

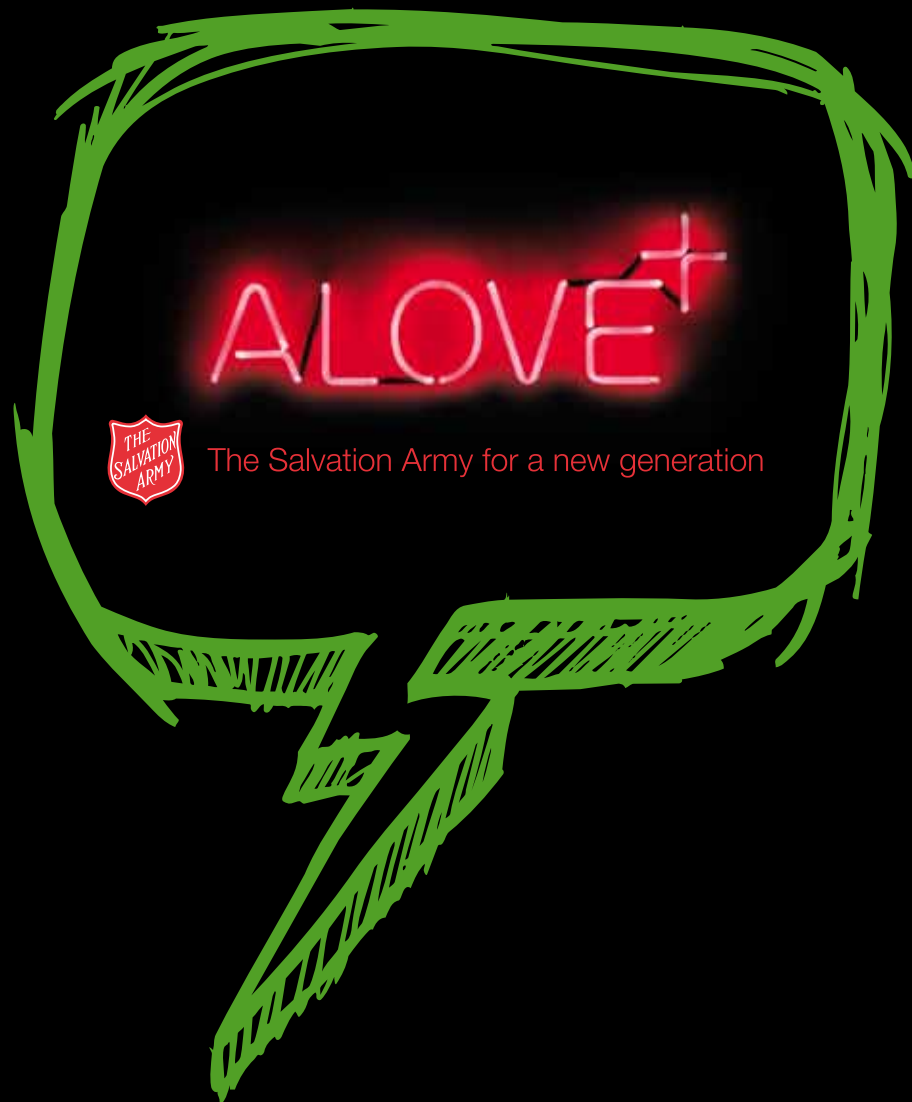
ALOVE+



The Salvation Army for a new generation

D:PACK 3 IN 1

Discipleship Manual



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D:PACK 3 IN 1

Discipleship Manual



www.salvationarmy.org.uk/alove

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Challenge, Grow, Explore, Learn, Develop, Deepen...

CONTENTS...

2	Introduction	13	Safe & Sound
3/4	Why Cell?	14	Life of a Soldier
5/6	Cell Material	15	Discipleship that changes the world
7/8	LTG	16	Helping your group look out
9/10	One-on-one discipleship	17	Attributes of a discipler
11	One-on-one discipleship training course	18	Discipleship in the 21st century
12	TAG	19	Youth workers continuing the discipleship journey

INTRODUCTION

written by Majors Mark & Andrea Sawyer



Discipleship is an amazing concept! Think about it – as individuals we can journey through life with the maker of Heaven and earth, the Creator of all things, and by his Spirit living in us we can reflect something of his nature, likeness, character and goodness in a world that desperately and increasingly needs him. It's an awesome thought!

As Christ's disciples we are called and tasked by God to be his body (his hands, his feet and his voice), and by the way we speak, act, react and live we can make a difference here on planet Earth for him, and we will if we take our discipleship journey seriously. It is up to us to remain connected through prayer, Bible study, fellowship and witness. We have to take responsibility for our own discipleship journey.

And remember – it's a journey that never ends. We constantly, day by day, moment by moment, minute by minute ask Jesus to empower us and enable us by his Spirit to reflect his light, to imitate his nature and to be like him in every area of our living; and we can do that by his Spirit – and the great news and comfort here is that he promised to be with us always. We do not have to, and indeed cannot, struggle alone in this. It's why Jesus came. He has given us an example and pattern to live by and he has gifted us with himself to equip us with all that we need to fulfil our role as his disciples.

Discipleship is hard work (it's a 'discipline') but it's the way to discover our full potential in Christ and to find real fulfilment in our lives, so that we can realise our destiny in him, and in doing so have an impact and effect upon the lives of others, so that by our 'exemplifying' we can play our part in fulfilling the Great Commission which calls each one of us to 'Go and make disciples!'

This resource has been created using material that we introduced you to in our 'Year of Discipleship' alongside some new resources, articles and tips. We wanted to be able to offer you a complete resource that profiles different models of discipleship communities whilst offering tips and advice as to how to set them up, as well as some articles that will hopefully get you thinking about what discipleship could mean to you and the young people you work with.

We have seen young people all over the UK Territory get excited about discipleship and we want to encourage this passion and to resource you in being able to help with this in practical ways, but also in the way that you think about discipleship yourself.

In this resource you will find information about how to set up and run a cell group, as well as having a look at the cell material that we provide, and articles on soldiership, the attributes of a discipler, helping your group look out and the opportunity to discover how discipleship can change the world.

Our prayer would be that as you read these articles, stories, testimonies and teaching from 'fellow disciples', you will be encouraged, inspired and challenged to do all that you can to 'be like Jesus' in everything that you do and say. Enjoy reading and being disciplined!

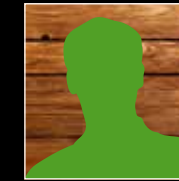
God bless you in his mission!

Love and prayers from your friends,

Mark & Andrea Sawyer

WHY CELL?

written by Alastair Jones



I have been to some fantastic Sunday services, youth congregations and big celebrations which have helped me connect with God in a personal way as well as having a sense of being joined to others in the experience. But it was only through being a part of small groups in my youth, and then a cell in more recent years, that I have really had an opportunity to wrestle with the issues of what it means to be a Christian in my own life, and with other Christians consider how the Bible affects the way we live.

You may have led or been a part of a cell group before which has now ended. If so, I would encourage you that just because you've tried it once, don't write it off. Sometimes the learning we have from one experience can be the perfect preparation in making something a success in the future. There is never a problem in making a mistake or things not going exactly to plan. The important thing is to grow and learn from those experiences. So read on...

What is a cell group?

A cell is a small group of approximately 5-12 people with a clear focus and vision for growing more and better disciples. Small groups have the effect of putting a few of you in a community where you get to share what God is doing in your life, celebrate and mourn with each other's lives and try to work out how to grow as disciples of Jesus. It can be made up of adults or young people, and often they can be a group of people who simply share a common interest, such as drama, music, skateboarding or even coffee!

