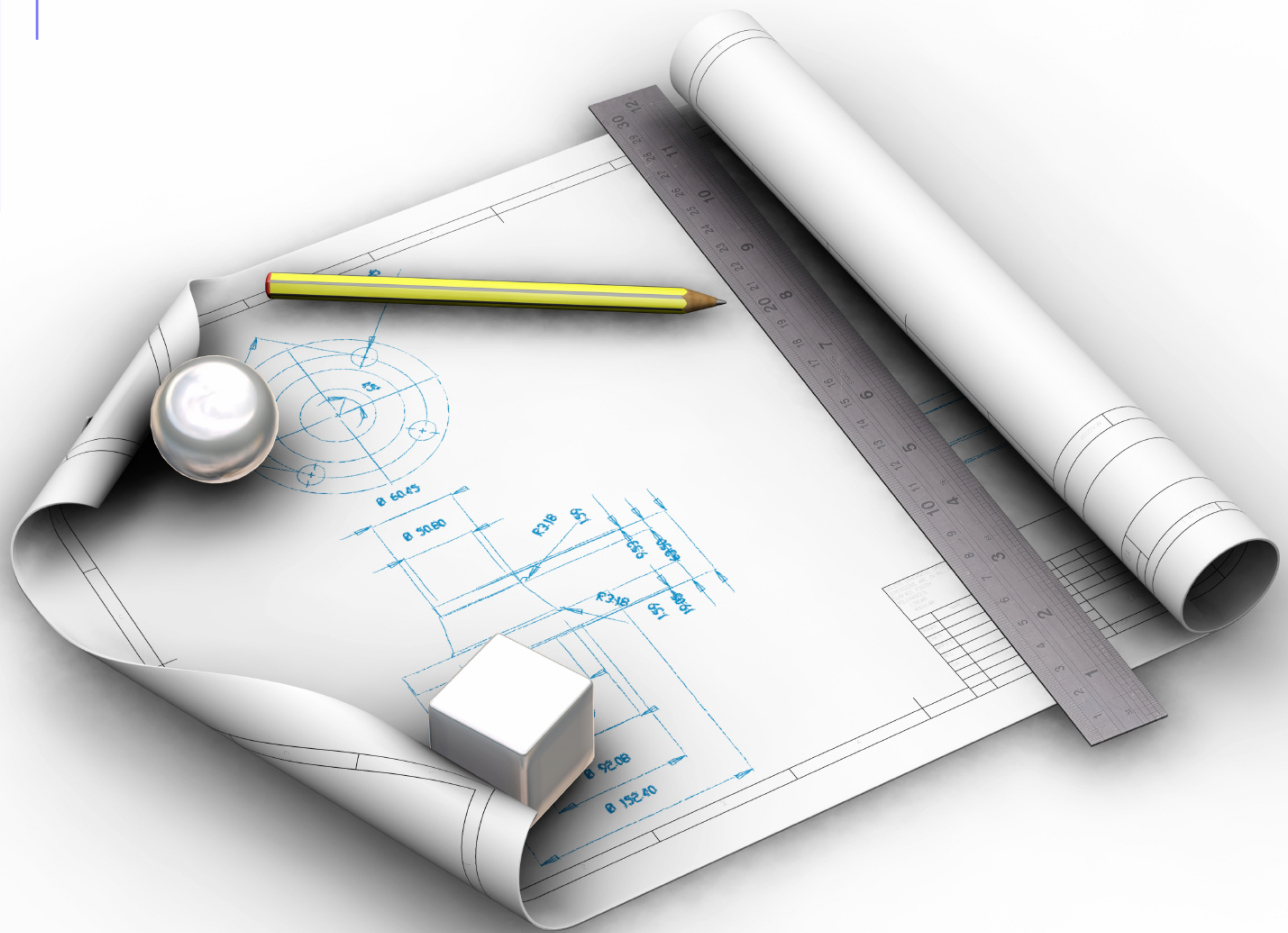


NAME: _____
LOCATION: _____



BLUEPRINTS FOR MINISTRY

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"MENTORING OTHERS" BY LARRY GLABE	Appendix

I. COMMON GROUND

- A. The Pattern of Jesus' life
- B. The Potential of spiritual reproduction.
- C. The Purpose of our lives.

II. THREE MOTIVATING PASSAGES

- A. John 17 - finishing the work God gave him to do

- B. I Thessalonians 2:7-11 - Spiritual Parenting

- C. I Corinthians 3:7-11 - Roles and Responsibilities

III. Ground Rules

- A. I must be willing to share my life and the Word for the purpose of encouraging you to persevere in being a disciple and making disciples.
- B. I desire to serve as a resource for you to remodel not rebuild.
- C. You are accepted and respected, and therefore invited to be yourself, ask questions, and share your insights.
- D. The BLUEPRINTS are a flexible framework, not a stifling structure.
- E. Methods are many, Principles are few, Methods always change, Principles never do.

Great Commandment

Matthew 22:36-40

The process of training a disciple to be willing and able to be effective in evangelism and establishing.

Great Commission

Matthew 28:18-20

INTEGRITY

Matt 16:24-25; Luke 9:23; John 8:31, 32; John 13: 34,35; John 15:7,8; Luke 14:26-33; Matt 10:42 "I know how to live"

LORDSHIP

The process of sharing the Word, and my life, so that another may be rooted in Christ and taught to obey Him.

INFLUENCE

II Tim 2:1,2
"I know how and where to minister"

LABORER

The process of helping a laborer identify his or her plot in God's harvest field, and then serving as a resource and encourager to that laborer.

IDENTITY

JOHN 5:24 - Hear and Believe
"I know what I believe"

LEARNER

The process of exposing unbelievers to the Gospel in a relevant, audio-visual manner.

IMPACT

Ephesians 2:10/ Luke 10:2
"I know why I exist"

LEADER

INVESTIGATION

LOST

- We can't give people a heart for God but we can pray for it.
- We can't see it but we can cultivate it.
- Ps 119:32 "I shall run the way of Thy commandments, For Thou wilt enlarge my heart." NASB

