INTENTIONAL MOVES TRAINING MANUAL

PGCAG- Power to the Church Campaign

REGIONAL TRAINING
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This manual is developed and compiled by ICI Ministries for the Intentional Moves Discipleship Framework of the Philippines General Council of the Assemblies of God.
Empowered Local Churches

“The strength of the Assemblies of God is empowered local Churches”

- Rev. Rey Calusay, General Superintendent-PGCAG

Empowered local churches are mobilized to impact individuals and communities, plant churches here and abroad and, ultimately, make disciples of all nations. And there is no other way to do so but by discipleship - systematic, aggressive, and intentional discipleship.

The Assemblies of God here in the Philippines, for example, has grown now to more than 4000 churches. But it is more than just numbers. The Holy Spirit’s involvement in the life of the individual members and of the church has caused the movement to grow. Because we have discipleship in the local churches, we were able to raise ordinary people to do the works of the ministry. By the grace of God, the movement has remained true to its “priority reason-for-being” that is:

- to be an agency of God for evangelizing the world,
- to be a corporate body in which man may worship God,
- and to be a channel of God’s purpose to build a body of saints being perfected in the image of His Son.

On the other hand, we know much still remains to be done: the harvest remains plentiful and the laborers are still few. If we are to see this movement actively pursuing the fulfillment of the Great Commission, we have to see every individual churches discipling on purpose and every individual member mobilized for ministry, church planting and missions.

What Do We Mean by “Empowered Local Churches”?

Churches that are empowered have a strong and viable discipleship system that nurtures people and their relationship with God, provide opportunities for ministry involvement and service, and helps believers to actively participate in the mission of Christ.

The following qualities can help create a better understanding of empowered local churches:
• **TRANSFORMED LIVES.** Believers who deeply love God and people; who are consistent in their spiritual disciplines and are totally committed to Christ and His Word.

• **LOVING RELATIONSHIPS.** A local church fostering healthy, united and nurturing relationships among its members.

• **EMPOWERING LEADERS.** Christ-centered, inspiring and relevant leaders who have clear ministry vision, provide direction for local churches and empower people to be involved in the ministry.

• **MULTIPLYING DISCIPLES.** Churches intentionally producing multiplying disciples.

• **DISTINCTLY PENTECOSTAL.** Churches living and ministering under the anointing of the Holy Spirit.

• **TOTAL CHURCH MOBILIZATION.** Members discovering and utilizing their gifts, actively fulfilling the mission of the church.

• **PASSION FOR MISSIONS.** A local church actively obeying the Great Commission by instilling lifestyle evangelism, church planting and cross-cultural missions.

**CASE STUDY: ACTS 2:42-46**

What is your idea of empowered local churches?

_______________________________________________________________________________________________

_______________________________________________________________________________________________

_______________________________________________________________________________________________

_______________________________________________________________________________________________

From a scale of 1 to 10, honestly assess how empowered your church is using the given qualities:

• **TRANSFORMED LIVES**  1 2 3 4 5 6 7 8 9 10

• **LOVING RELATIONSHIPS**  1 2 3 4 5 6 7 8 9 10

• **EMPOWERING LEADERS**  1 2 3 4 5 6 7 8 9 10

• **MULTIPLYING DISCIPLES**  1 2 3 4 5 6 7 8 9 10

• **DISTINCTLY PENTECOSTAL**  1 2 3 4 5 6 7 8 9 10

• **TOTAL CHURCH MOBILIZATION**  1 2 3 4 5 6 7 8 9 10

• **PASSION FOR MISSIONS**  1 2 3 4 5 6 7 8 9 10
THE KEY IS DISCIPLESHIP

Churches are empowered as individual members are discipled. Jesus, gave his disciples this Great Commission, "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." While many implications could be drawn from the same statement, Jesus clarified the final output: MAKE DISCIPLES OF ALL NATIONS. Empowered local churches are nurturing and discipling churches.

Understanding “Disciple” and “Discipleship”

DISCIPLE. “A true disciple is a learner and follower of Jesus Christ who reflects His teaching and lifestyle and is actively reproducing that pattern in others...”

The following can give us an idea of how true disciples look like:

1. **Forgiven** (*1 Peter 3:11-12*). A disciple is one who has repented of his sins, turned away from his sinful lifestyle and, thus, received God's pardon. He, in turn, commits to the lordship of Christ and makes Him his absolute ruler.
2. **Founded** (*Colossians 1:23*). A disciple is one whose whole life is founded on Christ, the Solid Rock. He roots himself in the unchanging Word of God; a “doer,” not just “hearer” of the Word of God, who does not waver in faith but withstands life’s storms and trials.
3. **Follower** (*Matthew 16:24*). A disciple commits to the cause of Christ. He has denied himself, taken up his cross and follows Jesus closely. Because he subjects himself to the Lordship of Christ, he has developed sensitivity and discernment to “hear” His voice and follow His directions.
4. **Fervent** (*Romans 12:11*). A disciple is very committed in carrying out the will of the Master. Because he labors for the Master, he counts it a great privilege to “suffer” for Him.
5. **Fruitful** (*John 15:8*). A disciple bears the fruit of the Spirit- the Christlike character that distinguishes Jesus’ disciples from the rest of the world. His life impacts other people that they are also drawn to God because of the “good deeds” this disciple has demonstrated through his life. Furthermore, a true disciple multiplies himself to multiplying disciples.
6. **Fired Up** (*Acts 1:8*). A disciple lives a Spirit-filled life and has contagious passion to “know God and make Him known.” His message is anointed by the Holy Spirit and burns with the passion of reconciling men and women back to God.
7. **Faithful** (*3 John 3-4*). A disciple is consistently committed to Christ and
keeps his oil burning until the coming again of Jesus. He runs the race with perseverance, stays away from sin, and remains loyal to Jesus to the very end.

**DISCIPLESHIP.** “Discipling is the intentional development of people into Christian disciples through... accountability, loving relationships and practical application of God’s Word.”

**S.A.I.D.?**

Discipleship in local churches is best achieved through a carefully designed framework that allows people to move from conversion to being true disciples. A discipleship framework must be:

- **Systematic**: Provides graduated, step-by-step process that allows people to grow deeper in their relationship with God and with others, in their ministry aptitude and involvement, and in their degree of commitment. Also, the people’s spiritual progress must be monitored, evaluated and celebrated to further motivate them to deepen their commitment in following Christ.

- **Aggressive**: A discipleship framework should deliberately include ALL people regardless of the particular level they are in. A church or that commits to Christ makes it a MUST to lead or journey with people through their spiritual development. Thus, it will seek to provide “helps” for spiritual growth for people at all stages.

- **Intentional**: the design of the framework should be one that helps in the production of multiplying disciples. A careful and thorough thinking should be made in order to identify teaching content and activities that should be made in each of the stages in the discipleship framework.

