

Baylor Cru Discipleship Training Packet

Table of Contents

- Introduction
 - U-Diagram
- Multiplication
- How To Choose Your Disciples (Selection & Verification)
 - RAFT
 - Life Concepts
- How To Start With Your Disciples (Challenge & Diagnosis)
 - Discipleship Challenge Sheet
 - Growth Circles
- How To Disciple Your Disciples (Components & Resources)

Introduction

As people begin thinking about helping others grow spiritually, they may experience a range of emotions. Discipleship is really exciting and rewarding; but it can also feel intimidating and complicated. Sometimes we lack direction and don't know where to start or what to do for a "discipleship time." We may feel unprepared or even unqualified from our lack of experience. Also, we desire the people we pour into to be pouring into others as well (2 Timothy 2:2), and this may not be happening. This packet is designed to help clarify discipleship, give vision and direction for the overall process.

As you read this, you may be a person who is trying to figure out how to disciple someone. Or, you may be someone who needs some tools to help another person disciple someone else. Hopefully, this packet will help prepare you for both! Wherever you are, a good starting point is the first document, Making and Multiplying Disciples (affectionately known as the U-Diagram), which is found on the next page. This is a great tool for keeping the big picture in mind. This answers the question, "What am I trying to accomplish through discipleship?" After looking over the document, there are two questions for consideration:

- Where am I on this diagram?
- Where are my friends?

The rest of this packet explains what discipleship is and outlines a helpful framework along with many useful tools for the process of disciple-making. The last three sections attempt to simplify things and give you specific next steps so that multiplying discipleship happens. Hopefully, after reading this resource you will not only know how to begin, but also have a vision for where you are headed in the process of making disciples.



MAKING & MULTIPLYING DISCIPLES



LOST STUDENTS

- Created in the image of God, every person has value
- Apart from Christ, we are lost and separated from God
- 1 Timothy 2:3-6

WIN: Expose lost people to Jesus

- Pray
- Identify areas of influence and cultivate relationships
- Explore where people are spiritually
- Initiate opportunities to authentically share about Jesus
- Use helpful tools: KGP, testimony, Soularium, EveryStudent.com
- Bring to a point of decision



WHERE AM I?
WHERE ARE MY FRIENDS?
WHERE CAN GOD USE ME?

CHRIST-CENTERED LIFETIME LABORER

- A spiritual multiplier with a willing and available heart to meet the spiritual needs of the world
- Lives with an eternal perspective and in light of the Great Commission
- Mathew 28:18-20, Revelation 7:9-10

BLESS: Expand resources for Christ's kingdom

- Go/Do as God leads to help fulfill the Great Commission
- Seek to be a blessing to the world with their time, talent and treasure
- Develop new ways to expand the gospel to new places
- Send others into God's harvest

BUILD: Establish a growing relationship with God

- God's Word
- Basic Follow-Up
- Community
- Small Group
- Spirit Filled Life
- Local Church
- Weekly Meeting
- Conferences and Retreats



TRAIN: Equip to make an impact for Christ

- Address heart and character issues
- Model and coach in Evangelism and Discipleship
- Lead a Bible Study
- Initiate Gospel Conversations
- Take Faith Steps
- Participate in a Summer Mission



SEND: Engage and multiply servant leaders

- Mobilize and train for multiplying discipleship
- Instill ongoing vision
- Grow in heart for the world
- Launch new movements
- Engage others in the mission
- Bring others to conferences, retreats and summer missions
- Owns ministry



PROFESSING BELIEVERS

- Identifies with Jesus
- Grasping God's love, assurance of salvation and the Spirit filled life
- 1 John 5:11-13

FAITHFUL DISCIPLE

- Increasing commitment to grow spiritually
- Growing as a follower and learner
- Mark 8:34-36

FRUITFUL WORKER

- Growing in desire and capacity to impact others for Christ
- Becoming a leader and "giver"
- 2 Timothy 2:15

SPIRITUAL MULTIPLIER

- Spirit Filled Disciple leading others to Win, Build and Send
- Influencing others to multiple generations
- 2 Timothy 2:2

Multiplication

Excerpt from the article “Practical Discipleship” by Jason Weimer

“Let’s start by reviewing why discipleship is so important. First, of all the crowds of people that surrounded Jesus almost constantly, He chose to devote much of His time and teaching to twelve rather common, ordinary men. Why? Wouldn’t it have been easier for Him to spend all His time preaching to the masses, winning many souls to Himself, and building up a huge number of followers? He could have easily reached tens of thousands and established a church with a broad base and large number of people. But what would have happened after His death, resurrection, and ascension into Heaven?

