

**Discipleship Series**  
**50+ Class – All Saints Presbyterian Church**  
**Fall 2020 – October 25, 2020**  
**Week Seven: Principles of Disciple-Making**  
**—Investing to Help Others Grow in Christ—**

**A few questions to start the conversation...**

- Are you investing in your own spiritual life at this time?
- Do you find it hard or easy to consistently invest in your own spiritual life or development?
- Are you investing in someone else's spiritual life and development at this time?

**Matthew 4:19 (NIV)**—"Come, follow me," Jesus said, "and I will make you fishers of men."

**1. The Invested Life**

From Joel Rosenberg and T. E. Koshy, *The Invested Life* (2012) (emphasis added)—

"Every follower of Jesus Christ should be able to answer two simple questions: *Who is investing in me?* and *Whom am I investing in?* God calls this *process of spiritual investing 'making disciples.'* ... God desires to pour an abundance of spiritual and emotional capital into your life—directly and through older and wiser believers. And he wants to use you to pour spiritual and emotional capital into the lives of others. Along the way, you'll be changed. Others will change. You'll grow. Others will grow. You'll feel loved. Others will feel loved. You will experience God and his community in a new and personal and supernatural way. And so will others." (p. 1)

"God calls this process of spiritual investing 'making disciples.' It's the heart of the Great Commission. It's the vision of a great local church. It's the secret of a healthy, joyful, secure, and significant life." (p. 2)

"This is the invested life. Jesus invests in us. We invest in others. And in the process, God turns nothing into something and a little into a lot. The invested life requires taking risks. There's no way around it. Only one thing's for sure: you can't win if you don't play." (p.4-5)

"...the price of being discipled and making disciples is very, very high. As Dietrich Bonhoeffer pointed out in his classic book *The Cost of Discipleship*, 'When Christ calls a man, he bids him come and die.' The Lord demands nothing less than our very lives. *Jesus isn't looking for fans. He's looking for followers*, and he expects a lot more than most people are willing to give.

"Consider the following important truths from the Bible:

- To truly live, you must die (Mt 16:25; Lk 17:33; Jn 12:24;)
- To truly gain, you must lose (Mt 10:39; Jn 12:25;)
- To truly receive, you must give (Mt 10:4—42; Lk 6:38;)
- To truly lead, you must serve (Mt 20:25-28; Jn 12:26)" (p.13)

**2. Characteristics of Christian Disciple-Making**

From Alice Fryling, *Disciplemakers' Handbook: Helping People Grow in Christ* (1989)—

**A. It's Highly Relational**

"Jesus extended the invitation 'Come to me' (Mt 11:28). He did not invite people to adopt a certain philosophy, or even to join a certain group, but to come into a relationship with him. His instructions to his first disciples were to 'go and make disciples of all nations' (Mt 28:19). Later, God's instructions to the early church were reflected in Paul's words to Timothy, 'The things you have heard me say in the

presence of many witnesses entrusted to reliable men who will also be qualified to teach others' (2 Tim 2:2). Disciplemaking, then, is the heart of the message of the gospel...." (p.8)

"Virtually all those people who are part of the kingdom today are there because their lives were touched by someone who cared. ... [D]o you know anyone who is a mature believer today whose life has not been touched by someone else's life? My own life has been touched by dozens of individuals whose examples and teaching prodded me on toward maturity." (p.17)

"This influence is, in the broadest sense of the word, disciplemaking. Disciplemaking comes in many shapes and forms." Public forms: College fellowship groups, churches, written material, teachers, Christian media, etc. ... But behind each public form of disciplemaking are individual people. ... Friends discipling friends. People reaching out to neighbors, to family, perhaps even to strangers to proclaim Christ.... Disciplemaking, then, is the process of helping someone establish a relationship with Jesus and instructing that friend in the life of faith. In this book, we will focus primarily on the one-to-one form of disciplemaking. More specifically, we will focus on disciple making that is intentional, individualized and inspired." (p.18)

