



# The Huddle Leader's Guide

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This guide is a four-part tool to help you lead a huddle. Read it, re-read it, scribble in the margins, make it work for you. Digest it a piece at a time. Reference it when you need it. **Put this thing to work.** Here's how its organized.

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Learn what discipleship is, why it's important and what it means for you.

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Part 1

# The Big Picture

## **Context and Background.**

Learn what discipleship is,  
why it's important  
and what it means for you.

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# Hello

Hello all you pioneers,  
you city-flippers,  
you discipling-wonders.

You've said "yes" to leading a huddle—and that is call for celebration. Your willingness to push the discipling culture forward in our city will change the spiritual trajectory of many, many lives. Believe that? It's true. Think ripple effect, dominos, and a great Jesus groundswell.

## It's coming.\*

*\*"The time has come," he [Jesus] said, "The Kingdom of God has come near. Repent and believe the good news!"*  
Mark 1:15.

**Huddle defined:** A huddle is a group of 4-6 people committed to becoming disciple-making disciples. It's a tested process for reproducing the life of Jesus by immersing ourselves in the character and competence we find in the Bible and the personal example of the leader we're apprenticing so we can do the same for others. The ultimate goal of a huddle is to make more disciple-making disciples.

Huddles meet weekly for at least one year. They have a strong leader who:

- Gives their disciples unprecedented access to their life
- Coaches disciples to teach the characteristics and competencies of Jesus to others
- Holds people accountable to hearing God's voice every week and doing something in response through saying/ doing plans.

Over the course of (at least) a year, everyone is grown as disciple-makers, leaders and teachers. The leader, their disciples, their families and their communities are changed, and with each huddle we move closer and closer to seeing the whole city transformed.

**If you're about to lead your first huddle** (and make sure you've already been in a huddle before you lead one), this guide will help you soak up our discipling culture and give you lots of handles for how to lead. You'll also want to rely heavily on the week-by-week part of the guide.

**If you've already been leading huddles**, this next round is going to feel even better. We've all been learning the last couple years, so this guide reflects the latest insights on how to huddle well. Even though you're a veteran, you'd have **be Yoda to not need a refresher guide on the week-to-week outlines**. So stick close to it (even in Round 2) and enjoy the ease of combining it with your experience for another great year of disciple-making.

**A note to those that may be unsure:** We've seen all sorts lead great huddles—from the Type A's to the wallflowers. We believe in you.

## Why Huddle?

We're running after a discipling culture—one that's bursting with disciple-making disciples who know how to introduce people to Jesus, grow them in his maturity, and reveal the freedom he brings. Huddles are a great way to get there, because they have an exponential reproducibility in multiplying the character and competence of Jesus, developing disciple-makers and building culture.

### Discipling Culture

An ever-expanding community where many who have been trained in the character and competency of Jesus train others who train others. Pursuing a life that looks like Jesus is a common goal. It's sought after above and beyond any other cultural expectations or interests. It leads to thousands of seekers becoming disciples, growing in His likeness and maturing as disciple-makers themselves.

### Let's pause...

What if our city gets overrun by people who live like Jesus, and are equipped to help others live the same way? What could we do? What couldn't we do?

*"For the creation waits in eager anticipation for the children of God to be revealed." Romans 8:19-21*

## What's a Good Disciple?

A disciple looks like Jesus in both character and competence. The way He acted, we're acting. The way He loved, we love. The way He brought freedom, we do, too.

*"As you go, proclaim this message: The Kingdom of Heaven has come near. Heal the sick, raise the dead, cleanse those who have leprosy, drive out demons. Freely you have received, freely give." Matthew 10:7-9*

Looking like Jesus in **character** means considering how we treat others, how we live when no one's looking, and prioritizing the things he prioritized like maturity, rest, holiness, family, community, generosity and mission. We'll know this is happening by the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

Looking like Jesus in **competence** means being able to actually do what he did. That shows up through skills like teaching, healing, pastoring, prophecy, evangelism and disciple-making.

**A good disciple is rooted in relationship: with God, ourselves, others and Creation.** The Fall compromised those relationships, and the result is poverty\*—physical, emotional, relational and spiritual. We all suffer from poverty, and the only solution to that brokenness is the power of Jesus' death and resurrection to put all things in right relationship again. God's plan is restoration.

What's that mean for a disciple? A disciple fights poverty by actively maturing in relationship with Jesus (**UP**), actively discipling others (**IN**) and reconciling what has been broken around us (**OUT**). Disciples follow Jesus' lead of taking care of the under-resourced at cost to ourselves and our earthly idols. What an honor.

## What's a Good Huddle?

A good huddle is UP, IN and OUT. Each member seeks God's heart and depends on the Holy Spirit each week by asking:

What is God saying, and what am I going to do about it? **(UP)**

A good huddle matures other believers by training in the characteristics and competencies of Jesus, and holding each other accountable to growth in them. It also unites believers through access to the leader's life, home, networks and resources through additional, organic time spent together. **(IN)**

It develops us as evangelists who are driven to see our entire city know Jesus, and who care enough to actually pursue making those introductions. **(OUT)**

It's not about new information. It's about practicing the stuff we know. Testing our level of belief in what the Bible says, and what Jesus did, by choosing accountability to doing it ourselves. It's about following a leader who's been practicing and learning to make it personal common practice in our lives, so we can pass it on to others.

### **What's a Good Huddle Leader?**

Looks just like the good looking disciple. A Jesus mirror. A servant. And this:

By nature, discipling someone implies you have more knowledge and training than they do. In the regular world, that generally gives you grounds for bossing someone around. In the Kingdom, we're actually to think of ourselves as servants.

As a huddle leader, your goal is to empower the people you lead to be more prayerful, more anointed, more skilled, and greater in the Kingdom than you are. The ambition to create a whole bunch of people who will outrank you is one of humility. This journey is between your participants and God—you're just the fortunate assistant to that process. Regardless of age, life stage or how you feel you rank on the spiritual maturity chart (not a real thing) to those around you, you're also like a big brother/sister type; they need to hear from you. They need your leadership. Don't hold back; do it the way Jesus did.\*\*

Students are in different stages in their journey with God, from completely disinterested to growing leaders. A student ministry cannot afford to be concerned only with one part of the journey. This ministry paradigm considers the journey a person makes from the Kingdom of Darkness into the Kingdom of God and lays out the most effective ministry contexts for each stage.

**Distracted** Uninterested in God and does not see a need for a savior. Church events are not appealing at this stage, so a campus ministry like Young Life or our Tribes are non-threatening settings to hang out with other Christians and hear the Gospel.

**Engaged** -begins to see need for Jesus and examines life with more openness to God. A night of games, worship, and teaching at church is non-threatening and provides more opportunity to be around believers and Bible teaching and to start examining personal beliefs.

**Believer** -beginning to walk in new life with Christ.  
Sunday morning gatherings provide consistent Bible teaching for challenge and encouragement.

**Salvation!**  
Recognizes need for a savior and enters the Kingdom of God as a new believer. Angels throw party in heaven.

**Disciple** -growing in maturity; ready for a smaller group with deeper study. Discipleship groups are small groups of peers led by an older, mature believer.

**Maker of Disciples**  
-maturing and ready to lead others into discipleship.  
Leadership training and opportunities to work in chaperoned settings with younger students build experience and passion.



## Why You?

If part of being a disciple is making disciples, that means every believer is going to grow in leadership as a result. Most simply, leadership is influence.

In our culture, the whole world is walking one direction. Just being a disciple of Jesus means taking a stand and choosing to turn the other way and walk against the current. A disciple-making disciple goes one step further. They ask others to come with them. They begin influencing the world around them, committed to making disciples. They begin making other people who choose Jesus over the promises of the world, and know how to make others do the same.

**Whether we're going to influence thousands of people, raise our kids well, or bring one person to know God in our lifetime, people who love Jesus are called to lead others to know him, too.** This requires believing a call of leadership (influence) for our lives. We're not talking the standard leadership cliches, because the word "leader" has caused a lot of hurt over the years. Based on a limited number of qualities, someone might have been named "not a leader." Not only may it have caused hurt and rejection, but it led to their gifts getting buried instead of reproduced and many disciples having far too small a vision for their lives.

**Everything God has given us was meant to be reproduced.** We want to be people who reproduce our money, gifts, faith and maturity in others. We take what we have (a gift, talent, faith) and multiply it by infusing the influence available to us to provide a great return on God's investment in us. But just being a believer doesn't make that process intuitive. That's where huddle comes in. It takes followers and develops them in the leadership skills needed to reproduce whatever God has given them in their spheres of influence all over the city.

If this feels big, it helps to remember that God doesn't ask us to do anything that's impossible for us to do.

*"I can do all this through him who gives me strength."  
Philippians 4:13*

**You can do this!**  
**In fact, He made you to do this.**

So:

**Use this guide.**

**Be a practitioner.** Stretch yourself to grow.  
The farther you go, the farther you lead.

**Ask q's.** If you don't understand something,  
ask someone who leads you or email us at  
[stew@beavercreekchristian.org](mailto:stew@beavercreekchristian.org)

**Repent to your huddle often.** Model  
brokenness and receiving in a way that  
inspires them to do the same. Make them  
love to repent and turn to it quickly because  
of your example.

**Be a team player.** We're building a culture,  
which means we're in this together. Don't  
take shortcuts or disregard things you find in  
this book you don't prefer or understand.  
Trust it and give it a try. If after you've tried,  
you don't like it, let's talk.

Part 2

# Before You Huddle

## **Pre-Huddle Prep.**

How to begin well, and how to make your huddle your own.

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# Success

## Measuring Your Huddle's Success

Leading a group of people to become more like Jesus for a year (and likely longer) of your life is a big deal. So, before we get started, let's be sure we know what we're aiming for and how to get there. Because we want you, as a Huddle Leader, to have a way to measure if your hard work, leadership and investment has paid off.

We believe we'll see eternal, significant change in this city if we can make disciples who make disciples. So the measure of success we're shooting for is:

## **Your Huddle produces three other (good) Huddles.**

Of course, reproduction isn't the only benefit of Huddle: life change, increased culture, stronger oikos,\* and the growth of a common language are just a few of the many others. **Yet, the one metric we hold ourselves (and you!) accountable to is reproducing other good Huddle Leaders.**

## **So, deep breath.**

This means we're not expecting all of your Huddle participants to go on and lead Huddles, and we're also not going to consider you a failure if you don't produce three leaders on your first go-around. This goal simply gives us a bar to aim for, and helps us focus our efforts on the key behaviors that lead us to our vision of flipping the city.

If we don't focus on reproduction, we risk becoming another Bible study that grows people, but often falls short of...well, changing the world. We want to create disciple-makers who really do have the character of Jesus and who really do leave the world a different place, like Jesus did. We want to be people who know how to connect seekers, grow Christ followers and train others to do the same.

That, friends, will change the world. So (healthy) reproduction is what we're all about.

### 3 Key Behaviors for Huddle Success

Deciding you have a goal is only the beginning. You don't just stare at that goal and expect to get better. There are key behaviors that prepare you—levers you pull to get the ball rolling.

**Three key behaviors lead to the reproduction of good huddles.** These aren't suggestions, and they aren't just good ideas. These are the keys to making disciple-making disciples.

**Access:** *What:* Bring people into your life and actually disciple them. *How:* Interact meaningfully with at least two of your disciples outside of huddle every week.

**Coaching:** *What:* Build confidence that they can do this, throughout the year.

*How:* Coach at least one participant on their teaching ability every week.

#### **Saying/Doing:**

***What:*** Train people to regularly hear God's voice for themselves and respond.

***How:*** Discuss Saying/Doing plans every week.

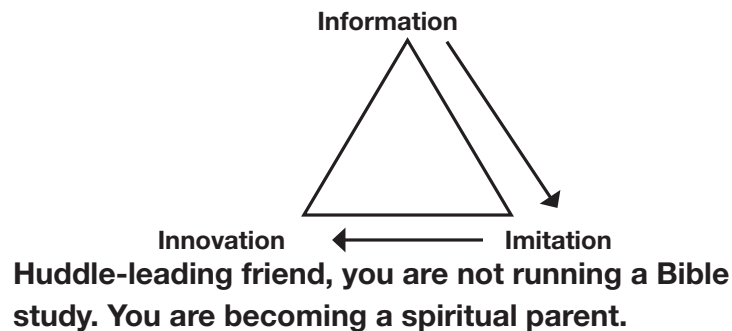
We've included explanations and tips for each of these Key Behaviors on the next few pages. If you're ever stuck, lean into them even more. It's amazing the momentum they create when you really focus.

When you do these things with each Huddle, follow this guide, and follow God's lead with your people...you will be successful, and rolling in spiritual grandkids in no time.

## **ACCESS: Interact with at least two Huddle people each week outside of Huddle.**

### **Why access?**

*"I am writing this not to shame you but to warn you as my dear children. Even if you had ten thousand guardians in Christ, you do not have many fathers, for in Christ Jesus I became your father through the gospel. Therefore I urge you to imitate me." 1 Corinthians 4:14-16*



Your goal isn't to hand out new information every week, it's to partner with God in raising mature disciples (future spiritual parents)—to spiritually mother and father people by asking them to follow you as you follow Jesus. This is the picture of discipleship we get in the Bible, and this is what we want to reproduce in Huddles. We can't just invite people into a Huddle, we must invite them into our lives.

A parent can tell their kids to be nice to others, but if all they see their parent do is give instruction and never model kindness, how will they learn? We absorb what we observe. Information isn't enough. Real life change requires a model to imitate. Being in a Huddle might give them a chance to see how well we understand the Bible, how well we can facilitate a group or how to handle a tough situation, but to model being a disciple requires much more. We want to invite our Huddle into seeing how we treat our spouse, raise our kids, work our jobs, manage our schedules, rest, play and abide with God, grow in our gifts and learn to look like Jesus in the day-to-day. This is where true imitation takes place.



The organized, 90-minute time slot in the week doesn't fully embody Huddle, because by itself, it's not discipleship. Discipling someone happens both through the content and the context...the organized and the organic. The content comes in the organized time designed for information and skill transfer. The context happens in the regular comings and goings of your life; people's level of access to you makes a huge difference, even in the seemingly "unproductive" organic time.

Access means side-by-side, life-on-life interaction above and beyond the 90 minutes you spend each week in Huddle. Ideally, it includes multiple touch points each week.

This access will look different for every life stage, and it can take some time to get going, but don't skip guring out what it looks like for you. If people are supposed to be following you as you follow Jesus, you need to make room to let them in to see the whole you—how your family really works, what problems you really face, how you sin and repent and use your gifts, how Jesus really shows up in your life.

Interacting with people only during Huddle will leave people wanting, leave the experience a bit dry, and people uninspired. If we're serious about producing disciple-making disciples (and we are!), this is a must-have that can't be skipped. You're not failing if you struggle with it, but the more you give to this, the stronger your Huddle will be.

**SETH & SALLY** *Seth and Sally's Huddle has a "come early, stay late" access rhythm (with other life-on-life throughout the week.) Most of their Huddle has young kids who love Huddle night, because they get to see all their friends (kids and adults alike). One sweet, 4-year-old in the group is already aspiring to lead his own Huddle, and has requested a white board for the kids. (Talk about reproduction!) Discipleship is a family affair. Without lots of access, it's just parents splitting up to do a Bible study.*

Add organic times in, and extended spiritual family can really begin. It will be the kind of spiritual family that really knows each other, shares a real bond, can co-parent, and raise a new generation with the gift of experiencing in-depth life together—just as we were made to do.

**Access at its best is...**

- Eating meals together
- Joining your Sabbath and watching how you play, seek
- God, worship and rest
- Seeing how you fight with your spouse and discipline
- your kids
- Seeing how you love your spouse and bless your kids
- Shadowing you at work or serving with you at BCC or another ministry you are involved with.
- Getting to know your family and friends
- Open conversation about relationships, sex lives, bank accounts, fears and dreams
- Birthday parties, holidays, weekend services, special events
- and hard times
- Going to soccer games, music recitals or however else your weekends are spent
- Seeing your house messy and your kids when they're screaming (Believe it or not, that sort of thing is really a big part of making disciples.)

**•Access isn't...**

- Seeing each other only in Huddle
- Meeting in coffee shops (alone)
- Text conversations (alone)
- Artificial experiences that require you to pause your life and
- get a babysitter for your kids (alone)

Text conversations and meeting at coffee shops help, but they can be impersonal if that's all that's happening. Embrace the mess, the depth and the intimacy of inviting people into what you're already doing more often than you create separate (sometimes sterile or artificial) experiences just for them. It is deeper and lightens your schedule. Win, win.

## **COACHING: Coach at least one participant on their teaching ability each week.**

### **Why Coaching**

#### **Matthew 28**

*Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.*

Making disciples and leading other people can be intimidating. Especially because teaching seems to be such a big part of disciple-making. Teaching can stress some people out.

From the very beginning, Huddle members should know they're growing towards the maturity of Jesus, which means they'll be growing in his gift of teaching. So, let's rip the band-aid off, offer our best invitation/challenge, and give them some tangible practice at it along the way.

Knowing the goal and having a safe place to practice dramatically increases reproduction. It reorients a person's posture in Huddle (from passive consumer to active, future practitioner). To differentiate Huddle from everything else, and cast a vision for maturity, be diligent in reminding people that you believe in them to disciple others, and be diligent in giving them time practice along the way. The more you do, the more you'll build their confidence to start strong.

**At every interval, everyone should get a chance to teach and receive feedback from you, as their leader.** It's amazing how much people resist it at first, but it's even more amazing how much they will grow after a few months of practice.

*Christy's Huddle of twenty-somethings women were super timid to stand in front of the Huddle and teach. Almost every one of them said they thought it would be boring and they wouldn't like to watch everyone teach, but they were all genuinely surprised by how much they learned from watching each other, and they all found encouragement in the group's feedback. A few weeks into trying, Christy said, "Man, it was like pulling teeth before to get them to teach, but now they are excited, and they're getting better all the time."*

## Set them up to teach well

1. Ask people to do short, simple versions of teaching. We're not looking for entire life stories or long monologues. Just simple "Story, Scripture, Shape" models in five minutes or less.
2. Explain what makes a good teaching. See guide on next page.

<b>STORY:</b> Sharing what God has done in you.		
<b>Was it vulnerable?</b>	<b>Was it an authentic glimpse into your life?</b>	<b>Is the story compelling?</b>
(Relatable, humble, revealing weakness and failure)	(Does it show this is something you're practicing, or just regurgitated information?)	(A good story has a character who wants something and overcomes conflict to get it. What outrage existed for you, and how has God freed, changed, inspired or strengthened you?)
Matthew 23:12	Philippians 4:9	Revelations 12:11

<b>SCRIPTURE:</b> Inviting people into God's story.		
<b>Are you pointing to God as the source of truth?</b>	<b>Are you comfortable and confident referencing the Bible?</b>	<b>Can you share from the Bible naturally in a refreshing way (without being churchy, assumptive or preaching?)</b>
(Being sure it's not about you or the shape, but God.)		
1 Timothy 4:13	Mark 12:24	Luke 24:45

<b>SHAPE:</b> Offering practical pictures to help us apply teaching		
<b>Is the shape the least important part?</b>	<b>Does the shape (if even mentioned) feel practical and make sense?</b>	<b>Is it simple to understand?</b>
(Communicated as simply a memory tool to prompt application and quick recall?)		
Matthew 13:34		Psalms 119:130

## How to give helpful coaching

### Intervene at moment of opportunity.

- If something is wrong or confusing, stop them right then and have them try again. This is quick and easy:

EXAMPLES

*Why are you drawing a triangle already?  
What do you mean by UP?*

*“Whoever heeds discipline shows the way to life,  
but whoever ignores correction leads others  
astray.” Proverbs 10:17*

### Give actionable, balanced feedback.

- Think of the *one* thing that would offer the biggest improvement. Limit it to that, and be sure to encourage what they did best.

EXAMPLES

*Awesome Scripture reference. I’d love to hear why it was hard  
for you to rest. Performance struggles? Worry? Disobedience?  
Dig a bit deeper. Try it again with more story.*

*You explained the shape beautifully, but I don’t know why I care  
about a shape. How does that connect to God’s story? Try it  
again with more emphasis on Jesus being the source on this.*

*“Whoever heeds life-giving correction will be at home  
among the wise.” Proverbs 15:31*

**Activate the feedback** by having them try again.

**Affirm progress, not perfection.** Don’t add more feedback, just encourage.

**Debrief as a group.** Give the group a couple minutes to affirm what they’re strongest and weakest at in the end. (Of Story, Scripture and Shape...what’s their strength? Which part would you love to see more focus?) Also, let the rest of the group ask questions to grow from the experience themselves, even if they weren’t teaching that day.

### **COACHING IS...**

- Disciplined. The teaching method described above is hard. Giving minimal feedback and moving quickly is tough. But it works!
- Critical for producing leaders. The more they practice with you, the better the future Huddle Leaders they're bound to be! You're not just investing in them, but all the people they'll influence too.
- Confidence-boosting. When you see improvement, mark it. You don't need to use a fancy scoring system, just tell them that you've seen specific improvement. Confidence and encouragement are some of the best gifts you can give your Huddle, so lavish them, generously.

### **COACHING IS NOT...**

- Listening all the way through and then giving feedback. Studies show that this approach does not make people better teachers.
- Something to spend your whole Huddle on. Any more than 20 minutes is too much time.
- Optional. You cannot be an effective Huddle Leader without being an effective teacher. Most everyone feels uncomfortable with it at first, but it's a humbling, powerful, worth-it wall to push through...with fruit on the other side.

## **HOW SAYING/DOING?**

Make people articulate what God is saying and what they'll do about it every week.

Even if people are just guessing at it in the beginning, it's worth taking a stab at it. Going out on a limb in attempts to obey will train us to hear His voice more each week. It's so valuable in building Huddle accountability, momentum, character and a discipling culture in all of us.

### **Here are some best practices to get momentum:**

- Be careful the plans are both tangible enough to measure the following week and small enough they'll actually accomplish it.
- Write it down so you can review it next week.
- Hold people accountable every week. This means you'll start and end each Huddle reviewing plans from the week before and making plans for the week to come.
- Don't try to hear how it went each time, just see that they did it. Take 3-5 minutes (seriously, that's it!) to hold them accountable.
- Be willing to challenge a plan and help someone get more tangible or realistic. It helps them get wins they're excited to report back on and makes encouraging progress more likely.



*Terry's men's Huddle practiced saying/doing plans every week. The accountability and frequency of hearing led one guy to be obedient to something he'd been resisting for a long time. He heard God say, "Confess to your wife that you were unfaithful." Scared but humbled, he shared it with his Huddle and let them hold him accountable. Since then, his marriage is stronger than ever, and so is his faith. God loves to remind us that he's good. That means anything He asks us to do (big or small) is for our good, and he's eager for us to trust him and follow through.*

#### SAYING/DOING IS...

- An intimacy builder. This is a great opportunity for the whole group to get to new depths of insight into one another's lives.
- The Circle. Every week, every interval, it's a foundation for listening and responding.
- An anchor. A deepening rhythm of listening and obedience that enables specific, unique, individual spiritual momentum for each person.
- Small enough and tangible enough to do every week.

"I think God is encouraging me to strengthen my marriage. I'm going to write my spouse a meaningful note this week."

"God is saying I really can trust him. I'm going to memorize a verse about trust this week to build my faith."

"God wants me to forgive someone I've been holding out on. I'm going to speak a blessing over them every day this week."

### SAYING/DOING IS NOT...

- Therapy. Do what God is leading you to do, but don't let the conversation devolve into self-help or a pity party. If someone needs help, spend extra time with them, one-on-one, at a later time. (Remember, Huddle is the challenge part of the relationship and not the only time you spent together. Access time is perfect for digging up wounds and going deeper.)
- A check box. It's not arbitrary homework or something to make up just to get by. Really listen, and really respond.
- Vague plans that can't be measured.  
"God is challenging me to abide more. I'm going to try to pray more." (Too intangible, and hard to measure accountably the next week.)
- Grandiose plans that aren't likely to happen in a week.  
"God wants me to forgive my dad for everything that hurt me growing up. I'm going to let it go this week." (Too high a bar that someone is likely to fail at. Try breaking it into a smaller step like writing a letter you don't intend to give, but lays out the hurt, or speaking a blessing over your relationship, or journaling 3 times about how you need God to be your father in ways your earthly father can't provide.)
- Repetitive plans that seem like someone is stuck.  
"God wants me to spend more time with him, so I'm going to try again to get up an hour earlier (even though it hasn't happened the last 4 weeks when I've said the same thing.)"
- If someone seems in a rut on a certain plan, but they're sure God is still saying the same thing, consider pursuing it a different way. Maybe mornings just aren't your thing, or maybe you need more accountability, a different place, a different time in the morning. Change it up. Don't let people say the same plan weeks in a row. It's discouraging to them and rarely evokes real change.

#### EXAMPLES

## **TIPS**

If people struggle to articulate a kairos, add a little time pressure. Offer they can email the huddle within 24 hours. If they're still stuck, they probably need more time in the Circle or they're trying to solve a big problem all at once, and baby steps might be more effective.

If you have talkers who spend forever telling you the story behind the kairos, ask for just the saying/doing, use a timer, and/or notice the desire to keep talking as a prompt to do more access that week.

If someone doesn't follow through on their plan, simply ask why. They might have a great reason. Calibrate invitation and challenge accordingly. Don't make assumptions. Really gure out what's going on.

Set a culture where failure is OK. People will overreach on their plans sometimes, and it can be a stepping stone for Kingdom breakthrough. We learn from our failures as much as our progress. Make Huddle a safe place to fail.

The value of processing a kairos is reinforcement. We value and remember what we celebrate. We're interested in the process, not just the end take-away, so have some cake with that kairos.

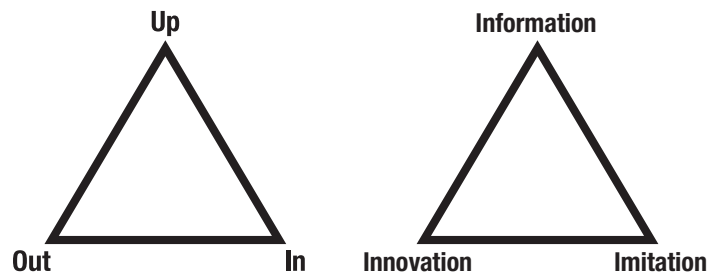
## Huddle Must Haves: 2 Triangles

**If you're calling something a Huddle, it must have UP, IN and OUT.**

UP = Focus on what God is saying each week, and acting in response

IN = Intentional time with one another (access to each others' lives)

OUT = Mission weeks each interval that grow us in relational evangelism skills



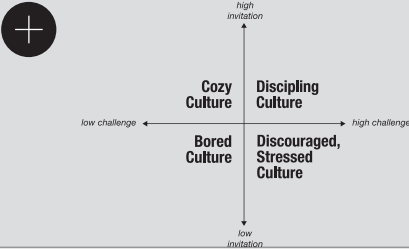
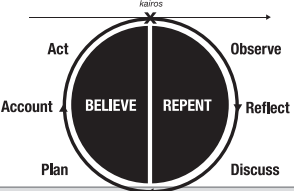
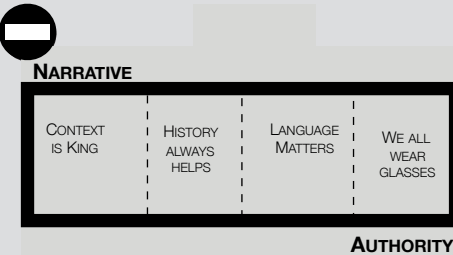

**If you're calling something a Huddle, it must have some real training.**

- Information. Introducing individuals to a character or competence of Jesus, and using this guide to pass on these ten skills.
- Imitation. Being intentional about not just telling people something, but showing them how it looks for you.
- Innovation. Personally applying the belief or skill and reporting back on the success or failure, as a way to receive help and encouragement—which in turn helps the training take root and prepares disciples to be disciple-makers.

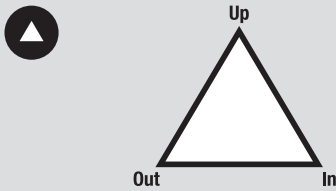
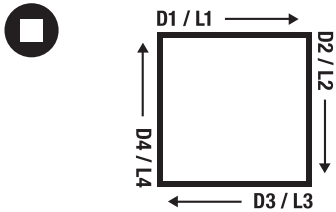
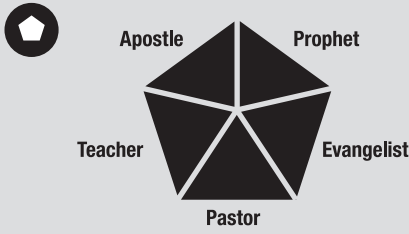
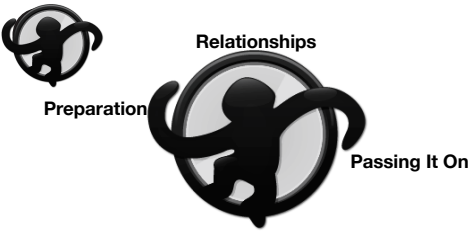

Without these six things, your Huddle will be lame. (Sorry.) Worse, it can produce religious people who speak in shapes—so not what we're going for.

## Huddle Meetings and Intervals at a Glance

For the huddle meeting content, we're breaking down 9 pictures of the life of Jesus into what we call intervals. An interval is a characteristic or competency of Jesus illustrated with a shape (a memorable tool). There are 9, three-week intervals They are:

	INTERVAL CONCEPT	SHAPE
1	Invitation & Challenge	
2	Hearing & Doing	
3	Reading Scripture	
4	Work From Rest	

SCRIPTURE REFERENCE	POINT
Matthew 16:17–25 Matthew 19:16–30	Jesus made disciples by inviting them into his life and challenging them to look more like him in their beliefs and actions.
Mark 1:14–15 James 2:14;17–18	God breaks into our daily lives with kairos moments. Our response should be to listen to what He's telling us, repent, believe and obey in community.
Matthew 16:13-20 Matthew 18: 15-20	The goal in this interval then is to use the two sides of scripture, Narrative and Authority, to give our approach to scripture the proper balance it needs. If we put scripture in its proper context and with a sober perspective it will open up to us like it has for so many people throughout the years
Genesis 1:26–2:3, John 15:1–8	God established a natural order for how we can live a fruitful life that starts with learning to work from rest. We find it when we learn to abide.

	INTERVAL CONCEPT	PICTURE
5	UP/IN/OUT	
6	Learning & Leading Well	
7	Five Fold Ministry	
8	Disciples Making	
9	The End Game: Your sending meeting	

SCRIPTURE REFERENCE	POINT
Luke 6:12–19	A balanced life includes a focus on our personal relationship with the Father (UP), staying connected to the body (IN), and reaching the world (OUT).
Mark 10:42–45 Mark 1:15–20 ( <i>stage 1</i> ) Luke 12:32–34 ( <i>stage 2</i> ) John 15:12–17 ( <i>stage 3</i> ) Matthew 28:18–20 ( <i>stage 4</i> )	Jesus led through serving. He understood where his disciples were and adapted his leadership style accordingly. He understood the need to meet them where they were and how to move them forward in maturity.
Ephesians 4:7, 11–13	God uniquely gave each of us gifts to build the Church up to be his bride. We're called to know and operate in these gifts to serve one another. They are apostle, teacher, pastor, evangelist, prophet.
Luke 10:1-6, Acts 16:11-15	People of Peace come in all shapes and sizes. Finding how to partner with people God is already working in is crucial to advancing the Kingdom (and makes it way more fun).
Matthew 28: 18-20	Being a disciple means you follow your Rabbi. Students of Rabbi's used to mimic their Rabbi in the littlest things so they would not miss the biggest things, passing on what they had been entrusted with.



## Interval Rhythm

Each interval is 3 weeks long and follows this rhythm:

### **Week #1 IN Introducing the Interval**

Huddle members come having read key verses and the chapter from either BDC or Rebuild. The leader shares how their life has been impacted by Jesus' example in this area focusing on vulnerability and the passage of scripture.

The leader then reviews the new concept, models the Rule of Shapes in a condensed teaching that can be mimicked.

This week should end with the huddle exploring what God is saying to each of them, and what they should do about it.

### **\* The Rule of the Shape = Story, Scripture, then Shape**

### **Week #2 UP Character and Skills**

This week allows us to focus on God and track down more specifically what he might be saying to us.

First one of the huddle members teaches the Shape in a condensed teaching using the Rule of the Shape.

The huddle then spends the majority of the time with the Character and Skill questions. Everyone picks the question that sticks out most to them. The leader prays for the group and in silence the huddle attempts to determine what God might be saying to them based on what Question that stuck out to them. The huddle leader then helps each person process their personal Kairos.

### **Week #3 OUT Mission**

Disciples care about people who need our help, and Huddles are UP, IN, and OUT. To make OUT happen organically in our lives we have to pursue it. Mission weeks are a chance to model OUT in a way that develops comfort and skills with doing something about what we believe

### ***One Last Tip about Rhythms...***

We don't expect these 8 shapes to be all you ever talk about. Things like relationships, parents, school, conflict, chronic struggles should happen. Expect them and lean in as God leads going off script and opening your life up to whatever you can.

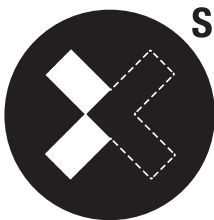
conflict, strongholds should happen. Expect them and lean in as God leads going off script and opening your life up wherever you can.



## Make It Yours: The Audience, The Ask, The Launch

### The Audience

A huddle is designed most for growing followers of Jesus into producers. But if you have friends who are exploring Jesus and think they are up for it, you can still ask them. Rubbing shoulders with other believers all across the framework always grows us. Just be sure that if you're calling it a Huddle you are living out the Must Haves (2 Triangles on Page 32) and practicing the key behaviors (Page 19). And be prepared for them to need topics not covered in this guide.



