



A Tool for Personal Discipleship

PHASE 2

MENTOR TRAINING

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PHASE 2 CURRICULUM

Mentor Training

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**Who is God calling you to Mentor?
Pray for His leadership, guidance and help.**

Also refer to “**Redefining Discipleship**”, a discussion on possible reasons why the Church is not having a greater impact, along with potential solutions.

Visit our website or scan this code with your smart phone for this document.



Discipleship: A Suggestion or A Command?

The last thing Jesus told his disciples in the Gospel of Matthew before ascending to heaven is often called “The Great Commission.”

Matthew 28:18-20 *Then Jesus came near and said to them, “All authority has been given to me in heaven and on earth. **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.”*

Do you think this was a SUGGESTION from Jesus – or a COMMAND?
If it is, indeed, a command, we should take it seriously.

*Every disciple is a
convert,
But not every
convert is a
disciple.*

Congratulations on choosing to become equipped to “make disciples” – to walk alongside another believer when God orchestrates that relationship.

In order to fulfill Jesus’ mandate from these verses, we need to discuss several questions:

1. What is the **PURPOSE** of discipling?
2. **WHAT** is a disciple?
3. **HOW** do we “make them” and teach them?
4. What are the expected **RESULTS** or goals of “making disciples?”

1. **WHAT IS THE PURPOSE OF DISCIPLING?**

Every person is born with a predisposition toward independence from God. That disposition tends to strengthen as the child grows into an adult.

If the person accepts His gift of salvation, then God begins a process of inward transformation (sanctification).

The pace and depth of that transformational process is affected by the understanding and openness of the new Christian.

The intent of discipleship (mentoring, “spiritual parenting”) is to help newer (and older immature) believers to understand **what God is doing in their life**, in order to significantly influence and accelerate that process.

Romans 12:1-2 *..., brothers, by the mercies of God, I urge you to present your bodies as a living sacrifice, holy and pleasing to God; this is your spiritual worship. Do not be conformed to this age, but **be transformed** by the renewing of **your mind**, so that you may discern what is the good, pleasing, and perfect will of God.*

Colossians 1:28-29 (Paul wrote) *We proclaim Him, warning and teaching everyone with all wisdom, **so that we may present everyone mature in Christ**. I labor for this, striving with His strength that works powerfully in me.*

2. WHAT IS A DISCIPLE?

Webster's 1828 Dictionary includes this definition, *Christians are called His disciples, as they profess to learn and receive His doctrines and precepts.* Disciples of Jesus are often referred to as "little Christs."

That means Christians are called not just to ACT like Jesus – but to BE like Jesus, to have His heart attitude of total dependence on the Father.

Dictionary.com defines a disciple as *a person who is a pupil or an adherent of the doctrines of another.* That means not just "head knowledge", but "heart knowledge."

We are all disciples of something. Are we disciples of Jesus? Are we being transformed from the inside out by our relationship with Him? He will help us understand His Word, give us the desire to live out His commands, and the power to do what He asks of us.

***Discipleship must be focused on life transformation,
not just acquiring information.***

Bishop Keith Cowart FMCUSA, GC19, July 2019

3. HOW DO WE MAKE DISCIPLES? (HOW DO WE TEACH THEM?)

The most common method used to help new believers today is to hand them a Bible, encourage them to attend church services and join a small group study. While it is certainly possible for Christians to grow spiritually in this environment, consider which is easier:

1. To learn something new on your own; or
2. To have a mentor / guide to help you learn exactly what you need to know?

Reflect on this analogy: If we hand a **thick computer manual** to 100 people who have no prior computer understanding, a few will eventually manage, with difficulty, to figure things out. But many more will become frustrated and decide that it's just too hard.

Many Christians left on their own, reach the same conclusion regarding the Christian life – that it's too hard.

Which would you prefer, to be given a manual to learn on your own, or have **someone take the time to personally tutor you** and answer your questions?

We could truthfully state that the manual has **all** the needed knowledge, and the information is **clearly** presented. How about building a house or rebuilding a car transmission? How many inexperienced people would want to be handed just the manual or blueprints and be expected to do a decent job? Not many.