- **Discipleship**

**DISCIPLESHIP ESSENTIALS**

- **The Great Commandment.** Every believer should be discipled to love the Lord and honor Him at all times. Fulfilling the Great Commandment reconciles us back to God and gives us our ultimate purpose for living.

- **The Great Commission.** Every believer proclaims the Great Commission and aggressively takes part in going and making disciples of all nations. The Great Commission allows us to partner with God as His “Agents of
Reconciliation.” Under the authority of Christ- to whom all authority in heaven and earth was given, we are tasked to lead people to follow and obey God. This is our mission.

- **The Output:** Christlike members mobilized for ministry, church planting and missions.

As more people are discipled and are mobilized for ministry and missions, churches are being built and empowered.
Everybody Moves

The discipleship in the local church should lead EVERY member to be mobilized for ministry and missions.

- “Ministry” should not be limited to activities within the church, but also personal ministries that can be done to edify others, even those outside of the church.
- “Mission” should be expanded to include the reaching out of immediate friends, family and other people within the circle of relationships of the believers.

Everyone should have a personal commitment to participate in fulfilling the Great Commission. This participation deepens as one’s role develops. Below is a chart that shows the possible progression of every believer’s involvement in fulfilling the Great Commission.

Different Levels of Involvement
### Intentional Moves Training Manual

#### Seeker

- **Description:** One who is open to spiritual things and seeks to have a relationship with God.

#### Disciple*

- **Description:** One who has repented of his sins and has placed his faith in Jesus. He wholeheartedly commits to know God, grow in his relationship with Him, serve Him, and share Him to others.

#### Discipler* (Pass-It-On)

- **Description:** Nurtures new converts to know, grow, serve and share Christ.

#### Discipler * (DGroup Leaders)

- **Description:** Handles Discipleship Groups and mentors Disciplers (Pass-It-On) in nurturing new believers.

#### Mobilizer*

- **Description:** Handles the Disciplers Group and motivate DGroup leaders to mobilize disciples to nurture new members and reach out to seekers.

#### Movement Maker*

- **Description:** Full time ministry workers, church planters and/or missionaries.

### Church Objective for People at This Stage

- **Cause people to seek God**
- **Mobilize disciplers to seek the lost**

### Church Initiative (Programs and Activities)

- **Bridge Events (events that would lead people to seek God)**
  - **Conduct Water Baptisms**
  - **Conduct Spiritual Retreats (Focus: The Power of the Cross and Spirit-filled Life)**
  - **Assimilate-connect everybody to God, to DGroup and to the Church.**

- **Conduct Disciplers Training**
- **Mobilize disciplers to Share Christ to new comers**
- **Mobilize disciplers for church planting through Church Planting Initiatives**

- **Connect all members to Discipleship Groups**
- **Help DGroups to grow and multiply**
- **Provide mentoring opportunities to DGroup Leaders**

- **Strategize how to aggressively mobilize all members for discipleship and church-planting**
- **Mobilize people to reach their own kind**
- **Expand leadership base in order to increase ministry’s impact in community.**

### Church Initiative

- **Conduct seminars for developing life skills and ministry skills. Life skills are skills needed for one to be successful in life; should be relevant to member’s context. Ministry skills are those skills needed for particular ministries.**

*Note: These are generic terms we shall be using in order to classify people at different commitment levels.*
Disciple's Intentional Moves

The four Intentional Moves

Know Christ

Value: Every person has a right to a presentation of the Gospel at his level of understanding.

The timeless message of the Bible is the answer to human need (Psalm 19:8).

The priority of Christ and His Church is the salvation of each individual (Luke 19:10; Matthew 28:19, 20).

Care and connect. We influence first by our character and caring, then by what we communicate (Mark 6:33, 34). We should make deliberate efforts to connect them with God and then, later, to the Discipleship Groups and to the church.

Grow in Christ

Value: Every person needs a biblical moral compass to guide and protect him throughout life.

Personal growth is a lifelong process (John 3:2).

Parents are their children’s first and primary teachers (Deuteronomy 6:6-9).

Acceptance, caring, and learning occur best in discipleship groups (Luke 6:13).

Serve Christ

Value: Every believer has unique gifts to be developed and used to strengthen the church.

Obedience is the essence of discipleship and the highest form of worship (John 14:23).

Responsibility for equipping the believer is vested in the Church (Ephesians 4:11-13).

Biblical leadership requires servanthood and godly character, as well as ministry skills (Mark 10:42-44).
Share Christ

**Value:** Every believer has a purpose in advancing the global mission of the church of Jesus Christ.

Every believer is commissioned by God to make disciples (Mark 16:15, 16).

Spirit baptism is a priority for Great Commission service (Acts 1:4,5).

Awareness of need is the primary motivation for Great Commission service (John 4:35-38).

### Overview of the Four Basic Moves

<table>
<thead>
<tr>
<th>The 4 Intentional Moves</th>
<th>Focus</th>
<th>What the Church Should Do?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Know Christ</td>
<td>Connect with God and know Christ as personal Lord and Savior. Connect with a Discipleship Group, a community that meets to know the Lord together.</td>
<td>INCLUDE THEM</td>
</tr>
<tr>
<td>Grow in Christ</td>
<td>Developing lifelong habits to grow and mature in the relationship with Christ.</td>
<td>INSTRUCT THEM</td>
</tr>
<tr>
<td>Serve Christ</td>
<td>Understanding God's personal call, and discovering and utilizing spiritual gifts in order to serve Christ.</td>
<td>INVOLVE THEM</td>
</tr>
<tr>
<td>Share Christ</td>
<td>Developing a lifestyle of evangelism and missions. Being mobilized to become discipler who disciples others to fulfill the Great Commission.</td>
<td>INVEST THEM</td>
</tr>
</tbody>
</table>
THE DISCIPLER

The next commitment level is when one becomes a “discipler.” At this level, the disciple understands that he cannot follow Jesus and yet disregard the Great Commission. Moved by the love for God and by the compassion for the soul, the disciple moves up and take the challenge to lead another through the Intentional Moves.

In the Discipleship Group, the discipler’s task can be two-fold:

- Pass-It-On. Here the Discipler commits to nurture at least two believers through the IM Process.
- Discipleship Group Leader. Once the Discipler learns how to nurture new believers, he can attend the Disciplers Training and start serving as Discipleship Group Leader.

The 2 Timothy 2:2 Principle

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.
## Discipler: Nurturing New Believers

### DISCIPLER* (Pass-It-On)

<table>
<thead>
<tr>
<th>Description</th>
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<tbody>
<tr>
<td>Nurtures new converts to know, grow, serve and share Christ.</td>
<td></td>
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</tbody>
</table>

### Tasks

**Nurture**
- Provide immediate follow-up
- Clarify decision made to accept Jesus
- Invite to a nurturing session (1-on-1)
- Invite to Sunday Service

**Equip**
- Lead person through IM using the Basic Nurturing Track as basic follow-ups
- Monitor the Habits and motivate to grow the relationship with Christ.
- Invite to attend Life Skills Seminar and disciplers training.

