The Kingdom Person Strategy:

An Intentional Disciple Making Process for the Local Church

Florida Baptist Convention

Sunday School, Groups, and Discipling Ministries
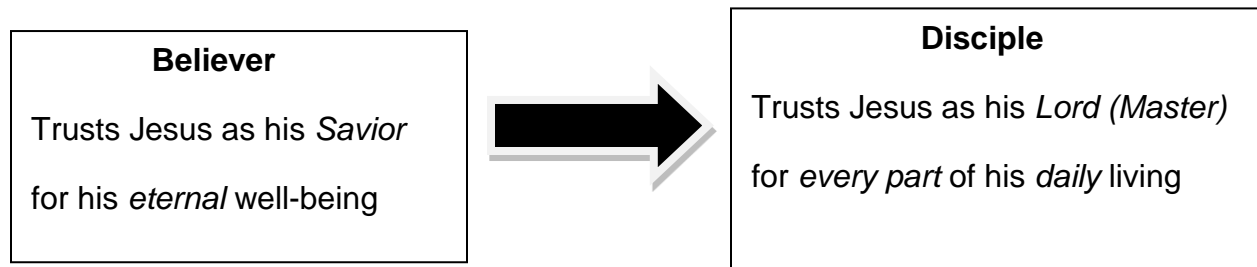
2013 Tony Hoffman

The Kingdom Person Strategy

Phase 1 - Discovery

The Need for & Definition of Discipleship

Jesus did many wonderful things during His three years of ministry. He taught and preached, healed the sick, cast out devils, and much more. Certainly all would agree that one of His major emphases was His training of His disciples. Some of Jesus' last words were, according to the Gospel of John, "As the Father has sent Me, so send I you." He clearly commanded His disciples to be about the things that He was about: preaching, teaching, and of course, making disciples. According to the Gospel of Matthew, Jesus said to His disciples shortly before ascending up to Heaven, "Go and make disciples." These Great Commissions, as we now refer to them, are a cornerstone of how ministry is to be done. We are to follow the example and commandment of Jesus by intentionally being discipled and then committing to a lifestyle of discipling others.

What exactly is a disciple? The word disciple means to be a learner. However, it is much more than just understanding theological facts. A disciple is one who continues to learn biblical truth and then applies what he learns so that he can more deeply love and more fully obey the Lord. Discipleship is the life-long process of becoming a disciple or whole-hearted follower of Jesus.

In the early church a believer in Christ and a disciple of Christ were almost synonymous. In the evangelical church today many mistakenly believe that believing in Christ is all that is necessary and that really following Jesus (being a disciple) is reserved for the pastor and leaders. They seem to think that discipleship is somewhat optional. Yet Jesus taught that all of His children are to grow to be His disciples. See the below sketch.

Believer Trusts Jesus as his *Savior* for his *eternal* well-being	➡️	**Disciple** Trusts Jesus as his *Lord (Master)* for *every part* of his *daily* living

According to the Bible, a disciple ….

John 15:1-10   intimately knows and depends on Christ v.4-7
                remains in the word of God (reads, studies, & memorizes it) v.3,7
                prays often to God v.7
                bears "much" fruit v.8 (fruitfulness in ministry/fruit of the Spirit)
                obeys and loves God v.10

Luke 14:26-27,33 loves Christ much more than anyone or anything else

Luke 9:23   <u>denies</u> himself and takes up his cross <u>daily</u>

Luke 6:40   who is <u>fully trained</u> becomes like Jesus

Matthew 4:19   <u>regularly</u> shares the gospel with others
1. following Jesus – head 2. being changed by Jesus - heart
3. sharing Jesus - hands

John 13:34-35   deeply <u>loves</u> others

John 8:31-32   <u>remains</u> in (reads and studies) the word of God

John 14:21; 15:10 <u>obeys</u> God

Mark 10:42-45   sacrificially <u>serves</u> others

Luke 6:38   <u>gives</u> generously

The truths from the scriptures from the Gospels can be summarized in a few ways that clarify what God expects for His children to become.

A disciple <u>loves</u> …   Matthew 22:37-40, Luke 14:26, John 13:34-35
A disciple <u>learns</u> … John 8:31-32, Matt. 5 "You have heard it said … but I say to you."
A disciple <u>lives</u> …   Matthew 7:24-27, John 14:15

The Wheel Illustration below, developed by Dawson Trotman, founder of the Navigators, that effectively summarizes what a biblical disciple becomes and does.

A disciple is <u>Christ/Spirit</u>-filled (empowered).
A disciple <u>loves</u> and <u>obeys</u> God's word.
A disciple prays.
A disciple loves/<u>serves</u> in the church.
A disciple <u>shares</u> the gospel with the lost.

Certainly God plays the major role in making disciples. He works in the hearts of each of us to draw us into a closer, more vibrant relationship with Him. He loves us, convicts us, encourages us, and much more because He desires to finish the work He began in us when He saved us.

However, God most often uses others to disciple us. He uses corporate worship, preaching, and the teaching of His word to produce disciples. He uses books and resources to help us grow in truth. However, this alone generally does not produce the type of disciple that Jesus described in the Gospels. This is probably due to the fact that there is little accountability for learning in a large group environment. Truth taught in the context of <u>loving</u> and <u>accountable</u> relationships often is necessary for real life-changing learning to take place. Following the example of Jesus, discipling takes place in a small group of like-minded believers who intentionally study what the Bible teaches about being a disciple. This group not only learns biblical truths but also loves and exhorts each other to live out these truths and then pour them into others.

Mark 3:14-15 He appointed twelve--designating them apostles--that they might be with him and that he might send them out to preach and to have authority to drive out demons.

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Kingdom Person Strategy

A few years ago, the Church Health Group asked the question: What should a mature disciple be like? We believed that the church's effectiveness in developing mature disciples would be greatly enhanced when the goal of disciple making was clearly articulated. Through studying Scripture and consulting with experienced disciple making leaders, The Kingdom Person Strategy was developed. The Kingdom Person Strategy takes its name from its commitment to develop people who recognize and demonstrate Jesus as King and Lord of their lives.

The starting point for the Kingdom Person Strategy is the Great Commission:

> 18 Then Jesus came near and said to them, "All authority has been given to Me in heaven and on earth. 19   Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age." **Matthew 28:18-20 (HCSB)**

Jesus' goal for His followers was that they would be committed to the mission of developing people who demonstrated obedience to His commands. The Kingdom Person Strategy focuses specifically on Matthew 22:36-40, in which Jesus explained His expectations with regard to keeping the commandments. An understanding of this passage in the context of the overall message of Scripture makes it clear that a Kingdom Person organizes his or her life according to the Great Commandment: loving God and loving people as expressed in the following six dimensions:

A Worshipping Person – lives worship by surrendering his or her own agenda and embracing God's agenda.

A Praying Person – has learned to hear the Father's voice and respond to His mission, just as Jesus modeled.

A Biblical Person – is developing a healthy Biblical framework for living and is committed to following Jesus in every area of life.

A Serving Person - demonstrates love to one's neighbor through willingness to put the needs of others above oneself and live out the truths of the Gospel.

A Generous Person – extravagantly invests in the Kingdom of God and the well-being of His body.

A Reproducing Person – is a disciple maker who leads others to lead others to live like Jesus.

The first 3 characteristics—worship, prayer, and Scripture—represent the vertical dimension of the Kingdom Person and are ways we relate appropriately to God. The next 3 characteristics—service, generosity, and reproduction—represent the horizontal dimension of the Kingdom Person and are ways we relate appropriately to others.