"The apostle Paul wrote that he worked with energy which God gave to him (Col 1:29). David wrote that responding to the Word of God had the effect of 'reviving the soul' and 'giving joy to the heart' (Ps 19:7-8). Jesus promised abundant life (Jn 10:10). What a privilege to receive from God energy and joy to do the work he asks us to do. For all of us, this work includes making disciples. For many of us, this will be through one-on-one relationships." (p.20)

### **B. It's Intentional—Disciple-Making is not linear, but it does have a destination in mind**

"Disciplemaking is intentional in that when we make disciples, we are following the example of Jesus in reaching out to people, taking initiative toward individuals who might become his disciples. ...but to be most effective, disciple making involves more than rubbing shoulders with friends—it is intentionally and actively helping them live on the growing edge of their faith." (p.18)

"The natural tendency of all men and women is to run away from God. This makes disciplemaking a difficult task. ...As disciple makers, we will frequently find ourselves looking for people who are hiding from God. ...One of the things that Scripture makes very clear is that God too is determined to find us. When he finds us, he seldom chides us for running away. He never accuses us for being afraid. He accepts us where we are. And he replaces our fear with a vision of what we can be." (p.24-25)

"We see this initiative in the ministry of Jesus. ...[W]e can see in his life the intentionality of someone looking out for others. He actively sought out those he chose to love. ...He looked for his disciples in trees and fishing boats and other ordinary places. Then he intentionally helped them become new people, the people he envisioned them to be." (p.25)

"When I disciple people, I know that I can't look just at their faults and weaknesses. Nor can I give into their fears. I must ask Jesus to show me who it is they will become in Christ, and then I need to keep this clearly in my mind. ...The Samaritan woman at the well was the kind of person most of us today would avoid at all costs (Jn 4:4-26). She had been divorced five times. On top of this, she was living with her current boyfriend. But Jesus reached out to her. He accepted her as she was. He simply loved her. He took her questions seriously. He talked with her, graciously and honestly. He did not shrink from pointing out her sin, but he didn't center his attention on all the reasons why she would be a poor candidate for the evangelism committee. Instead he had a vision for who she could be. And within a matter of minutes, she was indeed bringing a whole town to meet the Savior.... If we want to be disciplemakers, then, we must follow Jesus' example and intentionally seek out those who are waiting to grow. We need to communicate that Jesus loves each of us as we are and that he will help us become much more than we think we can ever be.... Watching a disciple being born and seeing that new person grow is exciting. But

sometimes it is frustrating. ...It is more like mountain climbing, with steep inclines, plateaus and vistas along the way.” (p.27)

Six areas of growth: 1. Knowing God’s love and forgiveness; 2. Prayer life; 3. Understanding Scripture; 4. Everyday Lordship of Jesus; 5. Sharing your faith; 6. Developing a biblical value system. (p.28)

“I need to remember that as I seek to disciple people. God is the potter. He is creating me too. I make an impression, and Jesus wants me to do that. But he takes my work, my impression, and combines it with the impressions of others to mold each of us into his own artwork.” (p.31)

### **C. It’s Individualized**

“Disciplemaking is individualized because no two people learn, change or grow in exactly the same way. Jesus sees us as unique individuals. He invites us, not to a philosophy or a program, but to a unique relationship with himself. (p.19)

“Effective disciplemaking is suited to that uniqueness. It does not come with a prefabricated formula. The process of disciplemaking is inductive; it develops and grows as we learn our friends’ needs and interests. ... We are apprenticed to a perfect artist. No two pieces of work are exactly alike. Disciples do not come from factories, and neither do disciplemakers. We cannot treat people like projects, shaping new disciples according to our own abilities and intentions, according to a preconceived plan. Rather, we bring ourselves and our friends to Jesus, the eternal potter, who shapes us into unique, useful and beautiful vessels. Disciplemaking is individualized. Every disciple grows differently, and every disciplemaker nurtures with a little different emphasis.” (p.33)

Five ways God used the author to help a friend grow: 1. Friendship; 2. Modeling; 3. Scripture; 4. Emotional healing; 5. Evangelism. (p.41)