**Empower**
- Gradually give responsibilities within the Discipleship Group
- Cast the need to fulfill the Great Commandment and the Great Commission
- Involve in Church Planting Initiatives

**Deploy**
- Release and mobilize person to become disciple
- Get feedback. Coach and moitor.
The Discipleship Groups

What is a Discipleship Group?

Case Study: Acts 2:42-47

How was the church then? What brought the increase? Is there a direct relationship between the quality of life shared among believers and the increase of people who are added to them? How could the same happen to us?

______________________________________________________________________________________________

______________________________________________________________________________________________

______________________________________________________________________________________________

______________________________________________________________________________________________
From the inspiring picture of the believers in Acts, we draw this definition of the discipleship Group:

*Caring community that impacts communities by discipling people to fulfill the Great Commandment and follow the Great Commission.*

Structure of Discipleship Group Meetings

The Growth Group leader must be able to lead meaningful meetings where members discover a strong sense of God’s purpose for their lives through the Growth Groups. The Life Connections should help make this happen.

Life Connections should happen in the Growth Group meetings. These vital connections will help facilitate community among the members of the group. The following connections should be made:

- **“One Another” Connection**
  - **The Value of Fellowship.** (c.f I Thes. 5:11; I Peter 1:22) Christians must be shaped to become Christ’s disciples who are tasked to share the life with one another and, by their giftings, learn to serve one another. They must be taught that they are not disconnected individuals, but equally unique strands interwoven to form a fabric that will clothe this world of His love. They must see themselves as one another’s keeper, brothers all together in one heavenly family whose very father is God Himself.
• **God Connection**
  
  o **The Value of Worship.** (c.f. I Cor. 10:31; Ps. 73:28; Psalm 96:9) Christians must be shaped to become Christ’s disciples who recognize the greatness of God and enjoy His nearness. They must be taught to seek to honor Him in everything, and make glorifying Him as their utmost concern.

  o **The Value of Prayer.** (c.f. Eph. 6:18, I Pet 3:11; Col. 4:2) Christians must be shaped to become Christ’s disciples who are marked by utter dependence on God. They must be taught that prayer is what holds us together and what helps us accomplish the enormous task God entrusted us.

• **Word Connection**
  
  o **The Value of the Word.** (c.f. Psalm 119:11; 2 Tim. 3:16) Christians must be fashioned to become Christ’s disciples whose precepts are based on the eternal counsel of God. They must be trained to look to it as the highest standard for living and from it find instructions to enjoy abundant living.

• **World Connection**
  
  o **The Value of Missions.** (c.f Matt. 28:18-20, Mark 16:15) Christians must be shaped to become Christ’s disciples who are zealous to bring souls to Christ until the Great Commission is fulfilled. They must be imbibed with the passion to see many youth saved and be fueled by the fire that comes from the enduement of the Spirit’s power.

  o **The Value of Multiplying Disciples.** Christians must be challenged for a lifetime of following God as His disciple. Because they have learned to obey God, they will be excited to fulfill the Great Commission, and would labor hard to seek the lost and disciple them to follow Christ as well. This will result to waves of disciples multiplied exponentially.

• **Vision Connection**
  
  o **The Value of Moving with the Vision.** Christians should learn to embrace God’s vision of reconciling people to Him, as well as the vision of their spiritual family- the church.
<table>
<thead>
<tr>
<th>Essential Life Connections</th>
<th>Objective</th>
<th>Activities</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>One Another</td>
<td>Connect among each other; help deepen concern for one another by ministering for one another; deepen relationships</td>
<td>Ice breakers, fun activities, bonding activities, eating</td>
<td>About 10 to 15 minutes</td>
</tr>
<tr>
<td>God</td>
<td>Help members connect with God through worship and testimonies. Magnify God and what He is doing in each of the member’s life.</td>
<td>Singing and testimonies</td>
<td>About 10 minutes</td>
</tr>
<tr>
<td>Word</td>
<td>Connect people to the Word of God for life application and transformation.</td>
<td>Study of Lesson and meaningful life interactions</td>
<td>About 20 - 30 minutes</td>
</tr>
<tr>
<td>World</td>
<td>Challenge people to connect with their family and friends in order to lead them to Know God and be nurtured in the growth group.</td>
<td>Encourage members to target individuals that they will deliberately reach out to the lost and make real efforts to disciple them through the growth groups.</td>
<td>About 10 to 15 minutes</td>
</tr>
<tr>
<td>Vision of the church</td>
<td>Constantly cast the vision among members to increase their ownership of it.</td>
<td>Restate the mission/vision of the church and explain why every meeting is important in fulfilling the mission/vision.</td>
<td>About 5 to 10 minutes</td>
</tr>
</tbody>
</table>
Frequency and Size of the Discipleship Group Meeting

- Regular, at least weekly. The more frequently the meeting is conducted, the stronger the community/fellowship/bonding becomes. (just be considerate about members’ schedule)

- 4 to 12 persons. discipleship Group is not about numbers, it's a 24/7 commitment to others. This number will help small group members know each other better and minister to one another more effectively.

Basic Types of Discipleship Groups

Intentional Moves promotes two basic discipleship groups:

- Discipleship Groups
- Disciplers Group

<table>
<thead>
<tr>
<th>Discipleship Groups</th>
<th>Disciplers Group</th>
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</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>A group of about 3 to 12 committed believers who are mentored by another believer for mutual accountability and spiritual multiplication.</td>
</tr>
<tr>
<td></td>
<td>Meeting of all disciplers who already have their growth groups. This meeting is for further equipping for effective multiplication.</td>
</tr>
<tr>
<td><strong>Composition</strong></td>
<td>3 to 12 people</td>
</tr>
<tr>
<td></td>
<td>Varied; but, if the group is about 5 or more, several DISCIPLES should be part of the group to help the DGroup Leader.</td>
</tr>
<tr>
<td><strong>Nature</strong></td>
<td>Open and evangelistic</td>
</tr>
<tr>
<td></td>
<td>Limited only to DGroup Leaders</td>
</tr>
<tr>
<td><strong>Objective</strong></td>
<td>Discipler must nurture the believers in their relationship with God, with one another, and with the lost.</td>
</tr>
<tr>
<td></td>
<td>Discipler must empower each of them to have their growth groups</td>
</tr>
<tr>
<td></td>
<td>Equipping for life and ministry development; effective multiplication</td>
</tr>
<tr>
<td><strong>Focus / Emphasis</strong></td>
<td>Spiritual growth, mutual accountability and spiritual multiplication</td>
</tr>
<tr>
<td></td>
<td>Motivation for spiritual multiplication; help disciplers handle issues in respective growth groups</td>
</tr>
<tr>
<td><strong>Frequency of meetings</strong></td>
<td>Weekly</td>
</tr>
<tr>
<td></td>
<td>Weekly (frequency may change to every-other-week once the pastor is confident</td>
</tr>
</tbody>
</table>
that the DGroup Leader can effectively handle the group.