#### Seek

People who are seeking are open to the possibility of God. They're searching for truth and meaning, but haven't found it yet. These questions are valuable to all of us.



#### Receive

People experience God's love by receiving Jesus into their lives as their Lord and savior. They're getting to know the Bible, starting to hear from God, and soaking up the basic foundations of his character and what it means to be a son.



#### Follow

Following means we've stopped negotiating with God and we're learning to incorporate Jesus in every area of our lives. This includes things like developing spiritual disciplines, learning obedience and growing in the fruit of the Spirit.



#### Produce

A state of producing means exhibiting the fruit of the Spirit, reproducing their faith, being on mission, connecting seekers, making disciples and living lives that reflect Jesus to the world.

Everyone can (and hopefully will) be a candidate for huddle some day. We're simply acknowledging there are phases to growing, and before we move into maturing, we first need a solid introduction. Then we need some quality time to receive. Having a time that is devoted to soaking up everything about God there is, learning to abide, receiving his role in our lives and our role in his family is a critical part of faith, and it's a pre-req for huddle. We don't want to rush people through that phase. We want those who enter huddle to have those foundations established.

Be prayerful about whether the homework, expectation, surrender and accountability of huddle is helpful right now. If so, great!! **Count on spending a little extra time with them as they continue to wrestle and receive more than the followers and producers might.**

#### NOTE

*Ready to start picking peeps? **Pray for the Spirit to lead you.** It needs to be people you feel God is calling you to pursue, and you're actually interested in that because you like them, too. They should be receptive to your leadership, and willing to bring you presents. (Kidding.)*

## Trying to decide if someone is right for your huddle? Ask yourself these questions:

Do I like them enough to spend significant time with them for a year plus?

Do I see them as someone who could and should lead their own great huddle?

Do they have the time to do the huddle and the extra access time with me?

Will they follow me? Are they teachable?

## The Ask

Inviting someone into your huddle can feel a little like asking someone out on a date. Exciting. Risky. That's why our greatest pickup line is prayer.

Starting with vulnerability often sets the tone for how the conversation will go. You can begin by saying how you've been praying for them as a leader. Or talk about the leadership qualities you see in them. Maybe both. It could look something like this:

*"Josh, it's amazing to watch the way you love God. I see how you share your beliefs with your kids and wonder if you realize the potential you have to share it with others. Some people have been investing in growing me as a Christ-follower and teaching me how to lead others. I'd love to have a chance to pass that on to you. Do you have any interest in talking about what that could look like?"*

Just be honest about how you got where you are with leading others. Share that story and then invite them to be a part of it. The amazing thing that will happen is (because you've been praying for them and the Spirit revealed they're a good choice) they'll most often be ready to jump right in. **Invited in love and prompted by the Spirit, people will feel valued and motivated by your pursuit of their development.**

**Once you get a "yes," let them know the best way for you to do that is through the context of a huddle.**

Describe huddle as a group of 4-6 other followers who are committed to becoming disciple-making disciples. They follow you, the leader for a year of access, investment and training in preparation to do the same for others.

Then, you're ready to talk about roles:

**Your Role:**

- Give access to your life—the good and the bad. Make yourself available and your life, open: from how to serve, raise your kids, grow through the hard times, celebrate and grieve, seek God, follow him, play and rest.
- Create accountable rhythms of discussing what God is saying and what we'll do about it.
- Pass on 10 characteristics and competencies of Jesus and coach them to pass them on as well.

**Their Role:**

- Pursue access. Come along above and beyond the hour of the week called Huddle. Where they see a life worth imitating, imitate it. Where they don't, pray for you and have a discussion about how you're growing in that area. That means it is a bigger time commitment than just an hour a week, but look for ways to integrate your schedules and flex to make it fun and simple to spend extra time together.
- Follow through with homework and accountable rhythms. Huddle will sometimes feel like going to the gym. You won't see or feel a difference every week, nor will it blow your mind with inspiring new insight all the time. But after a year of discipline, you'll find your capacity much bigger and your spiritual capital stronger

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**NOTE**

**TIP:** Start and end your huddle on time. This matters, and creates respect and trust.

## The Launch

Each year, we try to host a big Launch. This is where everyone in Huddles comes together to inaugurate a next generation of disciple-makers. The Launch of your Huddle doesn't have to line up with ours, but it's there to help! Prepare your people to be ready to bring people of their own to the Launch that happens in the right timeframe for you. It's an amazing vision cast, encouragement and reinforcement for discipling culture and blesses new Huddle Leaders with energy and passion for the year ahead. Get dates and details by emailing [stew@beavercreekchristian.org](mailto:stew@beavercreekchristian.org)

It's happening! You've invited. They're coming. If you're wary, know that God always steps in on our behalf when we step out in faith and obedience. You'll be great.

Remember, transformation happens in deep relationships: relationship with God, self and others. So, instead of just launching into Interval 1, **start with something home-y and friendship-building**. Bring your huddle together, throw on the kettle or the pig, and when everyone's at ease, start sharing about what this huddle about, in a little more detail:

- **Share your story** about how you've been growing as a disciple—trying to mimic what you see in Jesus. Share some highs and lows (so they know they're dealing with a human).
- **Ask everyone to share their own spiritual story** and where they feel like they're at with leading or discipling others. (Make sure they know this isn't about passing a test, just a way to get to know each other.)
- **Share the design of huddle**—meant to equip followers of Jesus into people who are producers. And you chose them because you believe in them as someone who has been practicing surrender in their life and who can (and should) make disciples themselves.
- **Describe your hopes** for seeing a discipling culture spread like wild re through our city and beyond—and how it happens by starting with us, letting it ow out of our homes and into our spheres of influence.

- **Cast vision** for how discipleship happens both in organized ways (like the huddle) and organic ways (like life-on-life) and what you're excited about for this group, specifically. Share what organic time can/will look like for you.
- **Talk about the commitment of huddle** (weekly, for 50 weeks) and the priority it needs to be. Encourage people that they can do it. But if they feel like it's not right for them, they have complete and no-hard-feelings freedom to let you know afterwards that they'll pass this time. It also means organic hang out time. The expectation is at least an hour of training a week and other miscellaneous times spent just doing life together. (Big, but so worth it.)
- **Week to week expectations:** You'll come weekly, and we'll hang out on the side. I'll introduce topics and over the course of a month, you'll practice teaching them to the group, too. There will be weekly homework and plans designed to help me disciple you so you can disciple others. The goal is that you join a Huddle to lead a huddle, so we'll be striving towards that right from the beginning. If that freaks you out, don't worry. I think you'll feel different in the months to come, but know that I'm here for you, first and foremost. As we go, we'll learn about each other and find the rhythms that work for us.
- **Give homework.** Read Mark chapters 1-6 and be ready to talk about what stood out the most.



## **Before you begin**

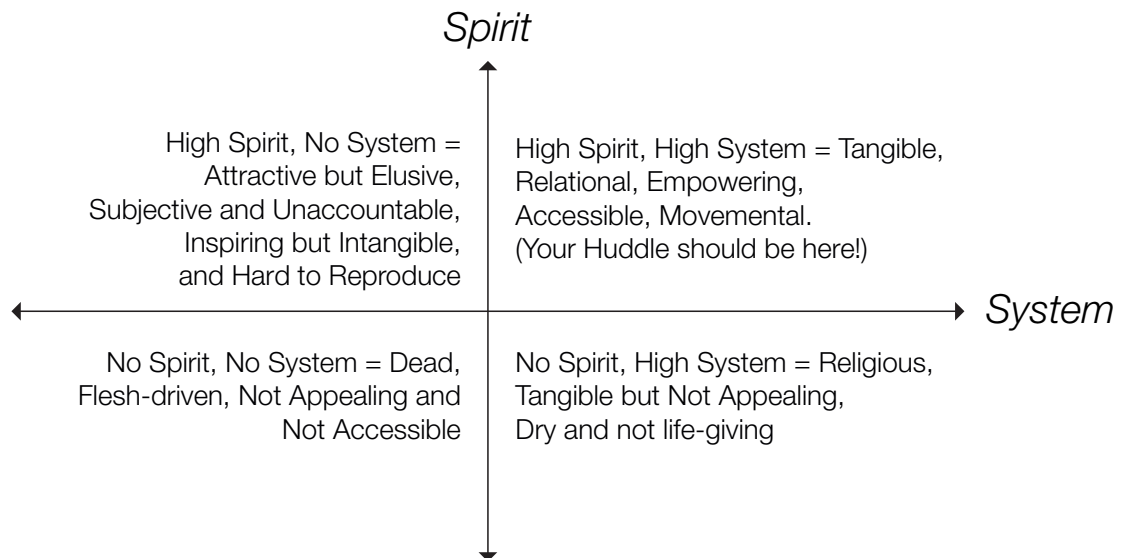
This is not a set formula for discipleship. This is not a set of rules, and it's definitely not about the shapes. It is about tools for you to use as you partner with the Spirit to move someone forward in their spiritual growth.

**The end goal of a huddle is to create disciple-making disciples.** In a huddle, we invite and challenge people to look more like Jesus through a series of tools. Those tools just so happen to create a common language that dramatically increases culture development. Building a discipling culture unites and strengthens us as a body enabling us to more powerfully reach the world.

## The Posture of a Huddle Leader

### Follow *the Guide* more than this guide.

Without a guide like this, it can be hard to give things away in a way that sticks, and reproducing other disciple-makers is our goal. So we believe in this book, but we believe in the Holy Spirit and want to walk in his mercy a whole lot more.



This book is good, and we want you to use it, because using it builds culture. But let's be clear: None of this works without total dependence on the Holy Spirit and a humble posture of mercy.

As we grow in our maturity in the Lord, and use these discipleship tools, there are two main things to remember: We always operate in the Holy Spirit and in mercy.

### **The Holy Spirit**

When Jesus talked about returning to his Father, he promised us he would send an advocate to be with us. He actually says it's His very spirit that comes and dwells with us. Jesus calls the Holy Spirit the Counselor and says he'll do five things for us:

1. Teach us what to say (Luke 12:12, Matthew 10:19)
2. Teach us all things and
3. Give us recall of Christ's words (John 14:26)
4. Guide us in all truth (John 16:13-14)
5. Convey the word of Jesus to us (John 16:15)

As we live a life worth imitating, we can't do it in our own efforts. Nor does the life transformation we're praying for in our huddle participants come from our own gifts and talents (which is a really freeing thing when you think about it). The Holy Spirit shows up and teaches us, gives us a recall of scripture, guides us in all truth, and speaks Jesus' very words to us.

## Mercy

*"For all have sinned and fall short of the glory of God, and all are justified freely by his grace through the redemption that came by Christ Jesus." Romans 3:23*

We won't always get it right. Jesus is God, and he's perfect. We're not God, and we're not perfect. Seems simple, right?

It's worth a reminder, because it's sometimes hard to remember we can't be perfect. The pursuit of perfection comes at a great cost to our understanding and belief in our sinfulness and need for a Savior. No matter how long we've been walking this journey with God, we're all broken. The good news is that mercy is available in abundance. We mess up. We talk to our kids in an angry tone. We gossip with one of our friends. But that doesn't stop us from pursuing a life worth imitating and asking for mercy from our heavenly Father.

When we disciple someone it's okay to say, "Where you see something looking like Jesus in my life, imitate it. Where you don't, give me mercy, and let's talk about it."

Part of building a discipling culture means deconstructing the performance culture. One of the most hurtful things we can do to those we disciple is cast a vision of perfection. Even if we're talking mercy, if our lives aren't modeling genuine brokenness and repentance it can lead to confusion and religion. Mercy is so good. It's God's character and should be ours too both in receiving and giving.

Our posture for Huddle leading is merciful and Spirit-led, not religious or rule-bound. Use this guide and be guided by the Spirit. Take breaks from this guide as you need to, add in your own inspiration, mix it up and watch God reveal himself in amazing ways.

## A Few Extra Tips

- **Avoid common Huddle pitfalls. Your Huddle will plateau if:**

Your people aren't leading something. Without the opportunity to apply this stuff in leadership settings, concepts lose their potency.

- Your Huddle has no direction. Ask God for direction and vision on what he's trying to do in you and the lives of your participants. Pray for them by name.
- You're not calibrating invitation/challenge well. If it's feeling cozy or stressed, consider that a big reminder to adjust.
- You're not leveraging the three key behaviors: access to your life, coaching their practice teaching times, and discussing saying/doing plans each week.

- **If you find yourself stuck:**

- Hit one of the key behaviors a little more intentionally. (More access, more strategic coaching or encouragement, or more heartfelt saying/doing plans.)
- Do something fun together like a mini retreat, movie day, game night, camping trip, or family experience.
- Check out the appendix in the back for more resources.
- Call us. Really. Anytime. We have huddle trainers from each site ready to meet you where you are. We're a team, so let's do this together.

**Once you hit the Square interval, begin encouraging people to start preparing to lead their own Huddles.**

It generally takes 2-3 months to get a Huddle going (from praying to inviting to schedule-coordinating and actually starting), and it's ideal to see them start their own Huddle before they are even done with yours. It empowers them as a leader, ensures they do start their own, and enables their first D2 as a leader to happen while they're still meeting with you weekly. We want to see them through, and we definitely want to be there when they hit D2 for the first time so they're surrounded by support. (Plus, they generally start paying a lot more attention to what you're doing the last few months if they are already starting their own—which is nice for you!)



Part 3

# Eight Intervals

## **The Nitty Gritty.**

Thirty weeks' worth of huddle content.

<b>Invitation and Challenge</b>	<b>53</b>
<b>Learning to Learn (Circle)</b>	<b>67</b>
<b>How to Read Scripture</b>	<b>86</b>
<b>Plugging In (Semi-Circle)</b>	<b>102</b>
<b>Balance (Triangle)</b>	<b>117</b>
<b>Following and leading (Square)</b>	<b>132</b>
<b>How am I Wired (Pentagon)</b>	<b>152</b>
<b>A Barrel of Monkeys (POP)</b>	<b>177</b>
<b>The End Game</b>	<b>193</b>



# 1



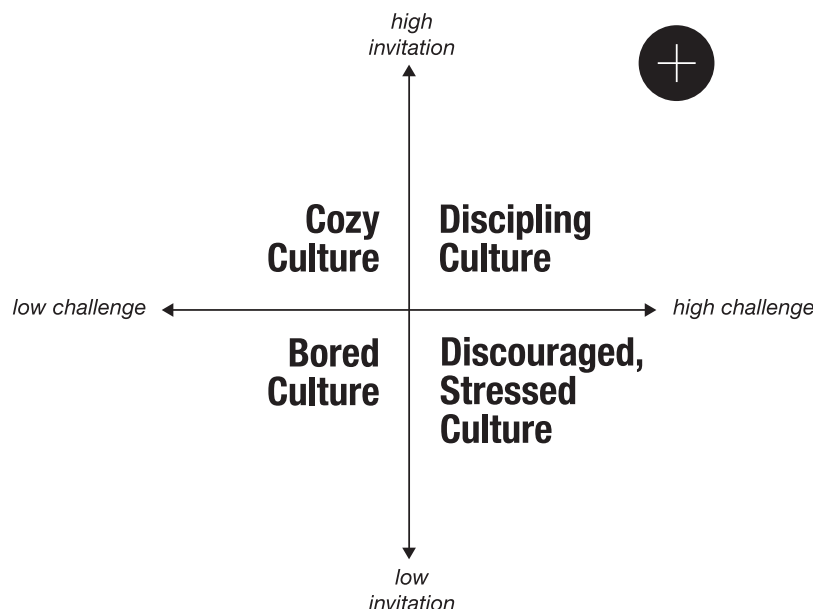
## INVITATION & CHALLENGE

*interval 1*

Before your huddle meets for the first time, ask everyone to read Mark Chapters 1-6 and the chapter on Invitation and everyone to read Mark Chapters 1-6 on Invitation and **Challenge from BDC**, please copy down anything that stands out. Use this as a chance to cast vision for the way huddle will work. Then dive into invitation and challenge.

## HOW TO TEACH INVITATION & CHALLENGE

Jesus was both invitational and challenging—knowing how to both draw people in and challenge them towards growth. Whether it's through parables (Luke 15), serving in the midst of conflict and tension (John 13:1-17), or giving someone a promotion and immediately rebuking (Matthew 16:13-28), Jesus lives in the brilliant balance of invitation and challenge. **For us to train people to look more like Jesus, we need to push for that same balance.** But it's not easy, and we generally lean to one side or the other.



High Invitation + Low Challenge = A Cozy Culture

If we sit here, we get comfortable, forget mission and lose our edge spiritually. We weren't meant to be cozy. Being sharpened to regularly look more and more like Jesus is a vital part of growth.

Response: What does it look like to add challenge here?

Low Invitation + Low Challenge = A Bored Culture

Nobody sticks around here. Anyone who does slowly deteriorates and dies out. We're wired for more. *Response: What does it look like to increase invitation and challenge here?*

### **High Challenge + Low Invitation = A Stressed, Discouraged Culture**

When there is plenty to do or grow in, but the environment lacks encouragement, the culture can't be sustained. It will burn out.

*Response: What does it look like to increase invitation?*

### **High Invitation + High Challenge = A Discipling Culture**

This is where Jesus lived, and this is the world we want to get to know.

As leaders, **invitation** allows us to nurture our huddle and mirrors God's covenant side. **Challenge** helps us move them closer to what God is uniquely saying to them and mirrors the God's kingdom side.

---

#### **NOTE**

*If major life issues are leaking out in your huddle (or years worth of unintended-to hearts are coming undone), that's OK—and expected. Most of us don't take time to regularly process everything we're hearing from God in an accountable environment. Validate people where they are, but don't feel pressure to x (or even process) everything that's coming out this early. Just listen reflectively and continue to lead your group. Don't worry, this thing will work!*

The matrix makes it clear what our action step is when we're outside the discipling quadrant. However, moving quadrants isn't easy and usually takes some pioneering and hard change. These rough patches should be expected, not avoided. As you lead, be clear that movement requires endurance and vision—and completely relies on Jesus. We don't strive or force our way into the discipling culture; we lean heavily into the Spirit to be formed into it. **And any movement is a win.**

Before you meet, consider this:

Where do you lean as an individual?

Where does your family lean?

Where does your ministry or workplace lean?

Using this matrix is a fantastic way to open up and get to know each other. You'll get to model vulnerability—because the more honest you are, the more honest they will be.

---

**NOTE**

*Thinking through these questions helps you consider your story of invitation & challenge. Each interval, you'll pass on the concept by thinking "Story, Scripture, Shape." So let's practice.*

## Practice: Story, Scripture, Shape

### **What's your story when it comes to invitation/**

**challenge?** (Ideas: How were you raised, what was modeled for you, what makes you lean the direction you do, how is God growing you towards more balance right now, what's a current example, what's the hardest part?)

### **Which scripture speaks to you the most in this concept?**

(Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the “shape” in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)

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#### NOTE

*Throughout this guide we've left space to take notes. Use this space to capture what group members are processing so you can use it as a reminder and a reference. Also, this is a great place to take notes on what works in your huddle and what doesn't so you can continue to hone your huddle skills.*



Throughout this interval, keep an eye out for how well your participants hear from God and what their comfort level is with it. To balance invitation and challenge well, or grow as a disciple in any capacity, we have to first know how to hear the Father's voice.

*"Brothers, I could not address you as spiritual, but as worldly—mere infants in Christ. I gave you milk, not solid food, for you were not yet ready for it. Indeed, you are still not ready. You are still worldly." 1 Corinthians 3:1-3*

"Worldly" in the original translation didn't mean immoral or rebellious. It simply meant "unable to hear from the Spirit; young."

Take time to consider where your Huddle is on the Square. Are they in D1 and don't realize they should be regularly hearing from God? Or are they in D4 and regularly hearing from God through their normal daily rhythms?

If you find people aren't comfortable or don't believe they're able to hear from God, use your personal story of learning how to hear from him. Share that it can look and feel different to everyone. God speaks to us through our emotions, personality, the Bible, music, nature, thoughts in our head that sound like our own voice, our kids, "our" good ideas, tear-jerker commercials, friends, rest, silly movies and more. He's constantly talking, and often when we think we aren't hearing, we are. We just don't recognize it yet as God.

A few great ways to train in hearing are:

- Pray and ask for God to speak more clearly. (Matthew 7:7, 1 Corinthians 14:1)
- If you think you hear something, even if you aren't sure, just respond! Experiment and take a few guesses. God honors obedience, takes our engagement seriously, and will increase your capacity. (Proverbs 3:5-6, James 1:5-7, 22-25)
- Memorize verses. Search the Bible for truth, find answers, look up questions or search topics you want more discernment in, and memorize what God says about it. Immersing ourselves in His character gives us stronger intuition to discern what is and isn't his voice in the moment. (Psalm 1:1-2, John 10:1-5)

It's not necessary that you grow people to a place of confidence in hearing right away. Simply get the topic on the table and know where they stand. The intervals will provide plenty of opportunities for growth.

**KEY CONCEPT:****Invitation and Challenge**

1. Start with a quick prayer.
2. Ask everyone to share what stood out from Mark 1-6 or the chapter from BDC.
3. Teach Invitation and Challenge using the Story, Scripture, Shape model. When you get to the matrix, let it be more interactive by having the group brainstorm descriptions that would fit in each quadrant. ("What would a high challenge, low invitation environment or relationship look feel like?") As you're teaching the matrix ask people to help you fill out the adjectives that describe each quadrant.
4. Ask everyone to share how they lean and why. Gently encourage to get at the root.
5. Start the "What is God saying?" and "What are you going to do about it?" saying/doing plans. This might be intimidating at first but start with your own example (keep it simple). Point out that it can be a general saying from God, not always crystal clear, and the "do" should be small and tangible enough to accomplish for the week. Help people think of actions if they're struggling. Write them down for accountability next week.
6. Tell everyone that there are 9 intervals that represent different characteristics and competencies. This is the first one. Share how there are 3 weeks in each interval that go like this: IN "an introduction," UP "grappling with the idea," and OUT "putting it into practice."
7. Reminder that this is huddle leader training, and encourage them as future huddle leaders. Start praying about who God would like for them to disciple.

**HOMEWORK**

Ask two truth-tellers (people who do not hold back with you, that you can trust to give you a clear answer) in your life where you seem to fall on the matrix + any observations they have for you.



**KEY CONCEPT:**

**Jesus was both invitational and challenging, and the balance is where discipleship thrives.**

1. Briefly review saying/doing plans from last week to check follow-through and offer encouragement. (This is between them and God. NO GRADES. If it went well celebrate. If it failed, it might have been a great learning process. If no follow-through, they might have a great reason. That can be a Kairos, too.)
2. Review the invitation/challenge matrix. Remind them about the story-scripture-shape model. (As you finish let them know that in following intervals you will ask one of them to teach the principle on the 2nd week. But since this is the first interval you won't spring that on them).
3. Review the homework: have each person share what their "truth-teller" said and if anything surprised them.
4. Share the purpose of this week — a time to get a holistic pulse on our spiritual lives — how we're hearing and responding to God. Use the Character/Skills matrix to show value and vision for why it's important. Hand out the UP/IN/OUT character questions (page \_\_) and ask people to consider the one they're drawn to.
5. Ask each person to share their question with the group. NO commentary, at first. Look for themes and process as you're led. At this point in huddle, it's a one-on-one between you and the person sharing — not group weigh in. Use the repent/believe circle to help people begin to process. (Even though they don't know it, yet.)
6. Do your best to make time for most or all of the group to share, but keep an eye on the clock.
7. Help everyone articulate what God is saying and what they are going to do about it. Anchor people to engage in watching others process. Either learn from what they are learning, or learn from how you are leading (your good traits and your bad ones.)

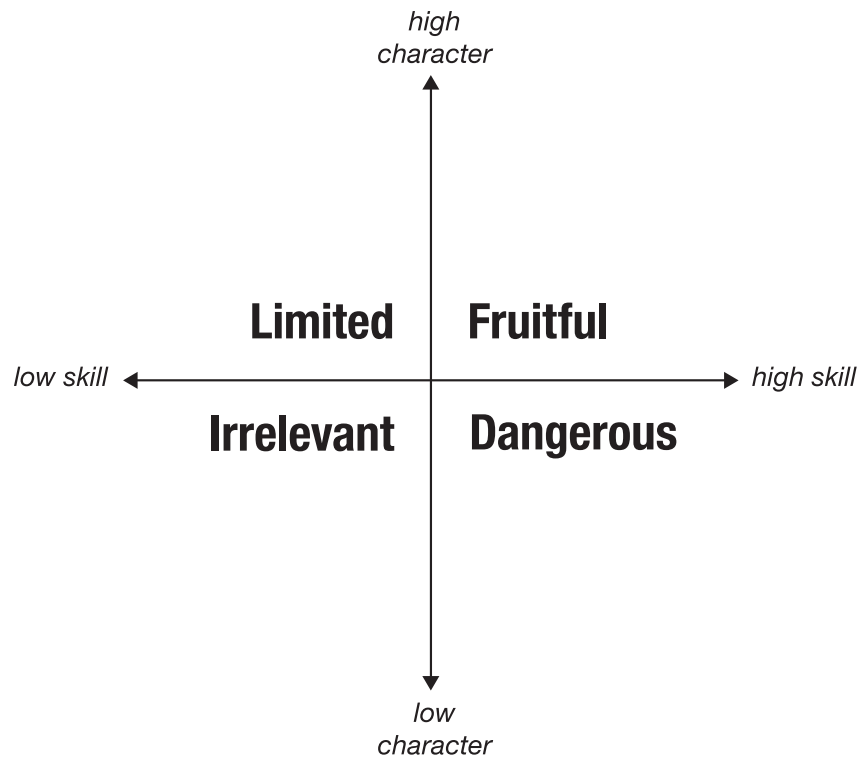
**HOMEWORK**

Plot different aspects of your life in each of the four quadrants. Where are you seeing breakthrough in discipleship? Where are you cozy? Where is there apathy? Where are you discouraged? Try to plot as many areas of your life in each quadrant.

AND...

Find someone who's strong in your week area of the matrix. Watch them. What's their tone of voice, their conversation style? Interview them if you can, and ask what helps them lean a certain

## Character / Skills Matrix



CHARACTER UP	CHARACTER IN	CHARACTER OUT
Do I make enough space for prayer?	Do I love the Church?	Do I have a heart for people who don't know God?
Do I pursue intimacy with Jesus?	Is time a blessing or a curse?	How often do I share my faith?
What is on my heart for intercession?	Am I fighting with anyone?	Do I leave time for relationships with non-believers?
Am I living in the power of the Spirit?	How are my relationships with my friends?	Am I running the race with perseverance?
Am I personally experiencing revival?	Am I experiencing intimacy in my relationships?	Do I have a vision?
Do I still feel pleasure?	Is there anyone I need to forgive?	Am I dying to success?
Do I regularly experience peace (even in chaos)?	How easy is it for me to trust people?	Am I proud of the Gospel or ashamed?
Am I afraid or nervous?	Am I discipling others?	Am I a servant?
Am I obedient to God's prompting?	Is my family happy?	Do I find it easy to recognize people of peace?
Am I resting enough?	Am I sleeping/eating well?	Can I take risks?
Do I keep my promises?	Am I making myself vulnerable to others?	
Do I love the Bible?		

**KEY CONCEPT:****Looking like Jesus means sharing our faith.**

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.

**Options to do together as a huddle:****The "Stretch Yourself" Option: Have a dinner party.**

Everyone invite one friend who doesn't know God out to do something fun. Practice invitation and challenge throughout the night, naturally, in conversation. Lean into invitation with the new friends and practice challenge where appropriate with your co-Huddles. Make discerning those choices a part of the night, but the emphasis is on building relationship and making time for pre-believing friends. Afterwards, when you're alone with your Huddle, debrief to explore any insights from the night.

**The "Forgot to Plan" Option: Roleplay.**

Teach "Finding the Right Good News for them" (page 296). Have a person in mind from your sphere with their story as a starting point (i.e. fixated on marriage, strong fears for physical security, control issues, etc). In role-playing pairs, practice sharing the Good News. What might be the bridge to connecting that gap with how Jesus fits in? Focus your attention on the invitation/challenge during the role play to cultivate the balance Jesus had. You'll need both. Tell everyone the name of who you have in mind, and commit to praying for that person by name all year.

**The Under-Resourced Option: Serve Together**

On every other Friday night the International Ministry hosts a family game night at BCC. Bring some food, hang out, and help in any way possible. If you would like to serve contact the church office with as much advanced notice as possible.

Remember, half the value of mission weeks is the debrief after. How it went, and more importantly, how people felt are powerful parts of the growth.

**Options to do as individuals:**

**Repent to your seeking friends.**

Consider if you've been heavy on invitation or challenge with your friends or coworkers then consider how you might have impacted them. Share how you want to be a balanced friend in both invitation and challenge. (You'll know the right words to use.) It doesn't have to be a full Gospel presentation, but don't hide your motivation that you're looking for the balance that Jesus modeled. Be relational, share, and see what God does.

**HOMEWORK**

Read Mark 1:14-15 and the Chapter on The Circle in BDC or Rebuild. Come prepared to share how you define repentance, belief, and Kingdom.

# LET'S REFLECT

Way to go, Huddle Leader. You're resting down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

Check the basic Huddle practices:

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the emotional/relational temperature of the room:**

Do people like each other? Do they like me, and I them?

- Are people growing?  
Am I seeing any red flags spiritually or relationally that
- concern me?

Fill out your Huddle Reflection at [crossroads.net/discipleship](http://crossroads.net/discipleship)  
Fill out your "Tribe, Huddle, DNA Evaluation Form" on [beavercreekchristian.org/students](http://beavercreekchristian.org/students)

# 2.

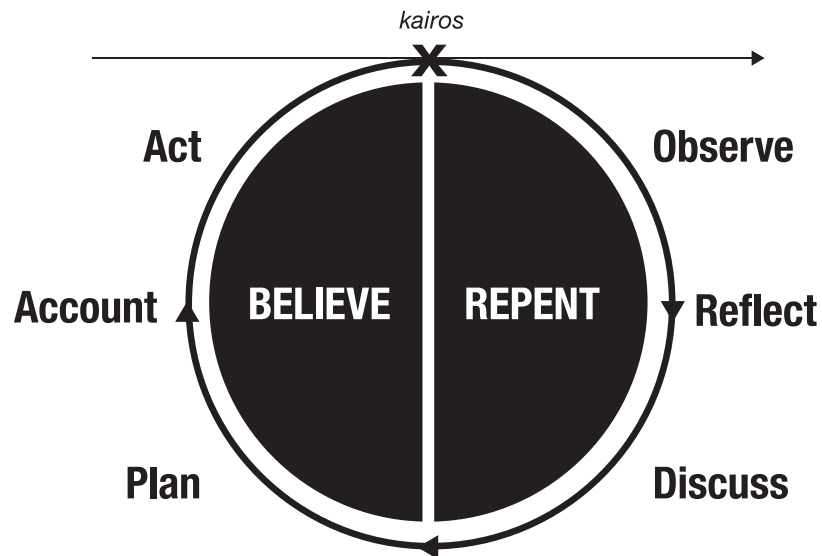
## THE LEARNING CIRCLE

*interval 2*

# HOW TO TEACH THE LEARNING CIRCLE

“The time has come,” he said. “The kingdom of God has come near. Repent and believe the good news!” Mark 1:15

The repent and believe circle gives us a **framework of steps for how to listen, process and respond to God’s voice**. It’s mighty important, and we’ll use it again and again in how we approach God. The more trained we are to use it, the more deeply we’ll put it into practice and naturally lead others to do the same.



**Attention: You are at a very important interval.**

This tool is going to be referenced again and again and again as you lead people through your huddle. The way it’s taught can either lead people to believe it’s an OK tool they may or may not connect with, or a powerful game changer in how we approach God. The more trained we get in using it personally, the more deeply we can put it into practice and the more naturally we can lead others to do the same. It’s the tool that allows us to help people recognize God’s voice and move forward in obedience.



If our participants don't get the circle, it'll be hard for us to help them identify what they're hearing and know what to do with it. They'll still of course be hearing, but it's the process of recognizing what they're hearing and knowing what to do with it we want to grow skilled and practiced.

So whatever topic we're on, we'll always be looking for and sharing kairos moments.

As with all concepts, begin with your story and scripture. How does Jesus walk people through "aha!" moments? Does He seem to repeatedly hit on certain elements? Can you give a story from your own life that worked that way?

**If taught badly, the Circle can seem like a just OK self help tool for those who like that sort of thing. So when you teach it, we recommend taking time to walk through each element and discuss it in depth to cast vision and help people take ownership of the concepts.** Make it fun, let everyone weigh in, create debate, pry at the importance of each element and see where conversation leads. Laying a solid foundation for the value of the Circle is a critical part of getting buy-in and interest in your group for what's to come. Test that your huddle believes in it and understands its value.

## WEEK 1 EXERCISES

### Teaching the Circle

Walking through the Circle once or having someone explain it generally misses the mark if you're trying to inspire. Instead, try this exercise that deepens faith in the concepts and creates ownership of it as a tool. **Begin to teach the circle starting with Mark 1:15, but pause on each element and have the group tease out what it means and why it's important.** You can even use all of weeks two and three discussing it if you needed to ensure it sinks in.

*After John was put in prison, Jesus went into Galilee, proclaiming the good news of God. "The **time** has come," he said. "The **kingdom** of God has come near. **Repent** and **believe** the good news!" — Mark 1:15*

### Time = Kairos

The word, "time" in this passage was actually the word, kairos. When we engage in daily living and notice a moment where something feels different (no, it's not what you ate for lunch), it feels somehow important. Big or small, good or bad, God often catches our attention in a kairos moment.

- **ASK: What is a "kairos moment?"** Give people space to discuss and find an answer together.  
(Answers: a moment—not a chronological minute— where the Kingdom of God breaks in.)
- **ASK: What's the Kingdom?**  
(Answers: Anywhere God's will is done, not just in heaven but on earth, too; the dome in which the King reigns.)

