



## **Implementing an Effective Discipleship Process Mentor Training “Equipping” Model**

### **EXECUTIVE SUMMARY**

Go, therefore, and **make disciples** of all nations, **baptizing them** in the name of the Father and of the Son and of the Holy Spirit, **teaching them** to observe everything I have commanded you. And remember, I am with you always, to the end of the age. (Matthew 28:19-20)

#### **Which dictates two questions:**

1. **What is a disciple?** To be **like** Jesus by being transformed through the power of the cross; it's not just trying to behave correctly (*Abiding = walking in harmony with God which produces “God pleasing behavior”*)
2. **How do we make disciples?** Intentional one-on-one mentoring relationships utilizing Discippler Training International's “A Tool for Personal Discipleship” to build a doctrinally sound spiritual foundation

**Goal:** ... that every Christian is growing in spiritual maturity, spiritual fruitfulness and spiritual reproduction. Based on Colossians 1:28-29, John 15:8, and 2 Timothy 2:2

#### **Overview of Implementation Components:**

1. Weekly classes / training for “equipping the saints” (Ephesians 4:11-13)  
All Pastors and leaders should attend.
2. Develop a process to identify and connect trained individuals with those needing spiritual mentoring.
3. On-going one-on-one spiritual mentoring relationships throughout the week.
4. Quarterly check-in, support, and additional training of spiritual mentors (Discippler Developmental Gatherings).
5. Weekly class for those who don't know or who believe they need to be spiritually mentored....similar to a Bible Study or Sunday School Class.
6. References to the concepts and language from the pulpit. (*i.e. “Lordship; Abiding”*)
7. On Sunday mornings have short testimonies (as appropriate) to encourage others.

#### **Expectations when Fully Implemented:** (*timelines will vary*)

- All regular attendees / members growing in their Christian walk, continuously depending on the Holy Spirit for even minor decisions
- Every member is involved in the life of at least one other individual.  
(*Could be their child or spouse*)
- Testimonies about how God is transforming lives is the norm
- Evidence of spiritual maturity, spiritual fruitfulness, and spiritual reproduction

## DETAILED IMPLEMENTATION

### LEADERSHIP / OWNERSHIP

It is critical that the Pastoral leadership personally be involved and take ownership and responsibility for the discipleship ministry. This is **NOT** just another **program** to hand off to others with an ending and beginning date, but a ministry that transforms the church and becomes **part of its “DNA”**. (However, tweaking and minor course corrections should continually be considered.) Incorporating terminology and concepts from the Discipleship lessons into conversations and sermons will accelerate the acceptance by the congregation.

Structure will ensure ongoing accountability and success.

### STRUCTURE / ORGANIZATION

#### Suggested Roles

*Note: one person may perform more than one role, especially in the beginning.*

**All leadership (including the Pastor) should be mentoring at least one person.**

Pastor	The pastor oversees the overall discipleship ministry and sets the vision under the guidance of the Holy Spirit.
Coordinators	The coordinators keep track of available disciplers/mentors, potential mentees, and the one-on-one relationships.  The Coordinators also oversee and facilitate the on-going regular “equipping” gatherings and classes of mentors.
Trainers (Facilitators)	Trainers facilitate the weekly DTI equipping classes in Phase 1 and 2, to prepare disciplers. <i>(This function may be performed by the Coordinator – especially in the initial stages.)</i>
Discipler / Mentor <b>Mature Believers</b>	Mature Believers attend the initial DTI equipping classes, and as the Holy Spirit leads, begin to spiritually mentor others. <i>(Note that being prepared to mentor may be done one-on-one.)</i>
Disciple / Mentee <b>New Believer</b> <b>Immature Believer</b>	This person needs to be disciplined / mentored, or is being disciplined.  As the disciple becomes increasingly more dependent on the Holy Spirit and less dependent on the discipler, there should be evidence of spiritual maturity, spiritual fruitfulness and spiritual reproduction.

