



Discipling

By John Louis




1. Discipling

Foundation

Matthew 22:37-40

37 Jesus replied, “You must love the Lord your God with all your heart, all your soul, and all your mind.” 38 This is the first and greatest commandment. 39 A second is equally important: ‘Love your neighbor as yourself.’ 40 The entire law and all the demands of the prophets are based on these two commandments. (NLT)

Three fundamental areas: God, Each Other and Mission...

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- There are about fifty (50) “one another” passages in the New Testament...
 - The healing power of the church is breathtaking, if we unleash it.
 - Growth cannot take place unless we are connected with one another...

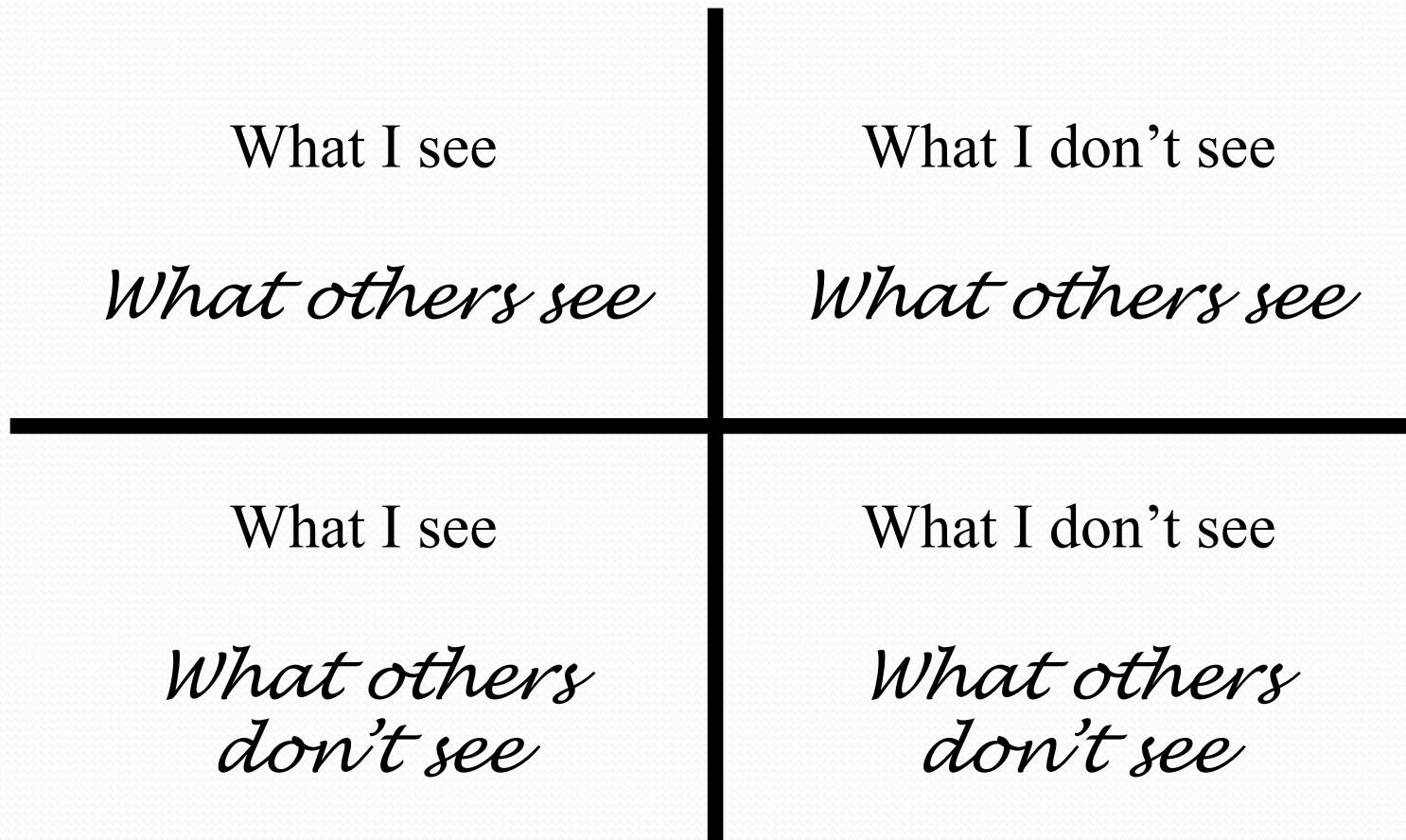


Biblical Christian Relationships

Eph 4:14-16

¹⁴ Then we will no longer be immature like children. We won't be tossed and blown about by every wind of new teaching. We will not be influenced when people try to trick us with lies so clever they sound like the truth. ¹⁵ Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of his body, the church. ¹⁶ He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love. (NLT)

