

Church Discipleship Manual

Congregational Preparation: To Transform a Church Fellowship from Membership-oriented to a Missional-oriented Fellowship.

Version 1.0 — Comprehensive Leadership Guide

Table of Contents

- A. Overview
- B. Core Responsibilities
- C. Leadership Development
- D. Systems & Structures
- E. Care & Oversight
- F. Discipleship Philosophy & Biblical Foundations
- G. The Discipleship Taxonomy
- H. Common Language
- I. Personal Ministry
- J. Developing Discipleship Pathways
- K. **Roman's Road (A Taxonomy of Romans)**

A. Overview

- The Pastor, with the Minister of Discipleship, is the primary leader responsible for:
 - a. Creating a clear, intentional path for spiritual growth.
 - b. Training leaders who make disciples.
 - c. Overseeing spiritual formation environments.
 - d. Ensuring discipleship is not random but structured.
 - e. Integrating biblical maturity into every ministry area.
- The Pastor and Minister of Discipleship serve as both architects (designing systems) and shepherds (guiding people).

B. Core Responsibilities

- Vision & Direction
 - a. Cast a biblical vision for discipleship.
 - b. Teach the church what spiritual growth looks like.
 - c. Ensure alignment with the congregation's mission.

C. Leadership Development

- a. Recruit, train, and mentor team leaders.
- b. Equip ministry teams with discipleship principles.
- c. Build a leadership pipeline (Chain of Command)

D. Systems & Structures

- a. Implement the Discipleship Taxonomy.
- b. Build a clear pathway for new believers to become mature disciples.
- c. Create regular on-ramps for newcomers.

E. Care & Oversight

- a. Help individuals identify their spiritual gifts.
- b. Guide them into the next appropriate role.
- c. Provide pastoral support, coaching, and prayer guidance.

F. Discipleship Philosophy & Biblical Foundations

- Discipleship is the process of following Jesus, being transformed by Jesus, and joining the mission of Jesus.

1. Key passages:

- a. *Matthew 28:18-20* — The Great Commission.
- b. *Matthew 4:19* — “**Follow me...**”
- c. *Ephesians 4:11-16* — Equipping believers toward maturity.
- d. *Colossians 1:28-29* — Presenting everyone mature in Christ.

2. Biblical Discipleship:

- a. Relational — people grow with people, fellowship (*1 John 1:7*).
- b. Intentional — clarity and structure.
- c. Transformational — focused on the heart, habits, and mission.
- d. Reproducible — disciples make disciples

G. The Discipleship Taxonomy (InStep Taxonomy Process)

- This taxonomy serves as the core discipleship spine:

1. New Believer: Every Soul a Saint

- a. Foundations of Faith (*John 3:16, Romans 10:9*)
- b. First Practices.
- c. First Steps of Obedience.

2. **Growing Disciple**

- Christian Knowledge, New Disciple Training.

3. **Fellowship (Every Saint A Fellow)**

- a. Learning Spiritual Disciplines.
- b. Faithful Stewardship

4. **Missional Disciple.**

- a. Learning a New lifestyle (**Every Fellow a Learner**)
- b. Familial Outreach.
- c. Reproducing Disciples (Reaching out to friends and neighbors.

H. **Common Language:**

- Making the Word of God the personal language or lingo.

1. **Learning to Use the Taxonomy in Ministry**

- a. Assess: Determine a fellow believer's spiritual gift.
- b. Align: Connect the new disciple to the right environment.
- c. Equip: Provide specific skills for the new disciple's motivation.
- d. Elevate: Move the new disciple toward greater maturity.
- Each stage contains clear markers that help the new disciple to self-evaluate their own growth.

2. **Drill-Down Process for Guiding People (Every Learner a Minister)**

- The Drill-Down method helps you guide individuals **step by step**.
- Example:

Discipleship Taxonomy → Baptism of the Holy Spirit → Prayer → Journaling → Mentoring New Believers → Daily Spiritual Discipline → Using the **A.C.T.S.** prayer model.

****The A.C.T.S. Prayer Model is a method of prayer that stands for Adoration, Confession, Thanksgiving, and Supplication. It is a framework for structuring prayer that includes praising God, confessing sins, expressing gratitude, and making requests. Christians often use this model as a guide for their prayer life.***

I. Personal Ministry

1. Allowing personal design.

- a. One-on-one coaching plans.
- b. Small group curriculum.
- c. Sermon series.
- d. Targeted workshops.

2. Individual Journeys

- Assessing and Placing Individuals in the Journey (witnessing)

3. As Ministry Leaders, a viable assessment process for new disciples is needed.

4. Ask Diagnostic Questions

- Examples:
 - a. *“Tell me how you are growing in Christ.”*
 - b. *“What are your newest spiritual habits?”*
 - c. *“Are you connected to the Christian community?”*

5. Observe Key Markers

- Look for indicators of growth related to:
 - a. Knowledge of the Word of God.
 - b. Lifestyle Habits expressed.
 - c. Behavior changes.
 - d. Missional behavior
 - e. Leadership traits observed.

J. Developing Discipleship Pathways

1. A clear pathway includes:

- a. Entry Points to Serve.
 - (1) New believer classes.
 - (2) Partnership training.
 - (3) Small group developing
- b. Growth Environments.
 - a. Fellowship Classes.

