

Seek
Stand
Strengthen
Serve

DISCIPLE FOR HARVEST



SERVE

Called to Make Disciples

When we say “serve,” we mean doing the work of the Great Commission; equipping Christians to fulfill their roles as disciple makers. We are all gifted as pastors, teachers, etc., but regardless of our gifts, we are all called to make disciples. It is important that we understand the purpose of God. If we know God’s purpose then we can better understand our purpose. The scripture tell us in Genesis 1:26 God desires to make man in His image. This is God’s first statement of purpose in the Bible. God carries this purpose into the New Covenant when Paul states in Romans 8:29 “For those God foreknew he also predestined to be conformed to the likeness of his Son, that he might be the firstborn among many brothers.” God says throughout His word that He is the beginning and the end of creation. God’s plan is not to **just** save man but to bring man into his image or nature. Simply put God does not want to **only** give you eternal life. He wants you to have his very nature and character. Hebrews 1:3 says that Jesus was the reflection of God’s glory or image. Jesus came to **not only** give us eternal life but to open a way that we might be conformed to the likeness of God.

Our main purpose as the church is to fulfill the Great Commission, to make disciples of Christ. Helping men and women become like Jesus Christ. Our goal **should not be to only** get them saved but to see them contain the very nature or glory of God. To be conformed into the likeness of God. This can only be accomplished as we do as we were commanded, **and** make disciples of all nations.

This fourth step we call “Serve” requires that we look at the process of how disciples are made **and** how we are called to serve **God**.

We will explain what works and what doesn’t in making disciples. It is important to realize we are talking about a divine process. We must know how to cooperate with the Holy Spirit because he is in charge of the sanctification process. It is just as important to know what not to do as it is to know what we should do when discipling a Christian. Understanding how to build convictions in a new Christian is crucial. We will discuss two important keys in the process such as association and concentration. Our goal it to help prepare Christians to work in a successful discipleship ministry.

THE LOST ART

of Making Disciples

INTRODUCTION:

In Arusha, God told me, “America needs discipleship just as bad as Africa.” Why? Research shows that less than 1% of members in most churches are involved in follow up. Jay Grimstead makes the statement that 10% of the body of Christ is properly equipped to complete the Great Commission.

How do we complete the Great Commission? - Where do we start? We must rediscover the purpose of the Church. We must come to the realization that we have not been equipping the saints. Our whole church culture has become clergy dependent.

EQUIPPING THE SAINTS

If we are to entrust the gospel to the faithful of this generation, we must act on the reformation message, that all believers are called to minister. With this objective in mind, pastors and church leaders must come to see their discipleship roles, in light of Paul’s words to the Ephesians:

”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 all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to whole measure of the fullness of Christ” (Ephesians 4:11-12).

It is obvious Paul is saying we need to be preparing God’s people by training them to fulfill their purpose of knowing God and completing the Great Commission. When we are built up in our knowledge of the Son of God and become mature we will reach unity in the faith that will result in sharing the Father’s burden of making His children into His image. Paul reminds us of the Father’s plan in Romans 8:29 “For those God foreknew he also predestined to be conformed to the likeness of his Son, that he might be the firstborn among many brothers.”

Leadership in the church must understand that they are not called to set the vision and direction for God’s people they are called to equip and help God’s people fulfill their purposes as God has already ordained them. Leaders are servants not CEO’s of a company. We are to pray with and help guide the church to find their places in fulfilling

the Great Commission. It may be in their neighborhood or in a foreign country. It is time the clergy mentality of the church was corrected. The early Apostles spent time in the word and prayer so they could help the early Christians grow in their knowledge of Christ and in His ways. **Once** they grew spiritually **and** came to know God and His ways **they** were able to find their place and purpose. Is this not what Moses did at Mt. Sinai? He asked God to show him His glory so he would know Him and His ways and then **be** able to accomplish the purpose God had given him.

This concept holds great promise for those who will take it to heart. Equipping the faithful is the necessary and fundamental role of the Church.

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

Yet many churches today have become entertainment centers. Most all the teaching in the church is to help ourselves not prepare us to help others. Our focus is not **on** biblical discipleship! We are told in 2 Timothy 2:2: *"And the things you have heard me say in the presence of many witnesses, entrust to reliable men who will also be qualified to teach others."* Without reliable men who can teach and form a foundation, the church is greatly weakened. We must learn how to entrust spiritual truths to faithful men and women who will teach others. If we will make our focus training disciple makers than the process of **spiritual multiplication** will begin to take place through their lives. **This is what this course is about; teaching others to teach others.**

We must instill a worldwide vision in their hearts. We must help believers see their importance in God's eternal plan for world conquest. One day I was on my way home from a prayer meeting that was praying for revival. The Holy Spirit spoke to me and said, "Consider the Apostle Paul, he was anointed and yet he struggled with his flesh and desires like all men. Remember the verse in Romans, "For what I do is not the good I want to do; no, the evil I do not want to do--this I keep on doing. Paul was used to plant many churches and lead many to a mature walk with Jesus Christ. It was not Paul himself but the methods he employed that caused such growth. If we will use the methods of the early disciples. The methods Jesus taught then we will experience the same results as the early church.

These principals of discipleship involved spending time with converts and guiding them without controlling them. We must have a workable strategy. It must surpass programs and fads, and it must have its roots in scripture. It should be of no surprise that in the Early Church God provided **the plan and the power with the mandate** to go and make disciples. There can be no other plan. We must equip the church to make **disciples**.

Unfortunately we have LOST THE BIBLICAL PLAN JESUS USED. It is difficult to discover why the simple plan that worked so effectively in the Early Church ceased to be used in later generations. However, it is my conviction that the principles of evangelism multiplication and apprenticeship training are indispensable if the Church is to be successful in carrying out the Great Commission. Once a commitment to multiplication is established and the potential for apprenticeship is understood, there can be no room for pessimism. The Church will explode with growth as it did in Acts. As pastors and lay people personally experience an equipping lifestyle, they develop an almost infectious commitment to training faithful men and women. This will revitalize our churches. The challenge of the future is to apply the timeless divine strategy of the past.

