

Discipleship Magnets Workbook

DISCIPLESHIP MAGNETS

PROVEN STRATEGIES
THAT CONNECT MEN TO DISCIPLESHIP



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Application Exercise

*“Leaders and allies are made when they lead a man through
EMAW.”*

How do we create deep infrastructure in our discipleship ministry
that intentionally creates men who disciple other men?

Part One

Men's Ministry Theory

The Case for Discipleship

Key Principle:

“While many Christians were more than a bit cautious about the possibility of growing spiritually, 9 out of 10 said that if their church helped them to identify specific spiritual-growth goals to pursue, they would at least listen to the advice or follow it, if not all of it...” - George Barna

The Data:

- “My study of discipleship in America has been eye-opening. Almost every church in our country has some type of discipleship program or set of activities, but stunningly few churches have a church of disciples.” — George Barna

Barna research shows

- “Most believers say their faith matters, but few invest much energy in the pursuit of spiritual growth.”
- “1 out of every 7 (15%) is being spiritually mentored by someone.”
- “6 out of 10 believers have no sense of what they want to achieve or become.”
- “Churches have a tremendous opportunity to facilitate deeper commitment among believers.”
- “Churches have done a good job of promoting the importance of spiritual maturity, but, they have mostly failed to provide an environment in which spiritual growth is a lifestyle. So, steady spiritual growth has become the exception to the rule, this is partially attributable to our focus on providing **programs** rather than **relationships** that support growth.”

For Every 10 men in the church...

9 will have kids who leave the church

8 will not find their jobs satisfying

6 will pay monthly minimums on credit cards

5 will have a major problem with pornography

4 will get divorced affecting 1,000,000 children each year

All 10 will struggle to balance family and work

What's the fix?

The Man Code:

What is expected of the men of your church? Take a look around on Sundays. If a stranger were to visit your church for 3 months, what would he say is expected of the men in your church? Write this out? Is it to be a bored nice guy (Mr. Rogers)? Or an engaged warrior of God's Word (William Wallace)? How are you communicating this?

The Priority:

how are you communicating the
“priority” of discipleship?

Is Discipleship the priority?

What business is your church in?
Discipleship? Or just church
attendance. What’s the difference?

What does it look like to have men
growing in their faith on purpose, and
discipleship made a priority in the
church today?

The Point Man:

Let's talk about the importance of having a "designated" men's ministry leadership team.

This team meets monthly. They pray, plan and execute.

Your leadership team needs a "Point man." He is the main guy driving all things men's ministry!

Who is this guy in your church?

5 types of men that attend your church:

unbeliever, cultural Christian, biblical
Christian, leader, the hurting man.

Who are these men? Define them?

How are you ministering to each of
these types of men?

An unbeliever isn't going to want to
attend a study on eschatology! How
are you engaging the unbeliever?

If you had a man for 5 years, and you knew he was leaving, what do you want him to know? How are you going to teach it to him?

Discipleship is about heart transformation, not behavior modification.

How can we use the church to transform men's hearts? They already feel guilty, and know their behavior needs to change?

How can we lead men to Jesus and allow the Holy Spirit to transform their Hearts?

Everything revolves around relationships!

Why should we hold events?

Events should be designed to connect men in relationships, that leads to 1:1, life on life discipleship. On Purpose.

Identify your current key allies and leaders. Cast your new vision into their hearts. And when you hold an event, ask the allies and leaders to purposefully engage the young believers or new guys.

Train your leaders and allies to have
next steps in mind for men.

At my home church, almost every
leader and ally leads a Bible study,
small group and disciples men 1:1.

Your leaders and allies should always
be open and available to disciple new
men, or invite them to his study or small
group.

All this starts with Vision!

Part Two

Vision

Key Principle:

Ideas are more powerful than labor. Ideas set forces in motion that, once released, can no longer be contained. — Pat Morley

Ministry to people starts with having a vision. If you don't know where you are going, how in the world do you get there?

Your leadership team is in charge of creating the infrastructure in your church to deepen the faith of the people in your church.

Write down what business you are in. Churches should consider being in business to disciple people. Write down a vision statement, and mission statement.

Then, all you have to do is execute.