When I was growing up I was a part of the corps cadets. We did written lessons every week, and one of the best parts was the opportunity to be involved in leadership of meetings on Corps Cadet Sunday which was often every year or even twice a year. Sometimes I would lead a song, or be a part of a drama and I also preached my first sermon. When the cell works well it can also help young people be involved in leadership every week. That could be through leading the Bible teaching part of the cell or planning and running a game or a worship experience. In fact, as a DYOW I often used corps cadets to help explain what the cell concept was to people who were unfamiliar with it as a model. It is a new wineskin with a different shape, but it can teach many of the same skills and provide many of the same experiences I had while growing up. Combined with other aspects of youth programme it has the potential to help raise up a new generation of young followers of Jesus passionate about serving him in all kinds of ministry.

How does a cell group work?

Cells can start by gathering a group of five or more young people together and identifying a leader and assistant within that group. (If you have less than that number, then either look at another model such as LTG (Life Transformation Group) – see the article on LTG later on in this magazine or perhaps there is a neighbouring corps in the same situation as you that you can link with.) The leader and assistant are

first trained and then supported through the process of running a cell. See the ALOVE Cell Training Manual which has a clear and concise guide on the cell leader's role.

Start Here

It is important to know the purpose and values behind the cell model. In the ALOVE Cell Training Manual they are called 'the Basics'

- 1) **Jesus at the centre** – focused on him
- 2) **Building community** – REALLY caring for each other
- 3) **Participation** – all involved in running and leading the cell
- 4) **Outward looking** – always looking for new members to join
- 5) **Lifestyle** – a life of discipleship and not just what happens for 1-2 hours a week.

These Basics or values are what makes a cell tick and make it MORE than just another small group. Sometimes people have had a bad experience of cell before they understood these values, and now they can see where it fell down and that it could have been a lack of understanding and implementation of these Basics.

Structure

Cells usually meet every week for around 1-2 hours either in a home or corps building, and often use a structure of 4 W's being aspects of the time based around Welcome, Worship, Word and Witness.

My experience has been that the cell concept is brilliant, and if you've never run it before then I recommend keeping fairly tightly to the model – there are good reasons it is the way it is. However, there are also as many who have taken the model and adapted and moulded it into their own community and people groups to become a resource and tool in their corps/church for dynamic discipleship. So you don't need be a slave to the structure – it is there to serve you, not for you to serve it.

CELL GROUP TOP TIP...

Why not encourage your cell group to meet socially as well so that they get to know each other in a different setting and therefore grow increasingly comfortable with each other.



WHY CELL ? CONTINUED

Multiplication

The goal of a cell, as with any healthy living organism, is growth and a youth cell is designed to encourage and help young people invite their friends. As well as maturing as disciples, the group will grow until it reaches a number which is too big to meet and still have everyone's voice heard (some thoughts vary as to what this number is, but it commonly seems to be about 12 people). At this point a cell multiplies and grows into two cells of six young people each and the whole process can happen over again. The leadership of the new cell has been trained in the months before and support continues into the future.

Cell Beginnings

The cell model has been found to be really helpful and an awesome resource for many groups. There are also a number of groups who have taken the cell plan as a model

and adapted and moulded it to their own context, whether that is through special interest cells, groups formed around lifestyles or other forms of community.

There is a wealth of resources out there on cell groups, and ALOVE will continue to provide cell material for you to download from the ALOVE website for free every month.

I want to be more than an admirer of Jesus or even a believer in Jesus (lots of people from other faiths believe in Jesus as a man or demi-god); I want to be a follower of Jesus the Son of God. I think that the cell group is a really useful and effective way of helping others to follow Jesus too. Could it be the right way of nurturing a culture of mature discipleship, mission, worship and social action within your young people?

CELL GROUP TOP TIP...

Make sure you allow a good amount of time in your week to read through the cell material so that if necessary you can change or adapt any part of the material that you might think is not entirely suitable for your group. Good planning will make these sessions work much better.



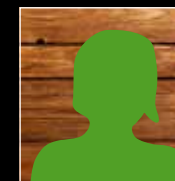
"a cell multiplies and grows into two cells... the whole process happens over again"



4

CELL MATERIAL

written by Jo Taylor



ALOVE UK provides free cell notes on the ALOVE UK website (www.salvationarmy.org.uk/alove) for you to download every month. They consist of an introduction and four weeks' worth of material. Here is an example of what you could expect from our online cell material.

Week 1 – What is Culture?

Welcome

The Good, the Bad and the Completely Awful

Play a selection of clips of music – the more diverse the better. Perhaps include Cheryl Cole, Green Day, JLS, Tinie Tempah, The Crazy Frog, Eminem and if you're feeling brave a couple of your own favourites. Let your group decide on where each song fits in the above categories. You can get them to vote by showing thumbs up, thumbs down or hands clamped over ears.

Word

Discuss what you think the word 'culture' means. What do you understand by the term 'culture'? How have you used (or heard being used) 'culture'?

For some alternative 'soundbite' perspectives on 'what is culture?'

You Tube

CHECK OUT...

http://www.youtube.com/view_play_list?p=94CC3EABEDB543DF

For many of the respondents to the above questions the answer was arts-based, but Andrew Marr, Duffy and Brighton Beach all have something interesting to say about the wideness and everyday nature of 'culture'. If you have the equipment, select a few of these to show.

CELL GROUP TOP TIP...

If you are having trouble getting your cell group chatting then why not get them to come up with a list of things that they feel passionate about and allow ten minutes at the start of cell group for a debate or discussion as this will hopefully get the young people to open up and get used to discussing a variety of topics with each other.



5

DICTIONARY CORNER...

The dictionary defines culture as:



culture (WAY OF LIFE) – the way of life, especially the general customs and beliefs, of a particular group of people at a particular time

culture (ART) – music, art, theatre, literature, etc

culture (GROW) – cells, tissues, organs or organisms grown for scientific purposes, or the breeding and keeping of particular living things in order to get the substances they produce

counter-culture – a way of life and a set of ideas that are completely different from those accepted by most of society, or the group of people who live this way

culture shock – a feeling of confusion felt by someone visiting a country or place that they do not know

culture vulture – someone who is very interested in the arts

pop culture – music, TV, cinema, literature, etc that is popular and enjoyed by ordinary people, rather than specialists or highly educated people

Did your understanding match this definition? Have you used the word 'culture' in all of these ways? Has anything new struck you about what 'culture' means?

As a working definition for these outlines, culture should be understood as – a lens through which the world is viewed particular to a group of people at a particular time especially impacting customs and beliefs.

What impact does our culture have on our every day? Spend some time writing, journaling a typical day in your life – just a note of each activity. When you've done this, have a think about how your culture impacts each of those activities. What do you do differently from someone living on the same street as you but who follows a different religion? What do you do differently from someone who lives in a different country but follows the same religion?

Over the next few weeks, we'll be thinking about how Christians can and should interact with culture, and what it means to be 'counter-cultural'. To be 'counter-cultural' isn't uniquely Christian – it is the claim of any group that seeks to subvert, go against or undermine the prevailing or 'popular' culture. To help think about how Christian culture could claim to be 'counter-cultural', get a large sheet of paper and draw a line down the middle. On one side write the heading 'Good Christians should...'. On the other side write the heading 'Good Christians shouldn't...'. Have a think about the things people say, do, listen to, watch and eat in the

CELL MATERIAL CONTINUED

course of an average week. Without too much discussion – try to go with your instincts – put them in one of the two categories. Keep this list (or lists if you feel doing this in smaller groups would be better) for reviewing later on.

