



worldoutreach
SCHOOL OF LEADERSHIP

SERIES THREE

MODULE ONE: DISCIPLING AND DEVELOPING LEADERS



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SESSION ONE: DISCIPLING AND DEVELOPING LEADERS (PART ONE)

One of the principal tasks of a ministry leader is reproducing and developing emerging leaders (see 2 Timothy 2:2 & Matthew 28:19-20).

Significantly, in the NT, Christian leaders (in fact, all Christians) are called to make disciples. 'Make' is a verb – a doing word. Jesus commissioned all Christians to nurture new believers through their spiritual process of maturity to become fully devoted followers of Jesus. Importantly, people are to disciple others in such a way that they are enabled to reproduce other disciples themselves.

Developing leaders must be an intentional, relational, central and indispensable priority for all ministry leaders.

Defining 'DISCIPLE' and 'DISCIPLESHIP'

DISCIPLE

In a **general sense** a disciple, according to Scripture, is *a committed follower of a person*, such as a teacher or a master. In secular Greek the word translated 'disciple' meant: 'an apprentice in some trade, a student of some subject or a pupil of some teacher'. 'Discipleship' was an existing practice in the contemporary Judaism of Jesus' day.

In a **specific sense**, Jesus redefined and revolutionised this concept of 'discipleship'. The call of Jesus to be his disciples was wholly personal and all encompassing: His disciples were to **follow** him, **be** with him, **commit** themselves wholeheartedly to him, have **faith** in him, **learn** from Jesus as their model and teacher, **know** him and **love** him. So, a disciple in a specific sense, is someone who has trusted in Christ as Saviour. In short, he or she is a *believer in Christ* or, in a word, a *Christian*.

DISCIPLESHIP

The material for this point is adapted from Aubrey Malphurs in his book *Strategic Disciple Making*.

The term 'discipleship' is an English word that comes from the terms *disciple* and *disciples*. People become disciples through evangelism. Then they grow as Christians through the process of '*discipleship*'. Discipleship is an ongoing process that encourages the believer (whether a new believer or an uncommitted Christian) to follow Christ and become more like him. The additional step in developing leaders is the intentional fostering and equipping of the disciple's life for Christian leadership / ministry.

How do we disciple and develop leaders?

Through this and the next four videos, nine practical steps for how to disciple (develop) leaders will be proposed. The nine points will be drawn from the model of Jesus' discipling the twelve.



1. By selecting prayerfully

A first step in developing leaders is to prayerfully discern who God wants you to disciple. Jesus had many followers, but there were some who he *chose* to disciple. How did Jesus make this vital decision? Jesus spent the whole night in prayer before choosing the final twelve (Luke 6:13). The lesson for contemporary leaders is to pray diligently and ask the Lord who he would have us intentionally disciple. God's guidance in the choice of a disciple is critical because, in the Lord's words to Samuel, "*...man looks at the outward appearance, but the Lord looks at the heart*" (1 Samuel 16:7).



SESSION TWO: DISCIPLING AND DEVELOPING LEADERS (PART TWO)

Based on Jesus' model of developing his disciples, we've looked at the first of nine principles of how we can disciple and develop leaders: (1) 'select prayerfully'.

2. By inviting them (call)

A second step in reproducing leaders is to call (invite) them to be developed (discipled), as Jesus did with his disciples (Matthew 4:21-22; John 1:43). A potential leader needs to understand (as best they can) what is involved in the actual process.

Here are some practical ideas on inviting potential leaders:

- Take the initiative and make a time to see the potential leader personally and privately. Issue the invitation to engage with you in a relationship of discipleship.
- Communicate why you chose them (i.e. what you saw in them).
- Discuss what the discipleship process will be like.
- Outline expectations and requirements.
- Articulate the vision you have for the ministry, group or church.
- Remember the warning of 1 Timothy 5:22: '*Do not be hasty in the laying on of hands.*' Paraphrased, this verse implies that we shouldn't put people into positions of responsibility prematurely or without adequate training.
- Let them decide, but ask them to get back to you in a reasonable time.

3. By doing life with them

Developing (discipling) leaders is, essentially, relational. Mark 3:14 states: '*He appointed twelve - designating them apostles - that they might be WITH him...*'

After choosing who he would disciple, Jesus called them to be *with* him. Jesus had no formal curriculum, planned course of study or classroom syllabus. Instead, he called them to be *with* him. Jesus invited them to do life (and ministry) *with* him. In this way, deep-seated relationships were formed.