<table>
<thead>
<tr>
<th>Leaders main role</th>
<th>Minister, mentor, model, motivator, multiplier</th>
<th>Equipper, vision-caster</th>
</tr>
</thead>
<tbody>
<tr>
<td>Materials used</td>
<td>Intentional Moves 1 to 4</td>
<td>Home Education for Lay Pastors; other topics determined by leader</td>
</tr>
<tr>
<td></td>
<td>IM Basic Nurturing Track</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(selected IM Lessons) for immediate follow-up</td>
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</tbody>
</table>

DGroup Leaders must note that the Word Connection is only one of the Life Connection; thus, lessons MAY NOT be finished within one session. It is best to direct members to personally study the lessons at home so that the group can just focus on the discussion questions.

When there are new comers who haven't started the IM lesson sequence, the DGroup Leader may assign a Discipler to Share Christ to the new comer during the Word Connection.

<table>
<thead>
<tr>
<th>What happens in between meetings</th>
<th>Disciplers meet their disciple and reach out to seekers.</th>
<th>Monitoring growth groups and motivating leaders for outreach and spiritual multiplication</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Leaders take time to mentor and motivate</td>
<td></td>
</tr>
</tbody>
</table>

Disciplers meet their disciple and reach out to seekers.
Five Tasks for Discipleship Group Leaders

Do you make time for the most important roles of leadership?

Romans 12:8

1. I minister to the needs of our group members.
   One of the critical roles of a small group leader is to shepherd the people in your group. You need to pray for and actively love each member of the group. That means making sure people feel connected with other members in the group and being attentive to what people say. As the shepherd of the small group, you need to see the needs of your group.

2. I mentor them toward spiritual maturity.
   An effective small group leader seeks to cultivate the spiritual habits of his or her group. You must first know the condition of those under your care. Then, as you lead the group, ask this for each person: “What is the next step in his or her spiritual maturity?”

3. I motivate my group members to ministry.
   A key shepherding function of small group leaders is to motivate each member to harness his or her spiritual gifts for service in God’s kingdom. You, as the leader of the group, must model this principle. Do your members know what your spiritual gifts are? Are your group members growing in their gifts?

4. I multiply the life and mission of our small group.
   Every group member must learn to multiply his or her life by passing on the faith or through starting new small groups. As a leader, that may mean training other leaders, making sure the empty chair is always filled, or challenging group members to make a difference in their daily lives.

5. I model a surrendered heart.
   Pride, arrogance, and worldly leadership have no place in a small group. God works best in our weakness. When Satan tries to strangle healthy small groups through petty conflicts among members, you, the leader, need to model a surrendered, humble attitude. What should you lay down on the altar to be consumed by the fire of God’s presence? God loves the confessions and prayers of a broken and contrite heart.

—Adapted from LifeTogetherToday.com.

**Discuss**
- How has this assessment challenged you to grow as a small group leader?
- How might you help multiply the life and mission of your group?
- What would our church look like if our small group leaders implemented these priorities?
Implementation Strategy*

*The following steps will be undertaken by the church within the jumpstart period, which is a 10-week period of preparing the church for effective implementation of the IM Discipleship Framework.

1. Evaluate the church commitment to making disciples
   a. Revisit the mission/purpose statement of the church.
   b. Evaluate extent of congregation’s understanding for the need to disciple people on purpose.
   c. Evaluate programs and activities according to how the church has made a strong commitment to “going and making disciples.”

2. Understand the Intentional Moves Philosophy
   a. Introduce the IM stages and Philosophy
   b. Communicate the need for a discipleship system that results in the mobilization of individual members to have a personal commitment to fulfill Christ’s Great Commissions.

3. Strategize with leaders how to blend IM Philosophy in current church discipleship set-up
   b. Identify ministries in the Church and assess how to direct these ministries towards intentional discipleship
   c. Identify major programs you can develop that will help the church in intentional discipleship.
   d. Identify key personnel who can help lead the church towards discipling people on purpose.

4. Implement IM Philosophy
   a. Consider using the Small Group Discipleship as basic discipleship ministry
b. Train leaders on IM Philosophy and how to use the materials
c. Develop ministries that will help people go through the 4 stages
d. Implement Small Group discipleship
e. Train disciples to be disciplers and be able to use the materials to next generation of disciples
f. Monitor and evaluate regularly.

10-Week Jumpstart Overview

- **Week 1:** Vision-Casting Period
- **Week 2:** Vision-Casting Period
- **Week 3:** Strategic Planning Part 1
- **Week 4:** Strategic Planning Part 2
- **Week 5:** Start Actual Disciplers Group
- **Week 6:** Disciplers Group continues
- **Week 7:** Disciplers Group continues / Disciplers Training Part 1 / Church-wide IM Promo begins
- **Week 8:** Disciplers Group continues / Disciplers Training Part 2 / on-going Church-wide IM Promo
- **Week 9:** Final preparation for Launching
- **Week 10:** Launching of DGroups using IM books
## Jumpstart Summary of Activities

<table>
<thead>
<tr>
<th>10-week Jumpstart overview</th>
<th>DESCRIPTION</th>
<th>IMPORTANT STEPS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pre-jump-start period</strong></td>
<td>Pastor owns the vision of mobilizing members for ministry, church planting and missions</td>
<td>Pastor commits to stick to the vision and refuse to stop pursuing it once it is implemented</td>
</tr>
<tr>
<td><strong>Week 1: Vision-casting Period</strong></td>
<td>Pastor casts the IM vision to church leaders</td>
<td>Pastor to move with the Movers and work out the blockers.</td>
</tr>
<tr>
<td></td>
<td>Church leaders understands how IM can help in their discipleship</td>
<td>Church leadership must arrive to a strong conviction to commit to fulfill the Great Commission.</td>
</tr>
<tr>
<td><strong>Week 2: Vision-Casting Period</strong></td>
<td>Pastor and church leaders build the momentum for intentional discipleship</td>
<td>Church to enter a season of praying and spiritual preparation asking God to stir the hearts of the congregation to commit to Christ’s Commission; pray for the Holy Spirit’s empowerment on the leaders and future leaders as they lead the church into the IM</td>
</tr>
<tr>
<td><strong>Week 3: Strategic Planning 1</strong></td>
<td>Evaluate the church’s commitment to making disciples</td>
<td>Pastor to start a 7-week preaching series on discipleship (derived from IM books; will be available on ICI website)</td>
</tr>
<tr>
<td></td>
<td>Understand the Intentional Moves Philosophy</td>
<td></td>
</tr>
<tr>
<td><strong>Week 4: Strategic Planning 2</strong></td>
<td>Strategize on how to blend IM Philosophy in current church discipleship set-up</td>
<td>Church leaders to commit to the process and see to it that discipleship becomes a way of life of its members</td>
</tr>
<tr>
<td></td>
<td>Discuss on how to implement IM; consider long-term implementation</td>
<td></td>
</tr>
</tbody>
</table>
### Week 5: Start Leaders Discipleship Group
- Leaders should start to have their Discipleship Group
- Leaders are asked to go through their own DGroup for them to get a “feel” of what it is all about; training follows later on the 7th week assuming that they have understood how DGroups work.

