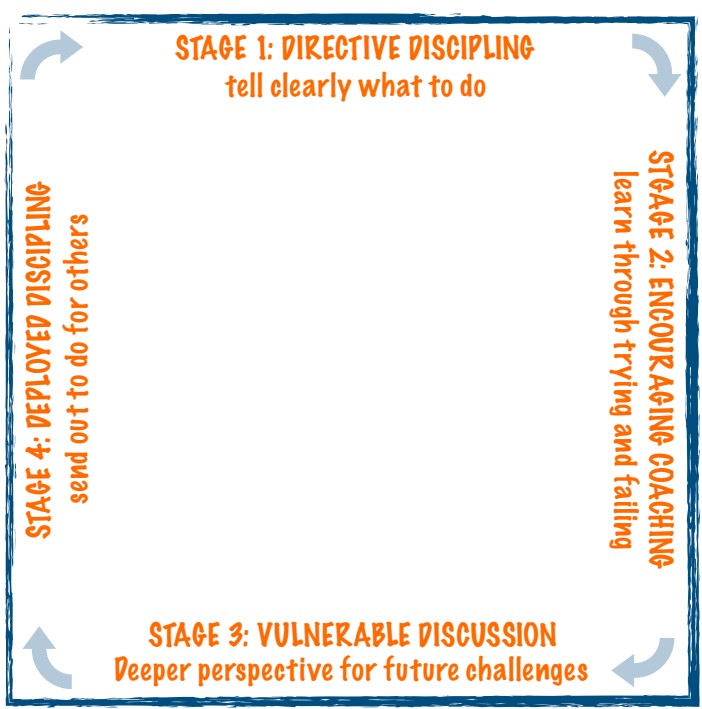


In Jesus' day, people chose to trust Jesus for everything, and they went with Him to learn to be like Him. That's a disciple—like an apprentice getting on the job training, we learn every day in the realities of life how Jesus would live if He were us. And when we disciple others, at home, work, or anywhere in between, we invite people to learn with us, and we train people to do everything Jesus said (Mt. 28:18-20). Let's learn how Jesus invited, trained, and deployed His disciples. **Simply draw a square...**

- Stage 1:**
Invite a Disciple & Engage in "Directive Discipling"
Your disciple doesn't know what he/she doesn't know. Tell them clearly what to do and how to follow.
- Stage 2:**
Include the Disciple & Engage in "Encouraging Coaching"
Your disciple now knows what he/she doesn't know. Give them opportunities to try and to learn through failure.
- Stage 3:**
Invite a Disciple Deeper & Engage in "Vulnerable Discussion"
Your disciple is moving from a pure learner to a peer and future discipler. Show them what they'll need for the challenges to come. This is the "Upper Room" shift.
- Stage 4:**
Deploy a Disciple & Engage in "Deployed Discipling"
Your disciple now confidently know what's needed and how to carry it out. Send them clearly to lead and disciple others.