This is also evident in the tender relationship between Paul & Timothy. Paul called him '*my true son in the faith*'. Paul took Timothy with him on his various missionary journeys before sending him on solo missions. In time, Paul appointed him to look after the large and flourishing church at Ephesus. He wrote letters giving him instructions for how to handle certain issues that had arisen in his church (1 & 2 Timothy). Timothy was given specific instructions for the development and care of his own life.

True discipleship is not a series of meetings, a set course of study or a program. It is a life-on-life encounter. It is doing life together. Keith Phillips wrote, 'It is essentially relational - an investment of all that you are in another person.'



Dave Ferguson from 'Exponential' suggests six questions in regular discipleship sessions:

1. How are you doing?
2. What are you celebrating?
3. What are your challenges?
4. What are you doing about it?
5. How can I help?
6. How can I pray for you?



SESSION THREE: DISCIPLING AND DEVELOPING LEADERS (PART THREE)

Based on Jesus' model of developing his disciples, the previous two videos looked at the first three of nine principles of how we can disciple and develop leaders:

1. By select prayerfully
2. By inviting them
3. By doing life with them

4. By showing and sending them to do!

A fourth step in developing (discipling) leaders, as modelled by Jesus, is to show them how to do ministry, then actually sending them to do it (see Mark 3:14-15). Being *with* him meant that the disciples *saw* how Jesus lived and ministered, but his discipleship process also involved them being sent and doing. The disciples learned by looking *and* doing.

There is an ancient proverb which says: I hear, I forget. I see, I remember. I do, I understand.

The lessons for ministry leaders from Jesus' example are threefold:

- A. *Show* emerging leaders how to do *life* and *ministry* by our own example, experience and practical coaching.
- B. *Empower* and *release* them to do ministry for themselves. Initially this will be under our supervision and guidance, but, as their competence and confidence increases, they can do it for themselves.
- C. *Review* and *monitor* their progress and growth.

5. By teaching (and training) them

A fifth step in developing (discipling) leaders is to actively and creatively teach (train) them. Jesus commissioned his disciples to make disciples. As part of that process, they were to **teach** "...them to obey everything I have commanded you" (Mt. 28:20).

The previous point emphasised the importance of 'hands-on' experience. It would be a profound mistake, however, to put experience (just doing ministry) as a substitute to sound biblical teaching.

A study of the gospels shows that Jesus spent considerable time teaching his disciples:

- Sermon on the Mount
- Discourse during the last supper
- During the forty days of teaching about the Kingdom of God after his resurrection

Throughout the NT, one notes the emphasis that the apostles placed on sound teaching and its practical outworking in people's lives.



The application of this point comes by focusing on Jesus' deliberate words in Matthew 28:20.

- A. "Teaching them to *obey*..." Part of Jesus' commission was: "...teaching them to **obey** everything I have commanded you". Jesus instructed them to 'teach' with the stated goal of getting one's disciples to 'obey'. The goal of 'teaching' in Christian discipleship is not the transferring of information; the goal is life-style *application*. Disciples must be *formed*, not just *informed*.
- B. "Teaching them to obey *everything* I have commanded you." Jesus told the eleven that they were to get their disciples to obey the teaching and commands that he himself had taught.

Jesus taught and trained his disciples in many unconventional places, for example:

- on a mountainside
- around meals
- after meals (feeding of 5000)
- in homes (healing of the paralytic)
- sitting in a boat
- while walking and talking (two people on the road to Emmaus)

The lessons for ministry leaders from Jesus' example are threefold:

- A. Teaching does not have to be in a classroom, but in the daily walk and experiences of life.
- B. The topics on which we teach must be consistent with God's word, will and ways.
- C. Jesus' teaching was always relevant to the ministry context in which the disciples found themselves.