If a computer illiterate person was just handed a computer manual without personal tutoring, how well do you think they would do?



Yet many Christians are told, "Here's a Bible, just read it, it has all the answers."

What if having a personal tutor, a spiritual mentor, could accelerate the spiritual growth of a new believer, or help an older Christian to break out of the “ups and downs” of their journey and be transformed into a mature, fruitful and reproducing Christian?

That is the purpose and mission of Discipuler Training International – to provide resources to help believers grow more rapidly in their Christian walk, progressing to spiritual maturity, spiritual fruitfulness, and spiritual reproduction.

A Biblical Model for Personal Discipleship

The DTI model of discipleship focuses on **mentoring / tutoring (spiritual parenting)**, meaning the DTI lessons are structured to be used in conversation between a spiritual mentor and their mentee.

In this model, based on **1 Thessalonians 2:3-13**, Paul clearly depicts himself as a “spiritual parent” (spiritual father and mother), caring for his spiritual children. **The human parallel is intentional and unmistakable.** God gave us this discipleship model to help all “faithful” believers who want to grow and invest in the lives of other believers to help accelerate their spiritual growth.

(From Paul, with Silas and Timothy - 1 Thessalonians 2:3-13)

THEY WERE **SINGLE-MINDED** IN PURPOSE

:3-6 ... so we speak, **not to please men, but rather God**, who examines our hearts. For we never used flattering speech, as you know, or had greedy motives—God is our witness—and **we didn’t seek glory from people**, either from you or from others. Although we could have been a burden as Christ’s apostles,...

THEY CARED FOR THE BELIEVERS **AS A MOTHER** CARES FOR HER CHILDREN

:7-8 ... instead **we were gentle** among you, **as a nursing MOTHER nurtures** her own children. **We cared so much for you** that we were pleased to share with you not only the gospel of God but also **our own lives**, because **you had become dear to us**.

THEY BECAME “**ROLE MODELS**” TO THE NEW BELIEVERS

:9-10 For you remember **our labor** and **hardship**, brothers. **Working night and day** so that we would not burden any of you, we preached God’s gospel to you. **You are witnesses**, and so is God, of how **devoutly, righteously, and blamelessly we conducted ourselves** with you believers.

THEY GAVE **INDIVIDUAL** ATTENTION AND INSTRUCTION **AS A FATHER**

:11-12 As you know, **like a FATHER** with his own children, we **encouraged, comforted,** and **implored EACH ONE** of you to walk worthy of God, who calls you into His own kingdom and glory.

THE **WORD OF GOD** WAS AN ESSENTIAL COMPONENT OF DISCIPLESHIP

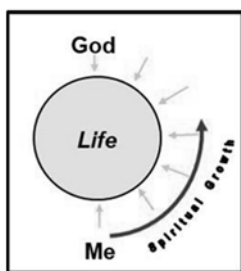
:13 This is why we constantly thank God, because when you received the message about God that you heard from us, you welcomed it not as a human message, but as it truly is, **the message of God**, which also **works effectively in you believers**.

In many cases Personal Discipleship / Spiritual Mentoring is the missing ingredient in the church for producing healthy spiritual growth.

The disciple won’t care how much you know, until they know how much you care.

4. WHAT ARE THE EXPECTED RESULTS OF MAKING DISCIPLES?

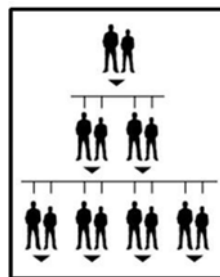
The goal is that each disciple should show evidence of:



Spiritual Maturity



Spiritual Fruitfulness



Spiritual Reproduction

- **SPIRITUAL MATURITY** Colossians 1:28-29 (Paul wrote) *We proclaim Him, warning and teaching everyone with all wisdom, so that we may present everyone mature in Christ. I labor for this, striving with His strength that works powerfully in me.*
- **SPIRITUAL FRUITFULNESS** John 15:8 (Jesus said) *My Father is glorified by this: that you produce much fruit and prove to be My disciples.*
- **SPIRITUAL REPRODUCTION** 2 Timothy 2:2 (Paul wrote) *You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.*

***Jesus commanded us to make disciples, not just converts.
In the Christian community there are many immature “converts,”
but very few disciples.***

***Every believer should be seen as a potential witness,
as well as a potential discipler (“spiritual parent”).***

If you have questions, check out our website (www.disciplers.org) for more resources, (including Mentor training videos) or email us at info@disciplers.org.