### Week 6: L-DGroup continues

### W7: Training for Facilitating DGroups; Start of church-wide promo for DGroup involvement
- Start training the leaders on how to facilitate the D-group
- Training on what IM is all about, how DGroups are facilitated and how to navigate DGroups to multiply.

### Week 8: Training for DGroups; on-going church-wide IM promotion
- Church-wide promotion should challenge members to commit to their own DGroup; create a culture of Care and Connect

### Week 9: Final preparation for Launching
- Group members to their respective DGroup leaders; follow-up members for DGroup launching
- Form DGroups with 5-10 members; consider relationships when grouping. Leaders should be able to invite their prospective members

### Week 10: Launch IM using DGroups
- Launch DGroups
- Launch D Groups

### IM Implementation
- Church commits to lifelong discipleship; must be able to mobilize the members towards ministry, church planting and missions.
- It is necessary that the church leadership assigns a point person who will oversee the DGroups; make sure that Dgroup leaders are constantly monitored. Monitoring until DGroup multiplies is key aspect. Future development includes creating platforms for mobilization: personal evangelism, participation in church planting teams, missions exposure or missions involvement (long term).
PROGRAM EVALUATION

Mechanics:

List down weekly programs and put a check mark on the corresponding spaces.

Definition:

1. Nurturing: Teaching the convert on faith foundation and spiritual disciplines needed for spiritual growth.

2. Discipling: Teaching the believers to exhibit Christ-like behavior by following Christ’s teachings.

3. Equipping: Training the member how to disciple, lead people to Christ and prepare them for ministry.

4. Evangelism/Outreach: mobilizing believers to share the Gospel; instilling a lifestyle of evangelism and mission involvement

<table>
<thead>
<tr>
<th>Nurturing</th>
<th>Discipling</th>
<th>Equipping</th>
<th>Evangelism/Outreach</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>
Discovering the Need for Effective Discipleship

Do an honest evaluation of your church ministries. Ask the following questions. As a pastor, or member of the church leadership team, do not be afraid to admit mistakes, weaknesses and failures.

1. Time is running short. Are we winning the race against the devil for the souls of the people in our community?

2. Are we effectively connecting with people in an ever changing society yet remaining faithful to the unchanging Word of God?

3. Are we thorough and deliberate in our effort to conserve those who are being saved?

4. Are church attendees and new believers effectively assimilated to our church life and ministry?

5. Are we clear on what we should require people to do before they are accepted as church members?

6. There are many gaps in the knowledge and experience of church people. Are our members growing? How do we know?

7. If the church is a body, how do we get every one involved in church ministry? Are the few faithful often overloaded?

8. What is the skillfulness level of those who lead and serve? Do we have some misfits in certain church ministries? Are those in service constantly growing in skillfulness?

9. Do we find ourselves repeatedly re-enlisting and re-activating the inactive?

10. How do we get our church members become regular witnesses?

11. With so many options offered, what program will really work for evangelism, church growth and church health?

12. How are we going to organize our church?

13. What manpower do we need?

14. If we make changes, what will we do with our current church structure and programs? Can we afford the changes?

15. Can we say that as a pastoral team, we are headed and working towards one clear purpose? Can we say we are doing what Jesus Christ, the head of the Church intended the church to do?

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1 Adapted from the presentation of Rev. Zenaida Calusay for the National Christian Education Leadership Summit in October 2007.
The Framework for Discipleship

Definition

“Framework”- underlying set of ideas, principles, agreements, or rules that provide the basis or outline of something intended to be more fully developed at a later stage

Principles

Principle of Plan. The builder has a plan. Jesus is the builder, the planner of the Church. He said “I will build my church, and the gates of Hades will not overcome it” (Mt. 16:18). As Builder, Jesus knows the plan how the church is to be built. We need not create another plan for the church. We are only called to be co-builders with the master builder.

Principle of Purpose. The builder draws up the building plan according to His purpose. Again, we need not create another purpose for the church. We only need to discover the purpose of the Builder and Head of the church, and that is not hard to do. Consider these questions:

- What did Jesus do while he was on earth?
- What did the first churches do?
- What did Jesus tell us to do?

Jesus clearly stated through the Great Commission that the purpose for the church on earth is to “Make Disciples”

Principle of Process. “Making disciples” is not a program, but a process. It takes a process to turn people of the world into obedient people of God. A process has a definite beginning, and specific developments as the process progresses. To journey through a process would also mean commitments.

Principle of Product. The process is not the end in itself. Implementing the process should result to the product intended. We are to produce disciples. How well we do our work should be measured in terms of disciples reproduced.

- Quantity - refers to the number of disciples a church produces
- Quality - refers to the kind of disciples a church produces

Principle of Practice. Jesus commanded “teach them to obey.” Disciples are people who “obey the Word taught. The challenge of discipleship is how to produce not just theorists, but practitioners of the Word. The disciplers should not stop in teaching what Jesus taught, but in skillfully leading the people to obey what Jesus taught.

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2 Adapted from the presentation of Rev. Zenaida Calusay for the National Christian Education Leadership Summit in October 2007.
STAR: Leading Seekers to Christ

A strange phenomenon happened when Christ was born that was observed by the wise men from the east: an uncommon star appeared in the heavens which eventually led them to start a journey in search of the true King. When on the journey, the star became a reference point that helped them get to Bethlehem, and then to the very place where the newborn Jesus was.

This STAR Training reflects on that Christmas STAR to help students understand the importance of leading seekers to Christ. Here, you will understand four basic and practical steps to challenge a seeker to put his or her faith in Jesus.

WHY POINT TO JESUS?³

✓ Jesus is the sufficient Savior (John 8:36)
✓ Jesus is the only Savior (Acts 4:12)
✓ Jesus is the divine Savior (Titus 2:11-14)
✓ Jesus is the able Savior (Mt. 19:25-26)
✓ Jesus is the permanent Savior (Hebrews 7:23-26)
✓ Jesus is the accessible Savior (John 6:37-38)⁴

IDENTIFYING SEEKERS

✓ Searching for life’s meaning and significance.
✓ Open to spiritual things.
✓ One who may know God but has not yet trusted Him as personal Lord and savior.
✓ One who is seeking answers to many questions and challenges.