### **D. It’s Inspired**

“...[W]e dare not approach discipling relationships without the confidence that the Holy Spirit lives in us so that our examples will be his example. ...If we are not inspired to be disciplemakers, we will not be able to do the job. But when it is the Holy Spirit who inspires us, we can not only do the job, but do it with a zest and satisfaction that surpass any human effort. ...Not everyone is gifted in relational ways. Not everyone has the ability to do one-on-one disciplemaking. But we all do have gifts that will help people grow as disciples, and when we use those gifts, the rewards are deep and satisfying.” (p.19)

“I am fascinated with how God works in people’s lives. I love to stand at his potter’s wheel and watch. Only God can know how each person needs to be shaped and molded, with what tool and at what speed. ... Despite my joy at his work, there are times when I get discouraged. There are times when I say, ‘This is too much.... When he finds me, he reminds me that disciplemaking is not my idea. It is his. He is the potter. It is not my ability that matters. It is his. It is not my timetable, but his, that he is using. And the result is not personal achievement but the joy of working alongside the Creator God.” (p.43)

“Disciplemaking is God’s idea not ours.... God through history has always been drawing people to himself. Gen 22:17-18; Gen 12:2-3; Josh 4:23-24; 1 Kings 8:57, 60; Mt 12:6; Eph 1:9-10; Rev 21:3. (p.44-45)

“Disciplemaking, then, is God’s idea and based on his ability. It also runs according to his timetable. ...The rate of growth is God’s not ours.” (p.47)

“Disciplemaking, then, is the continuation of God’s work throughout history. We may not have the privilege of seeing all the fruit of our work. ...Disciple-making is not something nice to do if we have time.

It is one of the most important things we can do in our lives. Disciple-making is nothing less than aligning ourselves with God's creative intention of blessing all the people on earth (Gen 12:1-3). Disciplemaking is an inspired plan. (p.48-49)

"Because disciplemaking is his idea, his work in his time, there is great satisfaction for the disciple maker. It's true that when I give myself to disciple others, I give up a lot. I give up my time. Often, I give up my own agenda for their sakes. I invest myself in things that are important to them, rather than to me. I let go of values important to the world—the pay being low and the results sometimes slow. But in the end, I gain more than I ever lose." (p.49)

### **3. Getting Started**

From Joel Rosenberg and T. E. Koshy, *The Invested Life* (2012) (emphasis added)—

#### **A. The First Few Steps**

"Don't let yourself be overwhelmed. Just take things one step at a time. Begin by understanding *your two core objectives*: 1. To obey the Great Commandments (Mt 22:35-40; Mk 12:29-32); 2. To fulfill the Great Commission—(Mt 28:19-20)." (p.129)

"The bottom line for us is simple: do more by doing less and doing it better. Don't overreach. Start with one.... Go slow. Think small. Dig deep." (p.130-131)

How do I ask someone if they would like to be disciplined?

- Explain why you're approaching them.
- Explain what you'd like to do together.
- Explain what would be involved.
- Explain how long a commitment this would be.
- Explain when you'd like to get started. (p.131-134)

If they say yes, what next? What do we do now when we begin to meet?

- Share your testimonies
- Share a meal and get to know each other a bit better
- Spiritual assessment. Where are each of you spiritually?
- Find out about the other person's personal goals
- Set some goals for your discipling experience together
- Pray together. Pray about your time together, pray for each other, pray about known needs.
- Do Bible study together
- Teach them how to have a quiet time and share some quiet times together. (p.136-154)

#### **B. Go Deeper with Them—create a community and build a team**

"Once you've begun to meet regularly—one-on-one—ask God to bring others along whom you can also invest in and who can form a small discipleship group. ...Begin by giving each person an opportunity to share his testimony with the others so you can really get to know one another. ...As we've seen Jesus invited individuals to follow him, but he disciplined and trained a team." (p.161)

Habits of a highly effective disciple

- Devoted to consistent, continual prayer (Col 4:2-4)
- Engaged in a consistent daily, disciplined study of God's Word (Acts 17:11)
- Participates in a Bible-believing local church and enjoys Christian fellowship (Acts 1 – 2)
- Committed to obeying God's Word in every area of life...marked by the Fruit of the Spirit (Gal 5:22-25)
- Develop and use spiritual gifts to serve and build up others (Rm 12:1-8; Eph 4:11-16; I Cor 12 – 14)