<p>STAGE 1 INVITE + DIRECT</p>	<p>STAGE 2 COACH + ENCOURAGE</p>	<p>STAGE 3 INVITE + DEEPEN</p>	<p>STAGE 4 DEPLOY + SUPPORT</p>
<p>Look at how Jesus invites a disciple to follow Him in Mark 1:16-20. He only says, "Follow me. I'll make you fishers of men," and the man follows. Think a moment: what did that disciple know about following Jesus?</p>	<p>Look at what happens later in Mark 9:14-29 as a disciple tries to do what Jesus does. The results are...mixed. Think a moment, how does a disciple feel now? How does Jesus use moments like this?</p>	<p>Look at the intimate moment in the Upper Room – the shocking service in John 13, the assurance of John 14, the shift from servant to friend in John 15:12-17... After years of following Jesus, what do these moments feel like? What's changing here?</p>	<p>Look at Jesus' last moments with the disciples in Matthew 28:16-20. He sends them with these last words... What was Jesus' ultimate goal for His disciples' growth? Even at this moment, are the disciples perfectly ready to go?</p>
<p>If a disciple knows very little, what does the disciple need from the discipler? See what Jesus gave: clear direction. "Follow me" = "do what I do." He's clear about the goal ("I'll make you fishers of men"), but He doesn't give every step or all the "how." It's an open invitation to start following, and the man excitedly starts. Jesus simply gives the first step and starts the process.</p>	<p>If a disciple is increasingly aware of inability and failure, what does the disciple need from the discipler? The attempt ≠ accomplishment. The failure ≠ a loss. Jesus uses everything to teach, even showing what went wrong. Like a good coach, He puts the disciples right back into the game, and the disciples find their feet through feedback and repetitions.</p>	<p>If a disciple is going to leave and thrive, what does the disciple need from the discipler? See how Jesus anticipates their needs in the world without Him. He sets the coming trials in perspective, shares vulnerably about His own experience, & challenges them to deeper service. The disciples may be shaken, but He's making them whole before sending them out.</p>	<p>At the end of all this, what does the disciple need from the discipler? See what Jesus gave: authority and clearance to go do the job (v.18-19). He reminds them of the goal and the source material (v.19-20). He has given them what He has and trusts they're ready to give it to another. He maintains His support of them ("I am with you always") and sends them out. They will never be alone as they launch and make disciples.</p>

QUESTIONS FOR REFLECTION AND INTENTIONAL ACTION

THINK ABOUT WHEN YOU'VE LEARNED A NEW ROLE OR SKILL. AS YOU MOVED THROUGH STAGES LIKE THIS, WHAT DID YOU FEEL? WHAT DID YOU NEED? WHAT WERE YOU GIVEN?

CONSIDER WHAT YOU KNOW, DO, FEEL RIGHT NOW AS YOU'RE FOLLOWING JESUS. WHERE ARE YOU AT IN YOUR DISCIPLESHIP? WHAT DO YOU NEED AT THIS STAGE?

EVERYONE FOLLOWS SOMEONE. THINK ABOUT THE PEOPLE LOOKING TO YOU. WHERE ARE THEY AT IN THEIR DISCIPLESHIP? WHAT DO THEY NEED FROM YOU AT THIS STAGE?

LET'S BECOME ACCOUNTABLE TO KEEP MAKING PROGRESS IN DISCIPLESHIP. HOW WILL WE GAUGE PROGRESS? WOULD IT BE HELPFUL IF I {CALL, TEXT, FOLLOW UP}?

ADDITIONAL HELP AND RESOURCES

- NEED HELP MOVING PEOPLE THROUGH THE STAGES? -

Stage 1 | Be direct and clear. They may feel confident, but they're not yet competent or clear on how to progress.

Stage 2 | Be clear but start to coach more by having more discussions about the options and how to progress. Debrief failed attempts and encourage them through the up's and down's that come.

Stage 3 | Increase their responsibility and direct far less. Open up about your failures and challenges while preparing them to avoid those same pitfalls. You may even start to learn from one another more in this stage.

Stage 4 | Increase their freedom and support as they need it. Shift to helping them do this process with others.

- TRAINING OR TEACHING SOMEONE ON A SPECIFIC ROLE OR TASK? -

Think stage: What do they know about what they need to do? What are they feeling about this task?

Think needs: Ask motivation: "What do they need from me right now?" and ask skill: "What do they need to progress?"

Create the Plan: You're going to move them from watching you > to helping you > to having you help them > to doing it on their own. Clearly set the ways they'll share these experiences with you and when. Only progress to the next *after* you debrief each experience. Remember, attempt ≠ accomplishment, and failure ≠ disqualified.

Do the Square: Side 1 = I do, You watch / Side 2 = I do, You help / Side 3 = You do, I help / Side 4 = You do, I watch. (By the end, you've moved them from observing and learning to trying, and finally to owning the role!)