SESSION FOUR: DISCIPLING AND DEVELOPING LEADERS (PART FOUR)

Based on Jesus' model of developing his disciples, the previous three videos looked at the first five of nine principles of how we can disciple and develop leaders:

1. By select prayerfully
2. By inviting them
3. By doing life with them
4. By showing and sending them to do
5. By teaching and training them

6. By being an example

A sixth way in which a ministry leader discipled other leaders is by their personal example. Jesus epitomised this exemplary approach to life. He showed his disciples how to live by his own example of selfless service. This is particularly underlined when Jesus washed his disciples' feet (John 13:1-17). When he had finished, Jesus made a profound point that echoes to contemporary leaders millennia later: *"Do you understand what I have done for you? ...You call me 'Teacher' and 'Lord' and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you should also wash one another's feet. I have set you an example that you should do as I have done for you..."* (John 13:12-17)

What points can leaders glean from Jesus' words in vv. 12-17?

- A. What the 'master' does should become the least for what the servant would do. Based on the master's example, a servant should not have pride and consider some tasks menial or beneath him, for "no servant is *greater* than his master".
- B. Jesus set the *standard* for the group. His example became the baseline for how his followers should act.
- C. Spiritual love serves. Biblical love is not an emotion or sentiment but is evidenced by exemplary action.

A leader doesn't just teach by what they say or believe, but by who they *are* and by what they *do*. It is not just our words but our life and lifestyle. In leadership development, some things are *caught*, rather than *taught*.

Being an example means living a life that is copyable, able to be imitated and a public demonstration of all that we are privately. Paul instructed Timothy to '*set an example for the believers in speech, in life, in love, in faith and in purity*' (1 Timothy 4:12).

7. By correcting them

A seventh step in developing (discipling) leaders is to correct them. Jesus, as the model discipler, had to correct his disciples a number of times (e.g. Luke 9:55). Correction is never punishment. The purpose of correction is disciplinary and remedial.



What can we learn from Jesus' example that is applicable to correcting emerging leaders?

- A. Carefully observe them
- B. Lovingly raise the area of concern (or issue) with them
- C. Correct them with corrective teaching
- D. Correct with appropriate accountability

Finally, here are some practicalities for the actual meeting where the correction takes place:

- See the person in a private, quiet place where the meeting will not be disturbed or overheard. Create a welcoming and safe environment.
- Always begin your conversation with encouragement, affirming what they are doing well
- Raise the issue clearly, sensitively (if possible) and respectfully
- Ask them how they see the issue
- Listen patiently and carefully to their responses
- Be gracious and understanding in your responses
- Bring corrective teaching
- Determine future accountability
- Balance any correction with encouragement and support
- Pray with them once the correction has concluded
- Don't correct every time you see them
- Proactively help them develop their strengths



SESSION FIVE: DISCIPLING AND DEVELOPING LEADERS (PART FIVE)

Based on Jesus' model of developing his disciples, the previous four videos looked at the first seven of nine principles of how we can disciple and develop leaders:

1. By select prayerfully
2. By inviting them
3. By doing life with them
4. By showing and sending them to do
5. By teaching and training them
6. By being an example
7. By correcting them

8. By loving them

An eighth way a ministry leader can disciple emerging leaders is by unconditionally loving them. Using Jesus as our example, we note that Jesus demonstrated love for his disciples (see John 13:1).

Later in the chapter (John 13) Jesus spoke to the 'team' of leaders he was discipling and said: "*A new command I give you: Love one another. As I have loved you, so you must love one another*". He instructed them to love one another "as he had loved them".

Let's explore three words that encapsulate and describe Jesus' expression of love for his disciples.

- A. Love is *identification* with people (John 1:14)
- B. Love is *servng* people (John 13)
- C. Love is *self-sacrifice* for people (1 John 4:10; John 10:15)

9. By praying for them

A final way in which leaders can be disciplined/developed is by praying for them. Jesus modelled and taught his disciples how to pray. To have seen and heard Jesus pray must have made a deep and indelible impression on the disciples. There must have been something captivating and enthralling about Jesus' prayer life that caused the disciples to press and ask him, "Lord, teach us to pray".

Jesus prayed for the young leaders he was discipling. After denying Jesus three times, the Saviour spoke to Peter: "*Simon, Simon, Satan demanded to have you, that he might sift you like wheat, but I have prayed for you that your faith may not fail; and when you have turned again, strengthen your brothers*" (Luke 22:31-32). Also, in Jesus' High Priestly prayer in John 17 he prayed for his disciples before widening it out to incorporate "all who will believe" in him. Similarly, Paul wrote to Timothy that '*...night and day I constantly remember you in my prayers*' (2 Timothy 1:3).



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