



# TEAMWORKS

TOOLS FOR CREATING VITAL FAITH COMMUNITIES



**DISCIPLESHIP MINISTRIES**  
The United Methodist Church

Leadership Ministries | [www.TeamWorksUMC.org](http://www.TeamWorksUMC.org)



## THE DISCIPLESHIP PROCESS

### Creating a Discipleship System

#### Seminar 2: The Discipleship Process



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**CREATING A DISCIPLESHIP SYSTEM**



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[www.TeamWorksUMC.org](http://www.TeamWorksUMC.org)

[Order from Amazon](#) - \$7.50

# TeamWorks Guidebooks and Tools

## TWS: Spiritual life of the Leaders

- Use the *Spiritual Life Template* to build your group
- Discover your group's spiritual gifts

## TWS: Connecting with Your Community

- Discover your homeland and learn about displacement
- Use the NICHE Process to learn about your community

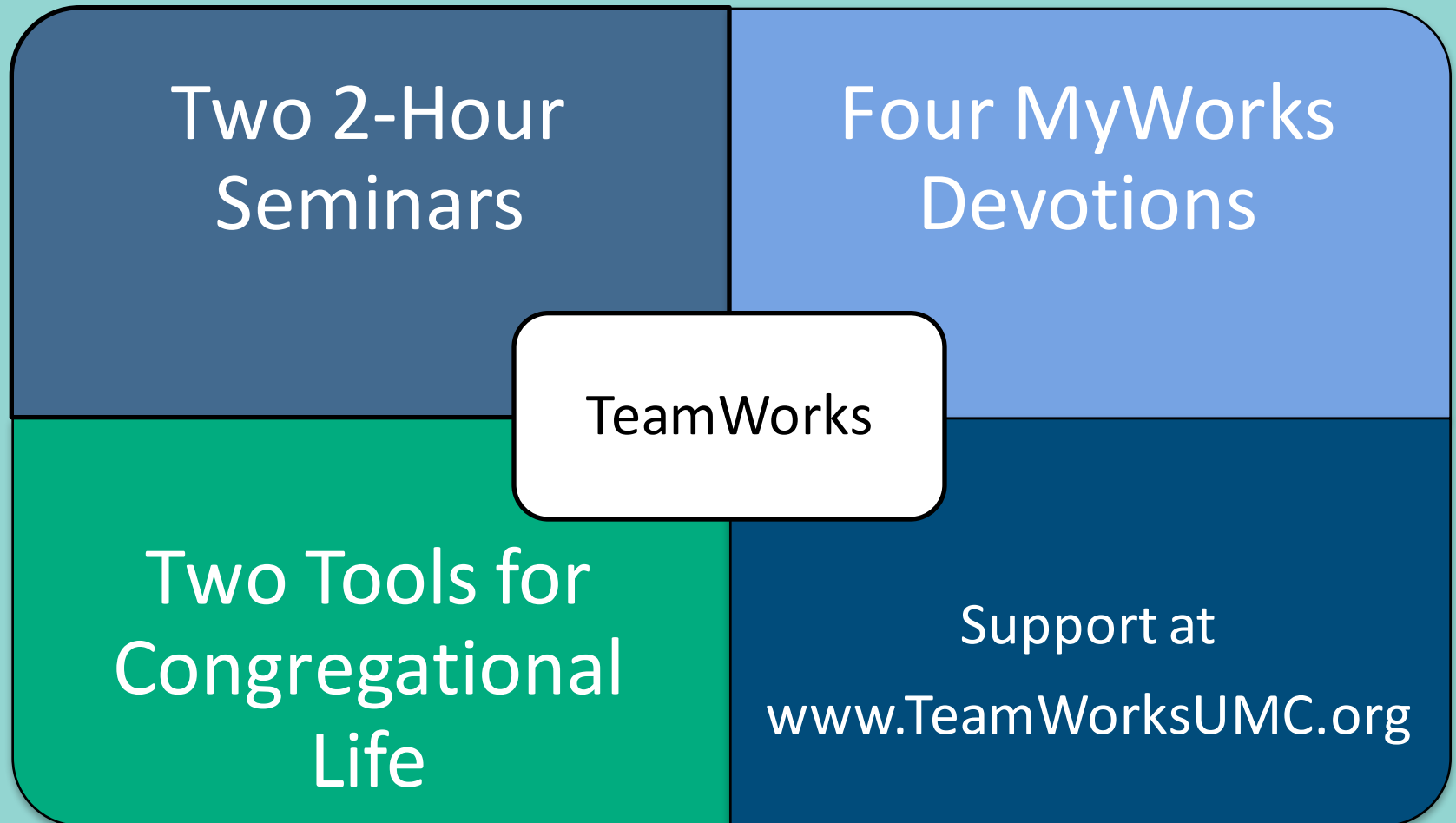
## TWS: Creating a Discipleship System

- Learn about the Lifecycle of the Church
- Discover your Setting for Ministry

## TWS: Futurecasting

- Learn to use the powerful VAP→IT Strategic Planning Tool
- Take the *TeamWorks Church Assessment*

# What's in a TeamWorks Guidebook?





# Instructions for Seminar Leaders

TeamWorks Seminars are designed to encourage discussion. To prepare for each seminar, do as follows:

- Setup a room with table and chairs for your seminar.
- You will need an LCD projector and a screen or a large TV that can be hooked up to a computer to show the presentations.
- Download the presentation slides for TW: Discipleship Seminar 2: Discipleship Process from [www.TeamWorksUMC.org](http://www.TeamWorksUMC.org). You may get them as a PDF or in PowerPoint. When using PowerPoint, use it in presentation mode so you can view the notes for each slide.
- Download TW Discipleship Seminar 2: Discipleship Process with Notes PDF. Here you will find every slide with tips and ideas about the content.
- Before leading a seminar, go to [www.TeamWorksUMC.org](http://www.TeamWorksUMC.org) and watch the Seminar Leaders Webinar for the seminar you are leading. The webinar will go through each slide and will offer tips and ideas for how to lead the seminar.
- Set dates for the seminars or for the one-day experience.
- Recruit a group of participants who will agree to attend both seminars and to do the MyWork devotions.

# How to lead the seminars

- TeamWorks Seminars are designed to foster discussions within the group. Your primary role as the seminar leader is to facilitate discussions.
- When you come to a discussion slide, divide people into groups of three or four people. Have them share with one another. After they are finished, you can ask individuals to share with the wider group.
- Avoid starting with the larger group. Why? Because few people are willing to talk in front of larger groups. By dividing into smaller groups, you help everyone have an opportunity to share their ideas.
- Spiritual Life Template: If you did TeamWorks: Spiritual Life of the Leaders and are doing the whole series, start each seminar with the Spiritual Life Template.

# Spiritual Life Questions

**1. In which spiritual discipline(s) do you want to grow?**

- ☐ Weekly worship
- ☐ Daily Bible reading
- ☐ Daily prayer
- ☐ Frequency of communion:  
☐ Weekly ☐ Monthly ☐ Other
- ☐ Service to others
- ☐ Fasting or abstinence
- ☐ Tithing/Giving
- ☐ Family prayer
- ☐ Other:

**Tip: How does your church teach & mentor people in these disciplines?**

## Wesley's Means of Grace

- The public worship of God
- The ministry of the Word, either read or expounded
- The Lord's Supper
- Family and private prayer
- Searching the Scriptures
- Fasting or abstinence
- Christian conferencing

# Spiritual Life Questions

## 2. What is your plan for your continued spiritual growth and development?

**How do you connect with God?**

- ☐ Day apart
- ☐ Worship
- ☐ Meeting with a prayer partner or coach
- ☐ Family prayer
- ☐ Daily devotion
- Other: \_\_\_\_\_

**How are you connecting with others?**

- ☐ Time alone with spouse or friend
- ☐ Focused time with your children
- ☐ Regular connection with extended family
- ☐ Prayer or accountability group
- ☐ Time with friends outside of church
- Other: \_\_\_\_\_

**What arts feed your soul?**

- ☐ Playing a musical instrument or singing
- ☐ Writing ☐ Drawing ☐ Cooking ☐ Dance
- ☐ Gardening ☐ Acting ☐ Other: \_\_\_\_\_

**How are you taking care of your body?**

- ☐ Walking/running ☐ Active in a sport
- ☐ Healthy diet ☐ Yoga/Pilates
- Other: \_\_\_\_\_



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## THE DISCIPLESHIP PROCESS

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#### Seminar 2: The Discipleship Process

I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, <sup>2</sup>with all humility and gentleness, with patience, bearing with one another in love, <sup>3</sup>making every effort to maintain the unity of the Spirit in the bond of peace. <sup>4</sup>There is one body and one Spirit, **just as you were called to the one hope of your calling, <sup>5</sup>one Lord, one faith, one baptism, <sup>6</sup>one God and Father of all,** who is above all and through all and in all. Ephesians 4:1-6

# The Baptismal Covenant & Discipleship

Do you renounce the spiritual forces of wickedness, reject the evil powers of this world, and repent of your sin?

*I do, by doing no harm,  
by avoiding evil of every  
kind...*





# The Baptismal Covenant & Discipleship

Do you accept the freedom and power God gives you to resist evil, injustice, and oppression in whatever forms they present themselves?

*I do, by doing good, ...  
of every possible sort,  
and, as far as possible,  
to all people.*



# The Baptismal Covenant & Discipleship

Do you confess Jesus Christ as your Savior, put your whole trust in his grace, and promise to serve him as your Lord, in union with the church which Christ has opened to people of all ages, nations, and races?

*I do, by attending upon  
all the ordinances of  
God ...*

# The Baptismal Covenant & Discipleship

According to the grace given you, will you remain faithful members of Christ's holy Church and serve as Christ's representatives in the world?

*I will witness to Jesus Christ in the world, and follow his teachings through acts of compassion, justice, worship, and devotion under the guidance of the Holy Spirit.*



# The Baptismal Covenant & Discipleship

"I commend these persons to your love and care. Do all in your power to increase their faith, confirm their hope, and perfect them in love."

