

Participant's Guide

Servant Leadership Training

Discover the Leader Inside You



Servant Leadership Training

Servant-Leadership Training (SLT) is Christian Church in the Wildwood's (CCW) environment for introducing potential leaders to:

- The design of Biblical leadership
- The leadership pipeline at CCW
- The habits of a healthy leader.

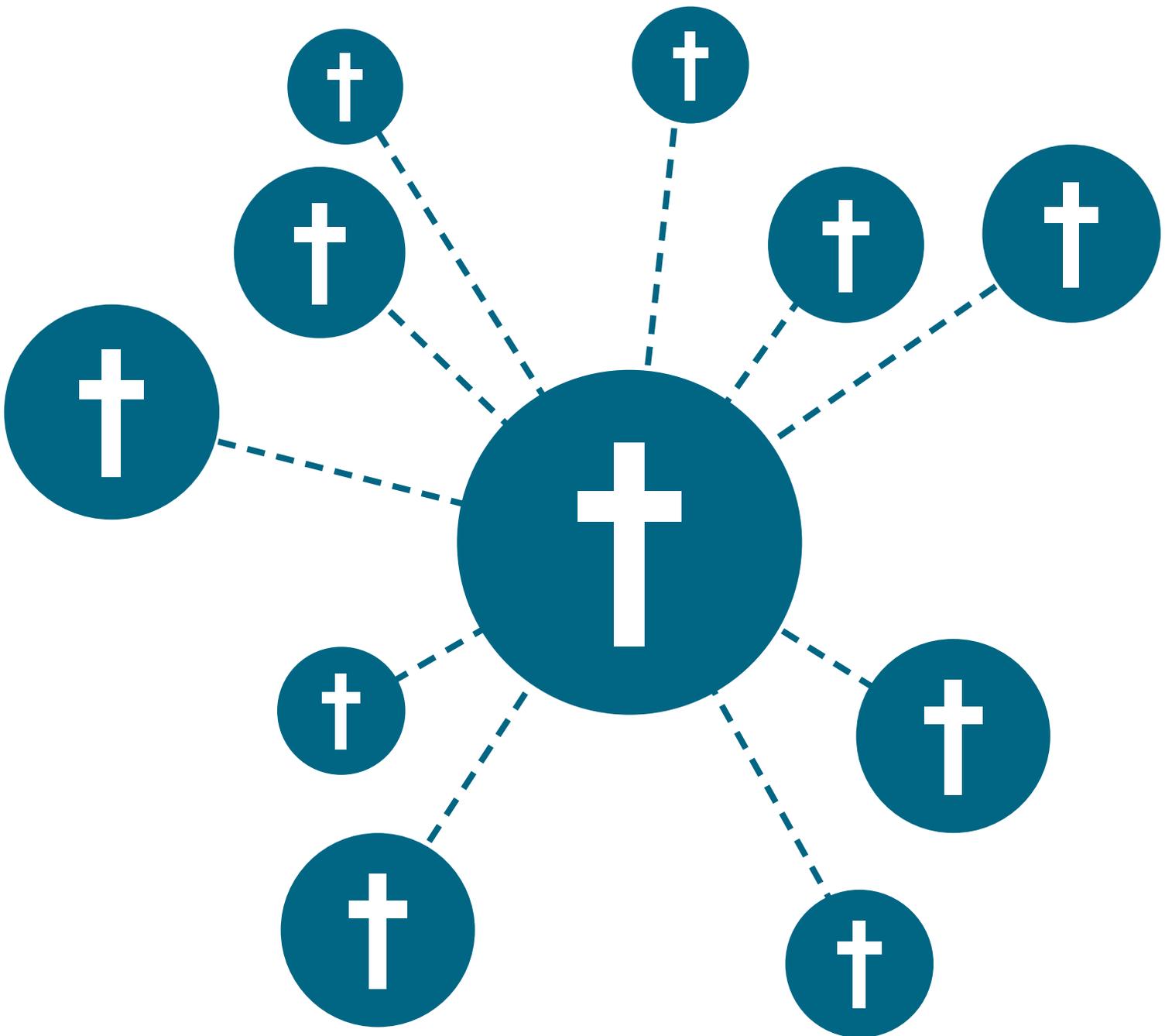
Ultimately, SLT exists so that Christ-followers may discover their God-designed leadership capacity, can begin to traverse the path towards who God created them to be, and discover which discipleship environment(s) is the best fit for their leadership ability.

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GROWING LEADERS

Part ONE



LEADERSHIP IN THE BIBLE

The Church needs leaders. Men and women who are willing to follow God where He may lead and make an impact for His Kingdom. But the Church also needs a specific type of leader: servant-leaders.

LEADERSHIP IN THE CHURCH

Our understanding of leadership in the Church is rooted in the Bible and in the example set for us by the 1st Century Church. This is our model for what leaders should look like and how they should function in our Church community today. In His time on this earth, Jesus turned the typical understanding of leadership on it's head. He called leaders to become like Him in serving others:

42 Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. 43 Not so with you. Instead, whoever wants to become great among you must be your servant, 44 and whoever wants to be first must be slave of all. 45 For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

Mark 10:42 - 45

He called leaders to drop their titles and instead let humility be one of their chief characteristics:

8 "But you are not to be called 'Rabbi,' for you have one Teacher, and you are all brothers. 9 And do not call anyone on earth 'father,' for you have one Father, and he is in heaven. 10 Nor are you to be called instructors, for you have one Instructor, the Messiah. 11 The greatest among you will be your servant. 12 For those who exalt themselves will be humbled, and those who humble themselves will be exalted.

Matthew 23:8 - 12

As Christ-followers, we do our best to follow Jesus' teachings by recognizing His model for leadership.

- Head of the Church

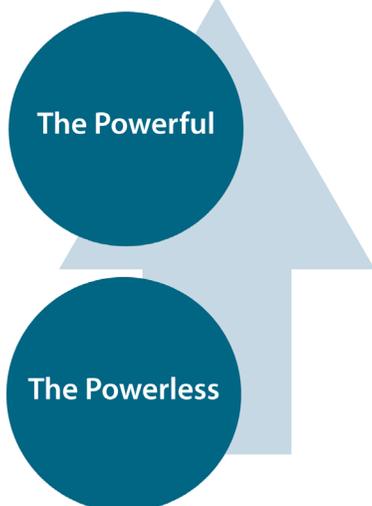
18 And he is the head of the body, the church; he is the beginning and the firstborn from among the dead, so that in everything he might have the supremacy.

Colossians 1:18

*9 Therefore God exalted him to the highest place and gave him the name that is above every name,
10 that at the name of Jesus every knee should bow, in heaven and on earth and under the earth,
11 and every tongue acknowledge that Jesus Christ is Lord, to the glory of God the Father.*

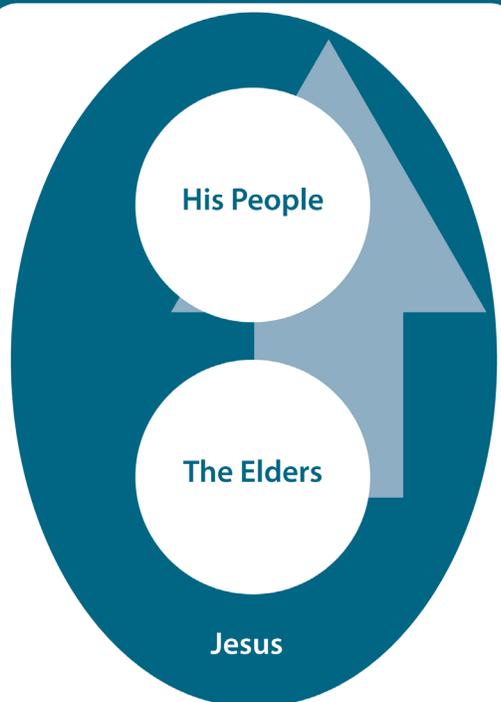
Philippians 2:9 - 11

LEADERSHIP IN THE WORLD



25 Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them.

LEADERSHIP IN THE CHURCH



26 Not so with you. Instead, whoever wants to become great among you must be your servant, 27 and whoever wants to be first must be your slave— 28 just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

- Shepherds of the Church

Paul and Barnabas appointed elders for them in each church and, with prayer and fasting, committed them to the Lord, in whom they had put their trust.

Acts 14:23

The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you.

Titus 1:5

The key responsibilities of an Elder:

- To guide the life of the local church community (1 Peter 5:1 - 2)
- To act as a model of Jesus for other believers (1 Peter 5:3)
- To watch out for the spiritual life of the flock (Hebrews 13:17; 1 Timothy 3)
- To focus on prayer and the preaching of the Word (Acts 6:2 - 4; James 5:14)
- To settle disputes within the Church and protect the Church (Acts 15:1 - 2; Titus 1:9)

Resources:

- Biblical Eldership (Strauch)
- They Smell Like Sheep (Anderson)

-Leaders

The first time we encounter servant-leaders is in the book of Acts chapter 6:

In those days when the number of disciples was increasing, the Hellenistic Jews[a] among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. 2 So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables.

3 Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them 4 and will give our attention to prayer and the ministry of the word." (1 - 4)

THE LEADERSHIP PIPELINE

The Leadership Pipeline is CCW's pathway towards helping Christ-followers to grow to their God-designed leadership capacity. It's our plan for developing leaders.

FOUR STAGES OF LEADERSHIP

Everyone is designed for leadership at some level in the Church.

The four stages of leadership:

1. _____: Responsible for leading themselves and their families.
2. _____: Responsible for leading others.
3. _____: Responsible for leading leaders.
4. _____: Responsible for leading a church.

Notes on the stages of leadership:

- Leadership capacity is God designed. Another way of saying this is, everyone is not designed for every stage of leadership. God has uniquely designed each of us and it should be our goal to discover what He has designed us for (1 Cor. 12).
- Leadership is less about 'what you do' and more about 'who you are'. Going to a class or completing a series of trainings will never automatically shift you to a the next stage of leadership. Each stage has specific growth goals centered on our Core Values (see image on pg.16).
- The greater the capacity of leadership, the more intentional and time-intensive the training becomes.



THE PIPELINE

Just as we have Next Steps in discipleship, the leadership pipeline provides some Next Steps to leaders as they are growing from one stage of leadership into the next:

- **Intentional Discipleship:** A leader's pipeline almost always begins with someone intentionally discipling

THE FOUR STAGES OF LEADERSHIP

		Core Values							
Pipeline Level	Description	Sample Roles	Biblical Truth	Spirit-Led Living	Real Relationships	Inspired Worship	Selfless Service	Leadership Ability	Ministry-Specific Competencies
(4) Senior Leadership	Provides leadership and sets the strategic direction for the church	Elder	Leading the way in Gospel-centered living.	Leading the way in Spirit-Led Living.	Leading the way in multiplying disciples.	Leading the way in inspired worship.	Leading the way in servant leadership.	Leading the way in strategic direction and leadership multiplication.	
		Lead Minister Core Team							
(3a) Ministry Director	Oversees a ministry area with the responsibility of leading coaches and leaders	Worship Minister	Has a good understanding of Biblical Truth. Capable of sharing Biblical principles on a variety of topics.	Capable of creating a ministry environment that keeps in step with the Spirit of God.	Has shown their commitment to multiplication by producing a second generation discipler-maker.	Leads others in celebrating God's victories through their ministry setting.	Trains and equips others to serve in ministry-specific contexts.	Develops and leads others through Ministry-Specific Pathways.	
		Family Minister Lead Usher							
(3b) Coach	Coaches leaders in the skills necessary to coach others	Mentor Group Leader	Is capable of teaching others leadership principles from God's Word.	Has been involved in the spiritual birth of another person.	Capable of discipleship with a focus on Leadership Coaching.	Equips leaders to lead others in developing an active worship of God.	Able to teach the CCW leadership development process.	Contextualizes the vision of CCW to their ministry or group.	Ministry-specific competencies vary based on the ministry role and area.
		Leadership Coach (ministry specific)							
(2) Group Leader	Provides leadership to a cluster of team members and participants	Small Group Leader	Exemplifies character qualities that Christ lived. Is capable of teaching others basic truths from God's Word.	Able to share their story (personal testimony). Able to share God's Story.	Provides guidance, encouragement and accountability to a group of ministry team or small group.	Leads others in discovering authentic worship.	Capable of leading others in discovering their Biblical SERVE shape.	Is actively developing others (discipler-maker).	
		Classroom Teacher							
(1) Team Member	Serves in a ministry team	Usher	Is personally digging into God's Word.	Displays a willingness to be developed. Spends time both talking and listening to God in prayer.	Connected to a Group.	Is growing a personal worship rhythm with God (e.g. fasting, celebration, prayer).	Understands their spiritual gifting and how they were shaped to SERVE.	Has an understanding of the mission, vision, and multiplication strategy of CCW.	
		Nursery Worker Front Door Greeter							

Each ministry should create a 'PATHWAY' for leadership development using this template as a guide.

them. Our primary source for leadership development is the grass-roots efforts of a disciple-maker.