- Share the Gospel in a genuine, sincere and effective manner on a regular basis (Col 4:5-6)
- Take young believers under their wing to train them and make disciples of them (Mt 28:18-20) (p.162)

“Don’t get nervous. It’s God’s responsibility—not yours—to develop this Christlikeness in those you’re investing in. Your job is to help. These are simply guidelines to help you know what you’re aiming at. And the job won’t get done in three months or six or a year or even three. It’s a lifelong process we’re talking about here, and this is just the beginning. So take a deep breath and relax.” (p.163)

#### Important things to focus on when helping someone grow spiritually

- The importance of fellowship. Encourage people to be engaged with a good church. Practice fellowship. Engage people “where they live, work and play.” Eat meals together. Play together.
- Create a spirit of generosity. Help each other. Build a culture of generosity.
- The importance of sexual purity. Don’t become the morality police for everyone, people are accountable to God in this area not the group leader or the group. But encourage the truth of Scripture, and the need in the area of sexual purity to live within the bounds of Scripture and to be obedient to God in this difficult area.
- The importance of long-suffering. “It is not a pleasant topic, but rejection, abuse, revilement, and even death are part of the disciple’s life. There is no way of getting around that. So study what the Lord has to say in his Word about suffering, and study what he says about how to handle these attacks and these attackers.”
- The importance of spiritual leadership. “At the heart of biblical discipleship is the goal of helping disciples—spiritual followers—become disciple makers—spiritual leaders.” Help people develop their spiritual leadership gifts.
- The importance of spiritual gifts. Eph 4:7-16; Rom 12:1-8; 1 Cor 12; Help people identify and develop their spiritual gifts. God has given each of us spiritual gifts and we need to know what they are and use them.
- The importance of the church. God is still revealing himself and his character through the local church. (p.163-184)

#### **4. Four Stages of Personal Ministry: Reaching. Discipling. Equipping. Sending.**

Sections 4-11 from Scott Morton, *Down-to-Earth Discipling: Essential Principles to Guide Your Personal Ministry* (2003) (emphasis added)—

##### **A. Stage One: Reaching Out—New Believers**

Evangelism is a process not an event. Be together socially on their terms. Be genuine friends. This person is not your “project.” Read the gospels of John and Mark together. Explain your personal spiritual journey. Ask about theirs. Draw out a gospel illustration. Help them meet other believers. (p.25)

##### **B. Stage Two: Discipling—Growing Disciples**

Teach assurance of salvation. Share “Beginning with Christ.” Start scripture memory. Teach devotional life and prayer by doing it together. Do regular Bible study together in a group. Share the Gospel with a friend. Teach evangelism tools so they can begin to share. Teach the Navigator’s ‘wheel illustration’ that depicts the Christian life. Teach the Bible and biblical giving (to whom, how much). (p.25)

##### **C. Stage Three: Equipping—Compassionate Laborers**

Study Mt 9:35-38. Study the process of evangelism you hope to use. Teach how to overcome bitterness regret and disappointment. Be involved in evangelism and discipleship together. Study spiritual gifts. Teach life-management skills and dealing with stress. Show how to do in-depth Bible study. Show how to lead a small group. Develop a ‘peer’ relationship with each other. Affirm and empower towards “catch and release.” Study ‘calling’. (p.25)

##### **D. Stage Four: Sending**

## 5. Characteristics of “Spiritual Parenting” from 1 Thessalonians

- Interceding Heart: Pray for the new believers God’s given you—for favor and influence with them.
- Initiating Heart: Don’t wait for new believers to ask for help. Offer help for them to grow spiritually.
- Motherly Heart: Offer genuine care (1 Thes. 2.7)
- Fatherly Heart: A good father asks: “What is most needed at this time?” Exercise a heart of wisdom for what is helpful and appropriate for the new believer. (1 Thes. 2:11)
- Open Heart: Be vulnerable with the new believer. Open your home, get together and serve them.
- Blameless Heart: Model a good example. You can’t say: “Do as I say, not as I do.”
- Honest Heart: Engage with sincere motives. (1 Thes 2.3) We are not in this to get something from them. We are about being servants to Christ and for Christ. (p.56-63)