**Congregations honor this promise by creating touch points and pathways for people to grow in their faith.**





**“I felt my heart strangely warmed. I felt I did trust in Christ, Christ alone, for salvation; and an assurance was given me that He had taken away my sins, even mine, and saved me from the law of sin and death.”**

**Journal of John Wesley, May 24, 1738**

# Strategy of the Early Methodists

- A practical Christianity that spoke in the language of the people
- Practicing the means of grace (spiritual disciplines)
- Accountability in small groups
- Acts of mercy
- Ministry of the baptized



# Discipleship Timeline for Children & Youth



**Third  
Grade  
Bible**

**Confirmation**

**Join  
youth  
group**

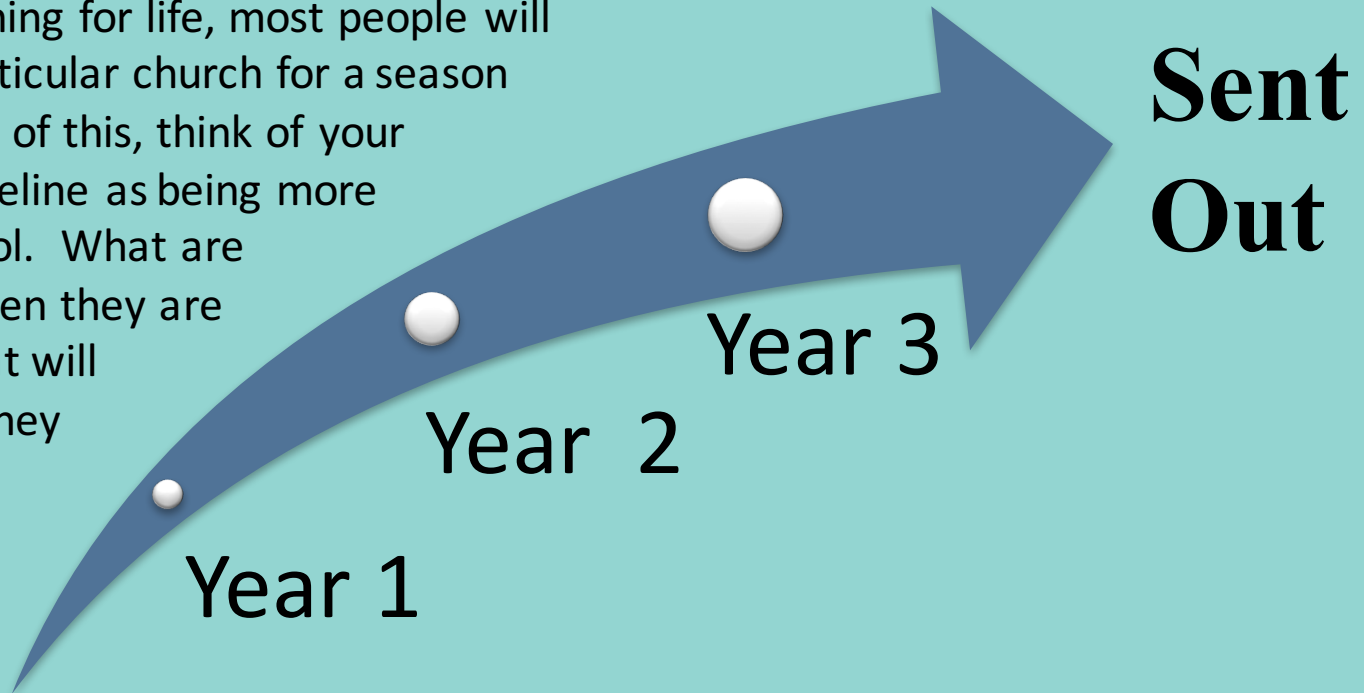
**Graduation  
from High  
School**

Parents, teachers, and congregational leaders are devoted to equipping children and youth for ministry as they are sent out into the world

# Discipleship Timeline

Rather than joining for life, most people will be part of a particular church for a season of life. Because of this, think of your discipleship timeline as being more like a high school. What are you offering when they are freshman? What will they do when they graduate?

**Newcomers**

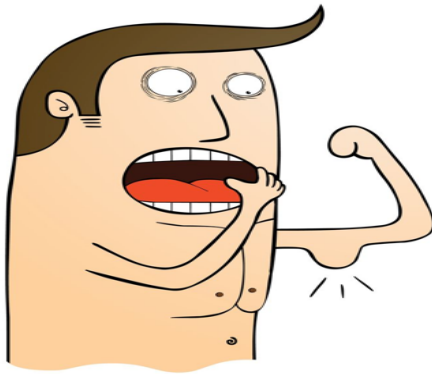


Long-term members and leaders are devoted to equipping newcomers for ministry as they are sent out into the world.

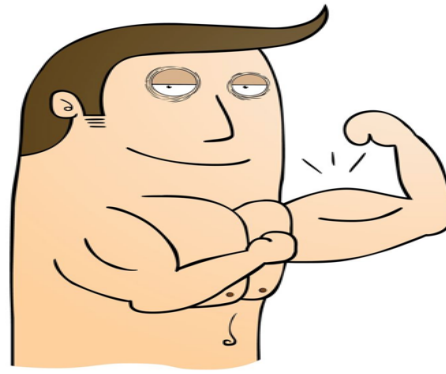
## Before

What are they before they join your club?

## *FITNESS CLUB*



Before



After

## After

What do they become after being in your club for a year?

Before	After
1	1
2	2
3	3
4	4

## **Before**

**What are they before they join your club?**

## ***FITNESS CLUB***

**What are you going to offer  
(classes, equipment, hospitality, etc.)  
to move them from the  
*Before* to the *After*?**

