

May 14, 2016

## INITIATIVE NAME

Discipleship

## CHAIR

John Harrison

## PROBLEM STATEMENT

There is no formal discipleship program at Trinity.

## ACTION STEPS WITH OWNERS AND TIMELINE

We aim to get everyone at Trinity into a Small Group. While we all have different definitions of what discipleship should look like, we can all agree that someone is probably not being disciplined if they are not in a small group.

### Discipleship/Mentoring

- Engage potential leaders
- Activate current leaders
- Facilitate new comers
- Process: encourage major aspects of ministry
- Encourage ownership

## Q&A Discussion

Q: Shouldn't the goal first to be to have 100% of the leadership in small groups before we try to get the whole congregation? We shouldn't be just interested in growth, but should make sure the leaders are healthy and growing first.

A: We need to look at the substance and character, we don't just want growth. We will find some of those weaknesses.

Q: How many people are in a small group?

A: [Most people raised their hands]

Q: Is everyone going to have to be in small groups in addition to ministries and triads, etc.? Or is there room for other measures to making sure there is accountability?

A: There is room to have other measures of accountability. If you have some people in your life that hold you accountable. It's really hard to know if people are actually in 5 important relationships; it's really easy to hide. But the goal is not to enforce being in a small group; the goal is Jesus.

Q: What are the next steps?

A: James and John have come up with 8 small group curricula to be used now.

Next Steps:

- ID current ministries and check in with ministries (what do you need?)
- Pilot launch (5 in the summer to end by fall series)
- Use the structure to support the church-wide group this fall
- Analyze
- Repeat

Q: Why are we just focusing on small groups instead of other aspects of discipleship?

A: We might have different ideas about discipleship. If someone only shows up on Sundays and then disappears, then we can probably all agree that that's not enough. If someone gets plugged into a small group, there is calendared intentionality for them to get to know people and other people to get to know them and their gifts and their leadership potential to be identified. Without significant relationships, we won't be able to mentor or disciple them. This is a first step and it will take time to develop

Comments:

- Long-term, the church-wide study gives you knowledge, but the small group doesn't capture everything. We should get people in the small groups to take an assessment so we can capture where people are in terms of faith, obedience, joy, etc. so that we have a starting measure point. A small group can make sure people are studying the Bible.
- The church-wide studies are not just a transference of knowledge. They have provoking questions as well that help people connect.

Q: Are we saying we are going to focus on getting people into a small group or are we asking people if they are serving? May be too much to come at new people with lots of different things.

A: No, we may just be asking people if they are "plugged in"?