## 6. Developing Compassionate, Lifelong Laborers

**Matthew 9:35-38 (NIV)**—Jesus went through all the towns and villages, teaching in their synagogues, preaching the good news of the kingdom and healing every disease and sickness.<sup>36</sup> When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd.<sup>37</sup> Then he said to his disciples, "The harvest is plentiful but the workers are few.<sup>38</sup> Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

### How Matthew 9:35-38 describes Laborers

- “The Greek word for laborer is literally ‘*field hand*’ or ‘*husbandman*’—an agricultural term!” Jesus [says] field workers are needed. Nothing glamorous about it... Laboring for Christ is work.”
- “...‘into’ in verse 38...workers are sent into the harvest. They are not standing outside the harvest critiquing it or analyzing the best place to work—they are involved with the sheep on the sheep’s terms...” Laborers are not on the sidelines—they’re up to their necks in people.
- “Jesus Himself was ‘in’ the harvest. Verse 35 says He was ‘*going through all the cities and villages.*’ He was involved with people. Verse 36 says He ‘*saw*’ the multitudes... A laborer is involved with the harvest!” Jesus was involved, but never had an official position of service.
- “...a laborer has compassion for people...because Jesus had compassion for people. Verse 36 states, ‘*seeing the multitudes, He felt compassion for them*’—not irritated by the multitudes.
- “A biblical laborer centers on the words ‘*send out*’ in Mt 9:38... a laborer has a sense of being sent by God into the harvest.” He’s in it for the right reasons and is secure in Christ.
- “Laborers are skilled at their tasks.... [They] know how to work in the field” and set sheep on their feet again. (p.67-70)

### Characteristics a Good One-on-One Meeting

- “[C]onsider whether the Holy Spirit was there with us, nothing can substitute for the presence of God in your ministry. If He is not there, the following seven guidelines are worthless...”
- “If you talk more than half the time, something is wrong. You have a lot to say, of course, but over time you’ll serve your mentee better by listening than by talking.” “Stop. Listen. Ask questions. It is more important to be interested than interesting....”
- Touch a felt need. “Too often the mentor delivers content that is not relevant to the protégé’s current issue. Don’t talk about the Christian’s blessings in the heavenlies from Ephesians when your mentee is preparing to leave her husband.”
- Use the Word, not psychology. It is the Word of God that is quick and powerful—not our words!”
- Pray together. “[L]eave time for prayer.... Let anything else go but include praying together.”
- Laugh together. “[I]t’s a signal...that the time you spend together is genuine....”
- Be vulnerable. “There is...power in revealing our foibles... Did your mentee see you as you really are or do you put on a happy face and determine not to show weakness?”
- Serve Christ Together. “Your mentees will grow rapidly if you can engage in ministry with them now and then rather than sitting in Taco John’s every time.”

- Don't "Problem-Solve" Every Time. “[G]iving quick answers...might touch an urgent need..., but it also puts the mentor-mentee relationship into a counselor-counselee mode. One has...answers; one needs answers. It also twists discipling into a problem-oriented view of the Christian life.”
- Control the Direction: As the mentor, you need to know where the conversation and training are going. Yes, you as the mentor, need to listen, and yes, you need to respond. But you also are headed in a particular direction based on what you believe are the mentee's needs and you need to some degree to stay in control of the conversation.
- Felt Needs More Than "How-To." "...[C]onstantly reviewing the disciplines communicates legalism. ...Your mentees will develop a greater appreciation for the basics as you open their minds to new topics that touch a felt need—topics like overcoming resentment and bitterness...”
- Friend, Not Fruit Inspector: Don't just keep asking if they did various activities, quiet time etc. You are not there as an inspector or judge. You are there as a friend and to journey with them. Keep it friendly, not student-teacher or worse yet, parent-child. (p.73-84)