Hunger & Thirst for God

• Psalm 42:1,2; Psalm 63:1,2; John 4:34

Eminence of Christ in their life

• Psalm 73:25,26; Psalm 27:4; Philippians 3:7,8

Availability to grow and be used of God

• Isaiah 6:8; Ezekiel 22:30; Jeremiah 5:1; Mark 1:16-20

Relationally impacting others

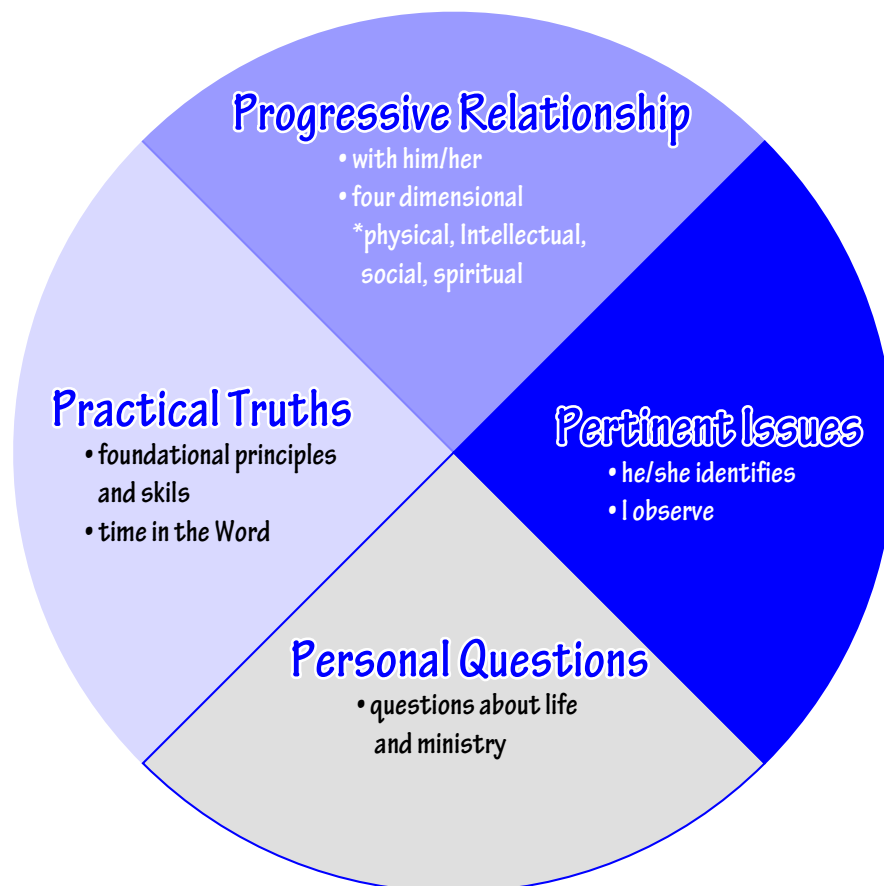
Matthew 5:13-16; Colossians 4:5,6; I Thess 2:8; I John 4:21

Teachability to God and others

Luke 6:40; Philippians 4:9; II Timothy 3:14

- What are some passages and promises you could pray to ask God for wholehearted people?

- These elements must be present in small groups and one to one relationships.



Clarify

(Expectations & Maturity)

- Discipleship
- Fellowship
- Support
- Recovery

Triple A Attitude

- Authentic
- Approachable
- Accepting

Seven P Process

- Pray
- Personal
- Planned
- Progressive
- Patience
- Potential
- Promises.

* For more on this topic see the Appendix "Mentoring Others" by Larry Glabe

Questions to ask yourself as you are helping people grow

- What can I do to Progress in my Relationship with them?
 - Activities
 - Time together
 - Get to know them
 - Be 'with' them
- What Practical Truths do they need to know?
- What Personal Questions are they asking?
- What Pertinent Issues are surfacing in their lives?

People need to be...

- **Listened To**
- **Taken Seriously**
- **Understood**
- **Accepted**

Photo

Name: _____

Birthday: _____

Age: _____

Place born: _____

Places lived: _____

Hobbies: _____

Motivating Passages or Promises: _____

Family Members _____

Jobs: _____

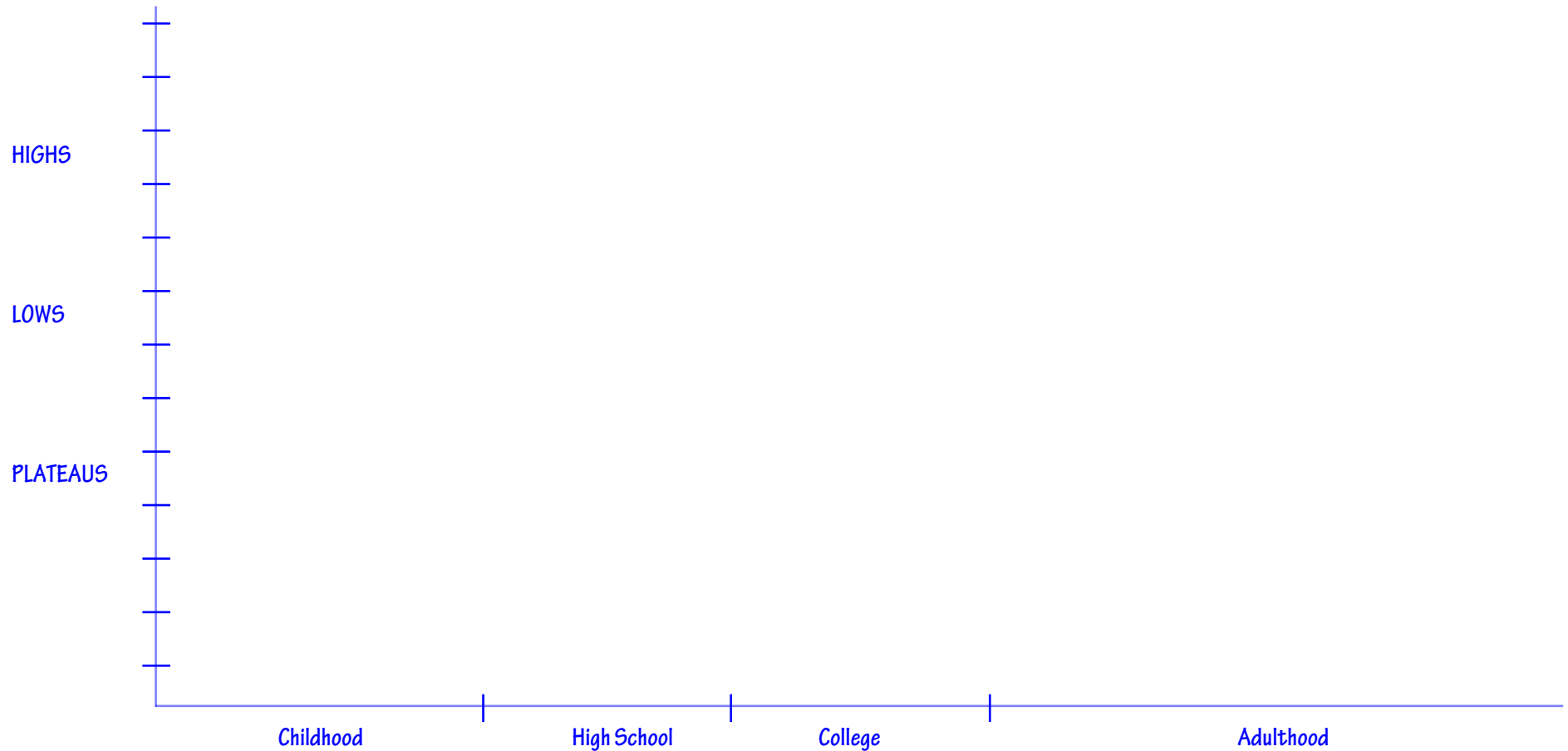
Skills: _____

PAGE: PERSONAL TIMELINE

PURPOSE: To help you explain your spiritual story (Where you've been, Where you're at and How you got there)

NAME:

- Things you may consider including in your story – roots, memories, milestones, disappointments, trials, setbacks, significant people, places
- Things you may consider including in where you are right now – the condition of your walk with God, lessons God is currently teaching you, issues or circumstances you are facing, what you feel your spiritual gifts are, areas of ministry or people that are important in your life now.