We must begin by praying for a desire for discipleship. Billie Hanks Jr. worked for Billy Graham Crusades. He was invited to lunch by a leading *Anglican evangelist*. *Billie was a Southern Baptist*. After this evangelist *complemented the Southern Baptists* as one of the *world's most evangelistic denominations*, he asked, "What *percentage* of your *Baptist laity* would normally win someone to Jesus Christ during any given year? Billie had *wished* he had asked about our generous *giving to missions or our evangelistic conferences, or successful city-wide crusades*. He had to tell him in our best years *fewer than 5 percent of the laity* and clergy combined lead anyone to a saving knowledge of Christ. We simply do not have enough trained workers. Why has the Church failed? The academic instruction of our Christian leaders at the seminary level continues to focus on theological concepts and scholarship while all but overlooking practical instruction in how to evangelize, or disciple anyone. At a time when the world birthrate is growing faster than at any other point in history, the absence of the concept of apprenticeship in equipping the laity at the local church level all but ensures a serious, long range decline in church membership. Many are missing the joy of the harvest. Many Christians today appreciate the workers and are willing to pay their wages but do not want to participate.

As a result: the Church today has *wasted* its most valuable *resource: its laity*. Many pastors and staff are overloaded or burned out. Because they have relied on the traditional approach, which neglects personal follow-up and fails to utilize our more mature lay people. This has resulted in a declining growth rate no matter how successful short term evangelistic efforts appear to be. Large percentages of our congregations are inactive. Obviously new converts never grow and will ever win anyone to Christ. The complacency of the Church dampens their spiritual fire.

Why have so many in the church grown so complacent? The reason, we have not found God's plan and purpose for our lives. So we are destined to live in a lack of fulfillment and the constant environment of jealousy.

The following is a quote from the book "Disciple" by Billie Hanks Jr.

The real issue involved in making disciples is international in scope and is critical in terms of the future of the Church. The task of educating and motivating Christian leaders to equip the laity for a lifestyle of ministry is far larger than what any single denomination, organization, or program can accomplish. Something of this magnitude requires the joint effort of all Christians and a return to the biblical principles used by the early Church.

Great preaching and teaching are absolutely vital, but they cannot replace the apprenticing concept demonstrated by Christ. It is the lost art of making disciples !!!!

Let's look at the master and his plan. One of the problems in evangelistic methods is that just because someone is busy and skilled in leading people to Jesus, it does not mean they are actually accomplishing anything. If none of our converts ever become productive in the kingdom of God than what have we accomplished. The real test for a church is not how famous the pastor becomes or how large they grow. The question is are they accomplishing the Great Commission?

We have lost God's presence because we are doing man's plan, not God's. Programs are mostly entertainment and rarely equip anyone. They only serve the purpose of drawing other Christians and entertaining them. When we don't disciple them, they don't bring in new members.

JESUS SHOWED US HOW TO DISCIPLE IN THE GOSPELS.

One has to go to the Gospels and the New Testament to see the plan Jesus used. First, **Jesus demonstrated** what he wanted them to do. It was simple but it was a stroke of genius. He employed teaching, training, and apprenticing. In Luke 1:2-3, Luke states that his information for the Gospel of Luke was handed down by those who were eyewitnesses. Those disciples that Jesus spent time with. In John 20:30 it says, "Jesus did many miraculous signs in the presence of his disciples." Jesus taught his disciples by doing. It was the method he used to train them. They were in effect his apprentices.

Notice the passage in John 1:1, "That which was from the beginning which we have heard which we have seen with our eyes, which we have looked at and our hands have touched this we proclaim concerning the word of life." The Gospels were written to primarily show us Christ. However they also show us the way Christ lived and taught others to live. The witnesses who wrote the books of the Bible, not only saw the truth, they were changed by it because they lived with the truth.

Under the inspiration of the Holy Spirit the Gospel writers intended to teach and show us how to follow the Master by teaching others how He made disciples. The scriptural accounts of Jesus constitute the best and inerrant textbook on how to make disciples.

When reflected upon, Jesus' philosophy is so different from the modern church, **that today is must be considered revolutionary.**

PROCESS OF DISCIPLESHIP

Let us look at His process. First Jesus started by selecting his disciples. This is a crucial aspect because once you become proficient in making disciples the devil will send you plenty of people who are not really serious about the self-less ministry of discipleship. The following are some key points to consider when you begin to pray and seek God for those you are to disciple.

1. **Selection** - Jesus took care & went to great lengths to find his twelve. Some scholars believe He took a year to gather his disciples. The emphasis he placed on selecting men was part of his method. When we are planting or starting a church beginning with a good foundation of reliable men and women who are teachable and pliable is very important. Jesus started with a few men and told them to follow him. He was not concerned with the multitudes or large numbers. Over emphasis and the desire to grow too quick has ruined many churches.
2. **Teachable** - Jesus was not concerned in the beginning of his ministry with a program to reach the multitudes. He wanted men who *the multitudes would follow*; men who could do *as he had done make disciples* of the multitudes. He gathered men and trained them before he every held an evangelistic *campaign*. *There was no evidence of haste in his methods*.
3. **Honest** - the character of the men he was looking for was also important. He wanted men who would be willing to grow spiritually, not impressive men nor were they prominent religious leaders. They were common laborers most of them were not well educated or wealthy. The men were impulsive, temperamental and easily offended. Some of them even had prejudices. However, they were all honest about where they were spiritually and they were willing to change. These simple traits cannot be overlooked. His disciples were simple men with potential for leadership in the Kingdom. They were men willing to confess their need and make themselves available to God.
4. **Hungry** - one very important trait of the early disciples was they had a heart and a desire for God. None except for Judas was a rebel but they were fed up with the hypocrisy of the ruling religious Leadership. Some of them had already joined the revival movement of John the Baptist.

THE GENIUS OF JESUS' STRATEGY

The principals He employed was sheer genius. He used two key principals one was concentration and the other was association. Let's look at these concepts.

Jesus choose twelve men and his first words to them was "follow me." Simple yet so effective because he was asking them to leave their present lives behind and trust him. A bold move for any man. Jesus then took those 12 men and lived with them. If you read

the Gospel accounts as if it is a manual for discipleship you begin to see the scriptures in a new light. Jesus spent most of his time with the disciples and even more of that time with the three James, Peter and John. Jesus associated with the disciples but he concentrated on those who would become His leaders. One might ask why did Jesus choose James, Peter and John? It was not that Jesus chose them as much as they became His leaders because they had a greater hunger and willingness to change and grow. Leaders aren't appointed as much as they are discovered.

Most church growth experts will tell you if you want to grow a large Sunday School Class then divide them into two groups. We see this principal even in small business when a company grows beyond their management staff size. The smaller the group you have to manage the easier it is to motivate and affect their behavior and character.

