

# CHURCH DISCIPLESHIP MANUAL

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

Version 1.0 — Comprehensive Leadership Guide

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## 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**, we need a viable assessment process for new disciples.

### **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:
  - Which stage are individuals in?
  - Growth milestones set and achieved.
  - Connection to the fellowship community.
  - Ministry involvement: determining which gift the new disciple has and helping to develop it.
  - Leadership readiness to serve with excitement.

#### 8. **Tools you can use:**

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

#### 9. **Common Challenges & Solutions**

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

#### 10. **Essential Tools, Resources & Templates**

- Can be generated:
  - Discipleship stage assessment.
  - Leader training workbook.
  - Small group leader guide.
  - Growth plan template.
  - New believer follow-up guide.
  - Leadership pipeline map.
  - 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*)

## **L. 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*)

## L. Rebuilding God's House

\*Leadership Teaching Guide based on

**Haggai—Zechariah, Ezra—Nehemiah**

**Key Text: Haggai 1:13 “*Then Haggai, the LORD’s messenger, spoke the LORD’s message to the people, saying, ‘I am with you, says the LORD.’*”**

A Call for Church Leaders to Become Disciple-Makers

### 1. Reframing the Temple: From Building to People

- In Haggai’s day, the temple symbolized **God’s presence among His people.**
- In the New Testament, **people** are God’s dwelling place (**1 Cor. 3:16**).
- Today, rebuilding God’s house means forming mature disciples, not merely maintaining church operations.
- **Leadership implication:**  
Church leaders are not only managers of ministry—they are **teachers and shapers of spiritual lives.**

### 2. Haggai’s Leadership Moment (**Haggai 1:1–15**)

- Who does God address first
  - Zerubbabel (governor)
  - Joshua (high priest)
  - God spoke to **leaders first**, not programs, not committees.
  - Spiritual renewal begins when leadership changes its priorities.

### 3. The Leadership Problem: Delegated Discipleship

- The people said:
  - “*The time has not yet come...*” (**Hag. 1:2**)
- Modern equivalent:
  - “That’s the pastor’s job.”
  - “That’s a small group issue.”
  - “We’ll disciple once things stabilize.”
  - Discipleship delayed is discipleship denied.
- **Key insight:**
  - When leaders stop teaching, the congregation stops growing—even if attendance increases.

### 4. **Ezra 5:1–2** — The Turning Point

- “*The prophets...prophesied... Then Zerubbabel...arose and began to rebuild... and the prophets of God were with them.*”
- Notice:

- Teaching (*prophetic instruction*)
- Leadership action
- God's presence
- Teaching moved leaders to act, and action invited God's presence.

5. Zechariah's Encouragement to Leaders

- “*Not by might nor by power, but by my Spirit*” (**Zech. 4:6**). Leaders often resist teaching discipleship because:

  - “*I'm not trained enough.*”
  - “*I don't have time.*”
  - “*Someone else does it better.*”

- God's answer:
  - Faithfulness over expertise
  - Presence over performance

6. Leadership Application: From Oversight to Instruction

- Biblical Pattern
  - Leaders teach publicly
  - Leaders model obedience
  - Leaders walk with people
- **Ephesians 4:11–12**
  - Leaders equip the saints through instruction, not merely through delegation. A discipling church cannot exist without discipling leaders.

7. Practical Call to Action for Leaders

- **Step 1:** Reclaim the Teaching Role
  - Elders and leaders teach Scripture regularly
  - Not just sermons—life-on-life instruction
- **Step 2:** Make Discipleship Visible
  - Leaders lead groups
  - Leaders mentor
  - Leaders model prayer, Scripture, and obedience
- **Step 3:** Trust God's Promise
  - “*I am with you*” (**Hag. 1:13**)
  - God does not promise ease—He promises **presence**.

8. Leadership Discussion Questions

- Use these with your leadership team:
  - Where have we prioritized structure over spiritual formation?

- In what ways have we unintentionally delegated discipleship away from leadership?
- What would change if every leader saw themselves as a teacher?
- Who are we personally discipling right now?
- What is one step we can take this month to rebuild God's house through people?

9. Closing Charge to Leaders

- Programs do not rebuild God's house, but people shaped by faithful teachers do.
- Just as in Haggai's day:
  - When leaders obeyed
  - The people followed
  - God's presence returned
- If you want, next I can:
  - Rewrite this as a leadership retreat session
  - Turn it into a series of short leadership devotionals
  - Integrate this directly into your existing leadership structure or bylaws

## M. Timeline: From Exile to Haggai

Haggai 1:13, "***Then Haggai, the LORD's messenger, spoke the LORD's message to the people, saying, 'I am with you, says the LORD.***"

### 1. Return from Babylonian Exile 538/537 BC

- King **Cyrus of Persia** issues a decree allowing the Jews to return (**Ezra 1**).
- The first group returns to Jerusalem under **Zerubbabel** and **Jeshua (Joshua), the high priest**.

### 2. Initial Temple Work Begins 536 BC

- The altar is rebuilt, and sacrifices resume (**Ezra 3:1–6**).
- The foundation of the temple is laid (**Ezra 3:8–13**).

### 3. Opposition and Delay 536–520 BC (about 16 years)

- Local opposition and political pressure halt construction (**Ezra 4**).
- The people turn their attention to their own homes and survival.

### 4. Haggai's Prophetic Call 520 BC

- God raises **Haggai**, along with **Zechariah**, to challenge the people's misplaced priorities (**Haggai 1:1–11**).

- Temple rebuilding **resumes** in the second year of **King Darius**.

## 5. Temple Completed **516 BC**

- The **Second Temple** is finished (**Ezra 6:15**), precisely **70 years after the destruction** of Solomon's Temple in **586 BC**.

### Why This Matters Theologically (**Haggai's Message**)

Haggai's message is not mainly about construction—it's about **priorities** and obedience:

- The people had been home for nearly two decades, yet God's house remained unfinished.
- Economic hardship was connected to spiritual neglect (**Haggai 1:6–9**).
- When the people obeyed, **God promised His presence**: “*I am with you, declares the LORD*” (**Haggai 1:13**).

### Key lesson:

- **God's work stagnates not because of a lack of resources, but because of misplaced priorities.**