The large number of new believers would be without trained leaders to carry on Jesus’ teachings and no one would grow in their new faith - they would be like a boat without a rudder. Instead, Jesus chose to focus on twelve prayerfully chosen men whom He staked His whole ministry on. He specifically and intentionally chose them, lived with them, taught them, and instilled His plans and purposes into them.

And now, starting with these men under the power of the Holy Spirit, the church has expanded literally around the world, with hundreds of millions of believers. The principle Jesus set is called spiritual multiplication, and the apostle Paul described it best 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.”

In spiritual multiplication, the aim is to invest in a few people, equipping each of them to invest in another few people, and so on. If you pour into 3 people, then they each pour into 3 more, you end up with 12 people developed and matured (your 3 + their 9). Then if those 9 disciples each pour into 3 more, and so on, very quickly there can be a huge number of people disciplined. Jesus strategically ministered in this way, and we can too.

Why do we disciple others? Simple- because it is the practice Jesus set, and it is the most efficient way to reach the world. By pouring into a few, developing them in the character and actions of Jesus, and equipping them to develop others, we can be used by God to make a great impact in reaching the world for Christ.”

How to Choose Your Disciples (Selection & Verification)

Biblical Background

- Read Luke 6:12-19
- Read 2 Timothy 2:2
- What are some key things we learn about discipleship in these passages?

Excerpts from Master Plan of Evangelism by Robert Coleman

“His concern was not with programs to reach the multitudes, but with men whom the multitudes would follow.

Men were to be his method of winning the world to God.

As one might expect, these early efforts of soul winning had little or no immediate effect upon the religious life of his day, but that did not matter greatly. For as it turned out, these few early converts of the Lord were destined to become the leaders of his church that was to go with the gospel to the whole world, and from the standpoint of his ultimate purpose, the significance of their lives would be felt throughout eternity. That’s the only thing that counts.

Yet Jesus saw in these simple men the potential of leadership for the Kingdom. They were indeed “unlearned and ignorant” according to the world’s standard (Acts 4:13), but they were teachable.

Jesus can use anyone who wants to be used.

One cannot transform a world except as individuals in the world are transformed, and individuals cannot be changed except as they are molded in the hands of the Master. The necessity is apparent not only to select a few helpers but also to keep the group small enough to be able to work effectively with them.

This does not mean that Jesus’ decision to have twelve apostles excluded others from following him, for as we know, many more were numbered among his associates, and some of these became very effective workers in the church. Nevertheless, we must

acknowledge that there was a rapidly diminishing priority given to those outside the Twelve.

He literally staked his whole ministry on them.

Jesus did all that any man could be asked to do and more to reach the multitudes.

In every way possible Jesus manifested to the masses of humanity a genuine concern. These were the people whom he came to save—he loved them, wept over them, and finally died to save them from their sin. No one could think that Jesus shirked mass evangelism.

Jesus was not trying to impress the crowd, but to usher in a kingdom. This meant that he needed people who could lead the multitudes.

Unless Jesus' converts were given competent men of God to lead them on and protect them in the truth, they would soon fall into confusion and despair, and the last state would be worse than the first. Thus, before the world could ever be permanently helped, people would have to be raised up who could lead the multitudes in the things of God.

The multitudes of discordant and bewildered souls were potentially ready to follow him, but Jesus individually could not possibly give them the personal care they needed. His only hope was to get leaders inspired by his life who would do it for him.

Though he did what he could to help the multitudes, he had to devote himself primarily to a few men, rather than the masses, so that the masses could at last be saved. This was the genius of his strategy.

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

Anyone who is willing to follow Christ can become a mighty influence on the world providing, of course, this person has the proper training.