Johari Window



Johari Window (1)

What I see

What I don't see

Johari Window (2)

What others see

What others don't see

Johari Window (3)

What I see

What I don't see

*What
others see*

“PUBLIC FACE”

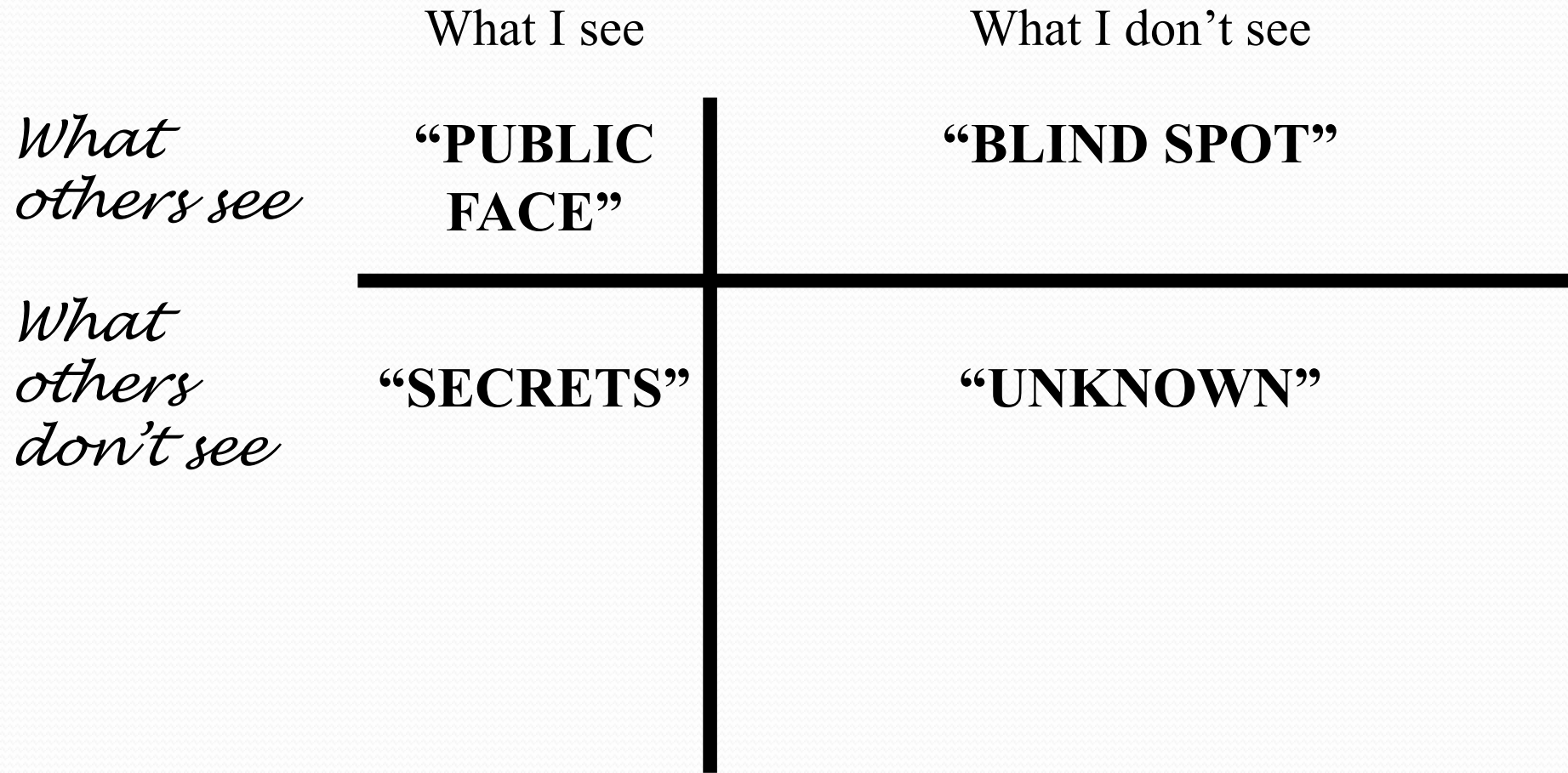
“BLIND SPOTS”

*What
others
don't see*

“SECRETS”

“UNKNOWN”

Low awareness = more failure



High awareness = success

What I see

What I
don't see

*What
others see*

“PUBLIC FACE”

**“BLIND
SPOT”**

*What
others
don't see*

“SECRETS”

**“UN-
KNOWN”**



Let's introduce a discipling model...