When the God of the universe breaks into our lives, it's significant. He asks us things like, "Are you with me? Do you agree? Will you go with me there?" It's our chance to say, "Sure am, Dad. You're King. I'm in. Where are we going?"

That means a kairos moment is an invitation to make God King—at that moment, in any given situation.

So any time the Kingdom of God breaks into our lives, we have a chance to follow what we see in Mark 1:15. We can turn and agree with God (repent) and choose to do something with it (believe).

## Repent

It's important to really understand these words. **Really important.** Discuss openly in depth. These questions are not rhetorical. Talk it out. Come to some conclusions as a group.

### ASK:

- What does the word mean? (To turn direction, change one's mind.)
- What emotions do you feel when you hear the word "repent"? (Give a feeling word, not a thinking statement.)
- If you have negative feelings associated with repent, why do you think that is? Why do we associate repentance with dread and guilt? (Really answer.)
- Are we meant to feel that way?
- If we resist repentance on any level, what does that mean we believe about ourselves?
- What does it mean we believe about God?

### What happens when we don't repent? How does it impact our relationship with:

- God?
- Our community?
- Unbelievers around us?
- The Church?
- The Kingdom?

**What are the benefits of choosing repentance? What effects does choosing humility have on:**

- Us?
- Our relationship with God?
- Our relationship with others?
- On the world around us?

Take the time to get to a conclusion. Even if conversation slows down the pace of huddle, these answers are worth it.

Once we acknowledge that repentance is meant to save us and there is peace there, we can actually *look forward* to engaging in it.

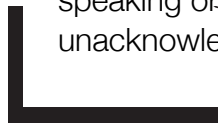
## **Believe**

A change of mind must come first. The head controls the whole body. When you change your mind, you can direct your whole body as a result. Changing requires movement. Learning something new isn't faith, we have to act on our new beliefs.

Look up James 1:22–25, Matthew 7:24–29 and 1 Corinthians 8:1b.

**What do you observe in those passages? Who did Jesus grow most angry with in the New Testament? Why was he angry with them? Why? What was their sin?**

We have to take great care that we don't mistake our knowledge for faith or let kairos moments where God is speaking or teaching us something slip away unacknowledged. These are precious gifts!



## WEEK 2 EXERCISES

### There are 6 easy circle elements

An easy way to engage in this process is by using six elements. Take time to walk through each element— **observe, reflect, discuss, plan, account and act**. Draw the circle, and slowly walk through what each element has to offer when we're processing what God is saying to us.

#### NOTE

This is the repent side of the Circle. Take 5-10 minutes to teach the repentance foundation check on **page 79** so we're skilled in practicing and receiving each other's repentance. Then we're actually free enough to do something new about it.

### 1 Observe

Getting to the heart of our kairos moment helps focus on the true spiritual issue without getting distracted by uff.

The main question associated with observe is WHAT?

- What happened?
- What made you feel that way?
- What does that remind you of?
- What might that imply you believe?

If we start with a vague or shallow observation we'll likely develop a plan that reacts to the surface of the issue (fruit) and not the root. It's important to go a few layers into observing the true source of what's going on or what God might be trying to say. If you can't get to a deeper spot just by observation, no worries. Next we keep going with some reflection.

### 2 Reflect

Reflect offers many of the same principles, but here the question changes from WHAT to WHY.

- Why do those emotions come up?
- Why does God seem \_\_\_\_\_?
- Why does this feeling feel familiar?
- When have you felt similarly before?

We want to find the root cause. Often, the first emotions we pinpoint aren't the truest expression of what we're really feeling.

For example, anger is rarely a primary emotion. It could actually be hurt, jealousy, rejection or something totally different. Sometimes, it's easier and less painful to show anger, then it is to actually deal with the hurt that's driving it. The deeper we dig, the more likely we are to find places, memories and events that didn't just impact us once, they impact us still. We can move into new freedom by pulling up roots and avoiding temporary solutions that won't last.

### 3 Discuss

Now the question to ask is WHO?

- Who is the safe/right person (or people) to talk through your observations and reflections with?

The goal is to run what we think we're hearing by someone else who can validate, challenge, encourage and inspire more truth. Choose carefully, but don't skip it.

*Confess your sins to each other and pray for each other so that you may be healed. The earnest prayer of a righteous person has great power and produces wonderful results. James 5:16.*

If you're tempted to just work it out "between you and God" more often than not, consider why. We're often afraid to be vulnerable, appear "not together," feel like a burden or look foolish. All of those reasons are lies from the enemy and share lots of common ground with our resistance to repent. We have to break down these lies. Left unexposed, our hearts can sometimes be very deceiving. We're fallen, so our natural state will default to sin. Being reminded of that stings but that's why our Father, the King's, mercy is so amazing. It's healthy to invite others in to ensure we're hearing truth and to share what God is doing in us and the rest of the body.

We're not meant to carry it alone, and we rarely are alone. Often, someone else feels or has felt it too. Sharing helps us and those around us in countless ways.

### **Observe + Reflect + Discuss = What is God saying?**

We want to perpetually be asking, God what are You saying?  
We want to hear His voice and make our plans based on that.

## **4 Plan**

Making a plan is how we put our faith into action. It doesn't help to have a new a-ha about God if we do nothing about it. (In fact, the more we know, the more liable we are spiritually. It can be dangerous ground to know and not act.)

If kairos moments really are happening all the time, the idea of constantly planning can feel exhausting. It's really important to be clear that we're not talking about making huge new plans all the time. **Plans don't mean resolution.** They're just one small step towards faithfulness, and can be as simple as asking:

- What's one thing I can do today to increase my faith in x?
- What's one way I can spend five more minutes reminding myself of y each day?
- Who's one person I can encourage this week?"

The question with Plan is HOW. **Specifically, how are you going to do something new?** Sitting in ambiguity would lead to plans that sound like:

- Focus more on God this week
- Try to forgive
- Rest more

We want to make tangible plans that really can be accomplished. We won't solve all our problems with one little plan, but we can be regularly taking steps of obedience that change who we are and conform us more and more into the image of God.

## NOTE

DON'T FORGET: You'll rarely teach the circle by drawing it out and explaining it fully. Probably only when you're leading a huddle, and even then—be sure the emphasis is on Mark 1:15, not the circle as the source. The rest of the time, just employ the principles. We want to know how to teach it, but most of the time, we'll simply use it as a guide to processing repentance and steps of faith.

If we're being specific, we might say:

- Spend an extra 10 minutes each morning asking God what he has to say.
- Pray one new blessing on someone who's hurt me each day this week.
- Cancel everything going on for one day this week and have a Sabbath.

## 5 Account

Accountability is asking people to help us follow through. We can't do this alone and the blessing of Discuss means there is someone there to help. The key is that we have to ask.

**Asking for accountability is a humbling and powerful way of moving forward. To verbally ask someone else often leads to a higher level of ownership in us.**

This may or may not be the WHO from Discuss. It helps if it's someone who can watch and hold accountable in the moment. Be sure to write down any plan that comes out of a kairos moment in your group. Then follow up and ask them how it went.

## 6 Act

Move. Whether it's big or small, clumsy or well-done, God loves our attempts to look more like him. Take what you heard God say and try to do something about it.

It's easy to believe that if we know it, we're walking in it.

Knowing and doing are two very different things.

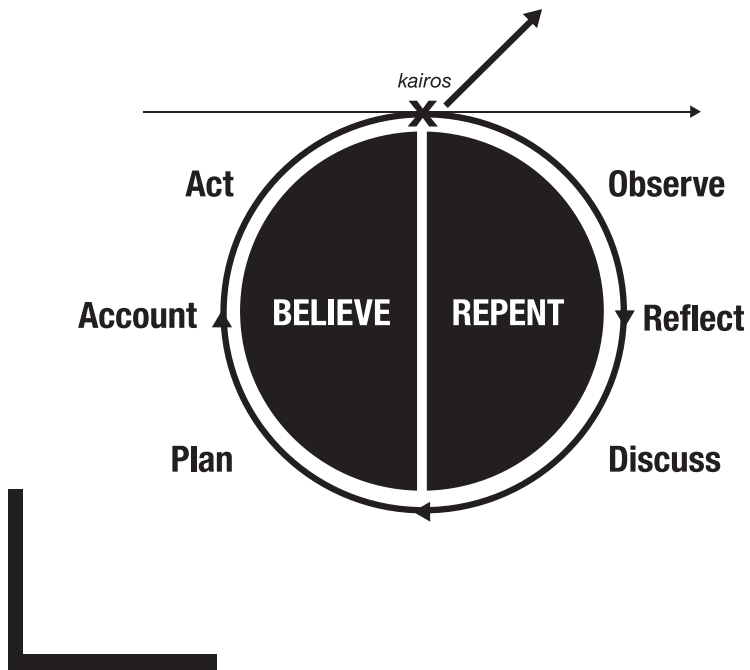
When we believe in God's goodness, we know he'll never ask something of us that isn't in our best interest. So trust him, and move.

Plan + Account + Act = What am I going to do about it?



When we really take something around the circle, the line that represents our life is no longer on the same path.

It's moving in a new direction—one that displays faith and genuine life change as we clumsily but faithfully attempt to look more like Jesus.



## Practice: Story, Scripture, Shape

**What's your story when it comes to the repenting and believing?** (Ideas: How were you raised, what was modeled for you, what makes you do what you do, how is God growing you towards more sensitivity and obedience right now, what's a current example, what's the hardest part?)

**Which scripture speaks to you the most in this concept?** (Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

How can you share the “shape” in a practical way that speaks to your group? (Think through it before your huddle so you feel confident walking into it.)



“Sin” simply means missing the mark of God’s fullness and holiness. That means anytime we miss the “mark” (like the bullseye in the center of a target) when it comes to looking like Jesus, we’ve sinned. That means, there is a lot of room for repenting in our lives. Big or small misses are all worth turning away and choosing a new direction.

When someone brings a sin or struggle to you to repent, it’s a big deal. We have an opportunity in that moment to honor their obedience and vulnerability and partner in their freedom. Jesus tells us we can forgive others in his name. To repent without being refilled with something else can leave us empty and leave lots of room for the enemy to swoop right back in. We want to be a community who knows how to deal with sin in a way that frees and rells in powerful ways. If someone confesses something to you, consider the following steps.

**Person 1:**

Confess sin as specifically as possible. Tell God you want to break off the old lie and be done with it.

**Person 2:****1. Forgive.**

Look them in the eye and tell them they’re forgiven.

Specifically refer to the sins just listed. Remind them of their identity by forgiving them as a person who is not defined by the behaviors they want to leave behind, but by the approval of a Father who loves them.

**2. Rebuke.**

Command the enemy’s presence to leave. There is power to naming something, so call it what it is. If rejection, insecurity, pride, jealousy, lust, idolatry or any other manifestation of the enemy is rearing its ugly head, address it specifically and tell it to leave, through your authority in Jesus. (Remember Covenant and Kingdom? This is the kingdom part.)

### 3. Replace.

Ask the Holy Spirit to wash over the spaces left behind, and replace the person with him instead.

### 4. Bless.

Abundantly bless them in the opposite. If the friend was struggling with anxiety, bless them with peace, confidence and faith in God's power being bigger than any earthly fear. If the friend was struggling with bitterness, bless them with love, compassion, God's eyes for their enemies and a spirit of forgiveness that overcomes the worst offense. Blessing someone is simply speaking out God's intentions for them. So go nuts calling out the good God intends to surge through them as his child and ambassador.

**This doesn't have to be a big, super spiritual speech. It can happen in two minutes. The point is that we do it.**

We don't want to "forgive" like the world forgives with a quick, "Eh, it's OK. Don't worry about it." We want to partner with God in speaking to our identities and reminding ourselves who we are. Plus, when we repent, we literally ght off the enemy. We reject the ground he tried to take in us and send him away. Repenting breaks agreements with him and chooses to agree with God instead which increases the Kingdom and is a major blow to the devil. It's something to celebrate and champion as the battle win it is.

**If we want to look like Jesus, we'll need to be skilled in repenting.**

If we want to be quick to repent, we have to believe that God is good, want more of Him, and happily pour ourselves out to make room for Him. The more we free others through receiving their repentance with grace, freedom and blessing, the easier that's going to be. So bless your friends by infusing some forgiveness into the "repent" side of your circles.



**KEY CONCEPT:**

**kairos, repentance, belief and Kingdom**

1. Begin by telling everyone how this interval is about hearing and responding to God. Share your short story about how you've learned to hear from God and obey.
2. Read Mark 1:15 and begin discussing the key words (without drawing the circle). Use the "Week 1" exercise from pages 70-72 to guide conversation and help people engage and process what kairos, Kingdom of God break through, repent and believe really mean.
3. Have everyone share "What God is saying to them and what they are going to do about it."

**HOMEWORK**

Record 3 Kairos moments this week. The goal is to become more and more aware of when God is speaking, and believing that he will. (And He will.)



**KEY CONCEPT:**

**Kairos moments require both repentance and belief.**

**NOTE**

Because The Circle is so fundamental we will not be doing Character/Skills questions.

1. Briefly review last week's sayings/doings to create accountability.
2. Have everyone share two of their three kairos moments. Check that they do seem like genuine insights from God. Coach and encourage where needed. Share, once we hear from God in these moments, it helps to know what to do with it. Point out how differently God can speak to each of us through experiences, ideas, statements, questions, emotions, and more.
3. Teach the circle and discuss "Week 2 Exercises" on pages 73-77. Use an example of a recent kairos from your life and model repentance. (Foundation Check on page 79 will help with his.)
4. Take one of the participant's kairos and begin to help them process. (NOTE: You may want to pick the most common kairos, so they see that God speaks in simple things, not just the large things of our lives.)
5. Ask the participants to help you with one of your most recent kairos moments that you have yet to process (or maybe you have processed, but to help them understand the circle, act as if you haven't processed it). This is instead of having them teach the circle themselves. Helping you process a kairos also opens you up to them so they can trust you.

**Check out the article in the Appendix page 227 about Declaring the Good News as you begin to help your huddle really hear God's words for them.**

**HOMEWORK**

Take one Kairos fully around the circle this week and write down each step. Bring back your notes next week to share.

Remind everyone that next week is OUT: Mission week provide them with any details.

**KEY CONCEPT:****Looking like Jesus means having a heart for the masses.**

If God's talking to you about how your huddle should practice mission this week, go for it. If you're out of ideas, pick one from below. If you choose an individual challenge, make it a homework assignment and use your huddle session to debrief it.

**Options to do together as a huddle:****The "Stretch Yourself" Option: Divide and conquer (And by conquer, we mean "listen.")**

Gather in a place with lots of options within walking distance to explore. Split into two's and listen for where God leads you to go. Whether its a coffee shop, restaurant, video game store, or the mall, listen and go with the intent of looking for a person of peace you can get to know. Sometimes it helps to schedule a haircut, oil change or grab your favorite table at Chipotle where you can engage an employee to increase chances of meaningful conversation. They won't know they have a kairos, but if you ask for the story and listen well enough, odds are, you'll find one. Remember kairos moments can be big or small, positive or negative. Help them process it. Take them around the circle if you can, and make yourself available to experience breakthrough with them and likely experience one yourself. Report back to the Huddle about your experience. Make new friends.

**The "Forgot to Plan" Option: Eliminate Barriers**

Split into two's in your normal Huddle location. Practice taking each other around the circle exploring the barriers you have to evangelism. Find your starting point (the WHAT, or observe) and try to process what holds you back (i.e. any fear, discomfort, lack of relationship, etc.). Keep going around the circle all the way to a plan for how to prioritize sharing your faith more and actually get some new skills in it. Switch with your partner and have them do the same

**NOTE**

*Here we go: It's our second time trying an OUT week. You got this. Be bold. Be humble. Try something new and expect God to be present. (He will be.)*

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.

Switch with your partner and have them do the same thing. Leave time at the end of Huddle to debrief the kairos moments that happen. Before you go, have each person name one seeker they commit to pray for with diligence. Write it down and revisit it with expectation they'll know God before the Huddle year is complete.

The "At Work" Options:

**NOTE**

Student leaders you may need to think through friends at school or in the neighborhood.

**Bring the Circle to work.**

Schedule time with a co-worker who doesn't know God this week with a goal of simply listening to them and for them about what God might be saying. If there's a chance, take them around the circle. (This may mean drawing a circle if they're really interested, but generally not. Normally it's just a tool to keep in our back pocket to help us engage in conversation.) If not, but you feel God speaking to you about them, share that prophecy (anything that strengthens, encourages and comforts) with them.

**Or,**

**Open up.**

Share with a co-worker who doesn't know God what your most recent kairos has been and what God has been revealing to you. Consider practicing it with someone in your huddle first to work out any religious bents that could be tempted to slip out in your explanation.

**(Provide everyone with pages 87-92 of this guide. Covenant and Kingdom are not covered in either BDC or Rebuild.)**

**HOMEWORK**

Consider your comfort level and connection to reading the Bible. Come back prepared to share both answers.

Read Matthew 15:15-20 at least twice this week and reflect on God's presence.



# LET'S REFLECT

Way to go, Huddle Leader. Another interval down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

## **Check the basic Huddle practices:**

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the temperature of the room:**

- Do people like each other? Do they like me, and I them?
- Are people growing?
- Am I seeing any red flags spiritually or relationally that concern me?

\*Fill out your Huddle Reflection for team accountability and Fill out your "Tribe, Huddle, DNA Evaluation Form" on [beavercreekchristian.org/students](http://beavercreekchristian.org/students)

3

# HOW TO READ SCRIPTURE

*interval 3*

# HOW TO TEACH SCRIPTURE READING

This interval is about maturing our understanding of God— as story teller and authority. We'll read the Bible through this lens, deepening our faith in the fullness of God's identity and considering how it impacts our relationship with him.

## **Narrative = Story**

Our lives as human beings are made up of stories that have shaped, or are shaping, who we are. The story of the Bible has the power to make sense of all the other stories of your life. When it is internalized and it becomes your story, it gives meaning in the midst of meaninglessness and value in the midst of worthlessness. Your personal story will find grounding in creation, guidance in crises, reformation in redemption, and direction in its destination. People become Christians when their own stories merge with, and are understood in the light of, God's story.

— Preben Vang & Terry Carter, *Telling God's Story*

## **Authority = Trust**

I am saying that we mustn't belittle scripture by bringing the world's models of authority into it. We must let scripture be itself, and that is a hard task. Scripture contains many things that I don't know, and that you don't know; many things we are waiting to discover; passages which are lying dormant waiting for us to dig them out. Awaken them. We must then make sure that the church, armed in this way, is challenging the world's view of authority. So that, we must determine—corporately as well as individually—to become in a true sense, people of the book...people who are being remade, judged and remolded by the Spirit through scripture...our task is to seize this privilege with both hands, and use it to the glory of God and the redemption of the world.

— N.T. Wright

In an attempt to not diminish scripture we many times hold it up while also holding at arms length. We are afraid that if we use it incorrectly God is going to “smite us...and send us to

hell.” So what happens is we end up not approaching the scripture or approaching it from a bad perspective. Which turns back on us making us diminish the scriptures in the long run, doing what we set out not to do.

The goal in this interval then is to use the two sides of scripture, Narrative and Authority, to give our approach to scripture the proper balance it needs.

If we put scripture in its proper context and with a sober perspective it will open up to us like it has for so many people throughout the years.

We want to help you read the Bible in a better way because lots of people don’t know how to read it. And so they either ignore it, or they read it badly and cause all kinds of harm.

Some people see the Bible as an outdated book of primitive, barbaric fairy tales that we have moved beyond. And so they ignore it, missing all of the progressive and enlightened ideas that first entered human history through the writers of the Bible — ideas and ideals we still fall far short of, ideas and ideals that are still way ahead of our present consciousness and practice.

And then there are the folks who talk about how important and central and inspired the Bible is but then butcher it with their stilted literalism and stifling interpretations, assuming that it says one thing and if you just get that one thing, then you’ve read it well.

A few thoughts before we get rolling here.

First, the Bible isn’t a Christian book. I say that because many people have come to understand the Bible as a book for a certain group of people to claim and own and then help them divide themselves from everyone else. But the Bible is a book about what it means to be human. And we are all, before anything else, human.

So if you’re hoping for some secret knowledge that the rest of the world doesn’t have and by getting the inside scoop you have a leg up on the rest of them then the Bible isn’t for you.

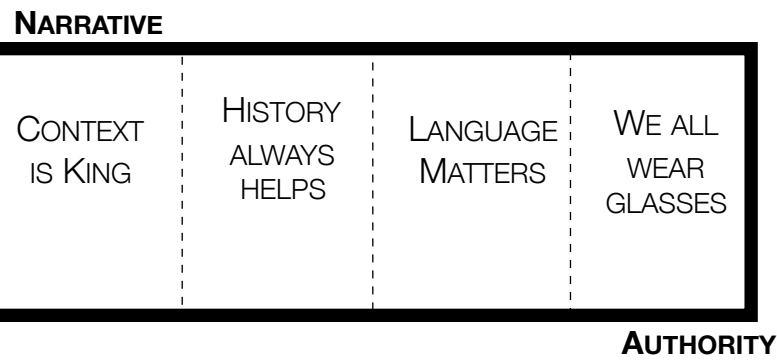
The Bible is a library of books dealing with loss and anger and transcendence and worry and empire and money and fear and stress and joy and doubt and grace and healing, and who doesn't want to talk about those?

Second, you don't have to believe in God to read the Bible. In fact, as you'll see in these passages, the Bible is filled with people wrestling and struggling and doubting and shouting and arguing with this idea that there even is a god, let alone some sort of divine being who is on our side. If you have a hard time swallowing the god talk you've heard over the years, great — this book is for you, because these are exactly the kinds of things the writers of the Bible are dealing with in their writings. *Adapted from: Bell, Rob. What Is the Bible?: How an Ancient Library of Poems, Letters, and Stories Can Transform the Way You Think and Feel About Everything. HarperCollins. 2017.*

If you are ready lets jump in...

## NARRATIVE & AUTHORITY

There are two rails to reading scripture: Narrative and authority. These rails have been known to cross but in most of the cases they run parallel with each other, giving the scripture depth and balance. They remind us that these stories are about people struggling to follow and understand a divine authority that they respect and love. They remind us that this divine authority meets us in the present, right where we are wanting nothing more than to draw us into a story that is much bigger and deeper and wider than any story we could ever conceive.



As we move across the Rectangle we see that Narrative gives way to authority. From Context to history to languages and finally to the way we approach the scriptures we see the story run parallel with the how we trust the scriptures in our lives.

## **HOLDING IT ALL TOGETHER**

As you can see from the diagram above there are 4 things holding Narrative and Authority together: Context, history, language, and our view of scripture. If we explore each of these areas we will see how the story unfolds allowing us to trust it and the one who initiated the story.

### **Context is King:**

This is a mantra spoken by most Biblical interpreters all over the world. Because, taking a verse out of context is one of the most incredibly common and damaging things done with scripture.

Here's one to grapple with: Matthew 18:20. "Where two or more are gathered, there am I in their midst."

This verse is usually used in the context of low attendance at church, a small group, or any event deemed worthy by the church leadership. It is used as a way of encouraging the few who braved the weather or social awkwardness to make it to this small gathering of people.

The insinuation though is huge: does that mean that if I'm by myself, God isn't with me? I've read plenty of places in the Bible where the story is about God and ONE other person. So is this verse about event attendance or even being with God?

NO! Its about conflict with someone else. When we READ IT IN CONTEXT (Matthew 18:15-20) we find out that this verse is at the end of Jesus telling people the process for confronting someone who has wronged you. The encouragement is that if the two of you will work this out, God (Jesus) will be right there with you the whole way. IT HAS NOTHING TO DO WITH ATTENDANCE OR GOD BLESSING A CHURCH EVENT!

**History Helps:**

So Jesus was Jewish. I know that may have caught you by surprise, but Jesus was not a Christian or even called a Christian, He was a Jewish Rabbi. How do we know this, the history that surrounds the Bible.

The places and times you read about in scripture are real. They are not a made up world, during a fictional time. These were real times and places.

So let's try this one out...look up Matthew 16:13-20, its one of the most famous stories in scripture. As you read that passage ask yourself, where is the region? And why would Jesus ask the question of his disciples in this place?

Caesarea Philippi was a real, near modern day Turkey. At the gates of this city there was a place called "The Gates of Hades" which was a hot spring that bubbled up from a cave and people thought it was one of the entrances to the greek mythological underworld. It was here, above the bubbling hot spring that the town's people had carved out little mantles for statues of the different gods. So standing at a place called "The Gates of Hades," in front of a representation of all the gods you could imagine, Jesus asks the question, "Who do people say that I am?" and he tells his disciples, "not even The Gates of Hades will overcome my church..." When you understand the history you understand the passage much better.

**Language Matters:**

So the Bible was not originally written in English, Latin, German or even Spanish. Nor is the Bible written only as a history book or instruction book.

The Bible was written in three different languages. The Old Testament was written mainly in Hebrew with some Aramaic thrown in there (NOT Arabic, Aramaic an early Hebrew short hand). The New Testament was written in an ancient form of Greek called Koine Greek. Its the equivalent of Shakespearean English compared to modern English. So the original meanings are best understood by trying to understand what actually words in the original language the writer used. To help you figure this out there are several tools you can use. The

most common is an interlinear Bible, this is a Bible that has sitting parallel to the English text the Hebrew or Greek text. Many times there will be notes in the margins so you can look up what a word means. A good online source is <https://biblehub.com/interlinear/> Empowered with this tool and some basic logic, you can pick up on some cool things in scripture.

The Bible also comes in several literary forms, not just history or instructions. For instance the first 12 chapters of the Bible (Genesis 1-12) are written in poetry. Then the stories that follow are written in history. The whole book of psalms is written in poetry and Proverbs is a literary form called wisdom literature. Then there is “apocalyptic” literature, much of Daniel is written like that and all of Revelation. Then there are parables, which are simple stories that are usually fictional but tend to challenge your thinking.

So if you know what language is being used when the passage you are reading was written could really help you. Plus if you are reading a passage that you think is a history and they start using poetic language, that tells you something. Making sure you know how language is used in the passage really helps understand it.

### **Our worldview glasses:**

Everyone has a worldview. There is nothing we can do about that, we all have a story when we approach the scriptures. Many times that perspective will block us from understanding the scriptures but most of the time the scriptures will push back on our perspective, causing us to stop and take notice.

If we approach the scriptures with humility, knowing we bring a perspective, or wearing our worldview glasses, then we can be sober about those views as we struggle with a passage.

The reason it is important to come to the scriptures with this sober judgment is because many times people have gone into the Bible looking to “justify” their perspective and “cherry pick” verses that they believe proves their point. That sort of approach diminishes the scriptures and demeans those who are using the Bible for their own gain. So come to the scriptures acknowledging the perspective you hold and let the narrative guide you. It may not always support your perspective but that’s why its there to hold up an authority as well as a good story.



**What's your story when it comes to Covenant and Kingdom?**

(Ideas: How were you raised, what was modeled for you, what makes you lean the direction you do, how is God growing you towards more balance right now, what's a current example, what's the hardest part?)

**Which scripture speaks to you the most in this concept?**

(Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the "shape" in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)

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**NOTE**

Throughout this guide we've left space to take notes. Use this space to capture what group members are processing so you can use it as a reminder and a reference. Also, this is a great place to take notes on what works in your huddle and what doesn't so you can continue to hone your huddle skills.



It's possible to spend a long time in faith without learning to read and experience the Bible. In this interval, your huddle will have assignments to read more Scripture. Use those opportunities to gauge their comfort level with it.

**Some helpful questions to think about in regards to each participant are:**

- Do they know where to find verses?
- Have they spent time memorizing Scripture before?
- Do they understand the power the Bible holds and what an accessible source of truth and encouragement it is?
- Do they believe the Bible is the ultimate standard of truth and irrefutable?

Reading the book, *Covenant & Kingdom* is a good introduction. The Daily is a great tool; Community Groups like "Understanding the Bible" and "Story Formed Life" can be life-changing foundations.

There isn't a substitute for knowing how to interact with God's word personally on your own. If you sense people lack comfort, familiarity or interest in reading the Bible, take the opportunity to share with them why and how you read.

Many huddles incorporate a daily reading plan that the group can commit to doing together. It helps keep the group aligned to be reading the same things, forms unity and enables more space for questions and training.

**If someone wants to understand how to study on their own, there are some tools that can help. Here are just a few to consider:**

1. A Study Bible

These are awesome. They combined a concordance (see below), commentary and sometimes a dictionary.

2. An Exhaustive Concordance An exhaustive concordance lists every usage of every

## NOTE

Before you use these tools though, keep in mind: We want to grow in faith that God is our primary teacher through the Holy Spirit. We want to increase our dependence on Him and letting him reveal truth to us personally, individually and intimately as only he can. Don't refer to a commentary until after you have done your own study and paused to listen, because sometimes a knowledge increase can distract us more than it connects us. Many people connect with God deeply intellectually, so these tools can be great. Use them freely, prioritizing staying connected to God by hearing from him first, and relying on tools simply to increase our understanding of who he is. Also, when using these tools, it's helpful to know the Old Testament was originally written in Hebrew, while the New Testament was originally written in Greek.

word in the Bible and gives all the references where that word may be found.

### 3. A Bible Dictionary:

A Bible dictionary explains many of the words, topics, customs and traditions in the Bible as well as giving historical, geographical, cultural, and archeological information.

### 4. A Bible Handbook

This tool is a combination of an encyclopedia and a commentary in concise form. It is used for quick reference while reading through a particular book of the Bible.

### 5. Commentaries

Commentaries explain and interpret the meaning of the biblical message by analyzing the words used, background, introduction, grammar and syntax, and relation of that particular book to the rest of the Bible.

**A helpful way to approach understanding the Bible personally is to:**

**LEARN SOMETHING NEW ABOUT JESUS - ENGAGE THE SCRIPTURES - LISTEN FOR KAIROS FROM THE HOLY SPIRIT**

**Scripture/Kairos ::** What's the passage you are reading?

**Question ::** Are there any questions about the passage that pop out at you? Do you come to the passage with questions about your life?

**Word ::** What word or phrase shimmers or shines or grabs your attention?

**God is ::** What does this passage teach us about God's character?

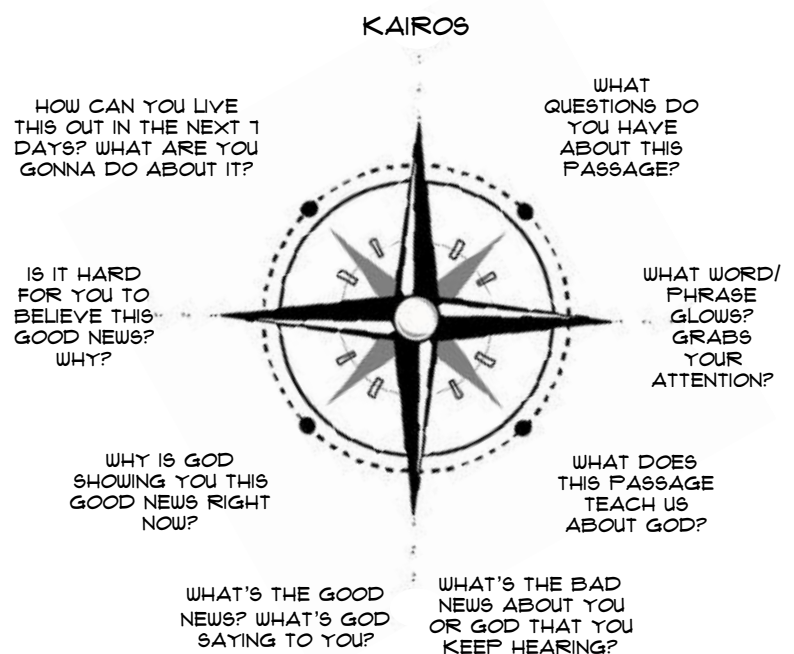
**Bad News ::** What bad news about yourself or about God are you believing?

**Good News ::** What's the good news you are hearing from God? What's God saying to you?

**Why? ::** Why do you think God wants to bring that to your attention right now?

**Resistance ::** Why do you struggle to believe the good news God is showing you?

**Plan ::** What's one practical step you can take this week in response to that good news? How can you live it out? What are you gonna do about it?



**HOMEWORK**

Ask everyone to pick on the scriptures that stuck out to them from this session.

Use the scripture tool to read through the passage and answer the questions. at least twice this week.

8So this is what I want: the men should pray in every place, lifting up holy hands, with no anger or disputing. 9In the same way the women, too, should clothe themselves decently, being modest and sensible about it. They should not go in for elaborate hairstyles, or gold, or pearls, or expensive clothes. 10Instead, as is appropriate for women who profess to be godly, they should adorn themselves with good works. 11They must study undisturbed, in full submission to God. 12I'm not saying that women should teach men, or try to dictate to them; rather, that they should be left undisturbed. 13Adam was created first, you see, and then Eve; 14and Adam was not deceived, but the woman was deceived, and fell into trespass. 15She will, however, be kept safe through the process of childbirth, if she continues in faith, love, and holiness with prudence.

-1 Tim. 2:8-15

**KEY CONCEPT:****We come to God as a Father & as a King**

1. Kick off with an open conversation about how comfortable and connected people feel to the Bible. Open it up for questions and make it safe to share honestly without judgment. Share your answer first, emphasizing the struggles you've had in the past and currently.
2. Share that this interval has two goals: 1) To give us tools for reading the Bible, and 2) To introduces us to the humanness of the scriptures.
3. Ask everyone to share what stood out to them from Matthew 18:15-20.
4. Go through Matthew 18:15-20 and show how context is king.
5. Take the group through the history of Caesarea Philippi and how that changes the way Matthew 16:13-20 changes.
6. Using a digital device, share with them Adam and Edom using BibleHub. Show how similar they are and how Obadiah seems to use Edom as Adam.
7. Go through 1st Timothy 2:8-15 in any modern translation as well as The Kingdom New Testament (see left). Then ask them if you were a women/man which would you like better?
8. Collect Sayings, and doings.