Here is where we must begin just like Jesus. It will be slow; tedious, painful, and probably unnoticed by people at first, but the end result will be glorious, even if we don't live to see it.

We must decide where we want our ministry to count—in the momentary applause of popular recognition or in the reproduction of our lives in a few chosen people who will carry on our work after we have gone.”

Reflection Questions

- What is the most challenging thing to you about selection?
- How did Jesus care for the masses even after choosing his 12 disciples?
- What would both discipleship and caring for the masses look like for you today?
What capacity do you feel like you have to do this?
- According to the article, what are good criteria for choosing someone to disciple?
- Who are some people that you want to invite into a discipleship relationship?

Why selection?

- It's what Jesus did
- Realistically, you can only disciple a few
- Not everyone wants to be disciplined by Cru
- Not everyone wants to move toward biblical discipleship
- Long-term impact is key

Criteria to Consider in Selection

- Relational
- Available
- Faithful
- Teachable

Remember that discipleship is more than just friendship with someone. You can have a great connection with someone and hang out all the time but that is not discipleship. Discipleship is intentionally pouring your life into someone with the expectation that they will multiply their life into others as well. This is why you want to find people who are relational, available, faithful and teachable (RAFT).

Verification - How do I know if a potential disciple has these qualities?

Sometimes you know someone well enough to know that they are relational or teachable. But even if you do know them, you may not know if they are going to be teachable or faithful in the context of discipleship. Other times, you don't really have any relationship with a person at all prior to discipleship. So how do you know if you should challenge them to discipleship? The best method is to introduce a “trial run.” Enter Life Concepts.

Here at Baylor Cru, we go through the 5 Life Concepts (sometimes referred to as the 5 Follow Ups) with as many people as possible. Simply offer to meet with a student for five weeks to go through the Life Concept lessons and at the end of that time, you will have a pretty good idea for how relational, available, faithful, and teachable they really are. At that point, it is easy to invite them to meet one more time to talk about what it could look like to continue meeting on a weekly basis moving forward. In that meeting, you will go through the Discipleship Challenge Sheet with them (see next section).

The Life Concepts can be found at www.baylorcru.com/resources under Follow Up Materials. Each lesson has a handout and a leader's guide. To effectively prepare these lessons, print out two handouts (one for you and one for the other student) then go through the leader's guide on your own and write your notes, comments, and questions in one of the handouts. When you go through the lesson with the potential disciple, simply give them the other handout and use your copy to guide them through the discussion. Use the Leader's Guide for preparation purposes only.

How to Start With Your Disciples (Challenge & Diagnosis)

Challenge - Discipleship Challenge Sheet

So, you have prayed and asked the Lord who you should disciple. You have evaluated potential people using the RAFT framework. And, you've gone through the Life Concepts to verify that they do indeed have the qualities you're looking for in a disciple. Now what? How do you start?

Discipleship is so important that you don't want to leave what it will look like up to chance. You need to be clear with the potential disciple about what you are committing to, and what you're asking them to commit to. This is where the Discipleship Challenge Sheet does all the hard work for you. Access it at www.baylorcru.com/resources under the Discipleship section. Familiarize yourself with it, and make sure you are comfortable drawing out the diagram. After this appointment, you and your newly committed disciple will be on the same page and excited about how the Lord could use you both to expand His Kingdom! Please do not underestimate the power of this tool. Use it at the beginning of every discipleship relationship you have. Go through it knowledgeably. Speak passionately about how your disciple could see God work in their life and through their life as they embark on this new adventure called discipleship. Your excitement will be contagious and people will catch the vision.

Diagnosis - The Growth Circles

In discipleship, it is important to have a plan on where you want to take your disciple and what areas you want to help them grow and develop in. Some of these areas are vital truths that all Christians should be grounded in - like assurance of salvation, community, eternal perspective, and prayer. Others will be specific struggles that people have - like temptation, pride, trials or worry. As a discipler, you need to identify what specific developmental needs your disciples have and prayerfully formulate a plan to meet those needs, trusting that God will use you to help them grow. The Growth Circles is one tool to help do just that.

Here is how to use this exercise: Sit down with your disciple and take out the blank Growth Circles sheet, found on page 10. Tell them that this exercise will help both of you identify some areas that they can grow in spiritually.

