



## IDP – Examples of Steps Between Stages

### IDP Guide -

Wherever we are in the discipleship stages we are also thinking about the steps, or bridges, that will help a person grow from one stage to another. Living **into** a stage is what we are hoping to become. Most of us don't just morph from one stage to the other. We need to think about helping, nurturing, supporting, and guiding people to the next stage.

When we think about these *Steps Between Stages* there are four critical things to be aware of:

- 1) Disciples grow: When you reach a stage that does not mean you are all done.  
Reference - Ephesians 4
- 2) What is your “Why”? Know your “Why” so that the overall vision of the effect that growing in discipleship will have on you, your community, your church and your world.  
(Identified in previous trainings)

At the other end of this discipleship developing process - what will happen for you, your community, your church, and the world as disciples mature and grow?

- 3) This is contextual: It is not imprinted “from above”. Design from and for the system you are creating for the sake of the world and your local church.
- 4) The three critical core values lie at the heart of any stage and step to stage process:

**PRAY AND PRAYER ~ BUILD A RELATIONSHIP ~ LOVE THE OTHER**

**BRIDGING FROM A “NEW STAGE”**

**“EXPLORING STAGE”**

- 1) Build a Relationship. Period. Stop: Check the critical core values. This may take a long time.  
Essential keys are:

**PRAY AND PRAYER ~ BUILD A RELATIONSHIP ~ LOVE THE OTHER**

- Be radically hospitable: build relationships in church, in the community, job
- Look for the “*front door*”: identifiable places where people naturally enter church ministry or that engage people in ministry in the church. (Identified in previous trainings)

Ask: Where are other places/events where people naturally engage your church's ministry?

What is one thing we want to emphasize all the way through? Critical core truths, core values that get repeated each step of the way? **Leaders lead and model. Contextual**: core values, ministries and discipleship process, and their WHY.

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List them - (*Identified in previous trainings*)

- Look for “side doors”: places where the community ‘enters the church’ that may not be a church specific ministry/event. These could be community partner events, services, and ministries: AA, community services, day care, etc.

*(If you completed Step 1 of this training you can refer the list of ministries can help you answer these questions, etc.,)*

- Can you think of other “side doors” in your church? Where are they in your church? Take a moment as your group and brainstorm together how we can intentionally build relationships in these “front” and “side doors” events. And to answer this question, what does **radical hospitality** look like in these events?

- 2) Be informative and not pushy; If in a conversation an opportunity or question arises about church, faith, etc., with someone, tell about your faith, your church. Think about what your faith means to you. How has it helped you. Don’t assume what works for you works for them. We all grow in Christ differently.

Do you have an elevator speech, (*a brief and clear message*)? about your church and your faith that communicates who you are, what you’re doing (*Kingdom work*) and how it benefits the community.

Identify and communicate you and your churches “Why” (*hope, joy, love, peace, healing, eternal life, wholeness, purpose, meaning, etc.*)

Your excitement and passion about something may/will raise curiosity in another.

- 3) Be relationally invitational (invite persons to come *with* or *join* you). Don’t push or require.

PRAY: before and after every encounter; pray as part of your spiritual discipline.

**Any questions or comments about anything we have just covered?**

**Has any of this been helpful? Why or why not?**

**All of this must be authentic!!! Remember the critical core.**

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**BRIDGING FROM A “EXPLORING STAGE”**

**“GROWING STAGE”**

### Opening question:

**As a group answer the question and brainstorm together what would be the signs to you that someone has become more interested in the church community and Christian faith.**

1) We are seeing that they are showing clear signs that they are moving from trying out and now they are showing a few more signs of interest in the church and/or Christian faith or the ministries of the church. Maybe they are asking questions about the church, or about your faith. Or, they are just seeing more. We want to think about how we encourage them to live into the growing stage. Among the characteristics are a deeper level of curiosity, and a little more investment. What are signs to you that someone is becoming a little more interested? (*some have already been identified in a previous training*).