Affirmation:

The thing I appreciate about you is:

Your story encouraged me in this way:

Ideas:

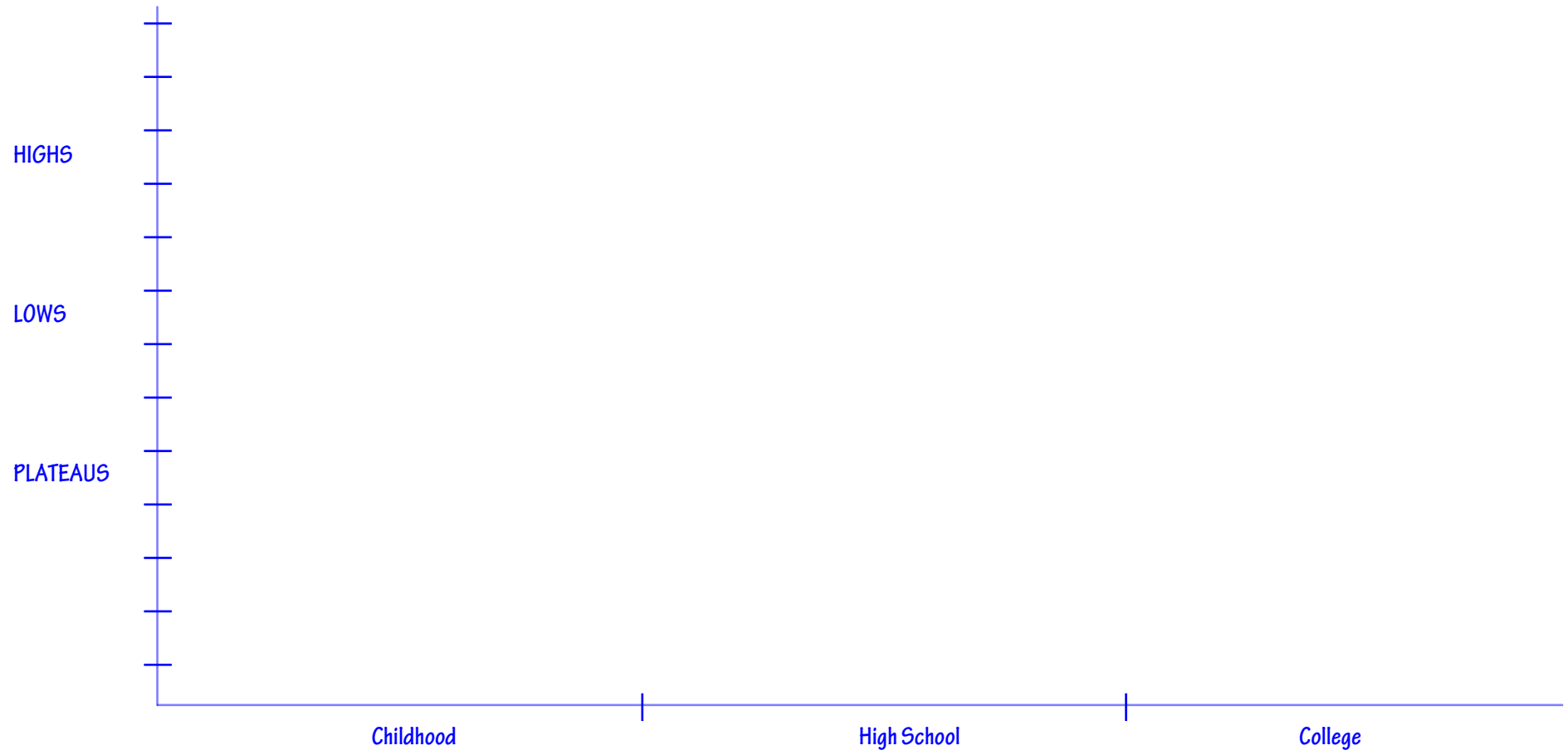
People:

PAGE: PERSONAL TIMELINE

PURPOSE: To help you explain your spiritual story (Where you've been, Where you're at and How you got there)

NAME:

- Things you may consider including in your story – roots, memories, milestones, disappointments, trials, setbacks, significant people, places
- Things you may consider including in where you are right now – the condition of your walk with God, lessons God is currently teaching you, issues or circumstances you are facing, what you feel your spiritual gifts are, areas of ministry or people that are important in your life now.



Affirmation:

The thing I appreciate about you is:

Your story encouraged me in this way:

Ideas:

People:

The PEA is a simple method to develop foundational principles and skills in young believers.

SUBJECT: The Quiet Time

PERSPECTIVE: If we desire to be men and women who are actually experiencing Christ and displaying Christlike choices, relationships, character and attitudes, it is absolutely imperative that we cultivate the practice of spending time with Jesus on a daily basis.

P rinciple: I Corinthians 1:9 “God, who has called you into fellowship with his Son Jesus Christ our Lord, is faithful.”
Revelation 2:4 “But I have this against you, that you have left your first love.”

E xample: Luke 10:38-42 (Mary and Martha)

A pplication: To consistently and realistically take the time to sit at His feet and listen to His words.

- Time – When you are awake and alert.
- Place – Where you are undistracted.
- Plan – Remember this is a relationship, not an activity:
- Starting out – Read 1 chapter of Proverbs for every day in the month
- Method – Pray, Read & Mark, Reflect, Record, Respond

EPHESIANS 4:17-24: So I tell you this, and insist on it in the Lord, that you must no longer live as the Gentiles do, in the futility of their thinking. They are darkened in their understanding and separated from the life of God because of the ignorance that is in them due to the hardening of their hearts. Having lost all sensitivity, they have given themselves over to sensuality so as to indulge in every kind of impurity, with a continual lust for more. You, however, did not come to know Christ that way. Surely you heard of him and were taught in him in accordance with the truth that is in Jesus. You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires; to be made new in the attitude of your minds; and to put on the new self, created to be like God in true righteousness and holiness.

1. How do unbelievers live? What happens when we walk just like them?

MIND	Futility of their thinking Darkened in their understanding
SPIRIT	Separated from the life of God Ignorance that is in them
EMOTIONS	Hardness of their heart Having lost all sensitivity
WILL	Given themselves over to sensuality Indulge in every kind of impurity

2. Our point of reference needs to be Jesus Christ – His life and His Word vs. the World's View

SOUND PURPOSE	Futility
ENLIGHTENED	Darkened
INCLUDED	Excluded
KNOWLEDGE	Ignorance
SOFT-HEARTED	Hard-hearted
SENSITIVE	Callous (lost all sensitivity)
SELF-CONTROL	Sensuality
PURITY	Impurity

3. How can we change?

PUT OFF THE OLD

1. Identify the specific issue.
2. Accurately describe present attitudes and behavior.
3. Ask yourself why #2 has come to be.

CHANGE THINKING

4. What does God's Word say about this issue?

PUT ON THE NEW

5. Determine practical steps to stop and start.
6. Establish encouragement and accountability.

PROVERBS 21:5: The plans of the diligent lead to profit as surely as haste leads to poverty.

1. VISION CLARIFIED AND ARTICULATED:

2. PROMISES IDENTIFIED:

3. HONEST OBSERVATIONS LISTED:

- Group
- Individuals

4. EMPHASIS FOR UPCOMING SEMESTER OR YEAR SELECTED (Qualitative & Quantitative)

- Evangelism
- Establishing
- Equipping
- Extending

5. GROUPINGS ESTABLISHED

- Maturity
- Geography
- Relationships
- Strategy

6. BRAINSTORMING ON ACTIVITIES

7. ACTIVITIES SELECTED

8. ACTIVITIES SCHEDULED

9. RESPONSIBILITIES DELEGATED

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
6							
7							
8							
9							
10							
11							
12							
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							

EXAMPLE #1
SPOTLIGHT: EVANGELISM

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
6							
7							
8		STUDY MEETINGS PLANNING OFFICE ERRANDS					
9							
10							
11							
12		12 SLOTS FOR EVANGELISTIC APPOINTMENTS, SURVEYS, FOLLOW UP WITH NEW BELIEVERS					
1							
2							
3		FLEX TIME - TIME "WITH" PEOPLE					
4							
5	MEAL		IBD	IBD			
6				MEAL			
7							
8							
9		IBD				MOVIE FUN ACTIVITY	
10							
11							
12							