**NOTE**

*This interval is often where huddles hit D2, and this topic can be especially deep and elusive for people. Remember that people in D2 means they need you in L2: a coach who gives lots of time, vision and grace.*

*Take your time processing this interval, and make extra time for people as they seek breakthrough. The more clear you are about who God is, and the more vulnerable you are in sharing your journey in this area, the better this interval will go.*



**KEY CONCEPT:**

**Identity, obedience, authority & power.**

1. Review saying/doing plans from last week.
2. Review their homework. Have them share how what God taught them through the passage.
3. HERE'S THEIR FIRST CHANCE TO TEACH. Ask a person to walk through the rectangle in four minutes.
4. Try out a "micro" story this week. (Meaning: Don't recap your life story, but give a recent example of getting insight from the scriptures.)
5. Remind everyone about the scripture reading tool. Highlight how it uses the circle to help us read scripture.
6. Now use a passage of scripture highlighting Jesus' relationship with his disciples and work through the scripture reading tool as a group, having them write down their answers to the questions. (See tool pg. 98)
7. Remember you are modeling a way to do a quiet time. If there are other aspects of a quiet time you want to share with the participants, now is the time to do that.
8. Help them identify what God is saying and what they should do about it.

**HOMEWORK**

Carve out at least an hour to spend with God this week. During that time, pray about how you see God at work around you. Spend a portion of the time receiving from God, writing down your observations from scripture. **(To assist your group members on the next page there are suggestions on how to structure time and guide focus for anyone interested)**

## LEARN SOMETHING NEW ABOUT JESUS - ENGAGE THE SCRIPTURES - LISTEN FOR KAIROS FROM THE HOLY SPIRIT

**Scripture/Kairos ::** What's the passage you are reading?

**Question ::** What's happening in your life lately? Do you come to the passage with questions about your life? Are there any questions about the passage that pop out at you?

**Word ::** What word or phrase shimmers or shines or grabs your attention? What sticks out the most to you?

**God is ::** What does this passage teach us about God's character? Finish the phrase God is...

**I am ::** What does this passage remind you about yourself? What does this passage point out about you?

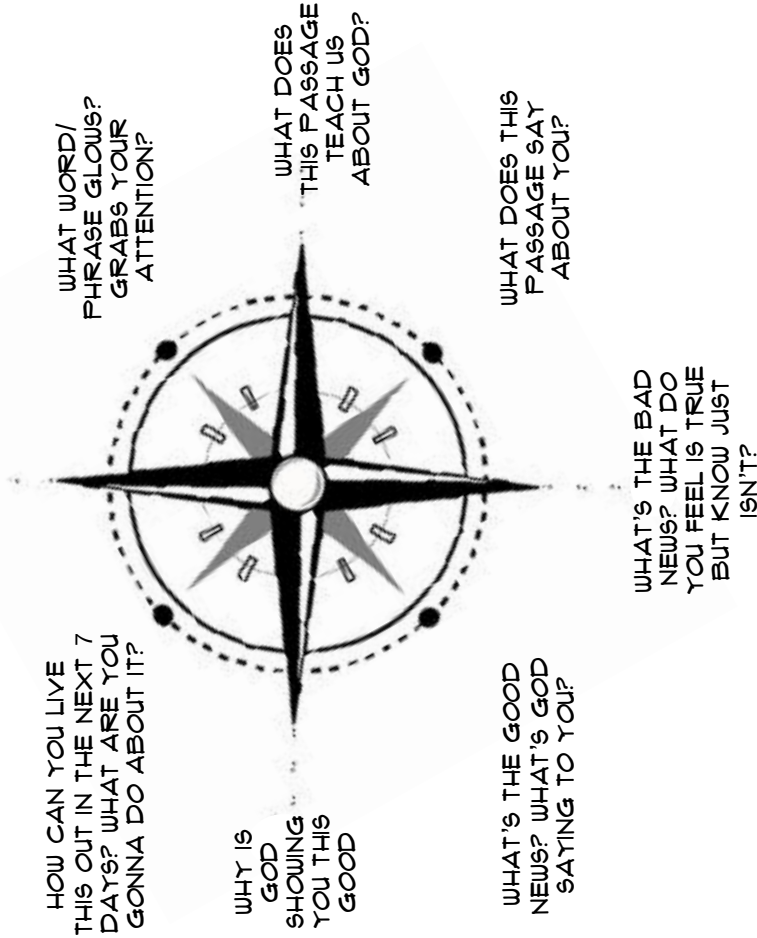
**Bad News ::** What bad news about yourself or about God does this passage expose? What are you afraid of? What idea keeps popping up that you FEEL is true but KNOW is not?

**Good News ::** What's the good news you are hearing from God? What are you learning from God? What's God saying to you?

**Why? ::** Why do you think God wants to bring that to your attention right now?

**Plan ::** What's one practical step you can take this week in response to that good news? How can you live it out? What are you gonna do about it?

**KAIROS:** WHAT'S BEEN HAPPENING IN YOUR LIFE? WHAT DO YOU BRING FROM YOUR LIFE TO THIS PASSAGE?



## NOTE

Whichever option you choose, pray for something miraculous. Pray for each Huddle member by name, and ask God to blow our minds with how he wants to use us to introduce new people to him. Ask for vision, faith and boldness to share our faith well. He cares about this and will meet us here.

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.



## WEEK 3 OUT: Mission

LEADER PREPARATION &  
MEETING OUTLINE

### KEY CONCEPT:

## Looking like Jesus means having a heart for the masses

If God's talking to you about how your huddle should practice mission this week, go for it. If you're out of ideas, pick one from below. If you choose an individual challenge, make it a homework assignment and use your huddle session to debrief it.

### Options to do together as a huddle:

#### The "Stretch Yourself" Option: Listen IN

Take a field trip to hear a local pastor/teacher speak. Listen to how he/she interprets the scripture and how they use context, history, language, and their unique perspective to interpret and teach the scriptures.

Get a bite to eat or some coffee and discuss your time, really pick apart what the preacher said. Its okay to be critical just don't be mean.

A good approach may be to try out a sort of place that your participants don't usually interact with such as Pentecostal or Catholic or even Jewish.

If you can't find a place to take you huddle, try listening to a video or a book or podcast where the person interprets and digs into the Bible. Then follow that up by a frank discussion and along with sayings and doings.

#### The "Forgot to Plan" Option: Prayer Walks

Split up in two's and do a prayer walk around the neighborhood or find a spot at the park to sit, and pray. If you're walking a neighborhood, pray over mailboxes and homes (in a not creepy way). If you're sitting in a park, pray for those that walk by. If you're led, ask people if you can pray for them with them. Let the focus be for those people finding the blessing of a covenant relationship with God and inspiration for their Kingdom representation of him. If you're not led to pray out loud with someone else, simply ask God for revelation about how much he loves each person you see and



has wired them to partner with him. If you hear something that comforts, strengthens or encourages, share it with the person. Report back on how it went.

**The “Under-Resourced” Option: Break down barriers.**

Praying for people in material poverty can evoke a lot of discomfort and doubt in us if we’re not used to doing it. Try this same exercise in a part of town you know you’re going to be experiencing different income levels than yours. Pray for God to reveal someone who is seeking him. Be listening for what God might want to say to you as much as you are praying for them. Bless them with covenant and kingdom connections with God, and ask God to move in you too.

**Options to do as individuals at work:**

**The “At Work” Option: Love people and get stuff done.**

Consider your leadership style and whether it leans more towards covenant (oneness as a team and organization) or Kingdom (getting stuff done). Ask God how you can model the union of Covenant and Kingdom more clearly to those you lead and work alongside. Spend time each day this week interceding for your workplace that they would experience covenant relationship with God and your workplace would be transformed into a Kingdom representation to the world around it. Consider if there have been any seeking co-workers who have been impacted by times you haven’t reflected both sides of God’s character. If so, repent to them. Debrief with someone about your experience.

**HOMEWORK**

Keep a “time journal” on one day this week, noting how each hour is spent. Consider how you’re investing time, energy and resources.

Read The Semicircle chapter in BDC or Rebuild. Note anything that sticks out to you.



# LET'S REFLECT

Way to go, Huddle Leader. Another interval down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

## **Check the basic Huddle practices:**

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the temperature of the room:**

- Do people like each other? Do they like me, and I them?
- Are people growing?
- Am I seeing any red ags spiritually or relationally that concern me?
- Are people in D2?

# 4

**WORK FROM  
REST**

*interval 4*

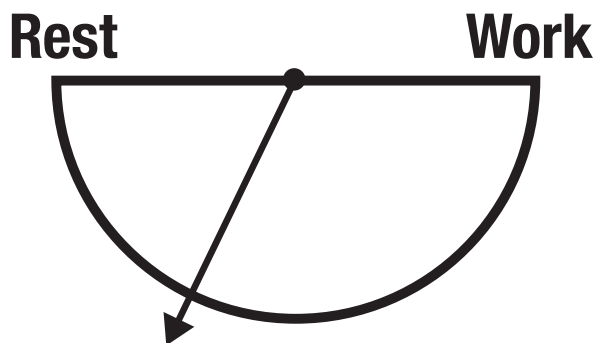
# HOW TO TEACH WORK FROM REST

This interval's a countercultural big dog, with the potential to create lots of freedom. (Feel free to stay in this interval as long as you need.)

This concept is deep. It can be taught from many angles, and may require more time spent soaking it in before moving on than any other interval.

This concept isn't a reaction to our over-worked, burned out American culture. God has had this in the design from literally Day 1. From the Creation account, to the Ten Commandments to John 15, we see the order He established and the design he intended our lives to display. It takes the shape of a natural swinging of a pendulum.

**He designed us to abide (or remain in him)  
in all we do as we work from our rest.**



This interval introduces the first and maybe primary roadblock in being able to hear the Lord. Our culture is loud. We wear “busyness” as a badge of honor. When we’re not at work, there’s work at home. Even when we’re with friends, we can be tempted to shift our minds to other areas and miss being present in the moment.

Hearing from God requires us to pause. Even “good” works we can do apart from God mean nothing. In fact, John 15 says it’ll be burned up. This means if we’re working at doing a lot of stuff that looks like God’s Kingdom, but it’s not coming from a place of actually hearing God tell us to do it, it’s false fruit.

**We want a community of pure, God-inspired, Spirit-led fruit. That starts with our ability to abide in both our rest and our work.**

## Teaching the Semi-Circle

One of the best ways to understand what’s important to God is to look at the major themes in his story. All throughout the Bible, resting and abiding come up a lot. Let’s check out three of the biggest examples.

### GENESIS 1: BEINGS NOT DOINGS

From the very beginning of our creation, God beautifully displays his desire for us to partner with him in a productive life. In Genesis 1:27–2:3, He tells Adam and Eve to be fruitful and multiply. He delights in their role of ruling over the creation he made. We see that even before the curse, work existed and it was valued. We were made to be productive, reproduce and bear much fruit.

In the midst of having a whole world of stewarding and tilling to do, the very first thing God invited Adam and Eve to do was rest. We’re called human beings (not doings) for a reason. God created us to be with him, and it’s only from that place of being that anything productive can be done. **We are made to work from rest.**

The Jewish culture reflected this idea. Because the timing of a day was described in Genesis as night and *then* day, the Jews began their day at sundown. This allowed them to rest in the goodness of God, and then get up and work from that rested place.

In our culture, many of us throw ourselves onto the couch at the end of the day thankful to rest from our work, and call it normal. As a result, this concept can feel mind-blowing and backwards. In fact, you might experience some resistance. Perhaps someone in your huddle is a high-level executive in the corporate world where working 80 hours a week is common, or a young mom whose entire life gets so absorbed by her kids' needs, rest seems impossible. It's worth calling out a few realities.

Learning to live by Jesus' example here will make us odd. We might work at jobs that glorify workaholism. We might even find our worth in what we do. This will challenge all of that. God desires to return us to Eden and re-create us often. He loves to remind us of his original intent and build our hope for the ultimate Re-Creation still to come.

### **EXODUS 20: SONS NOT SLAVES**

This pattern God established didn't stop in Eden. God listed it in the Ten Commandments alongside murder and adultery in Exodus 20:8. The degree to which we take our workaholic tendencies lightly can be weighed directly against this passage. Why would God take rest so seriously?

#### **This resting isn't sleep (although sleep can be a part of resting). This resting is:**

- Dwelling with God
- Listening for His voice
- Believing He is our ultimate provider who rescued us from slavery, and who *still* promises to take care of us
- Remembering we can't do this on our own (and that's good news)
- Playing and having fun (Slaves and orphans don't get to play. Adopted children do.)

He wants to remind us that we are his kids, not his slaves. One of the ways he does that is by blessing us with rest.

In case that wasn't great enough news, it gets better.

## JOHN 15: NATURAL FRUIT, NOT MANUFACTURED WORKS

Jesus talks about this in John when he says, *“I am the vine, you are the branch. If you remain in me and I in you, you’ll bear much fruit. Apart from me you can do nothing.”*  
John 15:5

**God wants us to be productive, and it comes through abiding with our Father. If we’re not resting and abiding with Him, we’ll produce nothing.** We see this undeniable pattern in nature: receive, grow, bear fruit, prune, receive. From receiving we grow, from growing we bear fruit, from bearing fruit we are pruned and retreat back to receiving more.

### **We’re meant to abide in it all.**

If we look at the previous verse, John 15:2 says, “Every branch in me that does not bear fruit he takes away, and every branch that does bear fruit he prunes, that it may bear more fruit.” We see that there are rhythms to being connected to the vine. We’re always connected but we have seasons of more fruitfulness and seasons of more rest and receiving. And in the middle of those are seasons of pruning and growth.

Even the disciples went through a period of sitting under Jesus’ leadership before they were empowered and sent out to be fruitful.

God not only called us to this rhythm but also illustrates it in nature for us to see. Rose bushes are cut back to nothing in order for them to flourish and produce more abundant flowers. Grape vines are cut back for two years in order for their root systems to be established. Only then can they handle the weight of an abundant crop of grapes. Let’s be honest though. That “cutting back” spiritually is as painful as it sounds, but through these examples we can see it’s not a punishment. It is a part of the process that builds us up to be stronger and more fruitful.

The bigger the purpose, the bigger the play.

The natural swinging of the pendulum also illustrates what nature has been teaching us all along. If we want to produce great fruit or have big purpose, we have to pursue deep rest and great play to fuel it. Without it, we'll only be able to attain what our own abilities can muster (and that is not much!). Those resources always run out leaving us less productive, more broken and eventually less and less able to recover.

Like any pendulum, the harder it swings to one side, the harder it crashes into the other. Seasons of extreme work will always crash us back into forced rest. And seasons of too much rest dull us because we were meant to be fruitful. **The goal is to learn to abide in peace and chaos, and balance our lives to a place where we can truly work from rest instead of needing to rest from our work.**

The “balance” word can freak people out or tempt us to get religious. Of course, there will be some seasons with more rest and some with more work. There will be times God calls us to receiving more than normal, and times where we feel his growing, pruning and producing more than normal. But ultimately, if we're listening, we can identify it and align ourselves with the natural rhythms He established.

One of the best ways is through Sabbath, (which literally means, a rest): a must-have rhythm in a disciple's week.

**If someone in your huddle is having a particularly hard time believing it's possible for them to have a Sabbath or cut down unhealthy work hours, remind them of a few faith builders:**

1. We serve God, not our boss.
2. If God has called us into a career or lifestyle, he won't contradict himself and provide no other option than workaholism and fatigue.
3. God always shows up when we need him. Read Daniel 1, and ask God what a "Daniel Fast" could look like for you to pursue honoring God when it comes to working from rest.
4. Discuss in depth why we are at capacity. We often forget that we are responsible for our lives and more in control of many of the factors that lead to unhealthy behaviors than we sometimes admit. Whether we lack intentionality, want to prove we can handle it all, struggle with people pleasing, are afraid to say no, worry someone will think we're lazy, worry God won't provide and we have to take care of ourselves, want to help to an unhealthy degree or simply take ourselves too seriously, identify the core patterns that lead to unbalanced lives, and pull it up from the root.



## Practice: Story, Scripture, Shape

### **What's your story when it comes to learning to work from rest?**

(Ideas: How were you raised, what was modeled for you, what barriers kept you from it, how is God growing you towards more balance right now, what's a current example, what's the hardest part?)

### **Which scripture speaks to you the most in this concept?**

(Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the “shape” in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)

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**NOTE**

*Throughout this guide we've left space to take notes. Use this space to capture what group members are processing so you can use it as a reminder and a reference. Also, this is a great place to take notes on what works in your huddle and what doesn't so you can continue to hone your huddle skills.*



We can only understand the teaching in John 15 of the vine and the branches to the degree we can personally experience abiding in our relationship with God. We get the metaphor intellectually, but it's different to connect with it at a heart level from personal experience.

Spend time this interval gauging the degree to which your huddle understands abiding. Share examples from what it looks like in your life and offer to model your experiences with them.

**Some ways to share this might be:**

- Share with your huddle how you spend time with God in scripture and prayer
- If you journal, read some of your journal entries out loud
- Invite them to a retreat where they follow you in your time with God
- Invite them to hang out with you when you play and rest on a Sabbath
- Share with them the little ways you connect to God throughout the day

Push yourself to lead your huddle to new depths of abiding with the Spirit. Explore together what it means to remain in him. Hear from them about what it looks like for them. **Have an eye out to make sure they are seeking to abide and not striving to abide.**

Be sure people have a vision for abiding in addition to a daily time with God. Share how you invite God into all parts of your day, stay connected, enjoy him in the fun times and in the solitude and even in the suffering. Challenge them to find out what it means for them in the ways God uniquely wired them in daily, weekly, quarterly and yearly.

**PRE-WORK**

Keep a “time journal” on one day this week, noting how each hour is spent. Consider how you’re investing time, energy and resources.

**KEY CONCEPT:****We are designed to work from rest.**

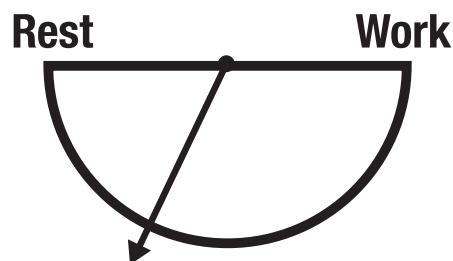
1. Ask everyone to share what stood out in their time journal. *hour is spent.* This is identifying the WHAT / observe part of taking rest around the circle.
2. Share your journey of how God has redefined rest and work for you including struggles, failures and learnings. Then teach the rest and work semicircle, emphasizing Creation and The Ten Commandments the most—to communicate how deeply God longs for us to abide through both our rest and work.
3. Give the group a chance to reflect on how rest and work play out in their lives and why. Share any insights referring to time logs when helpful.
4. Help group articulate what God is saying, and what we’ll do about it.

**HOMEWORK**

List 10 activities that give you energy or re-create you. If you can’t think of ten, guess. Do this early enough in the week that you have time to practice one before you come back to huddle as an experiment. When you do, journal before and after asking yourself 3 questions:

1. What are you thinking about?
2. How are you feeling?
3. How does God feel about you?

Come to huddle prepared to share your kairos moment(s).





1. Review saying/doing plans from last week.
2. Have someone practice teaching work from rest modeling the Rule of Shapes. Give them feedback and encouragement.
3. Remind people the definition of disciple: someone who looks like Jesus in character and competence. Remind the group this is our goal. Assessing where we are in these areas helps us know where God is inviting us to grow.
4. Tell people we will only spend another month or two on the Character Questions before moving into a new set of questions on skills. Let the volunteer from last week facilitate this week. Have everything run as normal, but you can sit back and watch someone else take people around the circle, noting what they're doing well and where they might need help. Prepare to give feedback to the whole group at the end so everyone learns from the experience. Jump in and help where needed.
5. Have each person share their question and then take them around the circle. Look for patterns in the group and help people articulate what God's saying and what they'll do about it.

### NOTE

*Let them know that next week is mission time together. Spend time before huddle thinking through what you'll do so you know how to prepare them for it.*

Have your group plot their life on the receiving-growing-pruning-fruitfulness pendulum and listen for what God is inviting them to experience in this season. Where do they feel well rested? Overworked? Getting pruned? Experiencing growth?

### HOMEWORK

To hear from God on behalf of those we're discipling we need to be abiding ourselves. Have group members spend some extra abiding time with their good Father this week. They can plot out their spot on the pendulum as they listen to God. Remind them of the joy that comes from knowing our Father delights in spending time with

CHARACTER UP	CHARACTER IN	CHARACTER OUT
Do I make enough space for prayer?	Do I love the Church?	Do I have a heart for people who don't know God?
Do I pursue intimacy with Jesus?	Is time a blessing or a curse?	How often do I share my faith?
What is on my heart for intercession?	Am I fighting with anyone?	Do I leave time for relationships with non-believers?
Am I living in the power of the Spirit?	How are my relationships with my friends?	Am I running the race with perseverance?
Am I personally experiencing revival?	Am I experiencing intimacy in my relationships?	Do I have a vision?
Do I still feel pleasure?	Is there anyone I need to forgive?	Am I dying to success?
Do I regularly experience peace (even in chaos)?	How easy is it for me to trust people?	Am I proud of the Gospel or ashamed?
Am I afraid or nervous?	Am I discipling others?	Am I a servant?
Am I obedient to God's prompting?	Is my family happy?	Do I find it easy to recognize people of peace?
Am I resting enough?	Am I sleeping/eating well?	Can I take risks?
Do I keep my promises?	Am I making myself vulnerable to others?	
Do I love the Bible?		

**KEY CONCEPT:****Looking like Jesus means having a heart for the masses.****NOTE**

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.

If God's talking to you about how your huddle should practice mission this week, go for it. If you're out of ideas, pick one from below. If you choose an individual challenge, make it a homework assignment and use your huddle session to debrief it. Remember, half the value of mission weeks is the debrief after. How it went, and more importantly, how people felt are powerful parts of the growth.

**Options to do together as a huddle:****The "Stretch Yourself" Option: Rest in community.**

Rest together as a huddle through whatever means feels recreative to you with some seeking friends. Pick an activity that's easy to invite friends, and look for opportunities to share the vision of resting from work. Don't worry about needing to pray for someone or say anything profound unless you're led. Sometimes the best thing the Church can be seen doing is just being themselves and having fun. If you need to reschedule from your normal huddle time to do it, go for it. Just don't try to cram more in so it can be sure to feel like rest and not an obligation.

**The "Forgot to Plan" Option: Start a game.**

Grab a basketball, kick ball, dodge ball (you get the idea) and head to a park with your Huddle. Start a game with strangers you meet there, or anyone you pass along your way. Just play and have fun and see what new friends you meet. Look for people of peace (anyone who likes you, welcomes you and serves you), and invite them into conversation afterwards, if you're led. Listen for the Spirit as you play, and see where it leads. Grow in comfort playing and looking at people the way Jesus did. (Decks of cards at a nursing home or rec center work, too, if rest for you looks more like taking it easy.)

#### NOTE

*Take a minute to discern how people are feeling about OUT. Ask God for an encouraging word for them, or share where you are when it comes to evangelism. We're all growing, and practice attempts like today matter big time. They add up, so keep believing and keep practicing. We may not have baptized someone yet, but we are changing, maturing and building Kingdom capacity.*

### The “Under-Resourced” Option: Just Play

Play together with the homeless in Cincinnati at The Outlet. No need to sign up. You can just show up any Saturday morning from 9-noon or every first and third Sunday from 1-4pm at City Gospel Mission. Hang out, play cards, shoot pool and make some new friends. Experience God's rest, heart for the under-resourced and love for new relationships by getting refreshed and refreshing others.

### Options to do as individuals at work:

#### The “At Work” Options: Enforce some fun.

If you are in a position at your place of work where people report to you or you have influence over a certain team, bless them with a required day off and share why you believe in working from rest. Report back on how it went.

#### The “At Work” Options: Get out of the box.

Try creating something at work that influences others to experiment with what it would look like to learn to work from rest. It could be a new policy on time off, a team building day or anything that comes to mind. Report back on how it went.

#### The “At Work” Options: Give water in dry land.

The corporate world is generally not a place that's always known for their work/life balance or rhythms of deep rest and great play. Share how you start your week from a place of rest with a co-worker who seems stressed or over-worked. Report back on how it went.

#### HOMEWORK

*Read Luke 6:12-19. At least three times this week.*

*Read the chapter in BDC or Rebuild on the Triangle, UP/IN/OUT*

# LET'S REFLECT

Way to go, Huddle Leader. Another interval down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

## **Check the basic Huddle practices:**

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the temperature of the room:**

- Do people like each other? Do they like me, and I them?
- Are people growing?
- Am I seeing any red flags spiritually or relationally that concern me?
- Are people practicing rest really?



# 5

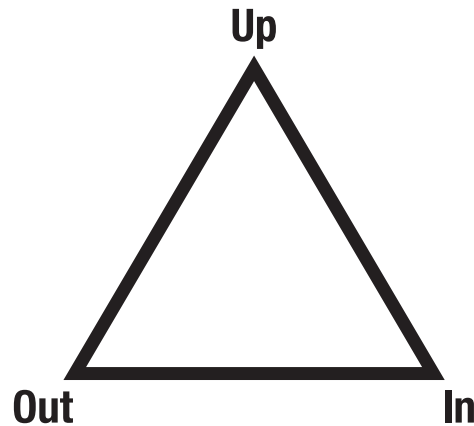
UP / IN / OUT

*interval 5*

# HOW TO TEACH

## UP / IN / OUT

Jesus knew his purpose. He was focused and extremely intentional about how he spent time and who he spent it with. He touched many people in deep and lasting ways. His ministry was multi-dimensional and because of that, his influence spread. As we look at His life, we see Jesus focused on deepening his relationship with God through times of prayer. This was His **UP**. We also see Him doing life with other believers. This was His **IN**. He also loved and cared for the world well. This was His **OUT**.



### UP

Jesus said in John 5:19, “Very truly I tell you, the Son can do nothing by himself; he can only do what he sees his Father doing, because whatever the Father does the Son also does.” Jesus knew the way to have a fruitful life was to only do what he heard God tell him. All the miracles, all of the effective teachings and all of the decisions He made were inspired. Jesus was fully human and it’s easy to forget he had no more access to God than we have. When we spend quality time with our Father, like Jesus, we have access to receiving from him.

And Jesus knew this relationship was the pinnacle of his ministry. We often see Jesus moving from a place of being with His Father to producing solid fruit.

Luke captures this well in Luke 6:12. “In these days he went out to the mountain to pray, and all night he continued in prayer to God.”

Jesus didn’t move until he got his marching orders from God. This UP relationship drove everything He did, and it should drive all we do. If we want to produce good fruit we must have a deep relationship with our Father and King.

This looks like both hearing His voice and sharing our hearts with him. Prayer, getting into the Bible, resting and abiding well are all parts of staying connected to the Father. We want to be regularly ridding our minds of competing voices so we can follow Jesus’ example and only do what the Father tells us.

**The point of our UP relationship with God is to really know Him.** We can’t know someone from a short conversation every now and then. We have to live with Him which looks like inviting him into all areas of our life. We can’t compartmentalize our faith. God has to be present in all of it. As we share all areas of our life with Him, we begin to see him work. Through His word and revelation from the Holy Spirit we learn His true character and calling on our lives. As we know Him, we begin to know what’s in line with his heart and what isn’t, and we begin to feel and believe how deeply He cares for us.

## IN

Luke 6:13–16 says, “When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles: Simon (whom he named Peter), his brother Andrew, James, John, Philip, Bartholomew, Matthew, Thomas, James son of Alphaeus, Simon who was called the Zealot, Judas son of James, and Judas Iscariot, who became a traitor.”

We were created to be in relationship with one another. Deep relationship with our Father, and deep relationship with other believers (the body).

In our culture, it's hard to believe we can have a relationship like the ones Jesus did. Relationships that are committed and gracious, that share everything and stay loyal through good and bad seasons are rare. It's this very type of relationship Jesus modeled with his disciples and those who followed him, and that through him we should expect to experience, too.

People desire to be known and belong. We live in a culture of spiritual and relational orphans who want a family. When we live the way Jesus modeled, it looks radically different than the rest of the world. It causes people to take notice (which is exactly what God intended).

In John 13:35, Jesus said, "By this everyone will know that you are my disciples, if you love one another."

**When we love each other well, and our IN relationships are as important as our UP and OUT, people will naturally want to be a part of our lives.** They'll see something nothing else in the world will offer them.

We want to grow balanced at our IN relationships to be an example to the world of the radical love of Jesus.

## OUT

Jesus was always aware of the crowds. He loved them and had compassion on them. In Luke 6, we see this progression of UP/IN/OUT. Jesus spends all night praying with God, then spends time with believers, and heads out to the world.

"He went down with them and stood on a level place. A large crowd of his disciples was there and a great number of people from all over Judea, from Jerusalem, and from the coast of Tyre and Sidon, who had come

to hear him and to be healed of their diseases. Those troubled by evil spirit were cured, and the people all tried to touch him, because power was coming from him and healing them all.” — LUKE 6:17–19

Thank goodness Jesus never forgot why his Father sent him. He came to seek and save the lost. In each encounter with non-believers Jesus acted with compassion.

When he saw the crowds, **he had compassion on them**, because they were harassed and helpless, like sheep without a shepherd. — MATTHEW 9:36

When Jesus landed and saw a large crowd, **he had compassion on them** and healed their sick.  
Matthew 14:14

**Jesus had compassion on them** and touched their eyes. Immediately they received their sight and followed him. Matthew 20:34

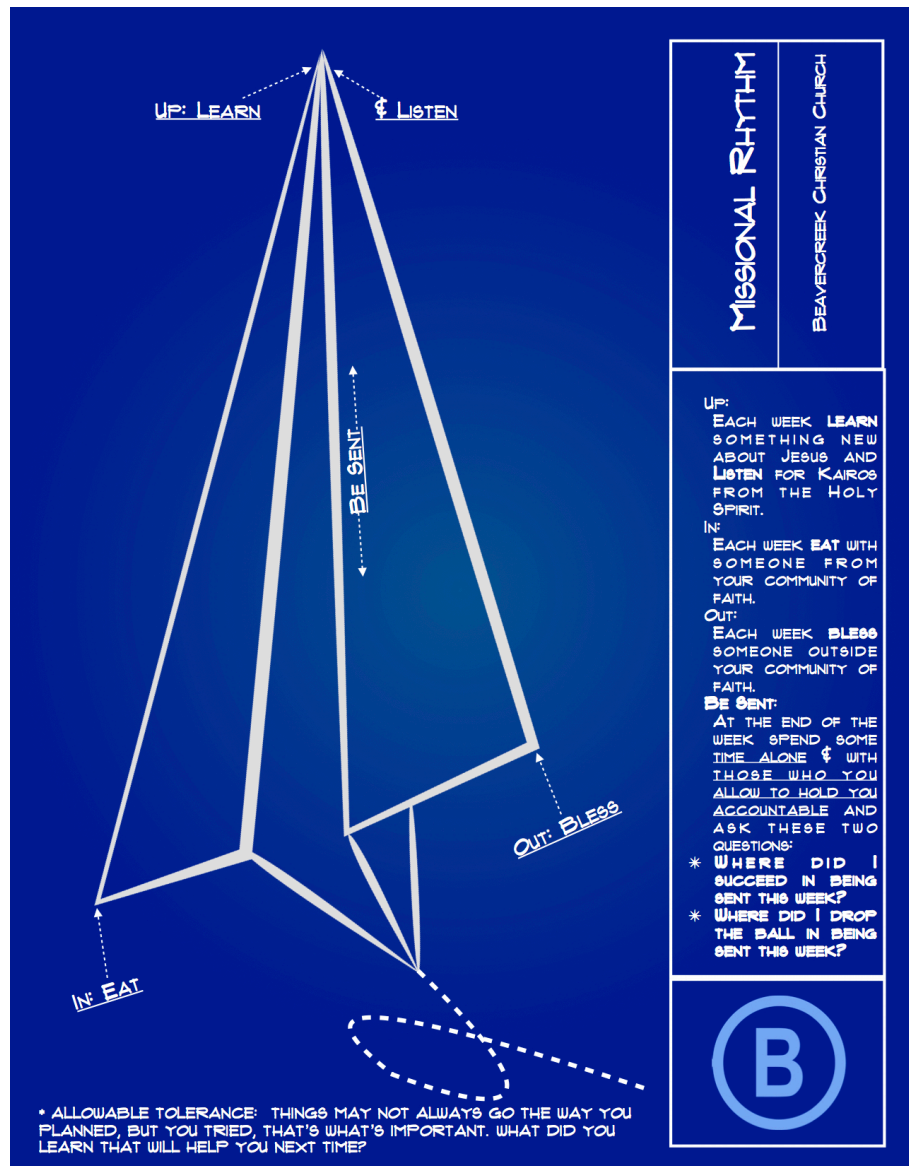
Jesus didn't isolate himself with other believers, and if we're growing in his likeness, we can't either.

In being available for them, He ascribed them tremendous value, something very few others had ever offered. Looking like Jesus means a pattern in our lives of spending time with the Father, the body and the masses. It means having a heart for the lost that wants to see the world collide with the Kingdom and meet their Father.

It's easy to get comfortable in a safe life of being around like-minded believers. It can feel risky to engage with people who believe differently than we do. But what bigger honor could we have than loving someone into our Father's Kingdom? To do that, we have to cultivate that same compassion for the world and prioritize time with those who don't believe in a way that moves them closer to God.

**So when we go running, or to the grocery, or pass our neighbor in the yard—how can that become the Church interacting with a broken world instead of just another random person in another random place?**

Remember, Jesus only did what the Father said. He didn't have to create anything on his own. He simply had to be aware of the work God was already doing, and come into partnership with him. It's the same for us. When we live with an ever-present awareness of the masses, we'll be aware of the work He's created. Then all we have to do is lean in to the work He's already begun.



## Practice: Story, Scripture, Shape

**What's your story when it comes to UP/IN/OUT?** (Ideas: How were you raised, what was modeled for you, what makes you lean the direction you do, how is God growing you towards more balance right now, what's a current example, what's the hardest part?)