- **Servant Leader Training (SLT):** The SLT is the introduction to the leadership pipeline and the formal training needed to lead in a discipleship environment at CCW.
- **Leadership Coaching:** If you believe that God is leading you towards leadership, then we want to set you up for success by ongoing leadership coaching. You will get connected to one of our leadership coaches who will help you navigate the pipeline, receive additional leadership training, and set you up to launch. The coach will periodically check in with you to see how things are going and determine if the next step into leadership should take place. (coming soon)
- **Leadership Mentoring Groups:** We are designing an Intentional Mentoring group specifically for those ready to take a deeper dive into leadership. The learning content, challenges, memory work, and discussion will be geared around personal leadership development. (coming soon)
- **Internships & Residencies:** If you're feeling as if vocational ministry is in your future, then an internship may be a good way of determining that. We offer a variety of adult internships and residencies that will give you deep exposure to ministry and the inner-workings of the church. (coming soon)

LEADER ESSENTIALS

Leadership essentials are things that we believe every leader (no matter the discipleship environment) needs to know. Our essentials:

- _____ **(Matt 28:18 - 20):** Jesus' mission is central to everything that we do. We want to challenge you to memorize these verses.
- _____: CCW has five Core Values (real relationships, selfless service, Spirit-led living, inspired worship, and Biblical truth). Our Core Values are big motivations that we see reflected in Jesus' life and that we believe every one of His disciples should portray as well. Know these well enough that you could have a conversation about what they are and how to live them.
- _____ (see part 2): Every leader should know how to grow others to be more like Jesus.
- _____ (see part 3): Group habits are the habits we expect to see in a healthy discipleship environment. Be familiar with these. As you spend time with your Coach, they will ask you questions about how the discipleship environment under your care is doing with each of these habits.
- **How to Develop an _____:** You're our greatest resource for continued leadership development! Know how to play your part in developing apprentices (we'll talk more about this later).

YOUR NEXT STEP:

- Identify which stage of leadership you're currently operating at.
- Get connected to a leadership coach.
- Begin working through the Leadership Essentials (see above).

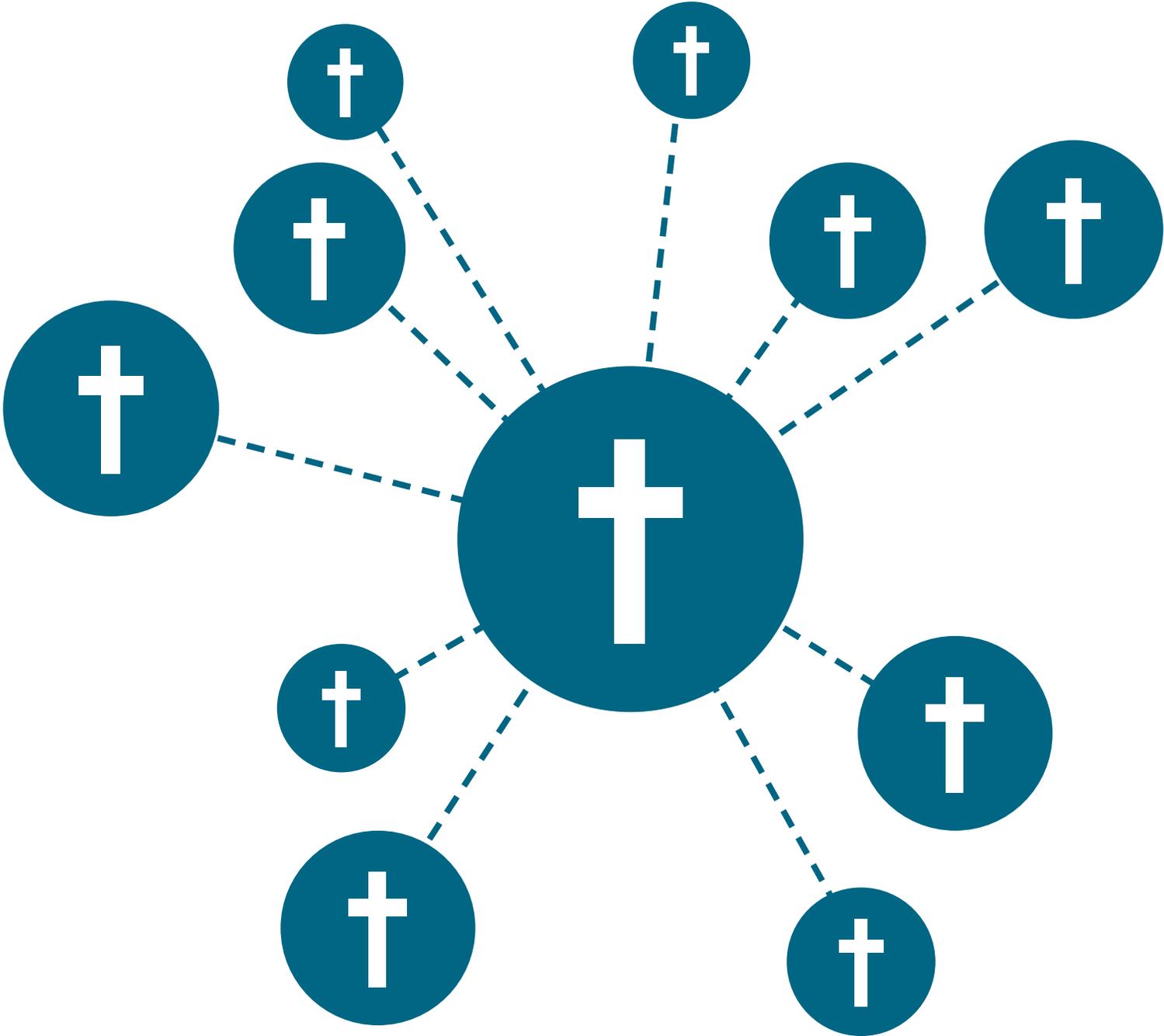
Table Discussion

- Where do you currently see yourself in the four stages of leadership?
- What are some of your next steps towards moving on in your growth as a leader?
- What has been the key ingredient in your growth as a leader so far?

NOTES

WHAT LEADERS LEAD

Part TWO



LEADING PEOPLE

In the Church, servant-leadership is permanently tied to disciple-making. You cannot be a servant-leader without also being a disciple-maker! Foundations 2 is our primary training about discipleship, but we're going to quickly review the discipleship process and then talk about some keys to successful disciple-making.

And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.

2 Timothy 2:2

NEXT STEPS

Discipleship is a lifelong process. We're all in some stage of formation of becoming more like Jesus Christ. In Foundations 2, we outline much of the following content, but it's so central to the mission of the Church and our lives as Christ-followers that we want to touch on it again.

Stages of Discipleship (adapted from Real Life Ministries)

The stages of discipleship approach discipleship through the lens of growth. There are five stages and each identifies with a stage of human growth that each of us has experienced. The goals of the stages is to help you identify where you and others are currently at on your journey towards becoming like Jesus. As a result, each stage includes a number of qualifying statements that describe the attitudes and characteristics of someone that is currently at that stage, as well as a key word that describes their current need

Next Steps

Next Steps are the significant spiritual milestones that we're using to intentionally disciple people at CCW. Each of these steps is connected to specific environments, relationships and tools. Once you've identified the stage of discipleship that an individual is at, you can then connect them to the Next Step that they need to take in order to keep growing.

Know Jesus: Know Jesus is a conversation tool that helps in leading others to discover who Jesus is and what it means to make Him Lord of their life.

Basics: Basics is a 12-week study designed for new Christ-followers and those who are just rediscovering a relationship with Jesus. Basics equips believers in the basic skills they need as they grow in that relationship: how to read the Bible, how to pray, how to share their story, among others. This study is offered quarterly or can be used in a Discipleship Group. *(coming soon)*

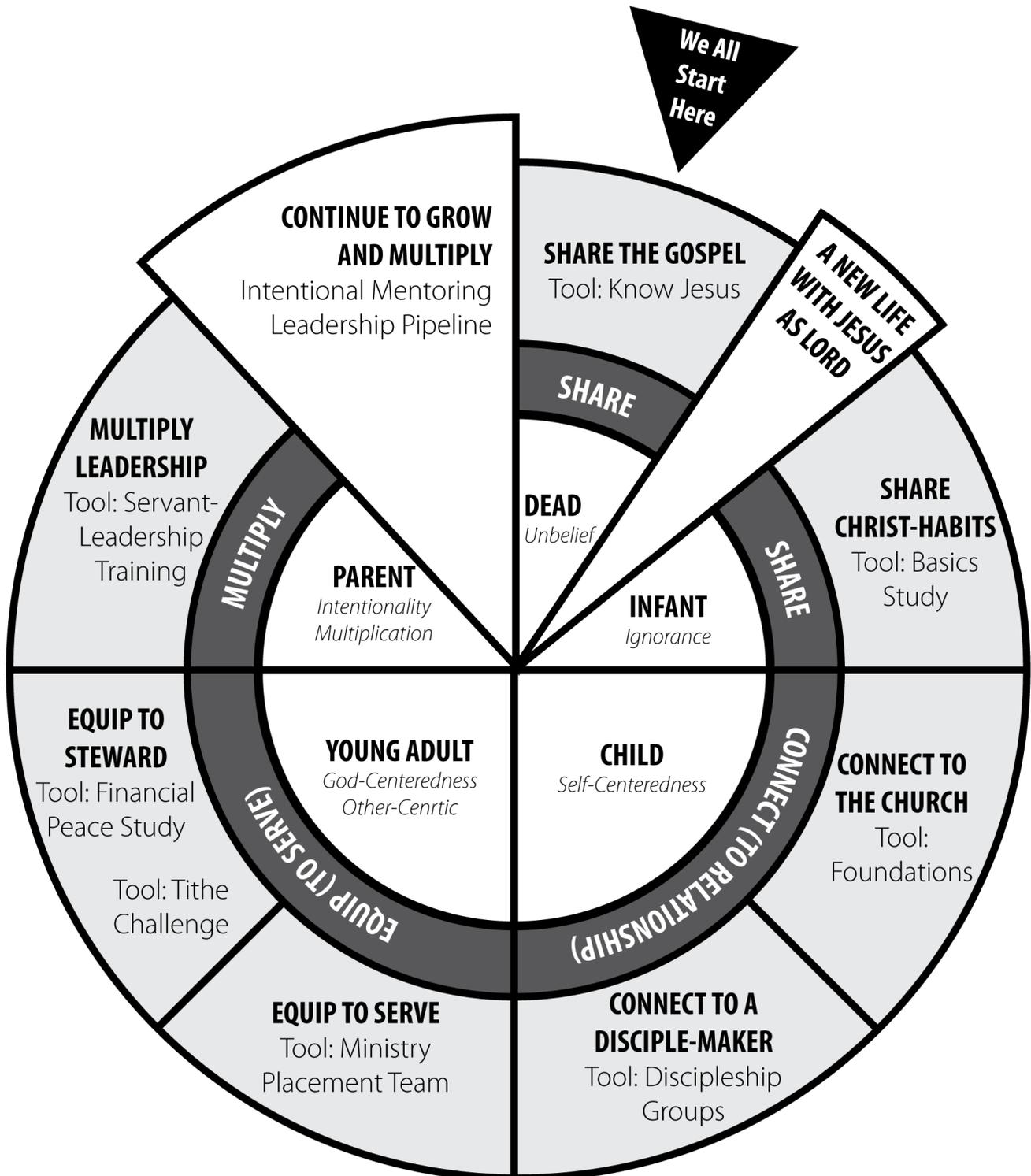
Partner with the Church: Foundations 1 and 2 introduces people to who we are as a Church, what we believe, and how they can partner with us in growing God's Kingdom. These two events are offered quarterly on Sunday morning.

