

Liberty University Rawlings School of Divinity

**Culmination Phase for Selected
Micro-project Assignment**

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Micro-Project I: Biblical Precedence
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Introduction

This paper will document the Culmination Phase of the Interview and Analysis Micro-project conducted to address a ministry problem identified at The Crossing Church. Micro-projects are comprised of four phases: Organization, Elaboration, Implementation, and Culmination. In the Culmination Phase, the doctoral candidate analyzed the information that had been gathered in the Implementation Phase. The candidate describes the observations and conclusions that arise from this analysis.

Ministry Problem Definition

The ministry problem that this micro-project (“Project”) seeks to address is that The Crossing Church, while growing, does not exhibit the explosive, exponential growth that existed at the time of the Early Church (60 AD to 300 AD). The underlying hypothesis is that this ministry problem’s root cause is that the believers of The Crossing Church lack the devotion, familial biblical unity, and spiritual maturity that seem to have existed among the disciples of the Early Church.

This writer believes the lack of explosive, exponential growth results from a lack of spiritual maturity among the believers and their lack of awareness about how to progress toward the spiritual maturity of a disciple. The church corporately needs to develop a method of consistently equipping new believers in such a manner that they become competent and prolific disciple-making disciples. This method of disciple-making would address the evangelism problem that most churches experience as these disciples would reach those closest to them and minister to them as trusted friends and family. As their influence transforms these individuals to become disciples, their circle of influence would expand, and over time, our region would be significantly reached for Christ.

This Project sought to validate that the conditions listed above are confirmed by the Church's spiritual leaders as well as to develop a "testing" methodology for use by others who wish to ascertain the beliefs of any group regarding what it means to be a disciple. This Project will be the basis for further defining the problem and proposing solutions to address those conditions in subsequent micro-projects.

Biblical Precedence

The researcher proposes that three issues seem to limit the growth of new believers. Those three issues can be described as a lack of devotion, a lack of unity, and a lack of presence. The lack of devotion is identified when one considers the "*Shema*" in Deut 6:1-9,¹ which is what the Great Commandment in Matt 22:36-40 references. Jesus pointed out to the Pharisees that a believer's thoughts and actions should focus on loving God. In a world of constant distraction, most people cannot bring sufficient focus to their relationship with God. Even believers who have professed to be Christ-followers for many years do not exhibit the devotion that Deut 6:1-9 describes. Indeed, the answer is not rituals that demonstrate adherence to a doctrine. The challenge is for mature believers to establish with their attitudes and lives that they are devoted to God and love the things He loves. Relationship with God is what empowers disciples, and their actions reflect their devotion. As one considers this issue, it is essential to understand that this is not about working harder to be good. A disciple should "be" in a relationship with God in a real way. A disciple should be able to "hear" God and respond to Him with thanksgiving, obedient actions, and love. Sadly, this has become unusual within the body of Christ. As a

¹ Unless otherwise noted, all biblical passages referenced are in the English Standard Version (Wheaton, IL: Crossway, 2008).

disciple becomes fully devoted, they hunger for time with God and are not easily distracted from the voice of God speaking to them.

The lack of unity has been caused by a cultural shift that has led to the family's disintegration. It is unusual to find couples who have remained in marriage relationships for greater than thirty years. As marriages break apart, the hurt and consequences impact all of the immediate and extended members of the families and their friends. A current trend is that the younger generations are delaying marriage. This researcher believes that they are responding to a fear of marriage, seeing it as a place where hurt will come to them rather than blessing.

Another common situation is that most American families have been taught by prior generations that children should leave home at age eighteen. At that point, they are expected to establish their own homes and pursue their dreams without the limitations placed upon them by parents. This presumption has the unfortunate consequence of the young person being cast adrift into society, equipped with the basic foundation of their parents' instruction, but without ongoing guidance and familial support that can only come from those who are more mature. In many cases, the young person has not received enough training and is ill-equipped to stand alone, and experiences hardships that can be emotionally damaging and create physical difficulties. This rigor is not something that builds familial loyalty and closeness but instead leads people to become individualistic and hardened. As these individuals become part of the Church, they bring this individualistic nature with them. They have a hard time embracing the concept of what it means to be a member of the "family of God" because they do not have experience with being devoted to family or having a family that is devoted to them. Certainly, this discourse is painting an extreme picture of the lack of unity within families. Still, it is apparent that family

unity is on the decline in America, and this does have an impact on churches and the unity within the family of God.

Hellerman describes how the early Church's family structure was key to providing a base from which the Church could proliferate. In addition, Hellerman explained that the Apostle Paul's teaching on the concept of "spiritual family" could be organized into four categories: affective solidarity, family unity, material solidarity, and family loyalty.² Affective solidarity is described as the societal norm taught to people regarding how important certain relationships should be in their lives. Family unity describes how siblings should interact with each other. Material solidarity is explained as the willingness to provide resources to each other generously and supportively. Finally, family loyalty was promoted by Paul as he encouraged believers to shift their traditional loyalties to their spiritual family and be committed to this new family in all matters. Modern churches will have to teach individuals what it means to live as a "family" according to the biblical model, as it is not the norm in American culture.

The lack of presence issue results from the lack of impact that salvation has upon many contemporary believers. Dietrich Bonhoeffer brought forward the idea that many in the Church had adopted an attitude that he described as "cheap grace."³ He explained that people acted as if they knew they would be forgiven for their actions, so they did not attempt to resist sin. Bonhoeffer argued that God would not be mocked in this way, and the people were deluded to believe they were living as ones who had been regenerated by the Holy Spirit.⁴ Bonhoeffer

² Joseph H. Hellerman, *When the Church Was a Family* (B&H Publishing Group, 2009), Kindle Edition, p. 105.

³ Dietrich Bonhoeffer, *Discipleship* DBW Vol 4 (Dietrich Bonhoeffer Works), (Minneapolis, MN: Fortress Press, 2001), Kindle Edition, Location 1102.

⁴ Ibid., Location 1243.

wished for believers to be motivated to devote their lives to Jesus because of the tremendous gift of grace that has been given to them. He felt that one who understood that gift of grace would be sure of their salvation and would be able to live free in the world while knowing they were citizens of heaven.⁵ In the same vein of logic, Jesus reminded believers that He was their source of power. Jesus stated in John 15:5, "I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing." This direct statement explains why believers can find their ministry struggling to achieve the desired results. A close relationship with God provides access to the power of the Holy Spirit, who indwells believers. A believer should be transformed into a new creation through regeneration and operate with the confidence of an adopted heir of God's family. This concept needs to be implanted into new believers and nurtured by those mature believers who guide them in their development into disciples.

A solution to these issues will result in an increase in the number of mature disciples. The proposed solution would also address the evangelism problem that most churches experience. These disciples would reach those closest to them and minister to them as trusted friends and family. As their influence transforms these individuals to become disciples, the circle of influence would expand, and, over time, our region would be significantly reached for Christ.

Evaluation of the Project

The researcher developed twenty-seven (27) questions to be posed to a group of nine (9) interviewees (Appendix 1). These interviews were meant to be conversational in their flow. The

⁵ Dietrich Bonhoeffer, *Discipleship* DBW Vol 4 (Dietrich Bonhoeffer Works), (Minneapolis, MN: Fortress Press, 2001), Kindle Edition, Location 1250.

researcher attempted to limit giving any affirmations to answers, either verbal or non-verbal. The interviewees understood the need for this lack of response and engaged well with the questioning process. As a group, they admitted that they were slightly apprehensive about being questioned about biblical topics by a senior-level executive pastor. The interviewees were selected from church ministry staff, both pastors and ministry assistants, as well as a non-staff elder of the church and his wife.

These questions sought to ascertain if the staff has an awareness of key Scripture passages (Appendix 2) that describe how an individual should interact with God and how they should interact with each other as disciples. The questions had been designed to look into three significant beliefs and see how the pool of ministers and high-level leaders describe their understanding of those concepts. The first belief to investigate was to find out how they would define a disciple and what attributes they believe a disciple will exhibit. The second group of questions attempts to get the interviewee to describe their understanding of what it means to be a member of the “family of God.” The third set of questions attempts to gain their perception of how well The Crossing Church is doing at helping people become disciples and impacting the community as an active group of disciples. The fourth set of questions deals with whether the interviewees are being disciplined themselves.

After the interviews were completed, the researcher converted the audio recordings of the interviews into a text form (Appendix 3 and Appendix 4) and analyzed the results. The term “omitted” was used on any questions where the interviewer did not ask that question of the interviewee. Most of these instances were simple oversights.

Demographic Information

The first two (2) questions sought to gather demographic information. The interviewees ranged in ages from twenty-one (21) to sixty-two (62). All confessed to being believers in Jesus Christ as Lord of their lives. Most of the interviewees had accepted Jesus as Lord in their early twenties or thirties. These individuals serve in ministry-related positions where they routinely minister to others by meeting others' needs or providing biblical counsel and teaching. Five of these individuals serve as pastors, one as an elder of the church, one as an elder's spouse, one as a key support ministry leader, and two who serve as ministry interns at the Church.

Personal Discipleship Experience

When asked about the manner in which they were discipled, most of the group described that a pastor had helped them by discipling them. These interactions did not appear to be ongoing or long-term for most of the respondents. Two of the group shared that their parent discipled them, and one shared that no one had discipled them, but they learned from group activities. In general, they expressed that they had not engaged in an ongoing discipleship process.

Devotion and The Great Commandment

Questions four and five sought to explore whether these individuals understood the idea that the most important thing for a believer to understand was that they should be wholeheartedly devoted to God. The questions asked them to describe what Deut 6:1-9 and Matt 22:36-38 mean to believers. Three of the interviewees felt that Deut 6:1-9 was encouraging them to love God and have a relationship with Him. Six of the interviewees described the passage as defining rules, seeking performance, requiring obedience, or encouraging them to be a learner. Their responses to Matt 22: 36-38 expressed knowledge that they should love God. Two

mentioned abiding in Him or having a relationship with Him. None commented upon the passages' encouragement to devote every part of themselves to the relationship with God.

The Ideal of Being a Disciple

Questions six through eight sought to determine what the interviewees thought defined a disciple and what attributes a disciple would demonstrate. Additionally, they were asked if the Bible specified what defined a disciple. The most common response from the interviewees was that a disciple would exhibit the “fruits of the Spirit” that are mentioned in Gal 5:22-23. The second most common response was that disciples would obey God’s commandments. Other responses included that disciples would show love toward others, have a healthy fear of the Lord, help others grow in relationship with God, and assist others’ walk with Jesus.

The interviewees were not confident in their answers as to whether the Bible states what it takes to be a disciple. Most answered affirmatively that the Bible provided this answer, but they did not elaborate. Two replied with a “maybe” comment. One referenced the Great Commission in Matt 29:18-20 but was not sure of that answer.

The Ideal of the Family of God

Questions nine and ten were created to determine the interviewees' understanding of the concept of the “family of God.” Most of the interviewees described the family of God as being comprised of believers in Jesus. Some narrowed that grouping of believers to the context of the local church. The interviewees seemed uneasy with their definitions of the family of God. When asked about the attributes of the family of God, the interviewees described that family members would love each other, be unified, have clarity of mission, be full of life, exhibit honor, have common care for each other, work together serving others, and be Kingdom focused. The

researcher found it interesting that they were able to list the attributes of the family of God more easily than they could find words to describe being a disciple.

Biblical Unity

Questions eleven and twelve were focused on discovering the interviewees' perceptions about biblical unity. The interviewees described biblical unity as being unified but not necessarily acting with uniformity, demonstrating a lack of divisiveness, being willing to compromise with each other, and evidencing Godly submission. When asked how well The Crossing Church demonstrated biblical unity, the interviewees were divided. One person felt that unity was well demonstrated, while most of the respondents said they saw some good evidence and some poor evidence of unity. None of the interviewees related this concept of unity back to the ideal of the family of God.

The Great Commission

Questions thirteen through fifteen sought to assess the interviewees' understanding of the Great Commission given in Matt 28:18-20, its applicability to disciples, and the current application of the Great Commission by believers at The Crossing Church. All of the interviewees agreed that the Great Commission applies to all believers. The interviewees were generally able to express that disciples should evangelize, baptize, and pour into others so that they could make disciples. Only one mentioned teaching the disciples to obey all that Jesus commanded. When asked if the people of The Crossing Church embrace this commandment, the interviewees did not believe so.

The New Commandment

Questions sixteen through eighteen delved into the interviewees' understanding of the New Commandment, its applicability to disciples, and the status of how believers at The

Crossing Church applied this commandment. The interviewees were consistent in affirming that a believer should love others as themselves and that no limitations were set on who should be loved. The majority of interviewees did not think that the believers at The Crossing Church embraced this commandment.

State of Discipleship at The Crossing Church

Questions nineteen through twenty-one asked the interviewees to give their opinion on the condition of discipleship at The Crossing Church and how they have been aided in discipleship by the Church. The interviewees did not think discipleship was being successful or effective for most of the believers at The Crossing Church. More of the interviewees had a higher opinion of the Church when they reported on the effectiveness of discipleship for themselves.

Vision of Discipleship

Questions twenty-two and twenty-three asked the interviewees to share their thoughts about how the Church might change and what impact it might make if healthy disciples were developed who adhered to the passages that have been discussed. The interviewees were able to express a hopeful perspective of a powerful body of believers that would be impactful in the region of the Church. They spoke of evangelistic success and blessings to the community. They also spoke of increased numbers at the Church as people were attracted by the vibrant community of believers.

Preparedness to Disciple

Question twenty-four and twenty-five gathered information about whether the interviewees were prepared to disciple others and changes they might wish have seen in their own past discipleship journey. All of the interviewees professed to have experience with

discipling others. Most related experiences within their own families. They did not speak of a common method or training they had experienced that aided them in developing others to become disciples. Most of them described how they would have appreciated having a one on one relationship with a trusted person to teach them and hold them accountable as they were discipled. Some described specific areas they wished they had been trained in, such as the power of grace, how to approach significant life decisions, and how to be a father or a husband.

Disciplers/Mentors

The final two questions, twenty-six and twenty-seven, sought to understand how important personal reputation and a trusting relationship was to discipleship. All of the respondents declared that having trust in a mentor was very important in a discipling relationship. One of the respondents pointed out that having a mentor rooted in sound theology was key. When asked if they had experienced a relationship with a trusted mentor or were currently being mentored, those who were in the Crossing Church's intern program described having a mentor, but only one of the others shared that they had ever experienced a mentorship relationship.

Principles Learned

This researcher has learned to value simple constructs or "creeds" that help group thoughts together cohesively. As a young man, the researcher learned the Boy Scout Oath and Law. These simple concepts provided a basis to "validate" that one was behaving as a Scout. In a similar way, linking the passages in Deut 6:1-9, Matt 22:36-40, and Matt 28:18-20 provides a believer with a creed that can be helpful as they seek to live the life of a disciple of Jesus Christ. Scripture provides so many important concepts that many believers struggle to organize the information into a helpful set of information that can guide their daily life.

The Great Commission, provided to believers by Jesus in Matt 28:18-20, offers great value as it specifically clarifies the purpose for disciple's lives. The mission of a disciple's life is presented in just a couple of sentences. This purpose is not rigidly defined as a singular pathway that all disciples will follow. Each disciple can use the points that Jesus shared to plan each day and minister in the context of their daily lives. A plumber's purpose to minister to those around him can be very similar to that of a pastor, even though they are working in very different environments.

Another significant reminder arose from the interviews regarding the importance of relationships to successful ministry. Each of the interviewees declared that trust in a mentor was vital in a discipleship relationship. The interesting point was that many of these same interviewees had never had a mentor. The group's declaration speaks to the inherent need for each person to connect with a person who deeply cares for them. Any form of discipleship must recognize this deep-felt need. Developing classroom materials to study discipleship will not meet this felt need and generate disciples. Simply put, discipleship is experiential, as well as cognitive.

Lessons Learned

The original scope envisioned by the researcher sought to include thirty (30) interviewees in order to have a valid statistical sample of the population of ministry staff and high-level volunteer leaders at the Church. Given the time restraints, this scope had to be drastically reduced to nine (9) participants.

Dr. James Zabloski provided two key insights. The first was that the interviews themselves should be limited to sixty (60) minutes. His experience showed that "people shut

down long before then.”⁶ The second thought he shared was that “most people will accommodate a second short interview.”⁷ It is the hope of the researcher to continue this study and conduct additional follow-up interviews at a later date. These insights will be utilized as the new project is developed.

As this project was subjected to a peer review to justify the validity of the project, Jim Battle proposed several excellent questions. Battle proposed that it would be helpful to “communicate the entire context behind your project.”⁸ In future work, answering this question would certainly help define what efficacy exists in current discipleship practices. The purpose of this project was to validate that a problem exists that is affecting the growth of the Church. Battle’s question resonates with this researcher and is worthy of further development.

Another question Battle proposed was, “Are your planned questions too narrow and directive?”⁹ This question was certainly a concern for the researcher. The project was certainly meant to be open to discovering that the interviewees were very aware of the need for a close relationship with God, the need for unity among believers as the family of God, and the mission that has been given to all believers to reach the lost and teach them to become disciples. The questions were developed for an audience of paid ministerial staff and high-level volunteer leaders. Based upon that understanding of the audience, the researcher did rely upon their current status as “active” in ministry to develop questions that covered topics that were

⁶ James Zabloski, “Discussion Board Post – Collaborating and Advising Peer Review”, Liberty University, November 19, 2020.

⁷ Ibid.

⁸ Jim Battle, “Discussion Board Post – A Defensible Micro-Project Peer Review”, Liberty University, October 29, 2020

⁹ Ibid.

somewhat narrow in scope. In addition, the researcher assumed this audience could read a passage of Scripture and relate the concepts spoken of in the passage to other guidance provided elsewhere in Scripture. The questions were directive, and the intent behind the questions should be readily perceived by those reading the Scripture. The response by many of the interviewees indicates that they were not familiar with these Scriptures and the concepts that relate to those passages. Battle's question illustrates that the researcher will need to always consider refining the questions if the audience were to change.

Battle encouraged analyzing the data by stratifying the data into three categories: mature believers, developing believers, and new believers.¹⁰ This project did not allow for this stratification, but the concept should be incorporated in the future expansion of the project. This researcher concluded that the existing questions were not appropriate for a new believer and would be frustrating for them to attempt to answer. Since the audience was comprised of individuals already working in ministry, the researcher believed that there would be no new believers in the sample of interviewees.

The project was aided by the use of relatively new software platforms. Several of the interviews were conducted using video conferencing software provided by Zoom Communications and Microsoft Teams. These platforms not only allowed the interviewer to converse and see the interviewee in real-time, but also allowed the discussion to be recorded into an audio file. The ability to schedule interviews and connect via the internet was very beneficial to both the interviewer and the interviewees.

¹⁰ Jim Battle, "Discussion Board Post – A Defensible Micro-Project Peer Review", Liberty University, October 29, 2020

The audio file was uploaded to Amazon Web Services and was processed by AWS: Transcribe. This software created a data file that was then converted into a text file. This software proved to be very accurate and greatly aided the speed of transcribing the interviews. Utilizing these software platforms expanded the interviewer's awareness of what could be accomplished by using such tools and has led to new solutions being proposed for ministry at the Church. For instance, the AWS: Transcribe's ability to do real-time transcription will be utilized to provide closed caption transcription for live and recorded messages to serve the deaf community.

The interviewer learned that it would be very helpful to print out a checklist of questions which could be "checked off" as the questions were asked. The conversational flow of the interviews led to several instances where the interviewer simply skipped questions that should have been asked.

At the conclusion of the interviews, the interviewer noted discontent in some of the interviewees. They were frustrated that no solutions were presented to the problems that were identified in the questions. While it is true that they were the ones who identified problems, they seemed to be in need of proposed solutions. As this study progresses, the interviewer should provide a printed resource that illustrates actions the interviewees might take to enhance their discipleship experience.

Conclusion

This micro-project has been developed to aid in the creation of a healthy discipleship ministry at The Crossing Church. A good starting point would be to arrive at a definition of a disciple that all Christians would agree is consistent with what is revealed in Scripture. Modern believers seem to adhere to the idea that their act of voicing belief in Jesus as Lord is sufficient

to be assured of salvation and inducts them into the family of God. In fairness, this concept has been taught to them by clergy for many years. Willard described this concept as follows, “Being a Christian in evangelical terms came to be a matter of professing belief in time-honored tenets of traditional Christianity, with a few additional points about the nature and authority of the Bible and about eschatology.”¹¹ Willard continues by defining this type of belief as nominal Christianity, as the behaviors of believers do not show any statistical deviation from the practices of non-believers.¹²

The analysis of the interviews provided meaningful results, which appear to generally support the hypothesis that was proposed. The hypothesis listed three contributing causes that degraded the health and effectiveness of the disciples at The Crossing Church. The first cause is the lack of devotion to God by the disciples of The Crossing Church. The researcher proposes that God expects the complete devotion of a believer. In the Ten Commandments that God gave to Moses, the very first commandments related to the fact that God described Himself as a jealous God (Exo 20:8) and that His people should have no other gods beside Him (Exo 20:3). This concept was reiterated in Deut 6:1-9, which encourages a child of God “to love the Lord your God with all your heart and will all your soul and with all your strength.” This command was repeated and highlighted by Jesus as He answered the Pharisees when they asked Him to point out the greatest commandment in the Law. These verses speak of loving God with all that comprises a human being. Nothing is held back in that definition of a person. This kind of devotion is radical in today’s culture, but God was clearly stating that it was expected of His

¹¹ Dallas Willard, Discipleship, (Oxford Handbook of Evangelical Theology, edited by Gerald McDermott, 2010), Accessed on June 29, 2020, from https://learn.liberty.edu/webapps/blackboard/content/listContent.jsp?course_id=_628058_1&content_id=_40817707_1.

¹² Ibid.

people. The responses from the interviewees did not indicate a passionate devotion to God above all other things. This group of interviewees demonstrated in many ways that they are willing to serve God and have taken unusual steps to be used by Him to serve others. As such, it is reasonable to expect that they would speak of their devotion to God and awareness of the need for devotion when they reflected upon what these verses meant to them. This is an important point since these interviewees can be considered thought leaders within the Church. If this thought of devotion is not a high value in their minds, then it is likely to be spoken of less frequently. The less any topic is discussed, the more likely it is to move down in priority among a group of people. In fairness, answers given during an interview on a certain date do not completely confirm that the group has a severe lack of devotion. However, the observations by the researcher of multiple churches over several decades affirm that the congregations observed did not show intense devotion to God by their words and behaviors. In view of that, the remarks by the interviewees seem to confirm a weakness in devotion to the Lord in the interviewees' lives, which can be extrapolated to also apply to the people of The Crossing Church.

The second cause relates to the lack of awareness of what the “family of God” should mean for believers. The interviewees were not able to easily describe the “family of God” and were generally unsure what attributes would be evident in this “family.” Among the many concepts that Jesus shared with His followers was a challenge to move their loyalties from their earthly families to their “family in Christ.” Jesus’ statements were challenging for those He spoke to during those days, as they went against firmly held beliefs about familial loyalty in their culture. Hellerman describes how the people in Jesus’ day adhered to “. . . a strong-group culture, the individual is embedded in and draws his personal identity from, the group to which he belongs. And the well-being of the group—not the individual—comes first when a member

of the group is faced with life-changing personal decisions.”¹³ This viewpoint differs significantly from the individualistic perspective that most Americans ascribe to. Americans struggle with the idea of placing the “group’s” well-being as a higher priority than their individual interests.