**Which scripture speaks to you the most in this concept?** (Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the “shape” in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)

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### NOTE

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Here are some questions to consider when teaching the triangle:

**UP:** Spending time with God is crucial in hearing his voice and identifying his kingdom.

- How is your quiet time with God?
- Do you know how to spend time with God?
- Are you able to hear Him through the Bible?
- Are you able to talk to God?
- How often do you feel filled by the spirit?
- Are you making time for Him? If not what's getting in the way?
- Have you ever tried fasting?

**IN:** Being in community with other believers is critical to our growth. It provides encouragement, a way to use our gifts to build the body and accountability.

- Who knows you deeply, beyond your surface?
- Who encourages you in your faith?
- Who challenges you to move closer to Jesus and holds you accountable to it?
- When you have a crisis of faith or even a question about your faith, who do you talk to?
- Do you find it easy to sacrifice for other believers?

**OUT:** We must have a heart for non-believers. This looks like knowing them and inviting them into our lives.

- Are you in deep relationship with non-believers?
- Are you inviting them into your life on a regular basis?
- Do you have a regular rhythm of serving non-believers?
- Do the seekers around you know you believe in Jesus? (That's different than knowing you attend **BCC**)
- Have you ever offered to pray for someone in person that doesn't know God?
- Can you identify someone you're actively praying for that they'd meet God?



## PRE-WORK

Read Luke  
6:12-19  
and the  
chapter  
on the  
Triangle  
from BDC  
or  
Rebuild



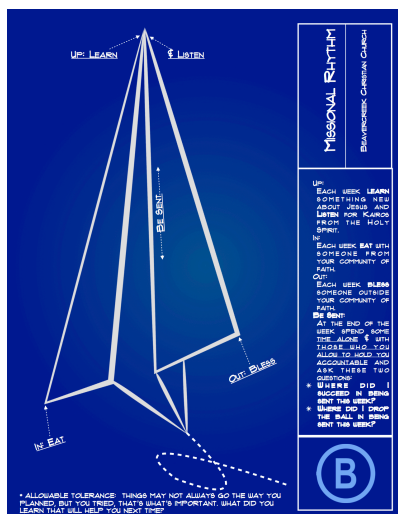
## WEEK 1 IN: INTRO

LEADER PREPARATION &  
MEETING OUTLINE

### KEY CONCEPT:

**Jesus led a relationally balanced life.**

1. Open up by asking everyone to share what stuck out the most to them from Luke 6:12-19.
2. Getting to a balanced life takes intentionality. Share with the group your journey of aligning your life with an equal focus on UP/IN/OUT using the "Paper Airplane." Share what you've been learning new about Jesus, share who you have been eating with and who you have been trying to bless. Use this time to do your evaluation of how you have been sent with them. Make sure you include your struggles. (People can't relate to perfection.)
3. Using the Paper Airplane teach the principles of UP/IN/OUT sharing why this is important for your everyday life.
4. Now ask everyone in the group which of these 3 actions sound toughest for them to accomplish and why? The place they are struggling the most is most likely their kairos.
5. Using their kairos, help them identify what god is saying what they will do about it. (Remember not everyone will make it around the circle in huddle or even get to share. Trust what the Holy Spirit is doing even if it means only a couple of people get to share).



## HOMEWORK

Armed with the Paper Airplane, try out the place that seems the **EASIEST** for you this week. UP - Learning about Jesus, IN - Eating with someone in your faith community, OUT - Blessing someone not in your faith community.

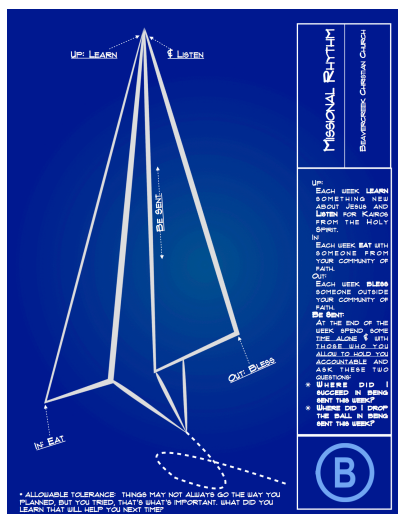
Think through these ideas: What are the obstacles that distract you or hold you back from living a balanced life?

Come back prepared to share what stuck out at you from the exercise and why.

**KEY CONCEPT:**

**We'll all have strong areas and weak ones. Identify how to grow more balanced.**

1. Review the saying/doing plans from last week.
2. Have at least one person practice teaching the Triangle with Story/Scripture/Shape (Paper Airplane). Coach.
3. Remind people the definition of a disciple is someone who looks like Jesus in character and competence. This is the last week of diving into character questions. Get a volunteer to lead through the character questions and taking others around the circle on the question they choose.
4. Give everyone a few minutes of silence to look at the character questions. Have everyone identify which question jumps out the most. Remind them to ask for the Spirit's guidance and reject any lies of performance.
5. When there is at least 45 minutes left, give the person who led feedback on listening and helping people process. Collect saying/doing plans.

**HOMEWORK**

Armed with the Paper Airplane, try out the place that seems the **TOUGHEST** for you this week. UP - Learning about Jesus, IN - Eating with someone in your faith community, OUT - Blessing someone not in your faith community.

Have everyone spend the week praying for people in their lives who do not follow Jesus. Have them ask God to give them the same compassion as Jesus had for people who would not follow him.

CHARACTER UP	CHARACTER IN	CHARACTER OUT
Do I make enough space for prayer?	Do I love the Church?	Do I have a heart for people who don't know God?
Do I pursue intimacy with Jesus?	Is time a blessing or a curse?	How often do I share my faith?
What is on my heart for intercession?	Am I fighting with anyone?	Do I leave time for relationships with non-believers?
Am I living in the power of the Spirit?	How are my relationships with my friends?	Am I running the race with perseverance?
Am I personally experiencing revival?	Am I experiencing intimacy in my relationships?	Do I have a vision?
Do I still feel pleasure?	Is there anyone I need to forgive?	Am I dying to success?
Do I regularly experience peace (even in chaos)?	How easy is it for me to trust people?	Am I proud of the Gospel or ashamed?
Am I afraid or nervous?	Am I discipling others?	Am I a servant?
Am I obedient to God's prompting?	Is my family happy?	Do I find it easy to recognize people of peace?
Am I resting enough?	Am I sleeping/eating well?	Can I take risks?
Do I keep my promises?	Am I making myself vulnerable to others?	
Do I love the Bible?		

**KEY CONCEPT:****Looking like Jesus means having a heart for the masses.****NOTE**

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.

Remember, half the value of mission weeks is the debrief. How it went, and more importantly, how people felt, are powerful parts of the growth.

**Options to do together as a huddle:****The "Forgot to Plan" Option: Get Balanced Now**

Spend huddle time this week growing in balance as a group. (It might be hard to squeeze this into 90 minutes, so if you can spend longer, go for it.)

- UP: Spend the first 30 minutes of huddle listening to a podcast or watching a video about something intriguing about Jesus. Possible resources: [Ray Vander Laan's videos/articles](#), Exponential's podcasts, *Surprised By Hope*. *Simply Christian*, or *After You Believe* all by N.T. Wright.
- IN: Spend the next 30 minutes eating together. Doesn't have to be fancy. Ask each other about your weeks, using the "highs and lows" formula. Just talk about your week and possibly how you can be there for each other.
- OUT: Spend the last 30 minutes blessing someone. This will require planning on your part (or even better assign this to someone who has the evangelism gift). Leave where you usually meet, armed with a gift card or another way to bless someone and actually make someone's day: buy their dinner, randomly pump and pay for gas, clean the toilets of a local business for free, just love someone not part of your faith community.
- DEBRIEF: Spend some time talking about each of the 30 minute segments. Talk about which one was easiest and hardest and why. Collect their kairos moments and try to spend time at least processing one around the circle at least one person.

## **The “Stretch Yourself” Option: Prophecy.**

1 Corinthians 14:1 tells us to desire prophecy. What could allure a seeker want to hear more about God than receiving direct encouragement from him via a stranger? Go out to eat together as a Huddle. Before you walk in (or when the server is out of earshot), tell your Huddle your goal is to listen for a word from God for your server (or any person in the restaurant God highlights). As they take your order, be friendly. Interact.

- Practice UP by listening.
- Practice IN by submitting what you hear to the group, and weighing it together.
- Practice OUT by sharing what you hear or any general encouragement before you leave.

### **Couple rules:**

- Tell your Huddle that anything they hear, no matter how weird, gets voiced to the group. (Not the server, just each other, for testing.) It might not make sense to the person who heard, but someone else might intuit a reason behind it.
- Humbly offer whatever you hear even if it seems crazy.
- Remember prophecy is anything that strengthens, comforts and encourages. If it's not encouraging, it's not for sharing with the person. Sometimes the first word heard doesn't sound encouraging, but after weighing together, you find the heart of it.
- Sometimes prophetic words are like following a trail of breadcrumbs where one little hint leads to something else. You might hear something little like “country music” or “sister.” It's harmless to test it so humbly ask, do you like country music, or have a sister? Let it inspire conversation if it sticks, or get dismissed if it doesn't.
- Use this as practice training in prophecy, but don't stress if nothing comes of it. If nothing happens, simply tip well and give your server a genuine compliment and thanks. Bless them silently on your way out. Consider if that could be a place you frequent or return to if you feel led.
- Give the person a GIANT TIP!

## Options to do as individuals at work:

### The “At Work” Option: Out yourself.

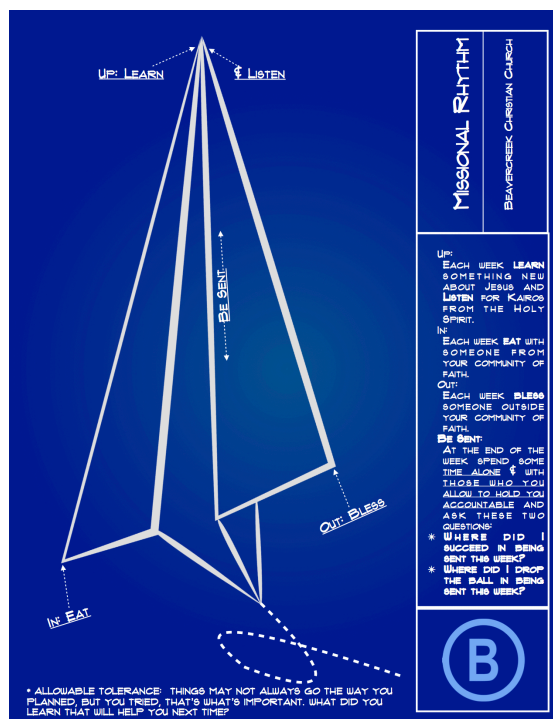
If you’re in a position of influence in your workplace, make a step towards a more balanced life at work. Where can you offer UP, IN and OUT to the people around you? For example, maybe you could:

- Identify yourself as someone who prays (UP) by offering time in the week for anyone who wants prayer to come by or offer to run a Bible study one morning a week.
- Increase your IN at work by reaching out to other believers and build some community to be there for one another and work together to bring the Kingdom to your work place.
- Increase OUT by reaching out to seekers at work or organizing a service project and invite everyone to come along.

### HOMEWORK

Have the Group read Luke 2:51-52 and Mark 10:42-45 every day this week.

Read the Chapter on The Square in BDC or Rebuild.



# LET'S REFLECT

Way to go, Huddle Leader. Another interval down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

## **Check the basic Huddle practices:**

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the emotional/relational temperature of the room:**

- Do people like each other? Do they like me, and I them?
- Are people growing?
- Am I seeing any red flags spiritually or relationally that concern me?
- Are older topics like invitation and challenge still fresh? Should we have a review night?

# 6

**LEARNING &  
LEADING WELL**

*interval 6*



# HOW TO TEACH LEARNING & LEADING WELL

In our culture, leadership is often marked by position, commands and titles. The higher you climb on an organizational ladder, the more you're revered. And in the world, learning is often seen as a weakness. Being educated and having degrees is impressive, but the actual process of learning—the struggles, the sweat, the mistakes— isn't appealing.

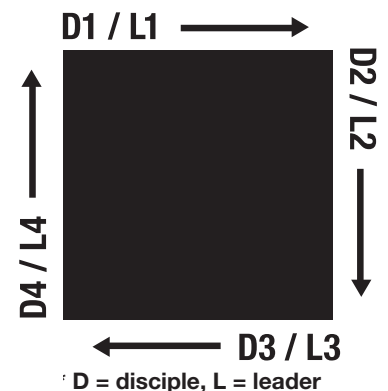
Jesus blew all of that out of the water. Instead of climbing ladders and taking platforms, he got low and served. Instead of barking orders or showing off his skill, he walked amongst us patiently and humbly, sharing stories and taking the time to model a new way of living.

And leaders in the Bible? They were the ones who carried responsibility, not just in uence. They cared for the people, shepherding and protecting, and ultimately taking the lowest position of a servant. It required that the leader be a learner, as well—and this is the crux of this interval:

**Good leaders are servants—and they adapt their teaching styles to match their people's needs.**

So, instead of finding a leadership style and running with it (because it worked on some people), we adjust, like Jesus did. We embrace the shifting struggles and phases of a learner and stay fluid in our approach.

The Square helps us adapt and serve:



## D1 / L1

*“The time has come,” he said. “The Kingdom of God is near. Repent and believe the good news.” As Jesus walked beside the Sea of Galilee, he saw Simon and his brother Andrew casting a net into the lake, for they were fishermen. “Come, follow me,” Jesus said, “and I will make you fishers of men. At once they left their nets and followed him. When he had gone a little further, he saw James son of Zebedee and his brother John in a boat, preparing their nets. Without delay, he called them and they left their father Zebedee in the boat with the hired men and followed him.” Mark 1:15–20*

## D1: Unconscious Incompetence

(You don’t know what you don’t know.)

*PROFILE: High enthusiasm, high confidence, low experience, low competence with feelings of confidence, bliss-fullness, cluelessness.*

When we’re new at something, or approaching a season of trying something new, we can experience a season (albeit sometimes very brief) of unconscious incompetence. This is when we just don’t know what we don’t know. This season is marked by blissful ignorance, energy and excitement. Sometimes it even involves naive yet grandiose plans for how the future will play out.

Think of the 14-year-old who dreams of driving a car. He’s not aware of his inability to drive. He’s only playing out all the amazing adventures he’ll have once he gets in, forgetting the need to actually learn how to drive first.

## L1: Directive

(I do, you watch.)

*PROFILE: High direction, high example, low consensus, low explanation.*

While it might not seem intuitive or easy, someone in D1 needs a leader who can direct them. The path is unclear, and they need someone to show them the way. We see Jesus call the disciples in a directive style of leadership. He boldly asked them to trust and follow Him.

L1 is a directive leader. This is the time to cast a vision, give clear directives and a strong example to follow. This may be tough for your huddle to understand at first. Because directive leadership is so rarely done in love, they may even be tempted to question it. But directive doesn't mean arrogant or pushy. It simply means clear and confident.

The reason Jesus was effective at doing this was because it was done with a pure heart of love and care. There wasn't a hint of vanity or control in Him. He was clear and bold because He was confident in his mission and knew offering the invitation to others was the most loving thing he could do.

Strong L1 leaders believe in what they're doing, care sincerely for the people they lead and don't let the follower's reaction make them question the kingdom mission. They walk humbly and boldly giving the followers just enough of what they need to come along.

## **D2 / L2**

"Do not be afraid, little flock, for your Father has been pleased to give you the kingdom. Sell your possessions and give them to the poor. Provide purses for yourselves that will not wear out, a treasure in heaven that will not be exhausted, where no thief comes near and no moth destroys. For where your treasure is, there your heart will be also." Luke 12:32-34

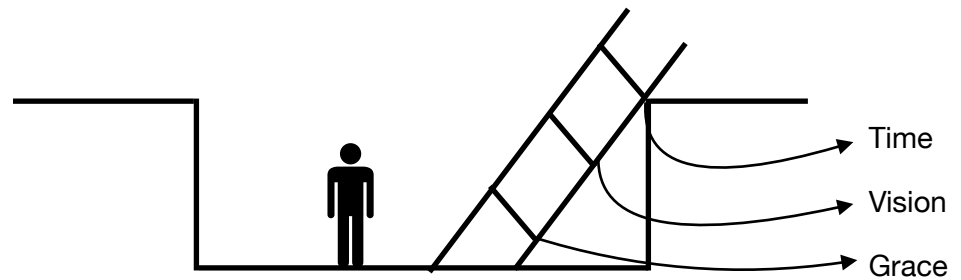
## **D2: Conscious Incompetence**

(You know what you don't know, and it sucks.)

*PROFILE: Low enthusiasm, low confidence, low experience, low competence with feelings of being depressed, unmotivated, deeply discouraged, apathetic, sometimes even hopeless.*

The blissful unawareness of not knowing what we don't know can fade quickly. Not long after taking a step towards realizing an unconscious incompetence can we find ourselves inevitably walking off a cliff. We didn't know how to turn the corner, and we find we've fallen into the pit that many compassionately and empathically call D2.

Pits suck. The growing frustration of realizing we don't know something, and we have no idea how to get it, can leave us feeling stuck and helpless. Our culture tends to be saturated in information for fixing things. Our first inclination in this place might be to read a book on how to x the incompetence. Or we might try to power up and claw our way up the walls of dirt that naturally crumble, causing us to fall every time we manage a few inches closer to the top. We often hit a place of exhaustion from working at fixing the incompetence with no way out. The truth is, we can't get out alone. We need a leader



who understands the pit to walk us out. D2 is painful, and the only way out is the time, vision and grace of a coach who can see us through to the other side.

Remember turning 16 and driving with your parents? Most us quickly realized (maybe because of their yelling) that you really don't know how to drive. If you want to progress with this skill, you sign up for Driver's Ed. It's not fun, but you need it. So you suck it up, and go.

## **L2: Coach**

(I do, you help.)

*PROFILE: High direction, high discussion, high example, high accessibility.*

When disciples turn the corner around the Square, the servant leader does as well. When we see people in D2, it's our responsibility to adapt and move into L2 ourselves. Even though it's the most pastoral stage of leadership, it doesn't shy away from reality. Strong pastors (and leaders) live in high invitation and high challenge. Jesus throws out some of his most compelling and uncomfortable teachings during stage D2 with his disciples.

Read through the whole chapter of Luke 12, and see how He throws them into the deep end. Jesus asks them to cast out demons and sell everything they own, all the while offering more time, vision and grace than they've experienced from anyone before. He promises a greater future, His presence and peace even in the midst of pain.

When we've exhausted our own resources of trying to get out of the pit in our own strength, the L2 coach drops a ladder down for us. It's not for immediate rescue. The rungs of this ladder are time, vision and grace. Instead of calling us up, the L2 leader climbs down to sit with us in the pit. When we have energy for nothing else, they encourage us to exert just enough energy to ip up the dirt we're sitting in and dig a bit. Digging in time of struggle, suffering or helplessness is often where the gold is found. The gold of the pit will be different for all of us, but generally resembles humility, perspective, character, brokenness, insight, healing and more. They are treasures necessary for moving forward. Our goal isn't to rush through it to get back to a place of relief. When we try, we end up back in D1: cozy but clueless. Pits are worth embracing because we need the skills and insights buried in that dirt. Even when it's painful, we want to lean in to whatever God is doing, say "yes" even though it hurts, and develop the competencies we need to get to D3. The L2 leader is a coach who balances invitation and challenge, the way we see Jesus doing it all throughout chapter 12 in Luke.

A great L2 Coach knows the pit can be incredibly valuable and is a critical part of the growth process. They recognize the tendency to avoid pain as quickly as possible. Instead of helping the stuck friend immediately get out, they often encourage them to sit, listen and actually dig in to see what God might want to say, teach or develop in us. With God, they help us mine the gold from the bottom of the pit so we can move forward on strong footing.

### D3 / L3

*"My command is this: Love each other as I have loved you. Greater love has no one than this, that he lay down his life for his friends. You are my friends if you do what I command. I no longer call you servants, because a servant does not know his master's business. Instead, I have called you friends, for everything that I have learned from my Father I have made known to you. You did not choose me, but I chose you and appointed you to go and bear fruit - fruit that will last. Then the Father will give you whatever you ask in my name. This is my command: Love each other." John 15:12-17*

## D3: Conscious Competence

(You know that you know.)

*PROFILE: Increasing enthusiasm, intermittent confidence, growing experience, growing competence, gaining skills with feelings of being humbled yet confident, teachable, eager, encouraged.*

Turning the corner from D2 to D3 can take a long time and even be an unclear transition. The deeper the learning at hand, the more momentum it might take to turn the corner once and for all.

Think of the 16 year old who finally passes their driving test. They get in the car and they're ready to go, but they still have to think about buckling their seat belt, placing their hands at three and nine (right?), but they now know how to drive a car.

As we're mining gold in D2, we acquire skills. Whether emotional, tangible or spiritual, skill building is always a process. We'll have great days when we seem to turn the corner. And we'll have other days when we realize it was merely the start of being able to move all the way to solid ground where we can stand firmly in the new territory of conscious competence. We shouldn't be discouraged if we find ourselves swinging back and forth between D2 and D3 for weeks or even months. Be diligent and faithful, remembering growth is a process we can't rush.

But one glorious day, we'll find ourselves in D3: the land of conscious competence. Here, we have skills. We're aware of the past coaching we've received and able to operate sufficiently in our new skills with a growing confidence. Because of our time in the D2 pit, it's a spiritually surrendered place. We've found freedom knowing God is in charge, and we're prepared to follow wherever he leads. Experiencing the new life on the other side of the pit often builds faith in God's goodness. It might increase our desire for deeper maturity and bring confidence that prepares us to handle future pits. All of this because of the loving and gentle reminder of the good God helped us dig up, because he saw the bigger picture all along.

### **L3: Consensus**

(You do, I help.)

*PROFILE: Lower direction, higher consensus, high discussion, high accessibility.*

When we see our disciples turning the corner, our leadership style adjusts accordingly. The L3 style of leadership is consensus. We saw it in Jesus when he told the disciples they weren't slaves who didn't understand their master's business, but friends. Because of the intimacy of walking through a pit together, friendship becomes natural. The relationship feels different. He began including them more directly in the work He was doing and offering them tangible ways to practice it themselves. He began preparing them to do it solo. He grew them from common tradesmen to Spirit-filled disciples who could cast out demons, preach the Gospel and literally change the world.

## D4 / L4

“Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father, Son and Holy Spirit, teaching them to obey everything I have commanded you. Surely I am with you always to the very end of the age.”  
Matthew 28:18

### D4: Unconscious Competence

(You forget that you know—because it’s that natural.)

*PROFILE: High enthusiasm, high confidence, high experience, high competence with feelings of being peaceful, capable, wise, paternal/maternal.*

Strong time spent in D3 transforms enthusiasm and competence into deep-rooted skills and character. Whether the learning at hand was skill-oriented, spiritual or emotional, our identity is more deeply rooted in God and our ability to look and act like Jesus is refined in a new way. The disciple now becomes a leader in the topic at hand, ready to train others as they’ve been trained.

This is the finish line, and a really exciting place to be for both the leader and the disciple, and it’s worth celebrating.

Unconscious competence means they’re functioning naturally, no longer depending on instruction or operating meekly in tentative confidence. It doesn’t mean they won’t ever mess up, but they’ve proven themselves with capabilities that now feel so natural, they almost don’t know what they know.

This is like a 50-year-old getting in a car. There’s little necessity to think about hand position, blinkers or the seat belt. Those things happen with little to no thought.

### L4: Delegative

(You do, I watch—and cheer.)

*PROFILE: Low direction, high consensus, low example, high explanation.*

This is the stage we see Jesus completing his work.



He moved from “Come, follow me” to the “go and do” of the Great Commission. Friendships have been formed, intimacy has grown, and the leader starts transitioning the disciple to this mentality of passing his skills on to others. The frequency of interactions and type of time spent together begins to change. The relationship evolves to a greater degree of bonding, but often a much different day-to-day experience because the disciple is no longer dependent on their leader (which is a good thing!). They get to send them off to start a new learning process of leading others through the Square themselves, and their leader gets to sit back, watch and cheer.

### **NOTE TO PARENTS:** **Jesus Modeled Perfecting Parenting**

Jesus modeled a tangible example of God’s perfect parenting in how he led. His life embodies the important elements of training our kids in a holistically loving and caring way. It can become the blueprint for training our children to look like Jesus in character and competence (not to mention it can be super helpful in teaching them to ride a bike).

Jesus’ parenting led the disciples to feel cared for, loved and secure. Jesus ascribed them tremendous value and worth in how he led them. This gave them the freedom to try new things even if they came back with what looked like failure. They knew they weren’t going to be abandoned but encouraged and shepherded. They might have even felt secure in trying new things because they knew it would be modeled for them first, before they were released to try on their own. They could grow confident and strong, knowing their teacher was always for them.

Building our families by imitating Jesus in our parenting, not only teaches them to look like him, but also gives them an easily reproducible foundation upon which to share their faith.

What unexpected goodness might our family experience if Jesus’ leadership was a guiding parenting strategy in our home?

## Practice: Story, Scripture, Shape

**What's your story when it comes to learning and leading well?** (Ideas: How were you raised, what was modeled for you, what makes you lead and learn the way you do, how is God growing you towards more balance right now, what's a current example, what's the hardest part?)

**Which scripture speaks to you the most in this concept?** (Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the “shape” in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)

### NOTE

*Throughout this guide we've left space to take notes. Use this space to capture what group members are processing so you can use it as a reminder and a reference. Also, this is a great place to take notes on what works in your huddle and what doesn't so you can continue to hone your huddle skill*



Yep. We're bringing out the scary "S" words. Learning and leading are both likely to draw us to both of these.

Submission is an obvious part of being a disciple. Suffering is an inevitable part of being a human.

So, we're going to experience both. And how we embrace them reveals a lot about us.

As you teach the Square, look for ways to strengthen your Huddle's quickness to submit to authority. If we resist authority or submission, we're not going to be great learners, leaders or disciples. Jesus cared a lot about how we treat authority and that we take a low place.

- Proverbs 3:5-6, Romans 13:5, Matthew 8:8-10, Ephesians 5:21, Hebrews 13:17, Philippians 2:3-8.

As you teach D2, look for ways to strengthen your Huddle's endurance in suffering. Jesus seems to connect suffering to maturity and godliness in multiple places.

- James 1:2-4, 1 Peter 4:12-13, Hebrews 12:6-8, Job 36:15, Psalm 119:50, Romans 5:3-4, Romans 8:17-19

If you notice these as weak spots for your Huddle, immerse them in Jesus' view on it. Sit in these verses. Heck, even memorize them! Grow in obedience as you embrace submission and suffering, and learn to actually enjoy the moments of deeper dependence on the Father as you do.

## PRE-WORK

Read Luke 2:51–52 and Mark 10:42–45 and the chapter on the Square from *BDC* or *Rebuild*



## WEEK 1 IN: INTRO

LEADER PREPARATION & MEETING OUTLINE

### KEY CONCEPT:

**Even Jesus was a learner, and he led through servant leadership.**

1. Open up by asking everyone to share what stuck out the most to the passages. Share yours first.
2. Beginning with your personal story around growing as a learner and a leader. Revisit the above passages and how they impact you. Then teach the shape. Today might take an especially long time. Don't worry about that. Share vulnerably and introduce the shape well so the rest of the weeks can build from this foundation
3. Ask everyone to go around and share two things: 1) At least one area they've just realized they are living on the Square as a learner or a leader, and 2) Which they're more comfortable with: learning or leading? (This exercise can be 2 minutes each or longer, depending on the personalities in your huddle and how much time you have left.)
4. Using their kairos, help them identify what God is saying and what they should do about it.

## HOMework

Have people draw two squares. For this experience, mark one as learning and one as leading. Evaluating the scope of their life professionally, relationally, spiritually and emotionally, and plot as many places as you can. Where are you in D1? D2? D3? D4? L1? L2? L3, L4? Strive to list at least one item in each spot so optimists have to face a struggle and cynics have to celebrate a place of strength. Come back ready to share your biggest kairos from it.

People might find they're operating in L1 when really they should be L2, but that's part of the exercise. It's not so important that it's accurate right away, but that they reflect

**NOTE**

*Be looking for how they model the Rule of Shapes and how well they seem to understand and teach the concept. The goal of a huddle is to reproduce, so these moments of practice are critical opportunities for you to assess the levels of skill and confidence building you want to see happening.*


**WEEK 2** *UP: Grappling*

 LEADER PREPARATION &  
MEETING OUTLINE
**KEY CONCEPT:**

**The people we disciple will fall into one of the four learning stages. The servant leader identifies where they are and adjusts accordingly to lead them to the next place.**

1. Review saying/doing plans from last week.
2. Have one person teach the Square to get some practice. Let the huddle give feedback.
3. Have everyone think of one person they're leading, and identify where they think they are on the Square. Quiz the group's assessment of how to lead each stage by asking people to together call out what a helpful response from the leader might be. (OK, so Josh's guy is in D3. What might this stage with Josh and his guy look like based on the Square?)
4. Correct any unhelpful (or wrong) answers through using the Circle. Process answers through reflecting and discussing. You want to assess whether people realize the differences between the phases and prepare them to respond accordingly.
5. Review (briefly) the character and skills matrix. Share that we have moved from character to skills. These skills are primarily leadership oriented, so it is healthy to start thinking about people they are leading or will potentially lead.
6. Take a few minutes to individually look at the skills questions. Have everyone identify which one God's pointing out to them. Remind them to ask for the Spirit's guidance and reject any lies of performance.
7. Have everyone share their question and then take them around the circle.

Please do 2 things this week:

HOMEWORK

1. Ask the group to think about the people they are leading. Challenge them to consider how to adapt their leadership for their stage. Then ask them to consider the cost — what is the sacrifice of adapting leadership and taking a bold step? Do something specifically different or more intentional with that person this week.
2. Make the group aware that we all have weaker areas of leadership —so this week find someone who excels in your weakness (in L1, L2, L3, or L4), and ask that person to help you understand how to develop that area.

SKILLS UP	SKILLS IN	SKILLS OUT
Do I make enough space for prayer?	Do I love the Church?	Do I have a heart for people who don't know God?
Do I pursue intimacy with Jesus?	Is time a blessing or a curse?	How often do I share my faith?
What is on my heart for intercession?	Am I resting enough?	Do I leave time for relationships with non-believers?
Am I living in the power of the Spirit?	How are my relationships with my friends?	Am I running the race with perseverance?
Am I personally experiencing revival?	Am I experiencing intimacy in my relationships?	Do I have a vision?
Do I still feel pleasure?	Do I keep my promises?	Am I dying to success?
Do I regularly experience peace (even in chaos)?	How easy is it for me to trust people?	Am I proud of the Gospel or ashamed?
Am I afraid or nervous?	Am I discipling others?	Am I a servant?
Am I obedient to God's prompting?	Is my family happy?	Do I find it easy to recognize people of peace?
	Am I sleeping/eating well?	Can I take risks?
	Am I making myself vulnerable to others?	

**NOTE**

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.

**KEY CONCEPT:**

**Looking like Jesus means having a heart for the masses.**

If God's talking to you about how your huddle should practice mission this week, go for it. If you're out of ideas, pick one from below. If you choose an individual challenge, make it a homework assignment and use your huddle session to debrief it. Remember, half the value of mission weeks is the debrief after. How it went, and more importantly, how people felt are powerful parts of the growth.

**Options to do together as a huddle:****The "Stretch Yourself" Option: Follow the Leader**

Huddle leader, take people around the Square in evangelism or prophecy by a group outing that gives some practice time. Whether you're starting L1, L2 or L3, model evangelism or prophecy to your group in a way that intentionally models both OUT and the Square. Tell them where you are on the Square and where they might be. Try a prayer walk, prophesying over a server at a restaurant or taking them to a place you have existing relationship with non-believers and invite them into your experience. Don't do anything weird, performance-y, or that tries to impress. Maybe something meaningful will happen. Maybe it won't. Both experiences will increase our bank of attempts to look like Jesus, and that's a good thing. If it's an honest attempt, you're sure to grow. Pray about what would be authentic for you, and bring them along.

**The "Forgot to Plan" Option: Take one Step**

Either in your Huddle location or out in a new space, process as a group where each individual is on the Square when it comes to OUT. Have each person identify:

- Whether they're in D1, D2, D3 or D4 when it comes to fruitful evangelism. Coach each other, accordingly.



- If you're D1, start practicing by doing something bold and out of your comfort zone that likely sends you to the pit (in a good way).
- If you're D2 in evangelism (you've been trying but no fruit), find a leader who's great at it who can give you personalized time, vision, grace. Maybe someone in your Huddle right now could be that person. (It doesn't have to be the Huddle leader.)
- If you're D3, hone in on seeing it take real form. Move from casually sharing your faith to praying for someone to receive Jesus for the first time.
- If you're D4, start coaching others in and multiply the gift.
- Identify the next step to get to the next place using what you've learned about how we learn and are led. The process of processing where you are and how to tell is a valuable part of the experience. Dig in, and see where you land. Then take the next step, whatever it is.

### **The “Under-Resourced” Option: Big Problems Like Poverty Need the Square the Most**

If you have anyone in your life who struggles with nancial or relational poverty, ask God if there is anything you could be doing to train/lead them. Also ask if there is something you should learn from them. If you hear something, pursue it with that person, and practice going around the Square.

### **Options to do as individuals at work:**

#### **The “At Work” Options: Repent.**

Consider the people you're responsible to or for at work. With the Square in mind, review how well you've been leading if you're in charge, or how well you've let yourself be led by your boss. If you've been leading or being led in a way that's honoring to how Jesus would have led, tell them where you got the inspiration. If you haven't been leading them or being led in a God-honoring way, confess that to them and ask for forgiveness.