Worship

Can you find some examples of the ways in which people worshipped in the Bible? The list could include:

Sacrifice (eg, 2 Kings 17:36; Isaiah 19:21)

Songs (the book of Psalms!)

Eating together (Acts 2:42-47)

All of these ways were appropriate for those times and cultures. *Romans 12:1 (NIV) says: 'Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship.'* The Message translates the same verse like this: *'So here's what I want you to do, God helping you: Take your everyday, ordinary life – your sleeping, eating, going-to-work, and walking-around life – and place it before God as an offering.'*

This session, we've been thinking about how our 'everyday, ordinary life – your sleeping, eating, going-to-work, and walking-around' lives are shaped by our culture. Our worship is shaped by our culture too, just as the worship of those in biblical times. How do you worship? How has this been shaped by your culture? What do you do in your everyday that is an act of worship? Together, spend some time worshipping in a way that is 'everyday' to you. It could be eating together, going for a walk, chatting and praying or singing.

Witness

This week, pay attention to the commonplace everyday things. Make a note of three things you do that are shaped by your culture and three things you see other people doing that are different from you because they have been shaped by their culture.

CELL GROUP TOP TIP...

Don't be afraid once the group is established to try new things and discuss new ideas. As your group develops it can be tempting to let things just run their course because it's "working". Exercise your discernment and decide if there's new ideas that can help your group grow.

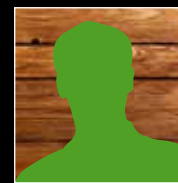


"your everyday ordinary life..."



LTG

written by Phil Ball



What is a Life Transformation Group?

Throughout my Christian life small groups have played an important part in my discipleship as they have provided a place where I can intentionally talk about life and God with like-minded friends. I was introduced to the concept of Life Transformation Groups [LTG] from a Salvation Army officer, and as I looked into it I was excited by its relative simplicity and potential as a disciple-making tool. For these reasons ALOVE UK has chosen to highlight Life Transformation Groups as a model of discipleship for Salvation Army young people. LTG's are a discipleship tool that helps facilitate an individual's spiritual formation, as it draws on their desire for God, and provides them with the support and encouragement to go deeper in their faith.

An LTG is made up of two to three people, all of the same gender, who agree to meet weekly for one hour where they ask one another a series of accountability questions. The size of the LTG is important as it needs to be a place where open and honest relationships can be formed. An LTG should ideally not 'grow beyond three but multiply into two groups of two rather than a single group of four'. There is no training needed for the LTG. A bookmark which stays in the disciple's Bible is all that is required.

LTG discipleship may seem like a new idea; however Neil Cole [Church Multiplication Associates] who created the LTG system has simply taken discipleship principles and practices that have been in use throughout Church history and re-applied them to fit today's culture. LTG's are a very duplicable, disciple-making model that is being used within many emerging and existing church denominations, with leaders, youth workers, young people, young adults and children. The LTG consists of three main elements: **Personal Accountability, Bible Reading and Prayer.**

LTG TOP TIP...

Make sure that you encourage your young people in their LTG groups to keep it focused – it's not just a few friends gathering for a nice chat it needs to be a lot more focused and driven by the set questions.



Personal Accountability

The first thing the LTG does when it meets is to ask one another the series of accountability questions that are found on the LTG bookmark. Being open and honest that there are areas in each of our lives that need God's attention is an important part of a disciple's accountability, personal development and spiritual growth. *James 5:16 (NIV) says: 'Therefore confess your sins to each other and pray for each other so that you may be healed.'*

When we have the courage to confess our inadequacies we often gain credibility in the eyes of others because we demonstrate humility, honesty and courage. People know that humans are fallible. When they pretend to not have faults, it raises suspicion, not credibility.

It is important that the LTG is a place of mutual trust where each person can talk openly and honestly and receive the support and encouragement that they need.

Bible Reading

Each LTG agrees on a book of the Bible to be read. Luke's Gospel could be a good place to start, perhaps followed by the other three Gospels. It is important that the LTG decides how many chapters should be read before the next LTG, as one of the accountability questions relates to Bible reading.

Prayer

Prayer for one another and for those who are not yet Christians is an important part of the LTG meeting. Specific names should be written on the bookmarks, and this enables each person to be prayed for by the whole group throughout the week and during the LTG meeting.

The Goal

Our desire is that many Salvation Army young people will discover through Life Transformation Groups, one-on-one discipleship and the Cell concept a new allegiance to Jesus Christ that will not only transform their lives, but also the life of The Salvation Army throughout the UK and Republic of Ireland.

'Then Jesus said to his disciples, "If anyone would come after me, he must deny himself and take up his cross and follow me"' (Matthew 16:24 NIV).

LTG CONTINUED

LTG Basics

- LTG's meet once a week for one hour.
- LTG's consist of two or three people.
- LTG's are of the same gender.
- No training required.
- No leader required.
- Three elements: Personal Accountability, Bible Reading and Prayer.
- LTG's are easily added on to existing cell groups, either by meeting before the cell or when it has finished.

LTG Questions

1. Is there an area that God is working on in your life?
2. What have you learned about God in your Bible reading this past week? What do you think he is saying to you? How do you think you should respond?
3. How can we pray for you and your non-Christian friends?

These LTG questions can be found on the ALOVE Website www.salvationarmy.org.uk/ALOVE/LTG where they can be downloaded as an LTG bookmark. Other questions can also be viewed.

Useful LTG Resources:



ONLINE...
<http://www.cmaresources.org/>



FURTHER READING...
N. Cole, Cultivating a Life for God
(St. Charles, IL: ChurchSmart, 1999)

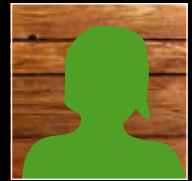
LTG TOP TIP...

Don't be afraid to set yourselves more bible reading to complete in a week than you think will be easily do-able. It is better to stretch yourselves and sometimes not complete what you have aimed to do rather than easily finishing it each week without really having to think about it and stretch yourself.



ONE-ON-ONE DISCIPLESHIP

written by Liz Ball



One-on-one discipleship is a must for any person longing to see transformation and growth in their own lives or that of someone they work with. One-on-one discipleship is a dynamic process that, put simply, involves a more mature, experienced person meeting regularly with a younger person for the purpose of seeing that younger person develop in character, gifting and relationship with God. It requires time, commitment and trust in both parties, and when the ingredients are right the results are amazing!

I have spent many special hours in this type of discipleship relationship, sitting alongside a younger person as they have shared their hopes and dreams, their struggles, reported on their progress, prayed and read the Bible with me. In this secure environment I have had the privilege of being with another person as they have confronted eating disorders, depression, family breakdown, bereavement, to name but a few, and taken first steps in discovering a new gifting or calling on their lives. I have witnessed how one-on-one discipleship provides a sense of value, of being someone who matters and someone worth investing in. It provides an environment for a young person to confront their doubts and insecurities and find their place in the world. It enables them to identify and be encouraged in their giftings and lays the foundations of a dynamic relationship with God. *'For most people, growth and change simply won't happen apart from a relationship with someone perceived as significant who will influence their development and provide motivation and accountability.'*³

For the discipler too, one-on-one discipleship can be a life-changing experience. *'There is truly no greater joy than giving your life away to others. People matter more than things, goals, or achievements. And the greatest satisfaction in life comes, I believe, when you give your life away to something that really matters.'*⁴

Of course it is not always going to be easy, and there will be times of frustration and disappointment, but the privilege of walking alongside another young life as they draw closer to Jesus is really something not to be missed!