Dress Code

Another way to look at this is by asking, what is the dress code at your church? How do we know what to wear to church? Is this written down somewhere? No. People take a look around and either wear a coat and tie, or shorts and a t-shirt. In the same vein, what do we expect of men in our church? Is this written down anywhere? How are we communicating what we expect of members? How are we communicating what we are trying to accomplish at our church?

So, what are we trying to accomplish?

Let's say we have a member for only 5 years. What do we want them to know, what plan do we have to teach it to them? Also, how can we build up leaders and allies in the church to help us accomplish our vision?

**It starts with having a well
thought out Vision!**

Part Three

Develop your Vision

Let's get to Work!

Vision and Mission

- 1) Why is it that we all know the vision and mission of a University, but there is confusion about what we are trying to accomplish at church?
- 2) Write down one word that describes what you are trying to accomplish at your church?
- 3) What do you see is the difference between Vision and Mission?

Let's Create a vision statement

Name your ministry to men: Example: Ours is "Iron Man Men's Ministry"

What is the name of your men's ministry?

Vision Statement: you can see your vision.
Example: To disciple every man

Your Vision Statement:

Slogan: Ours is: Iron Man Men's Ministry: Sharpening men for Christ. Proverbs 27:17

Your Slogan:

Mission Statement: you "do" your mission.

Mission is the marching orders that accomplishes your vision.

Mission Statement Example: We will disciple and sharpen men for Christ by holding events that connect men in relationships and eventually lead every man through Every Man a Warrior.

What is your Mission Statement?

Needs and Value

Key Principle:

Tired people need to believe that getting involved will be worth the effort. Busy people need to believe that of all the opportunities clamoring for their time, the one you are offering them is top notch. In short, you have to show them the value of getting involved. —Pat Morley

Now that you have a vision and mission statement, next, let's do an exercise looking at the "needs" people have and how we can meet those needs.

As we meet people's needs, we need to consider people's time and how people view "value."

If you give 50% effort to your new ministry to men, and the events you provide are not done well, men will perceive they are not valuable.

Today, people are pulled in many different ways. And, people will spend time and money on the things they see as valuable.

How valuable is your ministry to men?

We must bring value to people. Or they won't come.

Our ministry events and activities must meet some sort of "Need" in people's lives, or they won't see the importance of attending them.

What are some needs men have in your church? How can you meet them?

Importance of having next steps in place

Make sure you have a way to move people from one event to the next. Help them go deeper by moving them from event to event.

For example, Messiah's Iron Man Men's Ministry holds Wild at Heart retreats. It's a great event. But, it's not for everybody. Our next step is to invite men to our "Bonfire" times. It's designed to be a next step for men after they attend our Wild at Heart retreat.

The last thing we want to do is bring a valuable retreat to a man, and then send him home with no follow up. So, we created a next step for him.

We hold our "Bonfire" meetings once a quarter.

At the quarterly bonfires, we express the importance of men having a Band of Brothers in their lives. Bands of Brothers are men who do life together. God moves in a group of men who know each other's stories and wounds. At my home church, these Bands of Brothers bring counsel and wisdom into men's lives, and this can only come when men know each other deeply. And, men can only know each other deeply, if they have a place to share their lives and story with other men. So, make this available.

Lastly, we promote men discipling other men 1:1. Here we teach men the skills to walk with God; like the quiet time, memorizing scripture, prayer and meditating using the resource Every Man a Warrior.

All of these activities bring value in a man's life and meet numerous needs that will benefit him, his wife and kids.

Application

let's take some time and make a list of what needs we believe would be good to meet and hold valuable ways to meet them!!

Make a list of Needs men have in your church:

- 1.
- 2.
- 3.
- 4.
- 5.

How are you meeting these needs men have in their lives?

How can we continue to help our church bring value, so families will come every week??
Like my son's soccer club example

To help answer these questions, it's important to have a ministry "Process" in place. Let's dig in.

Vision Application Continued...

Process

- Does your church have a process (Word Picture) to disciple the members of your church?

Key Point:

At my home church, we use the word picture (process) of a funnel. The funnel is wide at the top and narrow at the bottom. We schedule easy activities and events for men to attend. (top of the funnel). By doing so, we are giving men ways to connect with other men at church.