Hellerman continued to explain how families in antiquity viewed their devotion to their families. Hellerman says, “The priority of sibling relations and unswerving family loyalty surfaced as two fundamental characteristics of ancient family systems.”¹⁴ This idea that sibling relationships were perceived as being closer than the husband-wife relationship is difficult for Americans to understand. Jesus understood this dynamic in the culture and went on to challenge his followers to be willing to shift their loyalty from their blood relatives to the family of God. Even though this was a tremendously difficult concept for them to embrace, the idea highlights how Jesus expects His followers to relate to each other. They are to view each other as blood relatives and be willing to sacrifice for each other, as they would have done with their biological families. Jesus was affirming the culture and inviting both his earthly followers and current day believers into a new “group.” Hellerman points out that “As Jesus evaluated the cultural institutions of His day, He strongly affirmed the “group comes first” orientation of the society in which He lived. And He did so intentionally.”¹⁵ Dempsey affirmed this same thought when He shared, “The epistles emphasize a relational community where disciples are developed in the context of body of believers. They discover and use their spiritual gifts to love and serve each other and non-believers. Disciples are developed as the body grows in maturity and as each part

¹³ Joseph H. Hellerman, *When the Church Was a Family*, (B&H Publishing Group. Kindle Edition), p. 74.

¹⁴ Ibid.

¹⁵ Ibid.

does its work (Eph. 4:16).”¹⁶ A lack of understanding of the unity that should exist among disciples weakens each disciple and collectively makes them less than they could be if they operated as a biblical family. Such unity is not commonly displayed and will require great effort to operationalize in the Church; however, the gains that are available are so vast that a concerted effort should be exerted to realize this paradigm.

The last of the three causes relates to the lack of God’s presence in disciple’s lives. A believer should be in close communion with the Holy Spirit and be directed daily toward the purpose that God has for that individual. The one specific purpose that Scripture describes for each disciple is to be active in fulfilling the Great Commission given by Jesus in Matt 28:18-20. The directive given by Jesus is very specific. He directs His followers to make disciples as they go, by leading them to a saving knowledge of Christ, baptizing them, and teaching them to obey all that Jesus has commanded. Individuals who walk closely with God are aware of this imperative and seek to engage others in their sphere of influence. The Holy Spirit encourages and prods a believer to engage with this directive, as it is life-giving for the disciple as well as those to whom they seek to minister. Unfortunately, the modern church culture has morphed into a place where believers consider that it is others' role to evangelize and disciple. The gradual and largely unconscious effort to move the laity to a passive position in the church and elevate the role of the clergy has convinced many that it is enough to be faithful attenders who merely witness the efforts of clergy and applaud them.

The interviewees provided testimony that described how most of them had not received individual discipling by a mature disciple. They had attended Bible studies and small group meetings and heard many sermons where they learned more about God. These individuals

¹⁶ Rodney Dempsey, “What is God’s Will for My Life?”.

moved beyond being spectators and became active in ministry. Yet, they did not progress under the watchful eye of a committed disciple who encouraged them and corrected them as they grew in ministry. Since they did not have an example of a discipler/mentor in their lives, they will not easily step into that role for others. This researcher would assert that it will take a concentrated effort to present a new paradigm to these leaders and prepare them to be the disciple-making disciples that God intended.

The positive responses provided by the interviewees regarding the effect of applying the Scriptures in Deut 6:1-9, Matt 22:36-40, and Matt 28:18-20 to disciple's lives proved to be very encouraging. Collectively, they believed that the Church would surge in its effectiveness in growing disciples and ministering to the community if the people were to understand and embrace the concepts provided in these passages. The challenge for The Crossing Church will be to develop a way to prepare mature believers to disciple individuals in a one-on-one manner, rather than using classroom gatherings, which is the most familiar teaching method that has been utilized by the Church. The interviewees affirmation that a relationship with a trusted individual that would disciple them was of great value provides a solid goal to develop to meet this discipling need.

An interesting observation to point out was that the younger interviewees had a more positive opinion about the performance of the Church compared to those that were more advanced in years. Their optimism is refreshing and provides good opportunities to work toward a new paradigm. The older disciples are more direct in their assessments, which is also helpful in defining problems that need to be addressed.

The interviewees recognized that the Church has not yet created a healthy discipleship model. This awareness is positive, as it will create a hunger in these leaders to seek something

better for themselves as well as those they serve. As the Church learns to embrace the concept of the “family of God,” they will be better able to support each other in their ministry to their spheres of influence outside the Church.

As a final thought, it is important to recognize that this report is a critique of The Crossing Church’s discipleship methods. The analysis of the individual’s uses blunt language to describe current conditions. It is important to recognize that these individuals represent the best of those that are serving The Crossing Church. This report points out that there is a better future ahead for these individuals and for the congregation as the Church leadership focuses on enhancing the discipleship methods that are utilized. Each believer is under-going the process of sanctification, which continues until the person is called home through death or experiences Jesus’ glorious return.

Appendix 1 – Interview Questions

1. What is your age?
2. At what age did you become a believer in Jesus Christ as Lord?
3. Have you ever been discipled? If so, can you describe that experience?
4. What do you think the passage in Deut. 6:1-9 means for believers?
5. How does that passage relate to Matt 22:36-38?
6. How would you describe the attributes of a person that is a disciple?
7. What actions and behaviors would you say would be evident in a disciple?
8. Does the Bible state what it takes to be a disciple?
9. What does the “family of God” mean to you?
10. What would be the attributes of the “family of God” in your opinion?
11. What do you think encompasses the idea of “biblical unity”?
12. How would you describe the demonstration of biblical unity by believers of The Crossing Church?
13. As you consider Matt 28:18-20, would you believe that this applies to all believers?
14. In view of Matt 28:18-20, what should a disciple be expected to do?
15. Do you believe the believers at The Crossing Church understand Matt 28:18-20?
16. What do you think the passage in Matt 22:39-40 asks of believers?
17. Does the directive in Matt 22:39-40 have a limited scope in your opinion?
18. Do you think the believers at The Crossing Church understand Matt 22:39-40?
19. When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?
20. How do you think The Crossing Church does in preparing people to be disciples?
21. Do you believe the Church has done a good job in helping you become a disciple?
22. How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?
23. What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?
24. Have you ever discipled anyone? If so, describe the method you used.

25. If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?
26. How important do you think the “trust in the mentor” is in the discipleship process?
27. Do you have a trusted person that you think could be/is a mentor to you?

Appendix 2 – Scripture Provided to Interviewees

Deuteronomy 6:1-9¹⁷

English Standard Version

6 “Now this is the commandment—the statutes and the rules—that the LORD your God commanded me to teach you, that you may do them in the land to which you are going over, to possess it, 2 that you may fear the LORD your God, you and your son and your son’s son, by keeping all his statutes and his commandments, which I command you, all the days of your life, and that your days may be long. 3 Hear therefore, O Israel, and be careful to do them, that it may go well with you, and that you may multiply greatly, as the LORD, the God of your fathers, has promised you, in a land flowing with milk and honey.

4 “Hear, O Israel: The LORD our God, the LORD is one. 5 You shall love the LORD your God with all your heart and with all your soul and with all your might. 6 And these words that I command you today shall be on your heart. 7 You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise. 8 You shall bind them as a sign on your hand, and they shall be as frontlets between your eyes. 9 You shall write them on the doorposts of your house and on your gates.

Matthew 22:36-40

English Standard Version

36 “Teacher, which is the great commandment in the Law?” 37 And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. 38 This is the great and first commandment. 39 And a second is like it: You shall love your neighbor as yourself. 40 On these two commandments depend all the Law and the Prophets.”

Matthew 28:18-20

English Standard Version

18 And Jesus came and said to them, “All authority in heaven and on earth has been given to me. 19 Go therefore and make disciples of all nations, baptizing them in[b] the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

¹⁷ Unless otherwise noted, all biblical passages referenced are in the English Standard Version (Wheaton, IL: Crossway, 2008).

Appendix 3 – Interview Responses by Interviewees

Atticus_Transcription

Q1 What is your age?

Atticus 61

Q2 At what age did you become a believer in Jesus Christ as Lord?

Atticus 28 years ago. So, whatever that number is.

Q3 Have you ever been disciplined? If so, can you describe that experience?

Atticus Yeah, well, I was disciplined a number of times, but certainly initially I was brought in under David Chadwell pulled me in the finance committee, and then he and I taught, he had me co-teach with him Crown Ministry for about 23 years, and he was probably one of the original guys. And, of course, I got thrown into the Finance Committee with Tim Wilson as pastor, and so I sort of got thrown into this thing where I was way over my head with people. I really was just this new believer. But anyway, that's kind of how that happened and then got into a small group with, uh, with some seasoned Christians, and they kind of helped [redacted] and I along, and that's yeah, so that that. That was really 28 years ago.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Atticus Yes. So, basically, the four through nine is one of my Scripture verses that I've memorized, so that one is saying for sure, Love the Lord your God, and basically, at all times, diligently, teaching your children. When you walk along the road, when you rise up, all these commandments I've given you, you're to pass them along.

Q5 How does that passage relate to Matt 22:36-38?

Atticus Well, you have the two things were commanded to do, love the Lord and love people. And I think that the relationship there would be this. This is the way that you can love me and love people, keep my commandments, and pass them along.

Q6 How would you describe the attributes of a person that is a disciple?

Atticus I would say that a disciple would be one that cares for people and wants to help those people grow in the Lord.

Q7 What actions and behaviors would you say would be evident in a disciple?

Atticus Well, I think there would have to be refresh. Give that to me again. I would say actions would have to be a clear implementation or step to purposely come along by someone and help to guide them.

Q8 Does the Bible state what it takes to be a disciple?

Omitted

Q9 What does the “family of God” mean to you?

Atticus Okay. The family of God, to me means the family of believers that I'm a part of.

Q10 What would be the attributes of the “family of God” in your opinion?

Omitted

Q11 What do you think encompasses the idea of “biblical unity”?

Atticus Biblical unity? I think that would be a scenario where you have people that are of likeminded beliefs that are taking instructions from, you know, biblical view, but they may contain different gifts, but those gifts unify the body.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Atticus How would you describe that? The Crossing Church. Well, that would be. Run that one by me again. The believers of The Crossing Church? So how? Well, I see that it comes from the pulpit first. And I think that at The Crossing Church the discipleship occurs most greatly in the small group system. Is that what you're asking? Yeah, I would say that that would be demonstrated by following those concepts and ideas and this direction that's laid out by the senior pastor and then having that usually play out through and unified in the small group.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Atticus Do I believe that applies to all believers? Is that the question? Yes.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Atticus In view of that passage, they should go out into the world and be a light in the sense that they would be able to make the name of the Father and the Son and the Holy Spirit known through their actions as well as their tongue and teaching those the commandments to those people that you've been able to make disciples.

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Atticus I think there are those that do. I don't believe all of them do, but I think there are those that do. What percentage? I don't know.

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Atticus Okay. 39 to 40. That you're basically to be a servant.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Atticus In your opinion, 39 through 40 or all of those 39, 40 specifically? Does it have a limited scope? Well, I would say no, I mean it is not that there is no sort of kind of. It's love your neighbor as yourself.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Atticus I think they probably understand it. I don't know that all of them are able to fully act on it. But that's part of the process of sanctification, I think it is the getting closer to that.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Atticus I think that it's still, and it has been a struggle for not only The Crossing Church, but I think that the worldwide church in itself, I think that it's much easier to get someone saved than to have someone come alongside them and disciple him. So, I would say, that's just been a tough spot for the church. And, I don't think that from conversations I've had with another church is not to quantify, but I don't think that we're in an unusual situation. I think that's a difficult task for the church.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Atticus Well, I don't know of a real dedicated plan that I know of. Other than again, I go back to the small group. The small group is where life, where you have that opportunity now. Does that happen? Is that really laid out in the small groups in this way? I don't know that it specifically is, but I think that's the intent. That's the way that, in my opinion, is designed. Can you ask that question again? Because maybe I'm getting off track.

Atticus So, if I had to look at it and in the numbers that I know and the number of people that go through the door, I would say it's probably not really good.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Atticus Yeah, I do I mean, I do only in a sense that I just, you know, way got involved in early in the small group, and I think that's really where it happened for me. You know, we, uh, way came to the crossing. We got saved. I had no time because I was busy with my practice. But they said, you know, you need to get in a small group because that's where life happens and that's where you grow. So we said, Okay, if that's what they say, we want to grow. That's what we need to do. So when we did that, um, I think that's where the growth for us occurred. It's great.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Atticus I think that you would have an acceleration of positive works and positive growth come out of the congregation.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Atticus What effect they would have outside the church? Yeah, well, I think that that you would see a greater harvest of souls. A greater work in the community and you would probably see more people getting involved in the church environment.

Q24 Have you ever discipled anyone? If so, describe the method you used.

Atticus Well, you know, I would just say it's a method. But, you know what we're doing? I am meeting with someone tomorrow. But, I only know coming alongside and trying to get them involved in a group where they can. First of all, if they're not in the church, at least come to the church and get involved in coming to the church. But then also have you been exposed to the Bible? Do you have your understanding of that on Ben? You know, the, uh, the journalists. Still one of the ways that I try to get people reading the Bible in some sort of format. And then hopefully getting plugged into a group.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

Atticus probably for me, it did work out very well. But we had to be very sort of driven to make that happen. They joke about it, this was 28 years ago, so this wouldn't be today. But in our first scenario going to groups, we could remember going to a group where we showed up at the door, and they said that the group was closed and so we would have to find another. So, we're new believers. We're nervous, We knock on the door, and they basically turned us away. So, I don't think that would happen today, But, I think we really have to be focused on when these people come out of that starting point or whatever that class is. We've got to be somewhat aggressive to try to get them plugged in somewhere, because if they don't get plugged in, I think there's a high probability that most people, if they had the scenario we had, would not show up to another group.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Atticus But that's everything.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Atticus I don't know that I have that now, though I do really value the elder group. I mean, I think that group of men that I value their leadership, and so that would probably be it for me. I really don't have someone that I think is actively mentoring me at this point. But I do think that that happens in that group just because of all the things we go through and all the way we handle things, I think it's just a byproduct of that.

Caroline_Transcription

Q1 What is your age?

Caroline 21

Q2 At what age did you become a believer in Jesus Christ as Lord?

Caroline I grew up in the church. I remember a salvation experience when I was in pre school, I believe, But I did not really become a born again believer until after high school at about 18.

Q3 Have you ever been discipled? If so, can you describe that experience?

Caroline Yes. Um, I have been discipled. The first time I was discipled was in my first life group and the life group leader kind of became my first mentor. And she was always so available when I was struggling with something. Or when I needed godly advice. And from there on, she kind of encouraged me to join the internship. And I received lots of discipleship through the internship program at the Crossing.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Caroline Okay, I'm I mean, I think it's just showing the Lord's heart for his people to stay under his blessing. And to not stray away.

Q5 How does that passage relate to Matt 22:36-38?

Caroline I've always loved this one because I feel like in that, you know, Jesus kind of brought a lot of pressure to the table. That must have seemed so radical to the Jews of that time. So bringing back that greatest commandment about the Lord your God with all your heart, soul mind, I think it's really just affirming that God is consistent, that God doesn't change. And how God is love.

Q6 How would you describe the attributes of a person that is a disciple?

Caroline They love one another. That's probably the first and foremost.

Q7 What actions and behaviors would you say would be evident in a disciple?

Caroline Um, first of the spirit Love, joy, peace, patience, kindness, Goodness, faithfulness, gentleness, self-control. And actively, intentionally loving going the extra mile.

Q8 Does the Bible state what it takes to be a disciple?

Caroline I know Jesus says by this they will know you are my disciple by how you love one another. And then I think there's also something to say about Matthew 28 like, great commission, Um, go and make disciples. And he's talking to the disciples. So kind of shows that a big part of the purpose of being a disciple is going and making other disciples.

Q9 What does the "family of God" mean to you?

Caroline That phrase family of God, um, unity and love are two of the first and foremost things. Um, just also, um, you know how the Trinity is in perfect unity and how, when we are adopted into the family of God, um, we are to bring on that same sort of unity with our brothers and sisters in Christ. And it's just like having a true father too, being adopted into a family with just such a perfect dad. It's wonderful.

Q10 What would be the attributes of the “family of God” in your opinion?

Caroline The attributes? Like I said unity. It makes me think of a family business. Um, I read this book called Terrain, where he talked about the family of God in ministry as entering into the family business. There's just kind of that culture where you can tell that there is a mission. But the way it played out isn't so corporate. If that makes sense. It's full of life and honor.

Q11 What do you think encompasses the idea of “biblical unity”?

Caroline A biblical unity. Well, unity is not uniformity. I think one of the biggest things is honor, honor in your leadership, honoring those under you, honoring your peers. And I'm sorry, will you repeat that question? Okay, biblical unity. Oh, yeah. Honor. And I kind of think of congregating, you know, by coming together as the church, um, being with one another, worshiping the same God, like singing one song, agreeing in prayer, that makes you think of the congregation as well. Just kind of acting that out.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Caroline I think that we are progressing in that area. But I think that there are so many people who which, of course, is such a challenge with a large congregation like we have. But there's just so many people who just come and go that seem more like visitors than part of the unified body.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Caroline Yes, 100%.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Caroline Make disciples, um, baptizing them. Teaching them to observe all that Jesus has taught. And Oh, I learned this in the Bible College! You think of that word observe as just to kind of, like, acknowledge it. But it really needs to, like, follow, teach them to follow all that you commanded.

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Caroline I don't. I think a lot of people view evangelizing as a job for pastors or evangelists or just leadership to do. I don't think a lot of people truly understand that it is a mandate on every believer, and I think even when they do, there's just so much fear that they will tend to ignore it.

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Caroline You shall love your neighbor as yourself.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Caroline No, I don't think it does. Because God showed us His agape love. And we should do our best to show that to others. I think action-wise, that looks a little different. Um, but the love, the love is pretty consistent and doesn't change. But you might love people in different ways. And there might be some actions where love can't take you. And I know that sounds weird, but I guess what I mean by that is some people will put expectations on a relationship that will try and draw others into sin or into places where the Lord isn't calling them. So action-wise, I think there's a limitation but the love itself. No.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Caroline Understand? For the most part, I'd say yes. Carry it out, probably a different story.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Caroline, Oh, I think we're healthy, and I think we're progressing. And because of that, I'm so excited to see where we are, like, the next five years, the next 10 years, because I think it's gonna be a really, really beautiful picture.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Caroline From an evangelistic perspective, I would say not as well as it could be, just because I don't think we have a lot of teaching on that. We had, like, the Revive Florida. We did reach the city Wednesdays a couple of times, But other than that, I'm not personally aware of where there's a consistent outlet for people to learn how to evangelize in a safe environment. Like, you know, there might be a couple of life groups that do it, but that's not really the focus of life groups. So I don't really think that it's, well, not that it's not taught. Not that it's not encouraged, but it's not fostered, I guess.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Caroline Yes. 100% through the internship and just the amount of access that I've had to the pastors and everyone who's taken the time to mentor me. So yeah.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Caroline Man, I think the city of Tampa would look very different if all of our disciples really embodied these passages, and I mean, that includes myself too. I know there's definitely more I can do, ways I could be way more intentional. I could step up and really start teaching my life group how to evangelize. So I'm including myself in that, but I think our city and our region would look very different.

Q23 What effect do you think we'd have if we believed and lived by those passages?

Caroline Yeah, I think we need to step out of what our normal is because I mean, there's so often where I'll tell myself like, Oh, you know, I've had a long week, like I worked today like I'm

doing ministry in the church. I don't need to go out in the streets and do anymore, like I checked that box. But I think just living radically like understanding that my life is not my own. Like everything I am and everything I have belong to Jesus. So let me actually make him Lord of my schedule. And know in what other ways he wants me to be out there. Loving people are doing ministry.

Q24 Have you ever disciplined anyone? If so, describe the method you used.

Caroline I'm currently discipling a few younger girls in the church, and so far, my method, because they're so new in their walk, a lot of my focus has been teaching them how to pray, how to use their authority, teaching them their identity, and trying to push them to where they can find freedom, like going through freedom classes together. And just really kind of basic stuff, I suppose. Like, I haven't really pushed them into multiplication and evangelism yet, which I think I ought to. One of the [Bible College] classes actually shook me up a little bit. It was the leadership one I'm in. A lot of people will take on a linear perspective of discipleship. And so, like, you have to get all of these like, baselines checked off like you have to learn this, this, this, and this before you even think about multiplication and like raising up in that way, versus you know, like more of a cyclical discipleship method where just kind of dive in. Like I think of the woman at the well, like she made a mighty fine evangelist, and she literally just met Jesus.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

Caroline I would say I had accountability. I had a level of accountability, but I think more accountability, um, in regards to disciplines, like spiritual disciplines, I think that's very important. And I think that's something I've still You know, a couple of people will check up on me every once in a while, but I don't have anyone in my life, and I really never have, regularly. Like, I have been asked questions like these, but not regularly check up on me, like what is my regime for spending time with the Lord. Like, what am I doing in my personal walk with God? I just think that's really important in the early stages because you need spiritual discipline or else you're not going to get very far.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Caroline Extremely, Very much so. If you don't trust them, then why would you apply anything they say to your life?

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Yes, as part of the intern program.

Elizabeth_Transcription

Q1 What is your age?

Elizabeth 60

Q2 At what age did you become a believer in Jesus Christ as Lord?

Elizabeth 30 to maybe 32. Yeah, about 32 to 33.

Q3 Have you ever been discipled? If so, can you describe that experience?

Elizabeth Um, not one on one discipled, but, you know, through Bible studies and that type of thing, which has been amazing, but not one on one.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Elizabeth Okay, so I got to read it though, right? Hold on. Okay to me, it just means that we're to be about all things God, that whatever we do, that needs to be the priority. Wherever we are, whatever we're doing.

Q5 How does that passage relate to Matt 22:36-38?

Elizabeth Omitted

Q6 How would you describe the attributes of a person that is a disciple?

Elizabeth The attributes. I guess the fruit of the spirit. Peace, love, joy. Are you meaning from this passage here, or you mean just in general? I would say the fruits of the spirit.

Q7 What actions and behaviors would you say would be evident in a disciple?

Elizabeth Loving others primarily first and foremost.

Q8 Does the Bible state what it takes to be a disciple?

Elizabeth Yeah. I mean, he talks about the disciples all over the place.

Q9 What does the "family of God" mean to you?

Elizabeth I would say that means your church family.

Q10 What would be the attributes of the "family of God" in your opinion?

Elizabeth I think they would be one for another. Celebrating with the people and mourning with the people, just being more other-centered than yourself centered.

Q11 What do you think encompasses the idea of "biblical unity"?

Elizabeth I mean, that means no divisions, but what does that mean? Um, I think again, it's putting others before yourself so that there can be unity.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Elizabeth How would I describe biblical unity at the Crossing Church and the people? I guess it's just being more centered on the other people than on yourself. Putting them before yourself.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Elizabeth Yeah

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Elizabeth I guess be talking to others about Jesus, trying to train people up.

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Elizabeth I don't think that we do a very good job with it, but I mean, I think I don't do a very good job with it either. So, I think we're good about getting them in the door. I don't know that we're as good about keeping them and trying to train him up.