Connect to a Discipleship Group: Discipleship Groups are the primary environment in which people can get connected to a disciple-maker. There are a variety of Discipleship Groups that are offered throughout the week, each with a different focus and group dynamic.

Serve Like Jesus: We believe that every Christ-follower has a unique serve design. Connect with a Next Step coach to discover your spiritual gifting and opportunities to put it into action. *(coming soon)*

Become a Steward: Ultimately, all we have belongs to God - we're just stewards of what He has given to us. The Tithe Challenge is a way to begin trusting God by giving generously.

Grow as a Leader: We want to help every Christ-follower to develop to their God-given leadership capacity. The Servant-Leader Training (SLT) is the intro to the CCW's leadership pipeline.



Some keys to successfully using the Next Steps:

- **Always start at the top.** No matter where you THINK they're at, always start at the top of the Next Steps. The key ingredient in Christianity is the Lordship of Jesus Christ, so start at the top and work your way down.
- **Identify and ask.** Identify what stage the person that you're working with this and then ask whether they would be willing to their Next Step. Don't pressure. Simply give the invitation. If they're up for taking the step, then connect them to the right environment, resources, or people.
- **Follow up.** Follow up and ensure that they were able to take their Next Step. If they weren't interested in taking this step, give it some time and then try again!
- **Use a Next Step Coach.** If you're ever stuck, Next Step coaches are trained to lend a hand. You can find a Next Step Coach at any Next Step Kiosk.

BEING A DISCIPLE-MAKER

Discipleship is happening all throughout the church. Often this discipleship is unintentional or accidental - growth happens, but no one is sure how. In discipleship environments, people can get connected to disciple-makers who will intentionally grow people towards being like Jesus. The key steps in being a disciple-maker:

1. _____ **the Right Person:** Discipleship starts by identifying the right person. Several filters we can use to identify the right person are:

FAT

Faithful - Do they love Jesus?
Available - Will they show up?
Trainable - Are they willing to make the change?

CLAY

Committed - Committed to God.
Looking - Looking to grow.
Available - Available to meet.
Yielding - Yielding to Change.

Whichever you can remember, use these filters to discover people in your discipleship environment to begin investing in.

2. **Begin with an** _____: After you've identified the right person, it's time to invite them to meet with you to talk over the potential of a discipleship relationship. Set a date and get together.

3. **Gather** _____: Spend some time getting to know the potential disciple. A few key things to do at this point:

- Have them share their story of life-change. You should specifically look for when they were saved. A great question to ask is: What caused you to realize that you were lost apart from Jesus?
- Determine what spiritual stage they are operating at and the

Exercise

Who are some people that you recognize have these qualities that you could begin investing in:

Next Step they need to take.

4. Cast a _____: If this seems like a relationship that you're ready and willing to invest in, share with them the Next Step that you would like to see them achieve and the steps towards getting there. Start with a single step (e.g. if they're currently needing to 'Know Jesus', don't try to skip to 'Grow as a Leader').

5. Plan to _____: Determine when, where and how often to meet. For most new relationships, every week or every other week is a great place to start. As time goes on, you may transition to meeting once per month for an extended period of time.

6. Set the _____: Always leave the meeting with a goal. Some great options:

- John, Acts, and James: Begin by reading these three books. Read a single chapter per day as and take notes so that you have something to discuss when you get together.
- Skill-Based Growth: You may give a challenge to accomplish a particular task. For instance, if they're attempting to grow in being a spiritual leader, the challenge may be, 'pray with your wife daily' or 'do a family devo time this week'.
- Next Step Content: Many of the Next Steps include content that can be used as a challenge.

Keep in mind, you should never put out a challenge that you are not willing to do yourself.

7. Know When to _____: Discipleship relationships can end in one of two ways:

- You complete the goal that you originally set (see Cast the Vision). If this happens, you may decide to set a new goal or release this person. Remember - you may be in this person's life for a stage of discipleship rather than the whole course.
- The relationship stagnates or disappears. You never want to get to this point, so it may be necessary to 'fire' the discipleship relationship. Some tell-tale signs that it's time to move on: (1) you find yourself wanting more for the person than they want for themselves, (2) the person has repeatedly failed to honor your meeting time or challenges, or (3) you discover a deeper rooted issue that has to be confronted before moving on (in this case, you may want to connect this person to the Cornerstone ministries).

This is the basic cycle for every discipleship relationship. As a leader in a discipleship environment, your job will be to:

1. Assist each individual in your leadership circle in identifying their next step.
2. Connect each individual to the relationship, environment or tool that they will need to take that next step.

YOUR NEXT STEP

- Make sure that you're comfortable with the discipleship language and Next Step process that we are using.
- Evaluate those in your discipleship environment to determine who you can begin helping to take their Next Step.

Table Discussion

- What were some of the key milestones in your own discipleship journey?
- Who are some people that invested in you as you have traveled towards Jesus?
- What disciple-making skills do you need to grow in?

NOTES

LEADING ENVIRONMENTS

A discipleship environment is an environment where individuals are getting connected to a disciple-maker and are being encouraged to take their Next Step towards becoming like Jesus.



Large Group Experience (e.g. Sunday Worship)

Focus: Preaching of the Word; initial connection; worship and fellowship.

Size: Any

Key Characteristics:

- Typically referenced to as the Worship Service.
- Part of the goal of the LGE is to jump-start the discipleship in an individuals life and get them connected to the ongoing discipleship relationships found below.

Discipleship Groups

Focus: Relational discipleship through the eight Group Habits (p.); grassroots leadership development; multiplication.

Size: 3 - 12

Key Characteristics:

- Groups are open with a multiplication focus.
- Discipleship Groups practice the eight Group Habits, which include: participating in church-wide series, creating an annual calendar, and developing apprentices.

Ministry Teams

Focus: Selfless service; Meeting needs.

Size: Any

Key Characteristics:

- Ministry teams are centered around a specific ministry inside of the church (e.g. parking lot; Elevate) OR around meeting a need outside of the church (e.g. Pickleball; prison ministry).

Care Groups (e.g. Celebrate Recovery; Divorce Care)

Focus: Meeting a particular need; pastoral discipleship.

Size: Any (typically small)

Key Characteristics:

- Care Groups run for a set amount of time. They have clear on and off ramps for when their study begins and ends (e.g. Celebrate Recovery).
- Their goal is to equip individuals to overcome or manage needs in a Christ-centered way.

Studies/Classes (e.g. Wednesday adult study)

Focus: Educational discipleship; teaching so that others can understand and practice a Bible-based topic.

Size: Any

Key Characteristics:

- A Study has a clear beginning and ending date.
- As a result of having an educational discipleship focus, studies tend towards longer teaching times.

Events

Focus: Large group focus on one of the four discipleship actions: Share, Connect, Equip, or Multiply.

Size: Any

Key Characteristics:

- Typically referenced to as the Worship Service.

YOUR NEXT STEP

Identify which of these discipleship environments you have been asked to or are interested leading in.

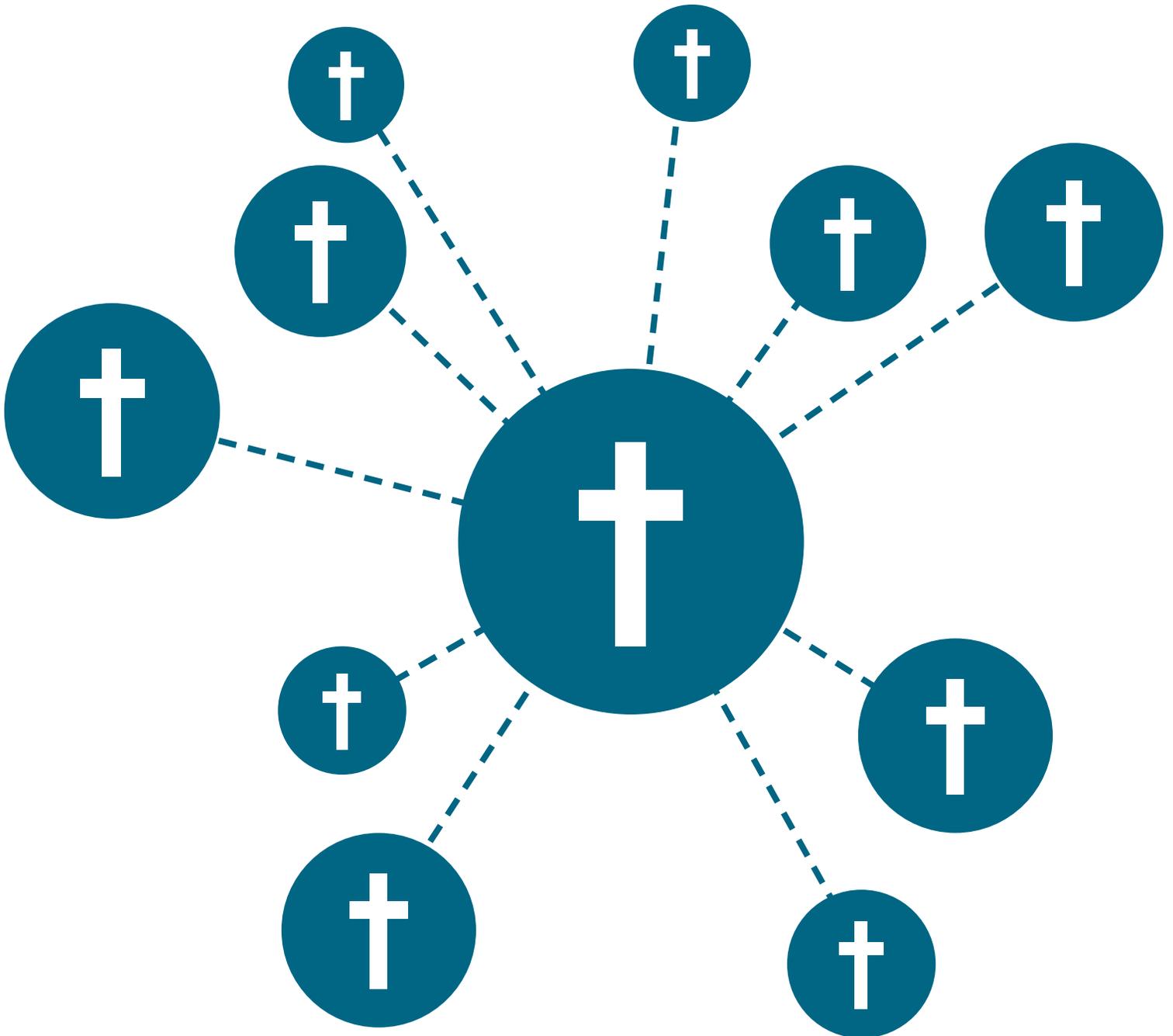
Table Discussion

- Which of these discipleship environments have played a significant role in your own discipleship journey?
- Which of these discipleship environments do you see yourself wading into?