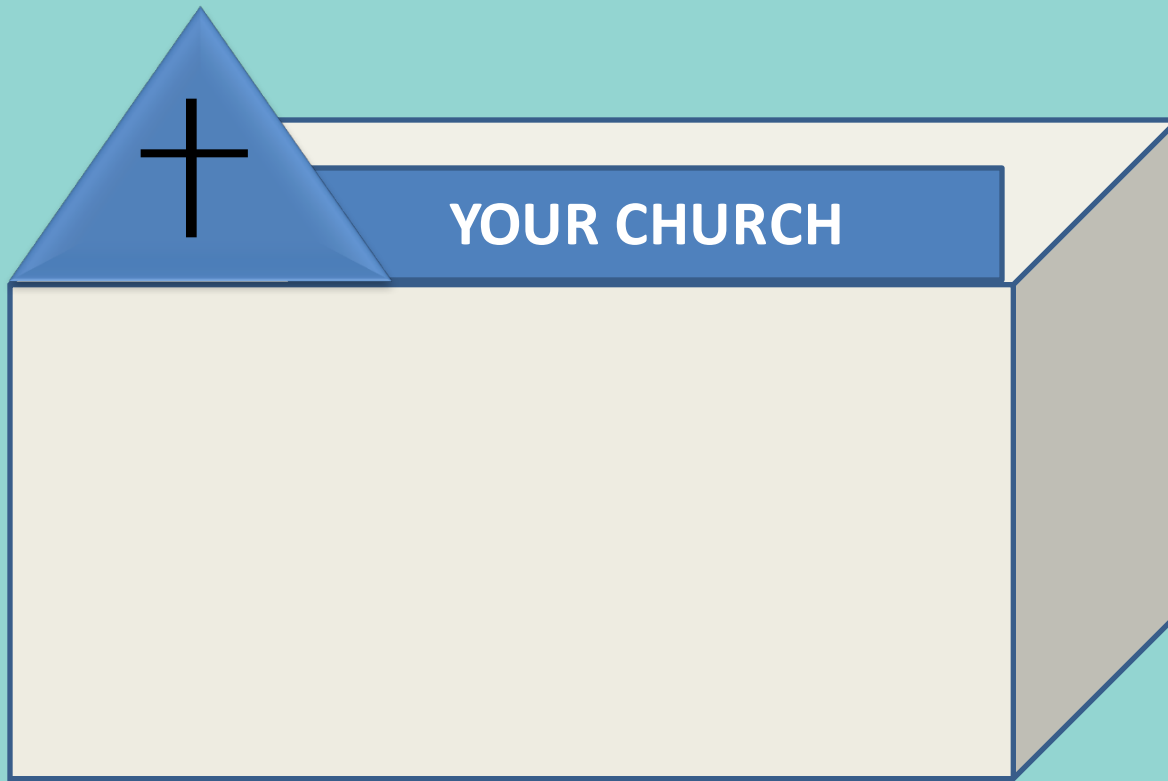
## **After**

**What do they become after being in your club for a year?**

What are we going to offer?	
1	5
2	6
3	7
4	8

## **Before**

**What are  
people  
before they  
visit  
your  
church?**



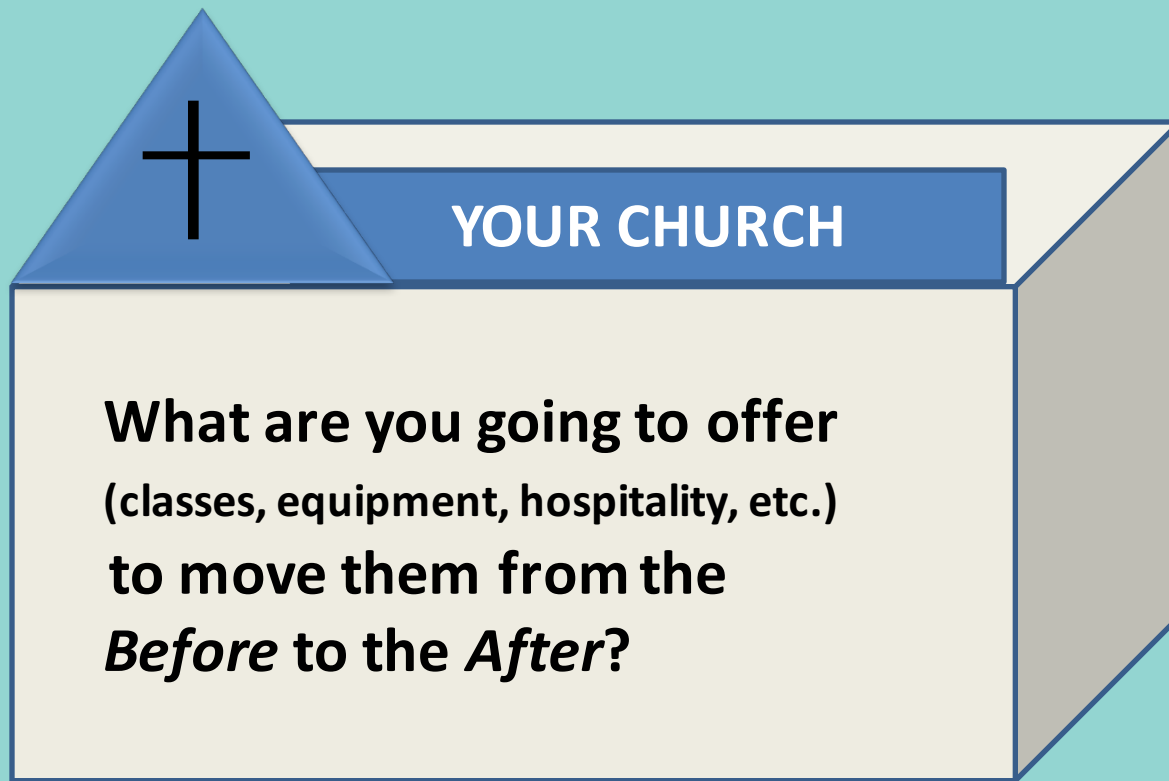
## **After**

**What do  
people  
become  
after being  
in your  
church for a  
year?**

Before		After	
1		1	
2		2	
3		3	
4		4	

## Before

What are people before they visit your church?



## After

What do people become after being in your church for a year?

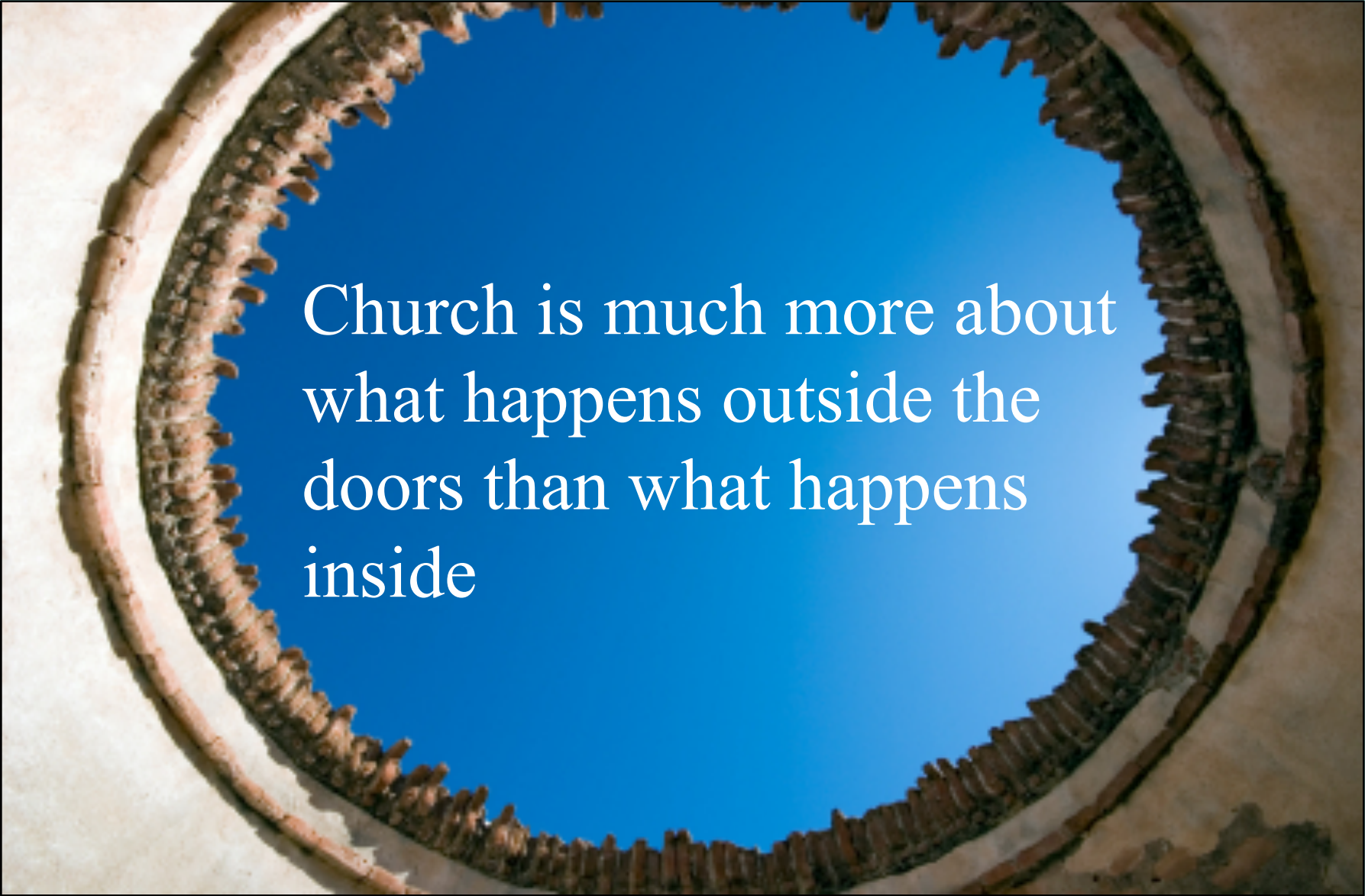
What are we offering?	
1	5
2	6
3	7
4	8





**“I look upon all the world as my parish; thus far I mean, that in whatever part of it I am, I judge it meet, right, and my bounden duty to declare unto all that are willing to hear, the glad tidings of salvation.”**

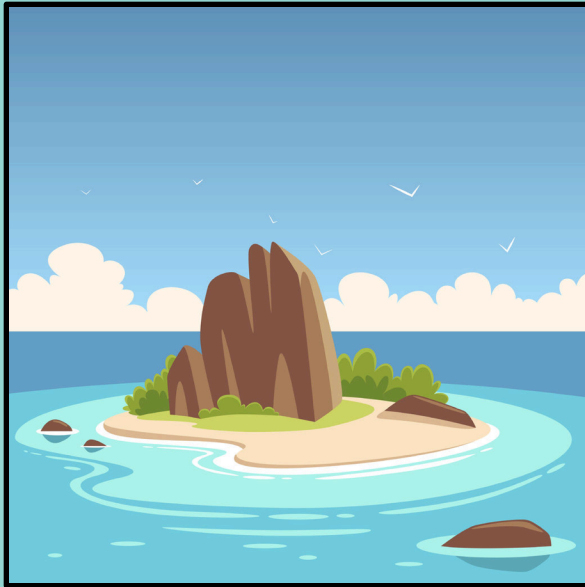
**Journal of John Wesley, June 11, 1739**

A photograph of a circular opening in a stone wall, looking out onto a clear blue sky. The stone is light-colored and textured. The opening is framed by a rough, uneven edge of stone. The sky is a solid, vibrant blue.

Church is much more about  
what happens outside the  
doors than what happens  
inside

Is your church an

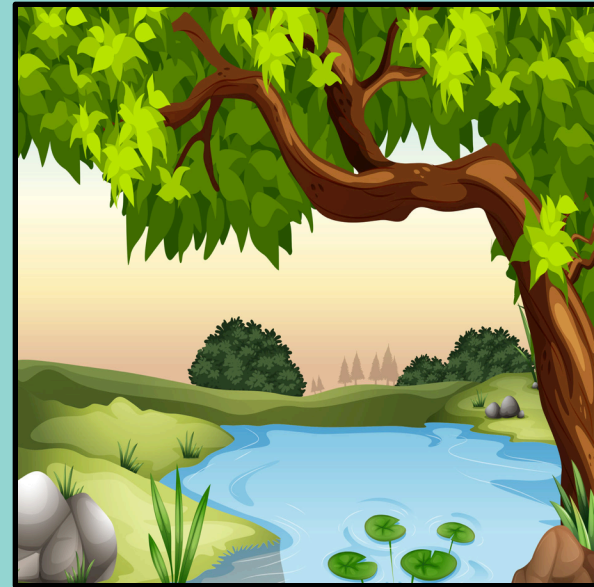
Island



- Independent
- Isolated
- Insulated

or a

Pond ?



- Source of life
- Connected
- Vulnerable

# Island or a Pond?

Does your church identify with those who are currently living around your church?