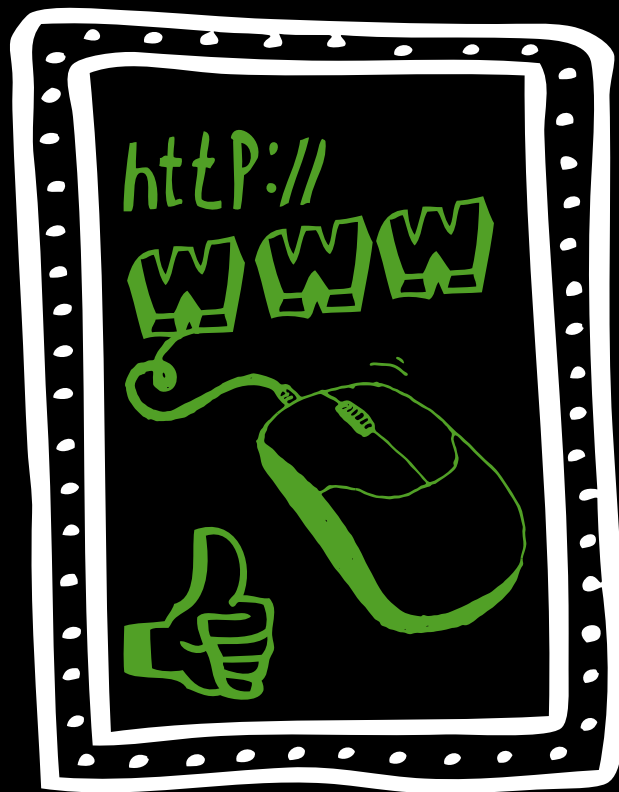
There are plentiful examples of one-on-one discipleship in the Bible: Paul and Timothy; Jethro and Moses; Elijah and Elisha; but of course not least of these is the example of Jesus himself. *'Jesus' disciples followed him and travelled with him, learning both in public and private forums. He gave them opportunities and taught them how to cope with success and how to learn amid failure. He dealt with attitudes and character, their basic motivation and allowed them to experience truth first-hand for themselves. He dealt with them firmly when they needed it. He nurtured them, cared for them, prayed for them, and his investment saw them through the trauma of his death into the joy of his resurrection and their empowering at Pentecost.'* What an amazing model of discipleship! Jesus went beyond a formal meeting once a month; he welcomed his disciples into his life. Similarly, when a commitment has been made to a young person to engage in one-on-one discipleship it does not end with 'the pastoral meeting'; the young person needs their discipler to be available, to be aware what is happening in their lives and to be lifting them up in prayer on a daily basis. *'Jesus knew that by opening our homes and our hearts to people, they could learn how to be open with God. By being generous with our lives, our homes, and our background knowledge of God and his word, we provide the soil in which young Christians can become mature Christ-followers who will also have an impact on others.'*⁵

Before a discipleship relationship can begin, it is necessary that an agreement is reached on both sides. The young person needs to feel happy and secure with the person who has been allocated, or whom they have chosen, as their discipler, and the discipler must be aware of the commitment involved. The young person's parents/guardians should also be consulted and give their permission. Regular discipleship meetings should be arranged at a mutually convenient time, and wherever possible they should take place in a public place such as a coffee shop or public park, to adhere to child protection guidelines (see page 10).

These get-togethers may vary in content as the young person shares their needs, but the underlying principles are those of accountability, support, encouragement, prayer and Bible study. Certain fundamental skills are essential for the success of a discipling relationship, not least the art of conversation. A basic ability to communicate with, and listen to, young people is paramount. Understanding how to ask open-ended questions and how to gently draw out the issues provides a secure environment for the young person to be vulnerable, transparent and honest. Discerning the smokescreens and perceiving what level of self-disclosure is appropriate enable the relationship to progress. Basic counselling training for any would-be disciplers is highly recommended!

ONE-ON-ONE DISCIPLESHIP TOP TIP...

Anyone wishing to begin a discipleship relationship with a young person under the age of 18 has been instructed to contact the Divisional Youth Officer to receive a one-on-one discipleship manual and further guidance.



"useful online resources..."



ONE-ON-ONE DISCIPLESHIP CONTINUED

I hope you feel challenged and inspired to implement one-on-one discipleship in your corps and to reap the benefits in the lives, not only of the young people, but also the disciplers. It's so exciting to help someone else in their walk with God and *'there can be no greater joy than knowing you have obediently begun to impact others by shaping hearts to the image of Jesus Christ. Come join the greatest adventure of your life!'*⁷

Safe & Sound Statement

The Salvation Army considers the welfare of its young people as paramount, as it does the wellbeing of the adults who work with them. In order to safeguard all parties involved in one-on-one work with young people, certain procedures must be adhered to. Before you begin any one-on-one discipling relationship it is imperative that you contact DHQ (DYO) who will discuss these Safe & Sound requirements with you. You will also receive a one-on-one discipleship information pack containing further instructions, advice and support. Please do not begin a discipleship relationship with a young person before you have made contact and received this information.



REFERENCES & FURTHER RESOURCES...

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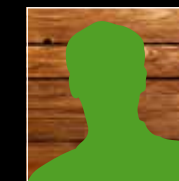
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3 Hendricks pg 25 / 4 Stoddard pg 39
5 Roger Ellis and Roger Mitchell
6 Carol Kent pg 77 / 7 Carol Kent pg 178

ONE-ON-ONE DISCIPLESHIP

TRAINING COURSE written by Phil Ball



One of ALOVE UK's strategic priorities is for discipleship to remain at the centre of all of The Salvation Army's youth work. Since the year of discipleship in 2009 it has been great to see how discipleship has continued to take root at a local level with new cell and life transformation groups (LTG) being formed and a real interest in one-on-one discipleship developing.

In order to facilitate the continued growth of one-on-one discipleship across the territory ALOVE UK have developed a brand new one-on-one discipleship training course. This course aims to equip corps based youth workers with the vision and the practical skills necessary to begin intentional discipling relationships.

The course provides a complete training package that will introduce the concept of one-on-one discipleship and why it should be viewed as an integral and normal part of Christian discipleship. A total of six creative and interactive sessions cover a variety of topics of real importance to this subject such as biblical mandate and models of one-on-one discipleship; the skills and attributes of a discipler; listening skills; and stages in the discipleship relationship. The course will also unpack in more detail the TaG (Training and Growth

model) which has been adopted and adapted by ALOVE UK as an effective model of one-on-one discipleship. Finally, but of extreme importance is how to create Safe and Sound discipling relationships through following simple and effective policies and procedures.

ALOVE is committed to discipleship and disciple making and believe that one-on-one discipleship is a must for anyone who is serious about wanting to see transformation and growth in the lives of the young people they lead. *'Disciple making is looking for those God has selected for us to disciple and passing on what God has deposited in our lives. The goal of discipleship is not disseminating information but life on life formation.'*⁸

If you want to be trained and equipped in the art of one-on-one discipleship and you want to explore how you can implement this model of life formation and discipleship into your youth work then please contact your Divisional Youth Officer who will be able to give you further information and guidance.

8 F.McClung, You See Bones, I See An Army, (Eastbourne: Cook, 2007), p.245.



ONE-ON-ONE DISCIPLESHIP TOP TIP...