Developing Kingdom People

Developing Kingdom People does not happen without an intentional and strategic process. While the details of the Kingdom Person process can vary based on a particular context, the essential elements for developing Kingdom People are:

1. Establish Biblical Foundations

A process for developing Kingdom People must be based on Scriptural principles and encourage reading and applying the Bible to life as a foundational component for spiritual growth. 2 Timothy 2:15

2. Encourage Relational Environments

Christian relationships are the key to developing Kingdom People. Jesus made disciples in the context of relationships. Relational environments promote effective learning based on modeling faith in real life situations. Genuine Christian relationships also promote unity, and provide an effective context for encouragement and accountability. Matthew 12:46-50.

3. Employ a Spiritual Development Process

A clear understanding of the spiritual development process is essential for developing Kingdom People. Mature disciples are not created overnight, but begin as new believers who reach maturity by growing through a developmental stage process. 1 John 2:12-14. An example of a spiritual development process based on 1 John 2:12-14 is provided in the Appendix.

4. Expect Maturity

Every follower of Christ must be expected to grow. An expectation of Christian growth and maturity must become the norm for the church. It is a serious problem when believers do not grow in their faith and fail to demonstrate increasing levels of spiritual maturity. Ephesians 4:11-14

5. Equip and Release Leaders

Developing Kingdom People is dependent on effectively developing and releasing leaders who are skilled and motivated to impact the lives of others by modeling maturity and helping others grow in their faith. 2 Timothy 2:2

Developing Kingdom People can be represented by the following model that combines the 6 dimensions of a Kingdom Person with the 5 essential elements for developing Kingdom people.

Kingdom Person Strategy
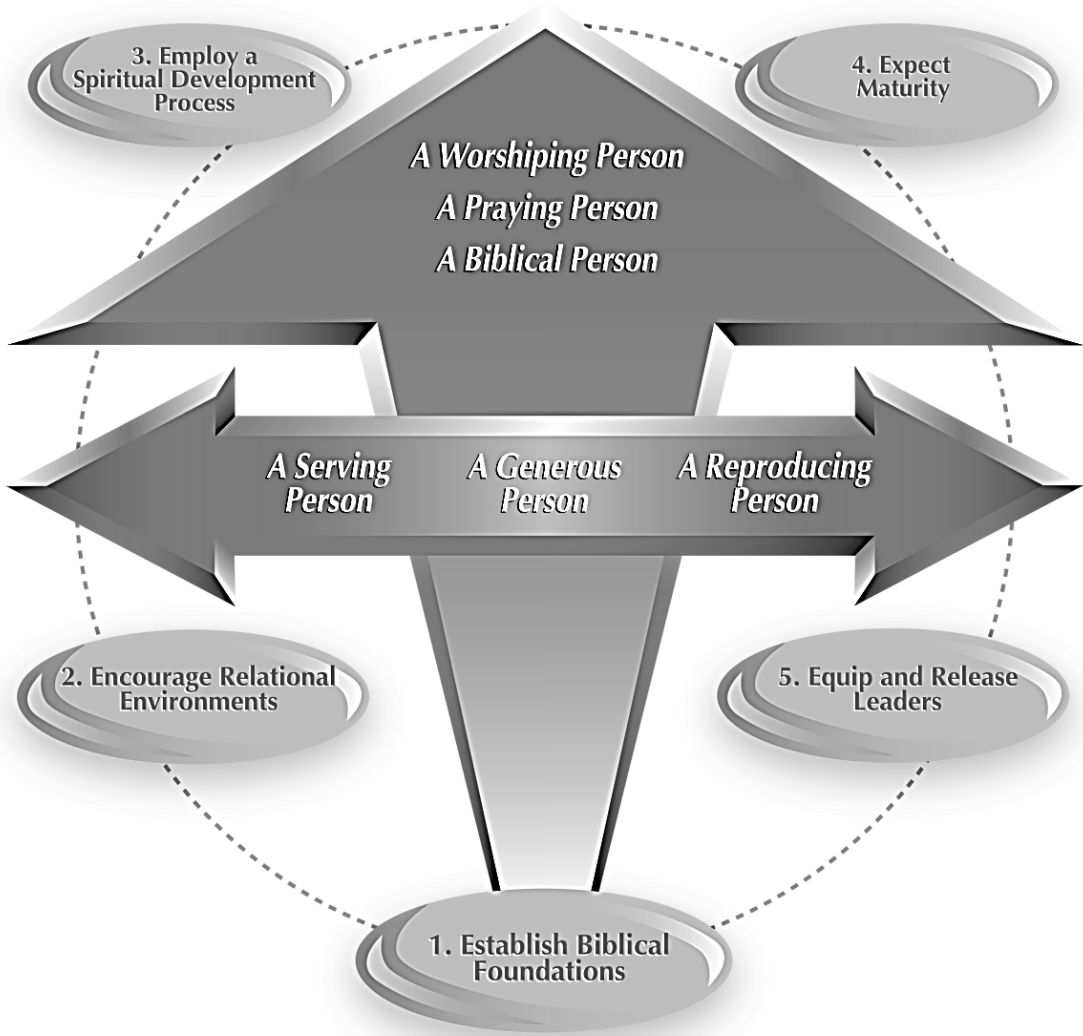
3. Employ a Spiritual Development Process

4. Expect Maturity

A Worshiping Person
A Praying Person
A Biblical Person

A Serving Person   A Generous Person   A Reproducing Person

2. Encourage Relational Environments

5. Equip and Release Leaders

1. Establish Biblical Foundations

Establishing Biblical Foundations

A process for developing Kingdom People must be based on Scriptural principles and encourage reading and applying the Bible to life as a foundational component for spiritual growth.

> 2 Timothy 2:15 (HCSB) - 15 Be diligent to present yourself approved to God, a worker who doesn't need to be ashamed, correctly teaching the word of truth.

Establishing Biblical foundations is an essential first step for developing Kingdom People and involves learning to understand and obey the teachings of Scripture. The ultimate purpose of establishing Biblical foundations is to help the disciple become a spiritual self–feeder who knows how to read, understand and apply the Bible to life and live out its teachings with confidence and consistency. Biblical foundations are established by:

1. A commitment to the practices of daily Bible intake and prayer

2. Learning the skills necessary to read, understand and apply Scripture to life.

3. Growing in the ability to demonstrate a life of obedience by living out the teachings of Scripture.

Methods for establishing Biblical Foundations

1. Sunday School
2. Small Group Bible Studies
3. Discipleship Groups
4. One to One Discipleship/Mentoring
5. Preaching
6. Daily Bible Reading
7. Scripture Memorization
8. Doctrinal Studies
9. Learning Bible Skills

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Encouraging Relational Environments

Relationships are the foundation of disciple making. Jesus modeled the importance of relationships in His own disciple making ministry, and demonstrated that learning happens best in the context of relationships, where lives overlap and are shared.

The overlapped life is the space where discipleship happens. This discipleship space is created when disciple making leaders build relationships with others for the purpose of multiplying themselves. Disciple makers must be intentional about creating environments where relationships can be built and discipleship space can be developed.

Intentional Discipling Relationships can be illustrated by the following diagrams.