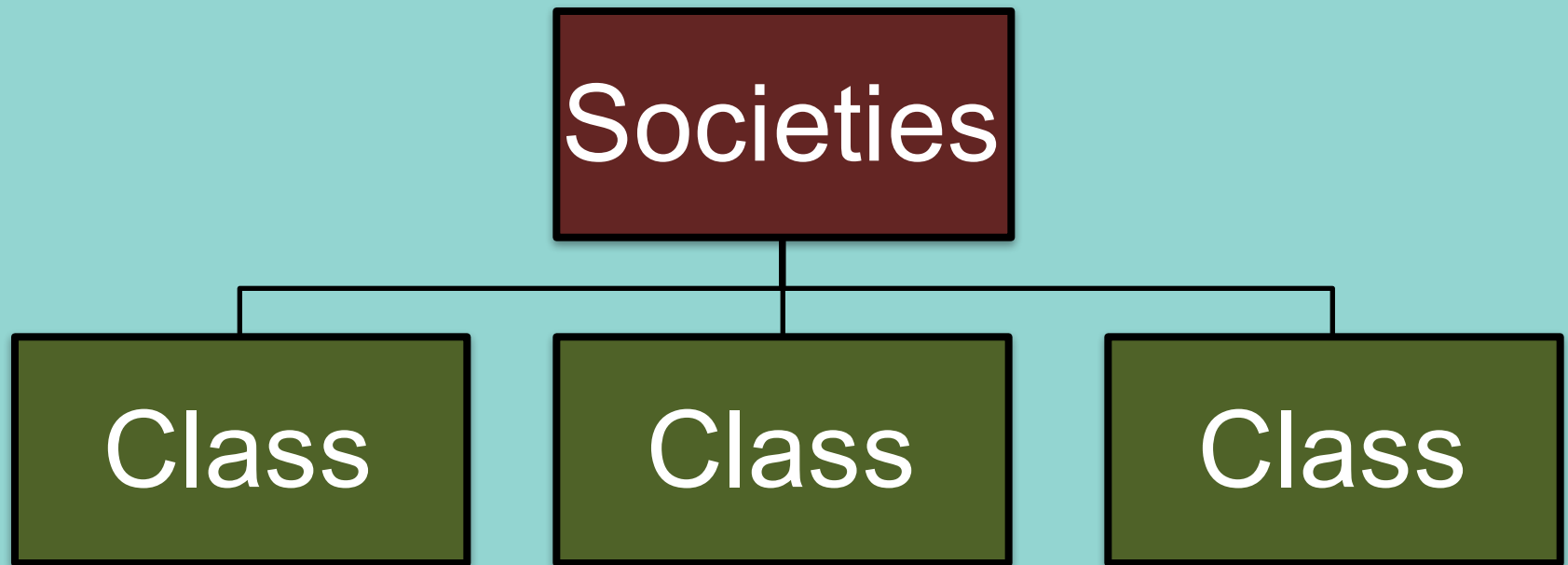
Are you expanding your pond by partnering with other churches, nonprofits, and schools?

How are you advocating for children and youth who may be facing multiple issues in your community?

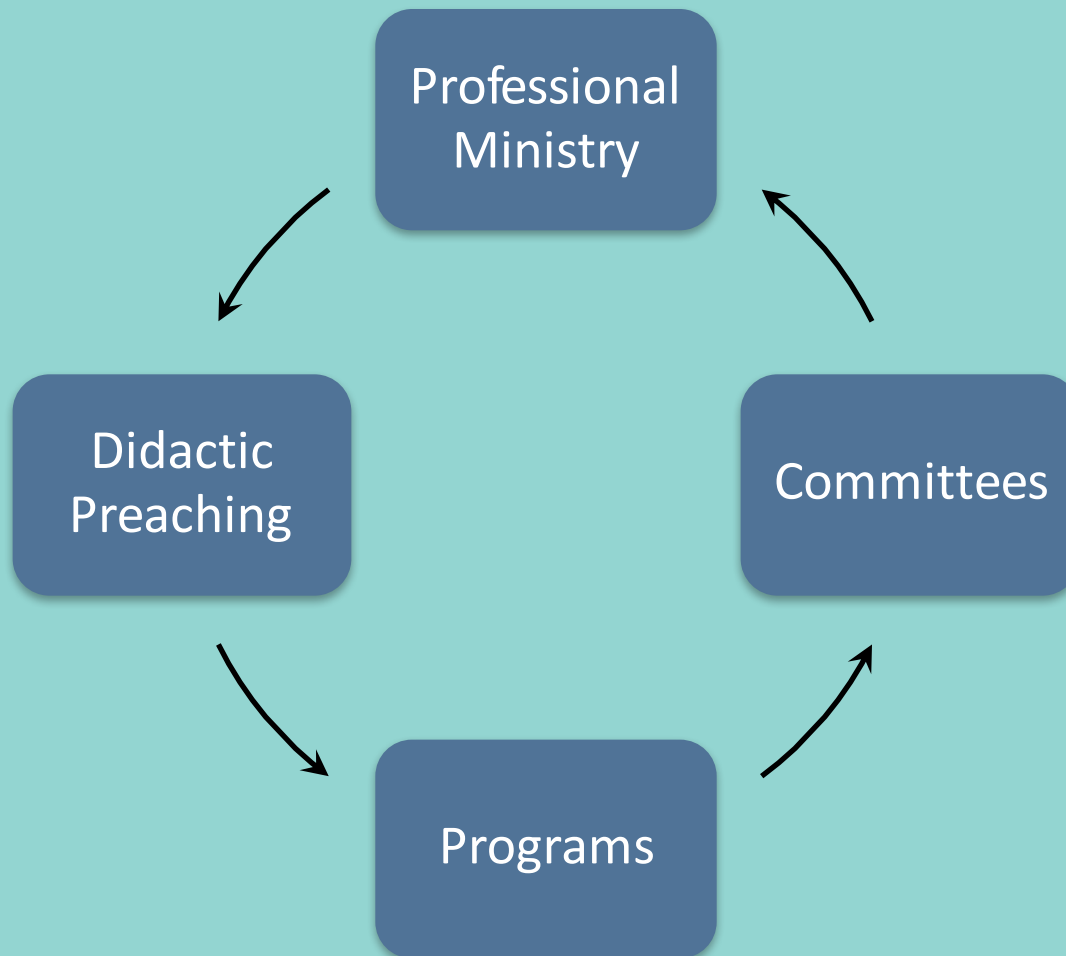


*The purpose of the Methodist class was chiefly one of discipleship, “to discern,” as Wesley put it, “whether they [were] indeed working out their own salvation.”*