By the middle of the second year Jesus disciples had grown to such a large enough number that he had to narrow the groups size to keep the training effective. At this point He began to call the twelve His apostles- Luke 6:13-16 Mark 3:13-19. He further concentrated on those leaders He spent the most time with because He spent most of His time with — James, Peter, John. These were the ones he took with him on such special occasions as on the Mt. of Transfiguration. (Matt 17:1 Mark 9:2) It was only this small group He invited into the room of Jarius' daughter (Mark 5:37, Luke 8:51). Jesus gave much more time to the leaders of His disciples. He was training leaders that would form a foundation for a new church movement.

If we look further at these principals of concentration and association we will notice the deliberate way Jesus *proportioned his life* to those he wanted to train. This principle of concentration says: The more concentrated the group being taught, the greater the opportunity for effective instruction.

The principle of concentration was not new to Jesus. It was used throughout the Old Testament as well. God selected the comparatively small nation of Israel to accomplish his redemptive purpose for mankind. We also remember the story of Gideon and his army that God continued to reduce until it was a size he could use. This is just another example of how God is more concerned about dedicated obedience rather than great numbers.

Jesus devoted most of his life on earth to these few disciples. He staked his whole ministry on them. Today we see the success of our churches not in its obedience or how God is using it but in the buildings and size of the members. **The world in those days was indifferent to Jesus and still could not defeat his strategy.**

It is important to note that with his methods of concentration and association Jesus did not neglect the masses. He did all He could to minister to the masses. As a matter of fact when His ministry began the first thing he did was to identify with the mass revival movement of his day through baptism by John the Baptist - Matthew 3:13-17 and even praised John the Baptist's work. He continuously preached to the crowds that followed him, healed them, fed them, blessed them and ministered to their needs. He loved them

wept over them, and demonstrated the gospel to them but it is important to note that His primary mission was to train 12 men.

He kept His focus on the goal of his mission. Jesus didn't encourage the popular notion that he had come to deliver an earthly kingdom. Many of those he healed he told them not to tell what had happened. At the Mount of Transfiguration he told the disciples not to tell anyone what they had seen. When the crowd applauded too much he would slip away with his disciples (Matt 8:18, 23 ; 14:22-23 15:21)

This practice annoyed some of his followers because they *did not understand his strategy*. Much of the *church today* does not understand his strategy. Many believed in his ministry but failed to grasp the meaning of the gospel he was preaching. If we wish to embrace the same kind of ministry our Lord functioned in then we must consider that Jesus would be considered a failure today. When he died he had approx. 500 followers most of the apostles deserted him at His crucifixion. There were only 120 that followed His orders and waited in Jerusalem for the baptism of the Holy Spirit.

Why did Jesus choose such a strategy? Why did Jesus deliberately concentrate his life on so comparatively few? I thought he came to save a lost world. Why didn't Jesus take advantage of the thousands that were following the revival movement of John the Baptist. The answer to this question focuses on the real purpose of his plan. **He was demonstrating for us the real key to evangelism. It is to make disciples and not concentrate on large numbers of decisions that cannot be properly followed up.** He had no one to impress nor a mission board to please. Jesus was not trying to impress the crowds; he was building a kingdom.

The reason for His strategy:

Jesus needed men who could lead the multitudes. What good would it have been for him to arouse the masses to follow him if these people had no subsequent supervision and instruction in the Way (learning how to live in relationship with Christ)? Actually, many Christian leaders today are playing to the crowds, instead of building the Kingdom biblically, as Jesus did. If one is seeking fame and fortune the selfless path of making disciples seems uninspiring. But it works and it builds the correct foundation for the advancement of the Kingdom of God.

WHY FOCUS ON A FEW - WHY CONCENTRATE YOUR TEACHING?

The masses in Jesus' day had already on numerous occasions fallen prey to false teachers and false gods. Even with the solid foundation Jesus laid with his disciples, much of New Testament epistles are correcting everything from Judaism, legalism, to gnosticism. There would be a struggle with the new church even with the solid foundation Jesus laid.

The Pharisees and Sadducees represented about 1/3 of 1 percent of the population of

Israel, This small group guided the spiritual destiny of the whole nation. It is not difficult to see why Jesus spoke so much about them. **For this reason, unless Jesus' converts were given competent men of God to lead them and protect them in the truth, they would soon fall into confusion and despair.** They would be helpless sheep wandering aimlessly without a shepherd (Matt. 9:36; 14:14; Mark 6:34) Jesus was a realist He realized the fickleness of the depraved human nature as well as the satanic forces of this world.

Jesus refused to lead thousands into the Kingdom because he knew he could not possible give them the personal care they needed. His plan was to concentrate himself on those who would be the beginning of this new leadership. He did what he could to help the multitudes, but he had to devote himself primarily to a few, rather than the masses, in order that the masses could be saved and discipled. This was the genius of his strategy.

THE PRINCIPLE IS SCARCELY PRACTICED TODAY.

Our lack of understanding about discipleship is at the root of the problem of the Church!!!!!! Most evangelistic efforts begin with the multitudes, under the assumption that the church is qualified to shepherd those new converts into spiritual maturity and into the ministry of discipleship. **The result is our spectacular emphasis on the numbers of converts, candidates for baptism, and more members for the church, with little or no genuine concern manifested toward the establishment of these souls in the love and power of God, let alone the preservation and continuation of the work of advancing the Kingdom.**

If the pattern of Jesus means anything at all it teaches that the first duty of a pastor as well as the first concern of an evangelist is to see to it that in the beginning a foundation is laid on which can be built an effective and continuing evangelistic ministry to the multitudes.

This will require concentration of time and talents on fewer potential leaders in the church while not neglecting the passion for the world. It will mean raising up trained leadership for the work of ministering with the pastor. Eph. 4: 6

A few people so dedicated will in time shake the world for God. Victory is never won by the multitudes. Everything done with the few is for the salvation of the multitudes.