## **TWO METHODS FOR CONNECTING MENTORS TO A MENTEE**

### **1. Personal:**

- Through the prompting of the Holy Spirit and making oneself available, the mentor creates a discipleship relationship with the potential mentee on his/her own.
- Together set up a time / place to meet regularly and report back to the Coordinator the results. (for tracking purposes)

### **2. Corporate:**

- Pastoral leadership informs the Coordinator of potential mentees, identified because of getting saved, being baptized, personal interaction, etc.
- The mentor is made aware of a potential mentee, either through personal contact or during the regular corporate Discippler Developmental Gatherings. (see below)
- The mentor seeks discernment from the Holy Spirit to reveal if this person may be the correct mentee for them.
- If so, the mentor makes the connection to meet
  - (suggestion) The mentor recommends a “meet and greet for coffee” to get acquainted, show the manual and/or app, and discuss the parameters of entering into a mentoring relationship.
- Together set up a time / place to meet regularly and report back to the Coordinator the results. (for tracking purposes)

#### **NOTE:**

- Each method involves the Holy Spirit’s leading. (This is critical.)
- See Lesson 2-5 for more practical guidelines. (These guidelines will be part of the initial “equipping” training).
- See attached sample forms for mentors’ profiles and mentee’s application to be mentored. (If desired)

## **DISCIPLER DEVELOPMENTAL GATHERINGS**

It’s important to develop on-going gatherings for the support and development of spiritual mentors, with pastoral and/or coordinator oversight, so that the mentors don’t feel isolated.

- Scheduled regularly (*bi-monthly / quarterly*)
- Attendees:
  - Pastor
  - Coordinator / Trainer
  - Spiritual Mentors (disciplers)
- Purpose (see sample agenda attached)
  - for equipping



- for encouragement and prayer
- for connection to potential disciples
- to review / discuss a lesson (especially diagrams)
- Benefits / Ideas
  - Stay focused on the concepts and remain ready to disciple
  - Discuss and pray about challenges concerning specific discipling situations
  - Share how the Holy Spirit is leading conversations
  - Share analogies and examples that are used in discipling conversations
  - Continually improve understanding of concepts (use the DTI on-line Leader Training Videos on [www.disciplers.org](http://www.disciplers.org) )
  - Provide oversight and support for active mentors
  - Discuss how to communicate more effectively with mentees (facilitating style vs. telling style)
  - Roleplay having the initial connecting conversation with a mentee
  - Discuss when to refer to other resources (counselor, etc.)

### **Training Additional Mentors**

1. As disciples mature in their faith, they should be challenged by their mentor to prayerfully consider discipling others
  - By using positive present tense language such as: “When you mentor someone...”
  - Begin the process by going through Phase 2 with the mentee.
2. Have a weekend workshop or a weekly class to equip additional mentors. (Corporate Phase 2 classes)
3. Use Phase 1 as curriculum in Sunday school classes or small groups with those who might not agree to be involved in a one-on-one mentor relationship (*These gatherings will help people grow in their walk, discover gaps in their understanding, and potentially feel impelled by the Holy Spirit to mentor others.*)

### **IMPORTANT ADDITIONAL SUGGESTED SUPPORTING ACTIONS**

- The Pastoral leadership team, mature believers and church leaders should **pray for guidance** from the Holy Spirit.
- The **Pastoral leadership team** should each individually pray for at least one person to personally mentor using Phase 1. (*This sets an example for the church body, emphasizes that discipling is important, and gives the pastor real hands-on experience to share with other potential mentors who may feel they're not equipped.*)
- The Pastoral leadership team should **incorporate DTI discipleship terminology and concepts** into sermons, Bible Studies, and prayer. (*transformation, Holy Spirit as a person, God's character, lordship, abiding, etc.*)
- It is also helpful for the **praise team** to be disciplined (either individually or through a corporate class) so they also utilize the concepts and language in their worship leadership.



## Spiritual Mentoring Gathering #1 – *Sample Agenda*

### Open in Prayer

**Pastor's Comments:** – concerned that you are not left “on an island” – so meeting quarterly for 1 ½ hours with a different agenda each time

- Today we will have opportunities to share / ask questions and we have a special guest to share words of encouragement

### Why are we here?

- Discussion: Can God use us to come alongside another believer as a friend, safe confidante, and spiritual mentor?
- Testimonies - what is God doing?