- b. Small at-home Prayer Groups with family and friends.
- c. Faithfulness in attending training sessions.
- d. New Disciples' response to Mentoring.

2. Mobilization Opportunities

- a. Serving with teams.
- b. Outreach teams.
- c. Leadership development.
- Your goal is to “*connect the dots*” so no believer is left floating.

3. Train leaders by teaching them:

- a. How the taxonomy works.
- b. How to disciple people at different stages.
- c. How to facilitate groups.
- d. How to identify growth needs.
- e. How to coach along with teaching.

4. Small Groups

- a. Primary discipleship engine.
- b. Relational discipleship.
- c. Bible-centered growth.

5. Classes/Workshops

- a. Skills training (how to lead another to Christ)
- b. Doctrine (how to share Christian doctrine)
- c. Spiritual disciplines (daily prayer)

6. One-on-One Mentoring

- a. Personalized guidance.
- b. Accountability
- c. Life-on-life formation.

7. Tracking Progress & Measuring Growth

- Leaders track:
 - a. Which stage are individuals in?
 - b. Growth milestones set and achieved.
 - c. Connection to the fellowship community.

- d. Ministry involvement: determining which gift the new disciple has and helping to develop it.
- e. Leadership readiness to serve with excitement.

8. Tools you can use:

- a. Growth tracking apps.
- b. Sharing of other Leaders' assessments.
- c. Monthly checklist shared.
- d. Coaching workshops

9. Common Challenges & Solutions

- a. Challenge: People feel stuck and feel isolated by others.
Solution: Provide targeted coaching using drill-down skills.
- b. Challenge: Leaders burn out.
Solution: Develop a leadership pipeline and rotate responsibility.
- c. Challenge: New believers disappear.
Solution: Create a strong follow-up system within 48 hours.
- d. Challenge: Groups become social clubs.
Solution: Train leaders to keep Scripture and mission central.

10. Essential Tools, Resources & Templates

- Can be generated:
 - a. Discipleship stage assessment.
 - b. Leader training workbook.
 - c. Small group leader guide.
 - d. Growth plan template.
 - e. New believer follow-up guide.
 - f. Leadership pipeline map.
 - g. Discipleship course curriculum.
- **This Discipleship Process is the offspring of the InStep Discipleship Taxonomy. The goal is to produce outreach ministers from every disciple.**

K. Roman's Road (A Taxonomy of Romans):

Kingdom: The book of Romans discusses the establishment of God's kingdom on earth and how believers are its citizens.

Salvation: Romans delves into the concept of salvation and how it is achieved through faith in Jesus Christ.

Sin: The book of Romans addresses the issue of sin and its consequences in a fallen world.

Law: Romans explores the role of the law in believers' lives and how it points to the need for salvation through faith in Christ.

Grace: The theme of grace is central to the book of Romans, highlighting God's unmerited favor towards humanity.

Justification: Romans explains the concept of justification by faith, emphasizing that believers are declared righteous before God through their trust in Jesus Christ.

Unity: The book of Romans emphasizes the unity of believers in Christ, regardless of their backgrounds or circumstances.

Mission: Romans discusses the mission of spreading the gospel to all nations and the importance of sharing the message of salvation with others.

Hope: Throughout the book of Romans, there is a message of hope for believers, assuring them of God's faithfulness and of future promises.

1. Introduction to the Gospel (*Romans 1:1-17*)
2. The Sinfulness of Humanity (*Romans 1:18-3:20*)
3. Justification by Faith (*Romans 3:21-5:21*)
4. The Benefits of Justification (*Romans 6:1-8:39*)
5. God's Plan for Israel (*Romans 9:1-11:36*)
6. Living as a Christian (*Romans 12:1-15:13*)
7. Conclusion and Greetings (*Romans 15:14-16:27*)

I. Authorship and Date

A. Author: The apostle Paul (*Romans 1:1*)

B. Date: Written around AD 57-58 during Paul's third missionary journey (*Romans 15:25-28*)

II. Purpose and Theme

A. Purpose: To explain the gospel of Jesus Christ and its implications for both Jews and Gentiles (***Romans 1:16-17***)

B. Theme: The righteousness of God revealed through faith in Jesus Christ (***Romans 3:21-22***)

III. Salvation by Faith

A. Justification by faith: Salvation is not earned through works but received by faith in Christ (***Romans 3:28***)

B. Faith and works: Faith produces a transformed life marked by obedience and good works (***Romans 6:1-4***)

IV. Sin and Redemption

A. The universality of sin: All have sinned and fall short of God's glory (***Romans 3:23***)

B. Redemption through Christ: The sacrifice of Jesus on the cross provides forgiveness and reconciliation with God (***Romans 5:8***)

V. Israel's Role in Salvation History

A. God's faithfulness to Israel: Despite their rejection of Christ, God has not rejected his chosen people (***Romans 11:1-2***)

B. Future salvation for Israel: God's plan includes a future restoration and salvation for Israel (***Romans 11:25-26***)

VI. Christian Living

A. Transformation of the mind: Believers are called to be transformed by the renewing of their minds (***Romans 12:2***)

B. Love and unity: Christians are called to love one another and live in harmony with one another (***Romans 12:9-18***)

VII. Conclusion and Doxology

A. Final exhortations: Paul gives practical advice for Christian living and relationships (***Romans 16:17-20***)

B. Doxology: A praise to God for his wisdom and glory in the salvation of all people (***Romans 11:33-36***)