Ask the group to read Ephesians 4 and the chapter on the Pentagon in either BDC or Rebuild. They should come prepared to share how they've experienced those gifts manifest in the Church

**Once your huddle gets through the square, remind them to start planning their huddle.** It increases accountability, ownership and chance of reproduction when they start their huddle before yours is even over.

**Only encourage those who you believe are ready, and coach them using the Square.** For those who you're not yet confident in as leaders, use this time as a reflection for what they need to be ready. Pray for what would move them forward, and meet them there. You're not just taking people through this book of content, you are partnering with God in their spiritual development, and caring to see them move into producing.

**Let them know that starting a huddle isn't a fast process**—it goes from praying about who to ask, to getting the right list in mind, to asking to meet with individuals and finalizing a time. It takes most people about two months, so start praying now so you can try to start by the 8th or 9th interval. When someone is ready

# LET'S REFLECT

Way to go, Huddle Leader. Another interval down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

## **Check the basic Huddle practices:**

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the emotional/relational temperature of the room:**

- Do people like each other? Do they like me, and I them?
- Are people growing?
- Am I seeing any red flags spiritually or relationally that concern me?
- Are older topics like invitation and challenge still fresh? Should we have a review night?

# 7

**THE FIVE-FOLD  
MINISTRY**

*interval 7*

# HOW TO TEACH THE FIVE-FOLD MINISTRY

## **Why the Five-Fold?**

When God talks about the Church, he uses two analogies frequently: the body and the bride. We're going to do the same throughout this interval, because the implications of those comparisons are deeply intimate and powerfully profound.

**The Church is how God intends to restore us to him once and for all.** God wants a bride for his son, and that bride is us (the Church).

Until then, we have a job to do: get prepared by growing ourselves and preparing others for His return. Like a bride prepares emotionally, relationally, and even physically for the wedding, we're called to get ourselves ready for His return. During the process of dating and engagement, our relational strengths and weaknesses undoubtedly get revealed.

**If you want your marriage to thrive, you have to grow in all the ways that communicate love. If we choose only the ways that feel comfortable to us, the relationship will feel incomplete.** One of the beautiful reasons we're called to look like Jesus is because he emulates what a deep love relationship with God looks like. So to fulfill the greatest commandment, to love God with all our heart, soul and mind, we want to love him the way we see Jesus loving him, in all areas. Then we're able to fulfill the second greatest commandment to love others (and the world) the same way.

Imagine if the Church fully represented Jesus to the broken world around us. It would look like each of us personally looking like Him in our day-to-day lives in our spheres of influence, and collectively looking like him with sweeping results on the world around us at large. Jesus' ministry included pastoring his followers, teaching, sharing the good news, speaking God's truth with boldness and taking new ground for the kingdom.

Note: It doesn't mean we each grow perfect at each part so we can walk independently in it. That's where the body analogy is really important. We'll still choose dependence. Just because we want to grow in all five, doesn't mean we want to (or could) master all five. We just want to be able to operate as closely to Jesus as we can so that when we have a seeking friend, we don't have to wait for an evangelist to share their faith. We know we can do it. Or when we lead someone to Jesus, we don't say, "well, my work here is done. You should really go find a teacher to tell you about God's character. That's not really my thing." The more we lean into one another to grow our unique muscles, we'll represent Jesus both individually and powerfully together.

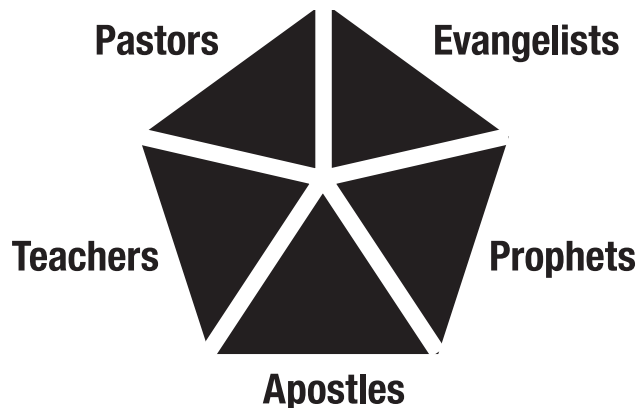
When we walk in the fullness of Jesus, as a body, his kingdom advances. That's the call we see in Ephesians 4. We're designed to serve and build up the Church to represent Jesus in his fullness: as evangelists, teachers, prophets, pastors and apostles.

The Church acts most powerfully and boldly when it can access Jesus' ministry in a mature way. This representation can happen when we realize, mature and use our unique gifting to serve the body. It also happens when we submit to each others' gifts and let others mature us in areas that don't come naturally. Our primary gift in the body is not our identity. We aren't Apostles. We aren't Teachers. We're disciples of Christ who operate in the gifts he gave us. Our primary identity is as God's child, but kids are designed to grow up. We're meant to become mature, and thrive in the

identity we were intended to experience to its fullest. That's when we realize His vision for us as the bride. We're not young kids anymore, but mature, covenant-bound, family-reproducing, generation-changing beloved partners of the Creator of the universe.

Whether we know it or not, we're already wired towards at least one area. **We're even already operating in it, but if we don't recognize it and mature it, the fruit will be less healthy, maturing or lasting than it's potential.**

Part of discipleship is helping those we're leading recognize and mature their gift in the body.



## TEACHER

**One who grasps truth, is excited by it, and holds it out for others to experience.**

The teacher provokes others to explore truth. The teacher holds forth the Truth and is ready to share it. Knowing that truth transforms and sets people free, Teachers look for ways to explain, enlighten, and apply truth. Excellent equippers, coaches and mentors, they enjoy reading and studying the Bible and other learning tools that enrich their spiritual life. They desire to help other people understand the truths of God's Word. Teachers tend to be the conscious of the Church; ensuring truth and doctrine are rightly kept. They are regularly asking "What's the right (wise or Biblical) thing to do?"

THINGS THEY ENJOY	DESCRIPTIVE WORDS	IN EVERYDAY LIFE
Reading and studying the Bible; helping others understand truth	Trains, coaches, instructs, changes, enlightens	Lecturer, trainer, coach, demonstrator, teacher

FLOURISHING	FRUSTRATED	INVITATION	CHALLENGE
Teachers long to experience the transformation of their own life through truth. Then they enjoy sharing these truths with others. They are most content when people look to them for coaching and truth-telling. They enjoy upholding truth and see it as their responsibility to guard good doctrine.	Flagrant disregard of truth will push the teacher over the edge. They are discontent when truth is planted in shallow soil and doesn't take root. If they are not given the opportunity to equip or coach others, they will eventually spiral downward.	Define what you want them to do with as much detail as possible. Ask if you've given enough for their needs. Give opportunities to study and read. They want to learn from people whose competence is greater than theirs. Encourage them to critique ideas in the vision casting process. Be prepared to accept any and all feedback.	Challenge them to grow outside their area of competence. They must learn to be compassionate in their communication. Work on developing their emotional intelligence. Demonstrate value for more than just their intellect.

### Watch-Outs for Teachers

#### Independent study vs. dependent seeking

An immature teacher might struggle operating by the Spirit and instead pursue knowledge for knowledge's sake. (1 Cor. 8:1 says knowledge puffs up but love builds up.) A teacher should be encouraged to operate in the Spirit for true transformation and power rather than their own effort.

#### Pride vs. patience

An immature teacher might rely heavily on their natural ability to communicate. This can lead to not spending the time listening to what God wants them to say. A time of learning and personal growth is imperative to being prepared to teach. James 3:1 says teachers will be judged more harshly than others so they should be especially prayerful about how they use their gift.



## **PASTOR**

**One who shepherds the people, cares for others with a tender heart, sees needs.**

They confront as well as encourage. Pastors long to see believers grow to their full potential. They can easily empathize with others and stimulate them to care. Pastors have tender hearts to direct, equip and care for people. Bringing wholeness to the church, pastors see needs and provide comfort and encouragement, sometimes spending most of their time with other Christians. They easily empathize with others and show incredible patience with those in need. They can create a following of many due to their ability to encourage, empathize and build trust. Pastors feel the burden of other people's problems and have a way of speaking the truth in love. Other people find pastors to be good listeners and feel they can talk to them easily, sharing even their inner feelings.

### **Watch-Outs for Pastors**

#### **Comfort without discernment**

Sometimes an immature pastor's instincts to care for someone can accidentally interrupt moments of grieving, challenge or growth. A pastor's desire to care for people through touch, encouragement or compassion need coupled with both the discernment to know when the pain simply needs embraced, and the willingness to not over, overly soothe or hurry but simply be present.

#### **Invitation and challenge**

Some immature pastors fear challenge. They think they're helping with abundant doses of encouragement when in reality, they might actually leave people in places of immaturity and weakness. They can accidentally paint a false sense of hope that things will somehow get better without difficult conversations, plans and changes being put in place to get there. Without those plans, the pastor can be tempted to take on the burdens themselves, carry too much and get discouraged because they can't see a way out. Mature pastors balance invitation and challenge to continue growing and loving people into the fullness of who God created them to be.

THINGS THEY ENJOY	DESCRIPTIVE WORDS	IN EVERYDAY LIFE
Seeing others grow, one-on-one conversation, showing hospitality, They can be master caretakers and hosts.	Caring, sensitive, loving, confronting, supporting	Counselor, parent, social worker, nurse and life coach, administrators, project managers

FLOURISHING	FRUSTRATED	INVITATION	CHALLENGE
The Pastor longs for regular opportunities to bring wholeness to other lives. They desire to lead people in areas of protection and provision. They are flourishing when they have the opportunity to create safe places for others to share their inner feelings, deep struggles, and are more than ready to provide a listening ear. They can sweep into moments of need with brilliant insight and bring peace to pain, chaos or crisis.	Pastors can find themselves feeling down when people are stuck too long and no apparent progress or healing is coming to their broken lives. They have a strong distaste for division, whether it is divisive behavior or a simple lack of harmony in relationships around them. They expect others to show compassion in the same way they do and can get frustrated when others do not respond to needs within the body.	Demonstrate value for who they are over what they do. Relationships are foundational for them. Give a specific invitation to them to say “no” when it is wise to do so. They’re prone to attack related to identity issues. Speak identity-truth and affirmation to them. Encourage them not to be burdened by other’s problems but to quickly hand them to God trusting him to keep providing so they can stay light and fresh, able to keep thriving in their gift.	They are often highly self-critical, so challenge is not as necessary with them. They might struggle to believe their gift is as valuable as others. Go above and beyond in genuine, grandiose praise and gratitude for who they are. The body falls apart without them. Pay this gift the honor it deserves.

## **EVANGELIST**

**Evangelist means “bearer of Good News.” One who brings good news and shares the message readily.**

Evangelists seek out and love spending time with non-believers. They know the gospel and make it relevant to non-believers. They provoke other believers in their witness and give them boldness. Generally very relational, the evangelist is bursting with truth and can't stop telling it. Generally someone with an evangelistic personality finds their ministry outside of church and Christians to find non-Christians to share themselves with. Before long they develop conversations that include talking about Jesus— uninhibited, unafraid, unashamed. Evangelists remind the rest of us that non-Christians are still out there, and God wants us to reach them. Their heart is to share the Good News and themselves to transform the world.

### **Watch-Outs for Evangelists**

#### **The Awkward “Love Them & Leave Them” Effect**

Sometimes in their excitement to introduce more and more people to God, someone they've recently converted can see their evangelist disappear and “move on” to new people. A mature evangelist takes care not to make introductions and vanish leaving spiritual whiplash in their wake. If that happens, people can be left feeling abandoned and even deceived by a false sense of relationships that's damaging and can even undo the spiritual progress that was started.

#### **Helping the Good News Get Heard**

Sharing about Jesus is not always as well received as sharing about your new favorite drink. It takes some skill to find the balance in sharing about God in a way that's received. Jumping in too quickly or boldly without note of spiritual cues can leave people feeling shut down, uncomfortable or afraid to ask questions. A mature evangelist reads people well, shares their story, understands the part of the Gospel each person most needs to hear, and offers it with passion that's seasoned with Spirit-led insight and discernment.

THINGS THEY ENJOY	DESCRIPTIVE WORDS	IN EVERYDAY LIFE
Seeing others grow, one-on-one conversation, showing hospitality telling stories, celebrating new things they find, sharing what they love	Enthusiastic, people gatherer, persuading	Sales people, enthusiastic storytellers, journalists

FLOURISHING	FRUSTRATED	INVITATION	CHALLENGE
Evangelists find it irresistible to see the Kingdom coming alive in people. They revel in regular opportunities to bring good news to people outside the walls of the church, preferring to spend a majority of their time with non-Christians. It is particularly encouraging for them to share the gospel with a new friend and watch them respond to Jesus' invitation.	If the surrounding soil seems infertile, they will experience frustration. They can get discouraged if they are expected to be in the walls of the church in order to have their life as a Christ-follower validated. Unresponsive people are heartbreaking to them.	Give them opportunities to use their gifting. They function best around non-Christians. They need freedom to be with people two days a week – don't force them to stay in their office. Ask them to share their stories of evangelism with the rest of the body.	They are prone to winning people to Jesus then leaving them. Insist they disciple and train people. Hold them accountable for what they feel God has told them. They will try to change their calling far too often.

## **APOSTLE**

**Apostle comes from the Greek word, “apostolos” meaning “one who is sent out.”**

The apostle is visionary and pioneering. They plant or establish new initiatives. They provoke others to seek vision and start new things. Apostles have big ideas and are not easily discouraged by obstacles that might make the rest of us give up. Pioneering and visionary, they see the frontier and desire to take new ground. They enjoy establishing new churches or ministries that will advance the Kingdom. Innovation, possibilities and a plan to get there can bring many followers to the apostle. New ground can be taken through service, example and faithfulness as well. With a full- edged vision, apostles can be great networkers and connectors of people to enable the vision to come to life. Regardless of potential challenges, they will push forward to take the frontier.

### **Watch-Outs for Apostles**

#### **Looks Good At First, But Doesn’t Last**

In their love for starting new things, they can be short- sighted on what’s required for their new creations to last. It leads to little time or care being given on projects that ultimately don’t survive. They can lack the infrastructure to see it succeed in the long haul, and often find themselves surrounded by incomplete projects and endeavors.

#### **Tasks Over People**

In their passion for seeing new things come to life, immature apostles can prioritize tasks over people. It can be a painful lesson for an apostle to learn that you can go fast if you go alone, but if you want to go far you have to go with others. Going with others slows the process down and can be infuriating for an apostle on mission when they don’t value the people (and the inevitable additional baggage people carry) as much as the end goal itself. It can lead many apostles into conflict, bridge-burning, isolation or lack of resources. A mature apostle grows both in relational savvy and in genuine care for others as they learn to build a strong team while they pursue their ideas.

THINGS THEY ENJOY	DESCRIPTIVE WORDS	IN EVERYDAY LIFE
Dreaming dreams and making them happen; strategizing, new adventures, problem solving	Imagines, strengthens, initiates, excites, envisions others	Entrepreneurs, explorers, church planters

FLOURISHING	FRUSTRATED	INVITATION	CHALLENGE
This healthy apostle can easily get on-board with a compelling vision. They thrill to the challenge of taking part in creating a path to see that vision happen. They succeed by finding something new and exciting to learn about. they're committed to seeing it through to a place of success and sustainability.	It's frustrating when the Enemy seems to be taking ground that's already been won. They do not like to feel like they're just spinning their wheels without taking new ground, moving forward, or learning anything new. They die a little inside when they aren't allowed to influence and aren't being led well. They need examples of great leaders around them or the chance to do it themselves.	Give them opportunities to pioneer. Look especially for nearly impossible challenges. Do not micro manage them. They want access to your resources but only when they need them. Give them real, honest, tough critique. They will not always agree immediately, but they'll respect you.	Push them into other phases of ministry. Remember to calibrate your challenge to them so they can dream, visioneer, and play. Push them to grow in compassion and be sensitive to the needs of others. Perpetually remind them the value of team and the need to bring others along.

## **PROPHET**

**One who hears and listens to God, foretells and tells forth revelation from God.**

Prophets are able to stand back from circumstance to get a clearer picture of what's happening, often seeing creative solutions others may not. They understand the times and what people should do. The prophet hears and listens to God. Generally visionary, the prophet is the person who stands back from circumstances and gets a clear perspective of what is happening—the real motivations, the real emotions, the real trouble spots, the real tensions in a situation. This clarity of vision often results in creative solutions or thoughts others don't see. Depending on type, they will get words of truth (or wisdom), pictures / visions or a right emotional sense of a situation. Prophets enjoy spending time alone with God, hearing Him clearly and bringing forth the revelation into a specific situation or context.

### **Watch Outs for Prophets**

#### **Submit the Interpretation**

In immaturity, a prophet may be so moved or excited about a word from God they feel a false sense of urgency about it. Or worse, they jump to the interpretation themselves. God designs the body to be dependent on one another. So even a prophetic word isn't meant to be heard, interpreted and applied by one person. A mature prophet takes what they hear in humility to others, submitting it to the body to be tested before it's interpreted and applied. This prevents misuse of prophecy which can lead to manipulation, control and false power.

## Love Over Judgment

Let's be honest. Insights from God can go to your head. Sometimes a prophet discerns something only God could have revealed. It's extremely important to remember that no matter what our impressions are, even the most discerning prophets can only judge the fruit of a situation and never the heart of the person involved. Only God knows the heart, the full story and the behind-the-scenes of a person's internal world. A mature prophet stays clear of letting their insights lead them to judgment and prioritizes love the way the Father does.

THINGS THEY ENJOY	DESCRIPTIVE WORDS	IN EVERYDAY LIFE
Being alone with God, waiting on God, listening to God, clarity, vision, forward movement	Waiting, retreating, seeking God's heart, insightful, willing to challenge the status quo, strategic	Visionaries, futurists, people who speak out their perceptions, often creative types, problem solvers

FLOURISHING	FRUSTRATED	INVITATION	CHALLENGE
They are able to access regular time alone with God. They love to see life-change based on revelation they have been given and faithfully shared with others. Communicating and praying with other prophets helps the prophet to remember they are not oddballs, but gifted individuals. Feeling heard and understood gives a prophet great peace.	When a prophet is frustrated, they will sometimes not feel like trying very hard to hear from God. It saps their energy when they share revelation and people trivialize or ignore it. They will feel especially irritated if revelation does not eventually turn into action. Dissonance kills a prophet. In times of confusion, they can feel overwhelmed and even debilitated, tempting them to shut down if they can't find the clear path out.	Help them create space in their schedule to be with God. Give them permission to retreat. Affirm and value their gift. They can feel marginalized or weird, so let them listen to God then share what they hear. Give them space to hear and be willing to consider their take on how to bring order into chaos. Even if it comes out harsh, look for the truth behind it. Encourage them to teach others to hear from God more, too.	They are prone to discontent due to idealism and self-criticism. They can be easily bruised and are quite delicate. Help them develop their communication skills. They often see the right thing but sometimes share it in a way that is not easily received. They will tend to pull aside with others like themselves. Keep them engaged with the entire body.



## HOW THE GIFTS COMPLEMENT EACH OTHER

None of these gifts work well in isolation. Even someone who grows mature in all five still requires partnership with others to see changes bigger than they can accomplish on their own. New territories are founded and built by both pioneers taking new ground and developers following close behind to ensure that new ground was protected and grew to flourish. Our gifts share a similar relationship. We need both **pioneers** of faith who continually hunt for new Kingdom ground or we'll never expand Kingdom territory. We need **developers** of faith who cultivate that newly won ground to ensure it matures and thrives.

People with an inclination towards pioneering are just what the word implies: jazzed for taking on new frontiers. They find a lot of energy in creating and experiencing new things. They can quickly get bored if there isn't enough new challenge for them and can at times, forgo the discipline necessary to sustain and fortify the things they help create. They often can't get enough of new ideas, new learnings, and new breakthroughs. They may get frustrated with a developer's desire to create detailed support systems. A pioneer who understands the need for a strong infrastructure works beautifully with a developer.

Developers tend to be the opposite. They're amazing at creating infrastructures that bring strength, foundation and longevity to something. They can often have amazing focus and perseverance to see things through to the end. They can be hardwired with the need to grow and develop something rather than scrap it and start from scratch. They might have a tendency to get super frustrated at the way a pioneer exibly operates and may want more stability. A developer who understands that in order to take new kingdom ground things can't always be rigid work very effectively with pioneers.

Pioneers tend to have an apostolic, evangelical or prophetic gifting while developers lean more towards a teaching or

pastoral gifting. But of course, God loves to grow us, and so naturally **pioneers grow most when they develop, and developers grow most when they pioneer.** So our seasons of growing in our weak spots regularly mature us in powerful ways.

## **BASES & PHASES**

We all have a stronger gift that we tend to operate in easily. We call that a base ministry. Like a home base, it's simply the one we default to the most, and easiest, and return to when we're lost in other skills. God's heart is that we reflect all areas as we look more and more like Jesus. In order for this happen, God will at times move us into seasons where he trains us in other areas. We call these phases. Growing trained in our weak spots matures us and helps us understand the other aspects of the body.

A teacher may go through a phase where God invites them to walk through a time of creating something new in order to grow them in the apostolic gift. God might slow down an apostle and invite them to fortify something they've recently built in order to grow in pastoring. A prophet might have to teach someone in how to read the Bible in order to grow in their teaching ability.

These are sweets seasons of remembering God's intention for the body to be fully equipped and fully reflective of Jesus if we're aware enough to recognize them. They don't feel so sweet if we're resisting them. It helps to find someone with the primary gift we're struggling with and proactively lean into whatever God's teaching us by shadowing them. We generally don't like being outside our comfort zones, and if we don't recognize what God's doing, the time may feel painful, unproductive and even feel like we're failing. We can be tempted to merely tolerate the time or just grit our teeth until it's over instead of embracing the new opportunity God's offering and lean in.

When we engage in the Kingdom and find we aren't experiencing joy or fulfillment it can either be God inviting us to grow in that area or an invitation to step out and operate in a different area of gifting. We can help those we disciple discern what God is telling them during these seasons of restlessness, so they can embrace it and make the most of it.

Once we begin to pursue maturity in our primary gifting and others, we have the ability to move in and out of those gifts as needed. And every time we do, the force of God on the earth gets a little stronger, more strategic and skilled in seeing the Kingdom come.

## **Practice: Story, Scripture, Shape**

### **What's your story when it comes to five-fold ministry?**

(Ideas: How were you raised, what was modeled for you, what makes you lean the direction you do, how is God growing you towards more balance right now, what's a current example, what's the hardest part?)

### **Which scripture speaks to you the most in this concept?**

(Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the “shape” in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)



Want to know how to start a war? Receive your identity, walk in your authority and start using your gifts for the Kingdom. See how quick the enemy comes after you. (Sweet game, huh?)

But seriously, there is an enemy who seeks to steal, kill and destroy. (And he's good at it. See John 10:10.) The war is already going on; we're often just not alert enough to see it. He gets in our heads. He takes us out at the knees. He will say and do anything to render us ineffective (or worse, spiritually destructive).

Strongholds can have lots of names, but some common forms that pop up include: bitterness, rejection, pride (insecurity or arrogance both count there), unloving, comparison, occult, religion, accusation and more. They don't just pop up when we use gifts. They'll try to sneak in wherever they can, as often as they can, and steal from who God created us to be.

As you teach this interval, keep an eye out for strongholds that sneak in, and gauge if your Huddle has experience dealing with those. As (not if) you run into them, here's a few tips on how to deal and fight back:

- Repent, rebuke and receive. (See Foundation Check #2 in the Circle on page 101.)
- Confess to community. (James 5:16 promises healing if you do.)
- Worship. (Check out the stories in 2 Chronicles 20 or Acts 16:22-30.)
- Feed on truth.

Truth looks like sitting in what God says about our identity, purpose, remembering how he delivers us and died to set us free. Read, sit in and memorize verses like:

- Isaiah 61:1-5, 2 Corinthians 3:17, Galatians 5:1, Corinthians 10:4-5, Isaiah 26:12-14, John 10:10, Ephesians 4:27, Ephesians 6:10-12, Luke 4:33-36, Ezekiel 36:26, Luke 9:1-2

**PRE-WORK**

*Read Ephesians 4:11-16 and come prepared to share how you have experienced those gifts manifested in the Church. And the chapter on the Square from BDC or Rebuild*

**KEY CONCEPT:**

**God's heart is for the body to be the full representation of Christ. Jesus gave us gifts to equip each other towards that goal.**

1. Open up by asking everyone to share what stuck out the most from the passage.
2. Teach the five-fold starting with your story of discovering how God uses you and where you're weak. Be sure to include the confusing times or failures, not just the revelations and strengths.
3. Allow each person space to share what they think their primary gifting is and how they see other gifts work with it.
4. Using their kairos, help them identify what God is saying and what they should do about it.

**HOMEWORK**

Have everyone take the Five Fold Survey at [fivefoldsurvey.com](http://fivefoldsurvey.com), even if they've taken it before. Read their top 2, and reflect on whether they agree. Be clear this test doesn't define them—it's just one contributing factor. So, they should ask at least two people close to them how they see their gifts before returning next week. It can help if those two people are from different settings (like someone from work and someone from personal life).

**KEY CONCEPT:**

**We each have a primary gift purposed for serving the body, and it needs maturing.**

1. Review sayings/doings from last week.
2. Have at least one person teach the five-fold ministry shape.
3. Review their homework. Ask them what stuck out most this week as they continued to process the pentagon and their primary gifting development.
4. Ask a volunteer to lead you through the Character/Skills experience questions.
5. Give everyone a few minutes of silence to look at the questions. Have everyone identify which one God is pointing out as worth processing. Remind them to ask for the Holy Spirit's guidance and reject any lies of performance.
6. Have each person share their question and take them around the calling them to share their primary gift. Come prepared to share circle.
7. End with at least 30 minutes left to debrief with them. Have the huddle share observations and encouragements, and leave a few minutes for questions. Affirm them for leading today and for how they'll lead a huddle one day themselves.

**HOMEWORK**

Ask everyone in the group to identify two people in their most underdeveloped gifting and spend time asking them about how they operate in it. Let them know that next week is mission time together. Give some brief thoughts on that time and what they expect.



SKILLS UP	SKILLS IN	SKILLS OUT
Does my group experience dynamic worship and intimacy with God?	Do my group members feel cared for?	Is my group growing?
Do I find it easy to receive guidance for the next step in my group?	Am I effective at resolving conflict?	Am I too controlling as a leader?
How easy is it for me to talk to a whole group from the front?	Do I take on the discipline of confrontation?	How welcoming is my group to new people?
Can I teach effectively from the Bible?	Is my group living as community?	Can all group members identify at least one person of peace?
Does my group share the vision God has given me?	Have I defined my own boundaries well?	Am I using leaders in my group effectively?
Am I comfortable leading times of supernatural ministry like praying for healing or leading without a plan beyond where the Spirit might lead?	Am I flexible?	Do I find it easy to multiply groups?
Am I hearing from God in the moment while I lead?	How are my weaknesses as a leader compensated for by others?	Are those I'm discipling turning into effective leaders?
Am I hearing God regularly on how he'd like to see me leading differently?	How do I cope with over-dependent people?	Is my group effective in regularly doing OUT activity?
Am I helping others hear from God or take advice from me?	How do I cope with controlling group members?	Does my group have a target audience in mind that keeps us focused?
Am I praying for the group I lead when we're not together?	Are there difficulties in my relationships with co-leaders/assistant leaders?	Is my group seeing new people meet God?

**NOTE**

Make sure you take time during this meeting, no matter what you choose, to share the results from last week's homework. With the activity of OUT it is easy to forget that you ask participants to do something last week and only focus on "event" you have come to do.

**KEY CONCEPT:**

**Looking like Jesus means having a heart for the masses.**

If God's talking to you about how your huddle should practice mission this week, go for it. If you're out of ideas, pick one from below. If you choose an individual challenge, make it a homework assignment and use your huddle session to debrief it. Remember, half the value of mission weeks is the debrief after. How it went, and more importantly, how people felt are powerful parts of the growth.

**Options to do together as a huddle:****The "Forgot to Plan" Option: Experiment**

Have everyone bring \$5 and meet at a public place that allows people to split up out of range of each other but close enough that everyone can walk back within an hour, (The Greene, Fairfield Commons Mall, Dayton Mall, Brown Street near UD, etc.) Send each person out on mission to practice their five-fold ministry strength or weakness with a welcoming or open person they meet. If you're a pastor, simply offer the gift of care. If you're a prophet, pass on what you're hearing from God. If you're a teacher, share a truth about God that's meaningful to you. If you're an evangelist, ask God where there is need for Kingdom foundations to be laid. Debrief afterwards.

**The "Stretch Yourself" Option: Minister Together**

As a group, brainstorm if there is a chance for you to minister together. Our gifts are often best seen in how the body receives us. So if there is someone in need, going together will often reveal our strengths. The pastor will respond to the need differently than the prophet. Look for a seeking friend who could use some help emotionally, spiritually, relationally or financially. Discern whether it's something you can do together in one sitting or how you can each make yourselves available individually. If you don't have a friend whose need fits into a group setting, grab a seat at a park where you're likely to run into someone who's hungry. Invite them to eat with you and hear their story.

Watch each huddle member's natural reactions to the story. Five bucks says the pastor leans towards letting them know they're loved and valued, the teacher has a Bible verse come to mind, etc. Debrief afterwards.

### **The “Under-Resourced” Option: Use Your Gifts**

Go to an impoverished area of town and do a prayer walk. Be open to talking to anyone God highlights, or offering to serve people where and how you feel led. Getting outside ourselves often sparks every gift. Jesus cared for the poor like it was his job, and we want to develop relationships there, too. Try to find a place or a person you could have ongoing relationship with and leverage the gifts you're strong in—and grow in the ones you're weak in—as you pursue them and introducing Jesus to people outside your natural spheres of influence. Debrief it as a group.

#### **HOMEWORK**

Ask the group to read Luke 10:1-6 and the chapter on the Octagon in BDC. If you are using Rebuild, copy the chapter out for the group from BDC so they can read it. Make sure you remind them that we call this a barrel of monkeys and that you will explain more later. They should come back ready to share what stuck out to them.

# LET'S REFLECT

Way to go, Huddle Leader. Another interval down. Let's check how it's going, because you're not just leading a Bible study. You're a spiritual parent in process with hopes of someday being a grandparent. That's an important role, worthy of some due diligence and prayer.

Spend a few minutes talking to God and reflecting on how this is going.

## **Check the basic Huddle practices:**

- Am I discussing saying/doing plans weekly? (Are they really hearing and doing?)
- Am I interacting outside of Huddle with at least a couple people a week? (Am I really discipling people and not just teaching new info?)
- Am I coaching people on how well they're teaching the concepts back? (Are they internalizing it and making it their own through application to their life?)

## **Check the emotional/relational temperature of the room:**

- Do people like each other? Do they like me, and I them?
- Are people growing?
- Am I seeing any red flags spiritually or relationally that concern me?
- Are older topics like invitation and challenge still fresh? Should we have a review night?

# 8



## **DISCIPLE MAKING**

# HOW TO TEACH DISCIPLE MAKING

Once we believe that we're called to mature other people—and we realize that maturity involves reproduction—sharing our faith becomes an obvious must-have skill. Sharing our faith is often called evangelism and leaves a bad taste in our mouths. We've seen the televangelists begging for money with promise of healing without accountability. We've seen the people standing on the quad or street corner screaming about repenting or dying. And all those bad feelings are relevant, evangelism is not telling someone they should follow Jesus or go to hell, its sharing your faith, giving them the reason for the hope that you have. That is disciple making. That is opening up our lives.

If we don't open up our lives, we don't believe we're called to do that. And if we don't believe that, then we have a fundamental disbelief in the Bible, what Jesus calls us to, and something he cares deeply about. (Sounds kind of serious, right?)

Before we engage this topic, we have to believe we're all called to reproduce in others what God is doing in us. That doesn't just mean strengthening other believers. It also means introducing new people to God. If the Church ever grows comfortable and forgets to reach outside themselves, this whole journey is in vain.

**Discipleship and sharing your faith are deeply intertwined.** Remember its UP, IN, and OUT. We grow through our UP relationship with God, in the context of other believers we mutually strengthen and grow strengthened by IN, so that we can go OUT into the world and introduce people to Jesus and how they can follow Him.

“Go make disciples” is not a blanket statement that means we must make disciples of everyone our life touches. That would be exhausting, intimidating and depleting. It means our hearts should be sensitive to those around us who God is already preparing and are ready for more. Inspired by Luke 10, we call these people; a person of peace.

**A Person Of Peace (or POP)** is a seeker who is being prepared to hear the message of the Kingdom and the King. You'll know who they are because they like you, (and you like them too), they welcome you (your perspective and leadership) and they serve you (while you serve them). So, it's a really beautiful, mutually beneficial thing.

**A POP can be permanent or passing.** The definition of "likes you, welcomes you, serves you" remains the same, but the possibility spectrum is a broad one. Depending on the context, they can show up in tons of different ways and have any number of next steps associated. **When we encounter a POP in any capacity, our job is to recognize it and ask God what's next.**

Identifying POP in a passing situation is going to look a lot less significant than a permanent relationship. Passing POP (like the passenger next to you on a plane) might reveal themselves with a smile or simply helping you with your bag. A permanent POP could reveal themselves by asking for advice or offering to mow your grass. Both identifying POP and discerning next steps with them is directly related to the level of relationship, opportunity and what you hear God saying.

A seeking POP might strengthen our evangelism skills. We'll probably be led to pastor, teach and prophesy often along the way, too. Wherever they are and whatever they need, we can remember we're just being obedient. God is the one doing the work in them (and in us).

It's the Spirit who softens hearts and God who pursues people. We don't. Our role is to discern when God has brought someone to a place of being ready to receive more from us and then partner with him to invest in them. Thank goodness He makes it that easy. We simply submit to God's work and surrender our efforts.

God brings people into our lives whose hearts are open and soft to growing in relationship with him. We don't have to

force it. That doesn't mean it's easy or always feels natural to us, but God's the one doing the work and we just have to lean in and say "yes."