EXAMPLE #2
SPOTLIGHT: EVANGELISM & ESTABLISHING

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
6							
7							
8		STUDY MEETINGS PLANNING OFFICE ERRANDS					
9							SPORTS
10							
11							
12		FOLLOW UP	FOLLOW UP	FOLLOW UP	FOLLOW UP		
1		M2M	M2M	M2M	M2M		
2		EVANG	EVANG	EVANG	EVANG		
3		FLEX TIME - TIME "WITH" PEOPLE					
4							
5	MEAL			IBD			
6				MEAL			
7	WKSHOP						
8					LARGE GROUP		
9		IBD					
10					DISC. GROUPS		
11							
12							

EXAMPLE #3

SPOTLIGHT: EVANGELISM, ESTABLISHING & EQUIPPING

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
6							
7							
8		STUDY MEETINGS PLANNING OFFICE ERRANDS					
9							SPORTS
10							
11							
12		FOLLOW UP	STAFF MTG	FOLLOW UP	FOLLOW UP		
1		M2M	M2M	M2M	M2M		
2		EVANG	M2M	M2M	M2M		
3		FLEX TIME - TIME "WITH" PEOPLE					
4							
5	MEAL			DISC. GROUP			
6				MEAL			
7	TEAM		DISC. GROUP				
8	TRAINING				LARGE GROUP		
9		IBD					
10							
11							
12							

MAY:	Complete ministry plans for upcoming year.
JUNE:	New Student Enrollment
JULY:	Room reservations made on campus; conference and retreat locations secured
AUGUST:	Communication with student leaders Leaders return early to get ready for new students Student activity fairs First meetings & fun activities Follow up of contacts
SEPTEMBER:	Labor Day Weekend "Leaders Retreat" Start Discipleship Groups Start Investigative Bible Studies Fun Event
OCTOBER:	Keep drumbeat of evangelism Recruit for & attend Fall conference Fun Event to hear testimony (Barn Dance?) Keep Discipleship Groups going
NOVEMBER/DECEMBER	Talk about Summer Training Programs Christmas Party
JANUARY	Winter conference? New Investigative Bible Studies Discipleship Groups
FEBRUARY	Build
MARCH	Build Spring Break Trip
APRIL/MAY	Goodbye to seniors New leadership team Prepare students for summer Year End Evaluation

A possible strategy for penetrating a residence hall, Greek house, organization or major with the gospel.

TWO KEY QUESTIONS:

1. What is the location I desire to influence?
2. Who is with me in this adventure? (Is there an 'inside' person?)

POSSIBLE PROCEDURE:

1. Soak it with prayer.
2. Serve
 - what can you do to help? Help move in to a residence hall, helpful seminar in a Greek house
 - contact leadership (hall director, R.A., house president, organization president, etc.
3. Sow broadly
 - meet as many students there as possible
 - speak at a floor meeting or chapter meeting
4. Start investigative study groups
 - focused on areas of interest or critical issues
 - do an investigative study of a gospel
5. Schedule in flex times to be with non-believers
 - meals
 - errands
 - exercise
 - talk times
6. Set up sports, road trips, shopping, etc.
7. Strategically follow or place students in locations or organizations

FOUR KEY INGREDIENTS TO RELATIONSHIPS

- Time spent together
- Two - way communication
- Common direction
- Shared experiences

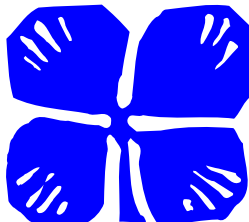
People at times may demonstrate an inability or unwillingness to relate below the surface. The need may be to develop the ability to listen and ask questions.

Luke 2:46 After three days they found him in the temple courts, sitting among the teachers, listening to them and asking them questions.

Proverbs 20:5 The purposes of a man's heart are deep waters, but a man of understanding draws them out.

FOUR AREAS OF LIFE

- Intellectual
- Social
- Physical
- Spiritual



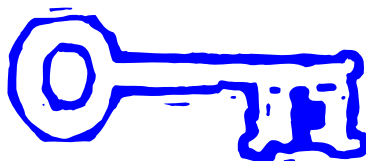
SEASON WITH SALT

- S – School (major, favorite classes)
- A – Activities (recreation, sports, free time, hobbies)
- L – Likes/Dislikes (movies, books, food, music etc.)
- T – Temperament (personality)

CAN OPENERS



- Who?
- What?
- When?
- Where?
- Why?
- How?



KEY GOAL IN RELATING

Make them understand that they are important to you.

Evangelism Redefined

The proactive process of exposing the lost to the Gospel in a relevant audio-visual manner.

Ambassador

One who is ready, willing and able to communicate a message.

II Cor 5:20 We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God.

1. The Identity of an Ambassador

2. The Message of an Ambassador

3. The Audience of an Ambassador

THE PROCESS ILLUSTRATED

CULTIVATING

IDENTIFY

Live
Work
Recreation
Interest

INTERACTION

Pray
Relate
Serve

SOWING

INTRODUCE

"There are four dimensions to life - the intellectual, social, physical and spiritual. I'm interested in all four. But one people don't talk about much is the spiritual. Could I ask you a couple of spiritual questions?"

INVITE to INVESTIGATE

"I've found that Jesus Christ has made some unique claims about putting life together. Would you be interested in investigating what he has to say?"

Investigative Bible Discussion

REAPING

ILLUSTRATE

The Bridge Illustration

INQUIRE

Those who believe
• Immediate Follow up
• Initial Follow up

Those who are curious
• Identify issues
• Address issues

Those who are not interested
• Love and serve

BARRIER BUSTING:

Types of Barriers

Emotional:

Intellectual:

Spiritual:

PENETRATION:

Initiative

Graciousness

Confidence

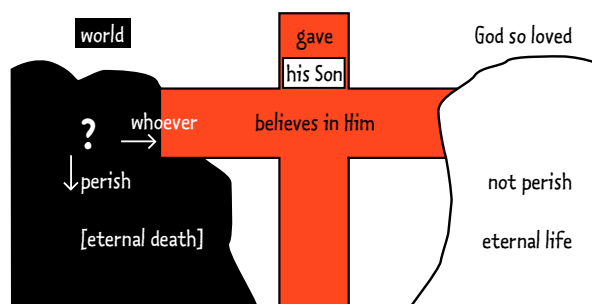
Transition Questions

Barrier Buster

REAPING:

OPEN: "We have been discussing what Jesus said about putting life together. Could I show you an illustration that summarizes what he taught?"

BRIDGE:



FOR GOD (the powerful creator and master of the whole universe) SO LOVED (got personally involved in what matters most to us) THE WORLD (every person who has ever or will ever exist) THAT HE GAVE (to present to someone at no cost to them and great cost to God) HIS ONE AND ONLY SON, (the most precious relationship God has) THAT WHOEVER (anyone, including you!) BELIEVES IN HIM (to place your total trust and confidence in his ability to save you) SHALL NOT PERISH (to die because of your sin and be separated forever from the God who loves you) BUT HAVE ETERNAL LIFE. (to have a never ending relationship with God) John 3:16 NIV

CLOSE: "When a person hears this information, I find they have one of three responses: They want to believe, they want to know more or they are not interested. Which of these three do you identify with at this time?"

Actions I can take to maintain the drumbeat of evangelism:

- Taking people with me when I share Christ to expose them personally to the battle.
- Spontaneously sharing Christ when I am meeting 1-2-1 with someone.
- Each discipleship group member will identify and list individuals God has placed on their heart and we will take time to pray for them.
- When our large group or leadership team meets we will always hear from one or two people on how and why they became a Christian. We will also ask individuals who have had the opportunity to share with someone since the last time we saw them and hear some of their stories and pray for them and those they shared with.
- We will train people in the cultivating, sowing and reaping process of evangelism.
- We will develop relevant materials and tools that will allow seekers to investigate the claims of Christ.
- We will serve the lost, take the initiative to relate to them and claim the promises that God has given us.