DISCIPLES NEED TO BE TRAINED! Once Jesus called his men, He made it a practice to be with them. The essence of his training program was to let the disciples follow him. It was a simple way of doing it but it worked. There were no highly organized procedures or outlines. Jesus' methods were different then the scribes,

Sadducees, and Pharisees. His knowledge was not communicated in terms of laws and dogmas, but in the living personality of Christ himself. Jesus actually demonstrated his doctrine and the disciples participated in it. Knowledge was gained by association before it was understood by explanation. The disciples asked in John 14:6, *“How can we know the way,” Jesus replied, “I am the way the truth and the life.”* By watching and following Jesus they would know the way. Jesus told all his disciples, “take up their cross and follow me. “ The answer to how do we know the way, is the same today as it was then. *“Come follow me and I will make you fishers of men.”* The school of Christ is to be with him. To do it His way. He accomplishes this today through the work of the Holy Spirit. Mark 3:14-15 tells us that before he would send them out to preach and cast out demons they were “to be with him” It is the same for us today before we can fulfill our callings and purposes we must be with Him. By the second and third year of his ministry he began to spend more and more time with His disciples. As we see the Gospels draw closer to the cross Jesus barely let the disciples out of his sight. Even the encounters with Jesus after the resurrection were almost all with the chosen apostles. Acts 10:40-41 The disciples would need to be revived in their faith.

RELATIONSHIPS IN DISCIPLESHIP

Close friendship with a new believer is a basic ingredient in making disciples. Discipleship needs to involve a loving communication of biblical rules and a loving communication of life. Often you will work with someone you have *little in common with but as you develop your friendship areas of interest will come forth.*

It is important to be honestly concerned for those you are discipling. Paul says in Phil.1:8 *“God can testify how I long for all of you with the affection of Christ Jesus.”* If Christ is in you, he will love them through you if you let Him. Pray and ask God for a love and burden for the people you work with. Before you became a Christian you picked your friends, after you became a Christian God picks out your friends.

It is also important to develop your relationship around Christ. He should remain the center of focus in any discipleship relationship. You will find your time with a disciple is precious so use it wisely by answering their questions and talking about what Christ means to you. Spiritual communication is not a lecture it is a time of sharing your love and frustrations in your Christian walk. The discussion of their problems is important and should be done by providing biblical solutions. Discuss his problems and ask about the things he is learning or the things he is struggling with. You may be led to share your personal problems. This is good but as always the Holy Spirit must be leading you as you become transparent. With our transparency comes a greater degree of impartation of the life of Christ. This is a good thing and creates the atmosphere for change. He sees your willingness to grow and change and this is valuable. However, with this increased level of impartation also comes the danger of overwhelming a less mature convert. Again our rule in discipleship is there are no set rules or formulas. We are to be teaching people

how to be led by the Holy Spirit. So it stands to reason that all we do with them should be directed by the Holy Spirit.

Another important factor is *perseverance*. *The process of discipleship take time*. Don't get caught in the trap of expecting disciples to grow faster than they are capable. Some will grow tremendously and others will plod along for years. Sometimes those who look like they are barely growing will hit a growth spurt. So be patient and realize discipleship is a divine process. It is the work of the Holy Spirit and not your responsibility. Your job is to be obedient to what God is telling you to do.

Do not take it personally when the *new Christian stumbles*. His failure is not a reflection on your performance, this is pride. *Stumbling* is part of *the discipleship process*. *A more important question you need to ask when he stumbles is he repentant or rebellious?* Patience and discernment will be necessary to discover their inner attitude. When he *stumbles, confront him with his sin* and show him how to *resolve the problem* and get back in a right relationship with God. But remember Galatians 6:1-2 you should restore him gently. The Holy Spirit will show you just how to correct with the word of God in due season. It is good to remember that with people be *quick to pray and slow to speak*. It is important to have the mind of Christ and the leading of the Holy Spirit when dealing with relationship problems.

Another important point is to keep a *good balance in follow-up in encouragement, counseling, sharing and teaching*. One of your main goals is to help **build up his convictions through the study of the Word and answering his why questions**. Always when possible answer his questions with the Word of God.

RELATIONSHIP BUILDING VEHICLES

Some people just make friends naturally while with others it takes great effort for them to make friends. Some people are outgoing and some are introverted. If you are a leader or in charge of mentoring than you must understand how to build relationship vehicles. You can set up home groups, classes, fellowships, mission trips or just assign people with a mentor or with another disciple. Home groups are one of the best ways to build relationship bridges because it is such a natural place for relationships. Bible studies are also another good outreach tool or place where relationships can form. The important thing to remember about Bible study is that we will be teaching new believers. When teaching Bible study it is important that the methods being used are sound methods. The mistake most Bible study groups make is they do not end with application or applying what has been studied.

Another importance in relationship groups is accountability. The reason we desire to build relationships is to enter into accountability. As we show our concern and desire to help others you will find the number of those wanting you to disciple them will grow.

IT IS TIME FOR ACTION BY THE TRUE CHURCH!

It is time for the Church to realistically face the situation. Our days of playing church are running out. Satan is becoming more relentless and brazen in his attacks. In today's modern world with our technology we can save people faster than we can disciple them.

What do we do and how do we start?

- We must first preach and teach the real Gospel.
- We must commit ourselves to disciple Jesus' way.
- We must win and train those in leadership and those chosen for leadership
- We must be willing to begin as Jesus did, slow, tedious, painful, and probably unnoticed by others
- We must decide if we want our ministry noticed or do we want it to really count for the Kingdom. Do we want momentary applause or a few chosen men that will give their lives for the Gospel? I believe God is calling us, the Church, back to his strategy, his plan, his mandate, to go into all the world and make disciples.
- We must commit to individual growth and change.

Discipleship is defined as teaching people to be led by the Holy Spirit so they can follow Jesus Christ. It involves helping them learn the basics of the Christian faith and develop their personal devotional lives while helping them learn to overcome strongholds so they can follow Jesus consistently and make disciples. If the people we disciple do not go on and make disciples than we have not accomplished our goal.

There are three steps in making a disciple that I want to discuss later. We must remember discipleship is a divine process. It is important that we learn to cooperate with the Holy Spirit who is doing the actual discipling. It is important that we learn what not to do just as it is important to learn what to do. If we speak, act or teach outside of what the Holy Spirit is saying we are actually interfering with the divine process. This is called control and causes the real growth process to be stunted.

To understand this process of growth let's look at a few questions. What is the Church? The church is a gathering of Christians where Christ is the head. Ephesians 5:26 To be a church we must receive God's purpose for the church. The Bible says, God planned to make man into His image. He repeats this plan again in the New Testament in Romans 8:29 "For those God foreknew he also predestined to be conformed to the likeness of his Son, that he might be the firstborn among many brothers." The church is a gathering of believers where Christ is the head and His purpose is to make His people into His image and use them to assist others in that process. If this is a true definition than we can understand the true purpose of every Christian is to make disciples. A Christian does this by allowing God to be the head or in charge of the process of spiritual growth. When man interferes or takes control of fellow believers the impartation of Christ is greatly diminished and spiritual growth is weakened if not stopped.