You can either use the provided list of topics (see page 11) or create your own. If you feel there are several topics that you know are areas that your disciple needs to grow in you can limit the list as appropriate.

After you have given them the list and the circles, have them fill out the circles with all the items on the list according to how they think they are doing in each area. The better they are doing in a particular area, instruct them to write that closer to the middle of the circles; the areas they need growth in, farther outside relative to how much they feel they need to grow. So the areas they are doing best in will be in the middle and areas they need the most towards the outside. Think of it as a target; they're either hitting the mark in that area or missing it. Note: putting a topic in the center doesn't mean they are perfect in a certain area it just means that it is the area they need the least guidance in.

Your goal as a discipler should be to work with them on the areas outside of the center circle and pull them into the center, helping him become stronger in those areas. After you've done this exercise, hopefully you will have a good idea of some of the areas you can work on in discipleship with the person you're discipling. Ask God to use you to help your disciple grow in those areas that he or she needs development in, and prayerfully look down the road and plan out what to teach and work on in the weeks and months ahead.

You can finish the time praying for God to help you both grow and for your disciple to specifically grow in the areas that need attention. Also be sure to set up a time to meet next to starting studying these topics.

If you like you can even come up with a semester discipleship plan based on the areas that they need to grow. You probably won't show this to your disciple; rather it can be used as a guide to keep you on track throughout the semester. A blank semester discipleship plan can be found on the last page of this packet.

To help you plan out and prepare for discipleship, resources for each of the topics listed on the growth circles have been placed on www.baylorcru.com/resources for your use. More on those in the Resources section of this packet (page 14). This makes it easy for you to identify areas of growth and come up with ways to address those areas. You can also find a file with just the Growth Circles on the website if you need to print additional copies.



Growth Circle Topics

- Assurance
- Church Involvement
- Community
- Confession
- Conflict
- Daily Time with the Lord
- Discerning God's Will
- Discipleship
- Eternal Perspective
- Ethnicity & Culture
- Evangelism
- Friendship
- Heart Idolatry
- Holy Spirit
- Obedience
- Parents
- Prayer
- Pride
- Sanctification (Regular Spiritual Growth)
- Scripture Memory
- Sexual Purity
- Stewardship
- Temptation
- Testimony
- Time Management
- Trials
- The Word
- Worry

How To Disciple Your Disciples (Components & Resources)

You have followed the process so far and you are now ready to start discipling someone. Celebrate! Few things in life are as exciting, because few things in life hold the same potential to change the world. But along with the excitement may come terror. “What in the world do I do now?” may be the question running through your head. If you hang on, you’re in for the most thrilling, fulfilling ride of your life. Simply keep reading, trust Jesus, and take a step of faith. It will be worth it!

Components - Excerpt from the article “Practical Discipleship” by Jason Weimer

“There are five essential elements in discipleship: Evangelism, Fellowship, Teaching, Training, and Prayer. These are the nuts and bolts of your discipleship appointments, the mechanism through which you can pass on what you’ve learned. We’ll take a look at each one individually.

- *Evangelism* - It has been said that “discipleship without evangelism is just counseling.” If we aren’t taking our disciples out to share their faith, we become nothing more than a counselor trying to help sort out their issues and problems. Jesus called us to “make disciples of all nations” (Mt 28:19), and the first step in making disciples is sharing the Gospel with those who don’t yet know Christ. We need to be teaching our disciples how to share their faith with others so they can effectively reach others with the Gospel. The most practical way to teach someone how to share his faith is to actually go out and do it. This can be by taking him out to a dorm or the student union and doing spiritual questionnaires with people or just hanging out with a non-Christian friend and having a conversation about spiritual things. But it is essential that we take our disciples with us and share our faith together.
- *Fellowship* - It is important to be a friend to the people we’re discipling, so part of discipleship is developing that friendship. This can be inside or out of the set “discipleship time”, but a deepening friendship is important in developing an environment of vulnerability and growth.
- *Teaching* - This element deals specifically with teaching someone Scripture: what it says, what it means, how it applies to him or her, etc. It can be teaching a passage that addresses a struggle or issue your disciple has or simply a lesson on Biblical history or doctrine to help her gain a greater knowledge of the Word

and how it applies to her life. Teaching someone Scripture helps develop heart, mind, vision, and character.