Relational One to One Discipling   **Relational Small Group Discipling**
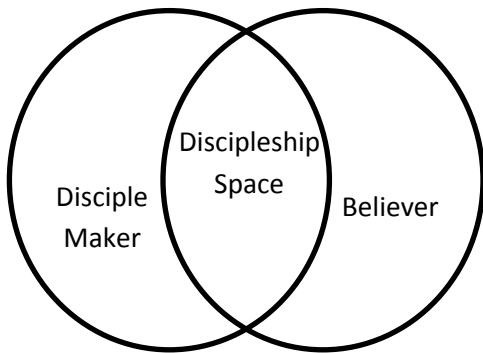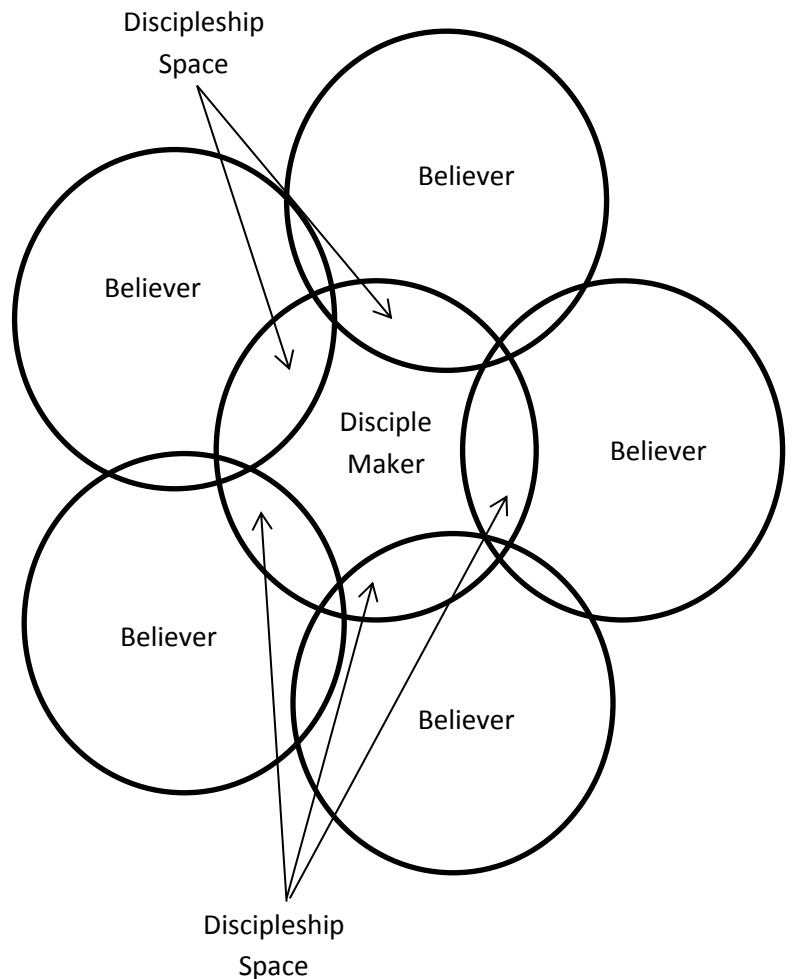
Discipling relationships are demanding and require a substantial investment of time and energy, which is why they do not happen without intentionality. Instead, relational disciple making groups are developed when a disciple making leader acts as a catalyst to bring people together for the purpose of spiritual reproduction.

Unfortunately, because of the busyness in the lives of many Christians, there is little room for life overlap resulting in little or no discipleship space. The diagram below illustrates how many Christians relate to one another resulting in ineffective discipleship.

Non-Relational Small Group

(Discipling rarely happens because there is no discipleship space)

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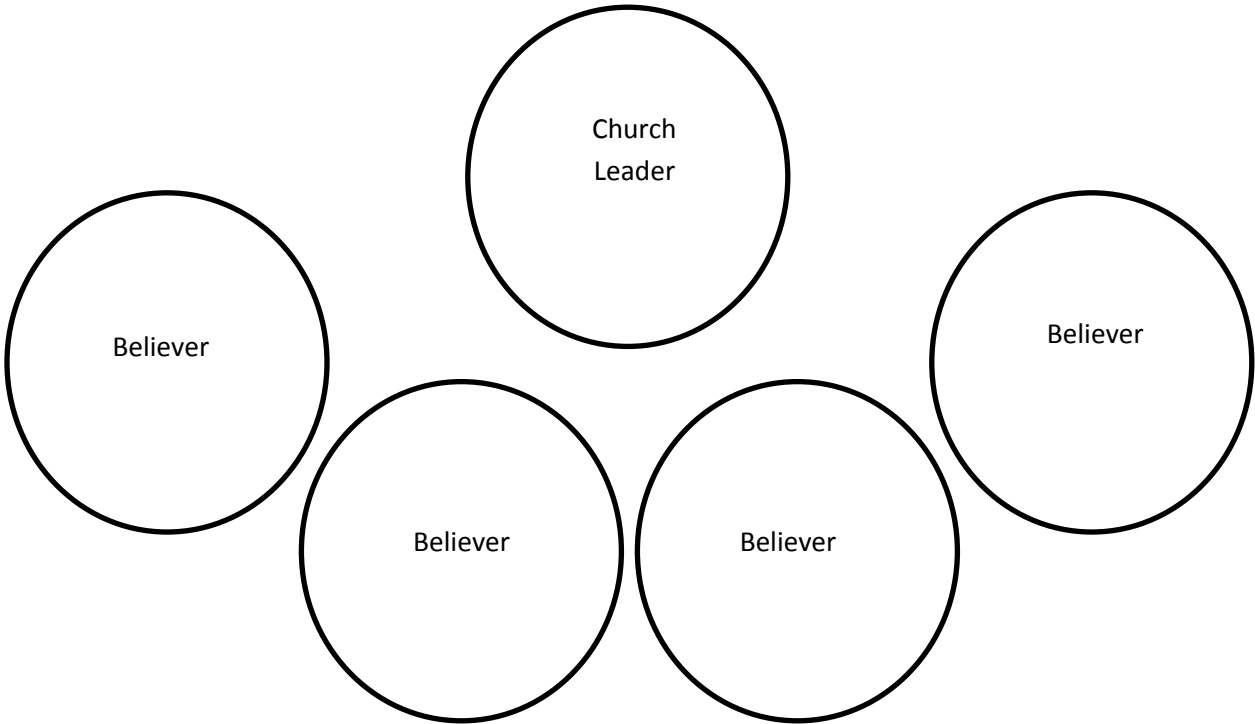
Employing a Spiritual Development Process

In college, I was a summer camp swimming instructor. On the first day of swimming class, the instructors evaluated each potential swimmer according to one of the following classifications: non-swimmer, beginning swimmer, swimmer, and advanced swimmer. When teaching swimming, it was important to know each learner's current level of swimming development and understand the process for moving the learner from their current swimming group to the next level. Good swimming instructors employed specific exercises and experiences to help people develop as swimmers from one level to the next.

Helping people grow as Christians is a lot like being a good swimming instructor; it takes knowing where people are in their faith development and applying specific exercises and experiences to help them grow to the next level. Understanding and employing a clearly articulated spiritual development process is foundational for an effective discipleship strategy.

Spiritual Development Stages

A clear understanding of the spiritual development process is essential for developing Kingdom People. Mature disciples are not created overnight, but begin as new believers who reach maturity by growing through a developmental stage process. These stages of spiritual growth are: Seeker, Believer, Disciple, Disciple Maker, Servant Leader.

1. Seeker Stage

Primary Characteristic: *Interested*

In the Seeker Stage, a person begins to get interested in the Bible, in God, and in being around Christians. It is important to understand that people in the seeker stage are not yet believers, and their interest should not be interpreted as faith.

Primary Spiritual Needs in the Seeker Stage

a. Safe place to explore their interests in God, God's word, and God's people.

b. Good examples of Christian faith and life.

c. Opportunities to build relationships with mature Christians.

d. Opportunity to hear and respond to the Gospel.

2. <u>Believer Stage</u> – 1 Thessalonians 2:8-11

Primary Characteristic: *Needs to be Fed*

The believer stage is the beginning phase for new Christians. During this spiritual development stage, the primary activities of an individual are learning and growing. Individuals in this stage are hungry for God's word, but they have not yet learned to feed themselves and are dependent on care and nurture from mature Christians who are committed to helping them grow.