Discipleship is a process of helping a Christian learn to hear and be led by God. If we allow that disciple to look to us to answer all their questions instead of going to the Lord first we set up a dangerous practice. We can become idols and take the place of Christ in someone's life. As a Christian grows and becomes more mature we should be giving them less and less of the answers. They should be learning to find the answers through prayer and the word of God. We should find their need to ask us questions gets less and less. Be careful about allowing people to become dependent on you.

One of the first steps in restoring a church to the ministry of discipleship is to get the leaders growing spiritually. Most leaders have a dangerous practice of thinking they have arrived and becoming sluggish in their pursuit of God and spiritual growth. We are told in Hebrews 11:6 that God rewards those who diligently seek Him. The word reward means to be formed. God promises to change us if we seek Him diligently. As leaders we must create an environment suitable for change by demonstrating change. There is no greater motivation for discipleship than for those who are called to lead and disciple the church to be consistently growing. We are told in 2 Corinthians 4:10-11 that the key to impartation of the life of Christ is our willingness to enter into our death. "We always carry around in our body the death of Jesus, so that the life of Jesus may also be revealed in our body. For we who are alive are always being given over to death for Jesus' sake, so that his life may be revealed in our mortal body." If we want to disciple others we must understand the first step is to begin to allow God to change you. We call this change our death. As we learn to say know to our desires and yes to those of Jesus Christ we begin to grow. Actually, one of the most important components of spiritual growth is your willingness to die or change. These verses tell us that the giving over to the process of death is what allows the life of Christ to be manifested through us. This will give you the life of Christ to manifest and demonstrate to those God sends to you to disciple. Now lets' look at the process of how to disciple others.

THREE STEPS

in Building Disciples

Step One: Follow-Up

The first step in building disciples in our churches or in our ministry begins with follow-up. Brand new Christians or old untaught Christians need to be followed up carefully if they are to achieve the potential for service that God has planned. (Eph. 2:10, Acts 14:22) Follow-up is defined as “the spiritual work of grounding a new believer in the faith.”

Step Two: Develop a Meaningful Relationship

Develop meaningful relationships with the individuals with whom we will be working with, whom we will be training, and into whose lives we will be pouring ours.

Step Three: Start the Process of Apprenticing

The one on one process is an in depth training of a followed-up believer in Christian character (discipleship) and showing how that character can be reproduced in others (disciple making). The crucial ingredient of discipleship is continual growth in Christian character.

Discipleship can be defined as cooperating with God to help a person grow spiritually and live for Jesus. It involves helping a person break down the strongholds of personal weakness and cultural traditions; helping the person learn the biblical principals of personal life, family life, church life, and discipleship through the ministry of the word and prayer; and training the person for the work of the ministry.

The process of discipling others is not only teaching principals. It is best explained in terms of three aspects of the apprenticing process. First we are to teach people the biblical principals of Christian life and ministry. Second we are to demonstrate the life of Christ to the person we are mentoring. Third we allow God through His Holy Spirit to impart and teach through us. The teaching is most often done through questions that a growing believer will have. This is important because we must be careful to not interfere with the Holy Spirit and the sanctifying process. We can know what God is doing in someone’s life because of the questions they come up with.

The discipling methods and guidelines of this material are to be used and followed only as the Holy Spirit leads. It is good to have a plan to follow when discipling but we must allow God to essentially create a unique discipleship process for each individual. We must depend on God to lead us as we cooperate with His discipleship process.

FOLLOW-UP

Follow-up may be defined as grounding a new believer in the principals of the Christian Faith, helping them develop personal devotional skills and building Christian character. There are three primary aspects to follow-up. Establishing group involvement, building personal devotional skills and entering into the apprenticing process.

The first step toward building disciples begins with follow-up. This may be new concept to some. Even if you have heard the term follow-up you may not have participated in an effective follow-up program. One of the main reasons for this is many Christian leaders have neglected the ministry of follow-up. It is one of the three main steps in making disciples.

Statistics show that fewer than one percent of evangelical church members are involved in follow-up. I used to think that evangelism was the greatest problem in the church today but follow-up is even more of a problem. This is a surprising fact when you realize the power and effectiveness of proper follow-up.

One church discovered they had a conservation rate of one out of six of their new Christians. Conservation was defined as them becoming productive members. However, after a personal follow-up ministry was implemented the conservation rate grew to 5 out of 6 becoming grounded and productive.

Well planned personal follow-up of new believers could, I am convinced, revolutionize the traditional growth rates of the church. One church in Africa that I trained in personal follow-up almost doubled in size in one year. After a week of seminars at the church, the pastor told me one night after one of the sessions, I have been a minister for 22 years, finally I know how to make a disciple.

Here are some scriptural examples of follow-up:

- Col. 1:28-29 We proclaim him admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all his energy, which so powerfully works in me.
- Acts 14:21-22 They preached the good news in that city and won a large number of disciples. Then they returned to Lystra, Iconium and Antioch, strengthening the disciples and encouraging them to remain true to the faith.

In light of the biblical emphasis on follow-up, the serious Christian has no choice but to do it. The only question is how follow-up can be accomplished most effectively.

Spiritual grounding of a new believer in the faith will be the product of teaching, training and apprenticing. There are certain basic spiritual truths a new Christian must know and apply to become grounded and really begin to grow in Christ. *Research has shown that even though discipleship needs to be flexible and dynamic it must have a structured plan or format for grounding new believers in the basics of the faith.*

Without this structured grounding process disciples do not consistently reproduce.

What makes an effective follow-up program? How do we do it? The following is a list of the five basic areas of spiritual truth involved in an effective follow-up program:

1. Helping the new believer receive assurance of salvation and acceptance with God.
2. Helping the new believer develop a consistent devotional life.
3. Helping the new believer understand the basics of abundant Christian living.
4. Helping the new believer become integrated into the life of a local church.
5. Helping the new believer learn to share his faith with others.

Another way to *explain follow-up* is that it is the *assuming of a parent-child relationship with a new believer*.

The Bible describes new believers as spiritual babies, 1 Cor. 3:1, 1Peter 2:2 These are accurate descriptions of the life of a new believer. Babies need love, protection, food, and training.

THE TOTAL FOLLOW-UP PROGRAM

The work of follow-up in a new Christian's life can better be understood by examining the three basic forms it should include.

