



CENTRAL LUZON PROVINCES MISSION  
OF THE SEVENTH-DAY ADVENTIST CHURCH

# DISCIPLESHIP PLANNING

**Making Disciples  
that Make Disciples**



# INTRODUCTION

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The Seventh-day Adventist Church in Central Luzon believes that becoming and making disciples (Matt.28:19,20; Rev. 14:6) is at the very core of its mission. The present leadership envisions a constituency that embodies a people empowered and fully engaged in the restoration of God's perfect will and righteousness. The conference recognizes that in claiming this vision, intentionality is paramount. We acknowledge that discipleship (being and making disciples) is a lifelong process and comes with accountability. With this in mind, a plan and a pathway are needed to guide those who will take the journey.

This document will give you a framework to think through deepening discipleship within your church. Without deliberate planning we will only end up reaching accidental goals. It's in the planning that we are helped to reach the goals we see before us. Action planning is like an arrow; it points us in the right direction towards the end goal we are aiming for. We may not get there or we might over shoot, but at least we are pointing ourselves towards the destination. Action planning also helps us evaluate and then re-evaluate how well we are attaining this goal. Planning is a process that communicates our

intentions. Making disciples is a clear intention in the gospels, so it must be our clear intention too.

With so many other pulls on our time and ministry, if we don't set some goals we will never live out this clear calling for every leader, church and member. By clearly articulating our goals and indicating the steps for disciple making we make plans to achieve them, we create intentional discipleship points and dream up new plans and rework old ones.

## How to craft a discipleship action plan?

This document will help you review the width of discipleship, assess what you are already doing, work on the gaps, and see what needs developing and what needs to be cut. It provides the necessary steps in developing a discipleship action plan. This document provides a clear definition of discipleship and summative aspects of church life. You also will find a 'Discipleship Pathway' outlining the process and indicators a member, care group, and the whole church will go through. It also comes with a tool to take an audit on the present activity and a tool to help shape an action plan for the church.

# 1 HAVE A CLEAR PICTURE OF DISCIPLESHIP PROCESS

## Discipleship

Discipleship is the 'whole life commitment' to seeing Jesus transform the 'whole of our lives'. Biblical Discipleship is surrendering one's **HEAD** (John 8:31-32), **HEART** (John 13:34-35), and **HANDS** (John 15:8) to the will and call of Christ.

HEAD	HANDS	HEART
<b>Knowing, thinking and understanding</b> who Jesus is and his teachings and allowing them to transform belief and attitudes.	<b>Contributing, creating, leading and equipping</b> in the gifts and skills of the Kingdom and <b>servicing</b> by participation in God's mission and activity in the world.	<b>Connecting, loving, appreciating and belonging</b> personally with God and a Jesus community and allowing the heart to be transformed.

## How does this look in the church?

Within any church community, there has to be a buffet of resources, activities, and programs for discipling and forming an individual. In the Seventh-day Adventist Church, we summarized them in three aspects; **Mission, Spiritual Growth, and Leadership**. Alternately, **reach up to God, reach in with God, and reach out with God** are also used. These aspects describe our holistic view of discipleship corporately as a church.



*And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.*

**2 Timothy 2:2**

## Discipleship Pathway

Transformation has always been the goal of discipleship, and an ever-growing spiritual journey fits best as its definition. While the power to transform comes from the Holy Spirit (Gal.5:15-26), we believe that we can be His instruments to affect change in other people's lives.

Discipleship happens as the church, groups, and individuals **embrace** their need for God, **engage** in a spiritual journey, are **empowered** to serve others, and desire to **expand** their influence by discipling others. This discipleship path describes the growth process of an individual, a care group, and the whole local church. This pathway and its indicators will serve as landmarks for the individual, care group, and church discipleship journey.

Phase	Individual Level	Care Group Level	Church Level
	<i>Phase Indicator</i>	<i>Phase Indicator</i>	<i>Phase Indicator</i>
<b>Embrace</b>	Seeker New Member	<ul style="list-style-type: none"> <li>• Experience God</li> <li>• Developed Koinonia</li> <li>• Practicing Disciplines</li> <li>• Have Biblical Worldview</li> </ul>	With purpose and plans <ul style="list-style-type: none"> <li>• Discipleship</li> <li>• Evangelism</li> <li>• Leadership Organization</li> </ul>
<b>Engage</b>	CG Participation Ministry Involvement	<ul style="list-style-type: none"> <li>• Developed Ministries</li> <li>• Involved in Outreach</li> <li>• Missional Community</li> </ul>	With Compliant Programs <ul style="list-style-type: none"> <li>• Care Group Organization</li> <li>• Church Membership Actualization</li> <li>• Stewardship Compliant</li> </ul>