This was adapted from the "Discrimination Model" developed by Dr. Janine Bernard (1979). Her expertise is in professional supervision...

Further reading: "Fundamentals of Clinical Supervision", by Janine Bernard and Rodney Goodyear (2009), 4th edition.

Roles

Teacher	Consultant
Counsellor	Friend

From an Older Christian's point of view,

Discipling (or mentoring) someone would mean:

Start as a **TEACHER**

Usually we are a **CONSULTANT**

Sometimes a **COUNSELLOR**

Always a **FRIEND**.



From a Young Christian's point of view,

Being discipled (or mentored) would mean:

Start with a **TEACHER**

Later a **CONSULTANT**

Sometimes a **COUNSELLOR**

Always a **FRIEND**.



Problems arise when “discipling” is confined to just one role...

For example, if a “discipler” is only comfortable in the “teacher” role, or in the “friend” role, or if a Christian expects someone to always be “over” him...



We have to learn to make a transition...

Just like parenting...

Parenting toddlers is different than parenting teenagers.

Parents who stick to only one role will face problems.

This may be reflected in their children becoming rebellious, disproportionately angry, withdrawn, etc.



As young disciples, when we start our Christian walk,
we need a **Teacher**...



Teacher Role

Teacher Role

Teacher

Matt 28:18-20 Jesus expected his followers to teach.

*¹⁸ Jesus came and told his disciples, “I have been given all authority in heaven and on earth. ¹⁹ Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. ²⁰ **Teach these new disciples** to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age.” (NLT)*

Teacher Role

1 Timothy 4:7-11 Paul expected church leaders to teach.

*⁷Have nothing to do with godless myths and old wives' tales; rather, train yourself to be godly. ⁸For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come. ⁹This is a trustworthy saying that deserves full acceptance ¹⁰(and for this we labor and strive), that we have put our hope in the living God, who is the Savior of all men, and especially of those who believe. ¹¹Command and **teach** these things.*

Teacher Role

Colossians 3:16 Paul expected Christians to teach.

*¹⁶Let the word of Christ dwell in you richly as you **teach** and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God. (NLT)*



Teacher Role

Colossians 1:28

*²⁸So we tell others about Christ, warning everyone and **teaching** everyone with all the wisdom God has given us. We want to present them to God, perfect in their relationship to Christ. (NLT)*

Hebrews 5:12

*¹²You have been believers so long now that you ought to be **teaching** others. Instead, you need someone to **teach** you again the basic things about God's word. You are like babies who need milk and cannot eat solid food. (NLT)*

Teacher Role


All of us need to be taught from the pulpit and, if need be, from one another (privately or in groups), but who should be taught in a **one-over-one** setting?

- New Christians (first 2 years)
- New Family Group leaders by older Family group leaders
- New staff by an older staff
- New Kids' Kingdom workers
- Common sense...

Teacher Role

- Also, older Christians who opt for this due to major life issues or “lifetraps”.

E.g. Transition times, marriage or family crisis, finance mishandling, behavioral intervention, addiction...



After attaining an initial stage of maturity, the relationship we have as a “disciple” with our one-over-one “discipler” enters a new phase. The relationship ceases to be “one-over-one”, and becomes more like that of a client with a **consultant**.



Consultant Role



Consultant Role

Merriam-Webster Dictionary defines consultant: “*one who gives professional advice or service.*”

This is less directive than teaching and involves the learner asking for guidance rather than a teacher asserting his advice. (In our pastoral setting, our consultant’s advice should not be viewed as “professional”. However, it is wise to take advantage of others’ expertise.)

Consultant Role

- As we grow together, and as our maturity increases, people who taught us before should switch from a teacher to a consultant role...much less directive. This involves mutual collaboration and is not one-over-one but rather one-on-one or even done in a group setting.
- Teacher role - Young Christians, young staff and young trainee in any other role.
- Did not make this transition in the past...
- In the past many assumed, “Once a teacher, always a teacher...”

Consultant Role

Jerusalem church was around 30 A.D.

When Paul was in Caesarea, it was around 59-60 A.D.

When he was in Rome, after slightly more than a two year period, the year was around 61-62 A.D.

This was when he wrote the book of Philemon, Colossians, Philippians, Ephesians.

Support of this:

a. The evidence of the people who were with Paul, seen in the greetings that Paul conveyed in all these letters.

Almost the same company of men were seen in Acts 27, after imprisonment in Caesarea and before they headed for Rome.

b. Circumstances were the same – Paul was held in custody... Caesarea and in Rome.