The Practical Aspect of Making Disciples

A TOOL FOR PERSONAL DISCIPLESHIP – THE CORE RESOURCE

- The workbook is to be used when walking alongside a newer-in-the faith believer to spiritually mentor him/her.
- Available in .PDF and electronic App format on our website: www.disciplers.org

WHERE DO I FIND BELIEVERS TO MENTOR?

I must seek God’s guidance about whom to mentor.

- A. Pray for discernment as to who He would choose to minister to through you, and your investment of time, energy and possessions.

Jesus let His Father make the decision when choosing the 12 disciples.

Luke 6:12-16 ... *He went out to the mountain to pray and spent all night in prayer to God. When daylight came, He summoned His disciples, and He chose 12 of them—He also named them apostles.*

Sadly, **many** “older” Christians, especially those who have found a comfortable and acceptable Christian lifestyle, **are not overly interested in being mentored** on toward spiritual maturity, fruitfulness and reproduction. Prayerfully look to the Lord for **His confirmation**.

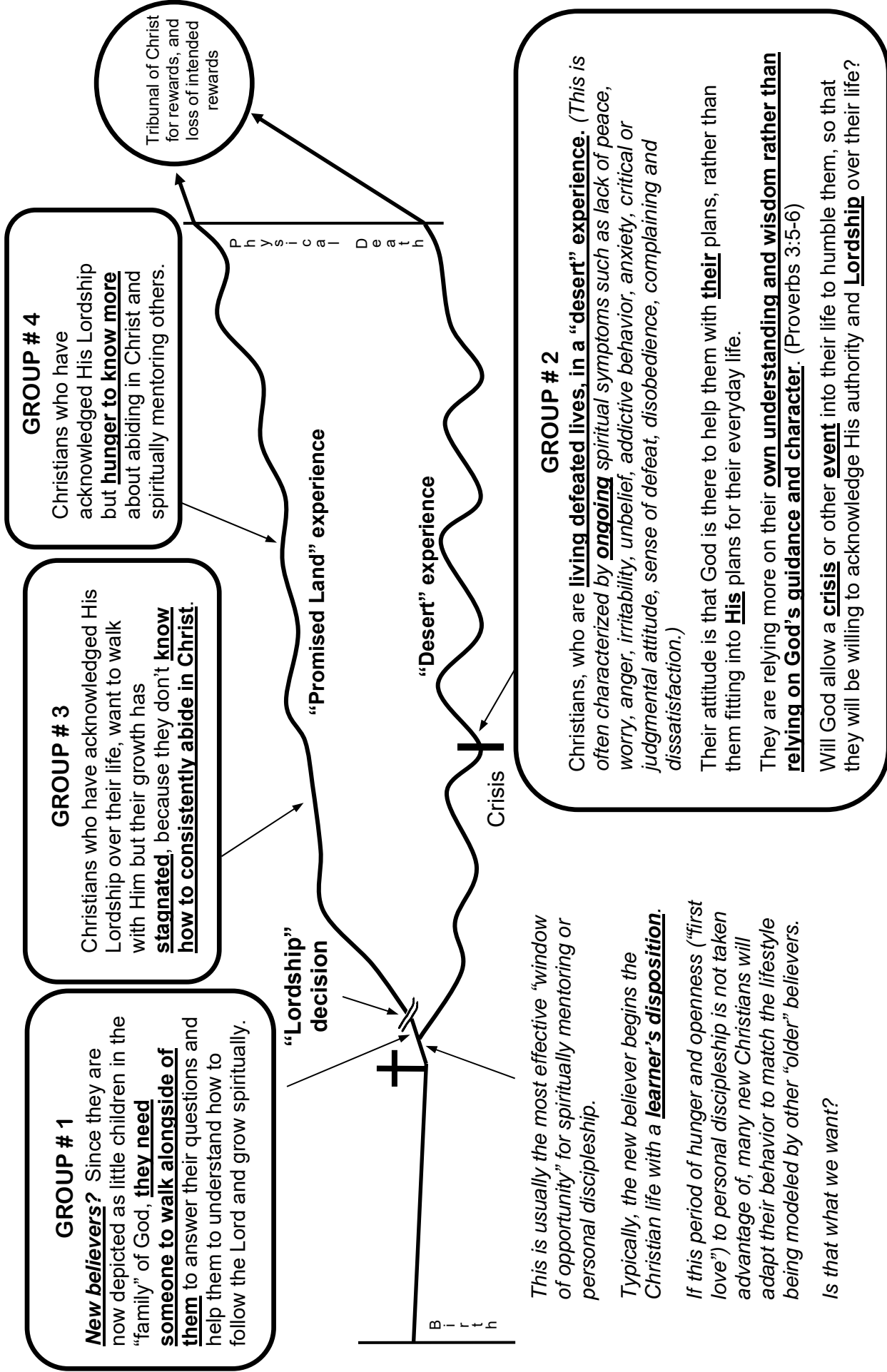
Caution: Trying to disciple a disinterested person will usually lead to frustration!