Notice the word "relationships." When men connect, they prayerfully will build deeper relationships. When a young Christian meets an ally in our men's ministry, the young Christian will be invited to a deeper event or activity. (Bottom of the funnel).

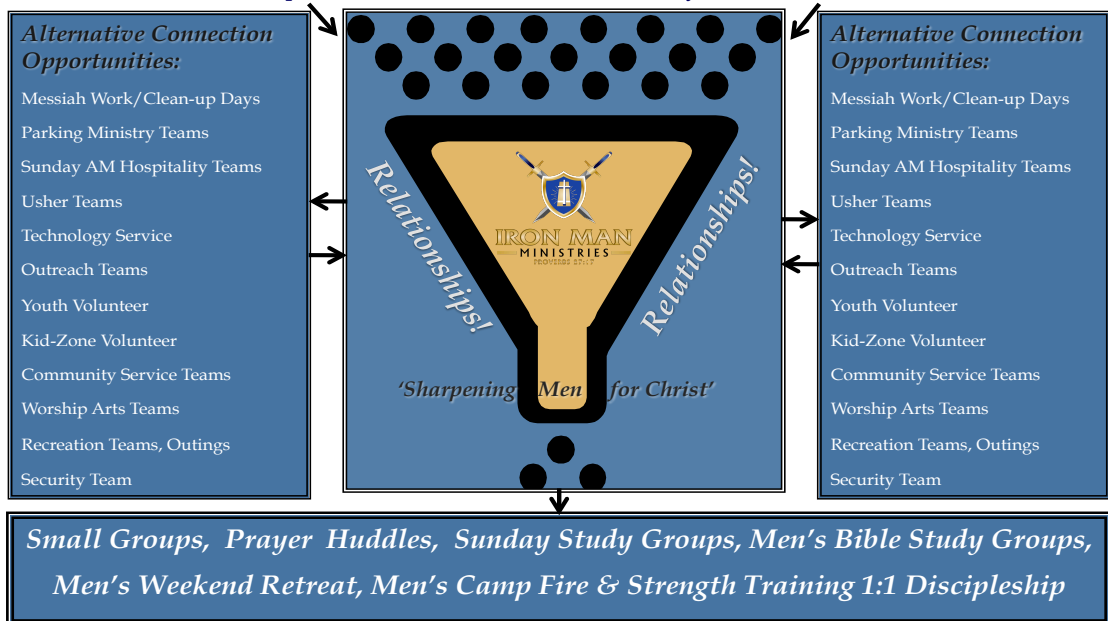
We use relationships to move people from low commitment activities to deeper activities like EMAW.

Messiah's Iron Man Men's Ministry "Funnel" ministry Process

IRON MAN MINISTRY

Annual Connection, Servant & Fellowship Events for Men

Men's Steak Night - Father-Daughter Date Night - Men's Golf League - Movie Nights - Men's Softball Team
Father-Son Camp Out - Men's Breakfast - Dad University CD Series - Men's Conferences



3) How will you use the above “funnel” process to explain how you will now make disciples? Write an “Elevator Speech” that explains your men’s ministry.

- An elevator speech is a 2 minute speech. A speech you could give on an “elevator ride”

4) Commit your word picture process to memory. And make sure you can explain this process to other men.

- A big part of your success depends on how well you cast your vision to other men, and can explain what business you’re in. Men want to be a part of something bigger than themselves, and it’s your job to explain what that is.

Process Continued

Use your ministry “Process” word picture to cast the vision to the men in your church.

When you start your first EMAW small group (We’ll get into that later), it’s imperative that you cast vision into the hearts of the men in your group and use your new “Process” word picture to do this.

Help these new potential leaders and allies to understand that you hold annual events to connect men to other men.

And, the new relationships lead to men joining Bible studies, small groups and ultimately a study through "Every Man a Warrior"

To create some "Momentum" and begin to connect men into your "Process"
List two events you plan to schedule next year that will help you implement your new vision and "Process."

2 Events:

- 1.
- 2.

We hold 2 big events a year. A breakfast in the Spring and a Wild at Heart retreat in the Fall. These are awesome events that simply connect men.

Once you create a few events to connect men, it's also important to

make an exhaustive list of the different "activities" men can connect to other than "events".