1. Group fellowship involvement – Home group, Bible Study, Sunday School
2. Developing personal devotional skills
3. Having a one on one discipleship relationship

Group fellowship should be a place of fellowship and instruction in the basics of doctrine and the foundations of the faith. It is also here that development of committed relationships happens. This is also the place where accountability, care and encouragement is given.

Personal devotional skills are developed in a new believer as he is taught and sees demonstrated the principals of prayer and Bible study. (Please refer to the Seek Manual for how to have a devotional time with God.)

A one on one meeting is the assuming of a one-to-one relationship by a mature believer with a new Christian for the purpose of aiding the new Christian's spiritual growth. This third type or form of follow-up is one the most effective and by far the most neglected.

THERE ARE TWO MAJOR CAUSES FOR FAILURE IN PERSONAL FOLLOW-UP:

1. Being unclear about what needs to be done to ground the new believer in the faith. Some people know what to say but don't know how to say it.
2. Christians unwilling to give the large amount of time that effective personal follow-up requires.

IMPORTANCE OF FOLLOW-UP

- Bible commands it –
- Here are four reasons why we should be involved in follow-up

1. The Vulnerability of a New Christian

New Christians are easily deceived by Satan and are more vulnerable to temptations at the beginning of their walk than at any other time. It is also common to experience doubt about the validity of their decision. They need the protection of a mature believer because of the fact that they know very little of the word they are quite defenseless. This vulnerability is a key reason why personal follow-up is so important.

2. The New Christian's Potential for Change.

A new Christian has a very rapid growth rate once they are saved. It is very much like a new born baby in the natural world. New Christians are more able to receive truth and change the most in the first 24-48 hours after they surrender to Christ. At this crucial time direction and guidance can dramatically increase the speed one grows in Christ.

A mature Christian can help the new convert hear the direction of the Holy Spirit and even speak into areas of urgent need. **With proper supervision new believers don't develop wrong life patterns that hinder growth. It is also a time when unnecessary sin problems can be undone. Removing these problems will result in real lasting growth. As always these corrections are done under the direction of the Holy Spirit.**

Scripture calls this process of change "putting off" the old nature and putting on the new nature. Ephesians 4 and Col. 3 explain this concept. When we strengthen the inner man with spiritual food of the word of God, prayer, the anointed preached word of God as well as praise and worship. Tremendous growth takes place in the new convert.

3. Disciples Are Produced Most Effectively Through Personal Follow-Up.

Follow-up programs have proven the most successful way in developing disciples. Personal-follow-up greatly increases the speed and probability of discipleship development in a new believer's life.

4. Personal Follow-Up Is the Most Effective Way of Achieving Spiritual Multiplication

Encouraging new Christians to be fruit producing has important implications for the fulfillment of the *Great Commission*. New Christians must be taught not only to grow in Christ but also to witness & follow-up others. A multiplier is a disciple who is training his spiritual children to reproduce Christ in other disciples. Multiplication is third generation discipleship training (seeing someone we have discipled begin to disciple others). Because one of the keys of discipleship is follow-up where a one-on-one relationship occurs; we can see there is a great need for an increased labor force to accomplish this job.

SPIRITUAL MULTIPLICATION IS A PROCESS THAT GOES THROUGH FOUR DISTINCT PHASES.

1. Evangelizing: Sharing your faith, begins the process, methods vary but message and parts of the gospel should be the same. Sin, Separation, Substitution, Surrender

2. Personal Follow-Up: Meeting with a new believer on regular basis. Working to build the new Christian's convictions and devotional life.

3. Discipling: Begins when you start to train the Christian with whom you are working with to personally follow up another new Christian. This process of pouring into others also keeps new Christians growing in Christ. It takes much longer to train a new Christian to do personal follow-up than to help him grow in Christ. The goal is the multiplication of teachers.

2 Tim 2:2 gives us the truth that Paul sought to relate to Timothy: “The things you have heard me say in the presence of many witnesses [Level 1] entrust to reliable men [Level 2] who will also be qualified to teach others [Level 3]”

Discipling goes through 3 distinct levels:

1. Teaching him to follow-up someone
2. Teaching him to teach others to follow-up someone.
3. Teaching him to teach others to teach others to follow-up someone.

4. Multiplying: This is where 2 Timothy 2:2 has become a reality in your ministry. The goal of your follow-up ministry can be accomplished no other way than through one-to-one involvement and training. To be a multiplier should be the goal of every Christian. A multiplier is a disciple who is training his spiritual children to reproduce themselves.

Discipleship training is the spiritual work of developing spiritual maturity and *spiritual reproductiveness* in the life of a Christian. The new Christian must be taught not only to grow in Christ *but also to follow-up others who respond to Christ.*

FACTORS EFFECTING PERSONAL FOLLOW-UP

1. Relationships

A discipler must be in a right relationship with the Lord because he is attempting to transfer the life of Christ. Life transference is what goes on in follow-up it is not just teaching and training. The training in follow-up is meant to supplement not substitute for personal life demonstration and communication. Don't focus on methods at the expense of relationship. 1 Thess. 2:8 “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.” Remember it will not be your powerful teaching that inspires people it will be the love they experience from our life.

2. Commitment

Multiplication is the product of both personal follow-up and discipleship. It is a time consuming process and anything that takes time also takes commitment. The average person today is so busy that ones priorities quickly come into play. You must consider three things:

1. Do I believe in follow-up?
2. Am I willing to spend the time necessary to develop disciples?
3. Am I willing to examine my present involvements and adjust my priorities?

3. Concentration

Effective follow-up can never take place if you are trying to work with too many people. Start with one or two. Multiplying disciples cannot be mass produced, but it is the product of in-depth, time consuming, hard work. To achieve true reproductiveness you must work with only a few people at a time. When selecting disciples remember that faithfulness is an important criteria for concentration. Part of discipleship requires looking for faithful and trustworthy individuals. As you become successful, pressure to not concentrate on a few will be great. Jesus constantly fought the need to expand his discipling ministry. Wayne Moore, in his book *New Testament Follow-Up* discusses various laws governing multiplication. One of the most important is the factor of concentration. He states, "A decision that our ministry will be *intensive*, rather than *extensive* will change our whole life. Christ poured 3 years of his life into the twelve apostles, near the end (the last 6 months) he spent almost all his time with the apostles."

4. Duration.

Remember discipleship is not a short term job. It is one that will require patients if you are going to see lasting fruit. It will take time perhaps a year before you will see real growth coming from the persons life. Christ poured three years of his life into twelve men. Why? To ensure massive multiplication. He was better at it obviously than you or I so be patient.