IMPORTANT: If I spend my limited time with a disinterested person, I may be neglecting someone else who sincerely wants to grow. Timing is also important, i.e. someone who is not interested today may be interested at some time in the future.

- B. When praying about discipling, what characteristics should I look for in other Christians? (read each characteristic using the diagram on the next page)

1. **New believers** are “baby Christians” who need someone **to walk alongside them** to answer questions and help them understand how to follow the Lord and grow spiritually.
2. **Christians who are living defeated lives in a “desert” experience** (often for years), who through a God orchestrated **crisis** have found themselves humbled and are finally willing to acknowledge that He can manage their life better than they can. (His Lordship)
3. **Christians, who** have acknowledged His Lordship over their life, want to walk with Him but their growth has **stagnated**, because they don’t **know how to consistently abide in spiritual harmony with Christ**.
4. **Christians who want to be equipped** to mentor others. This can be a very fulfilling and exciting adventure in mentoring, as well.

Target Groups for Mentoring



This is usually the most effective “window of opportunity” for spiritually mentoring or personal discipleship.

Typically, the new believer begins the Christian life with a learner’s disposition.

If this period of hunger and openness (“first love”) to personal discipleship is not taken advantage of, many new Christians will adapt their behavior to match the lifestyle being modeled by other “older” believers.

Is that what we want?

C. What traits should I look for in a disciple-to-be or mentee?

1. **A spiritual hunger:** Are they hungering and seeking after God? (Jesus said) ***those who hunger and thirst for righteousness are blessed, for they will be filled.*** (Matthew 5:6)
2. **A teachable attitude:** Do they have an openness to Him? Do they see themselves as an apprentice learner and open to a spiritual mentor or tutor?
3. **A reliability (dependability):** Do they want to **apply** His truth to their life? Is spiritual growth a **priority in their life**? (Paul told Timothy) *And what you have heard from me in the presence of many witnesses, commit to **faithful** men who will be able to teach others also.* (2 Timothy 2:2)

Caution: It is not good if they think they're doing me a favor.

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.

2. Corporate: (If a church has set up a formalized process and designated a Discipleship Coordinator, this process would apply.) *See the **Implementation Guidelines on our website.***

- Pastoral leadership makes a “Discipleship Coordinator” aware 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 from a recommendation from the Pastor or a Coordinator.
- 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 workbook and App, and discuss the parameters of entering into a mentoring relationship.
 - **TIP:** While you should encourage a potential mentee to try the mentoring process, do NOT pressure them.
- Together set up a time / place to meet regularly and report back to the Discipleship Coordinator the results. (for tracking purposes)

NOTE: Each method involves the Holy Spirit’s leading. This is critical.

Suggested Guidelines for Mentoring Another Person:

The emphasis in the mentoring process is **on our personal relationship with the Lord** - our heart attitude - rather than behavior manipulation, (which is the erroneous way many believers live their Christian life). The focus is on allowing God to inwardly transform our thinking to His perspective and values, which will lead to Godly conduct.