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Elizabeth It asks us to love our neighbors as ourselves and to love him first.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Elizabeth No, No, I think neighbor is everybody. The person at the grocery store. And you know, Anybody, where you work, your neighbors.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Elizabeth Not, not greatly. But I'm speaking to myself. Not really so much reflection on everybody else.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Elizabeth Not very great.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Elizabeth I think we try. I mean, I think through the, you know, the Bible studies and iron men and those kinds of things, I think those are all a help and discipling people. I don't know if that's really what the Lord had in mind. It's certainly better than not discipling people one on one period, but I don't know how well we do it, you know, just one on one.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Elizabeth I mean, yeah, the church has done everything for us. I guess I haven't taken it and used it as well. But yeah, I mean, everything I know and believe. And, you know, I think it's due to the church. They challenged me. And, I guess I have discipled within the family and that kind of thing, but just not so much outside of that.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Elizabeth I think we wouldn't be so we wouldn't get our feelings hurt quite so easily. It so that's a tall order. But I think we would be more concerned about the unity of the whole church than really what I want, or you know who offended me. I think we would do a better job that way.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Elizabeth I believe we'd be a force to be reckoned with. You know, I feel like we bring a lot more people to the Lord. If they really saw much of Jesus in all of us, I think, you know, we'd be on fire. It's just a tall order.

Q24 Have you ever discipled anyone? If so, describe the method you used.

Elizabeth Not really outside of family, you know, even extended family. But, um, we've done, [redacted] and I have done Bible studies with the kids, you know, we've done that kind of thing. Um, I don't know. I mean, I have a little ministry at work going with my Jesus Calling books. In the course of the time that I've been there, I've given out many Jesus Calling books to non-Christian people. I don't know that I've gotten a lot of fruit. It may not be a really great technique, but I have done that, but really, it hasn't ever evolved into going further with it. Everybody seems like they appreciate it, and it's generally people in crisis at work. And I'll say, you know, this is what's helped me and why don't you look at this? You know, I'll take the book, But, it's never really gotten traction where you know, anybody's wanted to really pursue it any further, but yeah, I guess I've never really formally done much.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

Elizabeth I don't know. I mean, I feel like the church really has done so much for me. But maybe if I had been in a one on one, maybe I would be more apt to replicate that. I've never really experienced that myself. And so maybe had I, I would have really understood it more clearly, you know, in order to do it with other people. Um, so maybe that would have been, you know, I would have been better prepared or understood it better. You know what it takes to be really a disciple on walking through things with people? I mean, we've always done it in groups and brought over food. And, you know, all that kind of stuff in terms of supporting other believers, But not really discipling outside of the family. Okay,

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Elizabeth It's probably everything because you just watch what they do more than they say. And so, you know, if you can trust that they're authentic and sincere, I would think that would make a big difference.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Elizabeth I don't really think so.

Kitty_Transcription

Q1 What is your age?

Kitty 22

Q2 At what age did you become a believer in Jesus Christ as Lord?

Kitty 12. Salvation 14.

Q3 Have you ever been disciplined? If so, can you describe that experience?

Kitty Yes. Just It's been in many ways, through my youth pastor growing up and then also through my parents, just kind of them teaching me through devotions and everything like that at home.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Kitty I kind of take it as an obedience to the command his commandments that we just need to obey, Pretty much obey.

Q5 How does that passage relate to Matt 22:36-38?

Kitty Similar to obeying the commandments. But in one of them being loving the Lord God to that through, you're showing your love to the Lord through that obedience to his commandments.

Q6 How would you describe the attributes of a person that is a disciple?

Kitty Somebody who does things to love and who shows you how to walk with Jesus. And in doing so with the obedience of the commandments and in just loving in a loving way.

Q7 What actions and behaviors would you say would be evident in a disciple?

Kitty I guess. Just someone who shows love and that where you see that light kind of come through that they're just loving towards people. They're obedient, they do the works of the Lord.

Q8 Does the Bible state what it takes to be a disciple?

Kitty I would think so. But I don't have a definite...

Q9 What does the “family of God” mean to you?

Kitty I guess. Just like what? Can you explain the question? I mean, it means it means a lot to know that like we are able to turn from, like you said, those brothers and sisters that aren't necessarily living the way they were living have chosen to turn towards you this. And to be part of that, I don't know if that makes sense.

Q10 What would be the attributes of the “family of God” in your opinion?

Kitty Um, pretty much the same as I was saying, it's just that the obedience and choosing, making that decision to turn away from the worldly things and the things that other people are doing and staying true to who you are in Jesus.

Q11 What do you think encompasses the idea of “biblical unity”?

Kitty Ummm.. [no answer]

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Kitty They demonstrate biblical unity result as excellent demonstrators that you see kind of the way that I guess everybody's not necessarily the same. But you can you know that there's something different about them. And you know that there's that there, I don't know how to put it in the words, um, I just...it's demonstrated well.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Kitty Okay, I think it is intended to apply to all believers. But whether those what those believers decide to do with it is ultimately on them.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Kitty To go make other disciples and to go and but with amongst everybody pretty much

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Kitty I do. I think it's for the ones that... I can't speak for everybody, but I think it is taught that that is true. So if it is received that I would assume that they believe. Does that make sense then?

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Kitty Just to love not only the Lord, but also everybody.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Kitty No.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Kitty I believe so. I believe that be able to witness people showing love, from the experiences I have had them. Yes.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Kitty, I see a lot of disciples? Yes, I see, I think there's there's more. There's more than not. I mean, there are those for you, aren't I? Maybe quite there yet, but I do think I I think...

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Kitty I think they do an excellent job.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Kitty Yes, I would not be where I am right now. If it was not for the Crossing church and when I started here 11 years ago.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Kitty I mean, if we all believed and lived it out every single day, I think we would, it would be pretty great. We'd be well off.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Kitty I think it would have a huge effect on the community to not only grow as a church, but just also share the Gospel and share the love of Jesus.

Q24 Have you ever disciplined anyone? If so, describe the method you used.

Kitty I have, I lead a life group, and it's a coed group, but I really pour into the girls a little more than the guys. And just constantly, uh, speaking of them, and sharing with them and talking to them. I've been able to watch them grow and see them go on and teach and disciple to other kids. And then those kids be able to come. So just things like that, that's where my passion is to disciple young girls. Because if I was not disciplined at that age, I would not be here. Uh, there's different things. I mean, we've gone through the gospel, um, and we've been just I've been pouring into them with identity, self love and loving other people in all different aspects in ways, especially with everything that's been going on.

Q25 If you had a "do-over," what do you wish had happened/been offered to you as a new believer?

Kitty I grew up in church and have been going to church my whole life, but I would want that do-over when I was in high school, just because that's when I conformed to what the world did and what society was not who I was in Christ. So I would take a do over at that point. So that more of what you did as opposed to what someone did for you.

Q26 How important do you think the "trust in the mentor" is in the discipleship process?

Kitty I think it's extremely important just because if you don't, if you don't trust that person, you're not gonna get anything from them. That that is intended for you to receive from them.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Yes, we do that as part of the intern program.

Mr_Bennet_Transcription

Q1 What is your age?

Mr. Bennet 30

Q2 At what age did you become a believer in Jesus Christ as Lord?

Mr. Bennet 26

Q3 Have you ever been disciplined? If so, can you describe that experience?

Mr. Bennet Yes. So, personally, someone I met at the church took me under their wing. Met me randomly and marked me out, so to speak. And just started a process where we met once a week. Basically, I had just been saved. I would say within a couple of months of that we started meeting once a week with a group of other new believers. What it looked like was just teaching straight from Scripture and changing my thought process on what I thought was the road to life, so to speak, and completely flipping the perspective on a different way to walk in a different way. To live. It was just a weekly meeting is how that started. And how I got disciplined.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Mr. Bennet Yeah. So this is a construct of like how to live life as a believer of Christ. It's giving you practical elements of what to do and steps to take in order to be a disciple of Jesus. Yeah. So, fearing the Lord And keeping his commandments so that's the big thing that always sticks out to me when I read this. What really sticks out is all the days of your life. I think discipleship is really an ongoing process, and some people can get caught up in a plateau that they want to. But, I think that really speaks to the ongoing process that it is on. That always sticks out to me. You should always be a learner, no matter what, disciple of Christ or whatever you choose to follow, it should always be a learner. So that's what really sticks out to me. Then the other practical part is verse seven is teaching them diligently to your children. Sign your handwriting it on the doorposts of your house and your gate. So this is Old Testament, but writing it on your heart like who you are, you know. So, that's what sticks out to me.

Q5 How does that passage relate to Matt 22:36-38?

Mr. Bennet Yeah, I think it relates to it. I don't think you can properly love unless you fear God. At least my relationship with him, what I learned, I think that anything you obviously do without love comes to nothing. But I don't personally, never have been able to fear God or been able to love God without fearing him, so to speak. So, I believe it relates in that aspect. For me is just really verse two and Deuteronomy leading into the love.

Q6 How would you describe the attributes of a person that is a disciple?

Mr. Bennet Right. Okay. Disciple of Christ. Fear of the Lord. And, I would say integrity and love. Those are the three. I would say Pick three for me. That's what I teach. Like it turns out him over his fearing God first and foremost that you're able to love him and then people who integrity, like even Christians and disciples, so to speak don't really have integrity a lot of the time. So one thing I say, Well, two things I say be punctual. That's like a more practical thing

like, But that's integrity. I think at the end of the day, and it leads to doing what you say you're going to do. So, those are two big things that I'd like to teach them. And I think that relates to integrity.

Q7 What actions and behaviors would you say would be evident in a disciple?

Mr. Bennet Decide upon being punctual in actions and behaviors. I would say living out who God says we are. So, when He establishes that we have an identity in Him that everything is securing Him that we are a royal priesthood, a holy nation we're loved, we're adopted into a family, says what is a person like that and how they act like, they exude who they are. So, if I'm loved, I'm going to love. If I fear God, I'm going to exude a healthy fear of the Lord. So, I think the actions are directly correlated to who God says we are. If you believe those things, you're going to act that way

Q8 Does the Bible state what it takes to be a disciple?

Mr. Bennet Yes. I don't think it gives you 100%. Maybe what to do you and day to day situations. But I think if you take the framework of fearing God and I think whatever scriptures, I mean you can think of as far as what you said actions or things that people do. I think if you take those. Yeah, it does tell you a basic framework. What were the verses? I don't know.

Q9 What does the “family of God” mean to you?

Mr. Bennet The word adoption comes to mind. So, you being completely taken into the family that is saved, a family that has a real father and not just like an earthly father or any of these ways that you thought. It's more of like submission. So you're like, humbly submitting yourself into a different family. I think you're inserting yourself into what life really is and not just what your perception of life is.

Q10 What would be the attributes of the “family of God” in your opinion?

Mr. Bennet Love, acceptance, peace, Joy. Real comfortability, I think. Not to say like a complacency where you're not going to grow but a comfortability to go to someone with the good and the bad, no matter what, knowing that the rod of discipline, so to speak, if it is on the bad side, is more of a staff, a guiding type of thing, not a smack on the wrist disciplinary action, so to speak.

Q11 What do you think encompasses the idea of “biblical unity”?

Mr. Bennet I would say compromise is like a single word that comes to mind a lot of the time. Unity has to do with, In my opinion, I think the world has this win-lose mentality, like in every situation, someone's going to win, and someone's got to lose. But I think there's a way to create win-win situations a lot of the time to where everyone is not getting exactly what they want. If you did, then your life, you wouldn't grow. But I think there's a way for every situation or whatever. You come across the have a win-win situation, and that kind of is unity. It's not agreeing with somebody but still falling under something because you agree with the premise of it. And just because it's not 100% and that doesn't align with everything doesn't mean you can't respect and honor that. So, I think it's both sides almost finding like a win-win, so to speak. I

think in rare circumstances where it is a win-lose if you are in that situation that the losses are a complete compromise on your part, to say What's the bigger vision here? Is this certain circumstance or situation, or this even 15 year plan? Or am I looking at the overarching theme of this organization or this family I put myself in. Is the health of that in the success of that which driving me? If so, then I think those little decisions of unity are easier to kind of workaround.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Mr. Bennet It's healthy. For the most part, I would say people do a good job, but also at the same time, I think there is a lack of awareness of some people of that bigger picture vision, which makes it harder to fall under unity with the church as a whole. I think and this is just random people, so I don't know, it's not really staff, but it's people that I personally deal with who don't know that concept of unity. So, selfishness takes away the ability to be united because of those specific things that maybe their disagreement with, that people can't let go off, you know? But I think healthy overall.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Mr. Bennet Yes. So I do with that.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Mr. Bennet I think disciples make disciples. I've heard that, you know from somebody before, But it's just something that stuck with me. The question was, What's your disciples do? Yeah, in view of those verses what its tone, it's saying something. So what is it telling us? A disciple should do so practically baptism and then teaching everything that we have learned, which is the laws and commandments that God is, you know, Old Testament on the putting on your houses, your gates, but things that he's writing on our hearts, speaking to us through the word of God, teaching them biblical way of life. And sharing That's true. Thought them, I would say, Um yeah, but I would say like disciples should be making other disciples. And I think the process is like what you do practically is any devotional or any whatever you can learn. You can pull some sort of truth out of Scripture that's going to conflict with the way someone is living most of the time. I think that's actually pretty easy to do. I think the process of making a disciple is consistency. It is really what's missing with that. So I think a lot of people think it's a start and end date. It's an ongoing process, and so even when you say I'm discipling this person, how are you really doing that? Do you have an end date in mind? If you don't, I don't know if you are really discipling them, because if God called you to walk with them for the rest of your life or for 10 years. You only plan on doing it for a month but we don't know. I think it's to treat it as an ongoing process of learning, and as a plus, being disciplined by somebody else. I think it's just a trickle down effect. If that makes sense, what do you think?

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Mr. Bennet No, I think we try. I think we do a good job, a lot better job than other places, for sure. But like I said, I don't think we think of the people. I've envisioned being the most loving. I

don't think they get it either. I just don't think we do when you consider the number of disciples of crossing church.

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Mr. Bennet Omitted

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Mr. Bennet I think we try and find complex solutions for simple problems, and we think the problem itself is really complex. But, it's really not. So, the simple fact of love your neighbor as yourself and love the Lord your God with all your heart. That's too easy to fix what's going on in the world and everyone's opinion, believer or nonbeliever. But, I don't think the execution has ever been there, so I think that's what's missing is a true love, and so I don't think it's constricting at all. I think if we actually properly loved and knew what that was, it would fix fixing to me. But, you know what I'm saying? I think execution on how to love has been poor. It's because even the person who you see loving you the most you know, probably still doesn't fully even understand it. So, I think it goes back to the early church. I personally still would never split my possessions with the Crossing, even staff who I love. I wouldn't, I don't think at the end of the day, like just being transparent, if they said Let's pile all our money together and everyone would be even like I don't know if I could. That's love, though, So that's a falling in me that I understand. But, like think about everybody else, too, whatever area they may have trouble with, like I just think love is poorly executed and if we actually did it, it would work.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Mr. Bennet Yeah, yeah, it's goes back to, you can follow every commandment, but if you're not doing anything in love, it doesn't really matter. And specifically, 39. If you don't know the love of the father, you can't love your neighbor as yourself because you're not properly loving yourself.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Mr. Bennet Okay, I think it's surface level. I would say I think we go to a certain point until we meet resistance and I think it could go deeper. Like I said, I think there's a threshold. There's a plateau. There's something that we hit to where it's like more work needs to be put in. But it's not, and I've been guilty of it as well, you know, with specific people that I meet with. But I think an actual, and I don't know what that means or looks like, but an actual walking alongside somebody for an extended period of time. I think we put Band-Aids on severe wounds and call it something that it may not be because it's the easier solution at the time. Are we really taking the time to uncover what's going on with people or situations or whatever? So, I would say surface level.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Mr. Bennet Yeah, kind of a good question. How do we prepare someone to be so. They're not a disciple yet. Or how are we preparing people to disciple? It will depend on your definition to a

certain extent. Well, so when I hear the question, how do we prepare people to be disciples? I'm thinking of it as someone's not a disciple at all. How are we prepping them to be one? Some of our discipleship courses. One of the premises of the author who wrote the book said you're not a disciple until you've made a disciple. Is that where I heard it? Oh, okay. I would have to probably give the same answers. Far as surface level with my experience. Yes, that's what Yeah, I would say the same thing.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

I would say decent. Yeah.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Mr. Bennet They would, I think there would be the disciples. Yeah, Yeah, they would be disciples. I think they're both disciples. How they are now and completely living this out is both the disciples, just the strength of the disciple. I think there's just a lack of, um, power and effectiveness in the disciples. Maybe that we have now, but living this would make it as so. It was 2000 years ago. I believe we talked about church booming. I think that that was a healthy and powerful disciple because this was probably lived out. I mean, that's something I personally been going through lately is love, you know, And I truly think God is showing me even a stink at it. Um, that's the key, though. It's doing it properly, and that will determine the effectiveness and the health. I think that a disciple is a real role. Passionate. What does it really mean? To Lay your life down, love.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Mr. Bennet I think the effect would be changed in there would be and excitement for others to come here because there would be something so dramatically different. The effect would be people, not believers, asking the question of what's going on. Who are they? Why are they doing this? We preach about it all the time. We have these stories and all these uplifting things. Like, what would the world look like? I'll tell you always in your sermon, What would the world look like if you did this stuff back? Oh, yeah. Should. And do we do it? Yeah, a little bit sometimes. Maybe, I don't know. But obviously, we're not, because the world doesn't, I mean, I don't think even this community looks that much different. We're not seeing dramatic changes. I think the effect would be an influx of people asking, "What's happening?"

Q24 Have you ever disciplined anyone? If so, describe the method you used.

Mr. Bennet Tried it. I would say a couple of different ones, so being put in charge of the internship just naturally have to you meet with people. That's been really successful, I think is consistency for me. That's the only thing that I mean, some people are still here. Some people are not here. Some people are doing well. I have others that may not be. I think consistency is what really established trust. I think establishing trust in the beginning is what you have to do because people are going to open up to you about really what's going on. You're not going to be able to

coach them and take them through. You know, sometimes Scripture by Scripture of this is why these things are clashing is because of this truth. And you're not living this out type of thing. But you never get to. That point of trust is established, so I mean going back to all. My answer is I believe that love is obviously a huge thing, but trust if that's not established, you can't effectively disciple somebody. So especially as a recent experience, I have tried to do whatever I can in my power to establish trust with the people I lead. And, you know, like I said, that's kind of a natural platform. I have just cause I'm in charge of the internship. But I know I tried to personally disciple a group of young men through a 12 week, you know, beginning and end like we're going to get closer to the Lord type of thing on. What I utilized was different sermons, a book that we went through and us just literally doing life together, meeting every week, hanging out with each other. Not just because we have group that week because we want to and we get to do life together with people who are like minded. The only reason that was semi successful is because of the trust that was established between everybody. Transparency, I think is key.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

Mr. Bennet That's a good question. I would say more time, maybe more. This could be a personal bash on myself that I'll say, but the trust not being really truly established, you know, not just I think it's across the board. So that's why I say it's for me. It's not a specific group of people or person or anything. I think trust across the board was not really established. I don't think the time was put in for it to be established, and so maybe that. Like I said, that's just the basis. Because with some people, I have no problem opening up and doing whatever. So they would never have that issue, no matter who discipled them. So, it could be on the potential disciple of what you know, they think they would need. But I would say more time or trust more, I would say love.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Mr. Bennet Vital. Is that really a question?

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Mr. Bennet Yeah, I do. It just took a longer while things, but yeah, I do Well, that's personal stuff. Like with Pastor [redacted]. Like I could fully trust him. Yeah, that's like my guy.

William_Transcription

Q1 What is your age?

William 34?

Q2 At what age did you become a believer in Jesus Christ as Lord?

William Too young to remember. Rededicated 20?

Q3 Have you ever been disciplined? If so, can you describe that experience?

William I think the closest came with my youth Paster in High School. We met every Wednesday night, just the high school students. And we really wanted that from difficult topics and end up in Bible study. We had long times of prayer, and that felt like a genuine discipleship experience.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

William I believe, obviously, it was for the Israelites of the time. But I also believe the principles apply today were that when we fear the Lord and we do what God commands, that God will bless our lives. Might not necessarily be long life and age, but that the years we do have will be blessed. So well, I think it's for Israel. Specifically, principles can apply today.

Q5 How does that passage relate to Matt 22:36-38?

William I believe Jesus was boiling down all 600 something laws into these two. And while we don't abide by every law in the Old Testament, like making a fire on the Sabbath and doing things like that, that we still love God by obeying His statutes. I think especially the things that are made clear in the New Testament that are mirrored in the Old are clearly laws for today. Whether that has to do with sexual morality or stealing or marriage and everything like that. And so the greatest commandment is to love the Lord your God, which needs to obey those things that he says to do and to avoid the things he says not to do. Yep.

Q6 How would you describe the attributes of a person that is a disciple?

William Anyone that rightly and understands? Well, the statutes of God being the things that God says do these things and don't do these that those are clear in their mind that they feel maybe well, they might not always feel God near you. know feeling sense. They understand and have a security and God's existence. Jesus, the sacrifice. They understand the nature of salvation that it is by grace were saved, but that grace is not opposed to effort, supposed to earning a slow in this life. We still work as in doing what God has asked to do and what pleases God and actually try to do those things and so good.

Q7 What actions and behaviors would you say would be evident in a disciple?

William Although it's obvious probably fruits of the spirits, the love, joy, peace and that their daily lives expresses that. Obviously a lot of moments of anger or worry or anxiety, but that we are trying to pursue the fruits of the spirit, have love, enjoying peace internally in our own life and hearts and towards others. And so those would be outwardly evidence and obviously wanted

to share that with others who don't know who Jesus is and don't know the gospel. That there would be a desire and a fruit and sharing the gospel as well.

Q8 Does the Bible state what it takes to be a disciple?

William Yes, I only dance.

Q9 What does the “family of God” mean to you?

William Family of God, I think, is kind of the universal church that everyone who proclaims Jesus as savior on a world sense are part of are part of the Children of God or a peculiar people in nation. That God first of all, those but that on a micro level that a local church and a community of Christians should also be like family to each other, more so than you would just on acquaintance a friend. That might mean sacrificing for someone who is not family by blood, but is in the church or in your small group, and that you would go above and beyond in love to those people, especially those who might not have immediate family themselves. That the church and the people in the church would become their family.

Q10 What would be the attributes of the “family of God” in your opinion?

William Yeah, actually, like when there is hardship or trouble that the church does come together to help them, whether it's a financial need, food, meals, even like child care need. If it's a single mom that you would see the family come and help the single mom do that. Also outwardly serving to maybe going out in groups or, you know, evangelism.

Q11 What do you think encompasses the idea of “biblical unity”?

William Biblical community, Biblical unity? Oh, I think the unity is within the church. How is following the authorities structure within the church that got to set up but also agreeing on the spine issues of the Christian faith? And when there is divergence from that or not understanding it, that there is a bringing together of like, let's work this out and rib issues that are less important. You know, maybe you talk about him, but they don't have to be agreed upon, But there will be unity of, uh, spine issues. What salvation. Who is Christ, the exclusivity of Christ. And we don't have a progressive Christian sect and the church and something else. Something like that.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

William I think the staff and for the body, the body for at least for me personally, it's hard to evaluate because I don't know many of the people, but I think in the staff and the core of the church holds to what I just said. Where there is obviously an inheritance to authority structure, but also a new agreement in the spine issues and an understanding of what we believe as a church and what we believe. What we believe Christ, that Paul and the others taught in Scripture and so that an agreement does like this is not right, or this is how salvation work. This is Christianity as a whole. And so I believe that there is agreement. Immunity, Captain,

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

William I believe so, Yes. It is a great commission. And I do think also with the background of the other two thirds of the New Testament that Paul has written that it is our imperative to share the gospel. And so I do think that this was a command to all believers, not just the 12 guys watching him go out.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

William Yeah, evangelize. Spread the gospel and baptizing them, obviously, as it is in the Father, Son and Holy Spirit. You know, I don't know if that's exactly, ah, water baptism. If that is what the evangelical would say is the second baptism in the Holy Spirit, and speaking in tongues. I'm honestly not sure in this moment what that might exactly be referring to. But I do think evangelism and bringing them into the family of Christ is part of that imperative.