## 7. Potential Blind Spots—Discipling is about growth and faithfulness of others and yours

### Guideposts for Ministry Integrity based on Jesus' teaching in Matthew 23

- **Match Behavior to Teaching**—Scribes and Pharisees' behavior didn't match up with their teaching. They said one thing and did another. (Mt 23:2-3)
- **Don't Emphasize Performance**—More than challenge, those you're discipling likely need encouragement, hope and assurance that you're with them. Don't make the Christian life about one performance challenge after another. (Mt 23:4)
- **Don't Try to Impress**—We all want to be noticed, to appear attractive, smart and “with it.” There's no place in ministry for “managing your image.” (Mt 23:5)
- **Mold into Christ's Image, Not Yours**—Disciples are to look and act like Jesus, not us. (Mt 23:15)
- **Check Your Motivation**—Do you see ministry as an opportunity for networking? Do you bring your business cards to church? Do you use your discipling group to boost your ego?
- **Major on the Majors**—Major on what's important and let the unimportant things go. (Mt 23:23)
- **Resist Pride**—Like the Pharisees, we're not immune to it. We are capable of any mistake the worst of sinners has ever made! (Mt 23:30) (p.85-93)

## 8. Lovingly Confront—when Christians behave badly

**Ephesians 4:15 (NIV)**—Speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.

**Romans 15:14 (NIV)**—I myself am convinced, my brothers, that you yourselves are full of goodness, complete in knowledge and competent to instruct one another.

“Biblical confrontation is not easy and should not be easy. Both parties experience an ache in their hearts, and I'm not suggesting the ache can be skirted. It is often as painful for the confronter as the confronted. If we find confronting easy and look forward to it, we probably have a bigger problem! ... But what about the high cost of not confronting? I once heard a veteran leader say about a forty-year-old being considered for a promotion. ‘He still has that anger problem he exhibited fifteen years ago. Why didn't someone help him then?’ That's the high price we pay for ‘minding our own business!’ ... When I consider lovingly correcting a protégé, obstacles appear before me like huge, jagged icebergs... The biggest obstacle may be America's preoccupation with ‘tolerance.’ We dare not judge another's religion, sexual orientation, political leanings, or tattoos. We tolerate everything except intolerance.” (p.101)

### **Misconceptions about Confrontation**

- **Misconception #1—It’s Not My Responsibility**—We often want to think that confrontation is the job for someone else. Let the pastor do it. But if you have a role in their lives, then play that role and come alongside them and help them see the problem, help them see the behavior that is problematic. Step in carefully and help them. (p.102-105)
- **Misconception #2—Confronting Is the Same as Scolding**—No, we are to reprove gently, to use caution in what we say, to call attention to the needed area, but to do so with grace and integrity. We are not to scold; we are to help bring growth and better living in grace and truth. We’re not parenting; we are journeying together.
- **Misconception #3—You Must Deal with Motives**—No, deal with the behavior not the motives. You will probably misjudge motives. Don’t assume you know why they acted as they did. You can ask about their motives to gain understanding. But be careful; asking “Why” often seems accusative.

### Other Suggestions for Confrontation

- Do it in private.
- Don’t flatter.
- Don’t hint. Be clear about what you are saying. Don’t “beat around the bush.”
- Keep a spirit of gentleness. You are speaking to a person whom God loves.
- Follow 2 Timothy 3:16-17: Teach, Reprove, Correct, Train in Righteousness.

### 9. **Keep in Mind the Third Generation—disciples who make disciples, who make disciples**

**2 Timothy 2:2 (NIV)**—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.

“What is the goal of one-to-one ministry? Is it to reach the second spiritual generation—mentor to mentee? That’s a noble start, but we cut the process short unless our mentees are faithfully reaching and discipling the people in ‘their’ world—the third spiritual generation.... Let’s look at the ministry of Jesus: Which generation did He have His eyes on? In John 17, Jesus’ famous final prayer—only a day before He was crucified—shows a ‘both-and’ combination that is often overlooked....” (p.109)

**John 17:9 (NIV)**—I pray for them. I am not praying for the world, but for those you have given me, for they are yours. **John 17:20 (NIV)**—My prayer is not for them alone. I pray also for those who will believe in me through their message.

“In verse 9 He is not praying for the world but for the disciples whom God has given Him—the Twelve and perhaps a few others. Then in verse 20 He prays for those who become believers through the Twelve—the third generation! He fully expects His disciples to be fruitful in bringing the gospel to others. His goal is bigger than mentoring the Twelve.”