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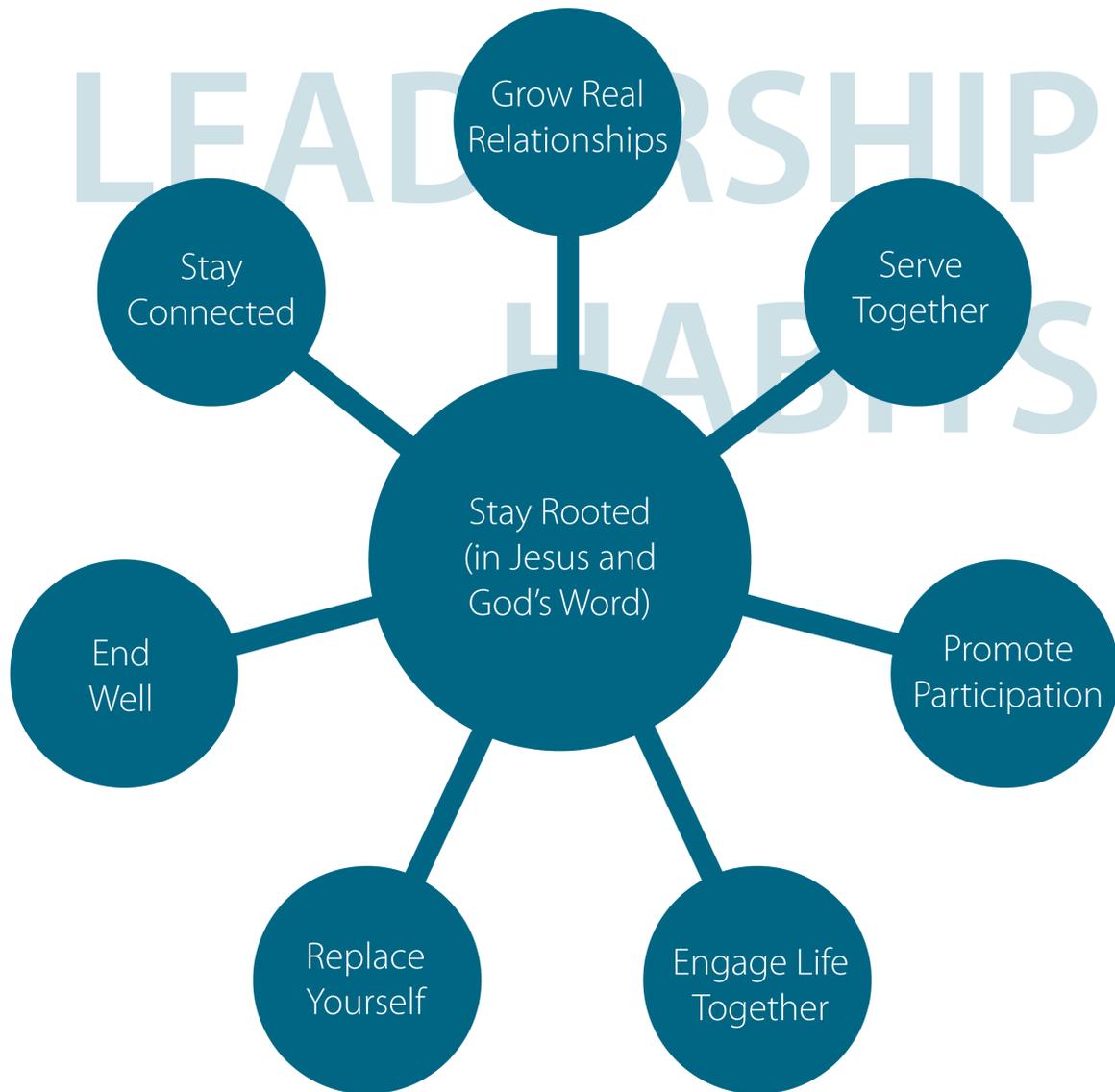
WHAT LEADERS DO

Part THREE



There are eight core habits that should be found in every discipleship environment. These habits, spurred on by the leader, help to create a culture in which spiritual growth and discipleship thrive.

*These are geared specifically towards Discipleship Groups, but they are modeled in every discipleship environment to some degree.



STAY ROOTED IN JESUS

A group's primary purpose is to help people grow to be more like Jesus Christ. All other purposes and habits are secondary. As a result, groups will find ways to grow towards Jesus together.

What are some ways that groups can help others stay rooted in Jesus?

To stay rooted in Jesus:

- **Read the _____.** Options to study:
 - The Bible: Since the Bible is the root of all of our studies, it's a great place to go when choosing what to study. Choose a book (we recommend starting with John, Acts, or James) and then read a chapter or section together every week. You can discover creative questions using a Serendipity Study Bible (Resource Center) or Lesson Maker 8 (\$40 - 50 online).
 - Group Guide: The Discipleship Ministries creates Group Guides that follow the current series. They always include challenges that enhance the Sunday sermon.
 - Focus Series (Right Now Media): Curated curriculum surrounding particular key topics (e.g. marriage, family) (coming soon).
 - Curriculum Library: In our Resource Center, we have a variety of different DVD curriculums that you can choose from. These studies have been filtered by the Discipleship Ministries.
- **_____ Together.** Praying with a group can be intimidating, but it's important to grow your group to make prayer a central part of your time together. Some tips for praying together:
 - Praying in a group makes many people nervous. Let your group know that this fear is natural. Like anything, practice will make praying in a group more natural.
 - Pace the group in learning to pray. Start simple (one person volunteering to pray) before praying in a circle. Allow the people in your group to grow in their comfort level before asking them to pray aloud.
 - Affirm that no one will be pressured or forced to pray out loud.
 - Teach a healthy way to pray:
 - Forget religious sounding phrases
 - Concentrate on saying what we really think

Creative Ways to Pray

- Focus - several people pray about one subject
- Conversational - look up (praise), look in (personal needs), look out (unsaved friends)
- Split into smaller groups
- Look back at the passage you have studied and ask what attributes they see of God. Praise these attributes in God
- After stating prayer requests, repeat at beginning of prayer and use in praise.
- Pray for each other in regard to application of the lesson
- Pray with written prayers – paper, art, wall prayers, etc.
- Reflect on the last week and share where you have seen God at work
- List things why you're thankful and share them in prayer in one word or phrase

MORE Creative Ways to Pray

- Write brief love letters to God
- Use Psalms, etc. Write your own Psalm
- Pray other scriptures as you find them
- Use the ACTS acronym:
 - A doration
 - C onfession
 - T hanksgiving
 - S upplication
- Ask for a volunteer for each prayer request
- Pray for the person to your right or left
- Pray for the church leaders
- Pray for our nation and world by clipping news articles and praying through them
- Passed prayers (3x5 cards, basket)
- Use music as a prayer(Colossians 3:15-17)

and feel and in our own words

•Keep requests:

- 1.Immediate (people we know or immediate family and very close friends)
- 2.Succinct (1 minute)
- 3.Personal (character growth, application of the lesson, personal needs, salvation, etc)
- 4.Confidential. Everything we share is not to be shared outside our group unless permission is given by the sharer.

- Be creative in how you approach your group prayer time (see 'Creative Ways to Pray') .
- Expect God to answer.

• **Take** _____. The 1st-Century Church practiced communion as frequently as they were together. Break out some bread and juice and reflect on Jesus together.

• **Deal with** _____ **Issues.** With the number of beliefs in this world, it won't be long before you have to confront a non-Biblical belief or doctrinal issue. While confronting, keep these things in mind:

Pray for understanding and avoid arguments

Start and end with the Bible and avoid opinions

Expect to not have all the answers

Hold love and respect through all things

Other Ideas for Staying Rooted in Jesus:

GROW REAL RELATIONSHIPS

Real relationships are transparent, authentic, and motivated by love. They are the soil that allows growth to occur; the intersection at which truth and love meet. A healthy group makes it a priority to grow real relationships.

What are some ways that groups can help others develop real relationships?

To grow real relationships:

- **Create a _____.** One of the best ways to grow real relationships is to create a space where people feel valued and understood. To show value, be attentive and practice active listening:
 - Make eye contact; use body language (nodding, etc)
 - Listen to the person who is talking and don't interrupt
 - Use statements or questions of genuine interest and invite more communication and deeper understanding
 - Process what has been said before responding

- **Know their _____:** One of the primary goals of a discipleship environment is to help others grow more like Jesus. As a leader, you should know the Next Step of each of the people in your circle or group. Use the Next Step Chart (App 1) to keep track of the spiritual growth of each individual.

- _____ **about real stuff.** It's easy to slip into speculation on the meaning of Revelation, the nature of spiritual beings, or what Daniel meant when he said 'heptad'; but discipleship environments thrive when they focus on content that leads to authentic transformation.

Note: There will be some Studies/Classes that focus on knowledge based topics. Most other discipleship environments should keep a focus on relevant topics.

- **Focus on _____ and not just knowledge.** The goal of knowing Jesus and studying the Bible is more than just knowledge - it's transformation. Focus your discipleship environment on successful transformation by asking application questions. Examples of application questions include:

What will you do differently this week as a result of what

Exercise

Pair up with another person (not a spouse). Have one person talk for 2 minutes about something they are concerned or excited about.

Your job is to listen without asking any questions or making suggestions. Do your best in every other way to show that you genuinely care.

After 2 minutes are up, swap roles and repeat the exercise.

Reflect:

- How did it feel for you to listen without saying anything?
- How did it feel to be listened to without interruption, questions, or advice?

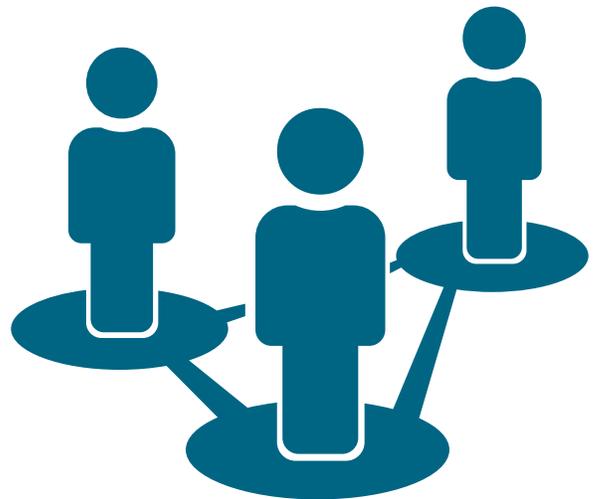
we studied?

What in your life does not align with what we read and what will you do to change it?

What do you struggle with in what we talked about and how can I help you be successful in overcoming that struggle?

Keep track of the application goals that people make for purposes of encouragement and accountability (see below).

- **Build** _____. One of the ground rules that your discipleship environment right at the beginning is confidentiality - what is shared in the group is kept in the group. Gossip has a way of undercutting the trust that real relationships need to thrive.
- **Model** _____. The people around you will learn to be transparent as you model it. Freely share (1) your story, (2) your spiritual victories, (3) your spiritual setbacks, and (4) what you're doing to grow. Use discernment - not every topic should be shared in every discipleship environment.
- **Provide** _____. If someone has made a decision - whether that's to get baptized or to change a habit - it's your responsibility to follow up with them and encourage them along. For accountability to be healthy, ask: 'Would you mind me following up with you on this?' Then follow up!
- _____ **others to Real Relationships:** The primary environment for developing real relationships is the Discipleship Group. Other discipleship environments should make it part of their goal to make sure that every individual is connected to a Discipleship Group.



Other Ideas for Growing Real Relationships:

SERVE TOGETHER

God designed His people to be His hands and feet in this world. In a healthy group, people find opportunities to serve, both those who are a part of the group and those who are outside of the group. Needs are met and, as a result, grace is encountered.

What are some ways that groups can serve together?

To serve together:

- **Meet each others** _____. The first line of defense for meeting needs in the church are groups and the quickest way a group can learn to serve together is by meeting each other's needs. Needs could be a variety of things: a food train after a baby, cleaning a house after a surgery, building a ramp to make a house more accessible. Start with meeting the needs of each other and see how far you can get!
- **Volunteer for a** _____ **together.** Another way that you could potentially serve together is to wade into one of the ministry environments at CCW.
- **Plan a** _____. There are all kinds of ways that you can serve others throughout Hernando County. Use this list of ideas as a launching point, but be creative and see how else you can show God's love to others.

Serve the Community

- Do a neighborhood prayer walk.
- Grab some rakes and clean up some yards that could use some loving.
- Visit a retirement center or nursing home.
- Baby-sit for another group.
- Adopt a local park and keep it clean.
- Volunteer at a local soup kitchen.
- Write encouragement letters (to overseas troops, local teachers, fire department, etc.)
- Help carry groceries at a local supermarket.
- Offer a free gift-wrapping table at Christmas.
- Volunteer with the local Habitat for Humanity.

Other Ideas to help us Serve Together:

PROMOTE PARTICIPATION

A group is not a study. In a healthy group, every person has something to offer. As a result, groups value participation and make sure that everyone is a part of what is going on.

What are some ways that groups can promote participation?

To promote participation:

- _____ **more than you answer.** Leaders should become guides in self-discovery. To do this, ask a lot of questions and don't be too quick to provide the answers.

Be OK with a little uncomfortable silence. People often need time to process what they're thinking before they're ready to freely share.

- _____ **the story.** Ask group members to sum up the story in their own words.