—Kenneth Collins

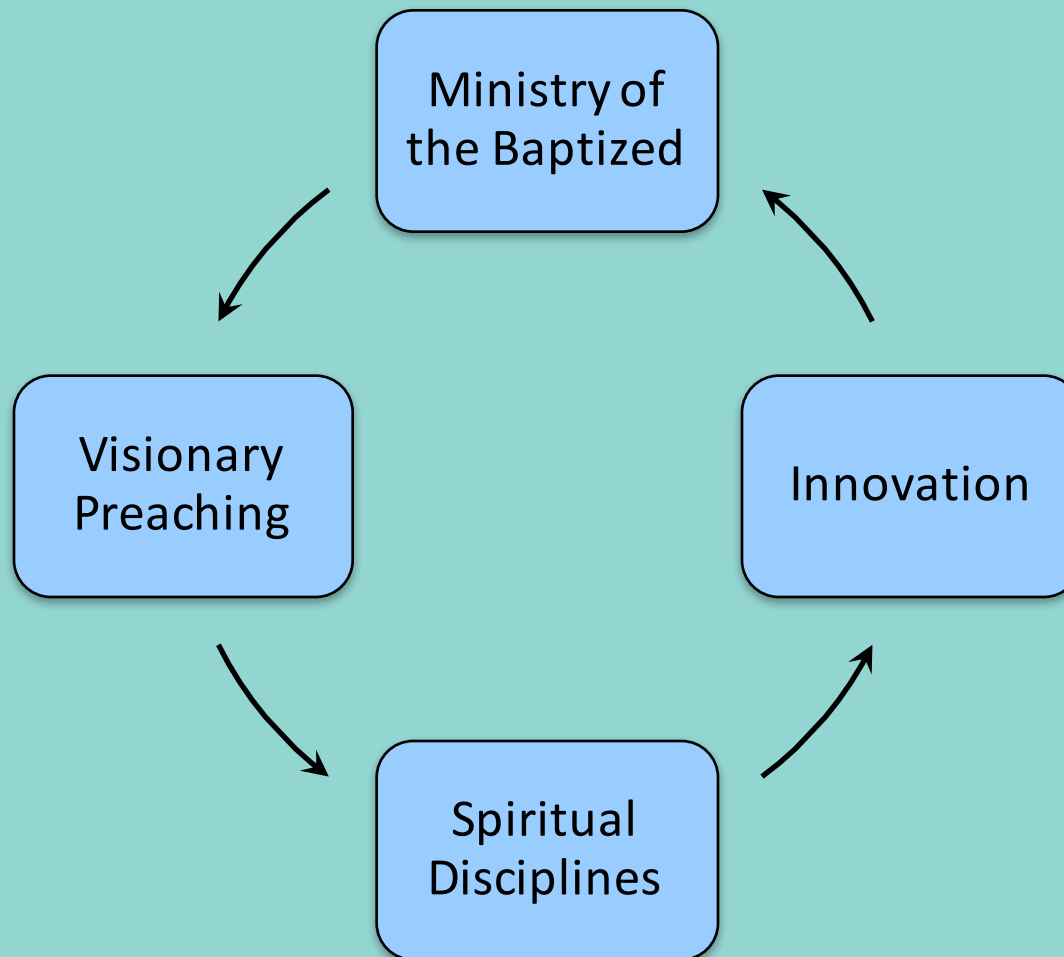


# 20<sup>th</sup> Century Structure

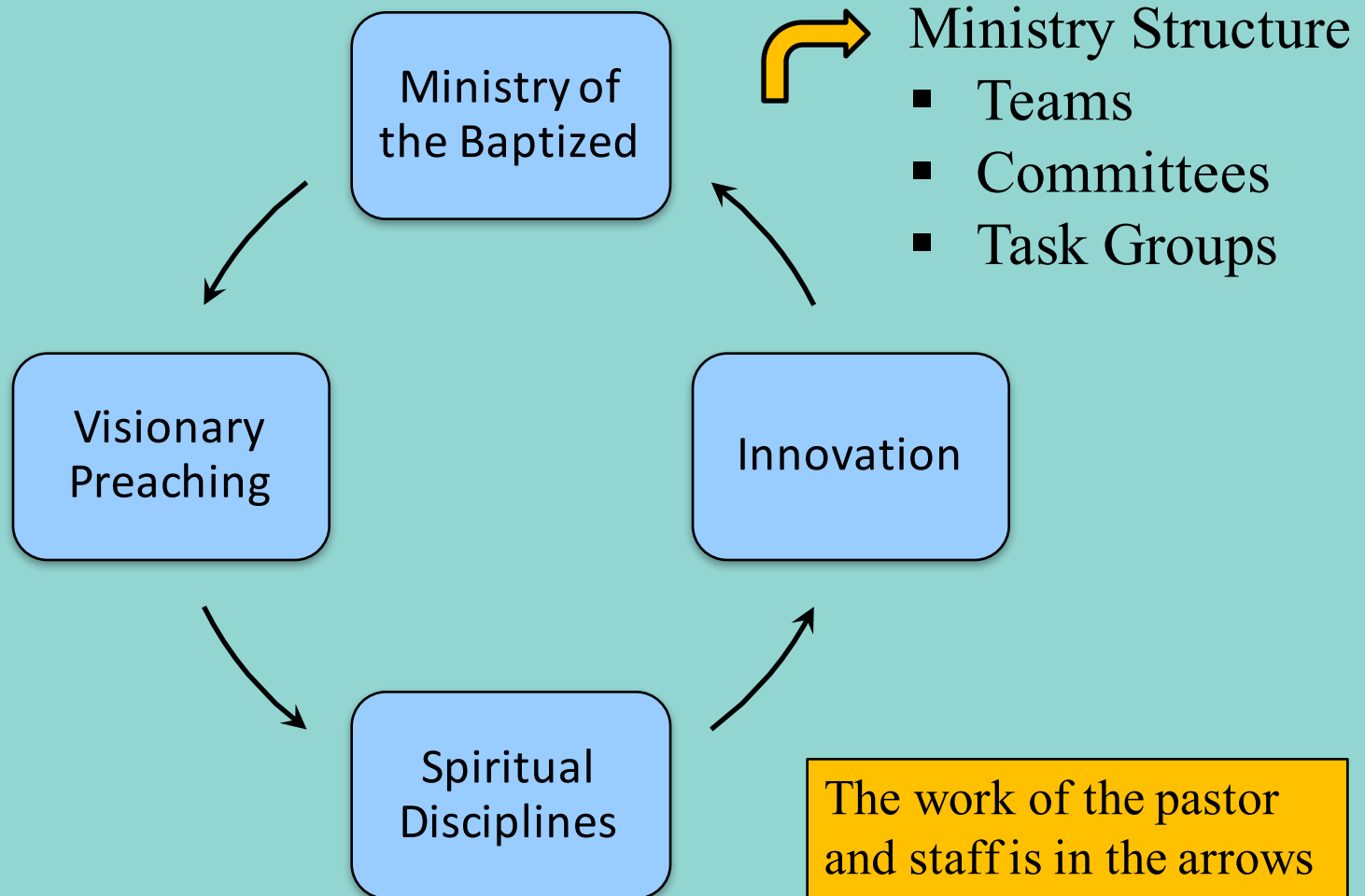




# Adaptive Structure



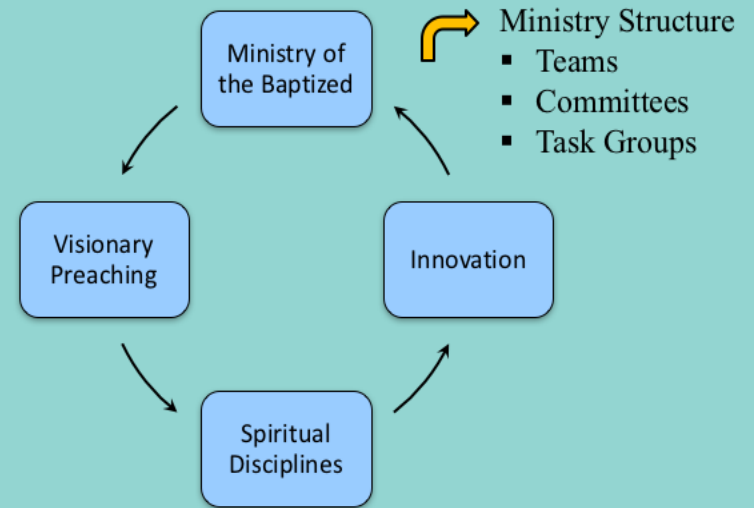
# Adaptive Structure



## 20th Century Structure



## Adaptive Structure



### Discussion

- Are you structuring to fill positions or to support ministry?
- How are you simplifying your structure to allow for innovation?
- How are you helping people discover their call for ministry?



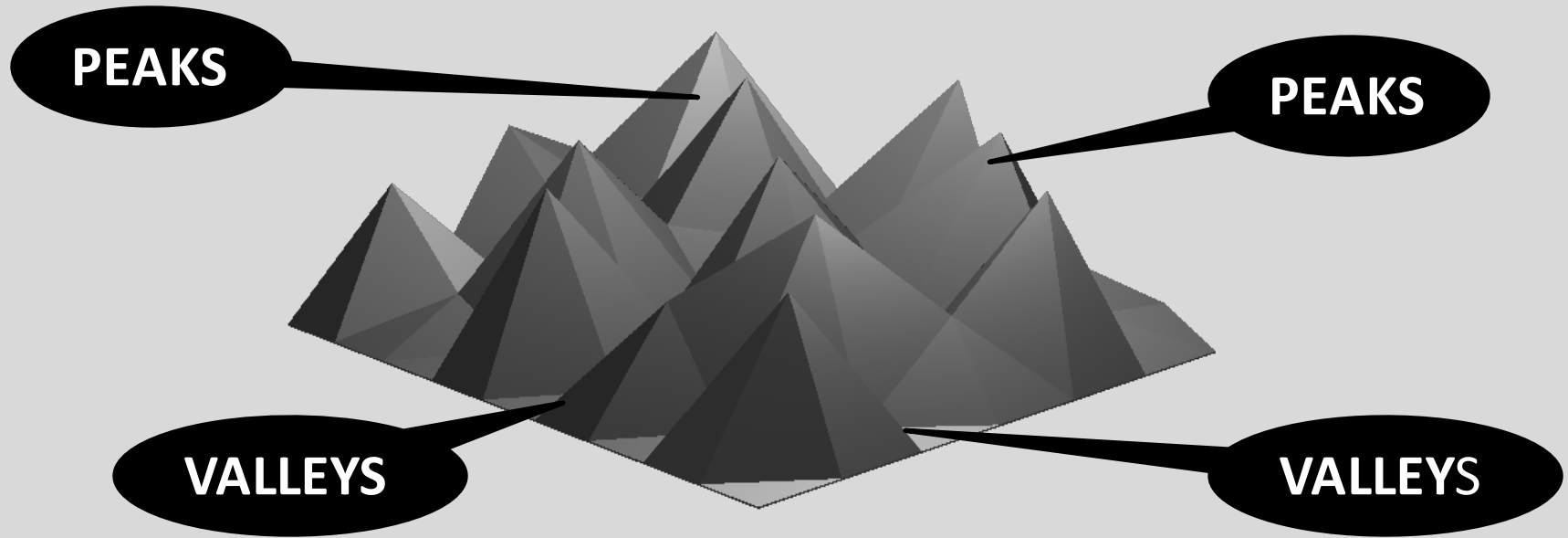
**“At four in the afternoon, I submitted to be more vile, and proclaimed in the highways the glad tidings of salvation, speaking from a little eminence in a ground adjoining to the city, to about three thousand people.”**

**Journal of John Wesley, April 2, 1739**

# Innovation

In the best selling book, *The Tipping Point*, Malcolm Gladwell says, “Wesley realized that if you wanted to bring about a fundamental change in people’s belief and behavior, a change that would persist and serve as an example to others, you needed *to create a community around them* where those new beliefs could be practiced and expressed and nurtured.”

# Landscape of Innovation



**Peaks represent success while valleys represent opportunity.**

- **If you are on a peak, what do you do?**
- **If you are in a valley, what is your viewpoint?**

