



# CREATING A CULTURE OF DISCIPLE-MAKING

*“Whoever claims to live in him must live as Jesus did.”*

1 JOHN 2:6



LikeJesus.Church

This is an excerpt from the Like Jesus Leader Manual.

Learn more at:  
[www.LikeJesus.church](http://www.LikeJesus.church)

## BUILDING A MOVEMENT OF MULTIPLICATION, JUST LIKE JESUS DID.

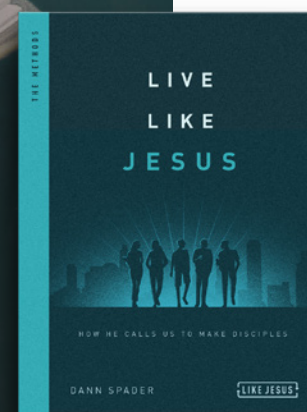
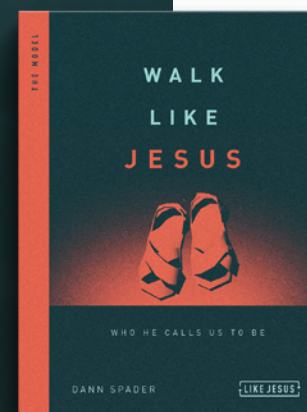
We will focus on disciple making, not discipleship. The biblical mandate from Matthew 28:19 is to “Go and make disciples”. Disciple-making, as seen in Jesus’ life, demands the whole process of winning the lost, growing the new and maturing believers, equipping the few workers, and then sending out into the harvest field proven multipliers to repeat the process. Discipleship historically focuses upon just one part of this process... growing the believers. This Like Jesus Initiative will focus on the whole process of disciple making, not just discipleship.

This Leader’s Manual was designed for use with the brief leader’s videos. This manual will then guide your team in some discussion questions. Our objective is for you and your leadership team to be aligned in terms of understanding the basic priorities of how Jesus made disciples.



In this Leader Manual, we want to give you an overview of the next three modules that will be presented to the whole congregation.

Each Module, presented over the next 18 months, will involve 6-10 weeks of sermons, small group study and discussion, and then practical application with measurements. While we are suggesting these three modules to be presented over an 18-month period, flexibility can be used in the order or length of each module, based upon the needs of your ministry.



## CONGREGATIONAL MODULES:

### MODULE 1 *THE MISSION OF JESUS*

The first congregational module will focus on the 'Mission of Jesus'. We will look at the four challenges Jesus used with His disciples as He masterfully developed them into reproducing disciple makers. This module will use the "4 Chair Discipling" book as both a study text and resource guide.

### MODULE 3 *THE MODEL OF JESUS*

The second congregational module will focus on the 'Model of Jesus' as we look at what it means to "walk as Jesus walked" (1 John 2:6 ESV). This module will use the HS POWER acronym as explained in the "Walk Like Jesus" study and discussion guides. We will refer to these six priorities as the "foundational priorities" of Jesus.

### MODULE 3 *THE METHODS OF JESUS*

The third congregational module will focus on the 'Methods of Jesus' as seen in the seven "I" statements in John 17 stating in Jesus' own words how He made disciples. We will use the "Live Like Jesus" study book with the discussion guides. We will also refer to these seven "I" statements as the 'seven disciplines of a disciple-maker'.



# THE LIKE JESUS APP

Download the free Like Jesus App and take the 4 Chair Assessment and preview the 4 Chair Discipling book.  
[LikeJesusApp.com](https://LikeJesusApp.com)

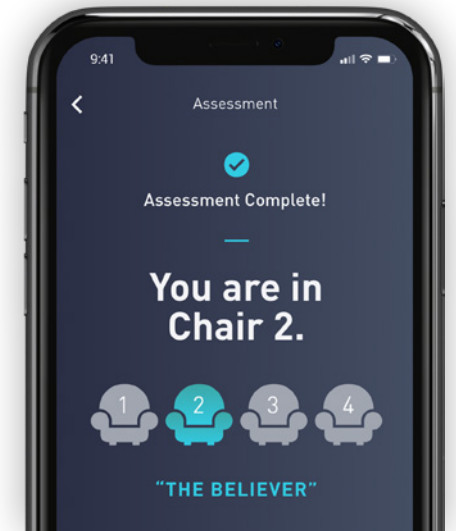


Enter in unbelievers to pray for, believers they are pouring into, and be reminded to pray and have spiritual conversations.