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

William I think most understand that as far as the commission to spread the gospel. I think there's probably a difference in understanding of priority or how much it applies to them as a lay person, as opposed to this person as a staff member pastor. And so I think that might be a divergence and responsibility.

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

William That's the love your neighbor as yourself. Like I said before, with family of church, should be of sacrificing for others either in the church or even those were not saved, loving others above and beyond what someone would normally expect and so doing. Hopefully they will see Christ in your actions in your life.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

William In your opinion, is it who the others like loving your neighbors? That the neighbors would be limited? I wouldn't think so. Or what love means is there a limit to, I think, when it conflicts with the first meaning? You know, if is again a person's interpretation of love. If love is accepting something that is against God's will, I don't think you can affirm that. So in that case, loving your neighbor might also mean correcting them and helping them help pointing in the right direction.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

William I think when it's framed and like, we're gonna do an outreach and give a bunch of meals away to people who need it. I think it's evident and understood that that's what we're doing. We're loving our neighbor. Probably don't, I would say most people probably don't understand. Maybe what it could mean day today, and especially in today's culture, probably get that love mixed up with what culture says love is loving your neighbor and affirming them and whatever they wanna do. So I don't think a full complete understanding of it.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

William, I can probably say you can say, under 50%. I don't know how much lower that would be, but, you know, I would say there's at least half, if not more, thinking about all people that watch online and maybe we don't see in the building per se. There's probably many that probably don't meet the criteria as disciples of Jesus. You know, if we say, are they gonna make it to heaven? Probably ish, maybe, you know, But I do think there is a second like there is the higher level to call it a disciple of Christ. I think at least half would not meet that requirement, if not more.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

William Okay, um, I think we put forth great effort in ways to make disciples like an emphasis on life groups, trying to get people into life groups so they can learn. You know I don't with the church our size. It's probably hard to investigate exactly what is being taught across hundreds of life groups, and so that seems hard to evaluate just for me personally. But again, given the fact that it's probably less than 50% of our congregation are disciples. Maybe that is also our rating for how well we are doing it as well. 40 to 50%

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Omitted

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

William That, given I think stuff I see on social media, would be less as far as people who follow the Crossing Church. And you know, I know other people on staff understand that there are many people that you know live together before marriage. You know, there's infidelity even, you know, those are married or not. Again it fruits of the spirit or one of the barometers for being a disciple. It's probably not all you know, this work to be done there, too. So the original question was? I think like the answer earlier they would live more by the fruits of the spirit and also abide by the clear laws, at least in the New Testament, in regarding to the areas I specified and we'll see less of making things we've seen.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

William I think we would, at least in our immediate vicinity or sphere of influence. I would think people coming into the church seeking Christ would increase because they seem or like there would be more people around us being Christ like and I know that that is when someone attractive, like the gospel itself, should be attractive. And so there were people really living the gospel message practically, and obviously it should be attractive as well. Those people would be coming here and also staying. I think that's the other big thing is people won't say, maybe I'll stay. And if more of the church body was acting like a disciple, I think more would stay for longer.

Q24 Have you ever discipled anyone? If so, describe the method you used.

William I would say in a group here I had two guys i disciples and we went through actually the Saved the book from here. And that was interesting. Now, one went off the rails. The other one, I genuinely felt like he had questions, and I was able to answer them. We engaged with material with the small group that I have now going through apologetic stuff. I do feel like it's somewhat of a discipling scenario. I will say, I don't know if I have ever discipled someone from newly saved to devoted disciple. Typically, my interactions have been with people who are already saved or have been saved for a while and working at a church on the church staff and my whole family saved. It's difficult to be exposed to unsaved people unless they're complete strangers. So those are my two main experiences.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

William Um, okay, at least my personal upbringing and understanding of grace not just as a salvation attributes, but also in life. Like what does grace mean day to day? I think that would have been beneficial. Especially in my teenage years and having answers for difficult questions. You know, I think a lot of the resources in apologetics today were not available back then, but I think it would have been very helpful, especially for youth at that time. For me personally, I think it would have steered many people or kept them in the church as questions arose.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

William Trust? I think it's important, but I think the theological soundness of the discipler is even more important. You know, I would rather have a skeptical disciple questioning a discipler then the bought-in Disciple with a, you know, wishy-washy discipler. One who doesn't maybe have the right theological basis. I think it's important because eventually the person has to actually believe what this person is saying. But yeah, I think a little skepticism.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Omitted

Tom_Transcription

Q1 What is your age?

Tom I'm 40 years old. I'll be 41 this Sunday.

Q2 At what age did you become a believer in Jesus Christ as Lord?

Tom Actually following? I truly surrendered my life to Christ, and I would say January of 2013.

Q3 Have you ever been discipled? If so, can you describe that experience?

Tom I have been discipled. And the way I'd describe that experience is someone taking me under their wing and showing me and teaching me, um, whether it be teaching me scripture, teaching me how to live Christ-like, sometimes it wasn't just reading, or it's more about watching someone as they act as a form of discipleship as well. Um, but it comes in many forms for sure.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Tom Well, the first part of it, definitely one through three, is there's a promise, um, that comes with obeying his commands that when you live by the Lord's statutes that there's a promised land coming there that you will multiply from that. Loving the Lord your God with all your heart, soul, and your might, and it goes on to [say] try to keep your mind focused on the things that the Lord, the commandments, the statutes on that. It's not just for you that is to be taught, and distributed from, uh, from parents to children and so on. Um, there should always be at the forefront of your mind is the Lord's word and Lord's Commandments that would help guide and direct you from on the path.

Q5 How does that passage relate to Matt 22:36-38?

Tom Well definitely Jesus is paralleling, from Deuteronomy because I know the Pharisees were there asking him, you know what is the greatest commandment? And, I believe, and from what I've been taught as well, that of all the commandments from the Old Testament and we know that Jesus in the New Testament, said he did not come to abolish, but he came to fulfill the law and the prophets. Hang on these... that what Jesus saying is, um and so instead of the 10 Commandments that you can narrow it down to just the two. And yes, I'm stealing it from a recent teaching, but this is what I believed. They relate in that it's all about abiding in him. And it's and it's learning from him and following the statutes, but not just, uh, not just obeying his commandments, but also to extend that out into the love for others. Which is why the second part is to... He says the great second is just like it. You should love your neighbor as yourself. Oh, so I probably that's how they relate.

Q6 How would you describe the attributes of a person that is a disciple?

Tom Oh, so that's so funny that you say that because I actually had to write a definition of a disciple for a recent paper, and I pulled that up because, um, based on a few scriptures, Matthew 16:24 comes to mind. If anyone wishes to come after me, he must deny himself and take up his cross and follow me, take my yoke upon you and learn from me. Matthew, 11:29. The Apostle

John wrote the one who says he abides in him himself to walk in the same manner He walked. And so for me, a disciple is someone that sacrificial follows, humbly learns from and walks in relationship with Jesus.

Q7 What actions and behaviors would you say would be evident in a disciple?

Tom I think it's with a follower, you look at the fruit, especially if it's someone that you know that you've seen a life change. I think it's evident in how they carry themselves. It's evident in how they lead others. It's evident in how they relate to their family and co-workers. It's, to steal another quote, it's not just what they say; it's what they actually do. It's not enough just to spout the word and to quote Scripture. It's another thing to actually walk it out in humility and reverence for God. Did I just dance around that? Their actions and behavior would be of a servant. I believe. They would know how to extend grace, they would display faith in times of trouble and not discount God and his sovereignty. Um, that they would lead by example through humility. Um, have a repentant heart. I would say as well would be a good attribute, action of those who are following Christ. Ones that know themselves and kind of seek self-improvement.

Q8 Does the Bible state what it takes to be a disciple?

Tom Well, I think I just listed a few scriptures. So it does. It doesn't say... Well, actually does say you know, by these they will know that you are my disciples. The address just slipped my mind. But yes, it does.

Q9 What does the “family of God” mean to you?

Tom The family of God? That's a That's a good question. The family of God, um, I would say is the body of believers operating unity, but, you know, that doesn't necessarily mean uniformity. It's just that the family of God are those that confessed faith in Christ ...that with Jews in there, we got Messianic Jews. I'm sorry. I'm going down a different path now... Um, family of God are those that, um, I would say, have been called and responded to the call and accepted sonship or daughtership into the kingdom.

Q10 What would be the attributes of the “family of God” in your opinion?

Tom One, actually, really would be, walking out in the identity of Christ, of the image of God, knowing that reading in Genesis, knowing that we are truly created in the image of God, knowing that God doesn't make mistakes. So an attribute of the family of God would be that, uh, they know who they are. They know whose they are. They know that they were, you know, divinely created for a purpose. I would say rest in identity.

Q11 What do you think encompasses the idea of “biblical unity”?

Tom Biblical unity. Well, I think of Paul in Ephesians 4, when he talks about the maturing of the body of Christ. It's kind of back to what I answered a little bit before that. It's not necessarily uniformity. We all come from, you know, different walks of life. Different, even religious denominations. Um, but I think there's something that we can unify around and that is that you know that Christ is Lord, um, man, that's a tough question. Biblical unity.

Tom I think of different, you know, some of Paul's letters where it really highlights the marks of a true Christian. The scripture is escaping me on the marks of a true Christian. Does that mean if you act like this, then we're all in unity? I still think so. I don't have a good answer to that. I'm trying to reference what Paul wrote in Ephesians 4 about, you know, uh, maturing in Christ to be to become unified. It's all escaping me right now, but yeah.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Tom Mm. Okay. I think we have definitely strong characteristics in the area of love. We love each other well, and I think that's I think that is a unifying attribute. You know, if we can love each other well, we can get through other things. Well, um, there is there is a consumer mentality. I would say that and there's also a, I would say there is a lack of unity in the thinking that it's a large church and somebody else will do it. There's a lack of unity in the idea of servanthood. Um, you know, because it's they feel like it's not really serving the Lord, it's volunteering and doing the church's job for them is a common theme, I feel maybe more at the bigger campus at Tampa campus. Um, but that's a tough one, because especially in times like this, um, it seems people are easily offended and not willing to be receptive to other's points of view, and that could tear it the unity fabric for sure, cause people to, you know, leave the church for what I'll consider unnecessary reasons. Um, because it shows a lack of willingness to sit and listen and love one another. But I think biblically there is, when the culture bleeds into the biblical teaching is where there are problems and sometimes the culture outweighs sound doctrine. And that's where the disunity comes in.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Tom Absolutely. It wasn't if you want to. It was it was an order and it was some pastor on staff broke it down for me and it's as you go, which was very uh, which was eye opening, which is, you know, it's not just it's not saying you have to go somewhere and do it. It's, uh, you know, and especially in church today, every nation is in our neighborhood. We don't have to go far. If the Lord sends us, absolutely, we go. But it's yeah as we go, we're making disciples. It's kind of like, you know, being evangelists. You know, the word Evangelism is just to share the gospel. And then so yeah, every believer I believe is an evangelist, but there's a there's a stigma on, you know, evangelism is just those people that stand out on the street corner with a microphone and talk to people. It's like, well, that's not what it is, you know, just sharing the gospel and sharing, you know, the goodness and faithfulness of God to others, it's making a disciple, making disciples is for everyone That's for all players.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Tom I would say. A disciple, not the disciple. Okay. Like the disciple-er? So a disciple should be able to, I believe. Yeah. What's the word I'm looking for Be a kind of a motivated self-learner, but also be able to pour into others and also be able to receive from others, meaning It's the Paul Barnabas Timothy model. You know that there's someone you should feel received assuming pouring into you then you should be, uh, willing and equipped to pour into others. There's also just that self learner component of it as well.

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Tom In word, yes. In action, not so much. Meaning, um, there are sects of believers at the Crossing that get it. And that, you know, here's the problem. I don't think people understand that what they are doing is discipling. I don't think a pod leader at ironman who, you know, engages with the men at his table and ask questions and keeps in touch with them throughout the week , and, you know, sends some scripture in, like... I don't think he sees himself as a discipler. They just think that I'm a pod leader. And so I think it loses its, you know, discipling, it could be in servant leading as well. Wherever we're placed, we can be discipling. I think it's again, it's another also word I'm looking for, but it's ... Right, Right. Yeah, I think again, I think they I think they get it. I just don't think they think they're applying it unless there just hit with a with the title of You are a disciple-maker. It's almost like if I'm helping someone in a marriage, you know? But I'm not a re-engage facilitator that I'm not really a marriage help. It's just It's kind of like that. I don't know how to categorize that,

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Tom I think that has to do with servanthood. I think it has to do with, whether locally, regionally, I think it has more to do with those in need and not, um, placing the focus around you. I had a really good answer to this, and it just slipped my tongue. Yeah, that's tough, right? You shall love your neighbor as yourself. I think a lot of people don't love themselves well, so they don't know how I love their neighbors well.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Tom No, I don't, because when it says on these two commandments depend all the law in the prophets. So it's just saying that everything hangs here. So, maybe the limited scope would be within the boundaries of God's commandments. But even then if you go outside of his commandments, there's grace through repentance and everything.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Tom I think the heart is there. I think again the action piece is lacking. I'm only speaking from one campus. There's a lot of talk and no action because, love your neighbor as yourself. Okay, well, that means you pastors, you do that. There's that culture of, yeah, that sounds good...you do that. I've got other stuff I gotta do. I remember a few years ago, Pastor Greg teaching about evangelism before we were hosting the Revive thing, and it's like, you know, Pastor, you go out and talk to people, [and he says] you know, *you* go out and talk, you know. So maybe it's [that] we think we're equipping, but maybe just people aren't receiving it like we think they are. Or maybe it's just the same people over and over again. Participating in everything.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Tom, Well, I would consider everyone who was involved in the group Life Ministries to be discipled or disciple-making for sure. Um so if you look at that, that's over 1000 people. I think that's healthy, I think that's good. Who knows beyond that how that affects their families? You

know, it could be a ripple effect that we just don't see right now. What I don't know is, those that are online, how are they being reached and discipled? Because I know there are people that just jump from pastor to pastor to get a good word, but are they really being discipled? I don't know. And right now, that's a majority of our audience, you know?

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Tom I would say we provide a lot of opportunities. And a lot of resources for people to get plugged in and become disciples. Because when I think of disciples, I think of a lifelong learner. Meaning you're learning, you're serving, you're sacrificial serving. I believe there's a lot of opportunities here at the Crossing church. I believe we do have a lot of resources, a lot of different ministries and a lot of different leaders.

From the teaching team, we hit it often. From the resources and the ministries that we offer, it's good buffet for people to get plugged in and a lot of different ways to...and if people don't want to be, you know, kind of be the gray man. There's gray man ministry, so you can get plugged in, and you just kind of sit back and receive until you're ready to really dive in. So I think we have a bevy of opportunities to get plugged in.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Tom I would say it very well. You know, it wasn't until I got here, I was going to a nondenominational church in Tennessee, and it was, nothing against that church, but there was not a lot of equipping going on there. There was less opportunities, like like I mentioned before, compared to what we have here. And because of the love and the care that the staff and the leaders had here, it made me want to be a part of that. And I think that once you get drawn into that through something as simple as the love and the care piece, now you're in. And then you begin to surround yourself with people who know more than you. And for me, that was a driving force, like okay, this guy knows more than me. I'm gonna study more, be in the Word more so that next time I'm the life group, I can quote scripture like he does. And so it is the iron sharpening iron model really to a "T."

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Tom Yeah, it would be a disciple manufacturing machine. Well, I mean yeah, I don't know how to answer that. That's a lot. How would they behave? I think it would be... I think it would draw... I think people are looking for authenticity. I think people who are, especially non believers, are looking for people who are not just speaking the word, but actually walk it out. If we were to grab hold of this and actually walk it out, um, it wouldn't just be numbers exponentially growing, it would be the quality of the people that would not just change your neighborhood, it would literally change and affect change in Tampa in this region. If we behaved like that, God's favor would pour out on this place. And he would say, I see what you're doing there. I see what you're doing there.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Covered in previous answer

Q24 Have you ever discipled anyone? If so, describe the method you used.

Tom Okay, so I was asked to help lead our discipleship program, the Saved class. It was discipleship focus class on salvation, what that meant what that looked like. And I was asked to grab two or three guys and go through an eight-week process. And so I did that, and we did, we met every single week. We went through all of the material. Everything was not just biblical but extra-biblical, you know, oriented with videos and other books to help enhance, you know, the discipleship experience. Um, and, you know, the outcome of that was just a deepening relationship with Christ with other fellow believers, which I mean, it was phenomenal because you saw the power of God's word and understanding of his word and what it truly means to receive the gift of salvation. And once you see these men get it, it lit a fire in them to want to go and be disciple-makers. Yeah, it was good.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

Tom Oh, gosh. This is right up my alley. Are you serious? Did you just ask me that question? When I...no, God bless my in-laws because they're first-generation believers. They didn't know what to do. But they knew I didn't profess to believe in Christ. I wasn't an atheist. I didn't *not* believe that there was a God. I just didn't do anything with God, right? And so when they led me through the sinner's prayer and they said, yeah, you're saved! And they gave me a devotional that they heard was good. And they're like, good luck! And so, um, being able to truly...hopefully that when somebody says that prayer and there's a true heart change and there's a motivation that wells up inside you to want to be better because of what you just confessed. But if you don't grab that person right away and plug them in with a mentor or somebody, just walk through basic stuff... hey, read the book of John this week and let's talk next week. Actually, having questions for this new believer. Hey, who's been praying for your salvation? Great. Let's call them right now. Like having those things that just solidify that this is a big deal, to keep that motivation, that fire going. Because I read that devotional a couple days and it sat on my shelf for years after that. I didn't know what to do. I didn't have anybody to walk through with me. I didn't know what questions to ask. I'm not blaming anyone; I'm just saying I didn't even know what questions to ask. Um, so having that pipeline to get someone immediately plugged into this is huge.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Tom You know, people have a lot of trust issues. Um, that's a tough one. I think that's huge. Trust is big, especially, I think, even more so now, people so skeptical about, you know... Are you in this for you? And especially churches, people think they just want your money, you know? So I mean, I've heard that for years before I was even in the church. They just want your

money. They don't care about the law. And so trust is a huge factor is but the disciple-er has to be, you know, patient and loving and extending grace through that. They should be firm. Just not forceful, because that's gonna, I think that just pushes people away and makes them trust you less. Trust is a big issue, for sure. I think trust comes with the title, though, I think people trust especially if they're new, they trust you. Oh, you're a pastor. Okay? I trust you. Rather than oh, you're just a prayer partner? There's a difference there, you know?

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Omitted

Charles_Transcription

Q1 What is your age?

Charles 62

Q2 At what age did you become a believer in Jesus Christ as Lord?

Charles 7

Q3 Have you ever been discipled? If so, can you describe that experience?

Charles I would say I've been discipled by my parents and that the knowledge that they had to be able to train me up in the ways of the Lord. Gave me guidelines off how to seek the Lord and how to live my life according to the Word and their limited knowledge. Because in their era they basically depended on pastors to tell them everything and to teach them instead of them learning for themselves. So, that made the discipleship probably more limited because you were always waiting on a teacher or a pastor to teach anything rather than going in the word of God, studying it for yourself.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Charles Justice, you know. I think that I think it's a picture of discipleship that the Lord is telling us how we're supposed to teach. We're supposed to pass that down, which I think happened as well as my parents knew how on our family. Then we did the same thing with our kids. Then our kids were doing that with their kids. I think the more that you know about the Lord combined with your experiences with them that you're able to pass down more. I would think that the life you live in front of them speaks loud as your words do. So, I think that a lot of the discipleship is or yeah, probably up to this point, our life has been more seen than taught.

Q5 How does that passage relate to Matt 22:36-38?

Charles Yeah, I was bad already. I would just say that you know that it's in the Old Testament. He's given commands of laws and rules of the Lord. If you follow him, then there's results that you can expect and, then in Matthew, he's talking about the law that God is talking about the New Testament is that you know it is different than the Old Testament. It talks about the love that you have for God has to be the primary thing. In the love you have for one another has to be the two big things that you fulfill this entire old law. In the Old Testament, those laws were broken down in different categories that God demanded that people are to live by. Then he tells you the New Testament. If you keep these Two Commandments, you kept them all.

Q6 How would you describe the attributes of a person that is a disciple?

Charles ? Yeah, I would say and I was taught this a long time ago, but I think that sum it up in one word. One sentence would be that when a person is fully trained, he'll be like his teacher. So, a disciple, once he's fully trained, regardless if it's correct or wrong, he'll be like the teacher.

Q7 What actions and behaviors would you say would be evident in a disciple?

Charles So I would say, a disciple that learns properly from the teacher becomes like the teacher.

Q8 Does the Bible state what it takes to be a disciple?

Charles Yes

Q9 What does the “family of God” mean to you?

Charles I guess it would mean everybody that's accepted the Lord. That's in my realm of conversation, behavior time, any anything, any interaction that I have with anybody in the family of God and those out of it would still be in the family of God. It just might not have direct connection with them, but it be just born-again believers care.

Q10 What would be the attributes of the “family of God” in your opinion?

Charles I know what they should be. There should be that we love one another and that's because the Bible says, if one is a true disciple, the way that they'll know we belong to him is the love that we show one to another. So I know that that says to me that the line in the sand that God is saying is that if you're a true disciple of Jesus Christ and the way people will know, it is the love that you have one to another, that you showed one to another.

Q11 What do you think encompasses the idea of “biblical unity”?

Charles Probably a really true godly submission, I think. I think so many people have different opinions and different viewpoints on things, but I don't think that has to break up unity. I think you could be unified and not have the same opinion. I think you can have unity without being combined, being exactly like somebody else. I would say, because even in a marriage, you have two people that's married and they become one and they don't, like me and [redacted], will be married 43 years since Thursday and we don't agree on everything and we don't have the same opinions about things, but we're one, and I think that's the same thing that can happen in the body of Christ. I think it's healthy to have different opinions and have come from different angles and then come to conclusion. I think what makes you unified is that you can come to a common conclusion, even though you might not agree totally on the direction it's going are from where it originates from. But you can come to a conclusion that you can have know where you can function in the conclusion that you come to and that therefore bringing unity to what you do.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Charles I think I would have to probably only talk about it from the staff side because I have more interaction with staff than I do the other part of the body here. So I would stay staff wise that unity is typically looked at of having to agree. I don't think that there is a biblical mandate for it.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

Charles Yes, I do. I definitely believe it does.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

Charles Omitted

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

Charles Omitted

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Charles Well, I mean, to me, it's a commandment. You know that God is saying that for Him. Then you have to love your neighbor as yourself and, uh, and that, you know, the Bible talks about no greater love, hath a man. They lay down his life for his friend. I know in this particular statement right here, because I know what followed these verses, who is my neighbor and so I think that God is really teaching us something. Really clearly there about the nature of God and that's what he wants our lives to reflect is the nature that He functions in.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Charles No, I don't.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Charles I think that there's a knowledge of it. There's an understanding of the knowledge of it. I think the difference is really being able to walk that out. I think not just anybody else here myself that you can have an understanding of something and you can know. But then when you walk out the same thing that you understand to me is the more difficult part than just having an understanding.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Charles, I think most of my interactions are with staff and a good amount of the body here. But I would say that if we're going to talk about Jesus himself being the teacher that I would say that we all struggled pretty much with being true disciples. I think that discipleship is much more crucial and much more defined than what it's used in the church. I think the church uses it. It just could be sometimes become a very common word. Things just used in a teaching session are sometimes flippantly used as a word that just describes anybody that's a born again Christian. But I think it's way more than that. I think true discipleship is when we look like Him.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Charles I would say I have tried to function in that as a disciple maker. I've tried to do that with other people with, especially the guys that worked with me, they work in my department. I probably don't do it great, but I really do try to present to them the true gospel of Jesus and what He expects out of us and how we're supposed to reflect Him and be like Him and give them tools in the Bible to be able to do that. But I think discipleship is probably just way more crucial to becoming an effective follower of Christ than what may be the church in general believes it is.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Charles I would say probably that I haven't been engaged with anybody.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Charles I think we don't get to see. We probably don't see that not only not in the church, we don't see it in our homes, you know, lived out like this. If we were to live like that, I think we look just like Jesus. I think if we did, I think the world would see us through a different set of lens on what they see is now. I think that the reason for part of the failure in the world around us is the fact that they haven't seen a church that reflects Jesus Christ. They haven't seen a bride. That's as the Bible describe that has been set aside this pure That's white. That's been that's a reflection of who Jesus is. I think that's what the world is desperately in need of. I think what they've done is they've seen a church that has presented itself.. Wow, if the church had a different idea of what the church should look like to the world, and it pursued that. I think that it's not interesting to the world.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Charles Omitted

Q24 Have you ever disciplined anyone? If so, describe the method you used.