For long time believers, going through the lessons will help identify gaps in their spiritual understanding and address spiritual needs in order to strengthen their relationship with the Holy Spirit and allow God to use them for His purposes, including mentoring others.


LOGISTICS

- **NOTE: Normally, men should disciple men and women should disciple women, or a couple with a couple.** This is because of the intimate relationship forged through this process.
- Ideally, arrange to meet about once a week for approximately 1½ hours or so. That will allow time for plenty of sharing and discussion without rushing. The time will vary depending on their spiritual hunger, assimilation of Biblical concepts and maturity level, as well as life's demands.
 - TIP: You want to meet often enough to ensure continuity and continued growth. Life DOES happen, however, so be understanding and gracious when things interrupt the schedule!
- Beginning with Phase 1, plan to spend at least **3 to 9 months** with a mentee, meeting regularly. Growth takes time.
 - TIP: Work through each lesson, **in order**. They are designed for a specific progression -**to lead the mentee to make a Lordship decision and understand how to continually Abide** in complete dependence on the Lord.
- **Where to meet?** Consider a quiet place with minimal distractions: perhaps one of your homes, a coffee shop or restaurant if it is a slow time, the church, or even a park.

GUIDELINES AND SUGGESTIONS

- The **purpose** of the meetings is to explain Biblical truth and principles, and to give the mentee opportunities **to ask** questions, **share** spiritual struggles, and **discuss** related topics.
- The material is structured **to stimulate conversation** to help encourage growing spiritually and walking in dependence on the Lord under the guidance of the Holy Spirit. The lessons are not just academic material to be studied only to acquire knowledge, although having Biblical knowledge is important.
- Seek to convey **Biblical principles** to live by, not just to impart Biblical knowledge. The “spiritual parenting” model of discipleship should include commitment, modeling and individual attention in addition to teaching God’s Word. (*See also the “Redefining Discipleship” document on our website for more on these components.*)
- My goal is to lead them into **dependence on the Holy Spirit**, and independence from me. I should expect the typical Christian, if correctly mentored, to become a “spiritual reproducer”.

- **Ask open-ended questions** to help discover what the mentee is thinking and how God is talking to them. (practice a facilitation style of interacting.)
 - **Facilitating is the art of asking questions** so THEY come to the conclusion YOU want them to! This allows the Holy Spirit to work / grow / guide them. Facilitation is "learner-centered." This is how you will identify gaps in their understanding. They don't really know what they don't know or understand, and neither do you!