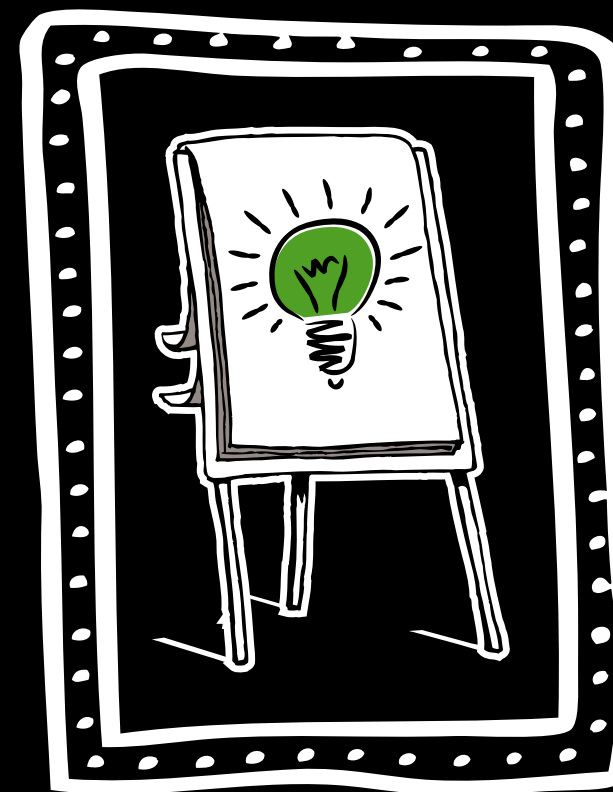
When doing one-on-one discipleship it is important to make sure that you are meeting in a relaxed environment (tea and cake!) and don't come with your own agenda but allow the young person to off-load and chat whilst listening and challenging them when appropriate. Always be sensitive to the mood of the young person and don't push them in to talking if they don't want to.



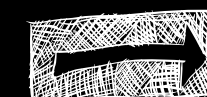
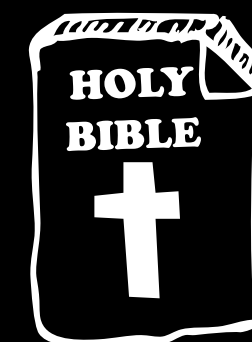
tea & cake

ONE-ON-ONE DISCIPLESHIP TOP TIP...

Why not speak to your local coffee shop to let them know that you are from the local Salvation Army church and ask whether you could set up an account!



"committed to training & equipping..."



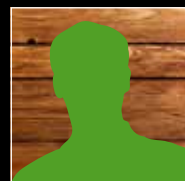
ONE-ON-ONE DISCIPLESHIP TOP TIP...

Why not go to different places to meet (always making sure that you follow Safe and Sound guidelines and that the appropriate people know where you are) as different environments and settings can help to start conversation



TAG

written by Phil Ball



In order to encourage and facilitate one-on-one discipleship ALOVE UK have adopted TaG. TaG simply stands for Training and Growth which focuses on the formation of the young person through their spiritual and personal development and the encouragement of their natural abilities. TaG is an innovative model of growing independent disciples, aiming to take a young person from where they are to where they would like to be. TaG discipleship focuses on three key areas that are essential in developing a whole life faith. These are: Personal, Spiritual and Abilities.

AREA 1: PERSONAL

This area helps the young person to understand and appreciate their character and identity, by becoming more self aware and confident in who they are, in relationship with other people and with God.

AREA 2: SPIRITUAL

This provides an in depth 'Spiritual MOT' as the young person is encouraged to reflect on where they are at in their relationship with God. A commitment to read more of the Bible and to develop a deeper prayer and spiritual life are key features of this area.

AREA 3: ABILITIES

The third and final area of TaG is specifically entitled 'abilities' rather than 'giftings' as this keeps the young persons options open. Here the discipler is seeking to draw out the areas that the young person feels capable in, and those areas which they would like to develop further. From maths to sports, and worship leading to building friendships all these abilities and more are up for discussion.

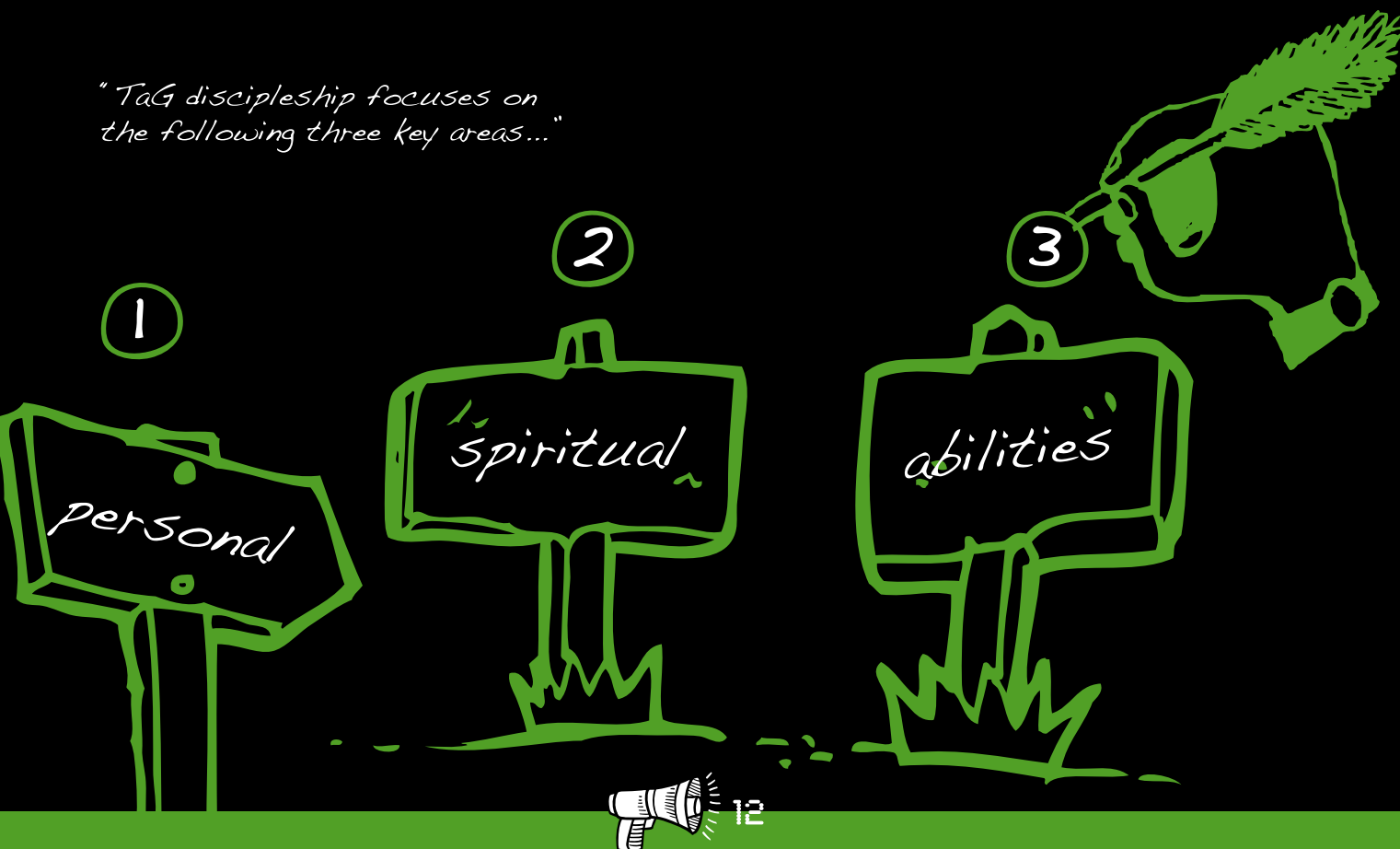
As TaG is a whole life model of discipleship other areas are also likely to be addressed as the relationship between the discipler and disciple deepens. These could include relationships, beliefs, character, witness and areas of stewardship, the use of time, money, and possessions.