“...Paul...too has the third and fourth generation in mind when he tells Timothy, ‘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’ (2 Tim 2:2). Discipling Timothy was not enough. Paul expected Timothy to pass on ‘the things to faithful people, and for those faithful people to reach still others—spiritual reproduction.’” (p.110)

“However, nothing can substitute for your zeal to reach others. If you genuinely long to reach nonbelievers, your people will catch on quickly. And you don’t need the gift of evangelism to accomplish this—just a heart that wants ‘all to come to repentance’ (2 Pet 3:9). If you are not interested in outreach,



you will infect your mentees with the same attitude.” (p.111)

“Without an outreach mentality your ministry will become self-centered—no fizz! And if you don’t bring it in early, you will have difficulty bringing it in later.” (p.112)

“As the years go by, keep the friendships but alter the relationships. It may start with weekly meetings and high accountability, but as time passes that will need to be varied. And sometimes your mentees need a break from you! ... I have noticed that some of those with whom I had the most intense mentoring relationships seemed to tire of it after a while. So, like children, I let them go. I keep the friendship, but not the intensity. But now I get letters of appreciation for what I ‘did for them.’ I limit my contribution to praying for them and giving occasional counsel when asked. ... Like Jesus, play your discipling with the third generation in mind. That involves more than a twelve-week program. It will require you to be wise in how you spend your discipling time, so you don’t burn out.” (p.112-113)

## **10. Life Management Skills for Disciplers**

“Disciplers get tired. Face-to-face mentoring makes a big demand on our time and emotions. We’re giving our hearts, not just information. Not only that, but because disciplers are competent, we’re also asked to lead ministries in church. Add in the demands we face in our career or running a home and raising kids, and it’s no wonder we are tired! In desperately seeking rest, we are tempted to jettison personal ministry. ... How can we find time for personal ministry when our days are winding tighter and tighter? Perhaps these tips will help you run on a cool engine as you disciple others.” (p.115)

### **Tips to Maintain Balance**—spiritual, physical and mental health

- **Learn to Say No.** “Jesus sometimes said no to ministry opportunities.... In Mark 1:36-38 the disciples were frantically searching for Him...early in the morning. ‘Everyone is looking for You,’ they pleaded when they found Him. But rather than acquiesce to the demands of the disciples, Jesus went to the towns nearby, saying, ‘That is what I came for.’” “Saying no to ministry opportunities does not mean you are hardhearted; you have only limited time. Use it wisely.”
  - “Not every bag that comes off the conveyor belt at the airport has your name on it.” (p.115, quoting Skip Gray)
- **Keep Short Accounts.** “Nothing wears us out like conflicts with people. Long hours, impossible odds, challenging finances—none are as draining on Christian leaders as conflicts with people.”
  - Acts 24:16 (NIV)—So I strive always to keep my conscience clear before God and man.
  - “It’s not what you eat that makes you ill; it’s what is eating you.” (p.118, quoting Rod Sargent)
- **Avoid Energy-Sapping People.** “We are commanded to love everyone, but we need to wisely restrict the access we give those who destructively sap our energy.” There are lots of hurting people in the world. We need to be careful with whom we engage. You are not the best person to deal with every hurting person you know. Some need help that you are not trained, qualified, or skilled to give. At times ‘helping hurts.’ ...[S]aying no sometimes is the kindest thing we can do.”
- **Don’t Try to Do Everything.** “Just because you write something on your weekly to-do-list doesn’t mean it has to get done! In many careers, such as sales, public relations, farming, or teaching, there is always one more task to do. The same is true in discipling. ... Jesus didn’t heal every sick person in Galilee! He didn’t touch every child in the crowd. He didn’t pause by ever leper at the side of the road. ... Since you know you can’t get everything done, focus on top-priority items.”
- **Limit Your Time Investment.** We all have limited time and emotional resources. So...establish limits. You will have to say yes to somethings and say no other things. You can’t do everything. “...[B]e careful about adding new discipling responsibilities without dropping something else.”
- **Distinguish Discipling vs. Counseling.** “Sometimes a protégé needs counseling, not discipling. There is a difference. In counseling you offer help for a specific issue. Your times together are aimed at solving a problem. It usually does not involve all of life, nor is reaching the third generation considered. In discipling you occasionally play the role of counselor, but you will be drained if you try

to disciple a person whose main need is counseling. I usually meet once or twice casually with a potential mentee to determine whether he would be better served by a counselor.”