## 4-Chair Assessment

Assess which chair you are currently in and see the church-wide assessment data for leaders to review.



## My Group

Connect with those in your small group – ask for prayer, share stories of spiritual conversations and encourage each other.



## Video



## E-Books

Full E-Book content of every book and videos for each chapter/session within the app.





# 0 INTRODUCTION

VARIOUS WAYS OF UNDERSTANDING  
THE LIFE OF CHRIST



WATCH "PART A" OF LEADER VIDEO 1

## 1. THREE WAYS OF STUDYING THE LIFE OF CHRIST

### FIRST: STUDY HIS MESSAGE

This approach focuses attention on the message of Jesus. Most of the books about Jesus address this aspect of Christ's life. This is a profound way to study Jesus and one we will be doing for eternity.

### SECOND: STUDY HIS METHODS

This approach focuses on looking intently at what and why Jesus did what He did. A clear grasp of Jesus' methods helps deepen your appreciation of His message.

### THIRD: STUDY HIS MODEL

This approach begins to look deeper at the "real Jesus" of the Scriptures, who was fully human while being fully God, and asks the "how" behind the "what" questions. Not only "what did Jesus do" but "how did Jesus do" what He did?

In this study we want to weave all three of these approaches together, helping our people understand in a fresh way the "real Jesus" of the New Testament.

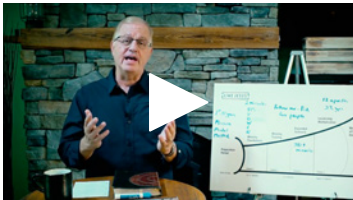
“  
AS DISCIPLES OF CHRIST, WE BELIEVE  
WE ARE CALLED TO FOLLOW THE  
RESURRECTED CHRIST AND IMITATE  
THE INCARNATE CHRIST.

Biblically, throughout the ages, Jesus has taken on various forms (the Greek word is morphe in Phil 2:6-7). We have the Pre-Incarnate Jesus who created everything we can see and who in the Old Testament appeared as an ‘Angel of the Lord’ (Joshua 5, Gen 18). We also have the Resurrected Christ who is the God-Man in Heaven as ‘Head of the Church’ and our ‘Advocate’. The Incarnate Christ added humanity to His Deity and “became flesh and dwelt among us” (John 1:14), becoming “like us in every way” (Heb 2:17), “yet without sin” (Heb 4:15).

As disciples of Christ, we believe we are called to follow the Resurrected Christ and imitate the Incarnate Christ... both His character and priorities. To be able to do this well, we will need a fresh understanding of both the Resurrected Christ and Incarnate Christ. This will be the purpose of this Initiative.

DISCUSSION

1. How can the methods of Jesus impact your understanding of His message?
2. If we assume that Jesus was only able to do what He did because He was God, how would this impact our understanding of “walking as He walked” and “doing what He did”?



WATCH “PART B” OF LEADER VIDEO 1

2. TWO METHODS OF EXEGESIS OF THE LIFE OF CHRIST

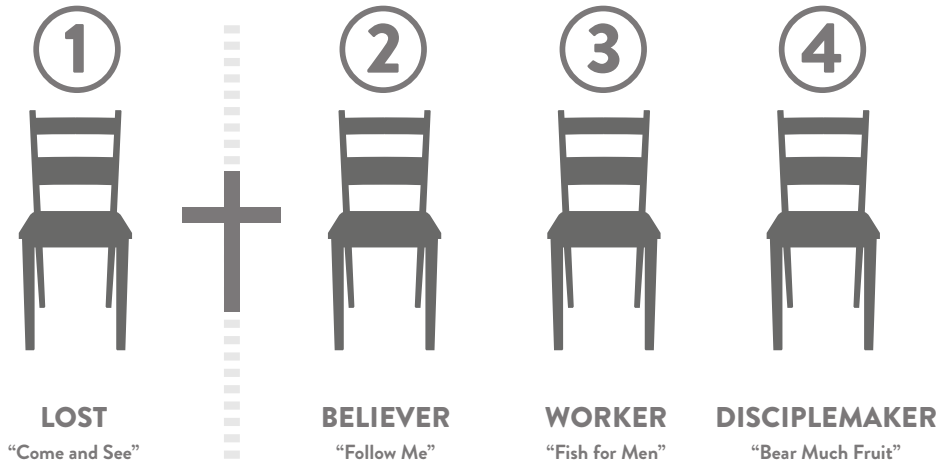
We are convinced that there are at least two major methods of exegesis (analysis) of the Life of Christ.