Consultant Role

Point – Paul was communicating with a mature disciple/
leader – decades old as a disciple...

It was a non-directive approach, an appeal.

Consultant Role

Paul took this “consultative stance” with Philemon.

Philemon 8-14

⁸ That is why I am boldly asking a favor of you. I could demand it in the name of Christ because it is the right thing for you to do. ⁹ But because of our love, I prefer simply to ask you. Consider this as a request from me—Paul, an old man and now also a prisoner for the sake of Christ Jesus. (NLT)

¹³ I wanted to keep him here with me while I am in these chains for preaching the Good News, and he would have helped me on your behalf. ¹⁴ But I didn't want to do anything without your consent. I wanted you to help because you were willing, not because you were forced. (NLT)

Consultant Role

Philemon 17-21

¹⁷ So if you consider me your partner, welcome him as you would welcome me. ¹⁸ If he has wronged you in any way or owes you anything, charge it to me. ¹⁹ I, Paul, write this with my own hand: I will repay it. And I won't mention that you owe me your very soul!

²⁰ Yes, my brother, please do me this favor for the Lord's sake. Give me this encouragement in Christ.

²¹ I am confident as I write this letter that you will do what I ask and even more! ²² One more thing—please prepare a guest room for me, for I am hoping that God will answer your prayers and let me return to you soon. (NLT)

Consultant Role

Romans 15:14-16 Paul expected disciples to take a consultative stance with one another.

¹⁴⁻¹⁶ Personally, I've been completely satisfied with who you are and what you are doing. You seem to me to be well-motivated and well-instructed, quite capable of guiding and advising one another (The Message)

Consultant Role

Paul also expected disciples to take a humble and voluntarily submissive stance with one another.

Eph 5:21

²¹ And further, submit to one another out of reverence for Christ. (NTL)



Consultant Role

Some people feel threatened about making the switch from being a teacher to a consultant...

In the past, many stuck to just the “Teacher” role...

Some personalities feel uncomfortable because of a lack of understanding which leads them to feeling disrespected when their “advice” is not heeded. Then tension develops...

Consultant Role

Many parents operate in the same manner...

E.g. Dependence and Enmeshment...

Parents must make a transition at some point.



Consultant Role

Raising someone to maturity and operating in a consultative manner is a real mark of your ability to raise others...

Consultant Role

Remember the idea of Fundamentals:

Three main areas based on Matthew 22:37-40

³⁷ Jesus replied, “You must love the Lord your God with all your heart, all your soul, and all your mind.” ³⁸ This is the first and greatest commandment. ³⁹ A second is equally important: ‘Love your neighbor as yourself.’ ⁴⁰ The entire law and all the demands of the prophets are based on these two commandments.

God, Each other, Mission

Consultant Role

If disciples are compromising in **fundamental areas**, e.g. missing church, not having QTs, completely ignoring the mission, the person (or persons) in a discipling relationship with them would use discretion and obey other “one another” commands:

Galatians 6:1-2

¹Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted.

²Carry each other's burdens, and in this way you will fulfill the law of Christ.

Hebrews 3:12-13

¹²See to it, brothers, that none of you has a sinful, unbelieving heart that turns away from the living God. ¹³But encourage one another daily, as long as it is called Today, so that none of you may be hardened by sin's deceitfulness.



Consultant Role

In non-fundamental biblical issues, we need to respect the other person's final decision.

When their advice in non-fundamental biblical issues is not taken to heart by a fellow disciple, some people come to the conclusion that there is pride in the other person.

In such situations, who really has the problem?



Sometimes we need more than a consultant, and that is when we talk about the role of a **counsellor**.



Counsellor Role

Counsellor Role

Colossians 3:16 Paul expected disciples to counsel one another.

*16 Let the message about Christ, in all its richness, fill your lives. Teach and **counsel** each other with all the wisdom he gives. Sing psalms and hymns and spiritual songs to God with thankful hearts. (NLT)*

Counsellor Role

Counselling – A collaborative process between counsellor and counsellee that uses the trust between them to explore the past in order to induce self awareness and insights about their behavior, with the aim of making progress with life issues.

Usually non-directive (not always), involving Socratic questioning...

This may include exploring the past together...

One does not need to be professionally trained in order to get this process started, although some basic training or reading up on listening skills doesn't hurt.

Counsellor Role

Counselling

If we obey the One Another commands and utilize the wisdom of the Proverbs, we will actually be great **counsellors!**

Colossians 3:12-14

¹²Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience...¹⁴And over all these virtues put on love, which binds them all together in perfect unity.