Our church has about 80 "activities" that allow men to connect with each other.

Inventory

Key Principle:

Congestion is very frustrating. It doesn't take empirical research to validate the casual observation that people hate rush hour traffic. Busy churches create congestion. Simplify your churches process to grow the people in your church—Simple Church

Keep it Simple! If we hold too many events and activities, we lose focus and create congestion and confusion.

What's working, what isn't? Create a master list of all the ministry events you do for people.

What is bringing value? What isn't?

Very simply put, quit doing those events or things that are time suckers and don't match your new mission and vision, and replace them with events that do.

Also, keep in mind, you, as the leaders of the ministry can't do it all. So, delegate.

Leadership's responsibility is to have the infrastructure in place to cast vision into the hearts of our church family and then release us to do the ministry. So, when a member steps up and wants to bring something as an event that meets a need, encourage him to do it. Release that person to do ministry!

Application

Activities you provide at Church

Create a list of activities you currently make available:

1. church
2. Bible study
3. Golf league
- 4.
- 5.
- 6.
- 7.
- 8.

Figure out ways to use these activities that then lead men to studying EMAW.

Create a "next steps" plan.

point men to their next step that will help them grow deeper in their faith, and ultimately leads them to study EMAW.

1. Event:
2. Next Step:

1. Event:
2. Next Step:

1. Event:
2. Next Step: EMAW

Key Point: You may need to analyze all the events and activities you hold and quit doing some that don't meet your vision and mission statement. Simplifying things brings clarity. Sometimes congestion brings confusion and clutters up your vision. **There is a reason people don't like rush hour traffic!**

Curriculum

Now that you have a vision, mission, process and a few ways to connect men, next, write down what you want men to know as a Christian.

The competency model: What is it you want people to learn? Taken from Pat Morley No Man Left Behind

10 Core Beliefs

The trinity
grace: sacraments
Authority of the Bible
personal God
identity in Christ
church
humanity
compassion
eternity
stewardship

10 Core practices

Worship
Prayer
single mindedness
Bible study
Total commitment
biblical community
give away your time
give away your money
give away your faith
give away your life

10 Core virtues

joy
peace
faithfulness
self-control
humility
love
patience
integrity
kindness
gentleness

Activities for young Christians:

Activities for more committed Christians:

Activities for leaders:

What activities will you keep?

Which ones will you stop doing?

Which activities point to your vision of making disciples?? Which don't?

1) What do you want your men to know?

2) How do you plan to teach it to them?

Here is what we make important at our church:

1. **Wild at Heart Retreats:** Brings Perspective and Inspiration
2. **Every Man A Warrior:** equips a man with skills to walk with God and succeed in life and makes a leader out of him
3. **Calling:** We use the book, workbook and online class, "It's Your Call." This book helps a man discover how God uniquely designed him to live out his calling from God

What else would you add to your curriculum?

Now that you have a curriculum, consider using different venues to teach men what you want them to know.

We use retreats for our Wild at Heart material, small groups and 1:1 mentoring for EMAW and personal study for It's Your Call.

Each venue is uniquely designed to teach a man what you want him to know in the most effective way possible.

key Points:

Now that you have a vision, mission, process and a curriculum, how do you build allies and leaders in your ministry?

The goal is to duplicate your efforts.

At my church, I want men to know everything that I know. We want every man joining in on our efforts to disciple every man.

I also want every man to know how to walk with God using the skills of a quiet time, meditation and verse memory and what the Bible says about marriage, parenting, hard times, money, purity and making his life count.

Furthermore, I want the men at my church to be able to teach other men about these concepts. When he can, he is a leader and becomes an ally.

What are some methods of highly effective disciple making churches, from "Growing True Disciples" by George Barna

- Small groups
- Sermons tied to practical applications and long-term plan of specific content to be delivered
- new believer classes
- leadership training programs
- one to one mentoring
- Bible memorization
- Sunday school classes
- Community service ministry groups
- Two and three year classes on worldview foundations
- Daily bible reading programs
- A wide variety of ministry events
- Book discussion groups
- Life plan development
- Spiritual gift assessment and activation
- A large group discipleship training process

What didn't work?