- **Ask others to** _____. Ask others to participate by leading a session or a part of a session. For example, you could ask someone to lead the prayer time, provide the snacks, host the group at their home, among other things. Inviting others to have ownership in the discipleship environment leads to deeper participation.

- _____ **the conversation.** In a group, conversations inevitably steer off track. As a leader, it will be part of your role to discern the balance between focused conversation and fun conversation. You can redirect the conversation by:

Asking a question related to the topic

Tying the fun conversation back into the focused conversation

Anatomy of a Good Question

Good questions:

- Are open-ended (e.g. 'Why do you think he did that?' vs. 'What did he do?').
- Lead to a conversation.
- Cause introspection.

Other Ideas for Promoting Participation:

ENGAGE LIFE TOGETHER

There are many hours outside of the few hours a group meets every week. A healthy group takes advantage of this fact by doing life together. The people in the group are a part of each others victories and defeats, find times to eat together, and spend recreational time with one another.

What are some ways that a group can engage life together?

To engage life together:

- **Ask** '_____ ' **Questions**. Really get to know what's going on in the life of the people participating in your group. Some great questions that will help you do this include:
 - *'What is one 'high' and one 'low' of your week?*
 - *How have you seen God show up this week?*
- **Throw a** _____. Find ways to get together beyond the group session. Invite them over for dinner. Go out and do something fun together. Find a way to meet them for a lunch break.
- _____ **for your group**. People grow when they know that they are loved and care for. Make your group a loving place by finding ways to show this care (see '7 Ways to Care').

At times there may be needs that you simply can't meet or issues that you encounter that are beyond your paygrade (e.g. divorce, addictions, suicidal tendencies). The **Cornerstone Ministry** is designed to address these needs. Often, the most caring thing that you can do for someone in your group is to refer them to someone who can address their need.

- _____. Be there at the times that matter: visit them in the hospital, come to their kids soccer game, show up at one of their loved one's funeral. Showing up shows that you genuinely care about them as a person.

Other Ideas for Promoting Participation:

7 Ways to Care for Your Group

- Pray for your group members each morning.
- Meet a group member for coffee.
- Send a note of encouragement.
- Celebrate with them, literally...birthdays, anniversaries, etc.
- Notice when they're absent.
- Make 'hello' and 'goodbye' the most important part of your interactions.
- Call them out...challenge them in areas where they need to change.

REPLACE YOURSELF

A healthy group leader is equipping an Apprentice to lead the group in their stead. The group leader recognizes that the group's win is tied to the fact that it is growing leaders for Jesus' Kingdom.

What are some things that you can do to begin replacing yourself?

To replace yourself:

- **Start small and _____ something.** As mentioned in the Promote Participation section, you can replace yourself by starting small and giving away a part of the group (prayer time, opening discussion, snacks, hosting, etc.).
- **Cast a _____ for Who They're Becoming.** See the potential in every individual in your group. Share with them where you see the Spirit growing them and taking them (this is called an ICNU conversation).
- _____ **Group Facilitation.** Some groups take turns leading the study portion of their meeting. This is a great way to develop additional leaders.

Note: As a group leader, you'll still be responsible to act as the filter for the conversation. Show discernment in whom you allow to lead.

Developing an Apprentice

Identify: Identify a possible apprentice through the four c's: character, competence, culture, and chemistry.

Recruit: Recruit the apprentice that you've identified with an ICNU conversation.

Involve: Equip your apprentice for leading through the four stages of involvement. Train them in the habits of a healthy group.

Connect: Connect the apprentice to the church staff for ongoing training.

Release: Work with your apprentice to decide on a release strategy as you both go on to multiply new disciples.

• **Develop an _____.** An apprentice is someone who is learning to do what you do. Eventually, they will be prepared to help in the multiplication of your group (see the *Developing Apprentices* guide).

Other Ideas for Replacing Yourself:

END WELL

A healthy group builds natural times to rest and to multiply into its calendar. A healthy group will quickly grow beyond the size where participation and real relationships are still viable and will know that their choices are multiplication or stagnation. We recommend that you aim to multiply on a yearly basis.

What would you expect to see in a group that has learned to End Well?

To end well:

- **Make an _____.** An annual plan gives you a clear direction, an on/off ramp for individuals, reminder dates for developing an apprentice, and a set time to consider multiplication (see the example on the next page). All group leaders need to have an Annual Plan that they are ready to give to their coach. You can find blank Annual Plan templates in Appendix 2 and at www.ccwildwood.com.
- **Cast the vision to _____ from the beginning.** Multiplying a group can be a scary and discomfoting thing to many people. It's helpful to cast the vision of multiplying from the beginning of your group meeting together. Say something like:

As a group, we want to create opportunities for others to get connected to a disciple-maker. The best way we can do this is making more groups. As the group leader, it's my goal to help you become all that God designed you to be. For some of you, that may mean learning how to start a group of your own. I hope that you'll team up with me as we begin the growth process that will naturally lead us to multiply this group!

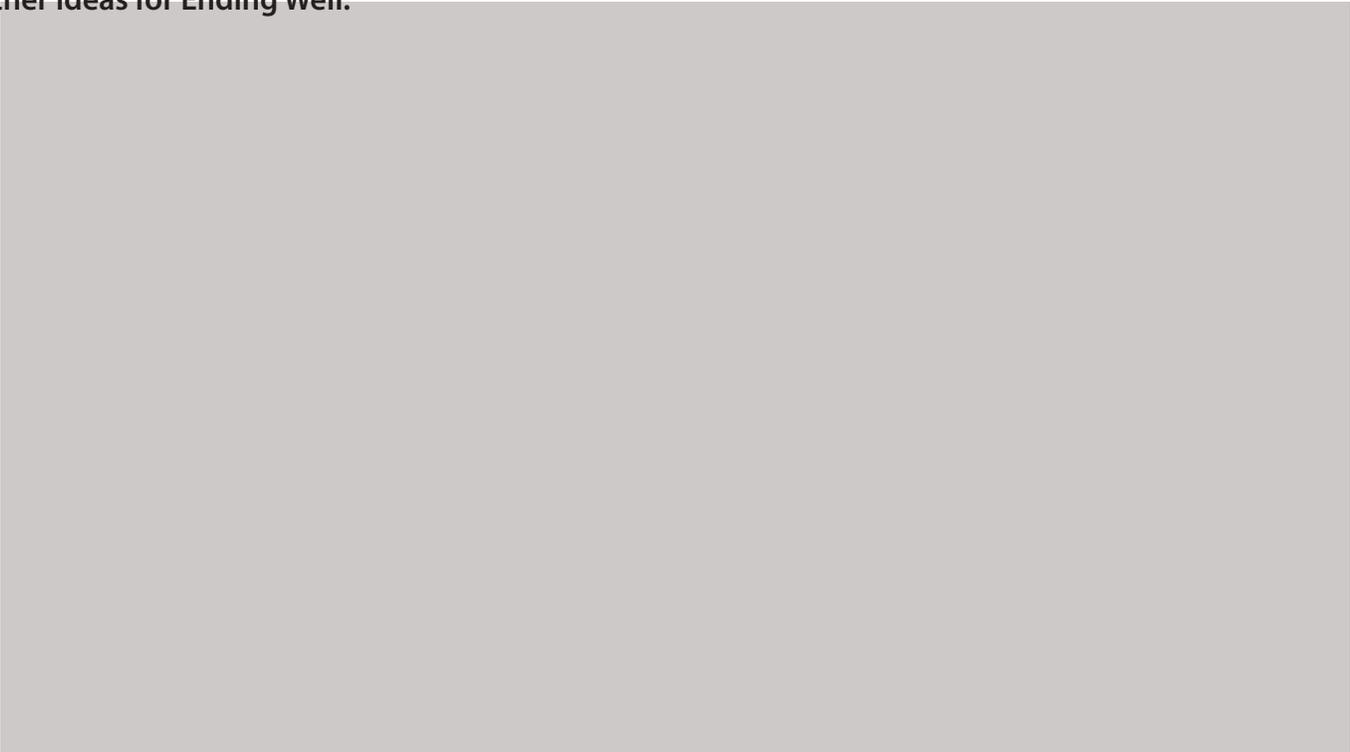
- _____ **when it's time to multiply.** There are some good signs of knowing that it's time to multiply:
 - The group is consistently running over twelve people.
 - You have a fully trained apprentice.
 - The people in your group are mentioning it (if they've noticed it's time - then it's definitely time!).
- **Choose a _____ of multiplication.** There are a variety of ways to multiply. Working with your apprentice, choose a method that will work best for your group:
 - Divide the group in half.
 - Leave the group and start a new one.
 - The apprentice leaves the group and begins a new one.
 - Draw straws. For groups having a difficult time deciding on who will go where, drawing straws is a great way to avoid hurting feelings.
- _____ **multiple groups together.** Just because you've multiplied doesn't mean you can't be friends. Find ways to get the multiplied groups together periodically (twice a year is a great

goal). Throw a party and enjoy each others company. These gatherings are a great opportunity to reinforce the vision for growing disciples, leaders, and multiplying groups.

- **Be OK with _____ a group.** At times, a group may come to the point where it needs to end. This could be the result of unhealthy relationships, stagnation, busyness on the part of the leader, or other issues. In these situations, alert your Coach to what is occurring and then set an end date.

There is no shame in needing to end a group. All things have the potential of running their course. A way to avoid this situation is by staying connected to ongoing training, the guidance of a Coach (see 'Staying Connected') and actively working towards multiplication.

Other Ideas for Ending Well:



Quarter	Focus	Curriculums
Quarter 1		
August	<i>Marriage Enrichment</i>	<i>Your Best Us (Chan) (6 Weeks) + Date Night</i>
September		
October	<i>Healthy Parenting</i>	<i>Family ID (life.church) (4 Weeks)</i>
Select an Apprentice		
Quarter 2		
November	<i>The Life of Jesus/Focus on Discipleship</i>	<i>The Gospel of John (20 Weeks)</i>
December	<i>Break for two weeks at Christmas (maybe we can do a group White Elephant party)</i>	
January		
Quarter 3		
February	Church-Wide Series (February): The ABC's of Financial Freedom	
March		<i>Continue the Gospel of John</i>
April		
Attend Servant-Leader Training with the Apprentice		
Quarter 4		
May	<i>The Holy Spirit</i>	<i>Forgotten God (Chan) (7 Weeks)</i>
June		
July	<i>Take July off/Summer Break</i>	
Multiply Conversation		

STAY CONNECTED

A healthy group recognizes that it's a part of the Church community and will stay connected by aligning its purpose and values with CCW. Group leaders will stay connected by being a part of ongoing training and coaching experiences.

To stay connected:

- **Connect with your Coach** _____. Every discipleship environment includes a Coach (or Ministry Leader who acts as a Coach). When you begin a new group, you will be assigned a Coach. Coaches serve several purposes:
 - They act as a source of encouragement.
 - They are guides for other leaders and provide wisdom in tough situations.
 - They provide accountability by asking the tough questions (e.g. 'are you developing an apprentice?' 'Do you have an annual plan?').

Coaches connect with their assigned leaders on a quarterly basis. This check-in may be as simple as a phone call or it may be the group of leaders that the Coach is providing oversight to getting together to share and encourage. Each Coach will approach their responsibility differently.

- **Participate in the Discipleship Ministries ongoing** _____ (twice per year).
- **Take part in the** _____. Each year, we ask that Discipleship Groups pause what they are doing and take part in the annual church-wide series that CCW is doing. We believe that these series highlight key spiritual-growth ideas and that reinforced teaching (sermon, groups, activities at home) can create a valuable impact.
- **Plug in your information on** _____. Keeping attendance is crucial for a successful group and making disciples. Maintaining your weekly roster helps you as a group leader and informs the staff of the church of who is connected and who is not.

The **CCW ChurchTeams** online tool takes group attendance to a whole new and greater level. With ChurchTeams, you can track attendance, post prayer requests, send texts and emails to your group, keep meeting notes, send information to your Coach, and have access to the CCW data base. PLUS, there are other great tools to assist you in your personal and group's spiritual growth.

In addition, anyone can go to the CCW website, click on "join a group" and be taken to ChurchTeams, where they can get information about and ask to join your group. Updating your group allows you to give up-to-date information to those looking to get connected to a disciple-maker.