**As we continue to pray to help others build relationships with others to build their relationships with Christ, how are we doing this using the essential values? Whether a person is just showing up more or they communicate a desire to take advice, the same principles apply. Be invitational, don't be pushy, pray.**

**PRAY AND PRAYER ~ BUILD A RELATIONSHIP ~ LOVE THE OTHER**

### Some of the same principles apply:

Continue to:

PRAY before and after every encounter. Maybe offer to pray with/for them at this stage. Don't be pushy.

Practice RADICAL HOSPITALITY (*build relationships; curious - ask - listen*). **Demonstrate Christian love.**

Be INVITATIONAL: invite to go with you or join you for an event or ministry. Remember the person(s) are most likely still in the “exploring” phase. This is NOT the time to put them on a committee or team. Ask questions.

What can, or does your church offer a gathering or short-run ministry that focuses primarily on building relationships and connections but does not expect heavy commitment?

**ASK: What might some of these be?** (*service opportunity, short-term ministry event*)

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Schedule a “Get To Know” opportunity with the pastor/team members to help him or her get to know the church, the mission of the church, your discipleship opportunities, pathway and other people; (*tying it back to your mission, vision and “why”*) provide coffee, pizza.?

What would be helpful to include in this “Get To Know” opportunity:

- Build relationships
- Share mission and purpose, “Why”, core values,
- Describe Disciple development plan/opportunities, tying it back to your mission, vision; what does the church offer to help a person grow as a disciple.

What else do you think would be helpful to include in this gathering? The essential core values still apply.

### **PRAY AND PRAYER ~ BUILD A RELATIONSHIP ~ LOVE THE OTHER**

Season interactions with potential “ICNU” (I See In You) conversations: I see in you these gifts, talents, etc. Have you considering using them? Give them an opportunity to join you and pray; help them to recognize their gifts and talents.

Extend an invitation:

- service opportunities, for hands-on relational experiences in Christian Faith.
- Invite to introductory programs about Christian faith/Discipleship: Alpha, Disciple, Baby Disciple, Overview Bible Studies, A Disciple’s Path.

You will have people who are ready to serve, do you have in place for them to explore (IDP Plan)?

Ask: What are some other intro offerings” - THESE MAY ALREADY BE GROWING STAGE OFFERINGS

If you sense they are ready, invite them to Bible study, small group, book groups, church and community events, men’s and women’s groups. If you have a few people (up to 5) add a new group.

Be INFORMATIVE: Lift up the mission / “Why”

- Direct to/use print material (bulletin announcements / newsletters)
- Direct to use digital resources (website / email /facebook or other social media etc.)

Important question for your team’s consideration: How do we make sure current leadership/members are incorporated? (Take through the process;)

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### BRIDGING FROM A “GROWING STAGE”

### “MATURING STAGE”

Characterized by more investment in the mission and personal growth as a disciple; takes more responsibility and the mission their growth as a disciple and the mission of the church - To Make Disciples of Jesus Christ for the Transformation of the World.

#### Continue to:

#### Be **INFORMATIVE**

- Lift up the mission/ you can not over communicate this!
- use print material (bulletin announcements / newsletters / etc.)
- use digital resources (website / email / social media / etc.)

#### Practice **RADICAL HOSPITALITY** (build deeper relationships)

- demonstrate Christian love
- become a trusted friend / teacher / mentor/ teacher/apprentice relationship

#### Be **INVITATIONAL** (offer to pick them up / provide transportation to and from events)

- ask them to assist in organizing / running a group
- ask if they would lead a group (you assist)
  - I do, you watch, we talk
  - I do, You help, we talk
  - You do. I help, we talk
  - You do, I watch, we talk
  - You do, someone else watches

#### **PRAY** before and after every encounter

- offer to pray with/for them
- ask them to pray with/for you

#### IDP questions:

What are we measuring?

Critical Shifts (Hero-maker, pages 161 – 162):

- From internal focus to external focus
- From program development to people development
- From Church based leadership to Kingdom-based leadership

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