



**DISCIPLESHIP AND
LEADERSHIP PLAN**

ACKNOWLEDGMENTS

We're thankful for the following ministries that have influenced, encouraged and resourced us as we created this tool.

Steve Shadrach - Discipleship Roadmap

Resonate Church - Leadership Ladder

The Discipleship-Leadership Plan was adapted and reprinted with permission from Rev. Alfred H. Ells MC, Founder-Director of Leaders that Last Ministries™.

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This journal belongs to:

INTRODUCTION

”¹³ Brethren, I do not regard myself as having laid hold of it yet; but one thing I do:
forgetting what lies behind and reaching forward to what lies ahead,
¹⁴ I press on toward the goal for the prize of the upward call of God in Christ Jesus.”
Phillipians 3:13-14

Most leaders want to change the world, but often don't know where to start. I've heard it said that changing lives, change lives, meaning the best place for change to start is within ourselves.

We've created this **Discipleship and Leadership Plan (DLP)** as a way for our Hope Leadership Team to press on and reach forward as disciples of Jesus and leaders in our church. You'll self assess, identify your strength and growth areas, develop an action plan and get the coaching you need to grow as a leader.

We're confident that as you pursue change in your lives, your relationship with Jesus will strengthen and your influence as a leader will grow!

Brian R. Smith, Sr.

A handwritten signature in black ink that reads "Brian R. Smith, Sr." The signature is written in a cursive style with a horizontal line underlining the name.

Senior Pastor
Hope Church

THE PLAN

Your personal **Discipleship and Leadership Plan (DLP)** is designed to serve you in becoming an effective christian leader. It is living and dynamic, which means you can update it to best help you grow in each season of your life. You're creating this document, so you're responsible for its content, but we strongly encourage you to seek input and feedback along the way from your Connect Group Leader.

Your DLP will have the following four components:

- 1. Gather Input:** Gather input by reviewing your DISC test, asking for feedback from others and assessing where you're at as a disciple and a leader (reference the *Discipleship Roadmap* located on page 15 and the *Leadership Ladder* located on page 20).
- 2. Compile Strengths and Growth Areas:** Synthesize the input you've gathered into strengths and growth areas.
- 3. Develop an Action Plan:** Set goals and determine simple next steps to grow in your discipleship and leadership.
- 4. Record Progress:** Keep a journal to record your progress in your strengths and growth areas so that you can ask for help from your Connect Group Leader and celebrate the victories.

STEP 1

GATHER INPUT

The first step of the DLP is to gather input in these three ways:

Results from DISC Test

Go to hccrock.org/disc to register and take the online DISC assessment.

DISC Results: _____

Strengths:

Growth Areas:

Review the *Discipleship Roadmap* (pg 15) and write down where you placed yourself:

On the *Discipleship Roadmap*, I'm a: _____

Strengths:

Growth Areas:

Review the *Leadership Ladder* (pg 20)

Where are you at? (circle below):

New

Friend

Family

Leader

Connect Group Leader

Discipleship Group Leader

Church Planter

2. Gather feedback from three people you know well who will provide honest feedback in the areas below. **Start each conversation by giving an update on what you're learning about yourself through the different inputs (pages 1-2).** For the best results we recommend that you gather feedback from a friend, a peer you serve with on a team and your Connect Group Leader.

Use these questions to help guide your conversations:

Discipleship

- How well do you think I'm actively hearing and obeying God in my life (E.g. through the Word, prayer and community)?
- How have you experienced me when it comes to following through on my commitments and sticking to my convictions?
- How would you say I'm doing with staying connected to other believers?
- What would you say is a strength and a growth area of my personal character?

Leadership

- How do you think I do caring for and being a big brother/sister to the next generation?
- How have you experienced me relating to you and others in a team setting (E.g. receiving feedback, listening and asking questions, etc.)?
- How well do you think I steward and multiply what's been entrusted to me in my leadership?

