I Will" statement.** This offers everyone assistance to do what God has prompted them to do in a gracious environment. We have found that initially, people tend to be vague in their personal application statements. Help people be more clear and specific. You could ask, for example: When? How? Where? How often? These sorts of questions will help people be clearer, which allows for real obedience to God's Word and the Holy Spirit's prompting. At the same time, realize that there is a learning process and this needs to be grace filled application and obedience. **Real life transformation takes place as we move in faith to obey God's Word and His Spirit.** As brothers and sisters in Christ we are to offer encouragement and community in our journey.

It will be helpful, perhaps essential, for the lead facilitator of the group to have some method of assessing and tracking progress of the people in the group. See the sample assessment tool at the end of this material.

The process includes the assumption that healthy accountability takes place when people can share with complete honesty and transparency. This is best when men hold men accountable and women hold women accountable. Accountability and transparency decrease when that group is much larger than 4-6 people.

We encourage people to enter this process because they have elected to do so rather than by force. Groups should begin with a written commitment that spells out expectations for attendance, participation, and biblical confidentiality. See the sample group covenant included below.

Group leaders will increase the impact of the group if they go over the week's lesson with individuals who miss and look for ways to shepherd the group members outside the group time; groups doing Quadrants 1-4 should have accountability partners.

How Do You Run a Discovery Bible Study Group?

- A. Meal and catch up time (Please NOTE: Meals can become very complex. We would suggest a simple plan. For example: hot dogs and chips, cereal and juice, soup and bread, etc. By doing this, it keeps the focus on God's Word and sharing not on preparation of the meal.) *Realize that the facilitator needs to take charge otherwise the meal time will be about chit-chat and not get to the questions below. Maybe mention to the group that we have set aside this much time for our group and we want to hear from everyone.*
1. How are you doing?
 2. What good things are happening/are you thankful for?
 3. What are your challenges/stressors?
 4. What gospel initiative did you take this week? (Examples: did a DBS with another person, told my spiritual story to someone, shared gospel somehow, put out some feelers to someone to see if they had spiritual interests, prayed for someone in their presence without knowing their spiritual condition)
- B. Vision:
1. Reminder about why we're meeting—*as part of our mission to make, to mature and to multiply fully committed followers of Jesus Christ by equipping each other to move from being spiritual children (learners) to spiritual parents and to do the same for others.*
 2. Explain why we're covering today's lesson—the particular spiritual dynamic we're covering and the group action/outcome.
- C. Passage: (use either the Quadrant 0 simpler form or the Quadrant 2 and following blank Bible study form based on the maturity of the people studying. Quadrant 2 drops writing the scripture out and in your own words and adds observation and interpretation columns)
1. Observe: it is often hard to keep this as observation as people tend to move into explaining what the passage means as opposed to observations as to what they see in the passage. As lead facilitator, keep a separation between observations and interpretations.
 2. Interpret- What does it mean?

- D. Break down to men/women in separate areas for privacy:
 - 1. Apply/I will (leader for next time writes down the "I will" statements)
 - 2. Look back: What did you do with the last "I will statement" and person you were going to tell about it?
 - 3. Ask the question: Who will I tell about this "I Will"? (Note for follow up next week—"Were you able to tell....?")
 - 4. Any other prayer items.
- E. Next lesson:
 - 1. Who will lead?
 - 2. When will we meet?
 - 3. Remind them to keep the menu simple.
 - 4. Next leader summarizes the "I will" statements and who you will tell from this week.
- F. Time Considerations: There are basically 3 sections of each evening. One group reported that 45 minutes for the meal, 30 for the study, and 45 for the men/women breakouts worked for them. If you include a training segment, cut down to 30 minutes each.
- G. After Quadrant 0, make sure everyone in the group has an accountability partner to check in with during the week. As lead facilitator be looking for the FAT people in your group. These are the people that will need to be challenged to begin to disciple others and the ones you might want to meet with.
- H. Context: In quadrants 1-4, it will be helpful to offer some context to the passage that will be studied. This can be accomplished by asking the person/group to read the chapter prior to and right after the passage being studied as well as the whole chapter that the segment comes from. This will need to be mentioned the week before the passage is assigned.

Small Group Covenant

Love one Another – Care Intentionally

John 13:34, 1 Peter 4:8, Ephesians 4:15

Be earnest in my love at all times

Always speak the truth in love

Listen to understand, don't assume or accuse

Pray for one another with compassion

Forgive One Another – Pursue Unity

Ephesians 4:1-32, 1 Corinthians 1:10; Matthew 18:15-20

Be quick to forgive and ask forgiveness

Let personal offenses roll off my back or to God in prayer

Model unity by resolving conflict quickly

Get the whole story, including both sides in personal conflict.