Phase	Individual Level	Care Group Level	Church Level
	<i>Phase Indicator</i>	<i>Phase Indicator</i>	<i>Phase Indicator</i>
<b>Empower</b>	Leadership Involvement	<ul style="list-style-type: none"> <li>• Developed New Leaders</li> <li>• Identified Spiritual Gifts</li> <li>• Members Influencing Others</li> </ul>	Training and Development <ul style="list-style-type: none"> <li>• Master Guide Training</li> </ul>
<b>Expand</b>	Mentoring Discipling Others	<ul style="list-style-type: none"> <li>• Conducting Evangelism</li> <li>• Multiplying</li> <li>• Involved in Church Planting</li> </ul>	Church Planting Missional/ Sending

## 2 ASSESS THE STATE OF DISCIPLESHIP OF YOUR CHURCH

Many churches have been doing the same thing for so long that we think it's the best way to do what we do. If we want to change the outcome of our work, then we need to change what we do and how we do it. Doing the same old things will only yield the same results. An assessment will help us see what is happening and how effective the results are. It is also paramount that we move away from 'this is how we have done it in the past'.



# State of Discipleship Assessment

Take some time to list and define all your church activities. Then score them on a scale of 1-5, 1 being low and 5 being high, according to the Impact of the Activity/Program on discipleship and the involvement of the different levels of the church.

These activities of discipling could involve....

- Sabbath Service
- Ministry/Department initiated programs
- Care Groups/Sabbath School Classes
- Evangelism
- Leadership development programs
- One-to-one mentoring or regular pastoral support
- Retreats
- Bible Study or nurturing class



## Impact

### Mission

Is it impactful to the community?  
Is it reaching the non-SDAs? Does it give opportunities for witnessing?

### Spiritual Growth

Is it leading members to grow and exercise their faith? Does it lead members to develop spiritual disciplines?

### Leadership

Does it give opportunities to members to exercise or develop leadership? Does it prepare others to become leaders in the future? Does it help in making the church organized?



## Involvement

### Individual

Does it engage all individuals and members of the church? Does it address the personal concerns of the members?

### Care Groups

Are Care Groups mobilized through this program? Does it provide leaders opportunities to be accountable to other members of the church?

### Whole Church

Does it affect the overall progress of the church in terms of the discipleship pathway? Does it show involvement in the overall direction of the conference for the local churches?

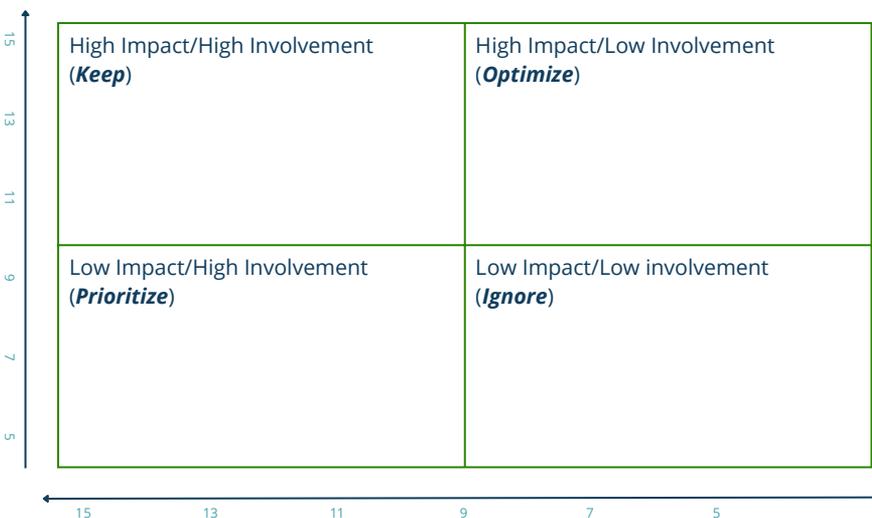


# Discipleship Priority Audit

Sadly we can be doing a lot but not achieving what we think we are achieving nor making the impact we wish. Some of what we do has low involvement and low impact, in other words it takes a great deal of time, effort and maybe money to put on, but doesn't achieve a great deal.

By reviewing all our activities we are able to look at the church as a whole and see whether we are providing opportunities to make disciples. Obviously, some things are hard work and high maintenance but when we assess it we decide they are worthwhile although of course there may be ways that these activities can be optimised for even greater affect. Some things might need to be paused for a season or even stopped to make space for new ideas and initiatives. Some things are necessary but could these be changed in some way to invite others into the process for the purposes of discipleship?