FIRST: JESUS AS A DISCIPLE-MAKER

In this approach, we analyze how Jesus as the Master disciple-maker, developed His disciples.

This approach looks specifically at how Jesus, as a Master-teacher, made fully trained (Luke 6:40) disciples capable of making other disciples.

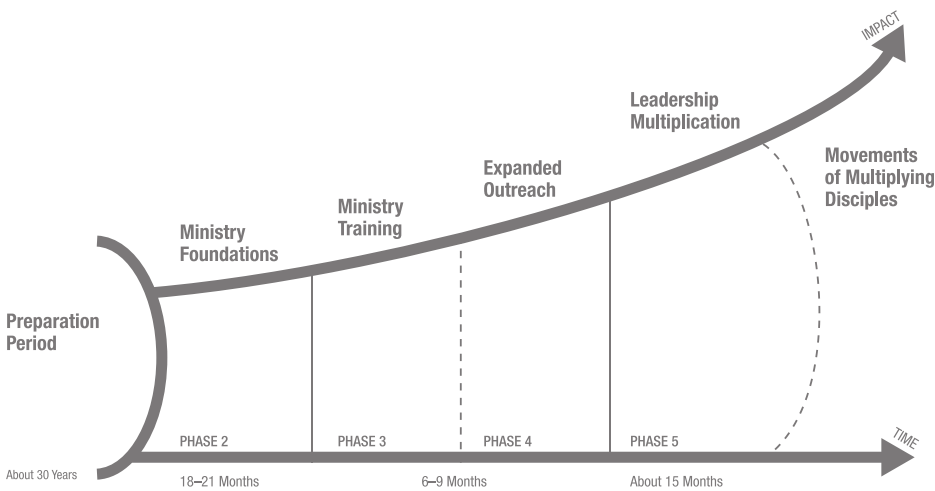
For this we will focus mainly on the four challenges Jesus gave as He developed His disciples: “Come and See” (John 1:39), “Follow Me” (John 1:43), “Follow Me and I will make you fishers of men” (Matthew 4:19), and “Go and Bear Fruit” (John 15:16). (For this, we will use the “4 Chair Discipling” book as a resource.)



SECOND: JESUS AS A MOVEMENT-BUILDER

In this approach we look at how Jesus, as a leader, created a movement of multiplying disciples.

This approach looks through the lens of Jesus as a leader committed to building a movement of disciple-makers. This approach focuses on 5 phases of building that movement as seen in Christ’s life: The Preparation Period, Ministry Foundations, Ministry Training, Multiplied Outreach, and then Leadership Multiplication Phase.



DISCUSSION

1. How is the typical person helped when they understand the process Jesus used in developing disciples?
2. What are some of the problems that occur when we fail to fully understand that disciple-making is a process that takes time and intentionality (like Jesus understood)?

FOR FURTHER DISCUSSION:

Read carefully the words below by Robert Coleman. Underline the statements that really stand out to you. Take some time to share what you underlined and why.

The Son’s Strategy

*“The Master disclosed God’s strategy of world conquest. That is why it is so important to observe the way Jesus maneuvered to achieve His objective. He had confidence in the future precisely because He lived according to that plan in the present. There was nothing haphazard about His life—no wasted energy, nor an idle word. He was on business for God (Luke 2:40). He lived, He died, He rose again according to schedule. Like a general plotting his course of battle, the Son of God calculated to win. He could not afford to take a chance. Weighing every alternative and variable factor in human experience, He conceived a strategy that would not fail.”*

*“That strategy is worth careful consideration. It is tremendously revealing to study it. Serious reflection at this point will bring the student of Christ to some profound and perhaps shattering conclusions, though the realization will likely be slow and arduous. In fact, at first glance it might even appear that Jesus had no strategy.”*

*“Another approach might discover some particular techniques but miss the underlying pattern of it all. This is one of the marvels of His strategy. It is so unassuming and silent that it is unnoticed by the hurried churchman.”*

*“But when the realization of this controlling method finally dawns on the open mind of the disciple, he will be amazed at its simplicity and wonder how he could have ever failed to see it before. Nevertheless, when His plan is reflected upon, the basic philosophy is so different from that of the modern church that its implications are nothing less than revolutionary.”*

- Robert Coleman: *The Master Plan of Evangelism*



# 7 OUR DISCIPLE-MAKING PATHWAY

MIRRORING THE WAY JESUS  
DEVELOPED DISCIPLES



 WATCH LEADER VIDEO 7

## A PATHWAY FOR YOUR CHURCH

One of the projects we encourage church leaders to do is to develop a well-defined biblical pathway that mirrors the four challenges of how Jesus developed His disciples.