Serve One Another – Minister Actively

Galatians 5:13, Exodus 17:11-12, Proverbs 19:20; 1 Corinthians 12:21-26

Be intentional in blessing others

Stay teachable and show deference

Be flexible to meet situational needs

Maximize my strengths and recognize my constraints

Be committed to the whole, not just the part

Submit to One Another – Esteem Others Highly

Ephesians 5:21, 1 Peter 5:5, Philippians 2:3-4, Matthew 7:3-5

Be the first to lead in humility and honor

Serve others' interests before my own

Check my motives and expectations before speaking

Know my limits and respect the boundaries of others

Encourage One Another – Cultivate Redemptive Relationships

1 Thessalonians 5:1, Romans 1:12, Ephesians 4:29

Be a safe person to get real with

Seek to build up always and never tear down

Complement other's character when I think it twice

Value the person more than their performance

Point to Christ for hope and help

Be Devoted to One Another – Commit Wholeheartedly

Romans 12:5-10, Proverbs 17:17, Proverbs 13:3

Be there in the hard times

Seek reconciliation between others

Guard my relationships with truth and love

Go gently if correction is needed

I will avoid speaking or listening to unhealthy criticism of others and solve conflict biblically. I will be discrete in my communication, correct slander and gossip immediately, and speak directly with those involved. I am committed to living out the values outlined above and will model Christ-like character and build up the church for Christ's glory.

_____ Signature

_____ Date

Discovery Bible Study

Pathway 3 -- Connect with the Resources God Gives

Week	The Bible	Study	Training Segment
1	The Importance of the Word	Psalms 1	Go over together the new three-column study method included: observe, interpret, apply
2	The function of the Word	2 Tim. 3:14-17	Ways to be in the Word: read, memorize, hear, study & meditate
Prayer/Disciplines			Debrief prior section over meal
3	Private prayer	Matthew 6:5-15	
4	Intercession	Colossians 1:9-14	
5	Stewardship	2 Corinthians 9:6-11	
Our Identity in Christ			Debrief prior section over meal
6	Lordship/God's Will	Romans 12:1-8	
7	Sanctification	Romans 6:1-10; Gal 5:5	God's work and our work
The Family of God			Debrief prior section over meal
8	Connect at Worship	Hebrews 3:12-13, 10:23-25	
9	Praying for those who don't believe	Colossians 4:2-6	Use the salvation prayer list
10	Gray areas	Romans 14:1-4, 13-18	
11	Forgiveness	Matthew 5:21-24	Cover "The Four G's" of Peacemaker Ministries http://peacemaker.net/project/the-four-gs/
12	12 Reconciliation	Matthew 18:15-17	
Circumstances			Debrief prior section over meal
13	Trials	James 1:2-8	
14	Discipline	Hebrews 12:4-11	
15	Victory	Romans 8:26-32	
Heart for God			Debrief prior section over meal
16	Him first	Philippians 2:1-11	Read "My Heart Christ's Home" https://www.usna.edu/Navigators/_files/documents/MHCH.pdf

Salvation Prayer List

Date	Name	Statement about the person	Action taken

Three Column Study

<p>Content: What do you see in the passage? (observations)</p>	<p>Analysis: What do the verses mean? (interpretation)</p>	<p>Reflection: How can I apply these verses? (application)</p>
		<p>Action: What will I obey this week?</p>

I will through the help of God...

Have everyone share an "I will statement"

Name	I will through the help of God

Spiritual Diagnostic

Coaching Tool—use a few of these questions to guide the conversation in your one on one time with a mentee or with your small group. Don't pull out this document like a test, but use it to help you determine where people are and nudge them along in their walk with Christ.

Do you meet with God alone?

- Never
- I'm not sure how to do that
- As much as my other friends
- Pretty regularly because I need to know more
- Whatever it takes to keep me spiritually nourished

If you meet with God, how's it working for you?

- Don't have a planned time
- Mechanical
- Sometimes refreshing
- I look forward to it
- The best part of my day

Do you help other people in their journey with God?

- Wouldn't know how
- I'm still figuring things out myself
- I would if I knew more
- Yes, sometimes I encourage them
- I purposefully try to help others know God better

Do you know what your spiritual gifts are?

- Don't have any
- Don't know what that is
- I have some talents and I use them where I enjoy serving
- I'm thinking I should find out what they are so I can better serve the Body
- Yes, I know and use them as God directs

What color would you say your Christian life is? Why?

- No, what's a Christian life
- God is beginning to change me, it's so exciting
- I wish I knew, my spiritual life is such a roller coaster
- I'm getting more encouraged about how things are going
- More often than not it's good

Can you identify changes God has made in your life since you started your journey with Him?