# LIFECYCLE OF THE CHURCH

Introductory

Growth

Maturity

Decline

1. BIRTH

2. BEGIN  
GROWTH

3. SUSTAINED  
GROWTH

4. BEGIN  
PLATEAU

5. PLATEAU

6. BEGIN  
DECLINE

7. SUSTAINED  
DECLINE

8. DEATH

REBIRTH

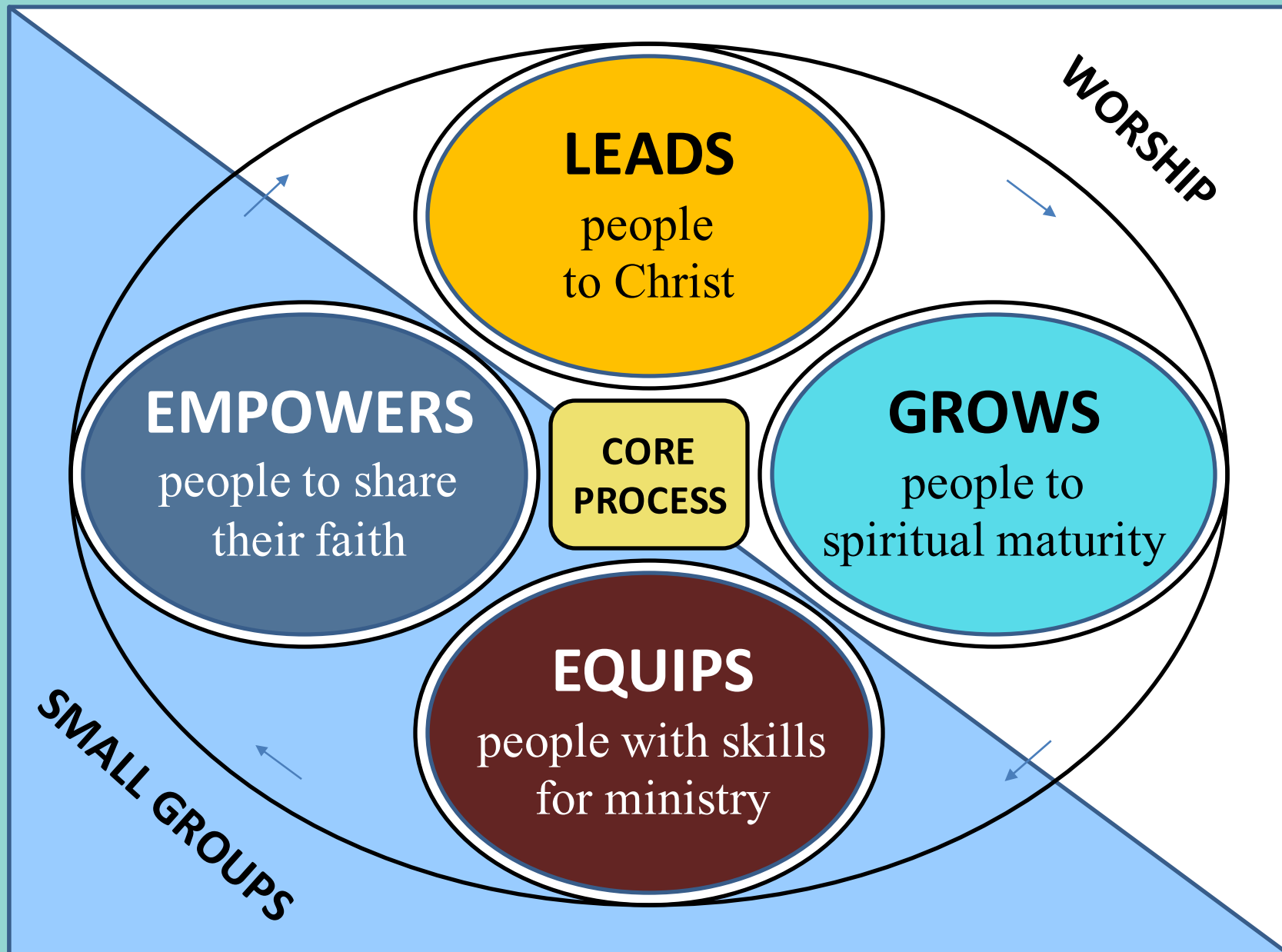
< TIME >

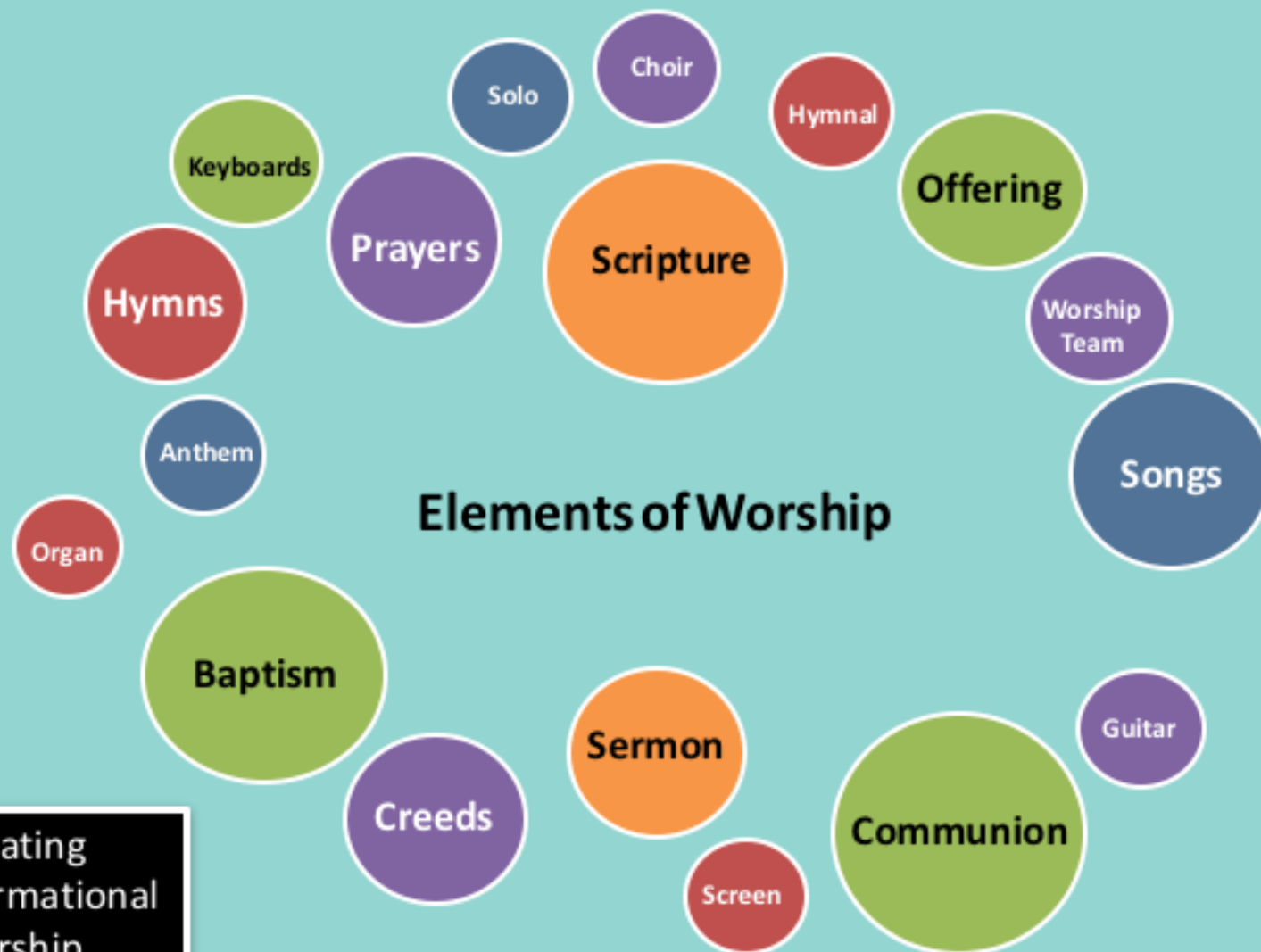




## Discussion

- Is your church on a peak, in a valley, or somewhere in between?
- Where is your church in the Lifecycle?
- What does it mean that rebirth can happen at any stage?