How to use ChurchTeams and website information:

Group Reports:

1. As a group leader, you have been (or will be) emailed a link with instructions.
2. These will help you set up your roster and weekly attendance through Churchteams.
3. When you receive that email, please follow the instructions to enter your group information.

4. Then, weekly, you will receive emails asking for a group report.

5. Please take time to report for your group. It is so important and only takes about 2 minutes.

Website Use:

1. Go to www.churchteams.com

2. Click top right corner "login"

3. Scroll down and find "Christian Church in the Wildwood"

4. Group leader password is _____. Please do not share this publicly!

5. You can browse small groups, enter a new group, see membership directory & use tools.

Other Ideas for Staying Connected:

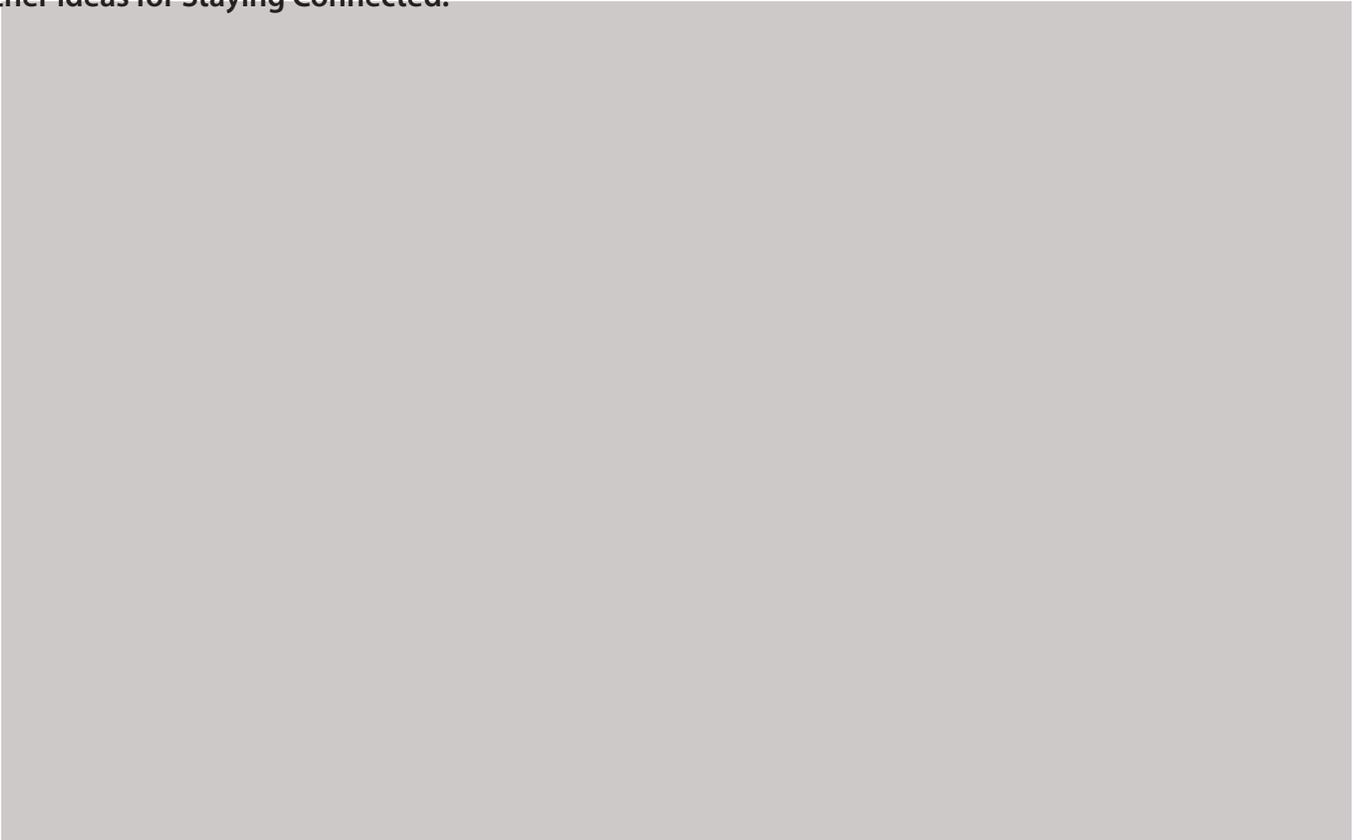


Table Discussion

- Which of the eight Leadership Habits stuck out to you the most?
- Which of the eight Leadership Habits intimidates you the most?
- What is one thing that you know you can do to begin growing in a Habit?

LOVE CHALLENGING PEOPLE

Every group will attract some people who need a little extra care and attention. We value people. Each person is a creation of God. They are great opportunities to rely on God and grow together. It's part of the process.

RESPONDING TO THE CHALLENGE

_____ : Your very first response as a leader should be to talk to God about it. God can soften the hardest hearts and give us wisdom in those areas where we lack.

Seek _____ : Talk to your Coach or someone else who can offer some guidance in the situation.

Address the _____ :

- Love should dominate our interactions with each other. Make sure that you confront challenging people in a spirit of love.
- Be clear about the problem.
- Instead of threatening or offering solutions, brainstorm together. Ask: How can we solve this problem?
- Always address the issue outside of group time, preferably one-on-one. In the case of someone of the opposite sex, include your spouse in the discussion.

Persisting Problems: At times, no amount of conversation can fix an issue. In these cases, there are several things you can do:

- Contact your Coach or the Discipleship Minister and ask for help.
- In situations where the issue requires additional counseling, contact the Cornerstone Ministries.

TYPES OF DIFFICULT PEOPLE

Talker, Texas Ranger

The Challenge: He talks too much. "Talker" may dominate the group time. If not handled properly, what often begins as a trickle of friendly talk can turn into a flood of words. The talker may be afraid of silence, might be an "answer person" (i.e., "I have the answers, listen to me"), might have an agenda, etc.

- Set the rule that no one can speak a 2nd time until everyone has had a chance to speak.
- Make (or reiterate) the rule that no one can interrupt someone else.
- Go systematically around the group, allowing each person a chance to talk; but be sensitive to those who are uncomfortable speaking in a group setting.

- Assure the talkative member privately that you value his or her sharing, but that you wish to hear other people's comments as well.
- During the discussion, simply interject and sensitively direct a question to another person.

Phantom Phil

The Challenge: He just appears and disappears; flaky in attendance. They come and go as they please from the group; week to week and even in meetings.

- Try to connect with them personally during the week to build a relationship
- See if there is an attention issue or need you can meet
- Ask them to come...and stay.

Timmy Time Warp

The Challenge: He arrives late, leaves early, and struggles with focus during the group time.

- Remind everyone the start time
- Make sure you consistently start on time
- Challenge everyone to put their phones away (or even in a basket)

Gretchen Groupie

The Challenge: She never wants to leave.

- Remind often the set time for group
- Affirm that you will be shutting the door at a specific time and then do it
- Kindly kick them out ('Thank you so much for coming over. I can't wait to hang out again next week!')
- Be sensitive if issues arise that need extra time

AI Knowit

The Challenge: He knows it all. And you don't.

- Address the situation as best you can outside the group
- Root your conversation in the Bible
- Use respect, but be firm. Polish up your confrontation skills

Edgar EGR

The Challenge: Extra Grace Required! Every group has one. If you don't know who it is, it might be you. When dealing with the EGRs in your group, here are a few things to keep in mind.

- Remember:

- Who he is: Galatians 4:7: adopted sons of God; Colossians 1:16: created by Him
- Who you were: Ephesians 2:12: “Remember you were separate from Christ.”
- Who the Lord is: Hosea 11:8: “How can I give you up? All my compassion is aroused.”
- Your Calling: Love one another as I have loved you – Jesus.
- EGR DON'T's:
 - Don't promote co-dependency.
 - Don't take responsibility for their health.
 - Don't try to fix them.
- EGR DO's:
 - Do Show them love and patience.
 - Do Build a relationship with them.
 - Do Pray with them.
 - Lead them to correct counseling or resources.
 - Do Be firm and speak the truth lovingly to them.

There are many more issues and many more answers than we have time for. If you need help, answers, or ideas to handle your group, please contact your Group Life coach or see the training resources listed in the back of this manual.

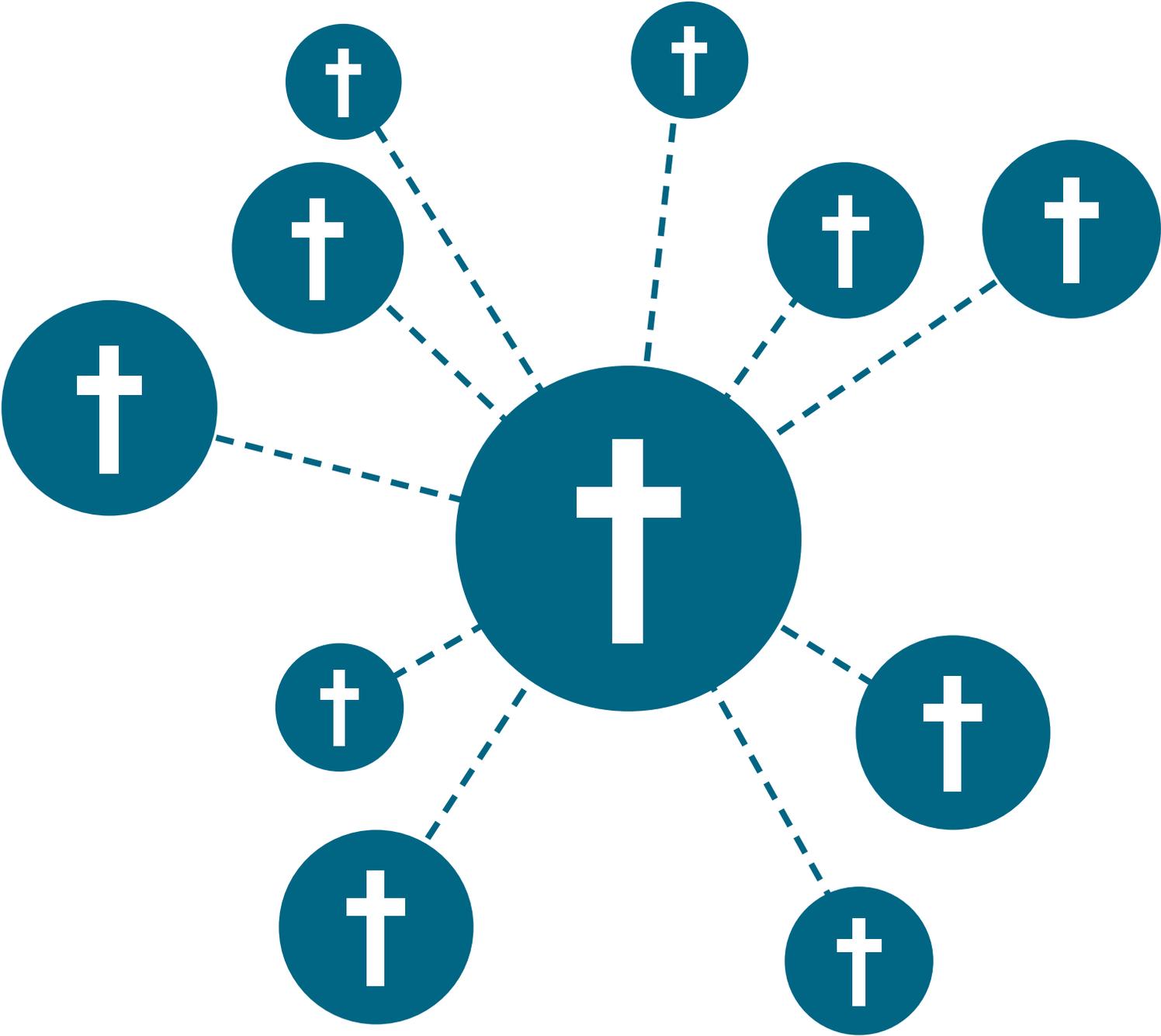
NOTES

YOUR NEXT STEP

- Become acquainted with the eight Leadership Habits.
- Begin to plan on how you can grow these eight Habits in your discipleship environment.
 - Read through the Developing Apprentices packet.
- If you're leading a group, make sure you know your Coach and create an Annual Plan.

BEGINNING LEADERSHIP

Part FOUR



STARTING A GROUP

If you're considering wading into the Discipleship Ministries (group, class, or event leadership) then we want to help you start strong. In this section, we'll outline the steps that you'll take to get started.