STAR

1. Start Meaningful Conversations.
2. Turn the conversation into an opportunity to tell the truth about Jesus.
3. Ask for a decision.
4. Reassure and nurture.

³ Adopted from SOS Lessons to Teach by Rev. Rey Calusay.
⁴ Rey Calusay. SOS: Lessons to Teach
START MEANINGFUL CONVERSATIONS

What a Meaningful Conversation is

- Real and interesting
- It touches a need
- A common ground between the believer and the seeker.
- Interactive Two-way Communication

How to Start Meaningful Conversations

- If talking to a stranger, introduce self as member of Chi Alpha. Briefly explain your purpose for this conversation (e.g. introduce what XA is all about)
- Ask relevant questions.
- Share a simple testimony of what God did in your life recently.

TURN THE CONVERSATION INTO AN OPPORTUNITY TO TELL JESUS

Essential Elements

1. Prayer.
2. Dependence on the Holy Spirit.
3. Discernment for right timing and right words to say.
4. An expectant and trusting attitude that believes will eventually put his or her faith in Jesus
5. Christlike attitudes that attracts the seeker to know more about Jesus.

1. Turning Conversations to an Opportunity to Tell Jesus
   ✓ Once you know the person is ready, shift the conversation to spiritual things From natural need to Spiritual need.
   ✓ From religious things to experience of salvation.
   ✓ From Human methods to bible way of getting saved.
   ✓ From giving information to challenging the will.
   ✓ From natural events to spiritual implications.

2. No matter what the previous topic was, at the appropriate time, you can shift the conversation by using the following series of questions that will possibly enable you to introduce your contact to the gospel

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5 Adopted from SOS Lessons to Teach by Rev. Rey Calusay
message.
✓ “By the way have you ever given much thought to spiritual things?”
✓ “You know people are talking so much about physical and financial needs but our spiritual needs is the most important. What would you say is man’s greatest spiritual needs?”
✓ “God tells us that man’s greatest need is a real experience of salvation. Have you ever thought about your own need of salvation?”
✓ “What would you say a person needs to do to be saved? (If he says, “I don’t know” then present your outline from the Bible. Else, proceed to 5.)”
✓ “Yes, you’re right. Everyone ought to do those things. But what I really meant was, How do you go about receiving salvation?”
✓ “Yes, and you know, it’s even simpler than that. Can I show you 3 or 4 verses (casually pull out/open your New Testament) About what the Bible says a person must do to receive salvation?”

3. Explain the salvation story.

ASK FOR A DECISION

1. Hebrews 10:9-10

Remember

1. A person cannot be saved unless he or she makes a decision to believe in Jesus.
2. Knowing the salvation story is not enough; one must make the following decision
   a. Decision to repent and turn away from sin.
   b. Decision to believe and put his or faith in Jesus.

REASSURE AND NURTURE

Reassure

1. Explain the conversion that took place.
2. Affirm the person that if he or she truly repented of his or her sins and believed in Jesus, she is really saved as testified by the Bible.
3. Affirm the person that he or she is indeed forgiven.
Nurture

Every person born into the kingdom of God needs to be nurtured. You must commit not only to share Christ, but also to nurture a new believer in the faith. You must lead the person to be a disciple of Christ and commit to guide him until he disciples others.

Nurturing New Believers

To “nurture” is to “take care of.” Thus, by nurturing new believers, you are leading them to discover their position in Christ and their responsibility as Christians.

Here are ways you can nurture a believer:

1. Challenge the person to know Christ more- Rejoice with the person for making the decision to accept Christ. Challenge that person to know Christ more. Invite the person to join a discipleship small group where you discuss the Intentional Moves series. If there is no such group in the church, invite the person for a one-on-one study of the books. Go through “Know Christ” and note the changes. Go on with your study as you complete all four basic books.

2. Challenge to Commit to Grow. Challenge the believers to make small steady steps to grow in the following areas:
   - Growth in relationship with God: Instill the Great Commandment. Check the habits
   - Growth in relationship with other Christians: Connect to DGroup and the Church
   - Growth in relationship with the lost: Mobilize to “go and make disciples”

3. Challenge to Commit to Serve Christ. Challenge the person to serve Christ by being involved in the ministry.

4. Challenge to Share Christ. Invest the person back to his or her family, workplace/school, community or other “missions field” in order to share Christ to others.
Functions of a Nurturer

1. **Model**– Model Christlikeness and spiritual growth. You are the best person to demonstrate to him or her what being a true Christian means.

2. **Mentor**– Give instructions from the Bible. Lovingly correct and rebuke when necessary. Always exercise patience for spiritual growth takes time.

3. **Motivate**. Always challenge the person to attain spiritual growth. Challenge the person to rely on the Holy Spirit especially when confronted with difficulties and trying situations. Encourage the person to focus on Christ.

4. **Mobilizer**. Help the person move through the 4 stages until he or she is able to win a seeker and disciple the same through the 4 stages.

### BASIC NURTURING TRACK

<table>
<thead>
<tr>
<th>TIMELINE</th>
<th>What To do</th>
<th>Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2 days after conversion</td>
<td>Follow-up through personal visit, phone call or text</td>
<td>Invite to one-on-one nurturing sessions.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Invite to DGroup. DGroup Leader can assign the Discipler to discuss the Nurturing Track during the Word Connection <em>(see page 16 of this manual; remember that the Discipleship group leader can opt to divide the DGroup during the Word Connection so that Disciplers can have a nurturing session while the rest of the DGroup members proceed with the lesson)</em></td>
</tr>
<tr>
<td>1st meeting</td>
<td>Study Lesson 3 together</td>
<td>Invite to Church Service</td>
</tr>
<tr>
<td></td>
<td><em>Please note that the basic nurturing track is done on the assumption that the person is doing his or her personal study of the IM lessons.</em></td>
<td>Explain the importance of believing in Jesus as the only savior.</td>
</tr>
<tr>
<td>2nd meeting</td>
<td>Study Lesson 5 together</td>
<td>Help new believer to understand true repentance.</td>
</tr>
<tr>
<td>3rd meeting</td>
<td>Study Lesson 7 together</td>
<td>Help new believer to be sure of his salvation in Christ.</td>
</tr>
<tr>
<td>4th meeting</td>
<td>Study Lesson 8 together</td>
<td>Explain the need of recognizing Jesus as Lord and Master</td>
</tr>
<tr>
<td>Succeeding Meetings</td>
<td>Remainder of the IM can be done as part of the Word connection (arrange this with DGroup Leader) or on a different day of the week other than the Dgroup Meeting.</td>
<td>Finish the IM Books</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Constantly monitor the Growth Habits *(see IM-<em>Grow in Christ).</em></td>
</tr>
</tbody>
</table>
WHAT TO MONITOR IN A DISCIPLE:

- Check if verses are memorized (these are the key verses written just below every title in IM lessons).
- Pass-It-On Assignments (these are action points given as assignments at the end of every lesson).
- Know Christ:
  - Regularly check how the new believer’s understanding of who Christ is deepens.
  - Challenge the person to follow the Lord in water baptism.
  - Encourage involvement in DGroup and Church Service.
- Grow Christ:
  - Walking Habit\(^6\): remind of the need to obey and depend on the Holy Spirit.
  - Worshipping Habit: check attendance in Sunday service.
  - Word Habit: Check daily devotion (See “Seek Christ First” in Lesson 7 of IM: Grow in Christ).
  - Wealth Habit: Always motivate to give unto the Lord his or her tithes and offerings, and to be generous at all times.
  - Weeping Habit: Pray together and constantly give prayer requests.
  - Witnessing Habit: Always motivate to share every lesson learned in order to develop lifestyle of evangelism.
- Serve Christ: Help new believers understand their ministry assignment, and discover and utilize spiritual gifts.
- Share Christ: Teach the need to be mobilized to reach the lost as a way to follow the Great commandment and fulfill the Great Commission.
- Celebrate spiritual progress and encourage to continue.
- Remember: Mentor-Model-Motivate-Mobilize

\(^6\) The Growth Habits are terms coined by Rev. Rey Calusay and is being used in their church at First Assembly Roxas Mission.
10-Week Jumpstart Resources

Sample 6-week plan for Disciplers Group Meeting

This can be used by the pastor as a guide when starting a Disciplers Group on the 5th week of the 10-Week Jumpstart period. Following this plan can help leaders understand more of the Disciplers Group.

**Life Connections**

<table>
<thead>
<tr>
<th>Wk</th>
<th>One Another</th>
<th>God</th>
<th>Word</th>
<th>World</th>
<th>Vision of the Church</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-4</td>
<td>No Disciplers Group yet for the first 4 weeks of the 10-Wk Jumpstart</td>
<td>Testify on how you have experienced God this Week</td>
<td>IM-Share Christ: Lesson 1*</td>
<td>Each one will express why they think God desires to see people in the community to be saved.</td>
<td>Explain the vision of the Church and how the DGroup should be able to help in impacting communities and nations for Jesus.</td>
</tr>
<tr>
<td>5</td>
<td>Share: What makes you smile when you think of the fellowship you have with other believers?</td>
<td>Sing: Dakilang Katapatan</td>
<td></td>
<td></td>
<td>Always encourage everyone to commit to the DGroup and be mobilized for ministry, church planting and missions.</td>
</tr>
<tr>
<td>6</td>
<td>Share: What are the blessings that God gives to you through this church?</td>
<td>Read: Psalm 121 and share how you have experienced God's help through the week.</td>
<td>IM-Share Christ: Lesson 2</td>
<td>Each one will think of a person who can be led to Christ. Think of ways how you can be a blessing to that person.</td>
<td>Assign each one to connect during DGroup meetings and encourage each other to grow together. Explain that you are doing this as leaders of the church in order to disciple the rest of the church.</td>
</tr>
<tr>
<td></td>
<td>Make a wish: How you think your church should bless the community</td>
<td></td>
<td></td>
<td>Intercede for that person.</td>
<td>Direct them to attend the Disciplers Training.</td>
</tr>
<tr>
<td>7</td>
<td>Weather Report. If you were to use weather terms, how</td>
<td>Answer: “What do you think is God teaching you through</td>
<td>IM-Share Christ: Lesson 3</td>
<td>Share how you were won to Christ?</td>
<td>Direct each one that they are being prepared to become</td>
</tr>
<tr>
<td><strong>Intentional Moves Training Manual</strong></td>
<td></td>
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<td>--------------------------------------</td>
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<tr>
<td><strong>Power to the Church</strong></td>
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</tbody>
</table>

**8 Share: How do you feel today?**
- Sing songs that magnify God
- IM-Share Christ: Lesson 4
- Each one will share how they intend to win the person to Christ.
- Pray that God will work through the person and will realize his/her need of Him.
- Pray against the works of the enemy in his/her life.
- Submit names of prospective Dgroup members and pray for them.
- Discuss about the D-Group
- Motivate them that in 2 weeks they will be launching the DGroups church wide.

**9 Share how your week was.**
- Read Psalm 73-25-28. Share how you have experienced the nearness of God this week.
- IM-Share Christ: Lesson 5
- Each one will share his or her progress in winning the target person to Christ.
- Think of inviting them in your DGroups
- Cast the vision of mobilization.
- Pray for the launching or your DGroups.
- Pray that your church will be able to disciple and mobilize people for ministry, church planting and missions.

**10 Launch DGroups**

**Disciplers will agree to meet weekly for mutual encouragement as the leaders nos**

*Lessons are taken from IM Share Christ because the Disciplers Group are composed of those who are already leaders (assumption: maturing in Christ). However, it is advised that all leaders go through IM from the beginning as the previous books present foundational teachings.

**Prayer time is done in any of the life connections. The DGroup Leader should be able to discern when to minister to the members.**
Suggested Preaching Topics for the 10-Wk Jumpstart

During the 10-Wk Jumpstart, the Pastor is encouraged to preach on the value of going and making disciples, and stress on the need to mobilize people for ministry, church planting and missions. Several lessons from the IM books can be used for this purpose.

<table>
<thead>
<tr>
<th>WEEKS</th>
<th>POSSIBLE SERMONS</th>
<th>FOCUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wks. 1-3</td>
<td>Other sermons</td>
<td></td>
</tr>
<tr>
<td>Wk 4</td>
<td>IM: Know Christ- Lesson 13</td>
<td>True Disciples</td>
</tr>
<tr>
<td>Wk 5</td>
<td>IM: Share Christ-Lesson 1</td>
<td>God on a Mission</td>
</tr>
<tr>
<td>Wk 6</td>
<td>IM: Share Christ-Lesson 2</td>
<td>Blessed to be a Blessing</td>
</tr>
<tr>
<td>Wk 7</td>
<td>IM: Share Christ-Lesson 3</td>
<td>People with a Mission</td>
</tr>
<tr>
<td>Wk 8</td>
<td>IM: Share Christ-Lesson 4</td>
<td>The Great Commission</td>
</tr>
<tr>
<td>Wk 9</td>
<td>IM: Share Christ-Lesson 5</td>
<td>Forcefully Advancing</td>
</tr>
<tr>
<td>Wk 10</td>
<td>IM: Share Christ-Lesson 6</td>
<td>Powerful Witnesses</td>
</tr>
</tbody>
</table>
Using the IM Books

The IM Series can be used for personal Bible study or for small group discipleship.