ALOVE UK is really excited about TaG because it provides those who have never experienced one-on-one discipleship with a simple and ready to use model that actually does Train and Grow disciples!

To find out more about how you could use TaG please contact your Divisional Youth Officer who will be able to provide you with TaG information and guidance pack.

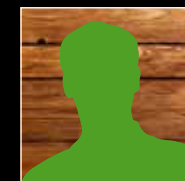
(The TaG model was devised by Jon Langford, Senior Youth Worker at St Paul's Salisbury, to help grow disciples through one-on-one discipleship)

"TaG discipleship focuses on the following three key areas..."



SAFE & SOUND

written by Alastair Jones



One-on-One Discipleship IS Safe and Sound

(The Importance of Safeguarding in Discipleship)

It is a basic human need to find affirmation, and the young people of The Salvation Army in the UK are no different from any other young people throughout the UK. They can truly find their identity in Jesus and learn to live a life that looks more like him. However, we all live in the global fish tank of the 21st-century media and marketing machine which, even in recession, is doing all it can to set the agenda and values by which we all live. *Danielle Strickland, speaking at Roots 2010 said, 'If ever there was a generation that needed affirmation it is this one. Billions of dollars are spent by corporations to make you feel incomplete. They are not even always trying to sell things – just create a culture and mindset of dissatisfaction.'*

Confidence can flourish in wholesome relationships, but in 2010 it is so hard for young people to tell who they can trust and what agendas people have. In addition to this there is a huge need for mature Christian leaders within the Church and The Salvation Army. To have authority within the trend of culture requires us to be counter-cultural as leaders and raise up young people with boldness to do the same in an appropriate way.

We need to be those adult leaders of integrity who can be trusted and relied upon. One-on-one discipleship is a real opportunity to provide not only for the basic human needs but also the most effective way of developing mature leaders for the future of the Church.

But this is the vital point: IF we are to be effective in helping grow new Christians and Christian leaders, WE need to be accountable, have integrity and also be seeking to look like Christ. All of these qualities are summed up within our Safe & Sound policy. By ensuring that we adhere to the one-on-one discipleship manual we will go a long way towards creating a safe environment for informal learning for the young people we disciple.

One-on-one discipleship is a really effective way of helping young people to grow and for raising up new leaders. However, when we do engage in this we need to make sure that none of our actions are misunderstood, unclear or even confusing to the young people and young leaders we are working with. For that reason the importance of Safe & Sound cannot be underestimated within The Salvation Army. To some it is just a bunch of procedures to be followed, but actually it can be a very valuable framework to help keep us accountable and on track within the whole context of the culture we live in.

Of all the youth work that The Salvation Army undertakes, one-on-one discipleship is perceived by our Territorial Safeguarding Unit as one of the highest areas of risk for a worker and a young person. For that reason there is only one approved policy for working in a one-on-one capacity within The Salvation Army in the UK.

Anyone wishing to begin a discipleship relationship with a young person under 18 has been instructed to contact their divisional youth officer to receive this one-on-one discipleship manual and further guidance. It is an excellent resource and provides a format and structure that is second to none, written by an experienced and well practised youth worker with a very fruitful one-on-one discipleship ministry. The divisional youth officer will therefore be approached either by the person wishing to be a discipler or via the corps officer of that person. The DYO will then be able to guide you through the checklist and everything that you are required to do in order to make sure that the discipleship relationship you have is as safe as it can possibly be and hopefully as fruitful as it can be as well.

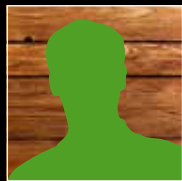


"safeguarding young people..."



LIFE OF A SOLDIER

written by Adam Knuckey



Radical Discipleship – The life of a soldier

Showing promise:

Like trying to paint a masterpiece on a crisp packet, I will now attempt to offer some ideas about the huge topic of soldiership and discipleship in The Salvation Army, in 500 words or fewer.

1. Soldiership should be inclusive. The act of becoming a soldier is very much born out of the holiness movement: a promise to serve as disciples of Christ; to be different, distinct, pure in thought word and deed (and that's just what we ask of our 7-year-olds!) We set out to be good examples, living sacrifices, seeking forgiveness for our sins and desperately trying not to be sucked into some of the poor decisions life throws our way. Yet somehow through all this, we're meant to live as Jesus did, right in there amongst the real people, not in some Christian bubble-land. He ate with people who stuffed up, played Xbox with the guys who slept around, drank to excess, and struggled to navigate their way through life – well, you get the idea. Somehow, rather than be infected by the sin of the world, we're meant to get in amongst it all and see Jesus use us to redeem some of it – somehow.

2. Soldiership should be exclusive! The commitments are huge, and most young people can reel off the names of those soldiers they've seen fall along the way, or even worse, the ones that knowingly live a bit of a double life. At a theology club I attended last year (it's cooler than it sounds and they had free pizza) I heard an officer liken soldiership to taking an order, or a vow. When you consider other parts of the Church where people give up everything and choose to live a certain way for life, I'm not sure we always treat soldiership with the same reverence. Sometimes we probably esteem it too highly! It seems soldiership is such a dramatic life choice, it shouldn't be taken lightly, and once you've chosen that path it is certainly not one to pilot alone!

3. Soldiership is about community and support. You may have heard the phrase 'one-man army', but apart from Rambo donning the sweatband and running around all excited, armies don't generally get too far if they forget to recruit lots of people. You make big promises such as 'I will make the values of the Kingdom of God and not the values of the world the standard for my life', and off you go, uniform on, training complete, lessons learnt. Not so! With Jesus you never graduate from being a disciple! There is always more to learn, so becoming a soldier is a significant step along the way, but then the real challenge to the corps is how best to carry on the process, with tools such as Bible study, intentional prayer, peer groups, one-on-one discipleship, respected intern guides and books. Jesus did not ask us to be disciples in isolation!

Catherine Booth once made this observation: *'Show the world a real, living, self-sacrificing, hard-working, toiling, triumphant religion and the world will be influenced by it. But anything short of that and they will turn around and spit on it.'* The only way to have this sort of impact on the world is to fall in love with Jesus, be disciplined and free in equal measure, and journey with those around you, soldiering on together!

Soldiership is about promise. I love the fact that, as we have mentioned, there is a vow ethic to our discipleship model. Promises are powerful – we strive to be true to each other through promises and we are hurt when they are broken. What I love about a promise to follow Jesus is that he is the *ultimate promiser!* His promise of love and redemption, no matter what we have done or been, is definitive. He has done the whole death thing and it couldn't stop him, so there is nothing to prevent his eternal promise of people and God living together as they should coming to pass. We promise to be soldiers in the presence of friends and family. They hold us to account, and all together we take this fragile idea of being 'on the Lord's side', being a soldier for him in his world, and for all our faults, Jesus finds promise in soldiership.

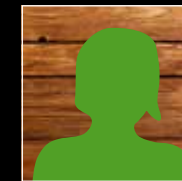


"a follower of the ultimate promiser..."



DISCIPLESHIP THAT CHANGES THE WORLD

written by Michelle Leeder



Young people are the biggest instigators of change. Unfortunately there are vast numbers of young people out there who don't realise their value; yet given the right support the young people we work with could transform our world.

There is no question that all young people should be mission-focused and they should be living the life that Jesus modelled, which always looked out for others. However, it can be difficult to get them engaging in mission effectively and safely. So here are five top tips to get you thinking about how to help your group look out...

1) A journey of self-discovery...

