



# CREATING A DISCIPLE-MAKING CULTURE






# SESSION ONE **1**

## WHAT IS CULTURE?

*“Corporate culture refers to the shared values, attitudes, standards, and beliefs that characterize members of an organization and define its nature.”*


**(Corporate Culture: Inc.com)**



*“Culture is one of the most precious things a company has, so you must work harder on it than anything else.”*

**Herb Kelleher**  
CEO of Southwest Airlines

**The Hagberg Consulting Group suggests five questions that, if answered, get at the essence of the culture of any organization.**

1. What 10 words would you use to describe your organization?
  2. Around here what's really important?
  3. Around here who gets promoted?
  4. Around here what behaviors get rewarded?
  5. Around here who fits in and who doesn't?
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## Culture is expressed in...

- The ..... of where the organization is going.
- The stated and unstated ..... of the team.
- The ..... and .....
- The core ..... that drive the organization.
- The way you ..... one another.
- The way you discipline those who ..... your values.
- The way you ..... team members.

## Three things I know about organizational culture:

1. Culture is .....
2. Culture is .....
3. Culture is .....

## What is a disciple-making culture?

A church with a disciple-making culture is a church that models personal disciple making from the top, provides a clear disciple-making pathway for its members and produces disciple makers who multiply their lives into others.



## SESSION TWO 2

# THE DISCIPLE-MAKING PASTOR

Culture is shaped at the top



“Whoever claims to live in him must live as Jesus did.”

**1 John 2:6**

“Tom Landry, the coach of the Dallas Cowboys, defined coaching as ‘making men do what they don’t want, so they can become what they want to be.’ An apt description of the pastoral task is to call people to do what they don’t want so they can become what they want to be.”

**Bill Hull**

(*The Disciple Making Pastor*, Revell Press, 1988, pg 91)





When it comes to creating a disciple-making culture in a church, the lead pastor and staff must lead by example.

## The TEN convictions of a disciple-making pastor:

(From the National Disciple-Making Forum hosted by discipleship.org)

1. The ..... is our message.

*1 Corinthians 15:1-8, Mark 8:34-38*

2. We are ..... to be and make disciples of Jesus.

*Matthew 28:16-20, John 20:21*

3. Jesus is the ..... for life and ministry.

*John 14:12, 1 John 2:6, 1 Corinthians 11:1, Matthew 28:18-20*

4. .... is the driving motive.

*John 13:35*

5. Verifiable ..... is the measure.

*John 15:8, John 15:17, Luke 19:10; 6:40, Matthew 28:19-20*

6. The Holy Spirit's power is the .....

*2 Corinthians 3:16-17*

7. The ..... is the environment.

*Colossians 1:28-29*

8. Equipping leaders is the ..... of the movement.

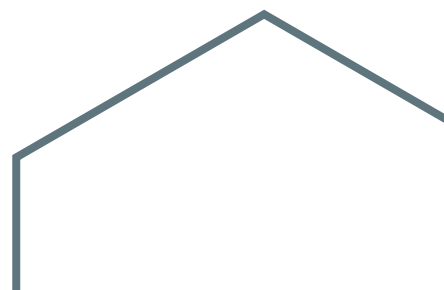
*2 Timothy 2:2*

9. .... are vitally important.

*Matthew 28:18-20, Matthew 4:19*

10. Jesus and Scripture are our .....

*2 Timothy 3:16-4:2*



## The four practices of a disciple-making pastor:

- A disciple-making pastor walks with God as a genuine disciple of Jesus.

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- A disciple-making pastor reaches his world as a disciple of Jesus.

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- A disciple-making pastor invests in a few to make disciples who make disciples.

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- A disciple-making pastor leads the church to make disciples intentionally.

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## Challenges pastors face in making disciples:

1. ....

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2. ....

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3. ....

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# JESUS' BIG VISION

“ Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

**Matthew 28:19-20**

**The product:**

A disciple Is....

Devoted	Developing	Deployed
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**The 3D Disciple is the product.**



## SESSION THREE 3

# JESUS' PROCESS OF MAKING DISCIPLES

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of age."

**Matthew 28.18-20**

### FOUR PHASES: OVERVIEW

..... **PHASE:** (Go) Jesus said, "as you go", intentionally reach out to your peers during the course of daily life.

..... **PHASE:** (Baptize Them) Baptism is to publicly identify with Jesus.

..... **PHASE:** (Teach to Obey) This is the training of believers to follow in the steps of Jesus and to walk as Jesus did.

..... **PHASE:** Jesus told them to go... "Teaching to obey ALL I HAVE COMMANDED" - this includes the command to make disciples!

## EXPLORE

Primary Purpose Is To  
Reach The Unchurched

## CONNECT

Primary Purpose Is To  
Connect The New Believer

## GROW

The Primary Purpose Is To  
Train The Believer To Multiply

## MULTIPLY

The Primary Purpose Is To  
Encourage Multipliers In  
Fruitfulness

Key Phrase:

"Come and See"

"Follow Me"

"Be with Me"

"Come after Me and  
Multiply"

Approximate Time Jesus  
Spent in each phase:

18 Months

6 Months

6 Months

9 Months

Purpose of  
Phase:

Help People Explore:

The claims of Christ  
The answers to  
their spiritual questions

Connect People to:

Christ through salvation  
Church through membership  
and baptism  
Community through group life  
Cause through serving

Train People to:

Walk with God  
Reach their World  
Invest in a Few

Release People to  
Multiply:

Personally  
In Groups  
As a Church

Key Scripture:

John 1.39

Matthew 4.18-19

Mark 3.14

Luke 9.23

# THOUGHTS ABOUT A PATHWAY:

**1. This process is intentional, sequential and each step is essential.**

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**2. Most churches run programs with little thought to the process.**

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**3. Each program must fit in one of these 4 phases and each program must have one primary purpose.**

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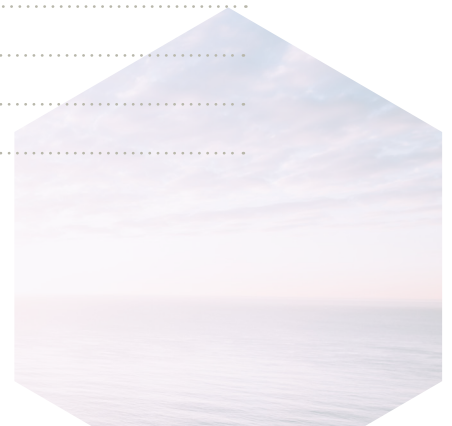
**4. Success is moving people through this process. Measure movement.**

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# SESSION FOUR **4**

## Disciple-Making People

“Give me one hundred preachers who fear nothing but sin and desire nothing but God, and I care not whether they be clergymen or laymen, they alone will shake the gates of Hell and set up the kingdom of Heaven upon Earth.”

- John Wesley

### FOUR THINGS I NEED TO DO NEXT:

#### 1. Choose a disciple-making TOOL

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#### 2. Create a disciple-making TEAM

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#### 3. Clarify a disciple-making PATHWAY

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#### 4. Cast a disciple-making VISION

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