Creating  
transformational  
worship

**Movement I**

Entrance &  
Gathering

**Movement II**

Word &  
Response

**Movement III**

Thanksgiving &  
Communion

**Movement IV**

Sending  
Forth



Identify what you offer every week

**Movement I**

Entrance & Gathering

**Movement II**

Word & Response

**Movement III**

Thanksgiving & Communion

**Movement IV**

Sending Forth





A different group  
of elements creates  
a distinctive  
experience





Once a month

**Movement I**

Entrance & Gathering

**Movement II**

Word & Response

**Movement III**

Thanksgiving & Communion

**Movement IV**

Sending Forth

Prayers

Scripture

## Administrative Board Elements of Worship

Creeds

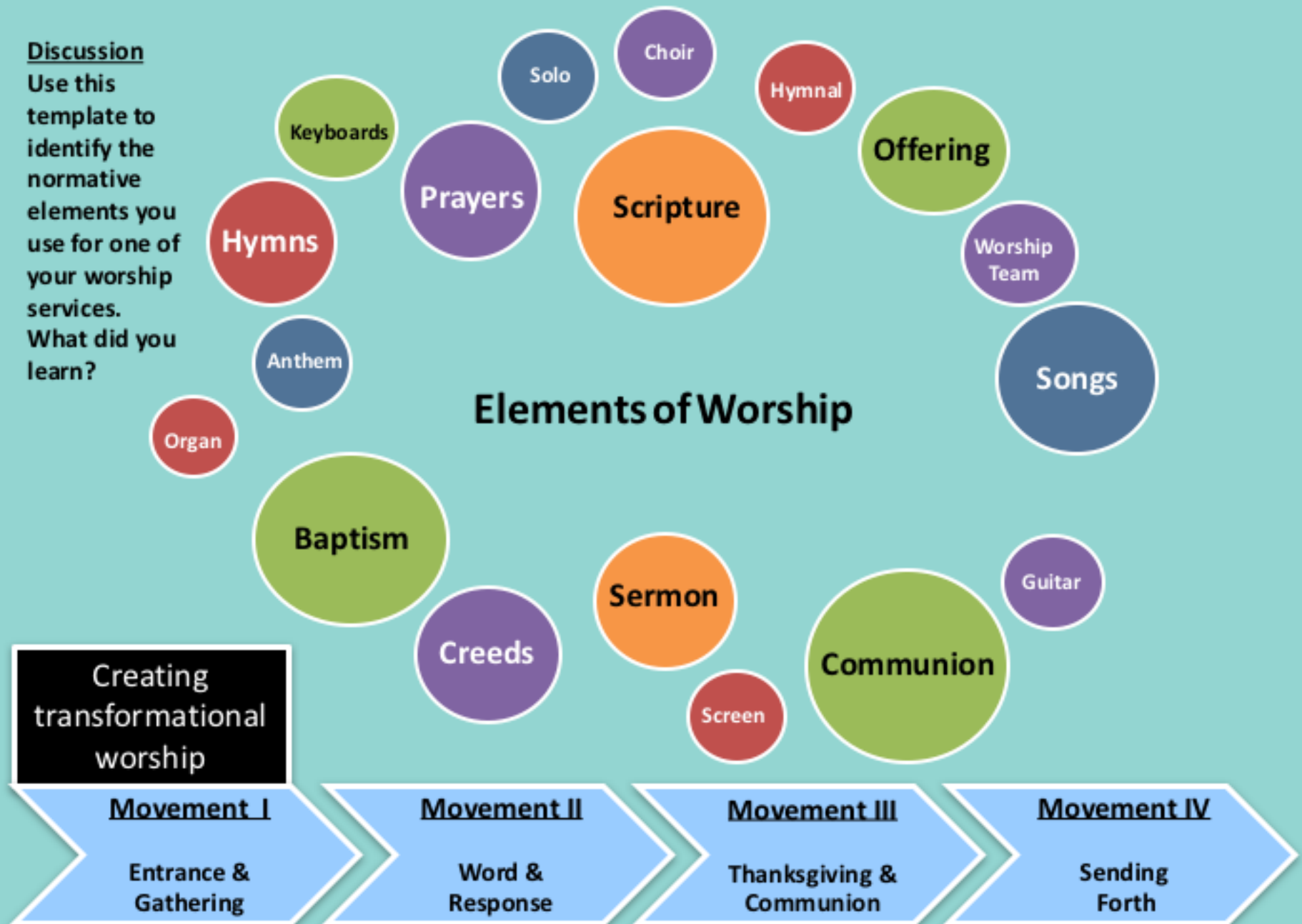
Screen

Worship elements  
can be offered in any  
setting



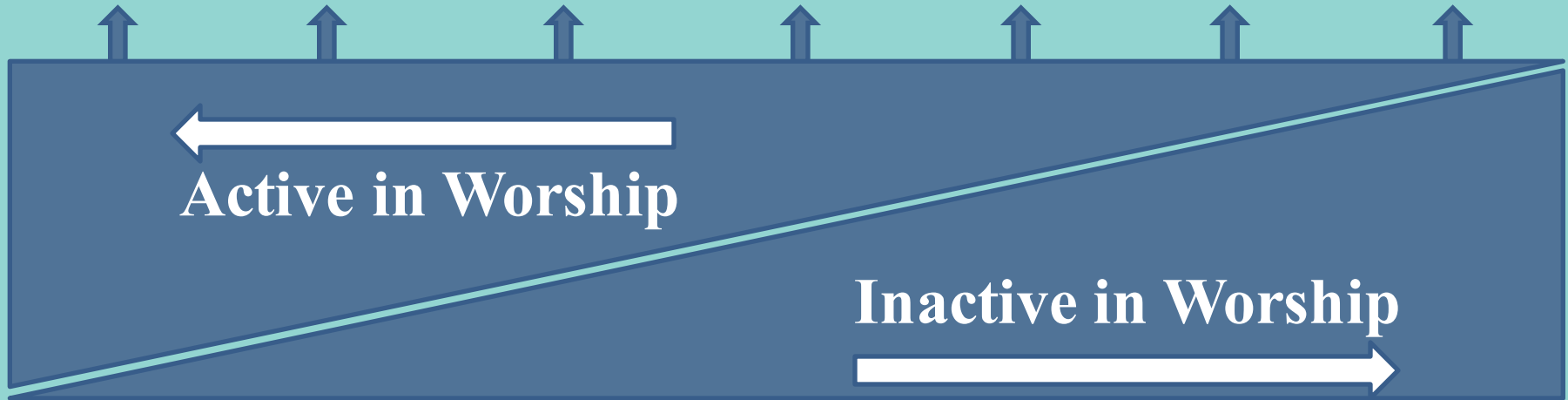
### Discussion

Use this template to identify the normative elements you use for one of your worship services. What did you learn?



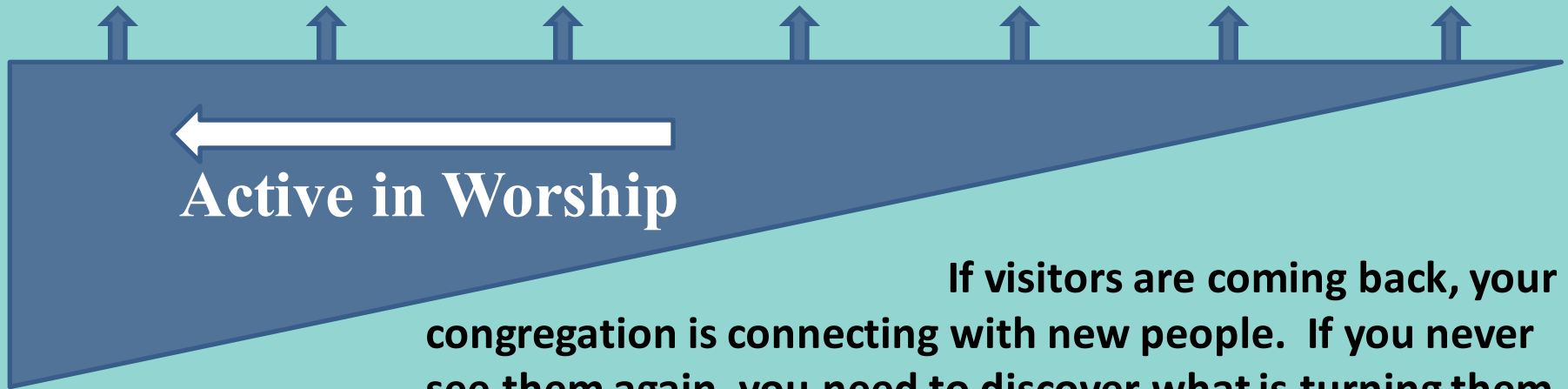
# Who is Coming to Worship

Churched Christians	Churched Inquirers	Unconnected Christians	Questers	Latent Inquirers	Dones	Non-Christians
Baptized Christians who are regular attenders in worship	People who are active in worship but have not made a formal commitment	Christians who are not active in a faith community	People who are open to spirituality	Baptized as children but never confirmed	Once active Christians who have given up on church	People of other religious traditions or nonreligious
		Visitors				



# Who is Coming to Worship

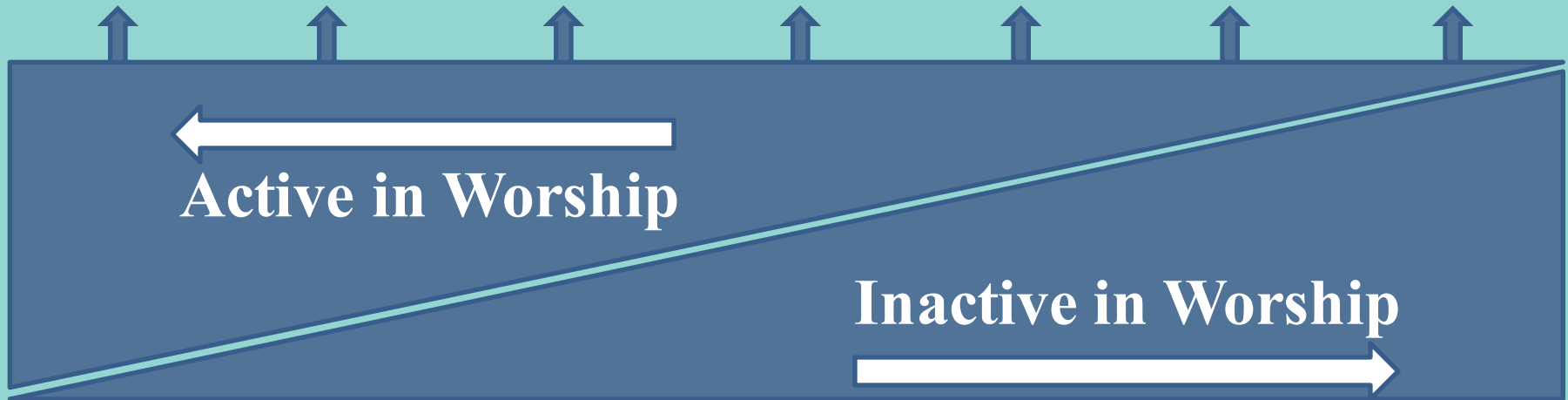
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If visitors are coming back, your congregation is connecting with new people. If you never see them again, you need to discover what is turning them away. Most people decide to return within the first few minutes of being on the campus of the church.

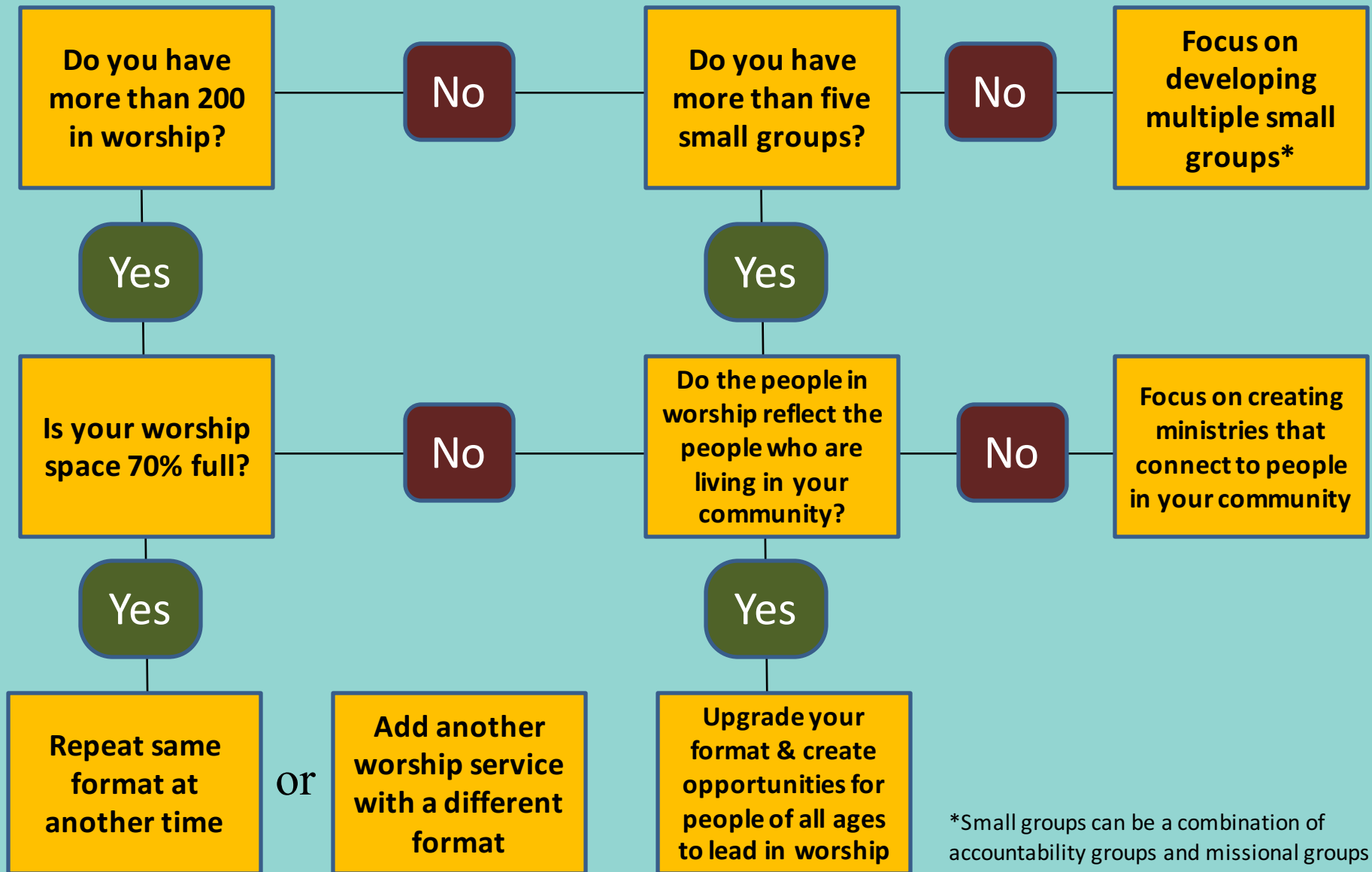
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		Visitors				



**Discussion:** What does this tell you about who is participating in your worship services? What is happening with visitors?