- 1. Fill out _____.** If you're interested in getting the ball rolling, the first thing you need to do is complete the **Leadership Commitment** and **Discipleship Ministries Application** (Appendix 6 and 7). The DM Team will review your application and get back to you as soon as we can.
- 2. Get Connected to a _____.** If you have a Coach preference, you can let us know. Otherwise, the DM Team will assign you a Coach who will then connect with you. Get to know your Coach - they'll be a valuable teammate!

My Coach

My Game Plan

1. Fill out Applications
2. Get Connected to a Coach
3. Develop a Plan
4. Choose a Location
5. Recruit a Core Group
6. Invite Additional People
7. Throw a Party (social event)
8. Hold Your First Meeting
9. Disciple Others
10. Select an Apprentice
11. Work Towards Multiplication

- 3. Develop a _____.** Now it's time to start preparing for starting a group. Take time to pray and fill create an **Annual Plan** (App. 2).
- 4. Choose a _____.** All groups need a place to meet. If you do not currently have a location where you group can meet, talk to your Coach. They may be able to help you find a 'Host' home that your group can meet at.
- 5. Recruit a _____.** Pray for and recruit a few key people to be in your "core group". Ask them to help you make the group start. One of these people may be your "apprentice" and another may be your "host". Pray and plan together as a core group. Go over this "Discovering Leadership" training manual with them. Decide what kind of group you will be, where you will meet, when you will meet, and what you will study. Also decide who and how many people you will invite to join as you begin.
- 6. Complete the _____ (Appendix 8).**
- 7. Invite Additional _____.** Invite people to join your group. Personally contact the people you decided to target. Look for people not currently in any group. You may also choose to advertise in the CCW bulletin, website, etc. Consider your friends, family, unconnected or unchurched people.

Example Group Schedule

Group Time: 6:30 - 8:00 every Thursday

Major Outcome of this Session:

6:15 - 6:40	Catch Up on Life (e.g. Highs/Lows)
6:40 - 6:45	Open up with Prayer
6:45 - 6:50	Ice Breaker
6:50 - 7:30	Study/Discussion
7:30 - 7:40	Worship God (e.g. extended prayer time, Communion)
7:40 - 7:50	Social Time/Talk About Next Meeting

8. Throw a _____ (social event). The first time your group meets it should be an opportunity for the individuals in your group to get to know each other. Play some games. Eat some food. Have a party. As part of this event, share the vision you have for the group (e.g. what are we going to study, growing as disciples, multiplying).

9. Hold Your First _____. Invite everyone back for the first session. In preparation for this first meeting, plan the meeting (see Example Group Schedule on the following page and the Meeting Checklist in Appendix).

Tip 1: Pray for God's blessing

Leading people is an awesome responsibility and a huge challenge. Pray for God to guide you.. If the Lord has called you to lead the group, don't worry, he'll give you the skills to lead it.

Tip 2: The personal touch of the invitation

Emails are nice, but a telephone invite / reminder can have an even bigger impact. Members may feel more comfortable attending if they have the chance to talk to the leader prior to the first meeting.

Tip 3: Understand: It's your first meeting

Don't be discouraged if they don't come right away or come and then don't continue.

Tip 4: Prepare the meeting with a host or apprentice

Prayerfully recruit a host and apprentice who can help with the group. Both can help with the leadership responsibility. Starting with an apprentice reinforces the discipleship process as well. If you don't have an apprentice or host before start-up, continue to pray. God will provide.

Tip 5: Allow time to answer questions about your group

Be as specific as you can when answering people's questions. Always get back to them with an answer, even if you have to go find them or if it takes a while to answer.

Tip 6: Follow up the first meeting and invite everyone to the next one

Pursue your group members after the first meeting. Often people need personal communication from the leader to realize that they are wanted and valued. Your follow-up phone call is very important.

Tip 7: Begin and end on time.

Honor people's time and commitment by beginning and ending on time.

Tip 8: Care for the kids

Childcare is up to the individual group. Some groups have each family pay \$X per week for childcare. The church office can provide a list of names of students that are available to help.

Maybe a children's leader can take of them while the adult study is happening.

You can also rotate people / houses and spread out the childcare among group members.

Tip 9: Feed the group

Food is comforting, magnetic, and can be simple. Cookies or chips keep people's hands busy, lighten the mood, and give people a chance to chat. Should you serve coffee after 6:00 pm? Don't forget the decaf. Share responsibility with your host or core group.

Tip 10: Get the house ready

- Seating: Provide a comfortable seat for everyone; every chair should have a back.
- Temperature: Remember, too hot = dozing; too cold = squirming.
- Lighting: People need to be able to see each other.
- Pets: Keep them out of sight, out of mind, until after the study.
- Phones: Silence ringers and practice a one-hour phone fast.
- Food and Utensils: Avoid feeling formal. Think paper plates and plastic-R-us.

Tip 11: Cover the Big Picture

The Plan for the Year: Let the group know where you're planning on going over the course of the first year (e.g., major themes, goals, multiplication)

Ground Rules: Cover the group Ground Rules.

Outline the typical group session.

10. _____ **Others.** Remember, Discipleship Groups are all about making sure that everyone is connected to a disciple-maker and taking their Next Step in discipleship. The group meeting is just a spot to begin that process.

11. Select an _____. Begin to look for someone who embodies the 4C's. Start the Apprentice process with them as soon as possible.

12. Work Towards _____. Continue to cast the vision for multiplication. Focus on the positive: more groups, more leaders, more people connected, fulfilling the mission of Jesus.

NOTES

Ground Rules

Growing real relationships. One of the central purposes of CCW groups is to help in the growth of real relationships. These relationships are formed through common mission, application of God's Word, authentic conversation, and time together. Don't get overly focused on one area to the detriment of the others!

Confidentiality. For authenticity to thrive, what is shared during group time should be kept confidential.

Start on time - and end on time. We want to respect the time of everyone involved. For that reason, our group will start on time and end on time.

Be a part of the discussion. If you want to grow, get involved in the discussion. Your perspective is valuable!

Be real. Authenticity and transparency are two keys to authentic life change. We ask that those participating in our group are real with who they are and their walk with God.

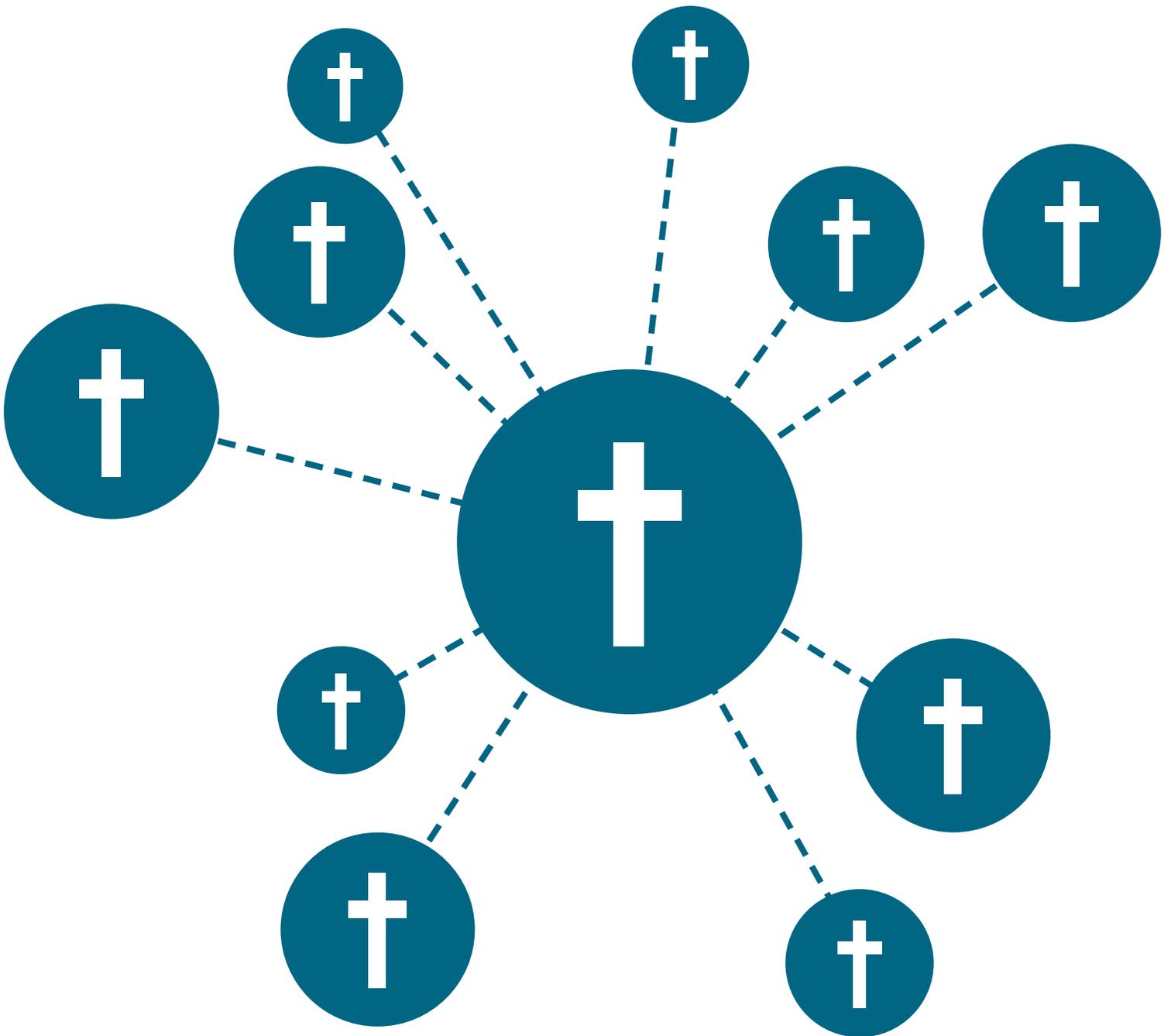
It's alright to disagree. We're not always going to see eye-to-eye in all situations. That's alright! God created us uniquely and so we all bring different opinions, experiences and perspectives to the conversation.

Love, love, love. Even if we disagree, we do so in love. Love is the binding force in all Christ-centered relationships, so we will not let our differences divide us.

Minimize distractions. We recognize that emergencies may arise, but we will do our best to minimize what distractions we are able to (yeah, we're talking about cell phones here - put them away!).

APPENDICES

Tools for Life-Change



NEXT STEP CHART

Use this chart to track the Next Step progress of people in your leadership circle:

PERSON	NEXT STEP	ACTION
<p>Name:</p> <p>Stage of Discipleship:</p>	<p><input type="checkbox"/> Know Jesus</p> <p><input type="checkbox"/> Learn the Basics</p> <p><input type="checkbox"/> Partner with the Church</p> <p><input type="checkbox"/> Connect to a Disciple Group</p> <p><input type="checkbox"/> Serve like Jesus</p> <p><input type="checkbox"/> Become a Steward</p> <p><input type="checkbox"/> Grow as a Leader</p>	
<p>Name:</p> <p>Stage of Discipleship:</p>	<p><input type="checkbox"/> Know Jesus</p> <p><input type="checkbox"/> Learn the Basics</p> <p><input type="checkbox"/> Partner with the Church</p> <p><input type="checkbox"/> Connect to a Disciple Group</p> <p><input type="checkbox"/> Serve like Jesus</p> <p><input type="checkbox"/> Become a Steward</p> <p><input type="checkbox"/> Grow as a Leader</p>	
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PERSON

NEXT STEP

ACTION

Name:

Stage of Discipleship:

- Know Jesus
- Learn the Basics
- Partner with the Church
- Connect to a Disciple Group
- Serve like Jesus
- Become a Steward
- Grow as a Leader

Name:

Stage of Discipleship:

- Know Jesus
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- Partner with the Church
- Connect to a Disciple Group
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- Connect to a Disciple Group
- Serve like Jesus
- Become a Steward
- Grow as a Leader

Name:

Stage of Discipleship:

- Know Jesus
- Learn the Basics
- Partner with the Church
- Connect to a Disciple Group
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MY ANNUAL PLAN (Appendix 2)

Quarter	Focus	Curriculums
Quarter 1		
Select an Apprentice		
Quarter 2		
Quarter 3		
Attend Servant-Leader Training with the Apprentice		
Quarter 4		
Multiply Conversation		

MEETING PREPARATION LIST

Prepare - What will the meeting accomplish?