Primary Spiritual Needs in the Believer Stage

a. Spiritual nurture and care by mature Christians in the context of Biblical relationships.

b. Spending time, outside of church programming and events, with mature Christians who model a growing healthy faith.

c. Opportunities to begin learning about their spiritual gifts and begin serving in ministry.

d. Learn the basics of living out faith.

e. Christian relationships as a foundation of unity, edification, and accountability.

f. Opportunities to learn the principles, practices, and doctrines of Christian faith.

g. Discipling Mentoring

3. <u>Disciple Stage</u>

The Disciple Stage is the initial stage of Christian maturity in which the individual takes spiritual responsibility for self. The disciple has learned to be consistent in living out faith, and is a doer of the Word who actively engages in living out the truths of Scripture. This person is also learning to be consistent in overcoming the sinful snares and entanglements of the world that hinder faith.

Primary Characteristic: *Feeds Self*

Primary Spiritual Needs in the Disciple Stage

a. Encouragement to assume responsibility for own spiritual needs within the context of Christian relationships.

b. Support in consistently living out faith and overcoming temptation.

c. Mature Christian relationships as a continuing foundation of unity, edification, and accountability.

d. Encouragement and guidance in discovering place of kingdom service.

e. Continuing opportunities to learn the principles, practices, and doctrines of Christian faith.

f. Discipling Mentor

4. <u>Disciple Maker Stage</u> Matthew 28:16-20

Primary Characteristic: *Feeds Others*

The Disciple Maker stage is characterized by spiritual reproduction. During this phase, an individual is ready and able to take spiritual responsibility for others. A person in the Disciple Maker Stage is committed to a lifestyle of sharing the Gospel, and nurturing other Christians toward spiritual maturity.

Primary Spiritual Needs in the Disciple Maker Stage

a. Encouragement to assume the responsibility for the spiritual needs of others as well as self within the context of Christian relationships.

b. Support in consistently living out mature faith as a model for others to follow.

c. Ongoing Christian relationships as a foundation for equipping others to grow in faith.

e. Ongoing equipping for effectiveness in leading others toward Christian maturity.

f. Opportunities to mentor others.

5. <u>Servant Leader Stage</u> John 17:6-19

Primary Characteristic: *Leads in Ministry*

The Servant Leader stage is characterized by leadership in Great Commission Ministry. A person in this stage not only takes spiritual responsibility for others, but is committed to developing and leading people who have the passion and skill to in turn develop others. People in this stage are generally key ministry leaders who multiply themselves in others. People in the servant leader stage may also be leaders in their families or demonstrate Servant leadership in other areas of life.

Primary Spiritual Needs in the Servant Leader Stage

a. Opportunities to build relationships for the purpose of developing others.

b. Support and encouragement in consistently living out faith as a model for others to follow.

c. Ongoing equipping for effectiveness in leading others toward Christian maturity.

d. Opportunities for leadership.

Kingdom Person Spiritual Growth Process

Seeker

Believer

Disciple

Disciple Maker

Servant Leader
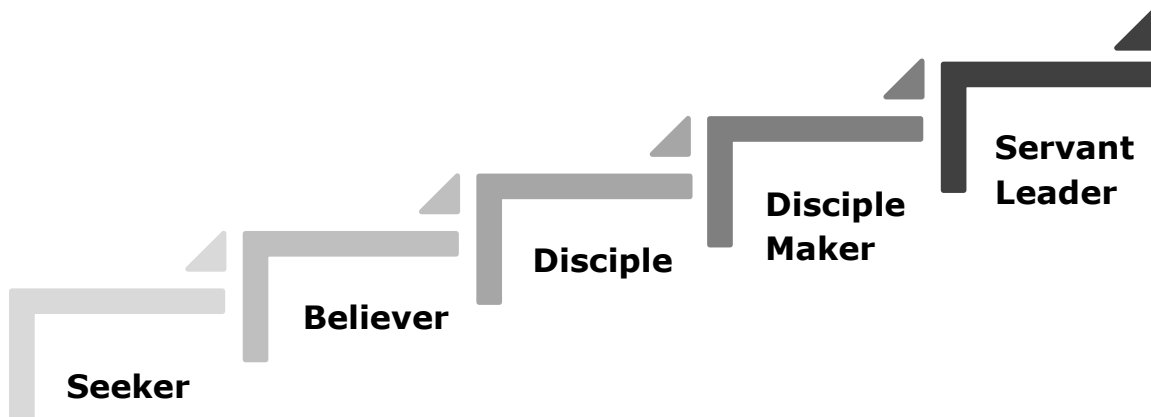
Expecting Maturity

Every follower of Christ must be expected to grow. An expectation of Christian growth and maturity must become the norm for the church. It is a serious problem when believers do not grow in their faith and fail to demonstrate increasing levels of spiritual maturity.

> Ephesians 4:11-14 (HCSB) - 11 And He personally gave some to be apostles, some prophets, some evangelists, some pastors and teachers, 12 for the training of the saints in the work of ministry, to build up the body of Christ, 13 until we all reach unity in the faith and in the knowledge of God's Son, [growing] into a mature man with a stature measured by Christ's fullness. 14 Then we will no longer be little children, tossed by the waves and blown around by every wind of teaching, by human cunning with cleverness in the techniques of deceit.

Methods for Creating an Expectation of Maturity

1. Modeling spiritual maturity
2. Spiritual mentoring
3. Create a church culture that exemplifies and celebrates spiritual maturity
4. Teach the spiritual development process and help people move through it
5. Encouraging participation in Missions and Ministry
6. Encourage the practice of Christian spiritual disciplines

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Equipping and Releasing Leaders

Developing Kingdom People is dependent on effectively developing and releasing leaders who are skilled and motivated to impact the lives of others by modeling maturity and helping others grow in their faith.

> 2 Timothy 2:2 (HCSB) - 2 And what you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also.

Since a church's effectiveness relies on its ability to develop and release disciple making leaders, it is essential to have an intentional process for developing leaders. This process is closely related to the spiritual development process, and every leader must be equipped with the understanding and skills to lead others through this process.

Methods for Equipping and Releasing Leaders

1. Teach spiritual gifts and calling
2. Provide opportunities for members to explore ministry service
3. Develop and communicate a leadership development plan
4. Know the qualities of discipling leaders and how to cultivate them

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Phase 2 - Catalytic Spiritual Practices

In his book *No Little People*, Francis Schaeffer explains that the primary threat to the church is not other religions, secular governments, or atheist ideologies.

> *The real problem is this: the church of the Lord Jesus Christ, . . . tending to do the Lord's work in the power of the flesh rather than of the Spirit. The central problem is always in the midst of the people of God, not in the circumstances surrounding them.*

> Francis A. Schaeffer, *No Little People*

If Christ's church is going to accomplish the mission that He gave us, we will need to do **His** work in the power of **His** Spirit. When the church attempts to do the Lord's work in the power of the flesh it becomes a mere semblance of the church Christ intended. Fleshly churches resemble the true church of Christ in their façade, but underneath, they seem powerless to affect true life transformation and accomplish the Great Commission.

Dallas Willard explains that the starting place for discipleship is the "transformed person."

> *This is not a call for activism. Instead it is a call for deep inner alignment with God's purposes. The means by which we align our heart with that of God is prayer, which is the primary means of forming character. It combines our freedom with God's power, resulting in service through love. Transformed hearts produce transformed persons, through and through, and deeds arise from the heart quickened by faith. The deeds of the kingdom arise naturally out of a certain quality of life. We cultivate that life in its wholeness by directing our bodies into activities that empower the inner and outer person for God and through God.*

> Dallas Willard, *The Divine Conspiracy*

Engaging in catalytic spiritual practices can help direct God's people toward activities that empower them to stop relying on the power of the flesh and release the power of the Spirit.

In Acts 1-2 we see Jesus' disciples gathering together to study God's word, pray, worship, fellowship, minister to one another, and proclaim the gospel. It was in the context of these spiritual practices that the first missionary movement of the church was launched and the disciples were empowered to live out the call of the Great Commission with great effectiveness.

Acts 2:42 (HCSB) - And they devoted themselves to the apostles' teaching, to fellowship, to the breaking of bread, and to prayers.