**Guest Speaker:** (pastor's wife, counselor, etc., other discipler from neighboring church)

- Devotional / Words of encouragement (for about 20 minutes)

### Where do we find mentees / people to disciple?

- “*Where am I as a Christian?*” handout – PRAY ABOUT MENTORING

### Improve Our Understanding of Lessons or Concepts (below is a sample)

#### Lordship - Abiding

- Lordship Decision (lesson 1-7) (have to know God's Character to trust Him)
- Abiding - Walking it out daily (lesson 1-12)
  - Don't make it more complicated than it is!
- Symptoms of not abiding (lesson 1-8)
- Gravity analogy – we don't have to be submitted to the sinful human nature
  - But if we stumble, we confess -- get up – and keep going

### Misc.

- Resources: The book “*Shepherding Women in Pain: Real Women, Real Issues and What You Need to Know to Truly Help*” by Beverly Hislop
- DTI Website “Mentor Training” How To videos
  - “The purpose of this lesson...”
- DTI Manual – (*Have people pay whatever it costs you to print them.*)
- DTI App
- YouVersion Devotionals written by DTI
- LARGE PRINT AVAILABLE on website, as well as Spanish and Mandarin

### Website Demo

### Close in prayer



### Spiritual Mentor Profile

RETURN TO DISCIPLESHIP COORDINATOR or call \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

\_\_\_\_ You can text me at this number, as well

Age: \_\_\_\_\_ Single Married Separated Divorced Widowed

Ages of Children: \_\_\_\_\_

Ages of Grandchildren: \_\_\_\_\_

Occupation: \_\_\_\_\_ Part-Time \_\_\_\_\_ Full-Time \_\_\_\_\_

Hobbies and interests: \_\_\_\_\_

How long have you attended our church? \_\_\_\_\_

Anything else that would be helpful in connecting you to a mentee?  
\_\_\_\_\_  
\_\_\_\_\_

Generally, my availability to meet: (for 1 to 1 ½ hours each time)

Mon AM Tues AM Wed AM Thurs AM Fri AM Sat AM Sun AM

Mon PM Tues PM Wed PM Thurs PM Fri PM Sat PM Sun PM

Other: \_\_\_\_\_  
\_\_\_\_\_

**I want training to become a Spiritual Mentor.**

**I will pray for my mentee, keep confidences, and keep commitments that I make to the mentee.**

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_



## Spiritual Mentee Profile

RETURN TO DISCIPLESHIP COORDINATOR or call \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

You can text me at this number, as well

Age: \_\_\_\_\_ Single Married Separated Divorced Widowed

Ages of Children: \_\_\_\_\_

Ages of Grandchildren: \_\_\_\_\_

Occupation: \_\_\_\_\_ Part-Time \_\_\_\_\_ Full-Time \_\_\_\_\_

Hobbies and interests: \_\_\_\_\_

How long have you attended our church? \_\_\_\_\_

Why do you want to meet with a Spiritual Mentor?

What are areas of struggle, challenge, or interest for which you want mentoring?

Generally, my availability to meet: (for 1 to 1 ½ hours each time)

Mon AM    Tues AM    Wed AM    Thurs AM    Fri AM    Sat AM    Sun AM

Mon PM    Tues PM    Wed PM    Thurs PM    Fri PM    Sat PM    Sun PM

Other: \_\_\_\_\_

***I understand that first I am committing only to a “meet and greet” coffee / tea for 30-45 minutes. If we (mentor and mentee) agree to continue into a mentoring relationship, this is my general commitment:***

***I will commit myself to meeting once a week (or other desired timing: \_\_\_\_\_) for approximately six months with my assigned mentor.***

***I understand my responsibility is to be at our scheduled meetings (or call to change / cancel if circumstances require it), to pray for an open heart and mind, and make spiritual growth a priority in my life.***

Signature: \_\_\_\_\_ Date: \_\_\_\_\_