“To advance the gospel of Jesus and His kingdom into the nations through spiritual generations of laborers living and discipling **AMONG THE LOST.**”

IDENTIFY PEOPLE

- WHO is on my heart for heaven?
 - Who do I live around? (friends, family, neighbors)
 - Who do I study around? (classmates, teaching assistants, professors, advisors)
 - Who do I recreate around? (sports, fitness, clubs, athletic events)
 - Who do I work around? (co-workers, bosses)

INVITE PERSONALLY

- WHAT
- WHY

INFORM THOROUGHLY

- WHEN
- WHERE
- HOW

ISSUES & IMPLICATIONS

- What barriers exist to keep them from coming? Can they be overcome?
- If they cannot come, what are alternatives?

II Timothy 3:16 “All Scripture is inspired by God and profitable for teaching, for REPROOF, for correction, for training in righteousness;”

Preliminary Issues:

Is this the right time?

Is this the right issue?

Am I the right person?

Five Elements of Reproof

- Get the facts - make sure you have your facts right
- Good of the work and the individual - make sure you are doing this for the right reason
- Genuine love - you must go in a spirit of love and consideration
- Goal of restoration- your aim is their repentance
- Go to God - pray for them repeatedly before you go.

An Example of Reproof: Revelation 2:1-7

1. Specific audience, personal encounter
2. 5 or more specific praises of obedience and strengths
3. Specific identification of one area of concern
4. The correction is specific
5. The consequences of continued disobedience are spelled out
6. Another item of praise
7. A promise to inspire hope

Practical Application:

1. May I share a few observations with you?
2. Share a few specific praises of obedience and strengths.
3. There is one area that I've noticed that might be a barrier to your spiritual growth, may i share it with you?
4. Share specific observations and examples of the person's behavior in the area of concern.
5. Are you aware of your behavior or attitude?
6. Can you help me understand why you are responding or behaving this way?
7. Are you aware what the Bible says concerning this issue? (You will have to have done your homework and know answer to this question.)
8. Would you be interested in looking at a couple of passages?
9. Would you like to see your behavior change from what it is to more of what God wants it to be?
10. What ideas do you have that you could do to change?
11. Here are a couple of ideas that I thought of.
12. Is there anyone you need to seek forgiveness from?
13. Give them the projected results of obedience in this area and of disobedience.
14. Praise in one more area.
15. Pray together.
16. Inspire hope!
17. Later - check on follow through.

THE T-FORMATION

Working through these six steps to help people get started on the right track.

T_{ask}

In light of the Great Commandment and the Great Commission:

What has God laid on my heart?

What does God want me to do?

T_{eam}

Will I be a pioneer at this point, or can a team be formed?

Who shares this same vision?

Who will do this task with me?

Can we work together?

How will we function and relate?

T_{arget}

Who are the primary people that I am seeking to influence?

What are these people like?

Where are they, in relation to what is on my heart?

How am I getting opportunities to relate with them?

Do I have a heart for these people?

T_{echnique}

Where do we start?

What steps will we take?

In what order?

What environments and activities are already in place?

What environments and activities must we create?

What core curriculum will be relevant and will take steps toward growth?

What will be the size of our group?

How often is it realistic for us to meet?

T_{ools}

What skills must be acquired, practiced and perfected?

What resources are available and useful?

workshops, mp3's, books, videos, people, etc.

What tools or resources must be created?

T_{imetable}

Have we bathed this in prayer?

Is my personal walk at a point that it will sustain this effort rather than having this effort replace my personal walk?

Is this the right timing for those ministering and those ministered to?

What commitment is realistic at this point?

How and when will we evaluate?

Mentoring Others by Larry Glabe

Taken from the book: *The Adventure of Discipling Others* by Ron Bennett and John Purvis (pages 76-83)

SKILLFUL SPIRITUAL PARENTING IS critical to help new believers grow by design rather than by default toward spiritual maturity. But few people experience this type of mentoring themselves.

In groups where I've taught on mentoring life-to-life, I often ask how many have personally had intentional individual help in their spiritual life. One of ten to one of twenty is the normal response. But even without personal models, the benefits of learning and ministering in this manner are so critical, it's worth the effort to learn. As more people begin to experience personal mentoring, the more models we have, the greater the potential for others to be touched by this style of ministry.

I'm using mentoring to describe a spiritual, personal, intentional, life-to-life ministry to others. I define mentoring as:

Getting excited about helping someone else become successful by being an example, sharing my experience, and passing on my expertise in an encouraging manner.

Mentoring has unique benefits. Mentoring has the ability to build a greater level of trust, respect, and depth between people. In a mentoring ministry, people are willing to raise issues that often remain hidden. When mentors and the people they are mentoring establish a deep level of trust, they become willing to expose their real questions, weaknesses, and problems.

Paul speaks of this task I Corinthians 3:10: "According to the grace of God which was given to me, as a wise master builder I laid a foundation, and another is building upon it. But let each man be careful how he builds upon it."

A person reaching people is God's design for Kingdom influence and expansion. We can look at mentoring in light of the pattern, potential, process, and promise.

We read of the *pattern* in John 17 as Jesus reflects in prayer that He accomplished the work God gave Him to do. This work was different than his work on the cross. He's speaking of finished work. He was already done. You can summarize this work as:

1. He loved the world
2. He taught the multitudes
3. He gave himself to twelve people

We read of the *potential* of life-to-life ministry in 2 Timothy 2:2. The four generations highlighted in this verse create a picture of a chain. Each generation becomes a separate link that holds the chain together. Will we become the last link in the chain or will we add other links? Will we leave a legend or a legacy?

Paul told Timothy to "entrust" to faithful people what was entrusted to him. The word *entrust* implies something of value to be passed on. Where does the value come from? Who gives it value? Paul or Timothy? It seems that the mentors establish the value and then pass it on to succeeding generations. We can often become complacent and devalue what's valuable and fail to pass on both the content and its worth. What do you need to pass on to others that God entrusts to you?

We see an illustration of the process in 1 Thessalonians, especially in chapter 2, where Paul identifies his ministry as a sharing of both the Word and his life. He became a mother and father to these new converts. As a result of our personality or experience, most of us tend to be stronger either in the role of being gentle, tender, and affectionate, or in the role of being an exhorter, encourager

and trainer. Life-to-life requires the ability to become both to those we mentor. Each personal encounter we have with a mentoree may require both roles.

God's *promises* are critical to sustain us in this personal ministry. Promises give us the power, perspective, and perseverance. Personally, Isaiah 60:21-22 has been foundational for me over the years. I pray over it with my wife when we get discouraged, and we ask God to fulfill it. It reminds us that God is building the house and He's more interested than I am to see it accomplished.

"Then will all your people be righteous and they will possess the land for ever. They are the shoot I have planted, the work of my hands, for the display of my splendor. The least of you will become a thousand, the smallest a mighty nation. I am the LORD; in its time I will do this swiftly." Isaiah 60:21-22

THE PRACTICE

Truth never changes, but where people are in relationship to the truth does. As a spiritual mentor, it's helpful to have sound blueprints that help us guide young believers to truth.

SELECTION

The first important question is, Who do we mentor? How do we decide who to invest personal time in? Jesus spent all night in prayer just prior to selecting the Twelve. He was confident from His prayer in John 17 that those He invested in were ones that God had given Him. We need to be confident that we're investing in those God gives us.