- Trying to produce disciples without first having a clear, crisp and compelling definition of discipleship
- Doing discipleship activities without having a well conceived, long term discipleship strategy as the foundation for decision making, resource allocation and ministry implementation
- Using small groups as a forum for evangelism
- Emphasizing biblical knowledge without a complementary emphasis upon behavioral change: behavior modification VS. heart transformation. Which one are we doing? How do you help God transform peoples heart?

Once you have a vision, process, curriculum and schedule a few events, it's important to also start an EMAW small group ministry and promote men meeting 1:1.

Why Small Groups and 1:1 meetings?

Part Four

Small Groups and 1:1 mentoring

Small Groups and 1:1 Mentoring

Sustainability and Multiplication: Helps the process of building leaders

All that we have covered so far is mostly ministry philosophy and scheduling different ways for men to connect and meet the needs men have in their lives.

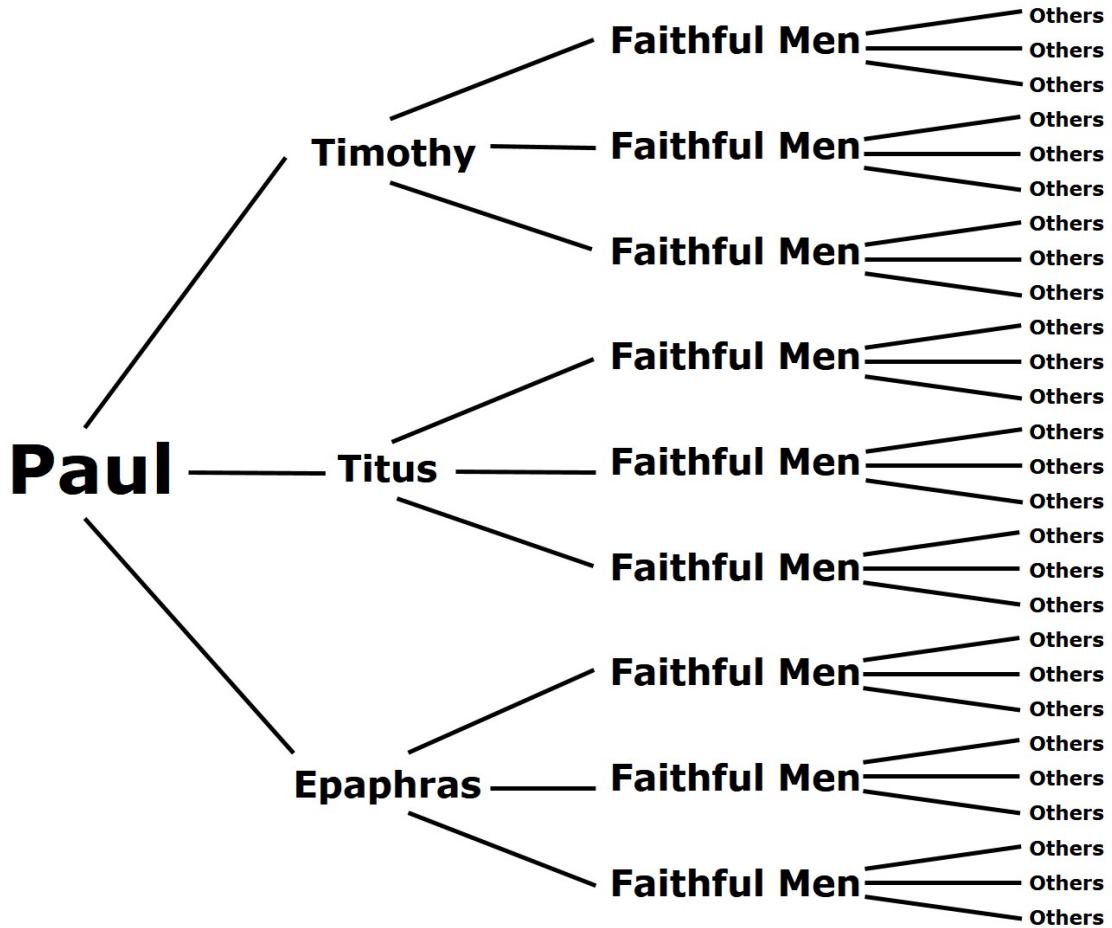
As we consider all the above, the real life change in a man's life comes when he learns how to dig into God's Word having a quiet time, memorizing key verses that apply to life's issues and prayer.