Friend:

Strengths:

Growth Areas:

Peer you serve with on a team:

Strengths:

Growth Areas:

Connect Group Leader:

Strengths:

Growth Areas:

3. Self Assess. When you evaluate the last six months, reflect on the strengths and growth areas you've seen in the following categories:

Spiritual disciplines: reading the Word, prayer, worship, fasting, tithing and giving

Personal health and wellness: personal care, exercise, sleep, diet, rest, time management, budgeting

Being a lifelong learner: growing in knowledge, personal development reading, having a growth mindset, proactively asking for feedback, personal awareness

Connecting with other believers: having authentic friendships where you share challenges and victories, conflict resolution

Leadership: serving others in your sphere of influence; evangelism, being faithful with what's been entrusted to you

Top Strength:

Top Growth Area:

STEP 2

COMPILE STRENGTHS AND GROWTH AREAS

Now that you've gathered input, take a minute to compile your strengths and growth areas from the previous pages:

List of Strengths:

DISC: _____

Discipleship Roadmap: _____

Leadership Ladder: _____

Friend: _____

Teammate: _____

Connect Group Leader: _____

Self Assessment: _____

Additional Notes:

List of Growth Areas:

DISC: _____

Discipleship Roadmap: _____

Leadership Ladder: _____

Friend: _____

Teammate: _____

Connect Group Leader: _____

Self Assessment: _____

Additional Notes:

STEP 3

DEVELOP AN ACTION PLAN

On the following pages, you will develop goals for your top two strengths and top growth area. **We want you to focus on no more than three goals each season.**

First, narrow down your top two strengths and top growth area from Step 2:

Strength: _____

Strength: _____

Growth Area: _____

As you set your goals, consider each strength and growth area as it relates to Hope Church's *Core Values* listed below.

WE ARE AUTHENTIC.

We are honest with God and others.

WE ARE OTHERS-FOCUSED.

We love people. We serve and value others.

WE ARE FUN-LOVING.

We choose joy. We're enjoyable, positive and loyal.

WE ARE ETERNITY-DRIVEN.

We pursue excellence. We do things well, before we're asked and we do more than is expected.

WE ARE MULTIPLIERS.

We steward what has been entrusted to us. We raise up leaders and live like we're leaving.

A goal is a specific, measurable and realistic step that you can take within a certain time frame. Here are examples of how to set goals for your plan:

EXAMPLE 1

Strength Area: Connecting with new people

Core Value: Others-focused

Goal: I want to use my strengths to intentionally connect with more people this semester.

Start Date: August 22, 2019

End Date: December 6, 2019

Write out the specific steps that will help you achieve your goal (Consider both practical and spiritual next steps, along with who can help you take these steps):

1. I will spend 3 days a week on campus meeting new people this semester.
2. I'm going to meet 4 new people in my everyday life (grocery store, shopping, working out) each week.
3. I'm going to ask my Connect Group Leader for feedback each week so that I can continue to grow in my strength.

EXAMPLE 2

Growth Area: Pride

Core Value: Authentic, Others-focused

Goal: I want to grow in humility this semester.

Start Date: August 22, 2019

End Date: December 6, 2019

Write out the specific steps that will help you achieve your goal (Consider both practical and spiritual next steps, along with who can help you take these steps):

1. I will do a word study on pride and humility by the end of the month.
2. I will make a list of 3 ways my pride shows up most often and share with my Connect Group Leader.
3. I'm going to share in my Connect Group about help that I need and ask for feedback every week from my Connect Group Leader.

Now it's your turn to develop an action plan for the two strengths and one growth area you identified.

GOAL 1

Strength Area: _____

Core Value: _____

Goal: _____

Start Date: _____ End Date: _____

Write out the specific steps that will help you acheive your goal (Consider both practical and spiritual next steps, along with who can help you take these steps):

1. _____

2. _____

3. _____

Additional Notes:

GOAL 2

Strength Area: _____

Core Value: _____

Goal: _____

Start Date: _____ End Date: _____

Write out the specific steps that will help you achieve your goal (Consider both practical and spiritual next steps, along with who can help you take these steps):

1. _____

2. _____

3. _____

Additional Notes:

GOAL 3

Growth Area: _____

Core Value: _____

Goal: _____

Start Date: _____ End Date: _____

Write out the specific steps that will help you achieve your goal (Consider both practical and spiritual next steps, along with who can help you take these steps):

1. _____

2. _____

3. _____

Additional Notes:

STEP 4

RECORDING PROGRESS

Review your DLP with your Connect Group Leader. This will enable you to share your victories, ask for help and ask for consistent accountability.

Keep a journal to record your progress in your strength and growth areas.

When journaling, have a set time each week where you can process:

- Insights from God's Word and from others
- Difficulties and obstacles you're encountering
- Achievements and victories you're experiencing
- Progress you're making on your plan
- Etc.

APPENDIX A

DISCIPLESHIP ROADMAP

This tool is for anyone who wants to own their faith. Allow the Holy Spirit to highlight growth areas as you read through each stage on the roadmap. The *Discipleship Roadmap* is not a set of rules or tasks, it's a tool to help you hear and obey Jesus in every area of your life.

What is a disciple?

A disciple is someone who is learning how to...