One grid I've used over the years to help me discern who to invest in is asking the question "Do they have a heart for God, His Word, and people?" These three qualities to becoming a link in the chain of spiritual reproduction. The people in question may not know a lot and they may have major obstacles to overcome, but if they demonstrate these three qualities, they become potential mentorees for me. I've found Isaiah 58:10 helpful for the process of selection for mentoring: "and if you spend yourselves on behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday."

Finding those who are hungry is essential to investing my life. A number of ways exist for finding hungry people, but one way I do it is to, in a spiritual sense, lay food before people and see if they eat it. When I lead a small group or workshop, I look to see who seems to pick up on what I'm sharing and which men display hunger. It's easy to sense a "been there, done that" attitude or a "ho hum" response. Likewise, those who pick up on the Word, ask questions, or seem to reflect on it become potential mentorees.

VISION

Laying out a vision for growth is another practical part of a mentoring ministry. We need to establish the parameters of where we're going, how we're going to get there, and how long we're planning to take. Proverbs 29:18 reminds us, "Where there is no vision the people perish."

Describing where we're going is beneficial to both the mentor and the mentoree. Having a roadmap that describes the process helps each person have a clearer understanding of what's expected. I use a diamond with four sides to illustrate four stages of spiritual maturity. I explain what each side means in terms of spiritual maturity and use it to paint the big picture. I also help the mentoree to identify where he is in the process.

I also share the vision referring to the Great Commission and the Great Commandment like a pair of glasses. There are two lenses but one vision. We don't walk with one eye covered; instead we keep

both eyes open and look ahead through both lenses at the same time. The Great Commission tells us what to do and the Great Commandment tell us what we are to become. Both are critical for maturity.

In establishing the vision for mentoring, the mentoree needs to answer two vital questions: (1) Do you want to grow spiritually? In light of the vision, is that where you want to go and is that what you want to become? and (2) Do you want to learn from me? This question goes beyond the person being a learner to credibility and trust factors that will allow mentoring to take place.

STRATEGY

We can build how we'll accomplish the vision around using what I call a "balanced spiritual diet." When asked to identify the basic food groups, most young people reply with McDonald's, Burger King, Pizza Hut and Taco Bell. However, nutritionists know better. Currently, we're told that a healthy diet consists of six basic food groups. Each food group provides some but not all of what is needed. A healthy diet requires the right balance of all six.

Effective mentoring has four basic ingredients for a healthy spiritual diet. These four ingredients form the structure for our intentional time together, which can be either formal or very casual. The amount of each ingredient may vary but overall we need to strive for balance.

MENTORING – A BALANCED SPIRITUAL DIET

When I meet with those I'm mentoring, I plan my time around these four ingredients:

1. Progressive Relationship
2. Practical Truth
3. Pertinent Issues
4. Personal Questions

I don't have to put something in each group each time we meet. But over time, I want to ensure that a balanced diet is achieved. Sometimes I come prepared to cover a Practical Truth and find that the Spirit of God is focusing on a Pertinent Issue. Be sensitive to where God is working. Allow God's Spirit to lead you both in planning and in adjusting your plan. Let's look at each of these basic spiritual food groups individually.

1. PROGRESSIVE RELATIONSHIP

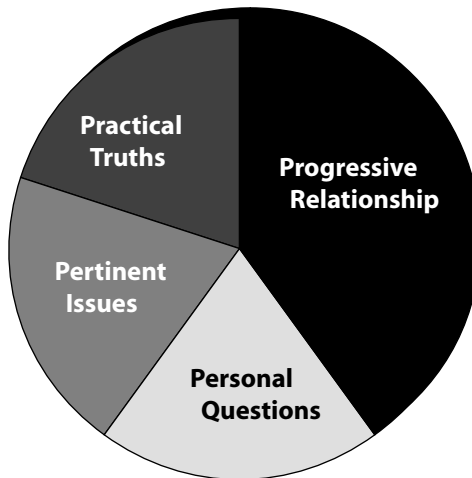
Remember the phrase "does anybody really know and does anybody really care"? People seem to be asking that. People aren't just spiritual—they're also social, intellectual, and physical. We're told in Luke 2:52 that Jesus grew in all four areas. We need to relate to the whole person. We should be asking how we can get to know a mentoree better considering all four areas of a person's life. This involves two-way communication, spending time together, doing activities together, and serving each other.

The word *consider* in Hebrews 10:24-25 means to give thought to, plan, or consider ahead of time. As disciples, we need to intentionally connect with the other person in a comprehensive life setting. The greater the areas of contact, the more effective the impact.

Setting the right environment is a critical part of mentoring. The environment answers the question, "Is the relationship safe?" A greenhouse is a safe environment for plants. Protected and controlled, it allows the plants to get a healthy start. Mentoring should be a greenhouse for safe growth. New believers need an environment where they are:

- listened to
- taken seriously
- understood
- accepted

Each time I meet with someone I'm mentoring, I spend initial time connecting relationally- getting caught up since our last meeting. Once we establish a deeper relationship, catching up is usually adequate. In the beginning, we may need to spend a larger proportion of time in this ingredient then we will later.



AT THE BEGINNING

2. PRACTICAL TRUTHS

This ingredient deals with the "truths" of the Christian life. These truths are to be modeled, taught and developed. This usually takes place in the form of some kind of Bible study. This time in Scripture may be casual or formal. It may come from a published Bible study of meditating over a passage of Scripture.

The Navigators' "Wheel Illustration" is a good model for identifying some basic truth concepts and skills that young believers need to grow as disciples. These fundamentals are like the basic skills in baseball. No matter how advanced players are, they always need to practice the fundamentals.

This ingredient of spiritual mentoring is critical for authentic growth. Paul stresses this to Timothy in 2 Timothy 3:16-17: "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work."

3. PERTINENT ISSUES

This ingredient deals with real and current life issues. In real life in real time, issues seem to surface that we don't plan. Often they surface out of crises, need or adversity. At other times, they surface from changes in circumstances or inviting opportunities.

As the mentoree shares concerns or as the mentor makes observations, they can identify these issues. I find that usually pertinent issues revolve around character. Sometimes I make a list of the pertinent issues I observe and let the mentoree make his own list. We then take turns addressing items on our lists. This way we both address what we feel is important.

Dealing with pertinent issues means looking at life issues through the lens of Scripture. What does Scripture say? Do beliefs, practices, or attitudes exist that aren't in alignment with God's life manual? Do some areas of life still need to be brought under the authority of God's Word? The mentor and the mentoree can usually identify these issues because a life area is broken and is not working.

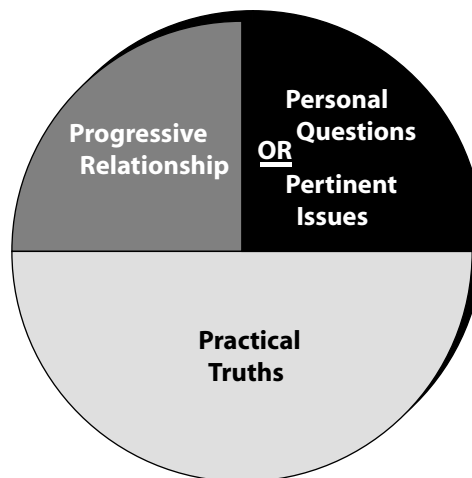
4. PERSONAL QUESTIONS

What does the mentoree want to know? This is a chance for him/her to ask anything he/she wants about becoming a mature follower of Christ. We often assume that because we've talked about a subject, the people we're mentoring get it—but they may not. We need to allow the opportunity for people to raise questions even if we don't have answers. These questions may require mentors to do some additional study and return to the issues later.