When we watch Jesus, we see that he didn't persuade or convince anyone to follow him. He didn't argue with people who wanted to debate. He didn't even chase after people. Instead, He often did the opposite. He created crisis and difficult decisions to help people make hard choices (Mark 10:17-27). He didn't run after people, but always made himself available to the people who were really seeking (Matthew 8:1-13, Matthew 19:13-14).

**Having our eyes open to POP is one of the most sustainable, natural, Spirit-led ways to lead a life of mission.** The word "mission" is not limited to an outreach program or serving downtown (although those are amazing ways to imitate Jesus and his heart for the under-resourced). It means everything about bringing the Kingdom to earth. One of the ways to do that is growing in everyday evangelism. We want to develop a natural comfort sharing our faith so it could happen anywhere or anytime.

\*Read Luke 10: 1-11 if you want to see how Jesus sends out the 72 with clear guidelines for identifying POPs.

**Here Comes the Barrel of Monkeys.  
Three pieces and 3 P's to keep in mind when it  
comes to people of peace.**



## Relationships

Preparation



Passing It On

### Preparation: Jesus is Where You Are

The first hand of the monkey is the one where someone reached out to you. They took the time to show you Jesus, you were their POP. That is the preparation Jesus has done for you. With that confidence you have learned to follow Him and live a life that is not only devoted to Him but reflects the fact that you are a disciple of Jesus. Simultaneously He is preparing a POP that you will help in the same way.

Sometimes POP find us by recognizing the fruit we produce. Because we're bending our lives to look like Jesus, we'll look different than popular culture. This attracts a POP. They're intrigued by why you behaved differently with your spouse or why you extended mercy to an employee instead of ring them. It doesn't have to be that serious and spiritual, though.

Sometimes POP emerge simply because you're **present**. They may not notice anything about you, but they're just lonely or friendly or notice you because you happen to be sitting next to them when they feel like striking up a conversation.

We want to take care to be present wherever we are—realizing that where we go, Jesus goes. That means any environment we're present in is a spiritual place with a representative of Jesus accessible. When we embrace being present, the more likely we'll find POP emerge.

## **Preparation: Moving People Along the Scale**

When we engage with a POP, we might be one instrument in God's orchestration of their faith journey. With each POP God calls us to a very specific role with that person from helping them take the smallest step to taking the largest leap in their relationship with him. We may or may not see the harvest of our investment in the person and that doesn't mean our work is done in vain. We focus on being obedient to what God is calling us to with each POP and leave the results up to him.

## **Preparation: The Place of Power**

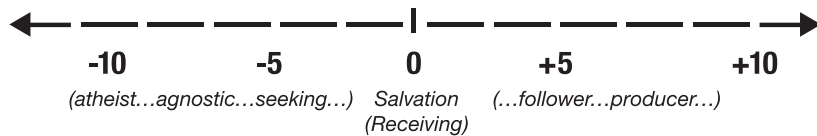
God desires a relationship with all his kids and he pursues each of us uniquely. This always involves a display of His power, whether overt or covert. There are times when God is in pursuit of a heart that he manifests himself in a powerful way that leaves the person open and ready to receive.

Power refers to the skill of initiating or explaining displayed miracles. Maybe it's offering to pray for healing and seeing it happen, or maybe pointing out the sources of a miraculous 273 provision that came through for someone. ("You think that money just showed up unexpectedly by accident? No way. That was God. Let's pray for more or give thanks.") In order to be ready to engage a POP this way, we must be looking for God to display his power and be ready to offer a God-centered explanation of the experience.

## Preparation: Feeling the Temperature

Perception is the skill of gauging spiritual temperature. We'll need it frequently to identify and discern next steps with POP. It comes from listening for what God is saying so we can meet people where they are and know how to serve them best.

The Engle Scale is a great tool that gives us language for gauging where someone is spiritually. Essentially, it captures various levels of openness to faith on a -10 to +10 scale. It displays how people can be POP all across the spectrum and signs for understanding how to identify them. It's a helpful tool for sharpening our discernment about someone's posture towards God, and as a result, our communication with someone and skills in moving them closer to faith.

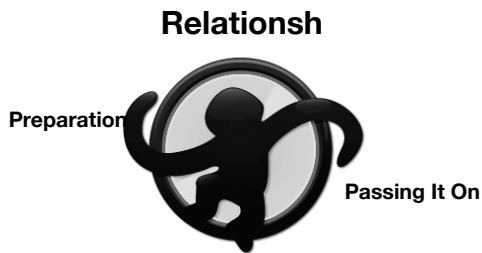


**Check out the Appendix page 204 for a more detailed picture of this scale. Good News Soil E&D.**

# RELATIONSHIP:

## Passing Relationships: The Sprint

Paul said in 1 Corinthians 3:6, *"I planted, Apollos watered, but God gave the growth."*



Many different small movements inch someone closer to God. Every encounter with a believer either moves them closer to this relationship or further away. When we engage with people in short, one-time experiences, they can be momentary POP. Our generosity towards the single mom might be one brick on her faith foundation, but that one brick may be the very thing that jumpstarts her move towards Jesus. The friendly way we treat the check-out clerk might be the turning point on a terrible day when they'd decided that no one cares. Often times we won't even mention Jesus's name. We simply produce the fruit of the Spirit in our exchanges because we're connected to the Father.

These are called passing people of peace. Our quick interaction moved them closer to the Kingdom. You aren't likely to see them again, but that encounter mattered.

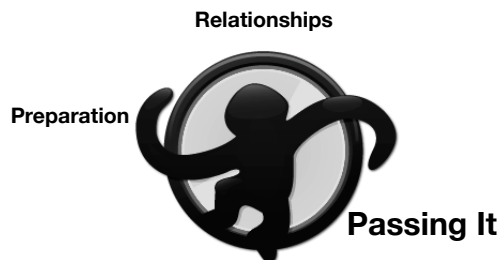
## Permanent Relationships: The Marathon

These are POP who are in our lives for the long haul. These relationships, like a marathon, take patience, care and the ability to persevere. In our deep desire to connect them more deeply with Jesus, we must be sensitive to the Spirit's promptings and resist forcing things or jumping ahead before they're ready. Prayer is a major action step with permanent POP. Like Jesus, we should focus on serving them and continually producing the fruit of the Spirit in the relationship. Permanent POP are mildly open in some way. They're simply not moving quickly. (They're often long-time friends or family members.)

## Passing it on: Casting Nets

These are opportunities to publicly proclaim the gospel message knowing not everyone will receive it, but looking for people who emerge as POP. Business meetings, weddings, funerals, celebrations, and maybe even social media posts can serve as an environment to cast a big net. They're not manipulative opportunities to get everyone in a room where we can force our beliefs on them. They're honest declarations shared humbly in public. They share the story of how we've personally experienced the joy of Jesus and his faithfulness. Stories move us. Revelations 12:11 says we overcome by the blood of the Lamb (God's grace and how he saved us) and the power of our testimony (how our lives look different now because of him). When we have these opportunities, it's powerful to share our personal stories of transformation rather than a forced or knowledge-based message.

**PASSING IT ON:** ways into new communities we wouldn't have otherwise had access to or even known about. Connecting with a POP often literally opens doors to their networks of new people. Wanting to be an example could sometimes tempt us to only invite POP into our lives (our house, our parties, our families, our spheres), but it's important to step out and engage in any new window they offer into their lives, too. It could look like going to their favorite places or parties they're attending, or letting their friends over to your place, too. It doesn't have to happen that way, but be open to the possibility of other communities God could be opening. Your relationship with one POP could be just the start of your relationship with many others, and an opportunity to introduce large groups of people to Jesus, not just one person at a time.



## Practice: Story, Scripture, Shape

**What's your story when it comes to evangelism?** (Ideas:

How were you raised, what was modeled for you, what are your barriers in sharing your faith, how is God growing you towards more mission right now, what's a current example, what's the hardest part?)

**Which scripture speaks to you the most in this concept?**

(Ideas: What example of Jesus is most meaningful to you? Inspiring? Convicting? Powerful?)

**How can you share the “shape” in a practical way that speaks to your group?** (Think through it before your huddle so you feel confident walking into it.)



If the word “evangelism” makes you cringe...relax. We’re not talking about standing on a street corner telling people to repent. A lot of evangelism starts with just saying, “Hi,” and just being friendly to someone next to you at the gym or at the grocery store or at the soccer eld during your kid’s game.

Some of the best relational evangelism skills stem simply from being *interested* in other people and being *interesting*.

The world needs to meet casual, fun and powerful believers who live a compelling story. Be open to sharing about who you are and why, and trust that what God’s doing in you is attractive to others. Even better, rst be interested in others for who they are right now. Not in converting them, but getting to know them like Jesus would.

Get to know them, and be open sharing about yourself. Sharing your story is a simple skill but does need some practice.

Most simply, think about 3 simple pieces:

- What was life like before you met God? (Where was there a void, pain, confusion, strongholds, emptiness or just something missing?)
- What was the turning point? (What made you receive?)
- What’s your story now? (What is new about your trajectory that God has done miraculously in you?)

No advice. Just humility, openness and vulnerability. We never need to push our story on someone else. Just be accessible, normal and fun as you share boldly and naturally about who God is and why you follow him.

Finding the “Right Good News for Them” is also a really helpful exercise on pg 296, particularly for ongoing relationships.



**KEY CONCEPT:****Our job is simple: Find the person of peace.**

1. Open up by asking everyone to share what stuck out most in Luke 10:1-6. and/or from the BDC.
2. Teach the Barrel of Monkeys. Start by sharing your journey of looking for people of peace. Were there people you invested in who weren't POP? Did this drain you and frustrate you? How did you feel the first time you wrestled with investing in POP as opposed to everyone? Were there people who experienced life transformation because you partnered with God to help them grow?
3. Allow each person space to share how they currently choose the people they spend time with the most. Have them process how it compares to the POP strategy and if those current relationships are life-giving and transformational.
4. Using their kairos, help them identify what God is saying and what they should do about it.

Have participants list everyone they currently spend time with and identify how they chose to engage with that person. Then have them pray about whether those people are POP. If they don't have anyone they're investing in yet, ask them to pray about why not.



**KEY CONCEPT:**

**God is preparing POP for those we lead to discover.**

1. Review saying/doing plans from last week.
2. Have the group partner up and teach the Octagon to each other with feedback.
3. As a big group, allow them to share how it went through reflection and discussion.
4. Give everyone a few minutes of silence to look at the skills questions. Have everyone identify which one God is pointing out as worth processing. Remind them to ask the Holy Spirit's guidance and reject any lies of performance.
5. Have each person share their questions and then take them around the circle.
5. End with at least 15 minutes left to debrief. Have the huddle share observations and encouragements, and leave a few minutes for questions. Affirm them for leading today and for how they'll lead a huddle soon themselves.
6. Remind everyone that next week is Mission and give them any details they will need.

**HOMEWORK**

SKILLS UP	SKILLS IN	SKILLS OUT
Does my group experience dynamic worship and intimacy with God?	Do my group members feel cared for?	Is my group growing?
Do I find it easy to receive guidance for the next step in my group?	Am I effective at resolving conflict?	Am I too controlling as a leader?
How easy is it for me to talk to a whole group from the front?	Do I take on the discipline of confrontation?	How welcoming is my group to new people?
Can I teach effectively from the Bible?	Is my group living as community?	Can all group members identify at least one person of peace?
Does my group share the vision God has given me?	Have I defined my own boundaries well?	Am I using leaders in my group effectively?
Am I comfortable leading times of supernatural ministry like praying for healing or leading without a plan beyond where the Spirit might lead?	Am I flexible?	Do I find it easy to multiply groups?
Am I hearing from God in the moment while I lead?	How are my weaknesses as a leader compensated for by others?	Are those I'm discipling turning into effective leaders?
Am I hearing God regularly on how he'd like to see me leading differently?	How do I cope with over-dependent people?	Is my group effective in regularly doing OUT activity?
Am I helping others hear from God or take advice from me?	How do I cope with controlling group members?	Does my group have a target audience in mind that keeps us focused?
Am I praying for the group I lead when we're not together?	Are there difficulties in my relationships with co-leaders/assistant leaders?	Is my group seeing new people meet God?

**KEY CONCEPT:****Looking like Jesus means having a heart for the masses.**

As we reach the end of this season of Huddle, use this last mission week to commit to the missional context God is calling each Huddle member into moving forward. Here are some ideas:

- Celebrate how you've grown in sharing your faith over the last year.
- Reflect on the mission experience you've had during this huddle and how you'll use them moving forward.
- Share plans to reach the context they intended to pursue.
- Celebrate anyone you've seen come to faith while in Huddle, or take big steps towards it (both in and outside the Huddle). Maybe people you mentioned in the very first OUT week are closer to God now than they were when we started. Pray for them by name.
- Discuss whether you see any ideas for their Tribe being born within your group, as in they have a specific sort of Tribe they want to start. If so, pray for them, bless them and direct them to get in touch with Stew at [stew@beavercreekchristian.org](mailto:stew@beavercreekchristian.org) so he can celebrate and resource you.

**HOMEWORK**

Then plan for your final meeting together

This week have the group spend time praying about any POP in their life they aren't pursuing and should. Pray for those people this week and give God a chance to expand your options. Choose one place they enjoy and become a regular. If its a comic book store. If its a coffee shop or restaurant, get to know the waiters/waitresses. If its a comic or video game store try asking some questions about their opinions. Use the frequency as a chance to be present, build relationships and pray for the people you meet.

## End Well

Wow. You have made it through a year (or likely more) of discipling. What a huge Kingdom win. Maybe you're thrilled and thankful, or maybe you're a bit weary and relieved. You might be sad it's over, or you might have been counting down the days for awhile. Where you are, take heart for the last (and really significant) part of huddle: ending well.

**Schedule at least one extended session, if not two, to end really well.** Pick a different location or add food to the experience to enhance the environment to make it special. Indulge affirmations. Have everyone go around and affirm each person in the Huddle. Let it go as long as it needs. Recall significant memories or milestones, humorous and serious, that you shared. Call out specific character traits you have observed in each person. Enjoy and celebrate each other.

**Debrief the year's up's and down's to develop and prepare them as leaders.**

No Huddle is perfect, so first as the leader, share what you wish you had done differently. Remind them you've been leading them as best you can so that your ceiling of leadership can be their floor. Encourage them to go further and lead stronger than you did. Be vulnerable about your misses and open up about improvements they could make to set them up as best as possible.

**Share stories.**

Have each person share how huddle has most impacted them as a participant, and what vision they have for those they'll lead. Don't be shy here. Stories of life change are our fuel, and you deserve to hear the fruit of your labor. Send any great story you get to us at [office@beavercreekchristian.org](mailto:office@beavercreekchristian.org)



### **Introduce Your New Role: Generation Leader.**

As much as we're excited for new huddles to happen, we're more excited about strong, healthy generations. Before you start thinking about your next huddle, take some time off (6 months to a year is recommended) to be a Generation Leader and keep investing in this group of people as they invest in their own huddles. Stick close to them interacting at least monthly to see how their huddle is going. Build oikos, and enjoy some time off from the week-to-week investment.

Why? No one is a great parent to 50 kids, so taking on new huddles all the time will just wear you out, and you aren't likely to disciple them well anyway. Instead, become a grandparent to hundreds by continuing to invest in your current huddle as leaders themselves. See it through that they are healthy before you start your next one.

When you do start your next huddle, you'll be even better, because you'll have the experience, reactions and inspiration from having seen your first huddle reproduce. This isn't a one-and-done situation. Discipling others is the lifestyle of a producer. Keep it up!

### **Talk Next Steps:**

Talk to them about how you'd like to continue investing in them, and how they can continue to access you. (Know that some may have grown very attached, so be gentle and clear in whatever you decide.) Use the Huddle Next Steps on the following page for ideas.

### **Commission and thank.**

Encourage everyone as future huddle or Tribe leaders even if they aren't starting yet. Thank them for the privilege of doing this together.

Thank you for huddling.



Your huddle doesn't have to end when this content runs out. Your next steps are one hundred percent up to you. Ask God what he wants you to do next, and feel free to use any of these next steps if they seem to line up with what you're hearing.

### **Want to keep going as more than a Generation Leader?**

Great! Build oikos. Keep regular rhythms as a community where you overlap. Dinners, birthday parties, open house nights and more can keep you connected as extended spiritual family. You can even reuse content from Huddle like Character/Skills Questions, OUT weeks, and simple "What is God saying, and what will you do about it?" structures. Or content from other materials like Story Formed Life and Critical Skills.

### **Have people who don't seem ready to lead their own huddle?**

That happens. Maybe they weren't quite a follower when you invited them in. That's totally OK. It can be hard to tell sometimes. Maybe this is just a crazy season of life. Not everyone has to lead right away.

Ask God where they are and what they need, and meet them there. Keep discipling them as a group or one-on-one as you're led. The goal of spiritual maturity and the ability to lead others in discipling relationships is the goal for everyone, but the timelines are unique to each person. Meet them where they are to whatever level you're led, and resist any pressure to see them "succeed" or move on before they're ready. No one is grading you or them. We're all just listening and following as best we know how, and God is honored by and loves to see that obedience.



### **Have people who are starting to lead their own huddles or Tribes?**

Be sure to connect them with Stew to get extra resources and training. Most of all we'd just love to learn about all the places huddles and Tribes are popping up so we can pray for, resource, learn from, and connect.

### **If you're interested in still meeting with them, as a generational leader to help them process how their leadership is going that would be great!**

You can help them identify new opportunities and discern whether they need more challenge and would benefit from you raising the bar, or if their leadership experience is wiping them out and they need someone like you to serve as a place to receive encouragement.

### **Want to keep access available but cut the regular meetings?**

Just let them know. Find ways to keep your home and family accessible through organic and natural rhythms, and don't feel bad about nixing the formal time at all. Let them know if they need you, you're there. Talk about what that can look like and be open to boundaries on either side to make it sustainable and work.

Stir sensitivity to POP and missional opportunities. Set them up to launch their own Huddles or Home Group, and be sure to send anyone starting a Huddle to Huddle Training. You can sign up for it by contacting Ed or Stew at the church office. Pray for and encourage them often. Stay as imitable and accessible as ever as they explore next steps.



# Appendix

## Vocabulary and Resources.

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### **OUT = Seekers**

(Not outside the building, or like serving in ReachOut. OUT means evangelism, connecting seekers, and sharing our faith with people who don't know God.)

If you are tempted to skip this, don't. To build a culture of OUT happening organically in our lives, we have to kick

start some organized OUT opportunities. Mission weeks are chances to model OUT to your group in a way that develops evangelism and prophetic skills.

Intimidated? Don't be. Evangelism often starts with simply saying "Hi." Prophecy always starts with just encouraging someone. We prioritize these weeks to increase our comfort level with them, so it begins happening naturally in our day- to-day. You do not have to follow the examples laid out in the guide, but you should try to live within these goals and ethics to lead your time.

Plus, doing these weeks as a huddle is a major leveler. If there is any pretense, resistance, fear, or religion in the group—these weeks will reveal it (even if it's in us). Even if your huddle is already great at OUT, some of these exercises might expose new or fresh ways of engaging seekers. Sometimes the win is just pursuing the discipline of OUT more spontaneously in less charted territories. It's always a win for your huddle to see you out of your living room interacting with the world as a part of your everyday life. (Even if it's not a part of your normal life yet. If you struggle with OUT, say so! We're all growing together.)

## Goals

- Move outside our comfort zones
- Embrace being “outed” as followers
- Grow in skills of sharing faith spontaneously (evangelism)
- Grow in hearing from God for others and ourselves (prophecy)

## Ethics

- Leaders go first. Model then invite.
- Mission Weeks are not quests for spiritual highs. We’re chasing humility and service.
- Find people’s comfort zones, and start by taking one step out. Next month, go a little further. (Example: First, just start praying for a seeking friend. Next month, share your faith casually in conversation. The month after, offer to pray for them.)
- Look for sustainable OUT opportunities where possible (natural relationships or a place you can frequent as a Huddle to build ongoing relationship). It’s a great skill to practice boldness with strangers, but be listening for what fruitful OUT patterns God might reveal to your Huddle for deeper opportunities.
- There isn’t a prize for the most radical adventure. (Although if God leads you there, you’ll probably see fruit.)
- We’re trying to look like Jesus, not make some big statement about him. So when you connect with people to complete a challenge, be sure you’re doing it in meaningful ways that expand the Kingdom. Don’t make a scene that increases bad Christian stereotypes.
- Consider the introverts in your huddle. Some of these are super-extroverted, so give grace for people who process differently or have different interpretations.
- Always debrief as a team. These weeks are likely to create major kairos moments, so don’t skip processing them. How we felt while we were engaging in it, what we heard God say, what we heard the enemy say, and what successes and failures came from it is as much the point as following through. Be sure to talk it through with your group and see what God reveals.

## How To Engage

First, imitate. For the first couple, read something out of this guide, and do it. Most of us didn't experience this in our huddles, so it's worth starting with imitation where we can. Once you've tried a few and seen how your group engages it, then feel free to start innovating. It can look a variety of ways. You could:

1. Come up with your own challenge for the week as the Spirit leads as long as it accomplishes the goals and ethics above.
2. Choose one of the "as a huddle" challenges.
3. Choose one of the "as an individual" challenges, and use the Mission Week to debrief it. (Just be sure you don't always choose this option. There's power in shared experiences. Try to go out together as a huddle at least every other month.)
4. Choose one of the "as a huddle" challenges to do together and assign the individual challenges as homework or just as a bonus opportunity.

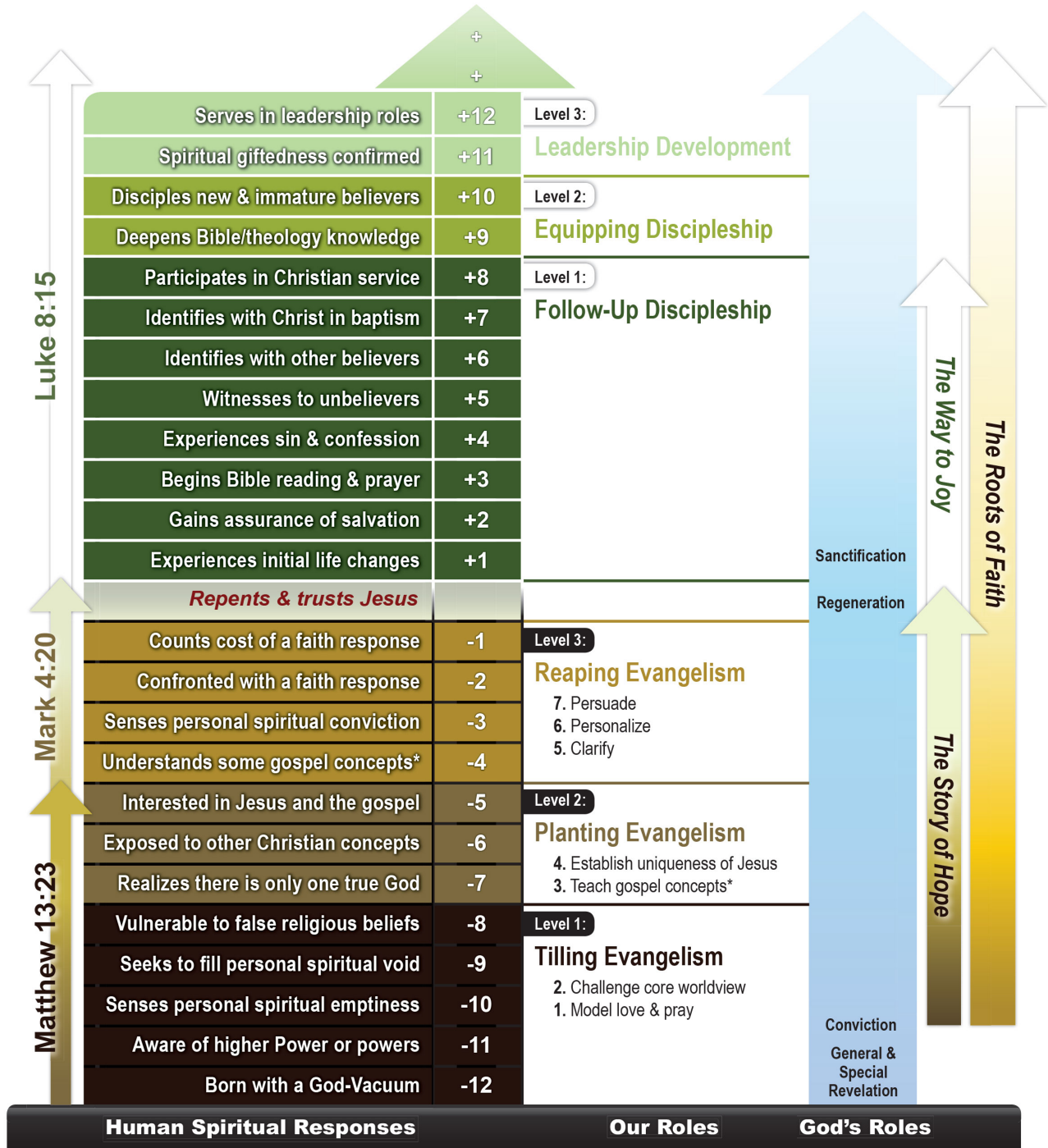
\*Remember, the debrief that collects and processes the kairos moments that come from Mission Weeks is half the power. Be sure to leave time to talk through what God prompts in people as they engage these challenges.

## Seasons in Huddle

	<b>MONTHS 1–3</b>	<b>MONTHS 4–6</b>	
<b>Content Covered</b>	Invitation/Challenge, Circle, Covenant & Kingdom...	...Covenant & Kingdom, Work From Rest, UP/IN/OUT...	
<b>Place on the Square</b>	D1: Unconscious Incompetence L1: Directive	D2: Conscious Incompetence L2: Coach	
<b>Culture Development</b>	Language	Rhythms	
<b>Focus Area</b>	Individual	Household	
<b>What's a leader's top priorities in each season?</b>	Create a safe space with high expectations. Start L1 and balance invitation and challenge right from the beginning. Model hearing from God and teaching from the Bible first. Emphasize access and invite people to spend time with you in different things you're already doing.	Cheerlead progress, encourage people and keep inviting them into extra time with you and each other. Where you see people hit D2, abundantly offer extra time, vision and grace. Continue reinforcing Sabbath and a "rest from work" model as you pass into future intervals. Especially encourage parents to consider the culture of their home and how these tools apply to parenting.	
<b>What do members need most in each season?</b>	Know they are loved and accountable. Prioritize time to hear from God, read the Bible and come alongside you. Get in a strong rhythm now of hearing meaningful saying/doing plans and following through, and feel spiritual momentum.	Feel chemistry in Huddle with each other. Receive extra time with the leader one-on-one to grow through D2. Believe they're called to reproduce not in spite of their unique gifts or circumstances, but because of them.	

	<b>MONTHS 7–9</b>	<b>MONTHS 10–12</b>
	...Square, Five-Fold, The Lord's Prayer...	...The Lord's Prayer, Generosity, Evangelism
	D3: Conscious Competence L3: Consensus	D4: Unconscious Competence L4: Delegating
	Boldness	Reproduction
	Spheres of Influence	Kingdom Leadership
	Cast vision outside of ourselves. Leverage the new rhythms and strength in home to start thinking bigger about mission. Transition to Kingdom calling. Increase challenge and direction. Bless people as leaders, and start encouraging the ones who are ready to consider leading a Huddle of their own. The ideal is for theirs to start by Interval 9-ish so there's some overlap between yours and theirs if possible.	Stir sensitivity to POP and missional opportunities. Set them up to launch their own Huddles or GO Groups, and be sure to send anyone starting a Huddle to Huddle Training. You can sign up for it at <a href="http://crossroads.net/discipleship">crossroads.net/discipleship</a> . Pray for and encourage them often. Stay as imitable and accessible as ever as they explore next steps.
	Need to see a holistic way of life and how it all connects. More challenge on OUT and maintaining balance. A vision for leadership and reproduction.	Stories from the leader to see opportunity, and encouragement about their progress. Development and blessing to launch their own Huddle or GO Group.

## The Good Soil E&D Scale – The Vertical Dimension



The original concept for this scale was created by Viggo Sogaard and later revised by James F. Engel and called the Engel Scale.



**\*Basic gospel concepts =**

**God, man, sin, death (as divine judgment), Christ, cross (including resurrection), faith, & (spiritual, eternal) life.**

## Laying Hands

The goal of huddle is to turn followers into producers. We want to celebrate that transition with the significance it's due. Spiritually speaking, it's a promotion, but not like the world promotes. Spiritual promotion looks like steps down to serve and humble ourselves to new depths the way Jesus did. It's a holy moment that should be marked with a spiritual precedent called laying hands.

Here are a few words about how authority in the Kingdom comes that you can share to give people context.

### **Authority in the Kingdom**

1. It doesn't come as a result of gifts, charisma or titles. It comes as a result of faithfulness. (Matthew 25:23)
2. It's coming for any committed Christ follower, because we are designed to be conformed into the image of Christ. It's not an elitist title. God wants it for all of us. (Romans 8:29)
3. Knowing how authority works impresses Jesus. Don't be shy about it. Embrace it. (Matthew 8:5–13)
4. It is given so that you can serve more and better. (2 Cor 10:8, 13:10)

Authority is the given right to execute that for which you're responsible.

When given responsibility, first humble yourself and ask for the grace to complete it (until you have the spiritual authority).

In the kingdom of man, authority works like a triangle or a typical org chart with many on bottom and few at the elite position on top. In the Kingdom of God, it is just the opposite with the lowest position already taken by Jesus. Serve to move down. Status and authority are always opposed. (Caution: the lower you go the harsher the judgment. Stay humble and servant-minded.)



## **The Laying On Of Hands (LOOH)**

It is a mechanism for conferring authority in the Kingdom of God. The Old Testament picture was anointing. It's to set something apart for God's services.

### **Reasons for LOOH**

1. In praying for people (Matthew 19:13)
2. For healing (Mk 16:18, Acts 9:12, and 28:8)
3. To minister the Holy Spirit (Acts 8:19, and 9:17)
4. To confirm gifts and callings
5. To commission people (i.e. send them out in proper authority)

The enemy is regularly commissioning people for his services, but we often under-do these.

We want to commission you to reproduce what you have received, lead those God has revealed in your spheres of influence, and humbly serve the body. This isn't magical, and it doesn't change you. It just acknowledges the fruit that's already happening and sends you out to produce more.

## Finding the Right Good News For Them

One of the options on the first huddle on mission week refers to an exercise about finding “the right good news for them.” We recommend spending some time here, because it’s something you can use every time you’re practicing mission.

Maybe you feel like you’ve tried to share your story before, but maybe your new invitation/challenge skills could create a different atmosphere for a deeper conversation. Where have you maybe been too timid in attempts to be invitational but lacked challenge? Or perhaps have been nervous and came off too strong in attempts to challenge—without first modeling invitation by sharing your own story of brokenness redeemed?

When we think of “sharing the Gospel,” we often think of telling people the full spiel of how Jesus died on the cross for them to save them of their sins, adopt them as sons and give them roles in the Kingdom. Well, as sweet as that story is, unless people are asking direct questions that prompt it, it’s not exactly something that just rolls off the tongue in conversations. Even if you’re comfortable sharing it, many seekers aren’t ready for that. They sometimes need a bridge.

Maybe it’s the friend who avoids talk about God because she’s living with her boyfriend and assumes there’s not room for God in the equation until she’s married. But deep down, her bigger fear is rejection from the Church or God asking her to be single and she’s too afraid to be alone.

Maybe it’s the friend who’s constantly performing. He’s the star athlete, the top salesman at work and regularly the life of the party. But he sometimes tells you he’s exhausted and that despite all the worldly accolades, he still feels a little empty.

Responding to either of these friends with a jump to the Gospel presentation simply might not click. (It might! And if you're led there, go for it, but sometimes that's a big leap for people.) The right good news for them means finding the hole in their life that only God can fill. It means seeing the pain that you know only God can heal, and discerning how best that message could be heard.

For her, maybe it's your story about loneliness and fear or a testimony to the gift of marriage done God's way. For him, maybe it's your story of grace and rest and how God has lavished you with it when you abide. Maybe it's not even a direct conversation. Maybe it's simply encouraging and blessing them in the areas you see pain or simply modeling those parts of your life for awhile praying for a chance to talk more.

Maybe the bridge for an atheist friend (who says he sees no need for God, but clearly lives with lots of fear and anxiety) is hearing how you've been rescued of fear in your own life. Maybe the bridge for your co-worker who claims to be against religion could spark to your story of finding freedom in the difference between rules and grace.

Whatever it is, there's often power in asking: what's the right good news for them? What's the God-shaped hole that causes them pain that I know only God can fill? What's my bridge to be able to share in a way that's not just me talking but that's loving enough to help them hear?

## Statement on Poverty and Injustice

Jesus came to start a revolution. He called that revolution the Kingdom of God. “Kingdom of God” literally means the domain over which God reigns. God’s ultimate goal, which he promises to accomplish eventually, is for the whole Earth and all its people to become a domain over which he rules. The Kingdom of God displays the beautiful character and behavior of the one who first embodied it. It always looks like Jesus—loving, serving and sacrificing himself for all people, including his enemies. Our job, as people who submit to God’s reign, is to do everything we can to grow this “mustard seed” kingdom in our own lives and throughout the world. We’re to pray and live in a way that we bring about God’s will “on earth as it is in heaven.”

One of the biggest hurdles for humanity seeing, believing and realizing the Kingdom of God is the existence of poverty and injustice in the world. This document attempts to explain why poverty and injustice exist and how our participation with God in their alleviation fulfills our mandate to bring about his Kingdom.