Being a teenager in current society can be confusing. With mixed messages being given, they aren't encouraged to form their own ideas or give an original opinion for fear of being seen as 'different'. Young people need the space to discover who they are and what they are about; they need to feel comfortable to talk about themselves, to ask the awkward questions and to be given real answers.

2) Dream Big...

Once young people have the space to discover themselves, we must then afford them the luxury of dreaming big and believing that they can change the world. We must allow them the freedom to think big and then be there to give support and advice as they put these ideas into practice.



3) Act small...

Big changes often come through little acts, and young people should be encouraged to take little steps first in order to see big things happen. Talk to someone older in church, befriend that person at school who is always on their own, volunteer at a local charity shop... the possibilities are endless. If young people want to see change, then they'll need get their hands dirty and make change happen through their own small acts.

4) Love others...

Teenagers spend a lot of these formative years working out who they are, and this should be encouraged. However, the consequence of this can be that it is quite a self-centred time for them. Therefore during this period they should be learning the importance of putting others first. Isn't it the case that in thinking of others, in being available to someone else and in engaging in real issues, it helps us discover who we are also?

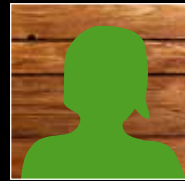
5) Have fun...

Engaging in mission is great fun! Get your group working together to design and make clothes to sell or give away; ask them to design posters and literature about an issue in your community; organise an outing into your nearest city and join in a protest... the list is only as long as their imaginations. Young people want to have fun and there is no reason why mission shouldn't be just that. To help your group look out... go on a journey of self-discovery, think big, act small, love others and have fun along the way!



HELPING YOUR GROUP LOOK OUT

written by Lucy AitkenRead



16 May 1998. 70,000 people are marching through Birmingham's streets, yelling at the tops of their voices. They are angry, calling for justice for the poor. They are standing up to the global giants; rich nations that are crippling poorer nations by demanding crazy amounts of interest on money borrowed years ago. As the sun shines on them, the crowds begin to look a bit like a massive, surging river. The marchers that day provoked the Prime Minister to come down for a chat and sparked the beginning of an international call to 'Drop the Debt'. As a result, many countries have been given a chance to break out of the extreme poverty that leaves children dying in their millions.

But this was a movement born out of a tiny spring – just a handful of Christians who understood that being a follower of Jesus meant more than simply turning up on a Sunday. These Jesus lovers knew that when God called for justice to 'roll on like a river' (check out Amos 5) God wasn't just being poetic. It has always been God's idea that we can change the world! We see the first followers of Jesus doing just this all through the New Testament. As these original disciples shared with people in poverty, treated women with dignity, helped out orphans and the sick, they were turning society on its head. They thought they were simply following Jesus' command to love, love and love again, but what they ended up doing was transforming the globe. As they loved neighbours and strangers with the gritty, concrete, hands-on love of Christ, gradually the economic and social order began to be changed.

We need to get a handle on this: when Jesus says to be all about Love, it is not just Love for people close by. It must also be Love for people in the corners of the world that we forget about, for countries where every three seconds a child dies from poverty. This kind of global, loving discipleship has the potential to stop death in its tracks – it has before and it can again.

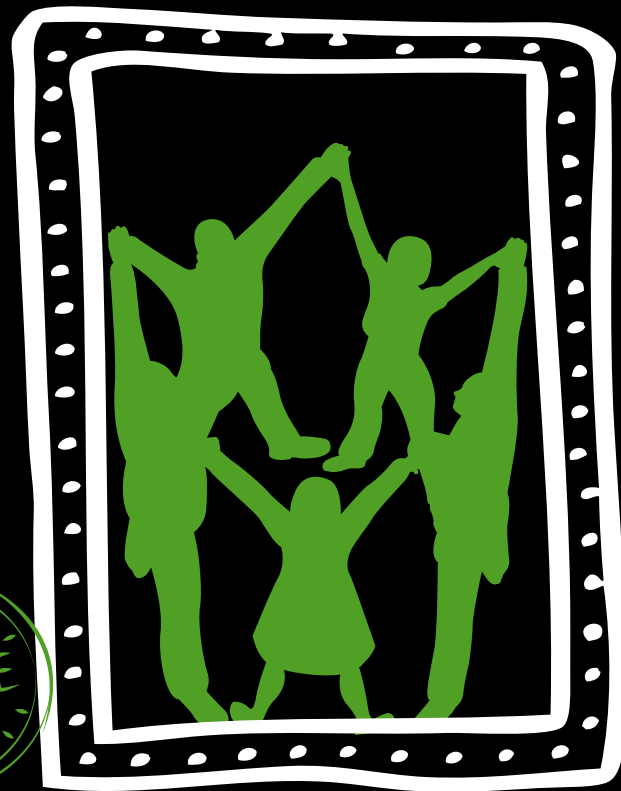
Here are three top tips for becoming a disciple who can change the world:

- 1. Embrace the fight against man-made climate change.** Climate change is the most urgent thing that is making life dire for the world's poor (and it is largely our – richer nations' – fault). Begin to understand the problem and campaign to change: www.youthagainstclimatechange.org
- 2. Start with yourself!** Get inspiration from www.dothegreenthing.com Begin thinking globally. Scan the news headlines once a week, and for a calendar of global social justice dates and loads of ideas about how to act on them check out: www.matchfactory.org



INTO READING?...

See seven ways to change the world by Jim Wallis.

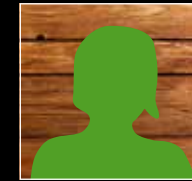


"showing global loving discipleship..."



ATTRIBUTES OF A DISCIPLER

written by Liz Ball



So, you want to be a discipler? That's great! Wondering what skills that you'll need? Well, as long as you can tick off all the characteristics on the list below, then you're good to go...

- Wise
- Spiritually mature
- Generous
- Able to put others first
- Secure identity in Christ
- Regularly engaging in spiritual disciplines
- Self-controlled
- Hospitable
- Gentle
- Willing to open life and home to another
- Friendly
- Good knowledge of the Bible
- Accountable
- Know of several good coffee shops in the local area!

So, how many did you get? More than 9 and you're definitely ready to be a discipler! Between 5 and 8... You'll probably be OK! But 4 or under... no way!

Of course, we're just joking! But here is the problem when we come to think about what or who makes a good discipler. By the time we get to the end of an excessively long list of extremely important skills and attributes it's likely that none of us will feel like we've got what it takes. We'll no doubt all feel inadequate or lacking in some essential area.



Instead of a long list, let's consider just three key questions for would-be disciplers to answer: Firstly, do you love Jesus and are you following hard after him, trying to become all he wants you to be? Secondly, do you have a deep desire, and the practical time, to walk with a younger person on their journey of faith? And finally, are you in an accountable relationship yourself?

'Disciple making is looking for those God has selected for us to disciple and passing on what God has deposited in our lives.... The goal of discipleship is not disseminating information but life on life formation.' (McClung 9)

For 'life on life formation' a discipler needs to be Christ-centred; someone who is daily walking with Jesus and deepening this relationship through regular use of spiritual disciplines.... And someone who is willing to share the successes and failures of this Christian walk with another. A young person needs a discipler with a growing godly character who is aware of personal strengths and weaknesses and has integrity and accountability.

A discipler needs to have a secure identity, not seeking approval and affirmation from others or from the disciplee, and therefore able to challenge and assist the young person in making difficult decisions and godly life choices. A young person needs a discipler to be wise, able to discern spiritual issues and to offer fresh perspective.

A discipler should be a relational person who will enjoy developing a friendship and spending time with a younger person; and be willing to keep an open life and home.