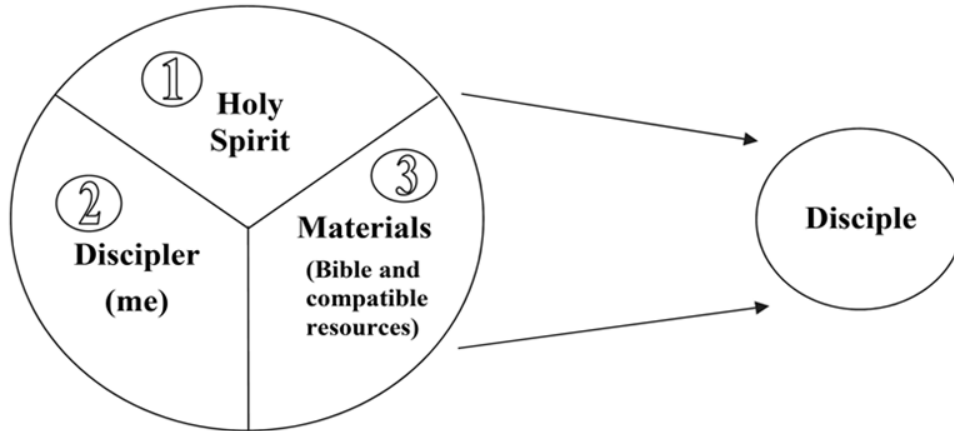


**DTI
Facilitation Guide**
 - *(See the DTI Facilitation Guide for Mentoring and Small Groups available on our website, or scan this code with your mobile device.)*
- **Always begin with prayer.** Keep it simple and brief so the mentee will be comfortable praying out loud at some point as they grow.
- **Take turns reading** the points and Scriptures out loud between you and the mentee and discuss the concepts together.
- **Share your own experiences and insights** into how God has been working in your life, as the Holy Spirit leads you. (You are modeling for them.)
- **Be flexible** enough to allow the Holy Spirit to change the direction of the study or conversation, yet **orderly and intentional** enough so time is not squandered on less significant matters.
- Go through the material **at the mentee's pace**. That also means **not necessarily rushing to finish one lesson each session**. Some lessons take longer than others, and the mentee needs time to assimilate and apply what was discussed.
- It's not how rapidly you go through the material, but the **spiritual growth that results**. Growth can be slow and takes time. Sometimes, depending on what's going on in your mentee's life, you may get through only a small amount of the material -- however the Holy Spirit leads.
 - **TIP:** Ask the **mentee to keep track** of where you left off and where to begin. That shows their investment and relieves pressure on you, especially if you are mentoring more than one person.
 - **TIP:** Although we **do not recommend** requiring the mentee "to read and study for next week," we often encourage them to **review the Scriptures** that were just discussed and **meditate on them**, asking God to reveal more truth and application to their life.
 - **TIP:** If the mentee DOES "read ahead" and says "I have already read this on my own", we still highly recommend that you **go through it with them**, asking what God showed them as they read. Often, the Holy Spirit will bring out even more insights to both of you. In our experience, skipping parts or rushing because they think they have already studied a section usually indicates a focus on "**checking the box**" (**behavior**) rather than allowing God to transform them.
- Encourage the mentee to **look to the Lord to apply Biblical principles** to their everyday life.
- Don't allow your relationship with the mentee to dissolve into **just** being friends, although building a relationship with them is important. It's easy for the sessions to become a "pity party" consumed with complaining about all of life's problems. **Be intentional and continue going through the material** and watch how God will use the Scriptures to speak to the mentee and their situation.

- Always ask the mentee **if they have prayed about a situation** they are complaining or asking advice about. Be careful about giving opinions and advice, as you want to encourage them to ask the Lord. You might say something like “Have you thought about this _____? But you should pray and see what God says.”
- It is important that I am a thoughtful **listener**. It’s the best way to identify gaps in their spiritual understanding.
- Always **end with a prayer** for whatever concerns have been expressed -- and for the mentee's continued growth. Be sure to share your own personal prayer requests so they can pray for you, as well.
- **Don't be surprised when the Lord talks to YOU** about things in your own life as you walk side-by-side with your mentee. That's what He does!
- **Always have a Bible** (digital or paper) to help with understanding and insights from other versions, or to read an entire passage.
- **PLEASE teach your disciple to use their Bible** and read the verses in context of the entire chapter and to ask the Holy Spirit for guidance as to how that passage applies to them.
- Again, remember that **growth takes time**, just like in the natural world. Each person will be unique and in a different place spiritually from others. **The goal is spiritual maturity**-- not getting through the material quickly.
- As the mentee grows, encourage them, as opportunities arise to **clearly explain to others** the Biblical principles they are learning. As the Holy Spirit leads, the mentee should start mentoring another person, with your assistance.
- As you continue to build your relationship let the mentee know that you are **available** throughout the week. Perhaps periodically text them a verse that was inspirational to you.
- **Regularly monitor their spiritual growth** even after your formal discipleship time is completed.
- Regularly **pray for** the disciple and **with** the disciple.
- Remember you are a **role model** for your mentee. You should tell them about **your spiritual growth** when appropriate, under the guidance of the Holy Spirit. **They will be encouraged** when they hear what God is doing in your life. They can reason, "If you trusted God and He took care of that situation, then maybe I can trust God, too."

NOTE: We have found that the **nurturing aspect** of one-on-one mentoring is crucial and effective in spiritual growth, just as Paul discusses in 1 Thessalonians 2:3-13. You should **expect to see spiritual maturity, spiritual fruitfulness and spiritual reproduction** in the mentee’s life as they grow and apply these DTI **concepts and integrate them** into their everyday life.