# When to add a new worship service



\*Small groups can be a combination of accountability groups and missional groups

<b>Do you have more than 200 in worship?</b>	<b>When under 200 in worship, churches rarely have the resources to offer two or more worship services.</b>
<b>Is your worship space 70% full?</b>	<b>When you are at 70% of your seating capacity you are full. Even if you seat 100 or less, consider adding another worship service or moving to another space. If you are under 200 in a space that seats a large crowd, look for ways to decrease the seating options or consider using a smaller space until you get over 200 or more in worship. Don't let a large space overwhelm your numbers.</b>
<b>Repeat same format at another time</b>	<b>Instead of creating a totally new service, if your current format is attracting people, repeating the same format works best.</b>
<b>Add another worship service with a different format</b>	<b>A new format may mean having a choir sing at one service and having a small worship team lead the other service. Or doing communion every week at one service while offering communion once a month in the other service.</b>
<b>Do you have more than five small groups?</b>	<b>The more small groups you have, especially accountability and missional groups, the more opportunities people have to create deep connections with each other. It also is important to add new groups on a regular basis as a way to include newcomers in your ministry.</b>
<b>Do the people in worship reflect the people who are living in your community?</b>	<b>Vital congregations reflect the community in which it is located. A community in a suburban or urban area may extend to the distance people are driving to the church.</b>
<b>Upgrade your format &amp; create opportunities for people of all ages to lead in worship</b>	<b>Look for ways to use more people up front in worship. Singers, liturgists, scripture readers, and ushers who better reflect those you are trying to reach helps newcomers feel welcome.</b>
<b>Focus on developing multiple small groups</b>	<b>Rather than using your energy to launch a new service, it is best to focus on connecting to more people by creating new small groups that are open to new people.</b>
<b>Focus on creating ministries that connect to people in your community</b>	<b>If your current service only attracts one cultural or generational group, focus on connecting with those who better represent those who are living in your community.</b>

# Multiple Services

```
graph LR; A[Multiple Services] --- B[TIME]; A --- C[FORMAT]; A --- D[LOCATION]; B --- E[Different times attract different types of people]; C --- F[Repeat the same format or offer different formats at multiple times]; D --- G[Same format in different locations or different formats in different locations];
```

**TIME**

**Different times attract different types of people**

**FORMAT**

**Repeat the same format or offer different formats at multiple times**

**LOCATION**

**Same format in different locations or different formats in different locations**

Options	Time	Format	Location
<b>Option 1</b> Multiple Times	8:30	Historic	Sanctuary
	11:00	Historic	Sanctuary
<b>Option 2</b> Multiple Locations	8:30	Historic	Fellowship Hall
	11:00	Historic	Sanctuary
<b>Option 3</b> Multiple formats	8:30	Historic	Sanctuary
	11:00	New Song	Sanctuary
<b>Option 4</b> Multiple Locations	8:30	Historic	Sanctuary
	11:00	New Song	19 <sup>th</sup> Street Coffee Shop



# Multiple Services

**TIME**

Different times attract different types of people

**FORMAT**

Repeat the same format or offer different formats at multiple times

**LOCATION**

Same format in different locations or different formats in different locations



Talk about the worship options you are offering. (Include midweek services)  
What additional choices might you consider adding?

# Early Methodists Started with Small Groups

The Class Meeting was the central place where people talked about their faith and were given opportunities to share their lives. While people may get together in small numbers to do ministry together or to learn, *accountable small groups* are key to church vitality.

# Types of Small Groups

## Accountable

Members hold one another accountable for spiritual growth through practicing the means of grace.

## Missional

Members focus on outreach and missions to the community. These tend to be short-term task groups.

Jesus  
Christ

## Administrative

Committees, boards, and teams work together to support the ongoing ministry of the church.

## Learning

Members primarily gather to learn about the Bible. Sunday school classes typically are in this category.

**List the types of small groups that are active in your church. Are any types missing? How is this helping people be equipped and empowered?**

**Missional**

**Learning**

**Administrative**

**Accountable**

# Developing a Metaphor for Discipleship

- An Image that conveys meaning
- Has movement
- Is easily understood
- Shows how people can become involved

**This is a metaphor for our journey in Christ. Whether you are beginning your walk as a Christian, in the midst of seeking, or a well-worn disciple, we hope to offer you opportunities to learn and serve in Christ, so you may grow in faith.**

**Source: Brentwood UMC, TN**



## **Checking Out the Scene**

**I am seeking to know God, but I don't know where to begin. I need to understand the journey of faith and becoming a disciple of Christ. I have not made a commitment to follow Jesus Christ or to be a member of a Christian church.**



## **Stepping in the Water**

**I am looking for a way to connect with God. I am ready to begin the journey of faith. I want to learn how to read and study the Bible. I want to have a personal relationship with God.**



## **Diving Deeper**

**I am ready to understand what it means to serve Christ by serving others. I want to study the Bible more intentionally. I am ready to become part of a small group or Sunday school class.**



## **Riding the Rapids**

**I am ready to make my relationship with God a priority in my daily life. I want to study the Bible and the spiritual disciplines in an in-depth, committed way. I am ready to identify and use my gifts for service in the church and/or community. I want to understand the importance of the church and the vision of BUMC in "Touching Hearts and Transforming Lives."**



## **Going Fishing**

**I understand the importance of being the light of Christ in the world. I am ready to help others become disciples of Jesus Christ.**

# Examples of Metaphors

1. Harbor
2. Oasis
3. Road
4. Household
5. Vineyard

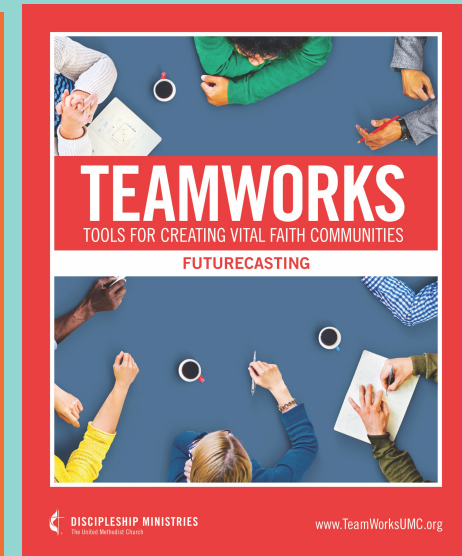
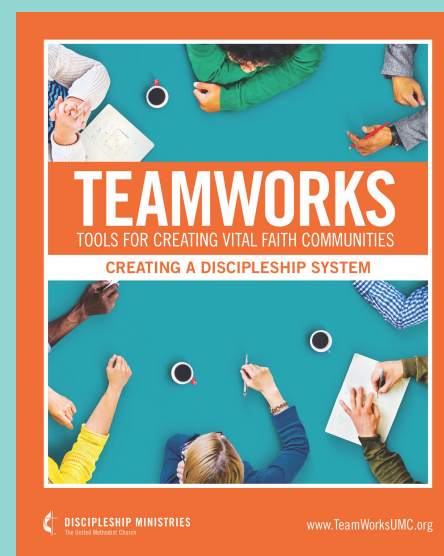
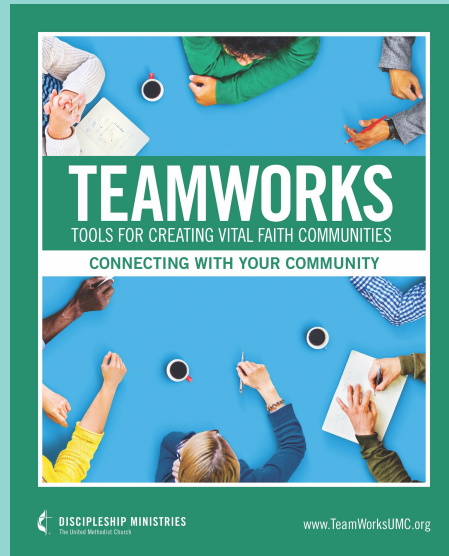
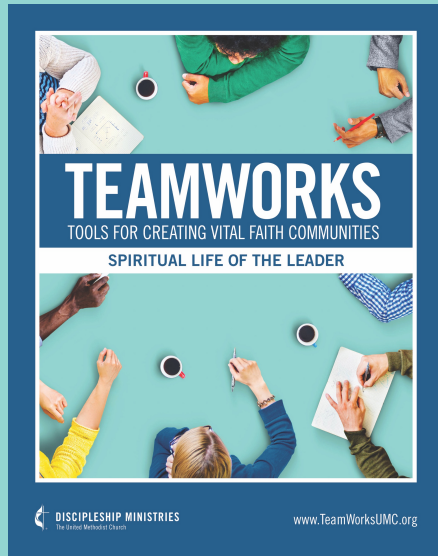


# DISCUSSION

- **Divide your group into two or more groups and assign one of the metaphor examples from the previous slide to each group.**
- **Put in areas of ministry that you are currently offering in the drawing.**
- **Look to see the gaps – What is missing that would help people become part of your community of faith?**
- **Once they are finished, have each group share its images.**
- **Talk about how developing a metaphor for your church can help people understand how they can be involved in your discipleship process.**



# TeamWorks Series



[www.TeamWorksUMC.org](http://www.TeamWorksUMC.org)