Some examples of catalytic spiritual practices implied in Act 1-2 are: Studying Scripture, Fellowship, Worship, and Prayer.

In addition to these we might consider the following spiritual practices: Fasting, Special worship gatherings, Small group Bible study emphases, focused evangelism efforts, and special ministry/mission projects.

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Catalytic Spiritual Practices

1. Explain your church's purpose for engaging in catalytic Spiritual Practices.

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2. Spiritual Practice _____
Describe how the spiritual practice will be engaged. Include intended participants, duration, and accountability methodology if any.

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Phase 2 - Team

At some point after beginning to engage in catalytic spiritual practices, a discipleship strategy team should be developed. Use the sample below to help develop your team.

Discipleship Team (Sample)

Ideal Team Characteristics

What do you want your team to look like? What are the qualities and characteristics you want team members to exhibit? Below are some ideas you may want to consider:

- Honesty
- Knowing Individual Strengths and Weaknesses
- Cooperation
- Common Goal
- Good Leader
- Sensitivity
- Availability
- Determination
- Willingness to listen
- Servant - Contribute your strengths
- Support – encourage and help each other
- Respect
- Humor
- Demonstrates personal commitment to disciple making

Team Objectives

What are the objectives you want the team to focus on? How will you measure and assess these objectives? Below are some sample objectives to consider:

- Guide the church in developing and implementing an effective disciple making strategy
- Engage in initial and ongoing assessment of disciple making effectiveness
- Work with church staff and other church leaders to integrate disciple making into the life of the church

Team Member Selection

How will you select team members? How will you ensure that there is a good mix of skills, personalities, and talents on the team? Below are some things to consider:

- Use a spiritual gifts inventory to assist in building team
- Engage in a team member devotion as you build the team (see Devotional Exercise for Teaming – next page)
- How big will your team be? Will the pastor be on the team?

Team Meetings

Make sure to communicate specifics about team meetings. Consider the following:

- How often will your team meet?
- Who will facilitate team meetings?
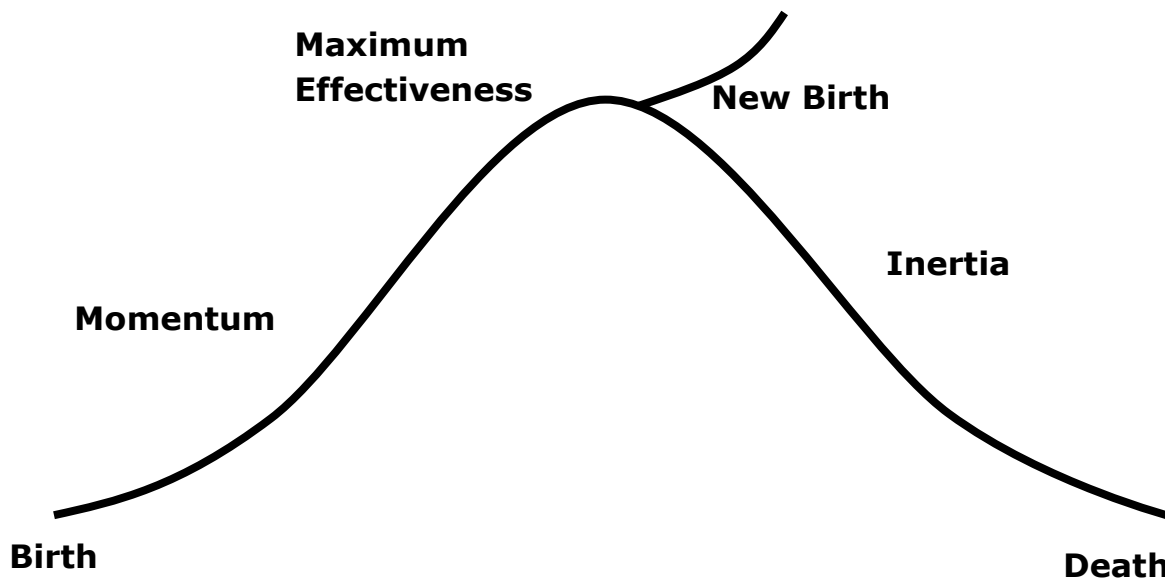- How will team meeting decisions be recorded and communicated?

Devotional Exercise for Teaming (Each team member should review the following passages and record observations relating to working together as a team. Then, as a group, share and discuss observations.)

Passage	Observations
Psalm 16:5,6 LORD, you have assigned me my portion and my cup; you have made my lot secure. The boundary lines have fallen for me in pleasant places; surely I have a delightful inheritance. **Psalm133:1** How good and pleasant it is when brothers live together in unity! **Psalm139:13-16** For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be. **Romans 12:3-8** For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. **Romans 14:4** Who are you to judge someone else's servant? To his own master he stands or falls. And he will stand, for the Lord is able to make him stand. **Romans 14:12,13** So then, each of us will give an account of himself to God. Therefore let us stop passing judgment on one another. Instead, make up your mind not to put any stumbling block or obstacle in your brother's way. **I Corinthians 9:24** Do you not know that in a race all the runners run, but only one gets the prize? Run in such a way as to get the prize. **I Corinthians 15:10** But by the grace of God I am what I am, and his grace to me was not without effect. No, I worked harder than all of them--yet not I, but the grace of God that was with me.	_____ _____

II Corinthians 10:12,13
 We do not dare to classify or compare ourselves with some who commend themselves. When they measure themselves by themselves and compare themselves with themselves, they are not wise. We, however, will not boast beyond proper limits, but will confine our boasting to the field God has assigned to us, a field that reaches even to you.

Ephesians 2:10
For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.

Ephesians 4:11-13
 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 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

II Thessalonians 1:11,12
 With this in mind, we constantly pray for you, that our God may count you worthy of his calling, and that by his power he may fulfill every good purpose of yours and every act prompted by your faith. We pray this so that the name of our Lord Jesus may be glorified in you, and you in him, according to the grace of our God and the Lord Jesus Christ.

II Timothy 1:6,7
For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline.

Hebrews 10:24,25
 And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another--and all the more as you see the Day approaching.

Hebrews 12:1,2
Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us. Let us fix our eyes on Jesus, the author and perfecter of our faith, who for the joy set before him endured the cross, scorning its shame, and sat down at the right hand of the throne of God.

I Peter 4:10
Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.

Discuss your highlights from the verses above.

Phase 2 – Assess Current Reality

In developing and implementing an effective church disciple making strategy, it is important to have a clear picture of the church's current reality. There are areas to consider:

1. What impact does the church's organizational life-cycle stage have on disciple making effectiveness? (See Church Life Cycle Assessment)

2. How effective are the church's current disciple making efforts? What needs to improve; what needs to change? (See Kingdom Person Strategy Church Assessment; Kingdom Person Strategy Core Outcomes; and Kingdom Person Profile)

3. What are the strengths and challenges that our church must consider as it seeks to implement a more effective disciple making strategy? (See S.W.O.T. Analysis)

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The life cycle of organizations is a sobering reality lived out day after day and decade after decade. The reality is that organizations, both secular and religious, die unless initiative is taken at some point near maximum effectiveness to reenergize the creative birth/rebirth momentum.

LIFE CYCLE

Maximum
Effectiveness

New Birth

Inertia

Momentum

Birth

Death

Questions to ask about the Life Cycle Assessment:

1. How would a church <u>know</u> they have reached a plateau?

2. At what stage is <u>your </u>church??

3. <u>Why</u> do you believe you are at the stage you identified?

4.   What are some possible action <u>steps your church could take</u> to ensure your growth is Kingdom growth?

5. What is <u>one</u> strategic action step you should take?

6. What unique opportunities are available to your church because of the stage it is in?

7. What unique challenges does your church face because of the stage it is in?

CHURCH LIFE-CYCLE ASSESSMENT [1]

Individual rating – On the chart that follows, place an "X" in the box with the phrases that are most characteristic of your church. **Example:** In the first row (Commitment to Mission and Purpose) you might mark the box in column #2 description *Strong sense of mission…High level of goals "ownership".* Do this for each of the rows.