Charles Yeah, Like I said, I would definitely did with my Children and with my co workers, the workers that work in my department and all the jobs I've had. The method I would use, I just tried to point them to the life that Jesus lived and the things that He commanded. He said about what The body of Christ should look like, what it should reflect, and there's so many things in the world like even the Bible says that you know My Word about hidden in my heart, that I might not sin against you those type of things, that that's all through the scriptures that if we apply them to our lives and we walk in those things. I think it just starts to change what we look like into what Jesus looks like. I think that's the method that I've tried to use. I don't think I'm great at it because I think it takes a normal, enormous discipline to stay in the Scripture and be fresh on it and then be able to not only explain that to somebody else, but also live it out in front of them so they don't only hear you, but they see it.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

Charles . I wish I'd have been talked more about the fruit of the spirit. I was more taught the gifts of the spirit and and just trying to live right as acceptable before God. I lived scared. I didn't understand grace properly. I definitely was never disciple about the fruit of the spirit and in the realms that I was brought up in, that was it was acceptable not to have the fruit. But, it wasn't acceptable not to walk in the gifts.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Charles I think it's huge because what makes it effective is a person not only teaches you and but they walk it through with you and you can see it in their lives. Like I said before, I think when the disciples fully trained, he'll look just like his teacher. You don't want to look like somebody that's not following the Lord. They're only talking about it.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

No, I don't.

George_Transcription

Q1 What is your age?

George I am 42.

Q2 At what age did you become a believer in Jesus Christ as Lord?

George Right around 21 years old.

Q3 Have you ever been disciplined? If so, can you describe that experience?

George Um, I would say my own answer, right. It would be, Yes, I have been disciple and I walked very close to what we were caught.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

George It's really great. I think you know. Yes. We got to keep his commandments. I mean, simply put it, that's very simple. I mean, I'm supposed to support of the statutes. I mean, used to put it keeps coming and put it on the tab. It'll be hard, you know, operate out of this. Out of the statute from them. And I don't know. They know the bible services rules, but I mean there is more from your relation with something that you live up. Come on, waking up every morning, brushing your teeth, You should do this. Every single flow out of these out of this place of being, you know, a son. You know. So, I guess brushing your teeth is not the perfect example. But typically, everybody does that without even thinking. You know, you get up, you wash your face, but your teeth kind of deal. So, this is how we should flow. In the sense, it should be a part of our daily routine, our daily lives. I don't even like to call it a task because it should be relationship. And I think it is, I'm sure, because if you talk about I love you God, you know how we should love him with all our heart? A lot. So, it is a definitely our conviction, but it's you have to listen if you make it a relational condition.

Q5 How does that passage relate to Matt 22:36-38?

George . I mean, it is 100% the same. It's the older than New York, the new and the old. 100% of same thing, you know, in short, but to keep the commandments the same thing that he's spoken. The word of God was spoken out in the beginning. It's still follows through. We've been through in the very first book of the New Testament. There's nothing safe.

Q6 How would you describe the attributes of a person that is a disciple?

George I would say they submit. So, it's a way. Gosh, I mean, I would say, Yeah, I would say that they would submit to authority. I mean, I don't know. I guess I've been answering the question. I'm almost trying to think of a specific disciple or something to that way. I mean by that, this is how may be I'll disciple somebody. So let me just maybe get that they would honor. They will submit to the authority they would honor God, in His word, and they would, I think at the end game is they would replicate themselves and make more disciples. This is Matthew 28 . He didn't experts so that they would go and make disciples. So I mean, I can answer that question, but I can't I don't think I could do that one in short. I mean, it's a process it takes It just takes so much. I want to say it takes so much time, but it kind of does. Because I'm still on the

site. Like I haven't arrived. I don't think I ever will. I don't want to so I stay learning, I guess, or you should. But it's when I think about, like for us, when I when I grabbed a disciple, I grabbed someone that more than likely has been overlooked themselves. And then I would try to draw out what's inside of them based on who God said they are as a son, right? We were just reading through and a line that identity back in him or her more than likely him. But then, like within our congregation or our church, because we have a vision for the church, I mention a purpose. I tried to align this disciple to get them to. So, I would then try to show him or try to develop him on biblical principle, but also kind of vision of the house so that we can continue to carry what God has put forth for us in the at the cross it. That's not the only thing, it's not a Crossing agenda or like the Crossing Bible College. It's not bad. I mean, it's all people principle, but I don't know, I hope I'm answering your question.

Q7 What actions and behaviors would you say would be evident in a disciple?

George Fruits like I have to see fruit for the love of God, have to see fruit. If I disciple him or her well, get him like him. I have to see fruit, man. I just got to have something else, man. Have to be at all. I was in bananas. I haven't had a delicious green apple. Perfectly, I think. Yes, I would think I have to see food. I have to see food off all sorts.

Q8 Does the Bible state what it takes to be a disciple?

George 100%

Q9 What does the “family of God” mean to you?

George Yeah, I don't know that. Not that I haven't heard it that way, but, I mean, I guess I'll answer thinking that this what you mean. I think the family for me, the family of God is, his brothers and sisters. Enquiries unified, um, for the cost, you know, for the cost. Meaning further, king God, like we're family. So, I say that I don't say the family of God. I say, you know, I'll always say to someone that that's not my blood brother per se. I said, we've been purchased by the blood. No, let's not get all crazy. So I'm saying I always call family my personal family. So I'll always say, family, you know. So that's, that's how I would say the family of God.

Q10 What would be the attributes of the “family of God” in your opinion?

George Well, that's a great question. I think of that like a tree. Almost. There's just so many branches to it, right. Yeah, multiplication replication, unification of this. There's just so much we wish to see even greater fruit in more ways. Outreach. You know, kingdom focus. You should see. I mean, I think about the full ministry. I think about the different gifts. We should see all this thing we should see truly the battle manifest right in front of this. I mean, with that, with a unified body, we should be seeing exactly what the Bible tells you. See, miracles, signs, wonders which you see unwavering faith interpretations, processing, healing some in your name, That's what That's it.

Q11 What do you think encompasses the idea of “biblical unity”?

George You looking like scripture have the idea, as you understand what the Bible has said about unity. What? What do you think that idea is? What? What is it trying to tell us? Yeah, the

dream. I mean, I think about this one more? I mean, I always think about united in Christ. I think that way, get we've been grafted. So, I think that we're even unified to something winning people to, but no. So what you simply put we're unified in Christ way are one. Because of what He did on the cross.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

George Well, I mean, I think it's the same way. The question you just asked me. At the Crossing Church, I think by together by helps each other helping each other. Staff, I would say, Crossing two different ministries and helping each other. Kind of like the event we have today, Turkey's, and we have different people with Pastor McAniff. It was just people helping people. I think we do that well. I think when we do events and outreach, we come together on impacting community, large groups. I mean, there's just so many different vehicles. Life groups there. The group helps us to connect in such a greater such a great way. I think even within our staff we're always trying to connect with each other to see how if someone does something better. like I would tell Wade if I need something, you know that he knows how I feel. He could do better, or Michael. So, way connect. I think utilizing humility. In situations like our greatest, we can almost something. I think we do it well, I think we could always get better, though I don't think it should stop things. Sometimes we do. We can stop and say, Oh, you know, like we're good. But, you know, if we've gotten good, we can get better, I guess.

Q13 As you consider Matt 28:18-20, would you believe that this applies to all believers?

George Yes. Says all authority in heaven, things going to make the site.

Q14 In view of Matt 28:18-20, what should a disciple be expected to do?

George Yes. I think we should making disciples, all of us.

Q15 Do you believe the believers at The Crossing Church understand Matt 28:18-20?

George Omitted

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

George What is it? Asking believers to love unconditionally so hard on defense.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

George You're no, Uh I guess this is my, own version. No. But your own version? No, I would know. It's unconditional love, Period.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

George I don't know. I mean, I would say, that's a hard question. Only because I know a lot of people that I know do. But then just honest. Then at times when I see tough times and I can't speak for everyone, of course, but I see, like the election. I see Kobe. I see the BLM, sick choices, all the stuff, you know, so exploited, exploiting all these situations. We don't talk about Him. Now it's over, blast each other and get out of character. So I think, I would say no. I think

it is conditional love, Even though the Bible is clear on being on time. Yeah, So, guys, I don't know. Sometimes you think you knew people and you didn't after some post.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

George, Overall condition. So, you consider, as you look around and say, Okay, I see ex member of design. What does that tell you about Crossing Church? And it's going to be your definition with samples. So see, I can speak at South Shore mostly because here in Tampa or even Plant City, I would I think I would have outside of what I know. Life groups outside of like, Iron Man and all those things and the things that I do know for sure or run through relationship. I can see those things are moving and they are the discipleship vehicles to a certain degree. I mean, I even think that serving is a form of discipleship. If you get the right person meeting, so I can say I can speak for South Shore because I'm there. I would say not 24 7, but close. I would say that's the culture that we try to cultivate is the discipleship culture in every aspect. You have to try to grab your leaders and continue to be born into them, a vision that's coming from the house here. So, if I would have simply answer that from me seeing a staff, I would say that we're doing well. Gosh, I think I might forget your question, I said again, Maybe set it up. This is very healthy. I would say very healthy. I think that my only one thing that I wish we could do better somehow is how to grab the people that say yes, I want Jesus and start a process where we can just capture them, lock him up, bring them, take him home with you, you know, kind of deal. So, I think we're missing something, that there's a door open still or there's a little loop.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

George I think outside of our life groups and you know, the different classes that we have, I think they're all forms of discipleship. I use all those vehicles. I don't know how intentional. We have something to say. Hey, this is a discipleship process, you know? So, I don't think we have that. You know where someone could say, Hey, so when someone asked me. Well, how do you disciple? I'll tell them things is how we provide all discipleship avenues or vehicles for your vehicles. But then there's a disciple of the process that I used with guys that I walked with for nine months. But I'm looking for them for higher capacity. Not everybody gets to the higher level capacity where they can leave more. So there's got to be something in the middle to kind of connect them, Yeah, I just got saved to man, I need more, but I'm definitely going to go up here. I think we could use something. A big fat pot right there. Cooking.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Yes. I mean, with the Bible College, for one. You know, being free. I'm at the end of that. That's a blessing. I mean, even though it's not like a million dollars, you know, still a blessing. The bottom line, that's for me. I mean, even being not my style, the process is from connect to leadership training. Becoming a life group leader, co leader, life group leader, Iron Man partly to fear outing platform teachings. Helping me to be set free. All those things I think have blessed me. But now, even being on staff, being allowed to be in the Bible College and read different books and materials that I provided through the purchase of the church, walking with leaders, all

those things. But then I'm weird. I watched people not learn from them. So, I can't. I just if I'm around good leadership, I'm always looking. Added to your basket. Yes.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

George Oh, which we didn't live black messages way. We probably wouldn't have so many issues right now in the past stories that we're in right now because they would have been voting biblically instead of emotionally, more so morally right? Correct. But anyways, yes, I think that if we can get a hold of what to sonship means. I had a hard time with this because I did a lot of ministry for a long time. It works and pleasing man, and that's easy to do. Sometimes the deal always got a box to report to or you have a deadline to meet. But, if we were intentional, I think about teaching people what sonship really is. I think the rest because I now know and I've been revealed this truth. Wow, I'm actually now I've embraced it. I don't just read it. I know it. It's in my heart like a heart condition that I think all these other things kind of just come alive so I could read your Bible again for the first time. But like, for the first time, and then all this stuff connects, Um it's like no one really said, Hey, Hector, let's grab Deuteronomy six and Matthew, 22 Matthew 28. But when you read it, it changes your whole view. Because when I read it before, I wasn't. I wasn't I didn't consider myself a son. So that changed everything. Like now I understand meanings. This is my daddy explaining to me more about me because he loves me.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

George Oh, yes. Out of apples and bananas in their lives, they would have What, man? It was just changed. They would. I think we walk around. I would say, Ah, lot of questions, not just at the Crossing, but in churches in America. They're like zombies. They're walking around, they're dead. They're like they're walking there. I don't want that show, but I've seen clips. They're like zombies. I've seen zombies in the past. I'm just confessing. But that we do. I think we're walking around there. I'm like, Dude, did you did you not just read today's devotional and not to say that? You know? You know I'm better because I'm not. But I'm in my eyes. I'm equal because I know I'm a son in your eyes. You might think I'm better because you haven't the truth. So, , do I think that they can, Man, I think life will change for them. Uh, and they would tap into I would say, resource is, you know, in a sense, that they never thought they had.

Q24 Have you ever disciplined anyone? If so, describe the method you used.

George So I think I kind of use what, Like my old pastor. You should do. He took the time to walk with me, but I can't do that with everybody. So, I could only do that with a select group, because I know my time is limited. So, I realized that truth. And, so I think there's 25 hours in a day. I realized that I'm not going to burn the candle at both ends. Right. So, yeah, walking. I think intimately with people matters. I think relationship matter and we don't think we try to bypass it. Maybe for some but we don't spend the time to put forth efforts. Build, you know, toward that end? So, I would say the main thing is to try to build relationship for as long as it takes for me to do it outside of relationship. It's just I think that's the foundation. I try to go after

the next phase of leaders that I know can lead in higher capacity the way that I'm trying to lead them now. They might not do it exactly like me, but I'm hoping that some of them would even do it better than me. So, that I walked with guys 12 of them for nine months, roughly. But I started off with, like, 17. And then out of those 17, I grabbed five amazing leaders, and that just kind of happened. Now every year we're in the fourth year getting ready to start praying 5 years. We walked with these guys and they helped me disciple them, and there's all sorts of things that we do to kind of separate. I hate to use this, but kind of not, to say they're not good enough but to separate the wheat from the tares. So, we all have to agree. They have to meet a certain criteria because that will separate the guys that don't really after it than the others. And then we walked with them from nine months. And then what we do is we teach them culture. We teach them vision from biblical principles with developed, teach to lead in different capacities, from classes to life groups to leading in specific areas of ministry of satellite campuses, where you can use all the help you can get because it's not a staff. So, we're always looking for these opportunities to develop these guys into a greater capacity ministry so they can lead and the cycle others. The gold is at the very end that their discipling others in some form. Whether they are community leader or they're teaching of some sort, or some other platforms. They're leading a big ministry that we're trying to launch, that we're engaged. We got a couple of leaders from them because others shifted, so we had to raise some other staff. We have the perfect leaders for that. So on and so forth. But there's that will take me a long time to explain how to do that. But I'm always looking for the higher capacity leader. That doesn't mean that they have to already be an amazing leader. Like I picked some serious dogs that don't even think they belong to the group. I like those guys who those turned out to be the best sometimes.

Q25 If you had a “do-over,” what do you wish had happened/been offered to you as a new believer?

George Monster question. I don't know. You know, for me personally, this is a personal I wish that someone would have taught me. Now Pastor didn't teach me how to be as a man how to be the head of my house. Dad and that group. I mean, it ruined me in different ways. I would say that if I would have started with sonship, maybe that would have. Could have probably helped me. But I felt more like a son to him at times because we had such a great mom, which is great. And I always had a relation with Father, but not until years later. But I think for me, I was how to leave my home better as a young man just being married. I didn't know. And I think better to answer the question better. I think we're still alone as leaders that people know certain stuff because we know the more because you think that you know about it. We could ask better questions in a way where they don't feel threatened and have to feel like they have to lie for some reason. Oh, yeah, I prayed every day. Two hours? Yeah, I read my bible, you know? You know, I mean, because, golly, I think I've been there, you know? I know of them so, I think I think that is a big deal not assuming that we know because that's one thing, man, I wish someone would have taught me because I grew up in a broken home. And I think the relationship helps us connect to those things that you're like, You know what? This guy can probably benefit from this.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

George The person assuming there's a disciple has to believe and how important is it that cycle trust disciple? I think that's huge. I think that's the has to happen. I mean, we're waiting, you know, like a leadership now Maxwell Blanchard he was once a blanket. Yeah, yes. It is so important to build the relationship. And again, I think we just we don't want to bypass it, but we almost do. I mean, who doesn't? Who doesn't want to get to the feeling slide. You know who doesn't want to be a millionaire today? You know, but like, we don't take the time. At times I would say we don't take the time to slow down. And those are the most important parts. Like I think about the relationships that I have people And now the trust that I have it happened with spending the times at a birthday party with marrying their daughters off. You know, sitting with them, you know. They really don't have time. You got to do this. But I know how to do this, showing up at their house, saying about them going to the hospital, Those moments I think are missed by leaders because we want an end result, and I think we'll get it. Maybe not as fast as we wanted. But when we get it, man, that guy's going to end up doing the same thing you did for him. He's going to model the same thing because more than likely, that guy disciple probably hasn't had relationship trust like that. Most guys I run into that security stuff, they really just don't have relations. Like I once did that with another man. It's weird to help him with the guy.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Omitted

Q1 What is your age?

Atticus 61

Caroline 21

Elizabeth 60

Kitty 22

Mr. Bennet 30

William 34

Tom I'm 40 years old. I'll be 41 this Sunday.

Charles 62

George I am 42.

Q2 At what age did you become a believer in Jesus Christ as Lord?

Atticus 28 years ago. So, whatever that number is.

Caroline I grew up in the church. I remember a salvation experience when I was in pre school, I believe, But I did not really become a born again believer until after high school at about 18.

Elizabeth 30 to maybe 32. Yeah, about 32 to 33.

Kitty 12. Salvation 14.

Mr. Bennet 26

William Too young to remember. Rededicated 20?

Tom Actually following? I truly surrendered my life to Christ, and I would say January of 2013.

Charles 7

George Right around 21 years old.

Q3 Have you ever been discipled? If so, can you describe that experience?

Atticus Yeah, well, I was discipled a number of times, but certainly initially I was brought in under [redacted] pulled me in the finance committee, and then he and I taught, he had me co-teach with him Crown Ministry for about 23 years, and he was probably one of the original guys. And, of course, I got thrown into the Finance Committee with [redacted] as pastor, and so I sort of got thrown into this thing where I was way over my head with people. I really was just this new believer. But anyway, that's kind of how that happened and

Appendix 4 – Interview Responses by Question

then got into a small group with, uh, with some seasoned Christians and they kind of helped [redacted] and I along, and that's yeah, so that. That was really 28 years ago.

Caroline Yes. Um, I have been discipled. The first time I was discipled was in my first life group and the life group leader kind of became my first mentor. And she was always so available when I was struggling with something. Or when I needed godly advice. And from there on, she kind of encouraged me to join the internship. And I received lots of discipleship through the internship program at the Crossing.

Elizabeth Not one on one discipled, but, you know, through Bible studies and that type of thing, which has been amazing, but not one on one.

Kitty Yes. Just It's been in many ways, through my youth pastor growing up and then also through my parents, just kind of them teaching me through devotions and everything like that at home.

Mr. Bennet Yes. So, personally, someone I met at the church took me under their wing. Met me randomly and marked me out, so to speak. And just started a process where we met once a week. Basically, I had just been saved. I would say within a couple of months of that we started meeting once a week with a group of other new believers. What it looked like was just teaching straight from Scripture and changing my thought process on what I thought was the road to life, so to speak, and completely flipping the perspective on a different way to walk in a different way. To live. It was just a weekly meeting is how that started. And how I got discipled.

William I think the closest came with my youth Paster in High School. We met every Wednesday night, just the high school students. And we really wanted that from difficult topics and end up in Bible study. We had long times of prayer, and that felt like a genuine discipleship experience.

Tom I have been discipled. And the way I'd describe that experience is someone taking me under their wing and showing me and teaching me, um, whether it be teaching me scripture, teaching me how to live Christ-like, sometimes it wasn't just reading, or it's more about watching someone as they as they act as a form of discipleship as well. Um, but it comes in many forms for sure.

Charles I would say I've been discipled by my parents and that the knowledge that they had to be able to train me up in the ways of the Lord. Gave me guidelines off how to seek the Lord and how to live my life according to the Word and their limited knowledge. Because in their era they basically depended on pastors to tell them everything and to teach them instead of them learning for themselves. So, that made the discipleship probably more limited

because you were always waiting on a teacher or a pastor to teach anything rather than going in the word of God, studying it for yourself.

George Um, I would say my own answer, right. It would be, Yes, I have been disciplined and I walked very close to what we were caught.

Q4 What do you think the passage in Deut. 6:1-9 means for believers?

Atticus Yes. So, basically, the four through nine is one of my scripture verses that I've memorized, so that one is saying for sure, Love the Lord your God, and basically, at all times, diligently, teaching your children. When you walk along the road, when you when you rise up all these all these commandments I've given you, you're too you to pass them along.

Caroline Okay, I'm I mean, I think it's just showing the Lord's heart for his people to stay under his blessing. And to not stray away.

Elizabeth Okay, so I got to read it though, right? Hold on. Okay to me, it just means that we're to be about all things God, that whatever we do, that needs to be the priority. Wherever we are, whatever we're doing.

Kitty I kind of take it as an obedience to the command his commandments that we just need to obey, Pretty much obey.

Mr. Bennet Yeah. So this is a construct of how to live life as a believer of Christ. It's giving you practical elements of what to do and steps to take in order to be a disciple of Jesus. Yeah. So, fearing the Lord and keeping his commandments so that's the big thing that always sticks out to me when I read this. What really sticks out is all the days of your life. I think discipleship is really an ongoing process, and some people can get caught up in a plateau that they want to. But, I think that really speaks to the ongoing process that it is on. You should always be a learner, no matter what, disciple of Christ or whatever you choose to follow, it should always be a learner. So that's what really sticks out to me. Then the other practical part is verse seven is teaching them diligently to your children. Sign your hand, writing it on the door posts of your house and your gate. So ,this is Old Testament, but writing it on your heart like who you are, you know. So, That's what sticks out to me.

William I believe, obviously, it was for the Israelites of the time. But I also believe the principles apply today were that when we fear the Lord and we do what commands that God will bless our lives. Might not necessarily be long life and age, but that the years we do have will be blessed. So well, I think it's for Israel. Specifically, principles can apply today.