Once developed, programs can be designed to move people through each step of that pathway. Curriculum can be selected or written to help people learn what is needed. Metrics can be developed to measure progress along the journey. Yearly, this pathway can be taught to your people to deepen and reinforce this pathway to becoming a reproducing disciple-maker.

For example, Don Roscoe, pastor of Grace Community Church in Nashville MI, has for years used 4 words: Love, Learn, Live and Lead to define his church's pathway. These four words capture what he hopes to see people develop in their lives. First LOVE God, secondly LEARN about Him, thirdly LIVE purposefully, and then finally, LEAD others into this new reality. Don has fully developed his programming, his description of a fully trained disciple and even his preaching around moving people through this process as a disciple-making church. (see appendix for more information)



SOME PRACTICAL SUGGESTIONS AS YOU SEEK TO DEVELOP YOUR DISCIPLE-MAKING PATHWAY:

1. Try to capture in one word or phrase the essence of each step.
2. Seek to think in terms of the typical new attendee at your church, not in terms of a leadership viewpoint.
3. There is no one right way to do this... as a matter of fact; creativity applied to the process can give your church a fresh new perspective.
4. Preach, teach, and train your people in this process. If this is already finalized, then when you preach through the 4 challenges of Jesus (4 Chairs) put your church's phrases on the chair to reinforce biblically your pathway from the Life of Christ.

“

IF YOU DON'T HAVE A PATH,  
IT'S EASY TO GET GOING IN THE  
WRONG DIRECTION.

How would you define your disciple-making pathway at present?  
(Write it below)

1



2



3



4



# 8

## EVALUATING OUR PROGRAMS

MEETING THE NEEDS OF PEOPLE AT THEIR LEVEL



WATCH LEADER VIDEO 8

### PROGRAM OVERVIEW

A healthy disciple-making ministry is one that meets the needs of people at various levels of growth and development. The wineskin must be developed to meet the needs of the new wine... biblically, you can say that there are basically four levels of following Christ (disciple means follower). Seekers are lost people who are searching for God but have yet to trust Christ as their Savior and Lord. Believers have trusted Christ and are growing in a relationship with God. Workers are faithful, available and more mature followers who are involved in the work of the ministry. Disciple-makers are proven multipliers who now have spiritual children, grand-children and even great grand-children, and need to know how to shepherd this growing family.

Outreach activities (programs) are targeted at the needs, questions and interests of 'seekers'. The primary purposes are to help believers expose their spiritually lost friends to Christ in a positive way and to help them either to lead their friend to Christ or move them closer to accepting Christ. These events are designed to help Christians bring their lost friends to a saving relationship with the resurrected Christ.

Growth-level activities (programs) are targeted primarily for 'believers'. Growth-level activities are designed to help believers grow in their relationship with Christ by balancing the four key ingredients of Acts 2:24: The Word (apostles' teaching), fellowship, worship (the breaking of bread—exalting Christ), and prayer. The church, following Christ's example, continued steadfast in these four priorities as a group of new believers (3000) were added to their midst.

Continued from previous page:

Ministry training events are targeted at encouraging, resourcing and training the few ‘workers’ in a ministry (Matthew 9:37). These activities are targeted for the workers and address issues critical to being successful at doing the ministry entrusted to their care and being a worker in the harvest field. You find Jesus often trying hard to spend time alone with His few workers to impart His life to them. (Mark 9:30-31). The workers were a priority to Jesus.



DISCUSSION

1. What stands out to you in this article about the purpose of your programs?
2. Where would you agree or disagree with this overview?

“

A HEALTHY DISCIPLE-MAKING MINISTRY IS ONE THAT MEETS THE NEEDS OF PEOPLE AT VARIOUS LEVELS OF GROWTH AND DEVELOPMENT.

PRINCIPALS OF PROGRAMMING

PRINCIPLE #1

Programs are simply the way we structure our people relationships.

We define those programming relationships simply this way:



OUTREACH EVENTS

Activities designed to help believers lead their friend to Christ



GROWTH EVENTS

Activities designed to help people grow through the Word, prayer, fellowship and worship



EQUIPPING EVENTS

Activities designed to train workers to care for believers and share with non-believers (we call this peer-care and peer-share)

PRINCIPLE #2

Programs are not sacred—only the purpose, product and process are!