- No
- I can't think of anything specific
- Yes, there was one
- Sure, probably two changes
- He has made at least three changes

Do you live in harmony with other people?

- I don't know how to get along with people
- How does God wants me to deal with all the difficult people in my life
- I can see that God's principles help me get along better as I use them
- I have been practicing forgiveness and unconditional love with God's help
- Even when things go wrong, God helps me to heal relationships back to good places.

Do you think God cares about how you use your time and money?

- It's not God's, it's mine
- God doesn't care about how I use my time or money
- God gives me good stuff because He loves me
- All that I have belongs to God
- I am willing to sacrifice things to build God's Kingdom on earth

How do you feel about talking to God?

- Pointless
- It's comforting to me when I talk to Him
- Something I realize I can learn how to do better
- More and more meaningful to me
- Necessary for my life

What do you think about heaven? Is it real?

- Not sure it exists
- Hope I get there someday
- I'm glad I have found out how to go there
- I'm sure I'm going there
- I long to get there and be with Jesus

What's your opinion on the Bible?

- Is just a book written by men
- Has a lot of good bits but they are hard to understand
- Has been helping me figure out life
- Is my source of wisdom and instruction
- Is how I get to know God and how to please Him

My belief in God is:

- Non-existent

- Pretty weak
- In God
- Being stretched and strengthened
- An anchor for my life

Do you have believers that share life with you?

- I don't really connect to the church
- Yeah, the people who helped me get to know God
- The people in my group
- Is a local church I attend
- Is all believers everywhere who are in the Kingdom

How do you deal with spiritual failures?

- I don't believe in sins, people just make mistakes.
- I confessed my sins to God and He forgave me
- It isn't easy; sometimes I really get discouraged
- I talk to God about it and sometimes find a brother or sister in Christ to ask for help
- God deals with my sin as He makes me like Christ and I try to cooperate with Him in that process.

When you pray, who do you pray for?

- Myself or my family when we are in a crisis
- Myself, family or friends for practical things
- For people to be saved
- For our church and its leaders and Christian workers
- Whatever God lays on my heart

Are you excited about your relationship with God?

- How can you have a relationship with someone you can't see
- I can't believe He wants a relationship with me, what a joy
- The more I learn, the more I think God's saving me is amazing
- I talk with others about God occasionally
- I talk with others about God all the time

Do you tell others the story about how you came into a relationship with Jesus?

- I don't have a relationship with Jesus
- I wouldn't know how to do that
- I want to do it, but I don't know people to tell
- I have done that but would like to do it more
- God has given me opportunities to do that

Does the Holy Spirit play a part in your life?

- Who?
- God is convicting me about things I need to change

- I am beginning to recognize God's voice in my heart
- I am grateful for the Holy Spirit who wants to help me grow to be like Christ
- He leads me, encourages me, teaches me and empowers me

The circumstances of life are:

- Something I can overcome on my own
- Puzzling to figure out
- God's way of making me miserable
- I'm beginning to welcome trials because of what I learn from them
- The sweetest times with God even when they are hard

ONLY FOR THE COACH

Key: All of the questions are the same—if most of your answers are in the first blank, you are not believing, if in the second blank, you are an infant, if in the third blank you are a spiritual child, the fourth blank is the spiritual young adult and the fifth is a spiritual parent. Pray about this because nobody is always a perfect fit. Build relationships with those you mentor so you can know them well is important!

On a broad basis, those not believing don't trust in the supernatural, are angry at God or the church, evaluate themselves by the world's standards, and think they are fine like they are. They need sharing of the gospel and an authentic Christian experience.

After birth, spiritual infants are ignorant, confused and dependent. They just don't know much about what the Bible teaches and need instruction.

A spiritual child wants relationships, is idealistic, overly proud or humble, do the right things for the wrong reasons, sophomores (wise fools), feelings matter too much, lacks wisdom, and is very "I" centered. They need connection.

Spiritual young adults are action/service oriented, zealous, God-centered, other-centered and mission minded but they don't think of reproducing but rather doing it all themselves. They need to learn how to train others.

Spiritual parents are not perfect or completely mature but value teams, want to see people mature, think about discipling younger Christians in their world, and nurture themselves. They need to be affirmed as having arrived and no longer disciplined but still have accountability and spiritual peers. Remember we all slip backwards or stumble and many can pretend to be something they aren't so be careful in putting on labels. Don't compare people or base value on spiritual maturity. Be cautious about putting people in spiritual leadership until they are proven. Taken from Real Life Discipleship by Jim Putman.