Take your scores from step 2 and place your activities on the following chart. This gives us a visual image of our activities in terms of involvement and discipleship. Some things might have high involvement and very high impact, these are the perfect activity/program we want. This audit should help you see review your activities and then try to optimise (i.e. make easier) the high impact, low involvement, ignore the low impact, low involvement activities and prioritise and learn from the high impact, high involvement activities.



## Reflect on the Results

Which areas or questions on your whole church assessment are coming out as low discipleship areas? Does this match up with your findings on the Discipleship Audit?

In what areas do you have low impact scores on your activity audit? Reflect on these activities and see if there is something you could change or introduce to address this gap.

In what areas do you have high involvement and high impact scores on your activity audit? Reflect on these activities and celebrate their effectiveness and see if there are things you could adapt for other areas of the tool.

Based on the discipleship pathway, where are you now as a church? By percentage, how many of your members and care groups are at each level?

	Individual	Care Groups	Church
Embrace			
Engage			
Empower			
Expand			



*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."*

**Matthew 28:19, 20**



# 3 PLAN FOR EACH ASPECT AND INTEGRATE

Questions to consider focusing thought on the **MISSION** area of discipleship.

<b>What:</b>	<p>Do you have the right mix of activities to support this area of discipleship?</p> <p>What activities could you drop?</p> <p>What could you expand or grow?</p>	<p>Possible or suggested activities to develop could include...</p>
<b>How:</b>	<p>What aspect of the church culture helps or hinders this discipleship dimension?</p>	<p>How could you improve MISSION be embedded in all church life?</p>
<b>Who:</b>	<p>Who are the key leaders (ministries and departments) for this aspect?</p> <p>How can other leaders (ministries and departments) be engaged in this aspect?</p>	<p>Who will be the forerunners of this activity/program?</p>



Questions to consider focusing thought on the **SPIRITUAL GROWTH** area of discipleship.

<p><b>What:</b></p>	<p>Do you have the right mix of activities to support this area of discipleship?</p> <p>What activities could you drop?</p> <p>What could you expand or grow?</p>	<p>Possible or suggested activities to develop could include...</p>
<p><b>How:</b></p>	<p>What aspect of the church culture helps or hinders this discipleship dimension?</p>	<p>How could you embed SPIRITUAL GROWTH in all church life?</p>
<p><b>Who:</b></p>	<p>Who are the key leaders (ministries and departments) for this aspect?</p> <p>How can other leaders (ministries and departments) be engaged in this aspect?</p>	<p>Who will be the forerunners of this activity/program?</p>



Questions to consider focusing thought on the **LEADERSHIP** area of discipleship.

<b>What:</b>	Do you have the right mix of activities to support this area of discipleship?  What activities could you drop?  What could you expand or grow?	Possible or suggested activities to develop could include...
<b>How:</b>	What aspect of the church culture helps or hinders this discipleship dimension?	How could embed LEADERSHIP DEVELOPMENT in all church life?
<b>Who:</b>	Who are the key leaders (ministries and departments) for this aspect?  How can other leaders (ministries and departments) be engaged in this aspect?	Who will be the forerunners of this activity/program?

# 4 FINAL CLEAR ACTION PLAN

Use the following chart to give you a clear outline for your church's discipleship action plan. The more detail, the better. **Think SMART (Specific, Measurable, Attainable, Realistic, Time-bound)**. This is all about being intentional with change. Discipleship does not happen by accident, it happens because we intentionally put the framework for growth in place.

<b>OBJECTIVE</b>	What do we want to <b>ACTION</b> or see happen in this area?	What <b>TASKS</b> do you need to do to achieve these goals? This may be new projects or ways of developing	By <b>WHEN</b> do you need to complete the task?	<b>WHAT</b> do you need to complete this task	<b>WHO</b> will do this?
<b>MISSION</b>					
<b>SPIRITUAL GROWTH</b>					
<b>LEADERSHIP</b>					

## Example

<b>OBJECTIVE</b>	What do we want to <b>ACTION</b> or see happen to develop in this area?	What <b>TASKS</b> do you need to do to achieve these goals? This may be new projects or ways of developing	By <b>WHEN</b> do you need to complete the task?	<b>WHAT</b> do you need to complete this task	<b>WHO</b> will do this?
<b>MISSION</b>					
	Tanging Pag-asa Evangelism	Promote Form Committees	April 2023 May 2023	Budget (P00,000) Committees Needed	Board of Elders/ SS/PM/ Care Groups
<b>SPIRITUAL GROWTH</b>					
	10 Days of Prayers	Promote Form Committees	January 2023 May 2023	Budget (P00,000) Committees Needed	Board of Elders/ SS/PM/ Care Groups
<b>LEADERSHIP</b>					
	Church Officers Orientation	Promote Form Committees	January 2023 May 2023	Budget (P00,000) Committees Needed	Church Board



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