Essentials for Discipling (*Role descriptions*)



① **The discipler needs to count on the HOLY SPIRIT to:**

- a. **Orchestrate encounters** with others who need to be mentored
- b. **Create spiritual hunger** in the person to be mentored
- c. **Guide** the discipleship process
- d. **Give wisdom, discernment** and **clarity** to your mentee

② **The DISCIPLER is responsible to:**

- a. **Pray** and look to the Lord with **expectation**
- b. Continue in fellowship (**abide**) with the Holy Spirit
- c. **Study** the Word and **seek** to be prepared to be used by God
- d. Be **available** to the Holy Spirit to work through you to assist others in their faith walk
- e. **Cooperate** with the Holy Spirit as a partner in **His** work

③ **The DTI CURRICULUM:**

- a. Emphasizes the mentee's need to look to the Lord to reveal Himself through His Word, the **Bible**
- b. **Progressively** addresses the **needs** of the mentee and their growth in an intentional and systematic method, as in building a house
- c. Focuses the mentee's attention on their **transformative relationship with the Lord**, rather than on external behavior manipulation

In the human physical realm, there are three OBSTACLES TO REPRODUCTION:

- a. Physical immaturity
- b. A health problem
- c. A lack of physical intimacy

The same three obstacles can hinder spiritual reproduction (according to Dawson Trotman, founder of the Navigators (navigators.org))

- a. **Spiritual immaturity** – Due to being a newer Christian, or due to a lack of spiritual growth.
- b. **Spiritual health problems** – Due to unresolved issues between the Christian and the Lord, and/or a lack of correct spiritual understanding.
- c. **Lack of spiritual intimacy** – Due to busyness and/or other activities or things that infringe on their quiet time and intimacy with the Lord.

Discussion Topics

1. Why are some Christians **reluctant to make a commitment** to mentoring a new believer? Consider these: **I don't feel adequate, That's not my gift, I don't have enough Biblical understanding, I don't want to be a hypocrite, I'm too busy, over committed; etc.**

These reasons are usually based on one's appraisal of personal capabilities, rather than faith in God's capabilities. Many such Christians would greatly benefit from being trained as disciplers. How many parents would have kids if they had waited until they felt their parenting skills were adequate? Have any of these reasons affected you either in the past or present in regards to spiritually mentoring a new believer?

2. How have you been personally impacted by the **modeling** of other Christians? Has it had a positive or negative impact on your life?
3. Personal discipleship serves **to acquaint** the newer believer with the general goals that God has for their life and with the **process** by which God typically accomplishes spiritual growth. Because each Christian is unique, **only** the Holy Spirit can be in charge of the spiritual growth process. Through personal discipleship, our intent is to shorten the time required for the newer believer to learn **how to cooperate** with the Holy Spirit in the process of spiritual growth. What do you believe should be the anticipated spiritual results of healthy discipleship? Why?
4. Ideally every new Christian should be **individually** mentored in order to help them in the **transition** from self-reliance to an increasing God-reliance, as clearly contrasted in Proverbs 3:5-6. Sadly, **older** Christians, who have not yet acknowledged His Lordship, will often have an increasing measure of **resistance** to changes, since they typically will have become accustomed to a somewhat manageable Christian lifestyle. (behavior manipulation)

Persecution and crisis are instruments that God uses to accelerate the transition to God-reliance. We need to be alert for Christians who have recently passed through a crisis and are now ready to acknowledge His Lordship over their life. It is the Holy Spirit's job to coordinate crisis, and **my** responsibility to be **available** to Him when He wants to use me in the life of another who is responding to Him.

5. If someone were to ask you to describe a "**biblical disciple**", how would you respond?
6. Do you believe that you know what **spiritual gift(s)** you have been given by the Holy Spirit? If so, how have you drawn this conclusion? Is it from observing the Lord's involvement in your life? How has He been using you to spiritually benefit others? Has anyone else commented to you regarding your spiritual giftedness?

Now that you have the tools in place...who is God leading you to mentor?

For Further Study

Many church leaders would agree that the body of Christ should be having a greater impact on the world. There are a myriad of reasons why the Church is not spiritually healthier. In our document "Redefining Discipleship", DTI presents what we believe is the single biggest reason for the prevalent spiritual weakness in the Body of Christ and biblical solutions to reverse that trend. This resource is located on our web site in the Mentor Training section.