Proverbs 12:18

*Reckless words pierce like a sword,
but the tongue of the wise brings healing.*

Proverbs 18:13

He who answers before listening— that is his folly and his shame.

Counsellor Role

Looking at the way Jesus helped people gain insights and induce self awareness may help us:

In Luke 11:5-6, we see how Jesus asked questions to encourage thinking and collaboration, with the goal being to help that person gain insights into himself that can empower progress in his life.

*⁵Then he said to them, "**Suppose** one of you has a friend, and he goes to him at midnight and says, 'Friend, lend me three loaves of bread, ⁶because a friend of mine on a journey has come to me, and I have nothing to set before him.'*

Counsellor Role

Luke 14:28-33

²⁸"*Suppose* one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it? ²⁹For if he lays the foundation and is not able to finish it, everyone who sees it will ridicule him, ³⁰saying, 'This fellow began to build and was not able to finish.'

³¹"Or *suppose* a king is about to go to war against another king. Will he not first sit down and consider whether he is able with ten thousand men to oppose the one coming against him with twenty thousand? ³²If he is not able, he will send a delegation while the other is still a long way off and will ask for terms of peace. ³³In the same way, any of you who does not give up everything he has cannot be my disciple.

Counsellor Role

Luke 15:4, 8

⁴"*Suppose* one of you has a hundred sheep and loses one of them. Does he not leave the ninety-nine in the open country and go after the lost sheep until he finds it?

⁸"Or *suppose* a woman has ten silver coins and loses one. Does she not light a lamp, sweep the house and search carefully until she finds it?

Counsellor Role

Luke 17: 7

7"Suppose one of you had a servant plowing or looking after the sheep. Would he say to the servant when he comes in from the field, 'Come along now and sit down to eat'?

One model of counselling known as “Solution Focused Therapy” uses a similar approach in asking questions: “Suppose what you wish were to actually happen, what would it look like?”



But no matter which role we are in, we should always be
a **Friend** to each other...



Friend Role

Friend Role

John 15:13-15

*¹³ There is no greater love than to lay down one's life for one's **friends**. ¹⁴ You are my **friends** if you do what I command. ¹⁵ I no longer call you slaves, because a master doesn't confide in his slaves. Now you are my **friends**, since I have told you everything the Father told me. (NLT)*

Friend Role

John 13:34-35

34 So now I am giving you a new commandment: Love each other. Just as I have loved you, you should love each other. 35 Your love for one another will prove to the world that you are my disciples.” (NLT)



Friend Role

This role never changes, regardless of whether we are in a teacher, consultant or counsellor role, and should get closer with time...

Informal survey in Singapore church in 2003:

99% of respondents who said they liked discipling also liked their discipler!

The inverse was also true...

Roles

Teacher	Consultant
Counsellor	Friend



Practicals

Discipling to take place in groups and with one another:
In Singapore for parents:

- After mid-week...in Singapore no rushing home...
Fathers and mothers take turns so there's no need to rush back to put kids in bed. Moms are free to stay for discipling time/triad/small group.
- After Sunday church – lunch time with non-Christian friends or in larger group if possible
- Left up to the pairs to decide. Aim for twice a month.

Practicals (in Singapore)

- All disciples in groups – gender based.
- Pairing or triad done mostly within groups.
- Both leader and people should **state their preferences**. Both sides need to respect each other. (Discipling partners are not mandated and leaders should not be forced to take a “difficult” disciple.)
- Cross sector discipling– possible, but take geography into account
- Older disciples may state need to be taught if they have major life issues to overcome (such as addiction), and not enter into a consultative mode.
- Young disciples, trainees and young staff need to be *taught* more than *consulted*.
- If leaders have a difficult time accepting a certain church member, get some awareness... do not counterattack.
- Each group develops their own “ground rules”, such as confidentiality, taking turns being host of their small groups, etc.



Three unhealthy coping styles, as explained in schema therapy, (see *schematherapy.com*):

1. Counter attacking – “If you put me down, I’ll put you down”
2. Avoidance – “I hate conflict”
3. Surrender – “It’s all my fault”

Through disciplining we will be make progress and become more healthy.

Healthy mode - Practice **vulnerability**



Vulnerability

- Sharing your WEAKNESS
- Sharing your FEELINGS
- Sharing your NEEDS



Point of view to remember:

Start as a **TEACHER**

Usually a **CONSULTANT**

Sometimes a **COUNSELLOR**

Always a **FRIEND**

Roles

Teacher	Consultant
Counsellor	Friend



The End