	Birth	Momentum	Max. Effective.	Inertia	Death
Commitment to Mission and Purpose	❑ Positive, supportive attitude Uncertainty of future demands visionary leader with high commitment level	❑ Strong sense of mission and purpose among every member High level of goals "ownership"	❑ High visibility and understanding of purpose and mission Common purpose through-out church's ministries	❑ Lowering of members' understanding of purpose New members do not sense church's purpose	❑ Purpose is lost Mission not understood
Involvement of Membership	❑ Mutual dependency requires everyone to be involved, or leave All members willing to work	❑ High percentage of individual's time and identity committed to the church Volunteers easily found	❑ New members quickly find a place to become involved High level of enthusiasm and participation among membership	❑ Members assume there are enough others to do the job Need more paid staff to "manage" ministries Original members feel "we have done our part"	❑ Programs eliminated for lack of participation Difficult to find volunteers 10% of members do 90% of the work

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[1] Source: T-Net

Programs, Structures and Organizations	❑ Minimal organization Spontaneity in decision making	❑ Function of ministry determines form Structure created in response to needs Traditions begin to form	❑ New programs created to respond to new needs Delegation begins New roles and responsibilities created	❑ Few, if any, new programs added Forms of ministries determine function Structure creates needs rather than response to needs	❑ Programs deleted for lack of funds or volunteers Primary goal is preservation and survival
Attitude Toward Change	❑ Members are receptive to change Change is quickly accomplished Ownership is unanimous	❑ Changes easily adopted and integrated Change suggested from all levels of membership	❑ New proposals given serious consideration Church leaders responsible for initiating and implementing	❑ Few changes proposed No changes considered that radically depart from status quo	❑ "We've never done it that way before" Rationalization often made for why things can't be done
Morale and Self-Esteem	❑ Morale is high Self-esteem is in the process of being formulated	❑ Morale is higher Self-esteem easily affected by circumstances and short-term successes and failures	❑ Morale is highest Self-esteem at its highest level Confidence is contagious that goals can be reached	❑ Morale polarizes into groups of high and low Self-esteem develops uncertainties	❑ Few have high morale Frustration and/or despair by leaders in not knowing how to stop decline Self-esteem lowers

Kingdom Person Strategy Church Assessment

	Establish Biblical Foundation	Encourage Relational Environments	Employ a Spiritual Develop. Process	Expect Maturity	Equip and Release Leaders
4 **Exemplary**	☐ The church exemplifies Biblical proficiency and integrity in both corporate and personal life	☐ The church is characterized by relational integrity that results in unity and edification.	☐ The church employs an effective process to develop spiritually mature members	☐ The church exemplifies spiritual maturity in lifestyle, mission, unity, and reputation	☐ The church is known for developing disciple making leaders
3 **Extensive**	☐ Most church members are biblical self-feeders and are committed to living out the truths of the Bible	☐ Most church members are part of a relational small group that engages in fellowship and ministry	☐ Most church members are involved in a spiritual development process	☐ Most church members are actively involved in spiritual growth practices and opportunities	☐ Effective leadership development is taking place
2 **Existing**	☐ Church Leadership is committed to teaching and modeling Biblical foundations	☐ Church leadership is committed to relational integrity through small groups	☐ Church leadership understands importance of spiritual development process	☐ Spiritual growth is modeled and emphasized by church leadership	☐ Church leadership is committed to equipping and releasing leaders
1 **Emerging**	☐ Some know how to read, understand, and live out the truths of the Bible.	☐ Some are involved in relational small groups	☐ There is some spiritual development taking place	☐ Some are involved in spiritual growth activities	☐ Some leaders are being developed
Kingdom Person Strategy	**Establish Biblical Foundation**	**Encourage Relational Environ-ments**	**Employ a Spiritual Develop. Process**	**Expect Maturity**	**Equip and Release Leaders**

Kingdom Person Strategy Core Outcomes

Rate each item from 1-5   **1**. No/rarely . . . . **5**. Consistently

Establish Biblical Foundations

1. Church members live in a way that demonstrates the Bible as their ultimate authority.	
2. There is a plan for involving members in daily Bible study.	
3. The doctrines of the church are regularly taught.	
4. Members know how to study the Bible for themselves.	
5. Members have a regular time of daily personal Bible study.	
6. There is a clearly articulated plan to develop mature Bible teachers.	
7. Obedience to God's word is expected, demonstrated and celebrated.	
8. There is ongoing assessment of current Bible study ministries.	
9. The Bible is the foundational guide for church ministry, administration, and operations.	
10. Biblical depth and understanding is resulting in a Christ-centered world view	

Total_____

Encourage Relational Environments

1. Church leaders demonstrate, model, and promote relational integrity.	
2. Relational small groups are resulting in corporate and individual spiritual transformation.	
3. Members serve and edify one another through Biblical relationships.	
4. Meaningful relationships are at the center of church life.	
5. New members are quickly assimilated into relational small groups.	
6. Relational small group leaders are being intentionally trained and coached	
7. Relational small group opportunities are clearly communicated	
8. Relational small groups are effectively integrated into church's spiritual maturity strategy	
9. Spiritual growth through relational small group involvement is valued and expected	
10. Relational small groups are providing care, training, and mission	

Total_____

Employ a Spiritual Development Process

1. There is a developed definition of a mature disciple that drives ministry activities	
2. Strong majority involved in spiritual growth activities	
3. Multiple spiritual generations are clearly evident	
4. There is a clear working strategy for developing maturity	
5. People are serving out of giftedness and calling	
6. People evidence a growing love relationship (intimacy) with Christ	
7. Programs are effectively integrated into the disciplemaking strategy	
8. Spiritual disciplines are commonly practiced in environment of grace	
9. Meaningful accountability is taking place based on the maturity profile	
10. The church's spiritual growth strategy is clearly communicated	

Total_____

Rate each item from 1-5   **1**. No/rarely . . . . **5**. Consistently
Expect Maturity

1. Church leaders demonstrate, model, and promote spiritual maturity.	
2. Our church is characterized by spiritually mature men.	
3. Accountability is common in small group and life to life relationships.	
4. Spiritual maturity is resulting in our church experiencing more Christ-like marriages and families.	
5. Members regularly engage in spiritual self-evaluation.	
6. Most members are growing in spiritual maturity.	
7. Spiritual generations are are result of a spiritually mature congregation.	
8. Spiritual maturity is being demonstrated in all ministry areas.	
9. Spiritual maturity is resulting in effective evangelism.	
10. The level of spiritual maturity is resulting in increasing church unity and missional effectiveness.	

Total_____

Equip and Release Leaders

1. Leaders are determined by calling, character and competencies	
2. Leadership effectiveness includes spiritual transformation and fruitfulness	
3. Leaders model a disciple making ministry	
4. Lay leaders are consistently integrated into key efforts, positions and teams	
5. A leadership development process is in place	
6. There are clear Biblical profiles for leadership roles	
7. Leaders are modeling the mission and values of the church	
8. New leaders are consciously being developed	
9. Leadership communities exist that support and encourage current leaders	
10. Leaders model a love for others that diffuses conflict and dissention	

Total_____

Totals

        Establish Biblical Foundations   _____
        Encourage Relational Environments   _____
        Employ a Spiritual Development Process   _____
        Expect Maturity   _____
        Equip and Release Leaders   _____

The Kingdom Person Profile

The Kingdom Person Strategy includes a personal evaluation tool called the Kingdom Person Profile that provides a snapshot of a person's strengths and challenges in the journey to become a Kingdom Person. The Kingdom Person Profile also includes recommendations for addressing challenge areas and for continued growth as a Kingdom Person.