Tom Well, the first part of it, definitely one through three, is there's a promise, that comes with obeying his commands that when you live by the Lords statues that there's a promised land coming there that you will multiply

from that. Loving the Lord your God with all your heart, soul, and your might, and it goes on to [say] try to keep your mind focused on the things that the Lord, the commandments, the statutes on that. It's not just for you that is to be taught, and distributed from, uh, from parents to Children and so on. There should be always should be at the forefront of your mind is the Lord's word in Lord's Commandments that would help guide and direct you from on the path.

Charles Justice, you know. I think that I think it's Scripture of discipleship that the Lord is telling us how we're supposed to teach. We're supposed to start a sui learned the world. We're supposed to pass that down, which I think happened as well as my parents knew how on our family. Then we did the same thing with our kids. Then our kids were doing that with their kids. I think the more that you know about the Lord combined with your experiences with them that you're able to pass down more. I would think that the life you live in front of them speaks loud as your words do. So, I think that a lot of the discipleship is or yeah, probably up to this point, our life has been more seen than taught.

George It's really great. I think you know. Yes. We got to keep his commandments. I mean, simply put it, that's very simple. I mean, I'm supposed to be in support of the statutes. I mean, used to put it keeps coming and put it on the tab. It'll be hard, you know, operate out of this. Out of the statute from them. And I don't know. They know the bible services rules, but I mean there is more from your relation with something that you live up. Come on, waking up every morning, brushing your teeth, You should do this. Every thing flows out of these out of this place of being, you know, a son. You know. So, I guess brushing your teeth is not the perfect example. But typically, everybody does that without even thinking. You know, you get up, you wash your face, but your teeth kind of deal. So, this is how we should flow. In the sense, it should be a part of our daily routine, our daily lives. I don't even like to call it a task because it should be relationship. And I think it is, I'm sure, because if you talk about I love you God, you know how we should love him with all our heart? A lot. So, it is a definitely our conviction, but it's you have to listen if you make it a relational condition.

Q5 How does that passage relate to Matt 22:36-38?

Atticus Well, you have the two things were commanded to do love the Lord and love people. And I think that the relationship there would be this. This is the way that you can love me and love people, keep my commandments and pass them along.

Caroline I've always loved this one because I feel like in that, you know, Jesus kind of brought a lot of pressure to the table That must have seemed so radical to the Jews of that time. So bringing back that greatest commandment

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about the Lord your God with all your heart soul mind, I think it's really just affirming that God is consistent, that God doesn't change. And how God is love.

Elizabeth Omitted

Kitty Similar to obeying the commandments. But in one of them being loving the Lord God to that through, you're showing your love to the Lord through that obedience to his commandments.

Mr. Bennet Yeah, I think it relates to it. I don't think you can properly love unless you fear God. At least my relationship with him, what I learned, I think that anything you obviously do without love comes to nothing. But I don't personally never have been able to fear God or been able to love God without fearing him, so to speak. So, I believe it relates in that aspect. For me is just really verse two and Deuteronomy leading into the love.

William I believe Jesus was boiling down all 600 something laws into these two. And while we don't by every law in the Old Testament, like making a fire on the Sabbath and doing things like that, that we still love God by obeying His statutes. I think especially the things that are made clear in the New Testament that are mirrored in the Old are clearly laws for today. Whether that has to do with sexual morality or stealing or marriage and everything like that. And so the greatest commandment is to love the Lord your God, which needs to obey those things that he says to do and to avoid the things he says not to do. Yep.

Tom Well definitely Jesus is paralleling, um, from Deuteronomy because I know the Pharisees were there asking him, you know what is the greatest commandment? And, uh, I believe, and from what I've been taught as well, that of all the commandments from the Old Testament and we know that Jesus in the New Testament, said he did not come to abolishing, but he came to fulfill the law and the prophets. Hang on these... that what Jesus saying is, um and so instead of the 10 Commandments that you can narrow it down to just the two. And yes, I'm stealing it from a recent teaching, but this is what I believed. They relate in that it's all about abiding in him. And it's and it's learning from him and following the statutes, but not just, uh, not just obeying his commandments, but also to extend that out into the love for others. Which is why the second part is to... He says the great second is just like it. You should love your neighbor as yourself. Oh, so I probably that's how they relate.

Charles Yeah, I was bad already. I would just say that you know that it's in the Old Testament. He's given commands of laws and rules of the Lord. If you follow him, then there's results that you can expect and, then in Matthew, he's talking about the law that God is talking about the New Testament is that you

know it is a different than the Old Testament. It talks about the love that you have for God has to be the primary thing. In the love you have for one another has to be the two big things that you fulfill this entire old law. In the Old Testament, those laws were broken down in different categories that God demanded that people are to live by. Then he tells you the New Testament. If you keep these Two Commandments, you kept them all.

George . I mean, it is 100% the same. It's the older than New York, the new and the old. 100% of same thing, you know, in short, but to keep the commandments the same thing that he's spoken. The word of God was spoken out in the beginning. It's still follows through. We've been through in the very first book of the New Testament. There's nothing safe.

Q6 How would you describe the attributes of a person that is a disciple?

Atticus I would say that a disciple would be one that cares for people and wants to help those people grow in the Lord.

Caroline They love one another. That's probably the first and foremost.

Elizabeth The attributes. I guess the fruit of the spirit. Peace, love, joy. Are you meaning from this passage here, or you mean just in general? I would say the fruits of the spirit.

Kitty Somebody who does things to love and who shows you how to walk with Jesus. And in doing so with the obedience of the commandments and in just loving in a loving way.

Mr. Bennet Right. Okay. Disciple of Christ. Fear of the Lord. And I would say integrity and love. Those are the three. I would say Pick three for me. That's what I teach. Like it turns out him over his fearing God first and foremost that you're able to love him and then people who integrity, like even Christians and disciples, so to speak don't really have integrity a lot of the time. So one thing I say, Well, two things I say be punctual. That's like more practical thing like, But that's an integrity. I think at the end of the day, and it leads to doing what you say you're going do. So, those are two big things that I'd like to teach them. And I think that relates to integrity.

William Anyone that rightly and understands? Well, the statutes of God being the things that God says do these things and don't do these that those are clear in their mind that they feel maybe well, they might not always feel God near you. know feeling sense. They understand and have a security and God's existence. Jesus, the sacrifice. They understand the nature of salvation that it is by grace were saved, but that grace is not opposed to effort, supposed to earning a slow in this life. We still work as in doing what God has asked to do and what pleases God and actually try to do those things and so good.

Tom Oh, so that's so funny that you say that because I actually had to write a definition of a disciple for a recent paper, and I pulled that up because, um, based on a few scriptures, Matthew, 16:24 comes to mind. If anyone wishes to come after me, he must deny himself and take up his cross and follow me, take my yoke upon you and learn from me. Matthew, 11:29. the Apostle John, wrote the one who says he abides in him himself to walk in the same manner He walked. And so for me, a disciple is someone that sacrificial follows, humbly learns from and walks in relationship with Jesus.

Charles ? Yeah, I would say and I was taught this a long time ago, but I think that sum it up in one word. One sentence would be that when a person is fully trained, he'll be like his teacher. So, a disciple once he's fully trained, regardless, if it's correct or wrong, he'll be like the teacher.

George I would say they submit. So, it's a way. Gosh, I mean, I would say, Yeah, I would say that they would submit to authority. I mean, I don't know. I guess I've been answering the question. I'm almost trying to think of a specific disciple or something to that way. I mean by that, this is how may be I'll disciple somebody. So let me just maybe get that they would honor. They will submit to the authority they would honor God, in His word, and they would, I think at the end game is they would replicate themselves and make more disciples. This is Matthew 28 . He didn't experts so that they would go and make disciples. So I mean, I can answer that question, but I can't I don't think I could do that one in short. I mean, it's a process it takes It just takes so much. I want to say it takes so much time, but it kind of does. Because I'm still on the site. Like I haven't arrived. I don't think I ever will. I don't want to so I stay learning, I guess, or you should. But it's when I think about, like for us, when I when I grabbed a disciple, I grabbed someone that more than likely has been overlooked themselves. And then I would try to draw out what's inside of them based on who God said they are as a son, right? We were just reading through and a line that identity back in him or her more than likely him. But then, like within our congregation or our church, because we have a vision for the church, I mention a purpose. I tried to align this disciple to get them to. So, I would then try to show him or try to develop him on biblical principle, but also kind of vision of the house so that we can continue to carry what God has put forth for us in the at the cross it. That's not the only thing, it's not a Crossing agenda or like the Crossing Bible College. It's not bad. I mean, it's all people principle, but I don't know, I hope I'm answering your question.

Q7 What actions and behaviors would you say would be evident in a disciple?

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Atticus Well, I think there would have to be refresh. Give that to me again. I would say actions would have to be a clear implementation or step to purposely come along someone and help to guide them.

Caroline Um, first of the spirit Love, joy, peace, Patience, kindness, Goodness, faithfulness, gentleness, self control. And actively, intentionally loving going the extra mile.

Elizabeth Loving others primarily first and foremost.

Kitty I guess. Just someone who shows love and that where you see that light kind of come through that they're just loving towards people. They're obedient, they do the works of the Lord.

Mr. Bennet Decide upon being punctual in actions and behaviors. I would say living out who God says we are. So, when He establishes that we have identity in Him that everything is securing Him that we are a royal priesthood, a holy nation were loved, were adopted into a family, says what is a person like that and how they act like they I think. They exude who they are. So, if I'm loved, I'm going to love. If I fear God, I'm going to exude a healthy fear of the Lord. So, I think the actions are directly correlated to who God says we are. If you believe those things, you're going to act that way

William Although it's obvious probably fruits of the spirits, the love, joy, peace and that their daily lives expresses that. Obviously a lot of moments of anger or worry or anxiety, but that we are trying to pursue the fruits of the spirit, have love, enjoying peace internally in our own life and hearts and towards others. And so those would be outwardly evidence and obviously wanted to share that with others who don't know who Jesus is and don't know the gospel. That there would be a desire and a fruit and sharing the gospel as well.

Tom I think it's with a follower, you look at the fruit, especially if it's someone that you that you know that you've seen a life change. Um, I think it's evident in how they carry themselves. It's evident in how they lead others. It's evident in how they relate to their family and co workers. It's, to steal another quote, it's not just what they say it's what they actually do. It's not enough just to spout the word and to quote Scripture. It's another thing to actually walk it out in humility and reverence for God. Did I just dance around that?

Charles So I would say, a disciple that learns properly from the teacher becomes like the teacher.

George Fruits like I have to see fruit for the love of God, have to see fruit. If I disciple him or her well, get him like him. I have to see fruit, man. I just got to have something else, man. Have to be at all. I was in bananas. I haven't had a

delicious green apple. Perfectly, I think. Yes, I would think I have to see food. I have to see food off all sorts.

Q8 Does the Bible state what it takes to be a disciple?

Atticus Omitted

Caroline I know Jesus says by this they will know you are my disciple by how you love one another. And then I think there's also something to say about Matthew 28 like, great commission, Um, go or make disciples. And he's talking to the disciples. So kind of shows that a big part of the purpose of being a disciple is going and making other disciples.

Elizabeth Yeah. I mean, he talks about the disciples all over the place.

Kitty I would think so. But I don't have a definite...

Mr. Bennet Yes. I don't think it gives you 100%. Maybe what to do you and day to day situations. But I think if you take the framework of fearing God and I think whatever scriptures, I mean you can think of as far as what you said actions or things that people do. I think if you take those. Yeah, it does tell you a basic framework. What were the verses? I don't know.

William Yes, I only dance.

Tom Well, I think I just listed a few scriptures. So it does. It doesn't say... Well, actually does say you know, by these you they will know that you are my disciples. I just the scripture. Just the address just split my mind. But yes, it does.

Charles Yes

George 100%

Q9 What does the “family of God” mean to you?

Atticus Okay. The family of God, to me means the family of believers that I'm a part of.

Caroline That phrase family of God, unity and love are two of the first and foremost things. How the Trinity is in perfect unity and how, when we are adopted into the family of God, we are to bring on that same sort of unity with our brothers and sisters in Christ. And it's just like having a true father too, being adopted into a family with just such a perfect dad. It's wonderful.

Elizabeth I would say that means your church family.

Kitty I guess. Just like what? Can you explain the question? A lot of times in Jesus, he talked about how he wanted people to essentially to turn from their father and mother and turned to Him, and that we might be against our brother

and sister. And so he was encouraging us that we were being adopted into the family of God. So? So that's the concept of it. You have a physical family, and there's a point that we become part the family guy. And what was the question? I mean, it means it means a lot to know that like we are able to turn from, like you said, those brothers and sisters that aren't necessarily living the way they were living have chosen to turn towards you this. And to be part of that, I don't know if that makes sense.

Mr. Bennet The word adoption comes to mind. So, you being completely taken into the family that is saved, a family that has a real father and not just like an earthly father or any of these ways that you thought. It's more of like submission. So you're like, humbly submitting yourself into a different family. I think you're inserting yourself into what life really is and not just what your perception of life is.

William Family of God, I think, is kind of the universal church that everyone who proclaims Jesus as savior on a world sense are part of the Children of God or a peculiar people in nation. That God first of all, those but that on a micro level that a local church and a community of Christians should also be like family to each other, more so than you would just on acquaintance a friend. That might mean sacrificing for someone who is not family by blood, but is in the church or in your small group, and that you would go above and beyond in love to those people, especially those who might not have immediate family themselves. That the church and the people in the church would become their family.

Tom The family of God? That's a That's a good question. The family of God, um, I would say is the body of believers operating unity, but, you know, that doesn't necessarily mean uniformity. It's just that that the family of God are those that confessed faith in Christ ...that with Jews in there, we got Messianic Jews. I'm sorry. I'm going down a different path now... Um, family of God are those that, um, I would say, have been called and responded to the call and accepted sonship or daughtership into the kingdom.

Charles I guess it would mean everybody that's accepted the Lord. That's in my realm of conversation, behavior time, any anything, any interaction that I have with anybody in the family of God and those out of it would still be in the family of God. It just might not have direct connection with them, but it be just born-again believers care.

George Yeah, I don't know that. Not that I haven't heard it that way, but, I mean, I guess I'll answer thinking that this what you mean. I think the family for me, the family of God is, his brothers and sisters. Enquiries unified, um, for the cost, you know, for the cost. Meaning further, king God, like we're family. So I don't say the family of God. I say I'll always say to someone that

that's not my blood brother per se. I said we've been purchased by the blood. No, let's not get all crazy. So I'm saying I always call family my personal family. So I'll always say, family, you know. So that's, that's how I would say the family of God.

Q10 What would be the attributes of the “family of God” in your opinion?

Atticus Omitted

Caroline The attributes? Like I said unity. It makes me think of a family business. Um, I read this book called Terrain, where he talked about the family of God in ministry as entering into the family business. There's just kind of that culture where you can tell that there is a mission. But the way it played out isn't so corporate. If that makes sense, it is a dry. It's full of life and honor.

Elizabeth I think they would be one for another. Celebrating with the people and mourning with the people, just being more other centered than yourself centered.

Kitty Pretty much the same as I was saying, it's just that the obedience and choosing, making that decision to turn away from the worldly things and the things that other people are doing and staying true to who you are in Jesus.

Mr. Bennet Love, acceptance, peace, Joy. Real comfortability, I think. Not to say like a complacency where you're not going to grow but a comfortability to go to someone with the good and the bad, no matter what, knowing that the rod of discipline, so to speak, if it is on the bad side, is more of a staff, a guiding type of thing, not a smack on the wrist disciplinary action, so to speak.

William Yeah, actually, like when there is hardship or trouble that the church does come together to help them, whether it's a financial need, food, meals, even like child care need. If it's a single mom that you would see the family come and help the single mom do that. Also outwardly serving to maybe going out in groups or, you know, evangelism.

Tom One, actually, really would be, walking out in the identity of Christ, of the image of God, knowing that reading in Genesis, knowing that we are truly created in the image of God, knowing that God doesn't make mistakes. So an attribute of the family of God would be that, uh, they know who they are. They know whose they are. They know that they were, you know, divinely created for a purpose. I would say rest in identity.

Charles I know what they should be. There should be that we love one another and that's because the Bible says, if one is a true disciple, the way that

they'll know we belong to him is the love that we show one to another. So I know that that says to me that the line in the sand that God is saying is that if you're a true disciple of Jesus Christ and the way people will know, it is the love that you have one to another, that you showed one to another.

George Well, that's a great question. I think of that like a tree. Almost. There's just so many branches to it, right. Yeah, multiplication replication, unification of this. There's just so much we wish to see even greater fruit in more ways. Outreach. You know, kingdom focus. You should see. I mean, I think about the full ministry. I think about the different gifts. We should see all this thing we should see truly the battle manifest right in front of this. I mean, with that, with a unified body, we should be seeing exactly what the Bible tells you. See, miracles, signs, wonders which you see unwavering faith interpretations, processing, healing some in your name, That's what That's it.

Q11 What do you think encompasses the idea of “biblical unity”?

Atticus Biblical unity? I think that that would be a scenario where you have people that are of like kind beliefs that are taking instructions from, you know, biblical view, but they may contain different gifts, but those gifts unify the body.

Caroline A biblical unity. Well, unity is not uniformity. I think one of the biggest things is honor, honor in your leadership, honoring those under you, honoring your peers. And I'm sorry, will you repeat that question? Okay, biblical unity. Oh, yeah. Honor. And I kind of think of congregating, you know, by coming together as the church, um, being with one another, worshiping the same God, like singing one song, agreeing in prayer, that makes you think of the congregation as well. Just kind of acting that out.

Elizabeth I mean, that means no divisions, but what does that mean? Um, I think again, it's putting others before yourself, so that there can be unity.

Kitty Ummm.. [no answer]

Mr. Bennet I would say compromise is like a single word that comes to mind a lot of the times. Unity has to do with, In my opinion, I think the world has this win-lose mentality, like in every situation, someone's going to win and someone's got to lose. But I think there's a way to create win-win situations a lot of the times to where everyone is not getting exactly what they want. If you did, then your life, you wouldn't grow. But I think there's a way for every situation or whatever. You come across the have a win-win situation and that kind of is unity. It's not agreeing with somebody but still falling under something because you agree with the premise of it. And just because it's not 100% and that doesn't align with everything doesn't mean you can't respect and honor that. So, I think it's both sides almost finding like a win-win, so to

speaking. I think in rare circumstances where it is a win-lose if you are in that situation that the losses are a complete compromise on your part, to say What's the bigger vision here? Is this certain circumstance or situation, or this even 15 year plan? Or am I looking at the overarching theme of this organization or this family I put myself in. Is the health of that in the success of that which driving me? If so, then I think those little decisions of unity are easier to kind of work around.

William Biblical community, Biblical unity? Oh, I think the unity is within the church. How is following the authorities structure within the church that got to set up but also agreeing on the spine issues of the Christian faith? And when there is divergence from that or not understanding it, that there is a bringing together of like, let's work this out and rib issues that are less important. You know, maybe you talk about him, but they don't have to be agreed upon, But there will be unity of, uh, spine issues. What a salvation. Who is Christ the exclusivity of Christ. And we don't have a progressive Christian sect and the church and something else. Something like that.

Tom Biblical unity. Well, I think of Paul and Ephesians 4, when he talks about the maturing of the body of Christ. It's kind of back to what I answered a little bit before that. It's not necessarily uniformity. We all come from, you know, different walks of life. Different, even religious denominations. Um, but I think there's something that we can unify around and that is that you know that Christ is Lord, um, man, that's a tough question. Biblical unity.

Charles Probably a really true godly submission, I think. I think so many people have different opinions and different viewpoints on things, but I don't think that has to break up unity. I think you could be unified and not have the same opinion. I think you can have unity without being combined, being exactly like somebody else. I would say, because even in a marriage, you have two people that's married and they become one and they don't, like me and Donna, will be married 43 years since Thursday and we don't agree on everything and we don't have the same opinions about things, but we're one, and I think that's the same thing that can happen in the body of Christ. I think it's healthy to have different opinions and have come from different angles and then come to conclusion. I think what makes you unified is that you can come to a common conclusion, even though you might not agree totally on the direction it's going are from where it originates from. But you can come to a conclusion that you can have know where you can function in the conclusion that you come to and that therefore bringing unity to what you do.

George You looking like scripture have the idea, as you understand what the Bible has said about unity. What? What do you think that idea is? What? What is it trying to tell us? Yeah, the dream. I mean, I think about this one more? I mean, I always think about united in Christ. I think that way, get

we've been grafted. So, I think that we're even unified to something winning people to, but no. So what you simply put we're unified in Christ way are one. Because of what He did on the cross.

Q12 How would you describe the demonstration of biblical unity by believers of The Crossing Church?

Atticus How would you describe that? The Crossing Church. Well, that would be. Run that one by me again. The believers of The Crossing Church? So how? Well, I see. I see that it is certainly, it comes from the pulpit first. And I think that at The Crossing Church the discipleship occurs most greatly in the small group system. Is that what you're asking? Yeah, I would say that that would be demonstrated by following those concepts and ideas and this direction that's laid out by the senior pastor and then having that usually play out through and unified in the small group.

Caroline I think that we are progressing in that area. But I think that there are so many people who which, of course, is such a challenge with a large congregation like we have. But there's just so many people who just come and go that seem more like visitors than part of the unified body.

Elizabeth How would I describe biblical unity at the Crossing Church and the people? I guess it's just being more centered on the other people than on yourself. Putting them before yourself.

Kitty They demonstrate biblical unity result as excellent demonstrators that you see kind of the way that I guess everybody's not necessarily the same. But you can you know that there's something different about them. And you know that there's that there, I don't know how to put it in the words, um, I just...it's demonstrated well.

Mr. Bennet It's healthy. For the most part, I would say people do a good job, but also at the same time, I think there is a lack of awareness of from some people of that bigger picture vision, which makes it harder to fall under unity with the church as a whole. I think and this is just random people, so I don't know, it's not really staff, but it's people that I personally deal with who don't know that concept of unity. So, selfishness takes away the ability to be united because of those specific things that maybe their disagreement with, that people can't let go off, you know? But I think healthy overall.

William I think the staff and for the body, the body for at least for me personally, it's hard to evaluate because I don't know many of the people, but I think in the staff and the core of the church holds to what I just said. Where there is obviously an adherence to authority structure, but also a new agreement in the spine issues and an understanding of what we believe as a church and what we believe. What we believe Christ, that Paul and the others

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taught in Scripture and so that an agreement does like this is not right, or this is how salvation work. This is Christianity as a whole. And so I believe that there is agreement. Immunity, Captain,

Tom Mm. Okay. I think we have definitely strong characteristics in the area of love. We love each other well and I think that's I think that is a unifying attribute. You know, if we can love each other well, we can get through other things. Well, um, there is there is a consumer mentality. I would say that and there's also a I would say there is a lack of unity in the thinking that it's a large church and somebody else will do it. There's a there's a lack of unity in the idea of servanthood. Um, you know, because it's they feel like it's not really serving the Lord, it's volunteering and doing the church's job for them is a is a common theme, I feel maybe more at the bigger campus at Tampa campus. Um, but that's a tough one, because especially in times like this, um, it seems people are easily offended and not willing to be receptive to other's points of view and that could tear it the unity fabric for sure, cause people to, you know, leave the church for what I'll consider unnecessary reasons. Um, because it shows a lack of willingness to sit and listen and love one another. But I think biblically there is, when the culture bleeds into the biblical teaching is where there's problems and sometimes the culture outweighs sound doctrine. And that's where the disunity comes in.

Charles I think I would have to probably only talk about it from the staff side because I have more interaction with staff than I do the other part of the body here. So I would say staff wise that unity is typically looked at of having to agree. I don't think that there is a biblical mandate for it.