- **Delegate.** “No one can do some tasks as skillfully as you. But if another can do it 80 percent as well, delegate it! Often, we hesitate to delegate because the task is something we enjoy or because we are afraid. We keep it, not because someone else couldn’t do it, but because of our own insecurity.”
- **Stay in the Word and Prayer.** Ministry is about the “overflow” of our experience of Christ. If we are not taking in spiritual food and drink, then our well will run dry. As someone has said: “If your input is less than you output, then your upkeep will be your downfall.” We minister out of our experience of Christ, and if that experience is going stale, if we are losing the freshness of our walk with Christ, then we can only offer others what is at best: “reheated mashed potatoes.”
- **Take Time Off & Rest,** even when you’re busy. We all need rest. We can’t keep running at full speed without stopping to catch our breath. Rest has been a part of God’s plan from the beginning.
  - Exodus 34:21 (NIV)—Six days you shall labor, but on the seventh day you shall rest; even during the plowing season and harvest you must rest.
- **Reduce Your Availability.** Unless you are a doctor or a first responder on call, there is no reason that you must be reached immediately. None of us are so important that we can’t wait a few hours before we respond. We can easily become a slave to technology. Turn off your cell phone, iPad, etc. Make the technology work for you and not you for the technology. (p.115–125)

## **11. Develop an Environment of Grace & Truth in Disciple-Making**

- **Accept People as They Are.** “Nothing communicates ‘non-grace’ like making others feel unaccepted. Accepting others demands that I not subtly try to remake that person into someone I want him to be. [T]ake people as they are, since that is how Christ takes them.” Romans 15:7.
- **See the Potential.** “Often leaders see people’s liabilities rather than their potential in Christ.... When we telegraph silent judgmental thoughts to mentees, they will never rise above our negative judgments. When Jesus looked upon the harassed multitudes in Matthew 9:36-38 He said, ‘The harvest is plentiful.’ When I see the harassed multitudes, do I see a harvest? Do I see what people can become—or am I stuck on what they are?”
- **Be a Good Listener.** “Most spiritual leaders are prolific talkers! They thrive on preaching, exhorting, and wordiness. They are used to having the platform and being in control. Though it seems you are not in control when you are listening, you might be surprised. Listening is a powerful ministry tool. It communicates that you are taking the talker seriously. You are giving honor. You are extending grace. That is attractive. They will come back to hear you listen to them again! In some ways, listening is more powerful than speaking.”
- **Be Vulnerable.** “Was Jesus vulnerable to His disciples? Yes, in the Garden of Gethsemane. Was Paul vulnerable to Timothy? Yes—in 2 Tim 3:10 he said, ‘But thou hast fully known my doctrine, manner of life... and longsuffering.’ Paul did not hide his life from Timothy. Being vulnerable means giving others the tools they could use to hurt you if they chose to. ...Vulnerability means you could get hurt. It is more than being transparent. Publicly announcing you made a mistake (is being transparent, but it) is not being vulnerable. Allow people to get close enough to hurt you. Take off the mask. Hearts will be drawn toward you.”
- **Be Generous and Hospitable.** “Extending grace need not be opulent. I have felt grace from a financially strapped mission...where I was giving a seminar. They did the best they could for me.... It was far from opulent, but I felt like a king!”
- **Have Fun.** “Enjoy life yourself. You’ll pass it on to others.” Make it interesting and fun. Don’t take yourself too seriously. Take the ministry seriously, but not yourself. Proverbs 17:22.
- **Don’t Dominate Your Mentees.** “...[D]o all you can to help them find joy in God. When you assist another to increase his joy in God, you have been faithful. Well done, good and faithful servant....”
- **Follow the Spirit’s Lead.** “[P]ersonal ministry is only effective under the leading of the Holy Spirit.... [K]eep Him central.... Rely on the One who said, ‘apart from me you can do nothing’ (Jn 15:5).” (p.128-134)