1. Love Jesus
2. Love Others
3. Live on Mission

... by hearing and obeying God.

1. NEW CHRISTIAN

- **Humility** - I acknowledge that I deserve hell because of my sin (Luke 18:13-14).
- **Lordship** - I'm willing to obey Jesus as Lord of my life (Matthew 7:21-23).
- **Faith** - I trust Jesus' sacrifice on the cross for the forgiveness of my sins (Hebrews 11:1, Ephesians 2:4-9).
- I'm ready to begin learning how to love Jesus, love others and live on mission (Mark 1:14-17).



2. DISCIPLE

- I meet the profile of a New Christian.
- I believe that God's Word is the **final authority** in my life (2 Timothy 3:16-17).
- I have a desire to grow spiritually (1 Peter 2:1-3).

Key Scriptures

Great

Commandments:

Matthew 22:36-40;

Great Commission:

Matthew 28:18-20

John 10:27,

John 14:15

DISCIPLE

• I've learned how to share my story and am willing to share it with others (Acts 1:8).

• I'm learning how to live on mission by developing a **lifestyle** of reaching the lost (Mark 1:17).



3. MATURING DISCIPLE

- I meet the profile of a Disciple.
- I'm opening up my life and being real with other Christians - developing **authentic** relationships (1 John 1:6-7).
- I'm confessing my struggles and sin to Jesus and others and seeking **transformation** (1 John 1:9, James 5:16, Hebrews 12:1).
- I **actively** serve in the local church (Hebrews 10:23-25, 1 Peter 4:10).
- There are **observable** changes in my attitude and actions as a result of application of the Word and/or conviction of the Holy Spirit (Matthew 3:8, Romans 12:2).
- I've been baptized in water and I understand what the Bible says about baptism in the Holy Spirit (Acts 2:38, 1:4-8, 19:1-6).

4. DISCIPLE LIVING ON MISSION

- There's fruit in my life that I'm a Maturing Disciple.
- I have a growing relationship with Jesus, where love and gratitude for Him is the **motive** for my attitude and actions (2 Corinthians 5:14-15).
- I have a lifestyle of **generously** giving my time, talent and treasure (Psalm 90:12, Matthew 25:14-30, 2 Corinthians 9:6-7).
- Obeying Jesus is at the center of my decision making (Matthew 6:33).
- I **demonstrate a willingness** to change priorities and time commitments in order to develop my relationship with God, be discipled and fulfill the Great Commission (Mark 8:34-35).
- I'm developing a habit of **prioritizing my prayers and leveraging my passions** to reach the lost (Romans 10:1, 1 Thessalonians 2:8).
- I'm starting to make **life decisions** based on how I can most effectively fulfill the Great Commission - vocation, location, relationships, etc. (1 Corinthians 9:22-23).



5. DISCIPLE

- I meet the profile of a Disciple Living on Mission.
- I've been the **major influence** in taking a person from a New Christian or Disciple to a Disciple Living on Mission (Acts 2:43-47).
- I'm **regularly** seeking input in my life from those discipling me (Hebrews 13:7,17).

DISCIPLE MAKER

- I'm willing to be **inconvenienced** (even change my schedule) and sacrifice my **self-interests** in order to meet the needs of others and make disciples from a heart **motivated by love** (Galatians 4:19, John 15:13).



6. MULTIPLYING DISCIPLE

- I meet the profile of a Disciple Maker.
- I've been the **major influence** in helping at least one disciple become a disciple maker (2 Timothy 2:1-2).
- I've been trained and equipped with the knowledge, skill, character and vision to go to another location to see this whole process begun and repeated (Ephesians 4:11-12, 1 Thessalonians 2:8-12).
- I'm self-motivated to multiply disciples wherever I go (Matthew 9:36-38, 2 Timothy 4:1-2).

The previous tool has been adapted from Steve Shadrach's Discipleship Roadmap, and is designed to help you measure how you are doing in the overall discipleship growth process. These stages are to be utilized as something to shoot for in your lives and ministry, but don't take them to an extreme. Connect with your Connect Group leader if you need help processing where you are at today on this roadmap.