When Adam was in need of a spiritual self-evaluation God called out to him and asked, "Where are you?" God knew exactly where Adam was, but he asked Adam this question to help him understand the consequences of his disobedience and to discover the current state of his spiritual life.

Just as God called out to Adam and encouraged him to evaluate his spiritual life, He also calls out to and encourages every follower of Christ to engage in regular periods of spiritual self-evaluation. The Kingdom Person Profile is an exercise that can help determine where a person is in his or her spiritual life.

Instructions: Respond to each statement by marking the choice that best describes you. Please take your time and seek to provide a genuinely accurate response to each statement. Since this is a self-evaluation, you are free to interpret the questions according to your own understanding.

Worshiping Person

1. I regularly spend time in private worship. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

2. I experience life change through worship. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

3. I look forward to worshiping with other Christians. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

4. I worship God every day. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____ 5=almost always

5. My life is characterized by peace, contentment, and joy. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

6. My worship is a response to what God has done for me. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

7. I attend church worship services (choose frequency): _____1=less than once a month _____2=about once a month _____3= about 2 times a month _____4=about 3 times a month _____5=every week

8. Participating in the Lord's Supper draws me closer to Jesus Christ. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

9. I seek to obey God's teachings and commands as an act of worship. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

10. My life demonstrates that worship is a priority. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

Praying Person

11. I set aside time each day for prayer. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

12. When I pray, I recognize that I am completely dependent on God for everything in my life. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

13. My prayers regularly focus on discovering and obeying God's will for my life. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

14. My prayers include a balance of thanksgiving, praise, repentance, and requests. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

15. I wait patiently for God to answer my prayers. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

16. I pray regularly in a group with others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

17. I maintain an attitude of prayer throughout the day. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

18. My prayers impact my life. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

19. My prayers impact the lives of others. _____1=almost never _____ 2=seldom _____3=occasionally _____ 4=frequently _____5=almost always

20. I take time to listen to God when I pray. _____1=almost never _____ 2=seldom _____3=occasionally _____4=frequently _____5=almost always

Biblical Person

21. I study the Bible. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

22. The Bible is the authority for the way I think and act. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

23. My life demonstrates the truths of the Bible. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

24. When I read the Bible, I know how to apply its teachings to my life. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

25. I make changes in my life based on the things I learn in the Bible. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

26. I reflect thoughtfully on passages I read in the Bible. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

27. I evaluate my culture by the Bible's teachings. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

28. I study the Bible to understand the doctrines of my church. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

29. My beliefs are based on the teachings of the Bible. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

30. I read the Bible (choose frequency): _____1=less than 1 hour a month _____2=about 1-2 hours per month _____3=about 1 hour a week _____4=15-30 minutes a day _____5=more than 30 minutes a day

Serving Person

31. The way I live demonstrates that the needs of others are as important as my own needs. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

32. I regularly serve in the ministry of my church. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

33. I take responsibility for meeting the needs of others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

34. I use my spiritual gifts to serve God and others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

35. God uses me to make a difference in His kingdom. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

36. I believe that God will help me accomplish the work He has called me to do. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

37. When I see a need in the church or the community, I offer to help. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

38. I make sacrifices to help others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

39. I use my talents and abilities to accomplish God's work. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

40. I make time in my schedule to serve others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

Generous Person

41. I regularly support the ministry of my church through financial giving. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

42. I contribute my time to a ministry at my church _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

43. I give willingly to help others in need. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

44. I go out of my way to demonstrate compassion to others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

45. It gives me joy to help meet the needs of others. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

46. I do without things to give sacrificially to the work of God. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

47. I use my own possessions to provide for those in need. _____1=almost never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

48. I give at least a tithe (10% of my income) to support God's work.
_____1=almost never _____2=seldom _____3=occasionally _____4=frequently
_____5=almost always

49. I pray and ask God what I should give. _____1=almost never _____2=seldom
_____3=occasionally _____4=frequently _____5=almost always

50. My life is characterized by generosity _____1=almost never _____2=seldom
_____3=occasionally _____4=frequently _____5=almost always

Reproducing Person

51. I regularly share my faith with others. _____1=almost never _____2=seldom
_____3=occasionally _____4=frequently _____5=almost always

52. I seek out opportunities to help others grow in Christian maturity
_____1=almost never _____2=seldom _____3=occasionally _____4=frequently
_____5=almost always

53. I am comfortable sharing my faith. _____1=almost never _____2=seldom
_____3=occasionally _____4=frequently _____5=almost always

54. I use my gifts and talents to help people become more mature Christians.
_____1=almost never _____2=seldom _____3=occasionally _____4=frequently
_____5=almost always

55. I actively work with my church and other Christians to accomplish the Great
Commission. _____1=almost never _____2=seldom _____3=occasionally
_____4=frequently _____5=almost always

56. I regularly pray that God will send more people to work for the salvation of the
unsaved. _____1=almost never _____2=seldom _____3=occasionally
_____4=frequently _____5=almost always

57. I invite unchurched people to attend church or small group meetings with me.
_____1=almost never _____2=seldom _____3=occasionally _____4=frequently
_____5=almost always

58. I encourage others in their Christian faith. _____1=almost never _____2=seldom
_____3=occasionally _____4=frequently _____5=almost always

59. I pray for unsaved people by name. _____1=almost never _____2=seldom
_____3=occasionally _____4=frequently _____5=almost always

60. I participate in the outreach/evangelism ministry of my church. _____1=almost
never _____2=seldom _____3=occasionally _____4=frequently _____5=almost always

Follow the directions below to provide insight into where you are as a Kingdom Person. Each choice you made has a numerical score from 1 to 5 next to it. Use these numbers to complete the table below.

Worshiping Person   Add Scores for Statements 1-10   = _____   Divide this number by 10 = _____

Praying Person   Add Scores for Statements 11-20 = _____   Divide this number by 10 = _____

Biblical Person   Add Scores for Statements 21-30 = _____   Divide this number by 10 = _____

Serving Person   Add Scores for Statements 31-40 = _____   Divide this number by 10 = _____

Generous Person   Add Scores for Statements 41-50 = _____   Divide this number by 10 = _____

Reproducing Person   Add Scores for Statements 51-60 = _____   Divide this number by 10 = _____