THE DIET IN PRACTICE

Sometimes when I meet with a person, I cover the four spiritual food groups in order. But other times I mix them up. We may be discussing a Practical Truth when we hit upon a Pertinent Issue. The mentor needs wisdom and discernment that the diet stays balanced. Too much time on the relationship leaves a person starved for truth. Too much time on Practical Truth leaves the person starved for authentic relationship.

If I have an hour scheduled to spend in a mentoring setting, I usually plan on spending about 25 percent on the Progressive Relationship, 50 percent on Practical Truths and the other 25 percent on either Pertinent Issues or Personal Questions.



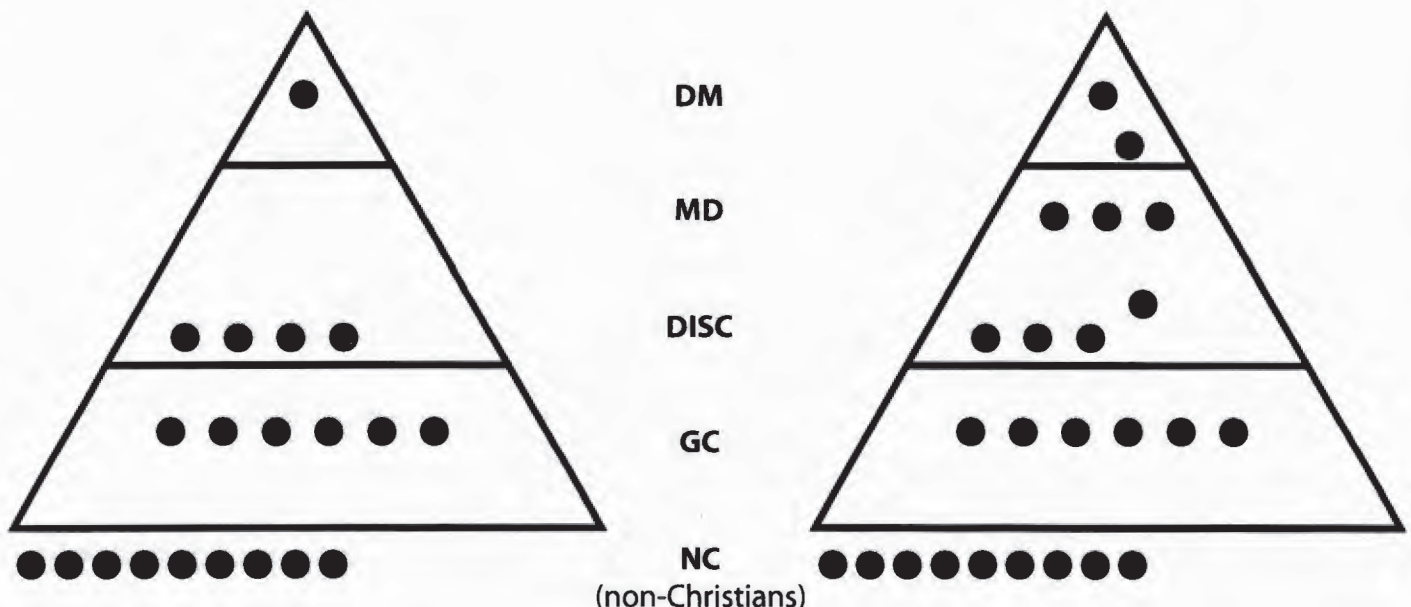
AFTER THE RELATIONSHIP IS ESTABLISHED

The chart on the following page can be a helpful tool for disciplers to use as they meet with a growing disciple. I refer to it as "Charting the Course." This planning guide helps you keep current, especially if you are meeting with more than one person. I fill this out before and after I meet with the growing disciple. I can use it to pray over during the week and as a way to check to see if the spiritual diet is balanced. You can copy this form or create your own using these ideas.

Ministry Development

Stage II Ministry

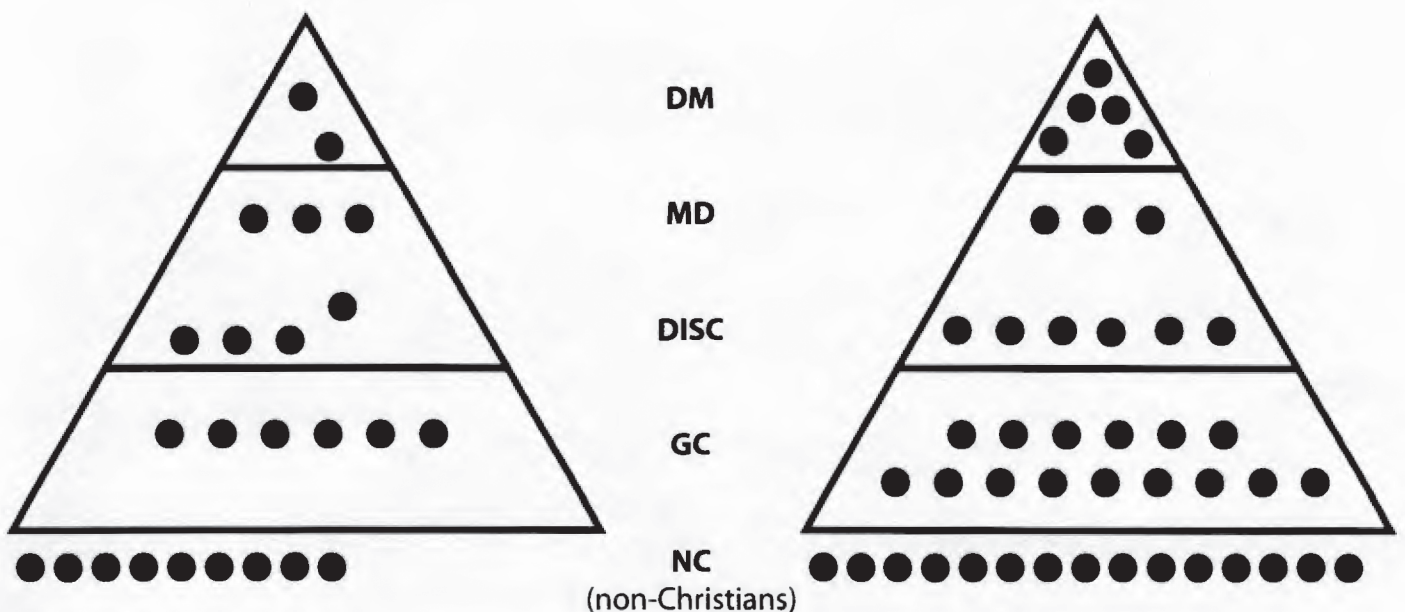
1. Staff is still the only DM.
2. Young disciples are involved in ministry but are inexperienced and need lots of coaching. Their fruit can tend to be shaky.
3. Staff must maintain strong involvement in establishing ministry as model and security for future generations.
4. Staff must give extensive support to young disciple's ministry efforts. Staff will give direct input into disciple's fruit.
5. Staff can begin to form a ministry team but they will need extensive input for proper decisions. They need mainly to give input on activities to accomplish objectives and needs established by the staff.
6. The ministry now begins to take on a Nav identity.
7. Staff will now need to work through men and women to the second generation.
8. Goal is for young disciples to become experienced laborers and a few becoming DM's.
9. Towards the end of this stage the staff can begin to form a training team in addition to a ministry team. Training laborers is also added to the staff's ministry.
10. New disciples are being produced by the staff. The staff needs to be able to keep momentum in evangelism and establishing while spending more time in equipping.
11. Staff must not allow MD's and young DM's to get involved in equipping.
12. This stage is usually the 3-5th year in a healthy ministry.