There are also some key practical skills that a discipler must have, such as good active listening and talking skills, basic counselling skills and a thorough knowledge of Safeguarding Children procedures.

But, perhaps most importantly, a discipler should be a role model. Not someone who wants to tell a young person how to live their life, but someone who can flesh out what life in Christ is all about and, like the apostle Paul, can genuinely and humbly say to their disciplee, *'Follow me, as I follow Christ.'*

All these things, and more, will be covered in the new one-on-one discipleship course that ALOVE UK is providing for all DYO's to run for potential disciplers in their division. Book your place now!

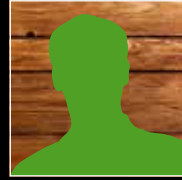
9 You See Bones, I see an Army. Floyd McClung



"follow me, as I follow Christ..."

DISCIPLESHIP IN THE 21ST CENTURY

written by Jason Gardner



'There was an Irishman, an Englishman and a Norwegian. No, wait – it was a Scotsman, an Egyptian and an Ethiopian. Hang on – well, anyway, they were in a bar – truth be told, it was more of a pub – or was it a roadhouse? Then either the barman, or the waitress or the bouncer says to the Norwegian – no, the American...'

And by this time you don't really care what the punchline is. They say timing is everything in comedy, but equally as important is getting the story right.

When it comes to discipling we've been getting the story wrong for years. That's why discipling is a buzzword at the moment, that's why people like LeRoy Eims are writing books called *The Lost Art of Disciple Making* – the title speaks for itself – and why Dallas Willard wrote *The Great Omission* that focuses on how we've lost the core of the Great Commission which is to make disciples not converts.

So discipleship in the 21st century is utterly dependent on us getting the story right. The problem then, though, is that we don't know our story. There's increasing concern over the alarming fact that Christians are reading their Bibles less and less. Also a high proportion of people taking the Alpha course are Christians wanting to brush up on their basics – the question is, should they need to? And for several years now educational institutions and parachurch organisations that run year-long courses, internships or theological degrees are having to adapt those courses in order to make up for the lack of biblical knowledge amongst candidates.

It seems we've made too many assumptions about people's level of understanding about faith. The problem is, lack of understanding leads to lack of confidence. Ever had to sit an exam which you haven't revised for? In the Church, though, we rarely stop to assess how far people are advancing their own comprehension of what it means to be a disciple. The word 'disciple' comes from the Latin 'discipulus' meaning learner; we should always aim to take our knowledge of God to the next level.

I'm not suggesting that we start doing SATs on a Sunday morning, but whether it's the 1st, 21st or the 31st century our ability to pass on the faith is utterly dependent on our confidence to do so.

So is a lack of understanding of faith unique to the 21st century? No, not at all. But it's our current context that has highlighted our deficiency. How do I know if you're really confident in your ability to swim? Push you into the deep end. How do you know if the Church has confidence in its faith? Place it in a culture where people are either hostile to, sceptical of or utterly apathetic towards matters of faith.

I'm not saying that the Church in the 21st century is sinking, but we are doing a fairly naff doggy-paddle whilst wearing armbands.

So why have we lost confidence? Not knowing our story is obviously one factor but it's linked into several other issues that are key challenges the Church needs to face in the 21st century.

First up, we're listening to the voice of scepticism on broadcast whilst we listen to the voice of faith on narrowcast. We live in a society that overtly disavows adherence to any big story that purports to make sense of life, the universe and everything. We get bombarded with information 24/7 but precious little of that has any positive faith content. We may hear a voice that says, 'God is good, God is great, God is real' in the few hours we spend in church and personal devotions but the rest of the week we're listening to a voice that either says, 'God is a fairy tale' or, conspicuous by its absence, 'Faith has no bearing on real life.' That's why religion gets column inches in the papers only when there's a controversial story to be had.

Secondly we haven't had consistent and in-depth teaching that's addressed this key issue. Is the reason we don't pick up our Bibles because we don't know how to reconcile Genesis 1 with the evidence of evolution? There's a cultural disconnect, as one student worker put it: 'We teach our children nuclear physics on a Monday and gentle Jesus meek and mild on a Sunday.' The content we teach people and the level at which we teach them does not help them to take their faith seriously.

It's only when we restore people's confidence in the validity of the biblical perspective on life, the universe and everything that they'll be able to begin the task of discipling. And this isn't simply a matter of passing on the right information. As important as the story we teach is the story we invite them to participate in. Where are our faith communities living life and life to the full? Where are we creating meaningful dialogue about sexuality, science, business and the Bible? Who are the heroes in our communities modelling active and passionate faith and mission to the marginalised? For discipling in its purest form is following the footsteps of those walking the way of Christ – those men and women whose confidence in God's story was such that they sought to rewrite the world around them according to his narrative.

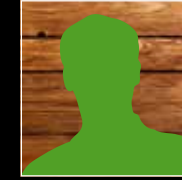


"following the footsteps of those walking the way of Christ..."



YOUTH WORKERS CONTINUING THE DISCIPLESHIP JOURNEY

written by Alastair Jones



How can Youth Workers continue the Discipleship Journey? – Alastair Jones

One way I like to spend time with God is on a run listening to teaching or music. However, while out on a run one blustery evening in Manchester I was pounding the streets listening to my MP3 player and I was tired, lonely and struggling to gasp the air I needed. I knew I wasn't a pretty sight with my earphones sticking out of my hat and an aroma fit only for the outdoors. So it was with surprise that as I approached a lady walking towards me, she smiled and said, 'Go on – you can do it!' It hasn't happened since or before when I've run but it made such a difference that I had a spring in my step all the way home. I don't know how bad I must've looked that particular evening to prompt her encouragement, but the difference in that run after her words was so noticeable to me.

Working in youth work as a volunteer or in a more involved way can sometimes feel lonely and a hard slog, but the way we sustain and encourage each other is the key to what shape we're in, not only as workers but also as disciples.

Part of the problem is that when we work or volunteer with young people in a church and are engaged in ministry it can sometimes be difficult to separate our own spiritual temperature from the preparation and work we are involved in. Working with teenagers and the hormonal ups and downs that often accompany their own challenges and issues is like trying to paint a picture on the latest ride at Alton Towers. It might be possible but it's hard work. The need to have our own feet securely on firm ground is so important.

Risking our spirituality to go in and out with the tide of our youth ministry is a dangerous strategy. Of course we are naturally going to be more positive about God when we see him working in the lives of the young people we care so much about, but it is equally important to know inwardly the depths and limitless resources that he has for us which are not dependent on anything other than him. By having a firm foundation in him and his Spirit we are able to tap into his unconditional love and grace which is what we have to share in our ministry, but first need to experience and know for ourselves.

I have been looking at Luke in my devotions and was struck by a verse in *Luke 9:27* where Jesus is talking to some of his disciples and says that they will experience the Kingdom of God in this life. That is just as possible for us as his disciples today. We don't need to wait until our death before we see God's Kingdom as we can already see parts of it now. That may be in your work, it may be in your community or your own spiritual journey, but by recognising it we allow ourselves to be more like him.

There are no quick fixes to spiritual health. Ultimately we are the people responsible for our own spiritual journey and our relationship with Jesus. We need to learn to be proactive, seeking out ways to build challenge, encouragement and support as part of our rhythm. But the more we encourage, love and support others the better we will all do. I believe as we do that we will see the Kingdom and we won't have to wait until we meet Jesus.

...GO ON – YOU CAN DO IT!



FURTHER READING...
Sustaining your Spirituality,
Sally Nash
(www.GroveBooks.co.uk)



"spending time with God in whatever way you prefer..."