5. Environment

This refers to the spiritual environment not the physical. The kind of spiritual environment will greatly effect the outcome or growth rate of a new Christian. By spiritual environment I mean the extent to which God is present where the disciple meets for instruction and worship. The degree to which Christ is the head or in charge of meetings and services will determine the extent or amount of spiritual food available. This will have a great affect on a growing convert. Spiritual climate also effects mature believers too. If there is little spiritual life in meetings than usually spiritual apathy creeps into the members. Remember in Rev. 3:14 we are warned about lukewarmness. It will effect your witness, evangelism and also follow-up. Regardless of what you may have been told it is possible to experience God's presence and glory every time we meet whether individually or corporately. The degree to which God will be present in his glory and power will depend on the leaderships ability to allow the Holy Spirit to direct the service or meeting. This may seem to put a burden on us as if we have to perform to get God to come. No, God comes if we let Him. However we have become use to having meetings where God's presence and glory is not normal. It should be the norm.

FOLLOW-UP GUIDELINES

Corporate, Personal, and One-on-One

Proper follow-up should employ all of the 3 types of teaching methods: **Teaching** where the transmission of ideas takes place. **Training** where the transmission of learned skills occurs. **Apprenticeship** where impartation, the demonstration of the life of Christ and Christian character is further developed.

An emphasis on relationships is an important part of any follow-up effort. Life transference was one of Jesus' secrets. We must make a commitment to spend time with new disciples.

I. GROUP OR CORPORATE MEETINGS: Emphasis on Instruction and Relationships

A. Instruction & Fellowship

1. Doctrines Basic Instruction
2. Theology Basic Instruction
3. Fellowship - Beginning relationships are built

B. Spiritual Equipping and Training

1. Home Groups, Cell Groups or Prayer Meetings
2. Accountability Groups
3. Bible Study Groups or Discussion Forums

II. PERSONAL STUDY:

A. Learn systematic Bible study methods

1. Dynamic - asking questions of scripture method
2. Precept - verse upon verse (*in depth*)

B. Study Basics of the Faith

1. Grounding in basics of the faith
2. Basics in prayer
3. Grounding in basics of the faith advanced

C. Devotional Time- learning how to pray

III. ONE ON ONE FOLLOW-UP – Emphasis is on Relationships

(Demonstrate the life of Christ, *Answer “why” questions, pray, instruct*)

A. Grounding in the Basics of the Faith (*explains Gospel & basics of faith*)

B. Grounding in the Basics of Prayer

C. Learning the how to be an overcomer - (*explains subjects like:*

our identity, the blood, the cross, & victorious abundant Christian life issues)

D. Mission project: Apprenticing through: Mission trips, Outreach and Witnessing

A MEANINGFUL RELATIONSHIP

Communication of a Life

Develop meaningful relationships with the individuals with whom we will be working, whom we will be training, and into whose lives we will be pouring our own.

The second step in a discipling ministry is to develop a meaningful relationship with the individuals with whom we will be working, who we will be training, and into whose lives we will be pouring our own.

Developing a close friendship with a new believer is a basic ingredient in effectively following up a new Christian. It involves a nurturing that goes beyond merely the teaching and enforcing of rules. It involves a loving communication of a life.

DEVELOPING RELATIONSHIPS CAN BE DIFFICULT

Don't assume that relationships just naturally occur. Sometimes they may if there are common interests but if they are not present than we must help build relationships. Tools or vehicles for building relationship are important and sometimes must be implemented. It also helps you to bridge culture and racial barriers. These tools can involve cell groups, Bible studies, accountability groups, and fellowship gatherings. Those who don't make friends easily will be greatly encouraged and strengthened. Spiritual parenthood has many of the same characteristics as physical parenthood. How many could be content to be a rule-giver and enforcer with their children. A good parent besides an authority figure is constantly seeking to know his children better. The same should be true in Church.

DEVELOP AN ATMOSPHERE OF LOVING CONCERN

One of the first ways to begin developing a meaningful relationship with a new Christian is by being honestly concerned for him, really wanting to be his friend. The Bible clearly teaches this as an important element in follow-up. Proverbs 17:17 Paul tells the Philippians in chapter 1:8 that God can testify to his heart, God knew he loved these Christians. Will you love the people you are following up? What if I don't feel burdened for a new Christian?

1. Pray specifically ask God to Develop this in you
2. Pray for specific things - intercede for the person
3. Read the first part of many of Paul's epistles
4. You will feel a burden as you build relationships

When you are seeking to build friendships with new Christians, it is important that you have an accepting kind of love.

JESUS MODELED ACCEPTING LOVE

1. Jesus had this kind of love with the disciples
2. His love and concern were his basic tools in their spiritual growth
3. Even when the disciples failed his attitude was one of concerned acceptance
4. The Lord rebuked them when they failed but he still loved them and continued to work with them.
5. Creating an atmosphere of unconditional acceptance is important
6. Don't misunderstand, this does not imply overlooking people's sinfulness but accepting them in the face of their failings and showing them how to deal with any problems they have
7. A good check is to see why the new Christians does what you assign him. Is it the result of his motivation to grow in Christ or is he afraid if he fails you will reject him.
8. You are creating an atmosphere of love that will motivate him.

DEVELOP YOUR RELATIONSHIP AROUND CHRIST

The second major truth in building relationships is to develop your relationship around Christ. It is natural to try and develop it around something else. John gives us the correct focus in 1 John 1:3 Christ is the focal point of true fellowship. How? From the beginning, spend the bulk of your time on spiritual things.

1. Don't lecture
2. Talk about spiritual issues – share spiritual experiences
3. Set the pattern from the beginning
4. Sharing around common interests is OK - use them for teaching
5. Always have something fresh to share

It is important to know how to motivate people to study the word. Use the Bible when you deal with their problems and tell them how you use the Bible when you solve your own problems. Jesus motivated his followers to study the Bible because he used it, He quoted the Bible 160 times in the presence of his disciples. You must use the word with new believers.

PERSEVERANCE AND PATIENCE

The second key in making disciples is developing meaningful relationships. It takes time to build quality relationships. In the first few meetings lay the ground work for a good relationship. Sometimes new Christians may not seem to be responding stick with them. Don't let slow growth discourage you. Don't let defeats discourage you. They offer good teaching opportunities. Remember who backs you up!

Don't take a new Christians failings as a sign of your failure. It could be a sign of a stronghold or area of personal weaknesses. You will need God's direction on how to proceed. The person if he is developing a consistent life that seeks God may be ready for "Prayer Transformation Ministry. This is a form of counseling that helps deal with strongholds. We can help you with the training in this ministry.