For Small Group Discipleship:

- Memorize key verse. You may want to start each meeting by reciting the verse/verses already memorized.
- Use INTRODUCTION to give lesson overview.
- Lead people to INVESTIGATE. Give time for everyone to personally answer the questions. Answers to the questions are found on the verses on the opposite column.
- Use INTERACTIVE questions to facilitate discussion. Questions provided are guides. The leader should feel free to ask related questions when necessary.
- Allow every person in the group to share his thoughts or her answers. Do not allow anybody to do all the talking. Here, the DGroup leader serves as a FACILITATOR. As such, the leader must make sure that nobody, including the leader himself or herself, should do all the talking.
- The INSIGHTS FOR LIVING are for additional reflections.
- The leader should encourage a practical application of the lessons through the steps suggested in the IM.
- Please note that some lessons cannot be finished in one meeting. The leader must be sensitive enough to know where to cut the lesson and continue the same in the next meeting or assign them to finish studying the lessons at home.
- Be open to the Holy Spirit’s move. At times, the leader would feel a need to pray for one of the members of the group. Feel free to minister to the members of the group with love and wisdom.
WORKSHOP

OUR DESIRES FOR OUR CHURCHES

Objectives:

1. Assess the understanding of the participants of the need for discipleship in church planting and missions.
2. Identify Key Work Areas in effectively mobilizing people for ministry and missions.

Task 1: Write your answers on metacards. Please write LARGELY AND READABLY.

What Makes You Smile?
- Whenever you think of the AG churches and members, what comes to your mind that makes you smile?

What Are You Excited About?
- What excites you whenever you consider the possibilities of your church being mobilized to plant other churches?

What Should Be in Our Discipleship System?
- What elements should be in our churches’ Discipleship System that will maximize the involvement of every member and every church towards church planting and missions?

Task 2: Post all the answers on the board and group in similar categories. Label each category; the labels will serve as Key Work Areas.
Case Study 1: The Blessed Church

The Blessed Assembly has just celebrated its 30th Anniversary. During the celebration, old-time members were nostalgic as they were reminded of how God has truly blessed them through the years. A powerpoint presentation showcasing images from their founding years to the present was done. In the same presentation, viewers can see how the church went through several leadership transitions riding along the changes in generations. The presentation also showcased the milestone achievements of the church including the construction of their building and the expansion of its ministries within the church and within its community. Truly blessed by the faithfulness of God, BA, joined by many visitors and invited guests, worshipped the Lord as they thanked Him for 30 fruitful years.

Right after the celebration, the leadership team desired to rally the church towards a more aggressive outreach to the people in the community- a residential community just outside Manila. They believe that this can be done by strengthening the discipleship system within the church. Hearing of the PGCAG’s Intentional Moves Discipleship Framework, they decided to adopt the system and started working on how they can mobilize their members for ministry and missions.

A key element in adopting the IM is the strategic planning which aims to help discover strategic initiatives on how to blend IM with the existing programs and activities of the church. In this planning, the team assessed the ministries of the church and discovered several issues that may affect the implementation of IM in their church. One of the crucial issues that surfaced during the planning was the fact that there has been a number of nurturing ministries in the church. Through the years, the church has implemented the traditional fellowships (CA, WM, MM, etc), has Bible studies, cell groups, and house-church celebrations. Yet, despite all these, the leadership team strongly feels that only a very small percentage of the church members are really discipled and mobilized for ministry and missions. Another issue that came out of the planning is the many activities undertaken by its departments that make the scheduling of activities difficult. The department heads, who are also part of the leadership team, have implemented many programs and activities within their respective departments that have taken much of the people’s time. The idea of the church implementing IM sounds good but they fear that this will be added just as another “activity” on top of the many other activities in the church.
Case study 2: All About Christ AG

All About Christ AG (AAC) is pioneered in the heart of a bustling urban center where many people from the provinces choose to live because of employment. The urban center is also an educational hub where many colleges and universities are located. Because of this, Pastor John began his church planting efforts by penetrating schools and reaching out to the students. In just few months, he was able to gather people who serve as the core of the AAC. Although students, Pastor John believe that they can be raised to become leaders of the church.

While doing Bible studies among students, Pastor John became connected with the parents of the students and started Bible studies with them as well. He was so excited with this new development in his ministry. However, the end of school year came and he had to let go of some of his student leaders in order to go back to their respective hometowns. This made him realize the need to do his best to disciple the students while they are still with him. Also, he saw an opportunity that they could be “missionaries” and reach out to their family, their friends and the people they will work with in the future.

When evaluating all these developments, Pastor John realized that the ministry is confronted with these challenges: the reaching out of students, the reaching out to families, the means of equipping that will empower them to be “missionaries” to their families and workplaces, and the stability of the church especially when student leaders come and go.

How do you think will a discipleship framework like IM help Pastor John?
Case Study 3: The Conservative Pentecostal AG

Pastor Stephen is the new pastor of the Conservative Pentecostal AG (CPAG). His predecessor, Pastor Mark, who was his senior pastor for 7 years, was a very charismatic man and has built a wonderful relationship among the members of the church. Pastor Mark, known as the “action man”, established many Bible studies all over this particular sub-urban community. He did numerous house and hospital visits, opened more Bible studies and carries out his other assignments in the ministerial fellowship of this particular municipality. Pastor Mark was so hands-on with church ministries that he is practically involved in almost every ministry of the church (while juggling his many other responsibilities). When Pastor Mark felt God was leading him to pioneer a church somewhere else, he turned over the leadership of the church to Pastor Stephen.

With all due respect to Pastor Mark, Pastor Stephen realized that if he continues the style of ministry of Pastor Stephen, the ministry will be centered on him and will not grow beyond his capacity. Also, he believed that he is to empower people to “do the works of the ministry” and should not attempt to do everything. Furthermore, he understood the importance of their church being mobilized to plant churches in the nearby barangays and the municipalities. He firmly believes that there is no way to go but this direction.

Pastor Stephen, although overwhelmed with the responsibility of leading CPAG, believes that change is necessary and is very timely. However, he knew that he may have some resistance from some members who think that ministry is to be done by the pastor alone and not really to be shared among the lay people.

How do you think will a discipleship framework like IM help Pastor Stephen?
### IM Presentation and Training Schemes

Following are suggested schemes for several IM-related activities:

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<th>Activities</th>
<th>Key Components</th>
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| IM Presentation to Churches | IM Personnel (National/district) presents IM philosophy to the churches  
Churches to start initial talks with leaders and gives overview of IM |
| 10-week Jumpstart        | Scheme 1: IM personnel to conduct the 2-wk Strategic Planning (see 10-Wk Jumpstart)  
Scheme 2: Pastor to facilitate the 2-wk Strategic Planning |
| IM Training              | Church to conduct their own training using the IM Training Manual.  
Focus: IM Mobilization Plan, DGroup, Disciplers |
| Monitoring and Coaching  | Churches will monitor:  
# of members mobilized (disciplers)  
National/District provides mentoring and coaching opportunities to pastors and church leaders. Continually cast the challenge for churches to mobilize members for ministry and missions |