- Write out the big idea that you'd like people to walk away with as a result of the meeting
- Write out the meeting agenda on the meeting planner
- Study material for presentation / facilitation
- Include an Apprentice in the planning
- Develop an agenda

Agenda - What will happen during the meeting?

- Come up with ice breaker/group activity
- Group Prayer
- Group worship
- Game/social activity
- Bible discussion
- Announcements to be made
- Group projects (outreach/service)

Setting - Is the setting for the meeting prepared?

- Seating
- Distractions eliminated
- Open chair in place
- Thermostat
- Lighting
- Restroom
- Pets
- Refreshments
- Background music
- Childcare arrangements
- Locations of future meetings

Follow Up - What's happening in group members' lives?

- Unresolved problems between members
- Financial needs
- Tough decisions to make
- Health concerns
- Family issues

ICEBREAKER QUESTIONS

1. Ask each member of the group to name their favorite movie and tell why it was their favorite.
2. If money was no problem and you could chose one place in the world to travel for a week, where would that place be and why?
3. Write down your two most favorite summer activities. Pair off and share those activities with one another, explaining why they are your favorites.
4. Who is your number one advisor in life and why?
5. One of my biggest pet peeves is_____.
6. People might be surprised to find out that I _____.
7. You have three wishes. What would you wish for?
8. If you suddenly lost your eyesight, what would be the thing you'd miss seeing the most?
9. What is the most daring thing you have ever done? What made it so daring?
10. My favorite way to waste time is _____.
11. You have one minute to speak to the entire nation on national television. What one or two essential things would you like to tell it?
12. Describe the circumstances around your first kiss.
13. Who is the most famous person you have known or met? How did it happen?
14. When I dated, I was considered _____because _____. (Lots of possibilities here!)
15. What small group or club (other than family) has meant the most to your life?
16. What do you miss most about childhood?
17. What is the biggest lie you ever told?
18. If given a choice, how would you choose to die? How do you not want to die?
19. What is your biggest fear about death?
20. If you could go to college, (again) what would you study?
21. Describe the most boring day/event/period of time you can remember.
22. What day of your life would you most like to relive? Why?
23. I was (or would have been) voted "most likely to" _____in high school?
24. Just for the fun/thrill of it, before I die I would like to _____.
25. My second career choice would be _____.
26. As a time-traveler, I would most like to visit _____because _____.
27. What has been one of the greatest adventures you have ever been on?
28. If I could invent a gadget to make my life easier, I would invent something that would _____ because _____

29. I am most like my mom in that I _____.
30. I am most like my dad in that I _____.
31. I wish that before I got married someone had told me _____.
32. I am a bundle of nerves/all thumbs when it comes to _____.
33. I will probably never _____, but it would still be fun if I could.
34. What are a few things you remember about your grandparents?
35. What does your name mean? Why were you named that?
36. What is one of the most memorable dreams you have ever had?
37. If I were going to leave the world one piece of advice before I died, I would say _____
38. If you were to describe yourself as a flavor, what flavor would you be?
39. What was the best gift you ever received as a child?
40. If you could raise one person from the dead, who would you raise and why?
41. Who was one of the most interesting persons you or your family ever entertained?
42. What is the nicest thing anybody ever said about you?
43. What one thing would you like your obituary to say about you? Why?
44. What is your favorite city? Why?
45. Where do you go or what do you do when life gets too heavy for you? Why?
46. Which do you value most - sight or speech? Why?
47. When you were growing up, who was the neighborhood bully? What made that person frightening?
48. What was one of the worst things your brother or sister did to you as a child?
49. If your house was on fire, what three items (not people) would you try to save?
50. What was your first job? What do you remember most about it?
51. Who was the best boss you ever had? What made him or her so good?
52. What did you want to be when you grew up? What did your parents want you to be?
53. If you could choose one different way to do your wedding (parachuting while reciting your wedding vows, holding the service underwater, etc.) what would you choose?
54. Who was your hero when you were growing up? How did you try to imitate him or her?
55. What was your worst boss like?
56. If you could someday have a worldwide reputation for something, in what area would you like that to be? Why?
57. What is one of your biggest fears about the future?
58. Of the things money can buy what do you long for the most?
59. The most useless thing in my/our house is _____ but it is still there because _____.

'ONE ANOTHERS' IN THE BIBLE

The Bible is full of verses that remind us how to treat each other. Some of them are listed for you to read through and be reminded of why we do what we do.

- Be at peace with each other. (Mark 9:50)
- Wash one another's feet. (John 13:14)
- Love one another.(John 13:34 and 12 other references)
- Be devoted to one another in brotherly love. (Romans 12:10)
- Honor one another above yourselves.(Romans 12:10)
- Live in harmony with one another.(Romans 12:16)
- Stop passing judgment on one another.(Romans 14:13)
- Instruct one another.(Romans 15:14)
- Accept one another as Christ accepted you. (Romans 15:7)
- Greet one another.(Romans 16:16; 1 Corinthians 16:20; 2 Corinthians 13:12)
- When you come together to eat, wait for each other. (1 Corinthians 11:33)
- Have equal concern for each other.(1 Corinthians 12:25)
- Serve one another in love. (Galatians 5:13)
- Do not bite and devour each other; or be destroyed by each other. (Galatians 5:15)
- Let us not become conceited, provoking and envying each other. (Galatians 5:26)
- Carry each other's burdens. (Galatians 6:2)
- Be patient, bearing with one another in love. (Ephesians 4:2)
- Be kind and compassionate to one another. (Ephesians 4:32)
- Forgive each other as God in Christ has forgiven you. (Ephesians 4:32)
- Speak to one another with psalms, hymns and spiritual songs. (Ephesians 5:19)
- Submit to one another out of reverence for Christ. (Ephesians 5:21)
- In humility, consider others better than yourselves. (Philippians 2:3)
- Do not lie to each other. (Colossians 3:9)
- Forgive whatever grievances you may have against one another. (Colossians 3:13)
- Teach one another. (Colossians 3:16)
- Admonish one another. (Colossians 3:16)
- Make your love increase and overflow for each other. (1 Thessalonians 3:12)
- Encourage one another.(1 Thessalonians 4:18; 5:11)
- Build each other up. (1 Thessalonians 5:11)
- Encourage one another daily.(Hebrews 3:13; 10:25)
- Spur one another on to love and good deeds. (Hebrews 10:24)
- Do not slander one another. (James 4:11)
- Don't grumble against each other. (James 5:9)
- Confess your sins to each other and pray for each other. (James 5:16)
- Love one another deeply, from the heart.(1 Peter 1:22; 4:8)
- Live in harmony with each other. (1 Peter 3:8)
- Offer hospitality to one another without grumbling. (1Peter 4:9)
- Each one should use whatever gift he has received to serve others. (1 Peter 4:10)
- Clothe yourselves with humility toward one another. (1 Peter 5:5)
- Greet each other with a kiss of love.(1 Peter 5:14)

LEADERSHIP COMMITMENT

As a Servant-Leader in the CCW community, I have completed these key requirements:

- I have partnered with CCW and have completed Foundations 1 and 2.
- I have completed CCW's Servant Leadership Training.
- I have been a part of the CCW culture for no less than three months.
- I am committed to the mission (Mt. 28:18 - 20) and vision of the church.
- I will submit myself to the guidance of the Biblical leadership of CCW.

Leadership Expectations

As a servant-leader in the CCW community, I will:

- Be a part of the mission of CCW by leading in a discipleship environment.
- Grow the Eight Habits in my discipleship environment.
- Disciple those within my leadership circle by knowing and encouraging them in the Next Step.
- Love on and care for those within my leadership circle.
- Guide decisions, activities, and curriculums in your discipleship environment to enhance the overall mission of disciple-making.
- Meet quarterly with your assigned Discipleship Ministries Coach.
- Attend Discipleship Ministries training events (two annually).
- Be a part of the leadership development at CCW by developing apprentices.

Personal Expectations

As a servant-leader in the CCW community, I will:

- Regularly be a part of the Sunday morning service.
- Develop a relationship with God through regular study, prayer, and other spiritual disciplines.
- Continue to grow more like Christ through seeking additional discipleship opportunities.
- Seek the guidance of the Holy Spirit in all things.
- Pray for the world-wide Church and for the local church (CCW).
- Model Jesus in all aspects of my life.

I have read, understand and commit to the ministry of a servant-leader at CCW.

Leader Signature / Date: _____ / _____

Interest and Hobbies

1. What hobbies do you love to spend time / money on? _____

2. How do you like to relax? _____

Spiritual Background

1. When did you commit your life to Christ? _____

2. What were the circumstances surrounding your conversion? _____

3. When / Where were you baptized (immersed) into Christ? _____

4. Describe briefly your current walk with God:

5. What are you currently doing to grow in your relationships with God:

6. Who are your spiritual mentors and what are you currently accomplishing together:

Motivation

1. Why do you feel called to lead a group at this time? _____

2. Do you have any expectations or fears, about leading a group at this time? _____

3. Are you willing:

- | | | |
|--|-----|----|
| • To participate in training opportunities? | Yes | No |
| • To be coached in your leadership? | Yes | No |
| • To be a part of the development of leaders (apprentices)? | Yes | No |
| • To work towards multiplication (personal, group and church)? | Yes | No |
| • To be Faithful (loyal in belief & practice)? | Yes | No |
| • To be Available (dependable)? | Yes | No |
| • To be Teachable (want to learn & grow)? | Yes | No |

After carefully and prayerfully considering the ministry description for being a CCW Discipleship Ministry leader, it is my prayerful desire to become a CCW Discipleship Ministry leader. I have filled out the above application with this goal in mind, and all of the information written on this application is true.

However, if I cannot do so at this time, I understand and respect the decision of the CCW Discipleship Ministry leadership team. I will continue to grow, participate in, and support the ministry Christ has given me here at Christian Church in the Wildwood.

Signed: _____ Date: _____

Interviewer / Coach: _____ Date: _____

LAUNCH FORM

Name of Leader: _____

Type of Discipleship Environment (circle one):

Discipleship Group

Study/Class

Day and Time of Meeting (Monday-Sunday) _____ @ _____ am pm

Our group meets: Weekly / Bi-Weekly / Monthly (please circle one).

Who is invited to this group (circle one)?

Men

Women

Both

Does your group have CHILDCARE? Yes No Working on it

Member Information (Please print clearly):

1. Name: _____

2. Name: _____

3. Name: _____

4. Name: _____

5. Name: _____

6. Name: _____

7. Name: _____

8. Name: _____

9. Name: _____

Please attach a copy of your Annual Plan.

FAVORITE LEADERSHIP RESOURCES

Books:

- ***Real Life Discipleship*** (Putman) - Core principles discipleship and how to disciple others.
- ***Lead Small*** (Joiner) - Five big ideas that every small group leader needs to know.
- ***Spiritual Leadership*** (Sanders) - A classic on spiritual principles that every leader should strive to embody.
- ***The Catalyst Leader*** (Lomenick) - Eight essential habits for becoming a change-maker.
- ***Courageous Leadership*** (Hybels) - Learn to influence people around you by becoming a 360-degree leader - leading themselves, influencing those with authority, impacting their peers, and caring for those who are following them.
- ***Leading Change Without Losing It*** (Neiuwhof) - Navigate the difficulties of change using these five principles that Neiuwhof outlines.
- ***How to Lead When You're Not in Charge*** (Scroggins) - Learn how to grow in your ability to influence others, no matter what position you find yourself in.

Personality Assessment/Growth:

One of the greatest tasks of a leader is to understand who God has designed them to be. Check out these resources to discover more about yourself:

- ***The Road Back To You*** (Cron) - The Enneagram assessment is an ancient personality type system that helps you discover self-defeating patterns in your life and set goals towards healthy growth. This book will help you understand the various Enneagram types and discover your own.
- ***Strengths Finder 2.0*** (Rath) - The Strengths Finder is an assessment that outlines 34 major themes (or strengths). This book and assessment will help you discover your own and discover ways in which they can be used.

Online Resources:

- www.thebibleproject.com : Great informational videos on a variety of biblical books and themes.