



Implementing and Developing an Effective DTI Discipleship Ministry in Your Church

LEADERSHIP / OWNERSHIP

When the leadership (especially the pastor) is ready to begin the development of a comprehensive spiritual mentoring (*discipleship*) ministry, it is important to decide and implement structure that will ensure ongoing accountability and success.

The Pastor (and main leadership) should personally take ownership / responsibility for the development of the discipleship ministry OR delegate this role and responsibility to someone else, providing support and accountability. This is NOT just another program with an ending and beginning, but a ministry that transforms the church and becomes part of its “DNA”. (Although tweaking and minor course corrections should continually be considered.)

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.
Coordinator:	The coordinator keeps track of available disciplers/mentors, potential mentees, and the one-on-one relationships. This person also oversees and facilitates the on-going regular Discippler Development Gatherings of mentors.
Trainer (facilitator)	The person who facilitates the weekly DTI classes in Phase 2 and Phase 1, and equips disciplers. (This function may be performed by the Coordinator – especially in the initial stages.)
Discipler / mentor	Attends the initial DTI equipping classes, and as the Holy Spirit leads, spiritually mentors others one-on-one.
Disciple / mentee	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 Disciplers to a Disciple

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.

Corporate:

- The mentor is made aware of a potential mentee through the on-going corporate Discipler Developmental Gatherings
- The mentor seeks discernment from the Holy Spirit to reveal if this person may be the correct mentee for the mentor
- 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 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.

NOTE:

- Each method involves the Holy Spirit’s leading (this is critical)
- See Lesson 2-5 for more practical guidelines
- See attached sample forms for Mentors’ Profiles and Mentee’s application to be mentored

Discipler Developmental Gatherings

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

- Regularly (*monthly / quarterly*)
- Attendees:
 - Pastor
 - Coordinator / Trainer
 - Spiritual mentors (disciplers)
- Purpose (see sample agenda attached)
 - for equipping
 - for encouragement
 - for prayer
 - for connection to potential disciples
 - 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)
 - Provide oversight and support for active mentors
 - Discuss how to communicate more effectively with mentees (facilitating style vs. telling style)
 - Roleplay connecting available mentors with potential mentees



Training Additional Mentors

- As disciples mature in their faith, they should be challenged by their mentor to disciple others
 - Begin the process by going through Phase 2 with the mentee
- However, it might be advantageous to have a weekend workshop or a weekly class to equip additional mentors. (Corporate Phase 2 classes)
- Consider using 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 and potentially learn the importance of mentoring others)

IMPORTANT ADDITIONAL SUGGESTED SUPPORTING ACTIONS

- The Pastor, mature believers and church leaders should pray for guidance from the Holy Spirit.
- The Pastor should 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 experience to share with other potential mentors who may feel they're not equipped.)
- The Pastor should incorporate DTI discipleship terminology and concepts into sermons, Bible Studies, and prayer.
- It is also helpful for the praise team to be discipled (either individually or through a corporate class) so they also utilize the concepts and language into 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”
- DTI Website “Leader Training” How To videos
 - “The purpose of this lesson...”
- DTI Books - \$10
- LARGE PRINT AVAILABLE on website --

Website Demo

Close in prayer

Spiritual Mentor Profile

Coordinator name, email, phone, etc.

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

Mon PM Tues PM Wed PM Thurs PM FRI PM Sat 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

Coordinator name, email, phone, etc.

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 LifeChurch? _____

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

Mon PM Tues PM Wed PM Thurs PM FRI PM Sat PM

Other: _____

I understand that first I am committing only to a "meet and greet" coffee / tea for 30-45 minutes. If we (mentor & 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: _____