Someone has said, “for goodness sake, if the horse is dead, dismount”. Sometimes we keep trying to revive dead horses. We maintain programs when they’ve lost their original purpose. Programs are not sacred... but the purpose of winning the lost, growing the believers and equipping the workers is sacred. The process is sacred as God created a natural way to grow from a child, to an adolescent, to a mature adult.

PRINCIPLE #3

It is better do few programs well than to offer many events of mediocre or similar purpose.

Just as we must steward the resources God entrusts to us, so we must steward the time of the people God brings our way. If we have dozens of activities that are not well defined or unnecessary... we are not stewarding well the limited time of our people. We must help our people grow and we must carefully design our activities to meet the needs of our people at various levels of growth and development. If our people are so busy at church that they never have time to be a “friend of sinners” like Jesus how is that helping them? We need balanced, biblical programming to help our people live balanced, biblical lives.



Continued from previous page:

PRINCIPLE #4

Our activities must be purposeful and strategic.

As a rule, each program can only have one primary purpose. Confusion results when a program has no clearly defined and communicated purpose. When the purposes are not clear frustration and disappointment will surface. When the group members and leaders all own the primary purpose the programs begin to be effective.

For each activity, the leadership must:

- a. Clearly DEFINE the primary purpose.
- b. COMMUNICATE the purpose clearly.
- c. EVALUATE the success of the program based upon whether it achieved the stated primary purpose.

“  
WHEN THE GROUP MEMBERS AND  
LEADERS ALL OWN THE PRIMARY  
PURPOSE, THE PROGRAM BEGINS  
TO BE EFFECTIVE.

PROGRAM EVALUATION WORKSHEET #1

1. What activities do we already employ that are currently ministering to the Chair 1 person?	→	How can we better minister to the Chair 1 person?
2. Where are we currently ministering to the Chair 2 person?	→	How can we better minister to the Chair 2 person?
3. Where are we currently ministering to the Chair 3 person?	→	How can we better minister to the Chair 3 person?
4. Where are we currently ministering to the Chair 4 Person?	→	How can we better minister to the Chair 4 person?

## HOW TO USE THE PROGRAM TARGET WORKSHEET

## STEP 1: LIST YOUR PROGRAMS.

The first step is to analyze where your ministry is in terms of a balance of winning, building and equipping priorities.

On the left hand side of the Program Worksheet, list all of your church's regular activities — weekly, bi-weekly, monthly, quarterly and annually. (If you are working with a segment of your church, such as youth, men's or women's ministry, list only those activities for your segment.)

Before you move on to the next step, make sure everyone in your group agrees on the same list of programs you are evaluating. When this is accomplished, move on to Step 2.

## STEP 2: EVALUATE YOUR PRIMARY PURPOSE.

The next step is for each person individually to decide who this activity is primarily designed for and its primary purpose — to win the lost, build believers or equip workers.

It is our conviction that each activity must have only one primary purpose! While there may be many secondary purposes, there can only be one primary purpose. Without a clearly defined and communicated primary purpose, confusion will result. It is not enough for a leader to know the primary purpose — every believer must know and be able to state this purpose. Only when those in our ministry can state the primary purpose of each activity can we effectively move forward.

Using the Program Worksheet, identify the one primary purpose for each activity. To keep your evaluation purposeful and accurate, follow these three guidelines in your assessment.

1. Check only one purpose for each program (i.e. don't check both build and win).  
☒ Win    ☒ Build    ☐ Equip
2. You cannot put a check between two purposes — choose one.  
☐ Win    ☐ Build **x** ☐ Equip
3. Check the program's actual purpose, not what you want it to be.

### STEP 3: IDENTIFY YOUR PRIMARY TARGET.

The next step is to identify what type of person this program is primarily targeting (unchurched lost, church lost, new believers, maturing believers, workers or shepherds). You can target more than one type of person for each event.

Leadership must clarify the primary purpose, communicate that purpose and then evaluate if it was achieved.

We know this process can be frustrating, but it is a critical first step in clarifying your primary purpose!

The degree to which we can define our primary purpose is the degree to which we can evaluate our success at achieving that purpose.



## PROGRAM TARGET WORKSHEET

**UL** — Unchurched Lost  
**CL** — Churchd Lost  
**NB** — Newer Believer  
**MB** — Mature Believer  
**W** — Worker  
**S** — Shepherd

## STEP 1

### Regular Program

## STEP 2

### Primary Purpose

### STEP 3

### Target Audience

[illegible]

### Weekly / Monthly Programs

## STEP 4: Discuss