George Well, I mean, I think it's the same way. The question you just asked me. At the Crossing Church, I think by together by helps each other helping each other. Staff, I would say, Crossing two different ministries and helping each other. Kind of like the event we have today, Turkey's, and we have different people with Pastor [redacted]. It was just people helping people. I think we do that well. I think when we do events and outreach, we come together on impacting community, large groups. I mean, there's just so many different vehicles. Life groups there. The group helps us to connect in such a greater such a great way. I think even within our staff we're always trying to connect with each other to see how if someone does something better. like I would tell [redacted] if I need something, you know that he knows how I feel. He could do better, or [redacted]. So, way connect. I think utilizing humility. In situations like our greatest, we can almost something. I think we do it well, I think we could always get better, though I don't think it should stop things. Sometimes we do. We can stop and say, Oh, you know, like we're good. But, you know, if we've gotten good, we can get better, I guess.

Q13 As you consider Matt 28: 18-20, would you believe that this applies to all believers?

Atticus Do I believe that applies to all believers? Is that the question? Yes.

Caroline Yes, 100%.

Elizabeth Yeah

Kitty Okay, I think it is intended to apply to all believers. But whether those what those believers decide to do with it is ultimately on them.

Mr. Bennet Yes. So I do with that.

William I believe so, Yes. It is a great commission. And I do think also with the background of the other two thirds of the New Testament that Paul has written that it is our imperative to share the gospel. And so I do think that this was a command to all believers, not just the 12 guys watching him go out.

Tom Absolutely. It wasn't if you want to. It was it was an order and it was some pastor on staff broke it down for me and it's as you go, which was very uh, which was eye opening, which is, you know, it's not just it's not saying you have to go somewhere and do it. It's, uh, you know, and especially in church today, every nation is in our neighborhood. We don't have to go far. If the Lord sends us, absolutely, we go. But it's yeah as we go, we're making disciples. It's kind of like, you know, being evangelists. You know, the word Evangelism is just to share the gospel. And then so yeah, every believer I believe is an evangelist, but there's a there's a stigma on, you know, evangelism is just those people that stand out on the street corner with a microphone and talk to people. It's like, well, that's not what it is, you know, just sharing the gospel and sharing, you know, the goodness and faithfulness of God to others, it's making a disciple, making disciples is for everyone That's for all players.

Charles Yes, I do. I definitely believe it does.

George Yes. Says all authority in heaven, things going to make the site.

Q14 In view of Matt 28: 18-20, what should a disciple be expected to do?

Atticus In view of that passage, they should go out into the world and be a light in the sense that they would be able to make the name of the Father and the Son and the Holy Spirit known through their actions as well as their tongue and teaching those the commandments to those people that you've been able to make disciples.

Caroline Make disciples, um, baptizing them. Teaching them to observe all that Jesus has taught. And Oh, I learned this in the Bible College! You think

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of that word observe as just to kind of, like, acknowledge it. But it really needs to, like, follow, teach them to follow all that you commanded.

Elizabeth I guess be talking to others about Jesus, trying to train people up.

Kitty To go make other disciples and to go and but with amongst everybody pretty much

Mr. Bennet I think disciples make disciples. I've heard that, you know from somebody before, But it's just something that stuck with me. The question was, What's your disciples do? Yeah, in view of those versus what its tone, it's saying something. So what is it telling us? A disciple should do so practically baptism and then teaching everything that we have learned, which is the laws and commandments that God is, you know, Old Testament on the putting on your houses, your gates, but things that he's writing on our hearts, speaking to us through the word of God, teaching them biblical way of life. Andi sharing That's true. Thought them, I would say, Um yeah, but I would say like disciples should be making other disciples. And I think the process is like what you do practically is any devotional or any whatever you can learn. You can pull some sort of truth out of Scripture that's going to conflict with a way someone is living most of the time. I think that's actually pretty easy to do. I think the process of making a disciple is consistency. It is really what's missing with that. So I think a lot of people think it's a start and end date. It's an ongoing process, and so even when you say I'm discipling this person, how are you really doing that? You haven't in date in mind? If you don't, I don't know if you really discipling them, because if God called you to walk with them for the rest of your life or for 10 years. You only plan on doing for a month but we don't know. I think it's to treat it as an ongoing process of learning and you know you as a plus, being disciple by somebody else. I think it's just a trickle down effect. If that makes sense, what do you think?

William Yeah, evangelize. Spread the gospel and baptizing them, obviously, as it is in the Father, Son and Holy Spirit. You know, I don't know if that's exactly, ah, water baptism. If that is what the evangelical would say is the second baptism in the Holy Spirit, and speaking in tongues. I'm honestly not sure in this moment what that might exactly be referring to. But I do think evangelism and bringing them into the family of Christ is part of that imperative.

Tom Got it. Okay. So a disciple should be able to, I believe. Yeah. What's the word I'm looking for Be a kind of a motivated self learner, but also be able to pour into others and also be able to receive from others meaning It's the Paul Barnabas Timothy model. You know that there's someone you should feel received assuming pouring into you then then you should be, uh, willing

and equipped to pour into others. There's also just that self learner component of it as well.

Charles Omitted

George Yes. I think we should making disciples, all of us.

Q15 Do you believe the believers at The Crossing Church understand Matt 28: 18-20?

Atticus I think there are those that do. I don't believe all of them do, but I think there are those that do. What percentage? I don't know.

Caroline I don't. I think a lot of people view evangelizing as a job for pastors or evangelist or just leadership to do. I don't think a lot of people truly understand that it is a mandate on every believer, and I think even when they do, there's just so much fear that they will tend to ignore it.

Elizabeth I don't think that we do a very good job with it, but, I mean, I think I don't do a very good job with it either. So, I think we're good about getting them in the door. I don't know that we're as good about keeping them and trying to train him up.

Kitty I do. I think it's for the ones that... I can't speak for everybody, but I think it is taught that is true. So if it is received that I would assume that they believe. Does that make sense then?

Mr. Bennet No, I think we try. I think we do a good job, a lot better job than other places, for sure. But like I said, I don't think we think of the people. I've envisioned being the most loving. I don't think they get it either. I just don't think we do when you consider the number of disciples of crossing church.

William I think most understand that as far as the commission to spread the gospel. I think there's probably a difference in understanding of priority or how much it applies to them as a lay person, as opposed to this person as a staff member pastor. And so I think that might be a divergence and responsibility.

Tom In word, yes. In action, not so much. Meaning, um, there are sects of believers at the Crossing that get it. And that that you know, here's the problem. I don't think people understand that what they are doing is discipling. I don't think a pod leader at ironman who, you know, engages with the men at his table and ask questions and keeps in touch with them throughout the week , and, you know, sends some scripture in, like... I don't think he sees himself as a discipler. They just think that I'm a pod leader. And so I think it loses its, you know, discipling, it could be in servant leading as well. Wherever we're placed we can be discipling. I think it's again, it's another also word I'm looking for, but it's ...

Charles Omitted

George Omitted

Q16 What do you think the passage in Matt 22:39-40 asks of believers?

Atticus Okay. 39 to 40. That you're basically to be a servant.

Caroline You shall love your neighbor as yourself.

Elizabeth It asks us to love our neighbors as ourselves and to love him first.

Kitty Just to love not only the Lord, but also everybody.

Mr. Bennet Omitted

William That's the love your neighbor as yourself. Like I said before, with family of church, should be of sacrificing for others either in the church or even those were not saved, loving others above and beyond what someone would normally expect and so doing. Hopefully they will see Christ in your actions in your life.

Tom I think that has to do with servanthood. I think it has to do with, whether locally, regionally, I think it has more to do with those in need and not, um, placing the focus around you. I had a really good answer to this, and it just slipped my tongue. Yeah, that's tough, right? You shall love your neighbor as yourself. I think a lot of people don't love themselves well, so they don't know how I love their neighbors well.

Charles Well, I mean, to me, it's a commandment. You know that God is saying that for Him. Then you have to love your neighbor as yourself and, uh, and that, you know, the Bible talks about no greater love, hath a man. They lay down his life for his friend. I know in this particular statement right here, because I know what followed these verses, who is my neighbor and so I think that God is really teaching us something. Really clearly there about the nature of God and that's what he wants our lives to reflect is the nature that He functions in.

George What is it? Asking believers to love unconditionally so hard on defense.

Q17 Does the directive in Matt 22:39-40 have a limited scope in your opinion?

Atticus In your opinion, 39 through 40 or all of those 39, 40 specifically? Does it have a limited scope? Well, I would say no, I mean it is not that there is no sort of kind of. It's love your neighbor as yourself.

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Caroline No, I don't think it does. Because God showed us His agape love. And we should do our best to show that others. I think action wise, that looks a little different. Um, but the love, the love is pretty consistent and doesn't change. But you might love people in different ways. And there might be some actions where love can't take you. And I know that sounds weird, but I guess what I mean by that is some people will put expectations on a relationship that will try and draw others into sin or into places where the Lord isn't calling them. So action wise, I think there's a limitation but the love itself. No.

Elizabeth No, No, I think neighbor is everybody. Person at the grocery store. And you know, Anybody, where you work your neighbors.

Kitty No.

Mr. Bennet I think we try and find complex solutions for simple problems, and we think the problem itself is really complex. But, it's really not. So, the simple fact of love your neighbor as yourself and love the Lord your God with all your heart. That's too easy to fix what's going on in the world and everyone's opinion, believer or nonbeliever. But, I don't think the execution has ever been there, so I think that's what's missing is a true love, and so I don't think it's constricting at all. I think if we actually properly loved and knew what that was, it would fix fixing to me. But, you know what I'm saying? I think execution on how to love has been poor. It's because even the person who you see loving you the most you know, probably still doesn't fully even understand it. So, I think it goes back to the early church. I personally still would never split my possessions with the Crossing, even staff who I love. I wouldn't, I don't think at the end of the day, like just being transparent, if they said Let's pile all our money together and everyone would be even, like I don't know if I could. That's love, though, So that's a falling in me that I understand. But, like think about everybody else, too, whatever area they may have trouble with, like I just think love is poorly executed and if we actually did it, it would work.

William In your opinion, is it who the others like loving your neighbors? That the neighbors would be limited? I wouldn't think so. Or what love means is there a limit to, I think, when it conflicts with the first meaning? You know, if is again a person's interpretation of love. If love is accepting something that is against God's will, I don't think you can affirm that. So in that case, loving your neighbor might also mean correcting them and helping them help pointing in the right direction.

Tom No, I don't, because when it says on these two commandments depend all the law in the prophets. So it's just saying that everything's hangs here. So, maybe the limited scope would be within the boundaries of God's

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commandments. But even then if you go outside of his commandments, there's grace through repentance and everything.

Charles No, I don't.

George You're no, Uh I guess this is my, own version. No. But your own version? No, I would know. It's unconditional love, Period.

Q18 Do you think the believers at The Crossing Church understand Matt 22:39-40?

Atticus I think they probably understand it. I don't know that all of them are able to fully act on it. But that's part of the process of sanctification, I think it is the getting closer to that.

Caroline Understand? For the most part, I'd say yes. Carry it out, probably a different story.

Elizabeth Not, not greatly. But I'm speaking to myself. Not really so much reflection on everybody else.

Kitty I believe so. I believe that be able to witness people showing love, from the from the experiences I have had them. Yes.

Mr. Bennet Yeah, yeah, it's goes back to, you can follow every commandment, but if you're not doing anything in love, it doesn't really matter. And specifically, 39. If you don't know the love of the father, you can't love your neighbor as yourself because you're not properly loving yourself.

William I think when it's framed and like, we're gonna do an outreach and give a bunch of meals away to people who need it. I think it's evident and understood that that's what we're doing. We're loving our neighbor. Probably don't, I would say most people probably don't understand. Maybe what it could mean day today, and especially in today's culture, probably get that love mixed up with what culture says love is loving your neighbor and affirming them and whatever they wanna do. So I don't think a full complete understanding of it.

Tom I think the heart is there. I think again the action piece is lacking. I'm only speaking from one campus. There's a lot of talk and no action because, love your neighbor as yourself. Okay, well, that means you pastors, you do that. There's that culture of, yeah, that sounds good...you do that. I've got other stuff I gotta do. I remember a few years ago, Pastor Greg teaching about evangelism before we were hosting the Revive thing, and it's like, you know, Pastor, you go out and talk to people, [and he says] you know, *you* go out and talk, you know. So maybe it's [that] we think we're equipping, but maybe just people aren't receiving it like we think they are. Or maybe it's just the same people over and over again. Participating in everything.

Charles I think that there's a knowledge of it. There's an understanding of the knowledge of it. I think the difference is really being able to walk that out. I think not just anybody else here myself that you can have an understanding of something and you can know. But then when you walk out the same thing that you understand to me is the more difficult part than just having an understanding.

George I don't know. I mean, I would say, that's a hard question. Only because I know a lot of people that I know do. But then just honest. Then at times when I see tough times and I can't speak for everyone, of course, but I see, like the election. I see Kobe. I see the BLM, sick choices, all the stuff, you know, so exploited, exploiting all these situations. We don't talk about Him. Now it's over, blast each other and get out of character. So I think, I would say no. I think it is conditional love, Even though the Bible is clear on being on time. Yeah, So, guys, I don't know. Sometimes you think you knew people and you didn't after some post.

Q19 When you consider the number of disciples of The Crossing Church, what do you think is the discipleship condition of the Church?

Atticus I think that it's still, and it has been a struggle for not only The Crossing Church, but I think that the worldwide church in itself, I think that it's much easier to get someone saved than to have someone come alongside them and disciple him. So, I would say, that's just been a tough spot for the church. And, I don't think that from conversations I've had with another church is not to quantify, but I don't think that's necessarily, that we're in an unusual situation. I think that's a difficult task for the church.

Caroline, Oh, I think we're healthy, and I think we're progressing. And because of that, I'm so excited to see where we are, like, the next five years, the next 10 years, because I think it's gonna be a really, really beautiful picture.

Elizabeth Not very great.

Kitty, I see a lot of disciples? Yes, I see, I think there's more than not. I mean, there are those for you, aren't I? May be quite there yet, but I do think I think...

Mr. Bennet Okay, I think it's surface level. I would say I think we go to a certain point until we meet resistance and I think it could go deeper. Like I said, I think there's a threshold. There's a plateau. There's something that we hit to where it's like more work needs to be put in. But it's not and I've been guilty of it as well, you know, with specific people that I meet with. But I think an actual, and I don't know what that means or looks like, but an actual walking alongside somebody for an extended period of time. I think we put

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Band-Aids on severe wounds and call it something that it may not be because it's the easier solution at the time. Are we really taking the time to uncover what's going on with people or situations or whatever? So, I would say surface level.

William, I can probably say you can say, under 50%. I don't know how much lower that would be, but, you know, I would say there's at least half, if not more, thinking about all people that watch online and maybe we don't see in the building per se. There's probably many that probably don't meet the criteria as disciples of Jesus. You know, if we say, are they gonna make it to heaven? Probably ish, maybe, you know, But I do think there is a second like there is the higher level to call it a disciple of Christ. I think at least half would not meet that requirement, if not more.

Tom, Well, I would consider everyone who was involved in the group Life Ministries to be discipled or disciple-making for sure. Um so if you look at that, that's over 1000 people. I think that's healthy, I think that's good. Who knows beyond that how that effects their families, You know, it could be a ripple effect that we just don't see right now. What I don't know is, those that are online, how are they being reached and discipled? Because I know there's people that just jump from pastor to pastor to get a good word, but are they really being discipled? I don't know. And right now, that's a majority of our audience, you know?

Charles, I think most of my interactions are with staff and a good amount of the body here. But I would say that if we're going to talk about Jesus himself being the teacher that I would say that we all struggled pretty much with being true disciples. I think that discipleship is much more crucial and much more defined than what it's used in the church. I think the church uses it. It just could be sometimes become a very common word. Things just used in a teaching session are sometimes flippantly used as a word that just describes anybody that's a born again Christian. But I think it's way more than that. I think true discipleship is when we look like Him.

George, Overall condition. So, you consider, as you look around and say, Okay, I see ex member of design. What does that tell you about Crossing Church? And it's going to be your definition with samples. So see, I can speak at South Shore mostly because here in Tampa or even Plant City, I would I think I would have outside of what I know. Life groups outside of like, Iron Man and all those things and the things that I do know for sure or run through relationship. I can see those things are moving and they are the discipleship vehicles to a certain degree. I mean, I even think that serving is a form of discipleship. If you get the right person meeting, so I can say I can speak for South Shore because I'm there. I would say not 24 7, but close. I would say that's the culture that we try to cultivate is the discipleship culture in every

aspect. You have to try to grab your leaders and continue to be born into them, a vision that's coming from the house here. So, if I would have simply answer that from me seeing a staff, I would say that we're doing well. Gosh, I think I might forget your question, I said again, Maybe set it up. This is very healthy. I would say very healthy. I think that my only one thing that I wish we could do better somehow is how to grab the people that say yes, I want Jesus and start a process where we can just capture them, lock him up, bring them, take him home with you, you know, kind of deal. So, I think we're missing something, that there's a door open still or there's a little loop.

Q20 How do you think The Crossing Church does in preparing people to be disciples?

Atticus Well, it's I don't know of a real dedicated plan that I know off. Other than again, I go back to the small group. The small group is where life, where you have that opportunity now. Does that happen? Is that really laid out in the small groups in this way? I don't know this specifically is, but I think that's the intent. That's the way that, in my opinion, is designed. Can you ask that question again? Because maybe I'm getting off track. So, if I had to look at it and in the numbers that I know and the number of people that go through the door, I would say it's probably not really good.

Caroline From an evangelistic perspective, I would say not as well as it could be, just because I don't think we have a lot of teaching on that. We had, like, the Revive Florida. We did reach the reach Wednesdays, couple of times, But other than that, I'm not personally aware of where there's a consistent outlet for people to learn how to evangelize in a safe environment. Like, you know, there might be a couple of life groups that do it, but that's not really the focus of life groups. So I don't really think that it's, well, not that it's not taught. Not that it's not encouraged, but it's not fostered, I guess.

Elizabeth I think we try. I mean, I think through the, you know, the Bible studies and iron men and those kind of things, I think those are all a help and discipling people. I don't know if that's really what the Lord had in mind. It's certainly better than not discipling people one on one period, but I don't I don't know how well we do it, you know, just one on one.

Kitty I think they do an excellent job.

Mr. Bennet Yeah, kind of a good question. How do we prepare someone to be so. They're not a disciple yet. Or how are we preparing people to disciple? It will depend on your definition to a certain extent. Well, so when I hear the question, how do we prepare people to be disciples? I'm thinking of it as someone's not a disciple at all. How are we prepping them to be one? Some of our discipleship courses. One of the premises of the author who wrote the book said you're not a disciple until you've made a disciple. Is that where I

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heard it? Oh, okay. I would have to probably give the same answers. Far as surface level with my experience. Yes, that's what Yeah, I would say the same thing.

William Okay, um, I think we put forth great effort in ways to make disciples like emphasis on live groups, trying to get people into life groups so they can learn. You know I don't with the church our size. It's probably hard to investigate exactly what is being taught across hundreds of life groups, and so that seems hard to evaluate just for me personally. But again, given the fact that it's probably less than 50% of our congregation are disciples. Maybe that is also our rating for how well we are doing it as well. 40 to 50%

Tom I would say we provide a lot of opportunities. And a lot of resource is for people to get plugged in and become disciples. Because when I think of disciples I think of a lifelong learner. Meaning you're learning, you're serving, you're sacrificial serving. I believe there's a lot of opportunities here at the Crossing church. I believe we do have a lot of resource, a lot of different ministries and a lot of different leaders. From the teaching team, we hit it often. From the resources and the ministries that we offer it's good buffet for people to get plugged in and a lot of different ways to...and if people don't want to be, you know, kind of be the gray man. There's gray man ministry, so you can get plugged in, and you just kind of sit back and receive until you're ready to really dive in. So I think we have a bevy of opportunities to get plugged in.

Charles I would say I have tried to function in that as a disciple maker. I've tried to do that with other people with, especially the guys that worked with me, they work in my department. I probably don't do it great, but I really do try to present to them the true gospel of Jesus and what He expects out of us and how we're supposed to reflect Him and be like Him and give them tools in the Bible to be able to do that. But I think discipleship is probably just way more crucial to becoming an effective follower of Christ than what may be the church in general believes it is.

George I think outside of our life groups and you know, the different classes that we have, I think they're all forms of discipleship. I use all those vehicles. I don't know how intentional. We have something to say. Hey, this is a discipleship process, you know? So, I don't think we have that. You know where someone could say, Hey, so when someone asked me. Well, how do you disciple? I'll tell them things is how we provide all discipleship avenues or vehicles for your vehicles. But then there's a disciple of the process that I used with guys that I walked with for nine months. But I'm looking for them for higher capacity. Not everybody gets to the higher level capacity where they can leave more. So there's got to be something in the middle to kind of connect them, Yeah, I just got saved to man, I need more, but I'm definitely

going to go up here. I think we could use something. A big fat pot right there. Cooking.

Q21 Do you believe the Church has done a good job in helping you become a disciple?

Atticus Yeah, I do I mean, I do oney in a sense that I just, you know, way got involved in early in the small group, and I think that's really where it happened for me. You know, we came to the crossing. We got saved. I had no time because I was busy with my practice. But they said, you know, you need to get in a small group because that's where life happens and that's where you grow. So we said, Okay, if that's what they say, we want to grow. That's what we need to do. So when we did that, um, I think that's where the growth for us occurred. It's great.

Caroline Yes. 100% through the internship and just, the amount of access that I've had to the pastors and everyone who's taken the time to mentor me. So yeah.

Elizabeth I mean, yeah, the church has done everything for us. I guess I haven't taken it and used it as well. But yeah, I mean, everything I know and believe. And, you know, I think it's due to the church. They challenged me. And, I guess I have discipled within the family and that kind of thing, but just not so much outside of that.

Kitty Yes, I would not be where I am right now. If it was not for the Crossing church and when I started here 11 years ago.

Mr. Bennet I would say decent. Yeah.

William Omitted

Tom I would say it very well. You know, it wasn't until I got here, I was going to a nondenominational church in Tennessee, and it was, nothing against that church, but there was not a lot of equipping going on there. There was less opportunities, like I mentioned before, compared to what we have here. And because of the love and the care that the staff and the leaders had here, it made me want to be a part of that. And I think that once you get drawn into that through something as simple as the love and the care piece, now you're in. And then you begin to surround yourself with people who know more than you. And for me, that was a driving force, like okay, this guy knows more than me. I'm gonna study more, be in the Word more so that next time I'm the life group, I can quote scripture like he does. And so it is the iron sharpening iron model really to a "T."

Charles I would say probably that I haven't been engaged with anybody.

George Yes. I mean, with the Bible College, for one. You know, being free. I'm at the end of that. That's a blessing. I mean, even though it's not like a million dollars, you know, still a blessing. The bottom line, that's for me. I mean, even being not my style, the process is from connect to leadership training. Becoming a life group leader, co leader, life group leader, Iron Man partly to fear outing platform teachings. Helping me to be set free. All those things I think have blessed me. But now, even being on staff, being allowed to be in the Bible College and read different books and materials that I provided through the purchase of the church, walking with leaders, all those things. But then I'm weird. I watched people not learn from them. So, I can't. I just if I'm around good leadership, I'm always looking. Added to your basket. Yes.

Q22 How do you think the believers at The Crossing Church would behave if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Atticus I think that you would have, uh you would have an acceleration off of positive works and positive growth come out of the congregation.