Ministry Development

Stage III Ministry

1. Top of ministry is staff and young disciplemakers.
2. DM's need experience and repetition in making disciples. DM's can take on some leadership responsibility in ministry.
3. Staff can begin some decentralization of activitites but not with objectives or planning.
4. DM's are key to this phase and must be motivated, available for the ministry and have existing ministry of healthy GC's.
5. Staff must now work through to the third generation.
6. DM's and staff now form the center of the ministry.
7. Goal is to broaden the base and to make solid DM's out of young DM's.
8. This will usually be the fifth and sixth year of DM's involvement.
9. Some DM's can now begin to help a BD to become a MD. New DM's must still be produced from staff.
10. Stage III ministries can support 100+ in small group Bible studies.



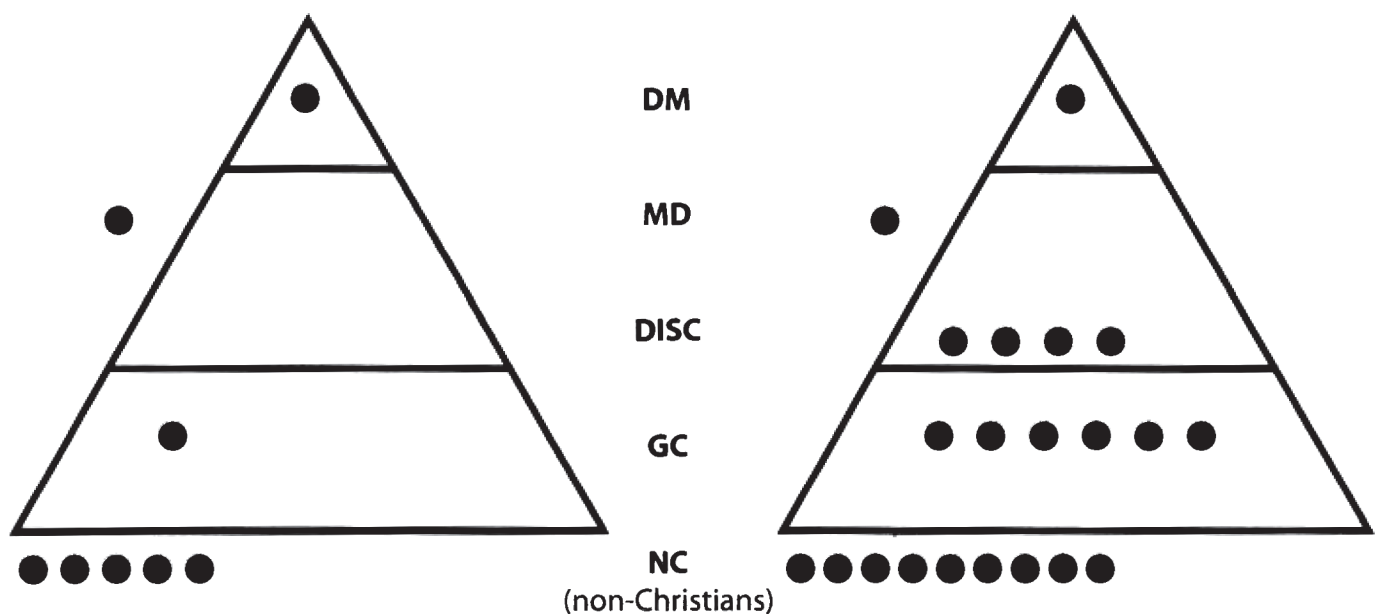
Ministry Development

Stages of a Ministry

The development of a ministry is progressive through these basic stages. A ministry may regress and have to be rebuilt. Some ministries are in a weak condition in one particular phase and special attention is necessary for development in that area.

Stage I Ministry

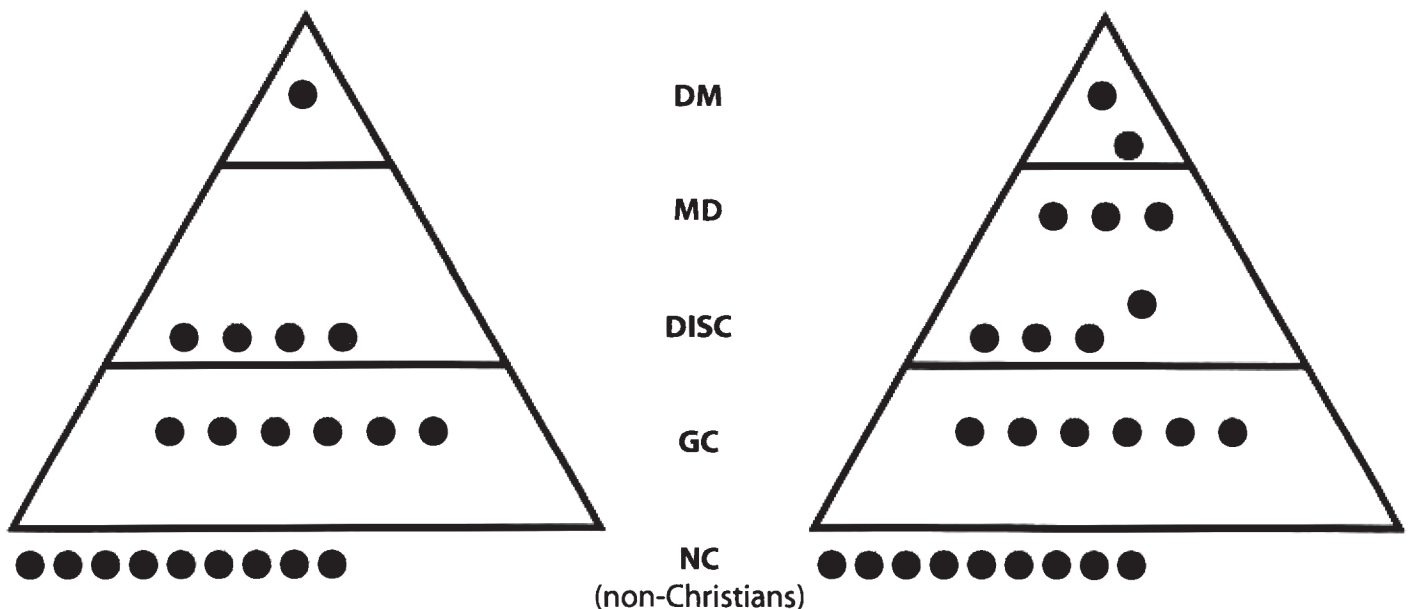
1. Staff (single or couple) is only solid laborer(s). There may be a few fringe helpers.
2. Staff must produce the base of contacts and growing Christians.
3. Staff functions as a ministering disciple (MD) even though they are a disciple maker (DM).
4. Goal is to get a healthy base of growing Christians (GC's) through evangelism and recruiting healthy young believers.
5. Focus is on producing strong GC's who are strong in basics and evangelism.
6. GC's will mature more rapidly due to the maturity gap and expertise of staff. GC's will tend to minister earlier since they are the only one's around.
7. Caution needs to be exercised in emphasizing GC's ministry and not building strong foundation of basics. This could make for short term success and long term failure.
8. The ministry will tend to be an extension of the Staff's life and not have a Nav ministry identity.
9. It takes two years of good minstry to complete stage I. If there is a poor year or some special problems or pressures, it will be more like three years. A staff may inherit a Stage I ministry in its second year and then it would take less time.
10. Staff needs to sow broadly and avoid selecting too soon. He or she needs to form many group Bible studies and have lots of time 1-2-1 with GC's.



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