

## **Xenos Summer Institute - 2005**

### **A Flexible Framework for Personal Discipleship**

#### **Assumptions**

- Multiplying workers is a critical ethical and strategic priority.
- We are both disciples of Jesus, and discipleship is helping a younger Christian become a better disciple of Jesus.
- We are in the same home group (or equivalent) together--at least in the early stages.
- There are important differences between shepherding and discipling.

<b>SHEPHERDING</b>	<b>DISCIPLING</b>
General oversight of younger Christians in your sphere of ministry	Intentional development of Christian workers
Emphasizes the other person's spiritual growth	Emphasizes ministering to others
Hoping to persuade people to become Christian workers	Trying to develop someone who has become a Christian worker
Unconditional—without expectation of a certain level of commitment	Conditional--clearly defined and agreed upon expectations and accountability
Sporadic and ongoing	Consistent and for a period of time

WHY IS THIS IMPORTANT?

#### **Selection**

Inadequate Criteria

Signs of a “learner”

What if you're unsure?

### Getting started

- Clearly explain your purpose.
- Spell out the commitments involved.
- Explain the 4 areas you'll be working on together.

<b>STUDY</b>	<b>COUNSEL</b>
<b>COACH</b>	<b>PRAY</b>

- Ask: "Do you want to do this?"--and give time for an informed decision.
- Fill in a present step for each area--and both keep for reference and future updates.

### Developing

Intentionally develop each of these areas--but adjust the time spent to take advantage of special opportunities and issues.

- Always pray
- Establish a default study plan
- Counsel and coach as needed

STUDY: developing a biblical mindset (2 Tim. 2:15)

Variables affecting what you study

#### EXAMPLES

- Daily Bible reading plan
- Read and discuss your way through a biblical book
- Overview whole biblical books
- Read and discuss solid Christian books
- Review class material, or take a class together and discuss it afterward
- Recommend tapes, books, papers, etc. for private reading

COUNSEL: building godly character (1 Tim. 4:12,16; 2 Tim. 2:20-22)

#### Goals

- Walking in the light
- Freedom from bondage to debilitating sin habits
- Identification of “besetting sins” and a strategy for addressing them
- Relational health with friends, dating, marriage, children, etc.
- Able to draw encouragement from God during trials

#### Guidelines

- Model honesty!
- Keep the focus on becoming a more effective worker, not merely personal healing.
- Resistance without replacement is futile.
- Model God’s grace and patience--but challenge and confront when needed.
- Confer and refer.

## COACHING: developing a personal ministry (1 Timothy 5)

### Key areas to develop

#### Guidelines

- Discuss current ministry goals and attempts.
- Provide feedback whenever possible.
- Take them with you whenever possible.
- Help them to identify their gifts and deploy them.
- Stress ministry principles as well as specific advice.
- Teach them how to handle ministry failure and success.

## PRAYER: learning to pray with others & according to God's priorities

- At the beginning
- At the end
- Spontaneously

### **Other points**

- Be careful not to focus on what you're best at--develop all 4 areas!
- A gradual shift in emphasis as the worker develops
- Be willing to move from discipling back to shepherding for chronic unwillingness.
- Don't stop when the worker begins discipling! Wait until others are flourishing under his discipling influence.