- Training - This element deals with training someone how to minister to others. It could be training him how to lead a Bible study, how to disciple someone else, how to share the Gospel, etc. It is different from teaching in that teaching addresses your disciple's personal development, while training addresses how he can minister to others.
- Prayer - Of course, prayer is a vital part of discipleship. A discipler should pray regularly for his or her disciples, as well as pray with them. This is the most vital of all the elements, because it is the Lord who will cause our disciples to grow, not us, and we need to be praying for them and praying that God will use us as a vessel to help them grow.

A discipleship appointment can be a combination of all 5 of these elements, or just a few at a time. Sometimes it is good to spend the whole appointment sharing your faith with others, or teaching on a critical issue in your disciple's life, or even just hanging out and playing pool. Most appointments probably will have a mix of several elements.

But in order to have an effective, life-changing discipleship relationship, you need a healthy balance of all 5 elements coupled with a healthy dose of reliance on God. You need to be taking them out to share their faith, teaching them from the Word, training them how to minister to others, praying for them and with them, and just being a good friend.

One of the most important things to remember is that discipleship is much more than just a weekly appointment - it is demonstrating the Christian life to your disciple on a day-to-day basis. Most lessons you'll teach to your disciples will be outside your regular appointments - they will learn from you through seeing Christ in you as you walk by faith. Jesus simply lived His Life in front of the 12 disciples and modeled to them how to live. Most people learn best by observing and experiencing than by being directly taught. So, make discipleship more than just a weekly meeting in the Student Union - make it an exciting experience and a deep relationship!

After you've had your first appointment, prayerfully formulate a long-term plan of action from what you've learned and observed from them. A semester is a good length of time to try to plan for. Use a chart like the one below. This chart lists 4 of the 5 elements, with prayer being understood to be a part of every appointment. Assuming an appointment length of one to two hours, you should have plenty of time to do more than one thing each week. Using a chart like the one on the next page is a good way to look ahead and

see what you want your disciple to grow in through the semester and how you plan to help them grow. There is a blank chart at the end of this packet.”

Semester Discipleship Plan				
Date	Evangelism	Fellowship	Teaching	Training
9/3			Assurance	How to Share
9/10	Follow up a contact		Eternal Perspective	
9/17	Go Sharing			How to Transition
9/24		Go out for Pizza		
10/1	Model Soularium		Authority of Bible	
11/8			Quiet Times	Share w/ Friends

Resources

For the Teaching and Training components of discipleship, we have lessons that you can use to prepare for your discipleship appointments. Again, these are accessed at www.baylorcru.com/resources. Most of these lessons are from a discipleship curriculum called “The Compass”, but there are a few additional resources mixed in as well.

Once you have picked a lesson to go over with your disciple, our recommendation is to prepare by transferring any of the statements, questions, Scripture passages, statistics, or diagrams that you want to use into your own notebook. This accomplishes several valuable things:

1. You’re not just reading the lesson in preparation, you’re reading it AND writing it which helps you digest and learn the content better yourself.
2. It allows you to also add into your notebook any personal stories or Scripture passages that are meaningful to you which apply to the topic.
3. When you meet with your disciple, you can pull out your notebook and a Bible, and it just looks like you’ve taken some notes on the topic that you want to share. It enables a more casual conversation than if you were to pull out a printed PDF which would feel much more formal.

These discipleship lessons are incredibly valuable due to their transferability. Not only do you not have to create material from scratch (which would be daunting to say the least), but when your disciple gets to a place where they are going to turn around and disciple someone else, you can now direct them to the resources that you used and they will be able to replicate what you have done for them.

Discipleship Process Start to Finish

Although you never “finish,” here is the entire process that you are seeking to accomplish with each disciple:

1. Prayer
2. Selection
3. Challenge
4. Diagnosis
5. Preparation
6. Discipleship
7. Multiplication

Remind your disciples often that they are expected to turn around and do for others what you have done for them. Those reminders will help them learn the material better for themselves and will increase the likelihood that they will indeed multiply themselves, resulting in a discipleship chain that continues for many generations.