APPENDIX B

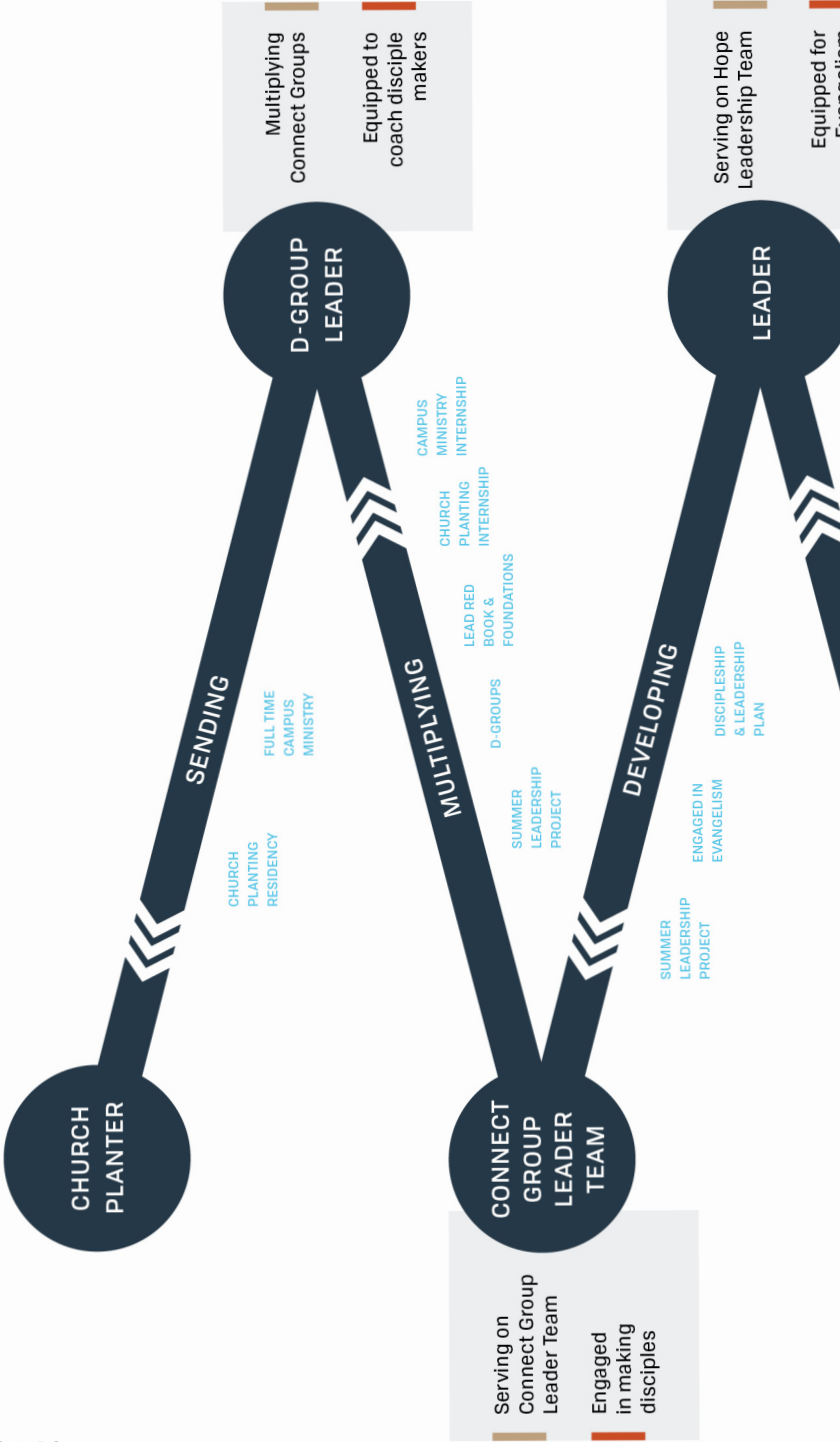
LEADERSHIP LADDER

This *Leadership Ladder* is a tool to help people involved in Hope Church take the next step in their leadership development. Leadership isn't about popularity, charisma, or a title, it's all about sacrifice and serving others.

No matter where you are in your leadership, here are some simple next steps for you to grow and live on mission!

See the ladder on the next page.

LEADERSHIP LADDER



Evangelism

Understands the Gospel

BECOMING

FRIEND

FAMILY

NEW

Following Jesus

Values the local church

TRAINED IN GOSPEL APPOINTMENTS
GROWTH TRACK STEPS 2-4
FREEDOM MINISTRY
SPRING BREAK MISSION
TRAINED TO SHARE STORY

BECOMING

FAMILY

Following Jesus

Values the local church

BELIEVING

GROWTH TRACK STEP 1

FOUNDATIONS

SALVATION

FRIEND

CHURCH

CONNECT GROUPS

RED BOOK BIBLE STUDIES

GOSPEL APPOINTMENTS

ALPHA

TRIBE EVENTS

SURVIVOR WEEKEND

JOIN A TRIBE

BELONGING

NEW