Many of these skills are learned from Every Man A Warrior three book study.

So, how do we reach every man in our church with EMAW? Let's dig in!

the best way to reach every man in your church with EMAW is modeling the Jethro model of small group growth. It starts small and slowly allows you to train up apprentice leaders, who will then start their own group.

Jethro Model of Small Group Growth



Discuss why the above Jethro Model of small group growth is a good way to reach every man with EMAW in your church and helps you develop men trained up to take other men through EMAW.

Key Points:

Several principles we want you to learn and digest about Small Groups:

- Start your EMAW small group ministry small. Start your first group with three men including you.
- As you meet with these men and study through EMAW with them, begin to cast vision into their hearts. Beginning on day one, encourage them to begin to ask God for three men that they will each take through EMAW.
- We have learned that when a man is finished studying through EMAW, to only shelf EMAW, and forget about it, he forgets everything he learned.
- However, when a man is led through EMAW and is then encouraged to then lead other men through the study, the principles he learns and teaches get deeper engrained into his heart and mind.
- And, when this happens you then have created a leader and ally in your ministry to men.
- And, these men become true 2 Timothy 2:2 disciple makers. Disciples who make disciples, who make disciples.

The other principle we have learned is about Sustainability:

We have been making disciples at our church using the principles above for over 15 plus years. We connect men in relationships using valuable events that then lead men to 1:1 discipleship using our small group EMAW small group ministry.

We have found that as we cast the vision into the hearts of men to make disciples, and use small groups slowly reaching every man in our church, that it creates a sustainable ministry of leaders and allies who are always making disciples using resources like EMAW.

Just the other day I saw a man who I didn't even know carrying his EMAW study and verse pack who I assume was meeting with other men. This is what we call Sustainability, using the "Jethro Model of Small Group Ministry Growth Model"

List four men you plan to start your EMAW small group ministry with.

Names of the four people:

- 1.
- 2.
- 3.
- 4.

Date to start your study:

Next four people you will take through EMAW:

- 1.
- 2.
- 3.
- 4.

1:1 mentoring

Another way to bring EMAW to men is through 1:1 mentoring.

1:1 meetings also allow you a good way to build a deep relationship with men and allows you to cast vision into the heart of your mentee.

Every leader should meet with another man 1:1.

What day of the week will you choose to make yourself available to meet with men 1:1 for the sole purpose of taking a man through EMAW?

Day:

Time:

Location:

Tying this all together

Recap: schedule events and activities that connect men. Then start and manage an EMAW small group ministry and encourage men to meet with other men in small groups and 1:1.

By doing this, you create annual ways that connect men to each other, and have a built in way to plug men into small groups, and 1:1 meetings.

And, when men take other men through EMAW, you have a leader and an ally in your men's ministry!

Now What?

Key Question: What role will you play on your team?

Make a list of the ministry leadership roles needed and the role you will play to accomplish your new ministry plan:

Role:

Name:

Role:

Name:

Role:

Name:

Things to keep in mind!

Successful Pastors advice to others

- Recognize discipleship is a process not a program
- The process will not occur without leadership from the senior pastor
- The churches ministry focus must be streamlined to prioritize and support discipleship
- The process is not likely to succeed unless there is a simple but intelligent plan for growth through small groups that leads to sustainability
- The process will not generate true disciples unless it has a designated supervisor to facilitate progress, foster creative problem solving and development, and strive for reasonable outcomes
- Be prepared for burnout and complacency to set in after two or three years of involvement in an intensive process.
- Carefully balance the competing interests of flexibility and structure

We covered a lot. But, take things slow. Review discipleship Magnets and this workbook as a team.

Meet for a few months and put a plan together, and execute this plan slowly over time.

Remember, when people are involved with ministry, it's messy, nothing will happen perfectly.

So, remember your calling to make disciples, the enemy will try and steal this from you...John 10:10. But, never give up.

Lastly, please reach out to us. We are here to equip, encourage and do what we can to see that every man is discipled and walks with God for the rest of their lives.