Plot the scores for each of the Kingdom Person attributes on the corresponding lines on the graph on the following page. (See the example below).
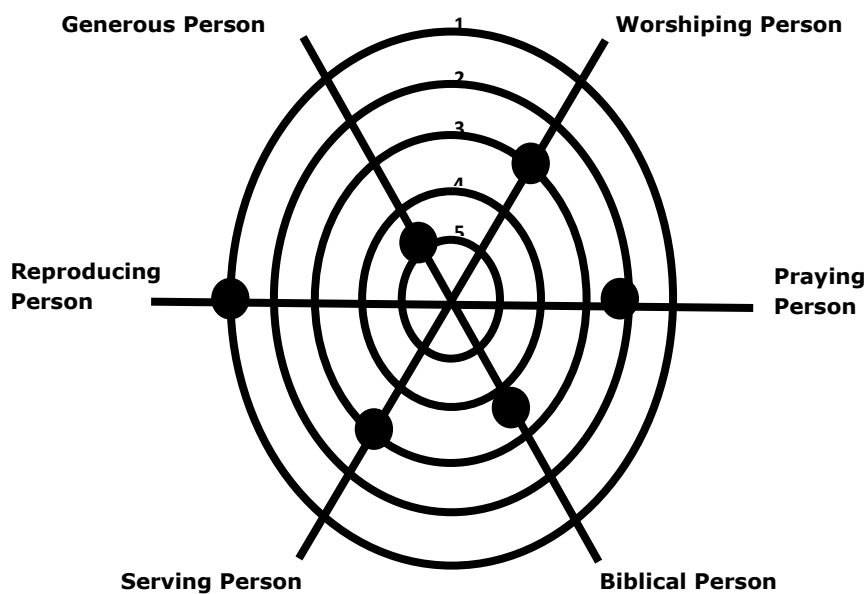
Now, plot your scores on the appropriate lines below.
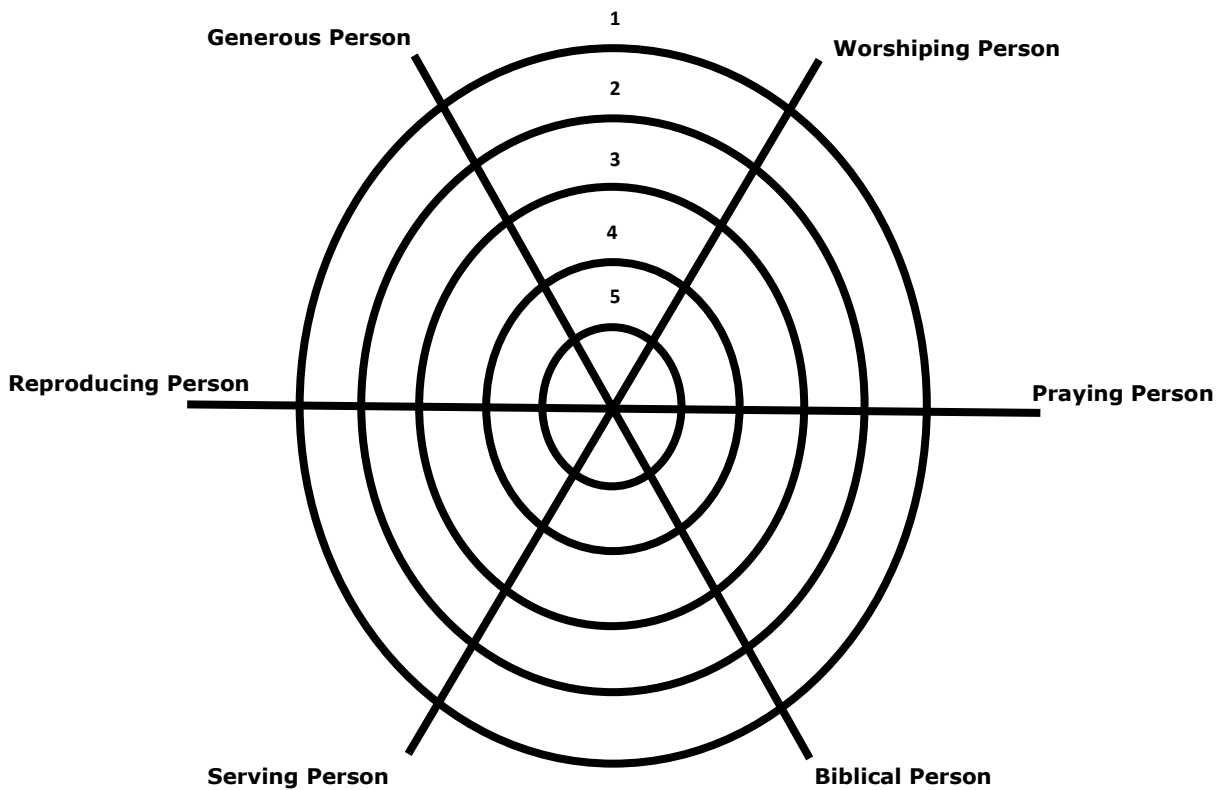
Think of the graph as a target. Our goal should be to hit the center of our target. If a particular dimension is not hitting the center of the target, this represents a challenge area. We need to evaluate what steps we should take to move ourselves closer to the center in each of our challenge areas.

Which dimensions of a Kingdom Person are your challenge areas?

_____
_____
_____

Develop a Kingdom Person Strategy
A. Worshiping Person (Below are some suggestions for growing as a worshiping person)

        1. Attend Church Worship Weekly.
        2. Establish a daily time of private worship.
        3. Participate in a Bible study about worship.

4. Other suggestions:

_____

_____

_____

B. Praying Person (Below are some suggestions for growing as a praying person)
      1. Set aside time each day to pray.
      2. Participate in the prayer ministry of your church.
      3. Participate in a Bible study about prayer.
      4. Other suggestions:

_____

_____

_____

C. Biblical Person (Below are some suggestions for growing as a Biblical person)
      1. Set aside time each day to read the Bible.
      2. Learn how to keep a Bible reading journal.
      3. Participate in a Bible study at your church.
      4. Other suggestions:

_____

_____

_____

D. Serving Person (Below are some suggestions for growing as a serving person)
      1. Learn about your spiritual gifts.
      2. Meet with your pastor or a church staff member to talk about where you could serve in your church.
      3. Discover ways you could meet the needs of others in your community.
      4. Other suggestions:

_____

_____

_____

E. Generous Person (Below are some suggestions for growing as a generous person)
      1. Commit to supporting the ministry of your church financially (if you are not currently tithing, make a commitment to start).
      2. Spend time in prayer about what God wants you to give to advance His kingdom.
      3. Learn about biblical generosity.

4. Other suggestions:

_____
_____
_____

F. Reproducing Person (Below are some suggestions for growing as a reproducing person)

   1. Learn how to share the Gospel with someone.
   2. Get involved in the disciple making ministry of your church.
   3. Invite others to attend worship services or small group meetings with you.
   4. Other suggestions:

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<u>Notes</u>

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S.W.O.T. Analysis

In the boxes below, list the strengths, weaknesses, opportunities, and threats for your church with regard to implementing a discipleship strategy.

Strengths	Weaknesses
What strengths/resources do we have?	What weaknesses should we consider?

Opportunities	Threats
What opportunities are available to us?	What threatens our success? What are the threats if we fail?

Phase 3 - Start Small, Go Deep, Think Big

It is important when launching a disciple making strategy that we do not try to start too big. Having a big start may be exciting, but it can be unsustainable. Discipleship is about personal growth that transforms an individual and overflows into the lives of others. This is not something that can be mass produced. Jesus modeled this methodology in developing His disciples. He chose a small group of men (12). He spent time with them and built spiritual depth in their lives. Ultimately he had a big plan—to take the Gospel to the whole world.

Jesus seems to explain the start small, go deep, think big idea in the following parables:

Matthew 13:31-33 (HCSB)
He presented another parable to them: "The kingdom of heaven is like a mustard seed that a man took and sowed in his field. 32 It's the smallest of all the seeds, but when grown, it's taller than the vegetables and becomes a tree, so that the birds of the sky come and nest in its branches."

33 He told them another parable: "The kingdom of heaven is like yeast that a woman took and mixed into 50 pounds of flour until it spread through all of it."

Jesus accomplished His mission of spreading the Gospel to the whole world by starting small, going deep, and thinking big. He poured His life into a small group of men and trained them to do what He did. This is the mindset we must have if we are going to be effective disciple makers.

Matthew 28:18-20 (HCSB)
18 Then Jesus came near and said to them, "All authority has been given to Me in heaven and on earth. 19 Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age."

How can we implement our church's disciple making strategy by starting small, going deep and thinking big? (See the chart on the next page)

Keeping in mind the start small, go deep, and think big idea, what needs to change about the way we make disciples? What needs to be added? What needs to be removed? Fill in the chart below—refer to the Kingdom Person Strategy in Phase 1 for help.

	What needs to change?	What needs to be added?	What needs to be removed?
Establish Biblical Foundations			
Encourage Relational Environments			
Employ a Spiritual Development Process			
Expect Maturity			
Equip and Release Leaders			

Phase 3 – Reassess Regularly

Regular reassessment is vital for implementing an effective disciple making strategy. Assessment should be done yearly at a minimum so that adjustments to the strategy can be made. Use the assessments included in Phase 2 when you feel they are needed to stay on track and adjust for effectiveness.

Notes

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