When a new Christian sins we need patience to discern the new Christian's attitude in the midst of the failure. Is he repentant this will determine your course of action. Is he willing to learn from his mistake. If he has a rebellious attitude you will need to confront him differently. We must always have the Holy Spirit's counsel in these matters. Remember Galatians 6:1-2, all judgment in the body should have restoration as it's goal. It takes patience and discernment to discover the inner attitude of a new believer. One example of sensitivity in detecting wrong attitudes is in Acts 5, Peter rebukes Ananias and Sapphira. Whenever a new Christian stumbles it is important to deal with his problem.

1. Confront his sin as the Holy Spirit allows.
2. Show him how to resolve the problem and get back into a right relationship with God.

MINISTER TO THE TOTAL PERSON

We must not view our role from too limited a perspective. We must not be so concerned about the spiritual side that we ignore the other aspects of his life. Social problems, health, family problems, work problems etc. all can distract and hinder the discipleship process. Take time and allow God to give you discernment and the wisdom to speak into these issues.

It is also important to remember what he tells you. Keep a log system after meetings to record comments, concerns and prayer needs. This is especially important if you disciple many people. It is hard to show concern if we forget what is important to them.

APPRENTICESHIP

Christian Character Development

Step Three: Start the Process of Apprenticing

We can define the apprenticing process as the in depth training of a followed-up believer, building a Christian's character (discipleship) and showing how that character can be reproduced in others (disciple making). The crucial ingredient in discipleship is continual growth in Christian character. We are working as a vessel, allowing the Holy Spirit to produce the mind and character of Christ in others.

STARTING THE PROCESS OF APPRENTICING

Christian character development is Biblically defined as those character traits that Jesus Christ possessed. Not only is the Christian to be different and distinct from the average unbeliever, but he is also to stand head and shoulders above anyone who is known as a person of character. The follower of Christ must be different from anyone else in the world. In the same way when people see Christians they ought to see Jesus in them. What we are, therefore, is more important than what we do. Christian character has to do with what we are as believers in Christ and it can be developed in our lives.

When we work with our trainees, we must help them develop Christian character in their lives. In our ministries of disciple making on a personal one on one basis, we must focus on building four key traits in our trainees:

Conviction, Perspective, Excellence, and Depth of Character

We do so through our own personal examples and careful training.

CONVICTION

In the initial stages of follow-up, your trainee has inherited your convictions. He has learned why you memorize Scripture, study the Bible, and pray, but this will not sustain him over the long haul. He must develop convictions of his own. His convictions are built in two ways:

1. His own study of the Scripture

A missionary was teaching when one of his students complained he was making Americans of them. The missionary suggested that they study Scripture to find out if what he was teaching was from the bible or American culture. The students came back with their new convictions because of a study of the word of God.

How do we show new Christians the importance of the word. Suggest they do a word study of Psalms 119, note various verbs, attitudes about God's Word and references to

the Word itself. Suggest they bring one of their problems up and use a study of the word to give direction and light to the issue.

2. Discovering answers to his why questions

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? As you use the word of God to answer his why questions he will begin to build his own set of convictions. Convictions are deeper than just personal beliefs. He holds his beliefs, but his convictions hold him.

PERSPECTIVE

When a person comes to Christ, he still remains pretty much a self-centered individual. As he grows in the Lord, he has his sights raised. He begins to be aware of the needs of others. He begins to look at serving the church. His prayer life grows and so does his burden for others. When a missionary comes to speak a desire to serve grows. His vision becomes enlarged. He begins to live on a different plane. His self life begins to fade and his focus begins to be on the Lord himself. His goals become to know God, find the will of God, do the work of God and meet the needs of others.

EXCELLENCE

Another important characteristic that must be developed in disciples is a proficiency in ministry. He must aspire to excellence in his ministry. He must know how to witness, service, and disciple proficiently. His efforts should reflect the testimony of Jesus Himself "who has done everything well" (Mark 7:37)

To become proficient we must embrace our death and encourage others to die to self if they are to develop a spirit of excellence. You must bring them to a place where they turn themselves over to Jesus and let Him live His life through them. This is best done by demonstrating the self-less life of Christ. Phil. 3:3-4

We must know the what's and why's of Discipleship. This may seem like hard work but if we are to help a person become an effective worker in the kingdom of God, he must have the what and whys of discipleship firmly in his mind and heart. He must be skillful in his ministry.

DEEPENING CHRISTIAN CHARACTER

Next we must focus on a deepening of Christian character 1 Cor. 4:20. What are some of the qualities of Christian character that must be deepened?

1. The Holy Spirit sanctifies us, but his tools are sometimes teaching from others.
2. Keeping oneself in good health 1 Cor. 6:19
3. Keeping a clean and proper outward witness such as what we look like and what we say 1 Cor. 9:22
4. Maintaining a purity of life and resisting temptations because we are to be salt and light 2 Cor. 6:17

5. Giving of tithes and offerings and living as a wise steward of all of God's resources.

Proverbs 3:9, Mal. 3:10, Luke 6:38, 2 Cor. 8-9

CHARACTER TRANSMISSION BY EXAMPLE

Best way to build these qualities in your trainee is through your personal example
1 Thess.1:5.

When Jesus spoke to the Samaritan women in John 4, he was demonstrating how to deal with prejudice. Jesus greatest example was His death on the cross.

For your life to transmit successfully two things are required.

1. **Availability** – You can't train those who are unavailable and we cannot limit our training to only the classroom. Jesus and the disciples were immersed in life together. You must be available to your trainee constantly. You must be deep in your own fellowship with Jesus Christ so that your life may be a focal point for the energizing power and teaching of the Holy Spirit to use as a means of being an example to him.
2. **Transparency** - We must allow our lives to be as open books. However, we should exercise great caution in being too transparent with others. Too much transparency too soon in the development of a trainee may cause harm. Jesus knew this all too well. *I have much more to say to you, more than You can now bear*" (John 16:12). Also see Mark 4:33 Jesus only took James, Peter, and John on the Mt. of Transfiguration and He took three to the garden of Gethsemane. Nevertheless the fact remains that others cannot really know you unless you open yourself to them. So we need balance in being transparent with others. The closer your relationship becomes with a new disciple the more transparent you can be. You can even turn faults, temptations and weaknesses into spiritual strengths by demonstrating your willingness to change.