Caroline Man, I think the city of Tampa would look very different if all of our disciples really embodied these passages and I mean, that includes myself too. I know there's definitely more I can do, ways I could be way more intentional. I could step up and really start teaching my life group how to evangelize. So I'm including myself in that, but I think our city and our region would look very different.

Elizabeth I think we wouldn't be get our feelings hurt quite so easily. It so that's a tall order. But I think we would be more concerned about the unity of the whole church than really what I want, or you know who offended me. I think we would do a better job that way.

Kitty I mean, if we all if we all believed and lived it out every single day, I think we would, it would be pretty great. We'd be well off.

Mr. Bennet They would, I think there would be the disciples. Yeah, Yeah, they would be disciples. I think they're both disciples. How they are now and completely living this out is both the disciples, just the strength of the disciple. I think the there's just a lack of, um, power and effectiveness in the disciples. Maybe that we have now, but living this would make it as so. It was 2000 years ago. I believe we talked with church booming. I think that that was a healthy and powerful disciple because this was probably lived out. I mean, that's something I personally been going through lately is love, you know, And I truly think God is showing me even a stink at it. Um, that's the key, though. It's doing it properly, and that will determine the effectiveness and the health. I think of a disciple is a real role. Passionate. What does it really mean? To Lay your life down love.

William That, given I think stuff I see on social media, would be less as far as people who follow the Crossing Church. And you know, I know other people on staff understand that there are many people that you know live together before marriage. You know, there's infidelity even, you know, those are married or not. Again it fruits of the spirit or one of the barometers for being a disciple. It's probably not all you know, this work to be done there, too. So the original question was? I think like the answer earlier they would live more by the fruits of the spirit and also abide by the clear laws, at least in the New Testament, in regarding to the areas I specified and we'll see less of making things we've seen.

Tom Yeah, it would be a disciple manufacturing machine. Well, I mean yeah, I don't know how to answer that. That's a lot. How would they behave? I think it would be... I think it would draw... I think people are looking for authenticity. I think people who are, especially non believers, are looking for people who are not just speaking the word, but actually walk it out. If we were to grab hold of this and actually walk it out, um, it wouldn't just be numbers exponentially growing, it would be the quality of the people that would not just change your neighborhood, it would literally change and affect change in Tampa in this region. If we behaved like that, God's favor would pour out on this place. And he would say, I see what you're doing there. I see what you're doing there.

Charles I think we don't get to see. We probably don't see that not only not in the church, we don't see it in our homes, you know, lived out like this. If we were to live like that, I think we look just like Jesus. I think if we did, I think the world would see us through a different set of lens on what they see is now. I think that the reason for part of the failure in the world around us is the fact that they haven't seen a church that reflects Jesus Christ. They haven't seen a bride. That's as the Bible describe that has been set aside this pure That's white. That's been that's a reflection of who Jesus is. I think that's what the world is desperately in need of. I think what they've done is they've seen a church that has presented itself.. Wow, if the church had a different idea of what the church should look like to the world, and it pursued that. I think that it's not interesting to the world.

George Oh, which we didn't live black messages way. We probably wouldn't have so many issues right now in the past stories that we're in right now because they would have been voting biblically instead of emotionally, more so morally right? Correct. But anyways, yes, I think that if we can get a hold of what to sonship means. I had a hard time with this because I did a lot of ministry for a long time. It works and pleasing man, and that's easy to do. Sometimes the deal always got a box to report to or you have a deadline to meet. But, if we were intentional, I think about teaching people what sonship

really is. I think the rest because I now know and I've been revealed this truth. Wow, I'm actually now I've embraced it. I don't just read it. I know it. It's in my heart like a heart condition that I think all these other things kind of just come alive so I could read your Bible again for the first time. But like, for the first time, and then all this stuff connects, Um it's like no one really said, Hey, Hector, let's grab Deuteronomy six and Matthew, 22 Matthew 28. But when you read it, it changes your whole view. Because when I read it before, I wasn't. I wasn't I didn't consider myself a son. So that changed everything. Like now I understand meanings. This is my daddy explaining to me more about me because he loves me.

Q23 What effect do you think the believers at The Crossing Church would have if they believed and lived by the passages in Deut 6:1-9, Matt 22:36-38, Matt 22:39-40, and Matt 28:18-20?

Atticus What effect they would have outside the church outside the church? Yeah, well, I think that that you would see greater harvest of souls. A greater work in the community and you would probably see more people getting involved in in the in the church environment.

Caroline Yeah, I think we need to step out of what our normal is because I mean, there's so often where I'll tell myself like, Oh, you know, I've had a long week like I you know, like I work today like I'm doing ministry in the church. I don't need to go out in the streets and do anymore, like I checked that box. But I think just living radically like understanding that my life is not my own. Like everything I am and everything I have belong to Jesus. So let me actually make him Lord of my schedule. And know in what other ways he wants me to be out there. Loving people are doing ministry.

Elizabeth I believe we'd be a force to be reckoned with. You know, I feel like we bring a lot more people to the Lord. If they really saw much of Jesus in all of us, I think, you know, we'd be on fire. It's just a tall order.

Kitty I think it would have a huge effect on the community to not only grow as a church, but just also share the Gospel and share the love of Jesus.

Mr. Bennet I think the effect would be changed in there would be and excitement for others to come here because there would be something so dramatically different. The effect would be people, I think around believer, not believers asking the question of what's going on. Who are they? Why are they doing this? We preach about it all the time. We have these stories and all these uplifting things. Like, what would the world look like? I'll tell you always in your sermon, What would the world look like if you did this stuff back? Oh, yeah. Should. And do we do it? Yeah, a little bit sometimes. Maybe, I don't know. But obviously we're not, because the world doesn't, I mean, I don't think even this community looks that much different. We're not

Appendix 4 – Interview Responses by Question

seeing dramatic changes. I think the effect would be an influx of people asking “What's happening?”

William I think we would, at least in our immediate vicinity or sphere of influence. I would think people coming into the church seeking Christ would increase because they seem or like there would be more people around us being Christ like and I know that that is when someone attractive, like the gospel itself, should be attractive. And so there were people really living the gospel message practically, and obviously it should be attractive as well. Those people would be coming here and also staying. I think that's the other big thing is people won't say, maybe I'll stay. And if more of the church body was acting like a disciple, I think more would stay for longer.

Tom Covered in previous answer

Charles Omitted

George Oh, yes. Out of apples and bananas in their lives, they would have What, man? It was just changed. They would. I think we walk around. I would say, Ah, lot of questions, not just at the Crossing, but in churches in America. They're like zombies. They're walking around, they're dead. They're like they're walking there. I don't want that show, but I've seen clips. They're like zombies. I've seen zombies in the past. I'm just confessing. But that we do. I think we're walking around there. I'm like, Dude, did you did you not just read today's devotional and not to say that? You know? You know I'm better because I'm not. But I'm in my eyes. I'm equal because I know I'm a son in your eyes. You might think I'm better because you haven't the truth. So, , do I think that they can, Man, I think life will change for them. Uh, and they would tap into I would say, resource is, you know, in a sense, that they never thought they had.

Q24 Have you ever discipled anyone? If so, describe the method you used.

Atticus Well, you know, I would just say it's a method. But, you know what we what we doing? I am meeting with someone tomorrow. But, I only know coming alongside and trying to get them involved in a group where they can. First of all, if they're not in the church, at least come to the church and get involved in coming to the church. But then also have you been exposed to the Bible? Do you have your understanding of that on Ben? You know, the, uh, the journalists. Still one of the ways that I try to get people reading the Bible in some sort of format. And then hopefully getting plugged into a group.

Caroline I'm currently discipling a few younger girls in the church, and so far, my method, because they're so new in their walk, a lot of my focus has been teaching them how to pray, how to use their authority, teaching them

their identity, and trying to push them to where they can find freedom, like going through freedom classes together. And just really kind of basic stuff, I suppose. Like, I haven't really pushed them into multiplication and evangelism yet, which I think I ought to. One of the [Bible College] classes actually shook me up a little bit. It was the leadership one I'm in. A lot of people will take on a linear perspective of discipleship. And so, like, you have to get all of these like, baselines checked off like you have to learn this, this, this, and this before you even think about multiplication and like raising up in that way, versus you know, like more of a cyclical discipleship method where just kind of dive in. Like I think of the woman at the well, like she made a mighty fine evangelist, and she literally just met Jesus.

Elizabeth Not really outside of family, you know, even extended family. But, um, we've done, [redacted] and I have done Bible studies with the kids, you know, we've done that kind of thing. I don't know. I mean, I have a little ministry at work going with my Jesus Calling books. In the course of the time that I've been there, I've given out many Jesus Calling books to non Christian people. I don't know that I've gotten a lot of fruit. It may not be a really great, technique, but I have done that, but really, it hasn't ever evolved into going further with it. Everybody seems like they appreciate it, and it's generally people in crisis at work. And I'll say, you know, this is what's helped me and why don't you look at this? You know, I'll take the book, But, um, it's never really gotten traction where you know, anybody's wanted to really pursue it any further, but yeah, I guess I've never really formally done much.

Kitty I have, I lead a life group, and it's a coed group, but I really pour into the girls a little more than the guys. And just constantly, uh, speaking of them, and sharing with them and talking to them. I've been able to watch them grow and see them go on and teach and disciple to other kids. And then those kids be able to come. So just things like that that's where my passion is to disciple young girls. Because if I was not discipled at that age, I would not be here.

Mr. Bennet Tried it. I would say a couple of different ones, so being put in charge of the internship just naturally have to you meet with people. That's been really successful, I think is consistency for me. That's the only thing that I mean, some people are still here. Some people are not here. Some people are doing well. I have others that may not be. I think consistency is what really established trust. I think establishing trust in the beginning is what you have to do because people are going to open up to you about really what's going on. You're not going to be able to coach them and take them through. You know, sometimes Scripture by Scripture of this is why these things are clashing is because of this truth. And you're not living this out type of thing. But you never get to. That point of trust is an established, so I mean going back to all. My answer is I believe that love is obviously a huge thing, but trust if that's

not established, you can't effectively disciple somebody. So especially as a recent experience, I have tried to do whatever I can in my power to establish trust with the people I lead. And, you know, like I said, that's kind of a natural platform. I have just cause I'm in charge of the internship. But I know I tried to personally disciple a group of young men through a 12 week, you know, beginning and end like we're going to get closer to the Lord type of thing on. What I utilized was different sermons, a book that we went through and us just literally doing life together, meeting every week, hanging out with each other. Not just because we have group that week because we want to and we get to do life together with people who are like minded. The only reason that was semi successful is because of the trust that was established between everybody. Transparency, I think is key.

William I would say in a group here I had two guys i disciples and we went through actually the Saved the book from here. And that was interesting. Now one went off the rails. The other one, I genuinely felt like he had questions and I was able to answer it. We engaged with material with the small group that I have now going through apologetic stuff. I do feel like it's somewhat of a discipling scenario. I will say, I don't know if I have ever disciplined someone from newly saved to devoted disciple. Typically, my interactions have been with people who are already saved or have been saved for a while and working at a church on the church staff and my whole family saved. It's difficult to be exposed to unsaved people unless they're complete strangers. So those are my two main experiences.

Tom Okay, so I was asked to help lead our discipleship program, the Saved class. It was discipleship focus class on salvation, what that meant what that looked like. And I was asked to grab two or three guys and go through an eight week process. And so I did that, and we did, we met every single week. We went through all of the material. Everything was not just biblical but extra biblical, you know, oriented with videos and other books to help enhance, you know, the discipleship experience. Um, and, you know, the outcome of that was just a deepening relationship with Christ with other fellow believers, which I mean, it was phenomenal because you saw the power of God's word and understanding of his word and what it truly means to receive the gift of salvation. And once you see these men get it, it lit a fire in them to want to go and be disciple makers. Yeah, it was good.

Charles Yeah, Like I said, I would definitely did with my Children and with my co workers, the workers that work in my department and all the jobs I've had. The method I would use, I just tried to point them to the life that Jesus lived and the things that He commanded. He said about what The body of Christ should look like, what it should reflect, and there's so many things in the world like even the Bible says that you know My Word about hidden in

my heart, that I might not sin against you those type of things, that that's all through the scriptures that if we apply them to our lives and we walk in those things. I think it just starts to change what we look like into what Jesus looks like. I think that's the method that I've tried to use. I don't think I'm great at it because I think it takes a normal, enormous discipline to stay in the Scripture and be fresh on it and then be able to not only explain that to somebody else, but also live it out in front of them so they don't only hear you, but they see it.

George So I think I kind of use what, Like my old pastor. You should do. He took the time to walk with me, but I can't do that with everybody. So, I could only do that with a select group, because I know my time is limited. So, I realized that truth. And, so I think there's 25 hours in a day. I realized that I'm not going to burn the candle at both ends. Right. So, yeah, walking. I think intimately with people matters. I think relationship matter and we don't think we try to bypass it. Maybe for some but we don't spend the time to put forth efforts. Build, you know, toward that end? So I would say the main thing is to try to build relationship for as long as it takes for me to do it outside of relationship. It's just I think that's the foundation. I try to go after the next phase of leaders that I know can lead in higher capacity the way that I'm trying to lead them now. They might not do it exactly like me, but I'm hoping that some of them would even do it better than me. So, that I walked with guys 12 of them for nine months, roughly. But I started off with, like, 17. And then out of those 17, I grabbed five amazing leaders, and that just kind of happened. Now every year we're in the fourth year getting ready to start praying 5 years. We walked with these guys and they helped me disciple them, and there's all sorts of things that we do to kind of separate. I hate to use this, but kind of not, to say they're not good enough but to separate the wheat from the tares. So, we all have to agree. They have to meet a certain criteria because that will separate the guys that don't really after it than the others. And then we walked with them from nine months. And then what we do is we teach them culture. We teach them vision from biblical principles with developed, teach to lead in different capacities, from classes to life groups to leading in specific areas of ministry of satellite campuses, where you can use all the help you can get because it's not a staff. So, we're always looking for these opportunities to develop these guys into a greater capacity ministry so they can lead and the cycle others. The gold is at the very end that their discipling others in some form. Whether they are community leader or they're teaching of some sort, or some other platforms. They're leading a big ministry that we're trying to launch, that we're engaged. We got a couple of leaders from them because others shifted, so we had to raise some other staff. We have the perfect leaders for that. So on and so forth. But there's that will take me a long time to explain how to do that. But I'm always looking for the higher capacity leader. That doesn't mean that they have to already be an amazing leader. Like I picked some serious dogs that don't even think they

belong to the group. I like those guys who those turned out to be the best sometimes.

Q25 If you had a “do-over”, what do you wish had happened/been offered to you as a new believer?

Atticus probably for me, it did work out very well. But we had to be very sort of driven to make that happen. I mean, it was, they joke about it, but, the way in our first scenario of going to groups on this was 28 years ago, so this wouldn't be today. But in our first scenario going to groups, we could remember going to a group where we showed up at the door, and they said that the group was closed and so we would have to find another. So, we're new believers. We're nervous, We knock on the door, and they basically turned us away. So, I don't think that would happen today, But, I think we really have to be focused on when these people come out of that starting point or whatever that class is. We got to make sure that we are not in any way, we've got to be somewhat aggressive to try to get them plugged in somewhere, because if they don't get plugged in, I think there's a high probability that most people, if they had the scenario we had, would not show up to another group.

Caroline I would say I had accountability. I had a level of accountability, but I think more accountability, um, in regards to disciplines, like spiritually disciplines, I think that's very important. And I think that's something I've still You know, a couple of people will check up on me every once in a while, but I don't have anyone in my life, and I really never have, regularly. Like, I have been asked questions like these, but not regularly check up on me, like what is my regime for spending time with the Lord. Like, what am I doing in my personal walk with God? I just think that's really important in the early stages because you need spiritually discipline or else you're not going to bet very far.

Elizabeth I don't know. I mean, I feel like the church really has done so much for me. But maybe if I had been in a one on one, maybe I would be more apt to replicate that. I've never really experienced that myself. And so maybe had I, I would have really understood it more clearly, you know, in order to do it with other people. Um, so maybe that would have been, you know, I would have been better prepared or understood It better. You know what it takes to be really a disciple on walking through things with people? I mean, we've always done it in groups and brought over food. And, you know, all that kind of stuff in terms of supporting other believers, But not really discipling outside of the family. Uh, there's different things. I mean, we've gone through the gospel, um, and we've been just I've been pouring into them with identity, self love and loving other people in all different aspects in ways, especially with everything that's been going on.

Kitty I grew up in church and have been going to church my whole life, but I would want that do-over when I was in high school, just because that's when I conformed to what the world did and what society was not who I was in Christ. So I would take a do over at that point.

Mr. Bennet That's a good question. I would say more time, maybe more. This could be a personal bash on myself that I'll say, but the trust not being really truly established, you know, not just I think it's across the board. So that's why I say it's for me. It's not a specific group of people or person or anything. I think trust across the board was not really established. I don't think the time was put in for it to be established, and so maybe that. Like I said, that's just the basis. Because with some people, I have no problem opening up and doing whatever. So they would never have that issue, no matter who disciples them. So, it could be on the potential disciple of what you know, they think they would need. But I would say more time or trust more, I would say love.

William Um, okay, at least my personal upbringing and understanding of grace not just as a salvation attributes, but also in a life. Like what does grace mean day to day? I think that would have been beneficial. Especially in my teenage years and having answers for difficult questions. You know, I think a lot of the resource is in apologetics today were not available back then, but I think it would have been very helpful, especially for youth at that time. For me personally, I think it would have steered many people or kept them in the church as questions arose.

Tom Oh, gosh. This is right up my alley. Are you serious? Did you just ask me that question? When I...no, God bless my in-laws because they're first generation believers. They didn't know what to do. But they knew I didn't profess to believe in Christ. I wasn't an atheist. I didn't *not* believe that there was a God. I just didn't do anything with God, right? And so when they led me through the sinner's prayer and they said, yeah, you're saved! And they gave me a devotional that they heard was good. And they're like, good luck! And so, um, being able to truly...hopefully that when somebody says that prayer and there's a true heart change and there's a motivation that wells up inside you to want to be better because of what you just confessed. But if you don't grab that person right away and plug them in with a mentor or somebody just walk through basic stuff... hey, read the book of John this week and let's talk next week. Actually, having questions for this new believer. Hey, who's been praying for your salvation? Great. Let's call them right now. Like having those things that just solidify that this is a big deal, to keep that motivation, that fire going. Because I read that devotional a couple days and it sat on my shelf for years after that. I didn't know what to do. I didn't have anybody to walk through with me. I didn't know what questions to ask. I'm not blaming

anyone; I'm just saying I didn't even know what questions to ask. Um, so having that pipeline to get someone immediately plugged into this is huge.

Charles . I wish I'd have been talked more about the fruit of the spirit. I was more taught the gifts of the spirit and and just trying to live right as acceptable before God. I lived scared. I didn't understand grace properly. I definitely was never disciple about the fruit of the spirit and in the realms that I was brought up in, that was it was acceptable not to have the fruit. But, it wasn't acceptable not to walk in the gifts.

George Monster question. I don't know. You know, for me personally, this is a personal I wish that someone would have taught me. Now Pastor didn't teach me how to be as a man how to be the head of my house. Dad and that group. I mean, it ruined me in different ways. I would say that if I would have started with sonship, maybe that would have. Could have probably helped me. But I felt more like a son to him at times because we had such a great mom, which is great. And I always had a relation with Father, but not until years later. But I think for me, I was how to leave my home better as a young man just being married. I didn't know. And I think better to answer the question better. I think we're still alone as leaders that people know certain stuff because we know the more because you think that you know about it. We could ask better questions in a way where they don't feel threatened and have to feel like they have to lie for some reason. Oh, yeah, I prayed every day. Two hours? Yeah, I read my bible, you know? You know, I mean, because, golly, I think I've been there, you know? I know of them so, I think I think that is a big deal not assuming that we know because that's one thing, man, I wish someone would have taught me because I grew up in a broken home. And I think the relationship helps us connect to those things that you're like, You know what? This guy can probably benefit from this.

Q26 How important do you think the “trust in the mentor” is in the discipleship process?

Atticus But that's everything.

Caroline Extremely, Very much so. If you don't trust them, then why would you apply anything they say to your life?

Elizabeth It's probably everything because you just watch what they do more than they say. And so, you know, if you can trust that they're authentic and sincere, I would think that would make big difference.

Kitty I think it's extremely important just because if you don't, if you don't trust that person, you're not gonna get anything from them. That that is intended for you to receive from them.

Mr. Bennet Vital. Is that really a question?

William Trust? I think it's important, but I think the theological soundness of the discipler is even more important. You know, I would rather have a skeptical disciple questioning a discipler than the bought-in Disciple with a, you know, wishy washy discipler. One who doesn't maybe not have the right theological basis. I think it's important because eventually the person has to actually believe what this person is saying. But yeah, I think a little skepticism.

Tom You know, people have a lot of trust issues. Um, that's a tough one. I think that's huge. Trust is big, especially, I think, even more so now, people so skeptical about, you know... Are you in this for you? And especially churches, people think they just want your money, you know? So I mean, I've heard that for years before I was even in the church. They just want your money. They don't care about the law. And so trust is a huge factor is but the disciple-er has to be, you know, patient and loving and extending grace through that. They should be firm. Just not forceful, because that's gonna, I think that just pushes people away and makes them trust you less. Trust is a big issue, for sure. I think trust comes with the title, though, I think people trust especially if they're new, they trust you. Oh, you're a pastor. Okay? I trust you. Rather than oh, you're just a prayer partner? There's a difference there, you know?

Charles I think it's huge because what makes it effective is a person not only teaches you and but they walk it through with you and you can see it in their lives. Like I said before, I think when the disciples fully trained, he'll look just like his teacher. You don't want to look like somebody that's not following the Lord. They're only talking about it.

George The person assuming there's a disciple has to believe and how important is it that cycle trust disciple? I think that's huge. I think that's the has to happen. I mean, we're waiting, you know, like a leadership now Maxwell Blanchard he was once a blanket. Yeah, yes. It is so important to build the relationship. And again, I think we just we don't want to bypass it, but we almost do. I mean, who doesn't? Who doesn't want to get to the feeling slide. You know who doesn't want to be a millionaire today? You know, but like, we don't take the time. At times I would say we don't take the time to slow down. And those are the most important parts. Like I think about the relationships that I have people And now the trust that I have it happened with spending the times at a birthday party with marrying their daughters off. You know, sitting with them, you know. They really don't have time. You got to do this. But I know how to do this, showing up at their house, saying about them going to the hospital, Those moments I think are missed by leaders because we want an end result, and I think we'll get it. Maybe not as fast as we wanted. But when we get it, man, that guy's going to end up doing the same thing you

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did for him. He's going to model the same thing because more than likely, that guy disciple probably hasn't had relationship trust like that. Most guys I run into that security stuff, they really just don't have relations. Like I once did that with another man. It's weird to help him with the guy.

Q27 Do you have a trusted person that you think could be/is a mentor to you?

Atticus I don't know that I have that now, though, I You know, I do. I mean, I do really value the elder group. I mean, I think that group of men that I value their leadership and their you know, and so that would probably be it for me. I really don't have someone that I think is actively mentoring me at this point. But I do think that that happens in that group just because of all the things we go through and all the way we handle things, I think it's just a byproduct of that.

Caroline Yes, as part of the intern program.

Elizabeth I don't really think so.

Kitty Yes, we do that as part of the intern program.

Mr. Bennet Yeah, I do. It just took a longer while things, but yeah, I do Well, that's personal stuff. Like with Pastor [redacted]. Like I could fully trust him. Yeah, that's like my guy.

William Omitted

Tom Omitted

Charles No, I don't.

George Omitted

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