### **Poverty: What Is It and Why Does It Exist?**

God designed humans to operate within four relationships (Gen. 1:26-31)

- Relationship with God—We were created to serve and give praise to our Creator through our thoughts, words and actions. (Mark 12:28-34)
- Relationship with Self—While we must remember that we are not God, we have the high calling of reflecting God’s being, making us superior to the rest of creation. We are created in the image of God and thus have inherent worth and dignity. (Gen. 1:26-27, John 1:12-13, Eph. 1:11-14)
- Relationship with Others—God created us to live in loving relationship with one another. We are made to know one another, to love one another, and to encourage one another to use the gifts God has given to each of us to fulfill our callings. (Gen. 2:18, Luke 10:26-28)

Poverty alleviation is the ministry of reconciliation: moving people closer to glorifying God by living in right relationship with God, with self, with others and with the rest of creation, and in turn creating the resources necessary to sustain a healthy life. (2 Cor. 5:18-20, Eph. 4:17-32)

Through Scripture, God has given us a picture of how a life should look when the four relationships are reconciled through Jesus. (Eph. 5)

The ultimate goal of poverty alleviation is to see fully mature disciples of Jesus who are actively discipling others. (Matt. 28:18-20)

### **Our Role in God's Plan**

God calls us to participate in the reconciliation of the four foundational relationships, the creation of disciples and subsequently the alleviation of poverty and injustice. (2 Cor. 5:18, Rom. 10:14-15, Matt. 28:18-20, Isa. 58:6-8, 1 John 3:16-18, Matt. 25:34-36, Jas. 1:27, Prov. 14:31, Prov. 19:17, Isa. 25:4, Jer. 22:16)

God loves justice and conversely hates injustice and calls us to fight against injustice. (Isa. 1:17, Isa. 58:6-10, Ps. 11:5-7, Ps. 140:12, Ps. 10:14, Prov. 31:8, Jer. 22:3, Prov. 29:7)

The importance of combating material poverty is specifically called out in Scripture and must be a component of what we do. We are blessed to live in the “rich” world and must use that gift to help those who hurt. (Acts 4:32-36, 1 John 3:16-18, Acts 6:1-7, Gal. 2:10, Deut. 15:7-11, Luke 12:34, Luke 3:11)

Material poverty alleviation is working to reconcile the four foundational relationships so that people can fulfill their callings of glorifying God by working and supporting themselves and their families with the fruit of that work. (Eph. 4:28)

- Relationship with the rest of Creation—While the world was created to be without defect, God called humans to interact with creation, to make possibilities into realities, and to be able to sustain ourselves via the fruits of our stewardship. (Gen. 2:15)

The Fall compromised these relationships. On our own, we are simply incapable of being what God created us to be and are unable to experience the fullness of joy that God designed for these relationships. (Gen. 3, Rom. 8:22, Rom. 7:21)

The result of these damaged relationships is poverty. Poverty is the extent to which an individual does without the resources that the four foundational relationships were designed to produce for us. Resources can be spiritual, financial (material), emotional, mental, physical, support systems, relationships/role models, knowledge of hidden rules.

Poverty leads to a belief system that denies God's goodness now and moving into the future.

### **Injustice Matters**

Injustice occurs when power is misused to take from others the resources and blessings that God intended for them, namely, their life, dignity, liberty and the fruits of their love and labor. (Eccles. 4:1, Isa. 10:1-2, Ezek. 22:29-31)

Injustice is a significant cause of poverty.

### **God's Plan is the Restoration of These Relationships (2 Cor. 8:9)**

Poverty is rooted in broken relationships, so the solution to poverty is rooted in the power of Jesus' death and resurrection to put all things into right relationship again. (Luke 10:9, Rom. 5:10-11, Rom. 10:14-15, Col. 1:15-20, 2 Cor. 8:9, Luke 4:16-21)

Though we must combat material poverty, combating all forms of poverty is critical to successfully lifting someone to healing and wholeness.

In our efforts to alleviate material poverty, we must not forget the equal importance of the other foundational relationships and other forms of poverty. One of the biggest problems in many poverty- alleviation efforts is that their design and implementation exacerbates the poverty of being of the economically rich—their god complexes—and the poverty of being of the economically poor—their feelings of inferiority and shame.

Until we embrace our mutual brokenness, our work with low-income people is likely to do far more harm than good. (Luke 6:42)

We should expect to grow in relationship with Jesus and to see the four foundational relationships improve in our own lives when we participate with God in the ministry of reconciliation to which he has called us. (Prov. 11:25)

### **BCC Acts on These Truths**

BCC takes our call to participate with God in the fight against injustice and the alleviation of poverty, and as a result the advancement of the Kingdom of God, seriously. We primarily promote this through our ReachOut ministries.

### **The mission of ReachOut is to develop and mobilize servant-learners to provide transformative support to those in need, revealing the Kingdom of God.**

- Servant-learners dig in and do anything that is needed. Servant-learners are open to having their worldview challenged, are always looking to learn from those they serve and are actively seeking a deeper relationship with God. Servant-learners understand that we are all living in poverty, that we all need help, and that we have specifically been gifted with resources and talents that

can help others come closer to the way God designed them to be, just as they have been gifted with resources and talents that can help us come closer to the way God designed us to be.

- Transformative support is holistic, systemic and lasting. Transformative support challenges and changes the ways people live and view their lives. Transformative support creates structures that reconcile the four foundational relationships and subsequently form the resources that God intended for us, creating an environment in which people can be healthily disciplined as followers of Jesus.
- The Kingdom of God is revealed when poverty decreases and conversely love, hope and healing increase in all areas of life; and, in community, Crossroads' volunteers, their friends and those they serve look more like Christ (1 John 2:6), ultimately decide to make Christ their leader, and actively disciple others to do the same.

*Content adapted from When Helping Hurts by Steve Corbett and Brian Fikkert, Myth of a Christian Religion by Greg Boyd, A Framework for Understanding Poverty by Ruby Payne, and Good News About Injustice by Gary Haugen.*



## The Jesus Scale: UP/IN/OUT

Sensing how we're doing when it comes to matters of faith can be tricky. Our first instinct is often to compare ourselves to those around us, or how we've personally improved. But that generally misses the mark. If we compare ourselves to others, we either come out on top (producing arrogance) or on bottom (producing insecurity). Both are prideful, and both miss the whole point. As disciples, we're comparing our lives to Jesus, and striving to look just like him- not anyone else around us.

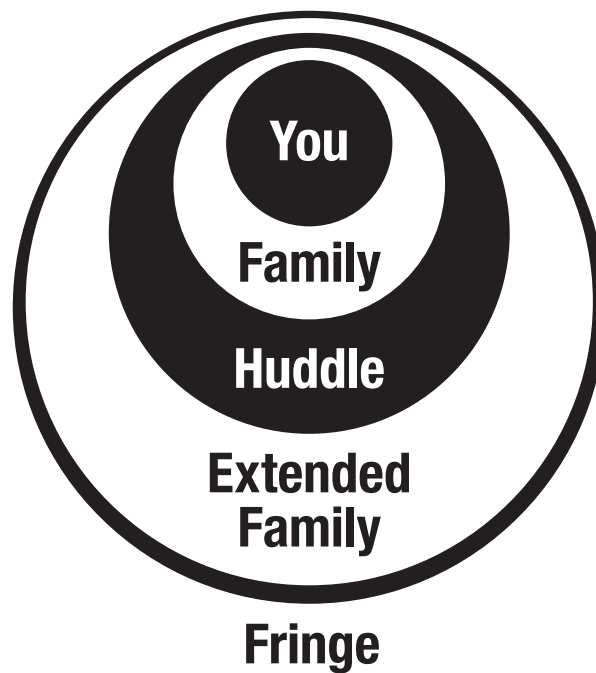
This quick scale is a gut check on how we're really doing when it comes to UP/IN/OUT - not to lower our scores, but to give us a perfect model to strive towards, one that always keeps us focused on the goal (and the one who can get us there.)

## The Jesus Scale: UP/IN/OUT

UP	
10	Praying continuously, abiding perfectly, never out of step with the Spirit. Only doing what the Father does, walking in power and authority in a perfectly focused identity.
7	Abiding is consistent, intentional, fresh, intimate and frequent. Connection with the Father is fueling, vibrant, directive and deep. Life looks different as a result of prayer.
5	Abiding is either: genuine but sporadic OR frequent but dry. Prayer happens, but change/momentum is unclear. Only some things look different as a result.
3	Prayer and connection happens only in crisis, need, want or when prompted by others.
1	Never really pray, kind of ignores God
IN	
10	Relationally driven, purposeful about people, intensely vulnerable, strategic with time, deep, committed, responsible, perfectly loving
7	Relational input/output is common, there's depth, generosity, intentional pursuit, it's fun, there's high trust, it's safe, people are known, feel free and there's permission to fail
5	Open, but relational inputs like vulnerability and receiving or outputs like sacrifice, sharing and serving are limited. Relationships are regular but somewhat controlled. Have potential but lack depth and commitment.
3	Relationships with people who are easy for you to like are semi-regular, but somewhat shallow, me-focused or passive
1	Recluse relationally, not engaged, isolated, selfish, disinterested
OUT	
10	Saved the whole world by dying for everyone, cast out demons frequently, healed, preached, loved, forgave, sacrificed and pursued the world with boldness, commitment and compassion, efforts were multiplied for centuries to come
7	Multiplication is starting, exponential growth of new believers is showing fruit, moments of sharing faith are comfortable and happen with regularity as a result of intentional focus, prayer and boldness
5	Opportunities are sought after pretty regularly, prayer for unbelievers happens often, there's vulnerability, care and strong attempts, and some fruit is starting to grow
3	Feels aware of the opportunity but not taking action, tries occasionally when it's easy, lacks ownership of the mission
1	Apathetic, disengaged, self-focused, vain, stingy with faith, disobedient

## You, Your Home, and Your Spiritual Family

To see this discipleship vision for our city, we first have to pursue it for ourselves. It will take people who believe in and *live out* a life worth imitating. It will take a growing population of people whose lives look like Jesus enough that others want to meet him. The more we're continually leaning into life change ourselves (remembering that we'll never "arrive"), the more set up we'll be to make disciples with integrity.



### **You**

You can't give what you haven't received. Focusing on your relationship with God and leading out of the overflow of that is the only place to start.

### **Your family**

We all have varying spheres of influence in our lives. We want to be good stewards of what we've been given, and that generally starts at home. Your immediate circles most reflect how authentically you're living. The people who live with us get the best picture of where we are spiritually. We want to get our homes in order before we start looking outside.

### **Your huddle**

When your home is in order, it's attractive. The fruit draws people in, because it's different from the world. It becomes a refuge for the broken and a training ground for reproducing health. It's a safe space for people to enter, be healed, be loved, be trained and be released. Huddles start at home, because discipling people works best when we combine both the organic access to your life (through having your home and life in order) and the organized training vehicle called huddle.

### **Your extended spiritual family**

Any "family" talk in here is not just for married couples with nuclear families who live in their homes. *It's for all of us.* When we're talking about family, we're talking about the spiritual family that Jesus redefined for us. Just before he died, he gave his mother to John to take care of, and he called the disciples his brothers. When we are looking with Kingdom eyes, we'll see that our families are much bigger than the nuclear ones we were born into, and there are spiritual parents and siblings (and probably cousins and more) all around us.

## Leveraging Your Life Stage

### A Note for Nuclear Families

Have you ever been discipling someone and wished you could just start with a clean slate? That you could let God form that person's identity the way he intends before all the baggage and pain of the world seeps in?

If you have children, you're in luck. Parents, discipling starts at home. Your kids are your primary disciples (which is a holy privilege and actually pretty fun). Your nuclear family shouldn't suffer from your disciple-making. **Parents' primary disciple-making vehicle is their family and their primary disciples are their kids.** This means there will be seasons and times when your home isn't as open as others. And that's a good thing if that's needed to give your kids your discipling best. (It shouldn't be that way forever, but there are seasons when it's healthy.)

As you disciple, lead others to know Jesus and in learning to parent well. Invite people into all the good and the bad of raising children. We learn so much about the character of God from the gift of being a parent, so share what you're experiencing as often as you can and lead others in it. We need you. Thank you for discipling.

### A Note for Singles

Whether you live with a spiritual family of other singles, a nuclear family, one roommate who may or may not know God, or you've been living on your own for years, everything written in this guide applies to you. Whether you have been single for years and expect to be for life, or your days as a single person are numbered and you'll be in a different life stage soon, everything written in this guide applies to you *now*.

In Corinthians 7, Paul says, "I wish that all of you were as I am. It's good to stay unmarried as I do." Paul seems to find the single life to be a powerful experience of ministry, undistracted devotion and unrestricted mission, and we

believe him. He honors it, encourages it, and champions singles to make the most of it by channeling vision and spiritual fervor into generation-changing Kingdom returns on the world around us.

Your family might look different. You might even need to take time to more intentionally define it, because it's not as obvious, but different is good. When you're discipling people, invite them into your home and family however you choose to define it. Bring them into how you do community, abiding, Sabbath, adventure, ministry and more. Partner with other families and singles to experience extended family on mission, and enjoy making disciples in the lifestyle of discipleship you lead. We need you. Thank you for discipling.

### **A Note for Empty Nesters**

If your kids have grown up and left the house, you're in a season with an abundance of possibilities. Maybe they live down the street, have families of their own, join you for church and you're still very close. Maybe they're across the world living apart from God and disconnected from you. Whatever your story is, there are countless possibilities for you and your discipling relationships.

We think your kids will always be your first disciples, but it might look different at different stages, and discipling is a two-way street. If you don't have access to or permission from your kids right now, prayer (and repentance) is still a powerful form of ministry even from across the world. And while they're your first disciples, they're not your only. There are young families and singles all over the place who would love some seasoned, spiritual parents who are interested in passing on their years of experience. When we talk of spiritual family, we think the best case scenario is the multi-generational spiritual family. Elders in our community are gifts, and younger generations are very interested in time with you.

If you're considering what your oikos looks like, pray about the nuclear family you've raised and people all over the city who could be blessed by your time and insight. What you've done well and *what you haven't done well* can all be redeemed and multiplied into life for future generations that inspires, heals and grows. We need you. Thank you for discipling.

## Using Your Five Fold Base

Your Huddle is going to uniquely reflect you and how God has wired you. It might not look like your leader, and that's ok. Embrace it and lead well acknowledging both your strengths and weaknesses.

God has equipped each of us with gifts—gifts that we get to use to equip others. In Ephesians 4:11-12, Paul lays it out like this:

*So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*

We all lean toward a primary gift, and we get to use that gift to mature others so that they, too, use their gift. It's all about the collective body. And part of successful leadership is knowing our primary gift and how to operate in the other gifts\*. Here are a few ways it can play out:

\*Check out [www.fivefoldsurvey.com](http://www.fivefoldsurvey.com) if you want a deeper dive.



PRIMARY GIFTING	STRENGTH	WEAKNESS
PROPHET	Prophets are great at challenge and clarifying someone's kairos. They can offer powerful insight to the huddle when they seek the Lord. A core skill of a disciple is hearing from God, so a prophet should be devoted to helping the body hear, teaching them how to abide, cutting through confusion with truth, and emphasizing our dependence on the Spirit.	Prophets can get frustrated when growth isn't happening fast enough or visions they have don't materialize. They might struggle with articulating the pictures and concepts they see and may need to grow in communication skills so what they hear can be heard by others. They could benefit from growing in invitation and empathy.
APOSTLE	Apostles can help people see God-ideas being given to them and develop them into plans. They are great at casting a vision that draws others in and laying foundations that can last. They are quick to overcome obstacles and not back down. They have the potential to rally an army and equip troops for battle in the foundations they lay.	Apostles can have a hard time staying focused and not jumping from one thing to another. They are tempted to grow impatient if growth or movement isn't obvious and may need discipline to persevere. They may also need to grow in emotional intelligence to lead through listening well.
EVANGELIST	Evangelists are great at inspiring a heart for OUT in their huddle and training them for a life of bold mission. They will thrive in producing an enthusiastic environment that draws people out. If they grow in training disciples, they can release a powerful missional movement.	Evangelists need to be sure they are modeling their skills consciously (not operating in unconscious competence). Huddle may even be difficult sometimes only building into believers. They would benefit from finding ways to teach their huddle to do what they do.

PRIMARY GIFTING	STRENGTH	WEAKNESS
TEACHER	Teachers communicate the concepts in an easy to understand and relatable way. They are great at coaching and equipping. They can inspire their huddle to delight in God's word, and because of their love for truth can be powerful leaders of developing character.	Teachers might talk too much and stunt the Spirit from leading through self-discovery. They may struggle to be compassionate in their communication, and could benefit from growing in emotional intelligence with the people they lead.
PASTOR	Pastors care for the participants well especially in D2. Their empathy skills will make it easier for others to hear from God because they know they've been heard by their leader. They will excel in the access part of discipleship because of their hospitality and warmth.	Pastors may need to grow in challenge to help people develop. The natural tensions of growth might weigh heavy on a pastor causing them to carry others' burdens on their shoulders more than is healthy for them.

# Definitions

## **CHALLENGE**

Challenge helps us move them closer to what God is uniquely speaking to them, which reflects surrender to the King and supporting his kingdom.

## **CHARACTER**

Looking like Jesus in character means considering how we treat others, how we live when no one's looking, and prioritizing the things he prioritized like maturity, rest, holiness, family, community and mission. We'll know this is happening by the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

## **COMPETENCE**

Looking like him in competence means being able to actually do what he did. That shows up through skills like healing, teaching, pastoring, prophecy, leading others to know God and growing them into maturity by making disciples who can also make disciples.

## **COVENANT = ONENESS**

The Hebrew word for covenant means oneness or unfettered union. It's a union that far supersedes the concept of a friendship or contract; a loving bond between a stronger and weaker party that permanently combines their identity and resources, generally marked with a scar that reminded them to be faithful, and often a new name symbolizing a new identity and oneness to a new family.

## **DISCIPLING CULTURE**

An ever-expanding community where many who have been trained in the character and competency of Jesus train others who train others. Pursuing a life that looks like Jesus is a common goal. It's sought after above and beyond any other cultural expectations or interests. It leads to thousands of seekers becoming disciples growing in his likeness and maturing as disciple-makers themselves.

**HUDDLE**

A huddle is a group of 4-6 people committed to becoming disciple-making disciples. Huddles are a proven method for teaching these 4-6 people the core skills of discipleship — and equipping them to teach these core skills to others. The ultimate goal of a huddle is to produce more disciple-making disciples.

**IMITATION**

Watching it practiced in someone else's life.

**INFORMATION**

Introduction of character or competence.

**INNOVATION**

Personally applying the belief or skill with the ability to report back to the huddle on the success or failure to receive feedback and help.

**INVITATION**

Invitation allows us to care for and nurture our huddle participants. It mirrors the covenant side of God, the side that reminds them they're a loved and valuable child.

**KINGDOM = REPRESENTATION**

The area in which the King reigns, beginning spiritually then manifesting physically, expressed through those who hold a covenant relationship with God and share his vision for his will being done on earth, a call to co-owning the responsibility of bringing heaven to earth, representing the Father's character, and expanding his territory in a broken world.

**GO GROUPS**

Extended spiritual families on a mission to connect networks or neighborhoods of seekers to communities of growing Christ followers who change the world.

# Declaring the Good News

## What's In Your Good News?

Forty-five minutes into a conversation with pastors and church leaders, an elder abruptly turned to me (Matt) and asked:

**“What is the gospel?”**

I smiled blankly, trying to remember the name of this person I'd met moments earlier, and looked for any sign of his intention, agenda, or clue to what he was really after. Where I come from, people who ask this question are usually looking for a specific answer to see if you're on the “right team.” It's a loaded question.

A trap.

A trick.

A litmus test for whether you are fully orthodox and “gospel-centered.”

I typically don't answer trick questions because they aren't honest (and did you ever notice how Jesus didn't answer trick questions?), but this was a trick question with a twist:

**I was interviewing for the Spiritual Formation Pastor position at a church and this was the final meeting before they decided whether to extend an offer to me or not.**

- If I made a joke I could leave the impression I didn't take the gospel of Jesus Christ seriously.
- If I parroted what I think he wanted me to say I would have likely compromised my integrity.
- If I pushed back and didn't answer, it might indicate that I wasn't confident on how to proclaim the gospel.

So as his question hung in the air, with all twenty pairs of eyes now fixed on me, I knew it needed some kind of faithful answer.

**How would you have answered that question?**

**What would you say if we asked you now?**

**How have you learned to share the gospel?**

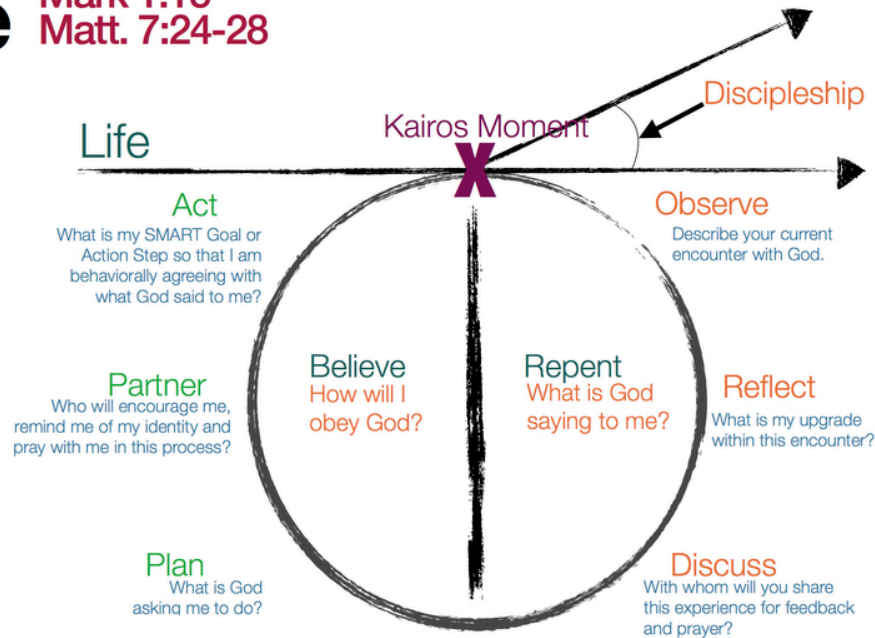
The word gospel simply means “good news.” In the context above, the elder was asking me to summarize the gospel of Jesus Christ. What is the good news of Jesus?

## You Can't Discern without the Gospel

**The Discernment Loop is a gospel tool:** we pay attention to kairos moments because we believe **the way into the Kingdom of God is the way through the Kingdom.** We need to hear continual, daily, ever-expanding good news of Jesus and respond to that good news in faith.

# The Learning Circle

Mark 1:15  
Matt. 7:24-28



**We can't repent without good news** because good news is what God thinks. And it's what God thinks because it's what's real. The good news of Jesus is the announcement of what is true.

**We can't believe without good news** because what else are we trusting but the gospel for the Christian life?

**The good news, however, is better than what we have been led to believe.** When we think of "gospel," many of us immediately think about **salvation formulas** (Four Spiritual Laws, Romans Road/Bridge Illustration, etc) or **atonement theories** (Substitution, Ransom, Recapitulation) that help get people "saved."

**But here's the problem with these methods:**

We don't see Jesus or the apostles using a one size fits all approach, and we don't see Jesus (or the apostles) explaining the mechanics of how Jesus' death works in evangelistic situations.

## What IS the Gospel?

In the interview above, I (Matt) took a moment to gather my thoughts and gave it my best shot.

"The gospel is the announcement that 'Jesus is Lord of Heaven and Earth.' And if you want to know anything more about the gospel than that, I'd have to know more about you."

The gospel is, essentially, the announcement that "Jesus is King." He reigns. That's the good news: there's a new ruler with a new kingdom that runs by a different logic than the world. And through the life, death, resurrection, and ascension of Jesus we have access to this new reality by surrendering our very lives to Jesus the Lord.

This good news that Jesus is Lord has two main components:

- 1 Who Jesus is, and
- 2 Who we are because of who Jesus is.

This gospel comes to people, not in abstract, mental assents to a theory, nor in a contractual salvation formula; it comes into the specific situations of life.

Notice how Jesus proclaimed the good news:

- He made the reality of God and his kingdom tangible and accessible to people right where they were at, and
- He called them to respond in concrete ways.

Three examples of this:

## Zaccheus

In Luke 19:1-10, Jesus didn't ask Zaccheus to believe a set of propositions about his death, **he invited himself to lunch**, which is the same thing in Jewish culture as saying:

"I'm willing to leverage all my honor on your behalf, willing to give you belonging in my family and significance and worth beyond what your life deserves. Will you accept this new identity and relationship to God through me?"

The good news to Zaccheus wasn't "You get to go to heaven when you die," but rather, **"Come out of that tree I'm having lunch at your house."**

The good news Jesus extends to people is **specific and particular**. Zaccheus needed to respond to the lordship of Jesus in that moment in a concrete fashion.

Jesus didn't use a canned gospel presentation. Nor did he explain the theological nuances of how he would save Zaccheus. He simply said, "I am Lord and you are going to dine with me."

## Peter

This scene (John 21:1-19) happens after Jesus' death.

Notice: Jesus didn't give Peter a thorough explication of how his death atones for his betrayal on the night he died, he didn't explain wrath or propitiation or expiation or any of the how forgiveness works.

He offered good news to Peter three times in concrete, specific ways:

### Good News #1: Fishing Advice

Jesus proclaimed good news to Peter's fear of not having enough. Jesus came to him on a beach and blessed him beyond imagination by giving him fishing advice.

Let that sink in: fishing advice. How many of us have been trained to share the good news as fishing advice?

Peter decided to surrender to it. When he did, his eyes were opened and he saw it was the Lord. (Notice this: when we respond to grace more is given to us! Trusting grace

enables us to see!) Jesus is revealed as Lord of Creation who provides abundantly to those who trust him.

## Good News #2: Cooking Breakfast

Jesus proclaimed good news to Peter's shame of not being enough **by preparing and serving Peter breakfast.**

Again, the good news came as table fellowship for people who had failed and walked away from the mission for which they'd been trained.

Peter received this good news by eating with (accepting the fellowship and friendship of) Jesus. Jesus is revealed as Lord of the feast who invites and accepts Peter and his friends unconditionally.

## Good News #3: A Question and a Commission

Finally, Jesus proclaimed good news to Peter's guilt of not having done enough. Jesus asks three questions of Peter: "Do you love me?" that echo and mirror the three denials Peter had given earlier.

Again, the good news of Jesus came as invitation to declare allegiance to Jesus and receive (once again) a commission. This is context-specific because love (as we know from the Grace & Truth Matrix) isn't simply a feeling or choice, but it's a covenantal reality (Love = Grace (intimacy/communion) and Truth (loyalty/obedience)).

Jesus is saying, "Are you loyal to me? Will you have communion with me?" Jesus is revealed as Lord in his forgiveness and gracing Peter with his authority.

All three declarations in this story (fishing advice, invitation to a meal, question and commission) were particular to Peter and how he needed to respond to Jesus' lordship at that moment.

## Pentecost

Acts 2:1-41: We see another example in Acts 2:1-41, where Peter and the other believers had just received the promised Holy Spirit and began to draw much attention and scrutiny from the Jews.

Peter took the opportunity to do a few things we have seen already are a part of gospel proclamation.

- **He began with what was actually happening** (i.e. Christians speaking in tongues; others thinking they were drunk)
- **He retold the story to show this was actually fruit of the Spirit** (not fermentation of the spirits!) at work
- **He proclaimed the resurrection of Jesus from the dead** (i.e. Jesus is Lord!)
- **Finally, he called people to identify with Jesus and follow him** (be baptized in the name of Jesus for forgiveness of sins).

We could study the pages of the New Testament and find many other examples, but these three stories will serve to draw some conclusions about what makes good news good.



# What makes the Good News so Good?

A few observations we can draw out from these (and other) stories where the good news is proclaimed in the NT:

- 1 **The Good News includes me, but it isn't all about me.** It's about God and what he's doing to restore the world – even the cosmos! The good news catches me up in God's story rather than tries to fit God into my story.
- 2 **The Good News is about Identity and Authority; Belonging and Significance.** It's about "This is who God is" (Jesus is Lord!) and "This is who you/we are because of who God is." The good news births a new identity that is both personal and communal in the life of the Believer. We are connected in the participative communal life of the Triune God.
- 3 **The Good News isn't something I possess; it's about a Person who possesses me.** When we reduce the gospel to forgiveness from sin – or going to heaven when we die – we make salvation a commodity I possess rather than a Life in which I participate. The good news is better than a possession or commodity; the good news is a declaration of who God is and who I/we are because of who God is that opens us up to life in the Kingdom of God.
- 4 **The Good News includes Jesus' death, but also his birth (incarnation), life and teaching, resurrection, ascension, Creation, Covenanting with Israel, and New Creation!** When we reduce the gospel to merely the mechanics of how Jesus' death works (i.e. How it deals with God's justice- or- our separation from God- or- the powerful forces of evil that wage war against God's creation) we shrink the gospel down to an unlivable set of ideas. We create "vampire Christians" as Dallas Willard quipped who are all about "the blood" but never empowered to do anything that Jesus taught! This may be more theologically complex than you're interested in going, but a great book that looks at this problem is "The King Jesus Gospel" by Scot McKnight. Highly recommended.
- 5 **The Good News comes to people with particulars and specifics, not theological abstractions and general propositions.** Jesus- and his disciples- do the hard work of translating how grand theological truths intersect in the granularities of our very life. We want to do the same- hear and proclaim the Good News into specific contexts and realities, not just repeat a stock phrase of truths and principles.
- 6 **The Good News sounds like something Jesus would say to someone he loves!** He doesn't use fear, guilt, and shame to get people into the Kingdom: He came to save us from fear, guilt, and shame! Proclamation of Good News is full of grace and truth, it empowers and enables repentance and makes surrender in trust the only reasonable act of worship.
- 7 **The Good News is not ABOUT God and us; The Good News is FROM God TO us.** This is key: The sheep hear the Shepherd's voice (John 10.27). God has spoken (through the Word of God, Jesus Christ, and in the word of God, the scriptures) and continues to speak in accordance and alignment with Jesus' interpretation of those scriptures. The Good News is ever fresh in our ears, but ever faithful to the witness of Christ as revealed in the Scriptures. We aren't

simply dragging and dropping scripture verses into our lives – God, by his Spirit, is making his Word living and active in our hearts (see Heb 4.12, for instance).

- 8 The Good News we hear in this process is akin to prophecy in the New Testament, so it must be tested and vetted by the Scriptures and the Church.** This goes along with what we see happening in the New Testament (1 Thess 5.20-21; 1 Cor 14.1ff; 1 Peter 4.10-11; 1 John 4.1; Acts 15, etc) The person leading the discipleship group doesn't speak for God! And – if you think you're hearing Good News it needs to be tested, vetted, and agreed upon by the Church and in accordance with the Scriptures.

## How Do I Know If It's From God?

Sometimes people get nervous about the fact that the good news we are learning to proclaim over one another is somewhat "prophetic." This means we aren't simply quoting Scripture at each other – we are contextualizing and using our imaginations as we formulate good news in each situation.

**So how can I be confident that my personal, concrete word of good news is really from God and not just wishful thinking?** Here are three filters to sift your good news through:

- 1 The Character of God.** Does this good news line up with the character of God that Jesus reveals? Does it sound like something the Father of Jesus would say?
- 2 The Story of Jesus.** Does this good news seem like a coherent extension of the story of Jesus (which is the gospel)?
- 3 The Fruit of the Spirit.** Does this good news produce the fruit of the Spirit in your life when you hear it and respond to it?

Ultimately the only way we move toward greater competency in hearing from God is to dive in and try it out. Participate in hearing and responding. Test it in community and see what the results are.

Take an experimental approach to this. Even if you speak a word of good news that passes the 3 tests above and God didn't specifically speak it to you, the worst thing is that you came up with a way of preaching the gospel all by yourself!

You really don't have anything to lose by diving into this with both feet!

## An Example from Everyday Life

Roger's kairos was that he went out skiing with his wife's family and actually enjoyed himself.

This was a kairos because it was so different from what he normally did. His usual posture was to withdraw from relationship with his wife's family, almost hiding from them, not wanting to engage because he was afraid it would just drain him of energy and be a "waste of time." This was actually a pattern that held true across his whole life. Usually in situations with his extended family, he'd let everyone else go do an activity and he'd stay behind and read. But this time he chose to go out skiing, and he found it refreshing and fun.

As we processed, we found that the bad news was that those kinds of relationships were “draining” and unimportant and he needed preserve his energy for better things. Also at work was the bad news that he couldn’t be himself around others – he had to put on an act, because simply being who he was wasn’t enough for other people to like or enjoy him.

His assignment was to bring this to God in prayer and ask, “Lord, what do you want me to know about this?” I (Ben) challenged him to **listen for a PERSONAL, SPECIFIC word from God (rather than an abstract truth he could apply to his life).**

The following week he reported that he was VERY tempted to leave the good news in the abstract, third-party fact realm.

Like, “God created everyone in his image, so I don’t have to be afraid of others.” But he pressed into my challenge and listened for what God wanted to share with him.

This is what he wrote down:

**“Roger, you don’t have to be afraid. I love you. Your life is a gift, not just to you but to everyone around you. Open up the gift. Enjoy it. – Dad”**

## Summary and Nuts and Bolts

To summarize, good news is:

- Specific and concrete to your situation.
- A contextualizing of “Jesus is Lord” – Who is God and who am I/are we because of who God is? It speaks directly to your identity as loved of God and authority as his child.
- Full of Grace (intimacy/connection) and Truth (loyalty/obedience) – void of using fear, guilt, and shame to get you to change.
- Sounds like something Jesus would say to his friends.
- Not ABOUT God, but FROM God (i.e. second person language). Not ABOUT me, but TO me (i.e. using my name)
- Needs to be submitted to the scriptures (does this align with and comport to how God has already spoken in Jesus Christ?) and the Church (tested, vetted, and agreed upon together).
- We DECLARE it as an announcement of a new reality, a fresh invitation into the Kingdom of God. It’s an ANNOUNCEMENT, not an explanation. The purpose isn’t to extensively and exhaustively understand...but...to hear and respond. To DO something, not just ASSENT TO something.

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