

The Huddle Participant Guide

This book is written with great thanks to 3D Movements International. For more information and additional resources check out the Acknowledgements on page 153.

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This guide is a 4-part tool to help you get the most out of your experience in a huddle. Read it, write in it (a lot) and use it for reference as you're learning and growing this year. As these concepts sink in deep, you'll have a record of how far you've come as a disciple. There are a lot of blank spaces to use as you move through this as a group.

Make this work for you. Here's how it's organized:

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Part 1

The Big Picture

Context and Background.

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why it's important
and what it means for you.

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Hello, Huddle Participants.

You're about to go on a ride.

You're becoming a disciple; someone who is brave enough to actually follow Jesus. And by the end of this huddle, you'll be a disciple who can make other disciples. You've said "yes," and you may be wondering what in the world you've gotten yourself into. But this next year will change the trajectory of your own life and the lives of people around you (not to mention the trajectory of our city and beyond.) Think ripple effect. You're going to create ripples starting now that will impact generations to come.

"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. Your leader has been trained in the following things and knows that a great huddle experience for you will include:

- **Giving you access to their entire life as much as possible.**

The goal is not just to hear your leader talk about stuff, but be a part of their life as they do stuff (work, play, rest, God time, relationships, etc.). Many variables can impact how often this occurs but pursue your leader; ask them for their time.

- **Coaching you to teach what you're learning to others.**

As you learn, you are also learning how to pass this along. You join a huddle to get equipped to make disciples of your own.

- **Holding you accountable to hearing God's voice every week and doing something in response to it.**

You'll be practicing hearing God's voice a *lot*.
(Don't worry; you will!)

A few words about your leader:

Your leader has been trained in huddle leadership and content but he/she is a unique person with a unique style and gifts. Make room for them to be themselves by not having rigid expectations about how they'll lead you through this material. Every huddle looks and feels different from every other one and most of that depends on who is leading. Go in from a position of trust. Their role is to lead you step-by-step through this, doing the things above well each week. You can also help them lead well.

Your role:

- Pursue access. Come along beyond the hour of the week called Huddle. Where you see a life worth imitating, imitate it. That means it is a bigger time commitment than just an hour a week, but look for ways to integrate your schedules to make it fun and easy 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.

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.

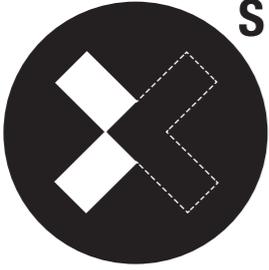
What's a Good Huddle Participant?

A good participant in a huddle has a couple key qualities:

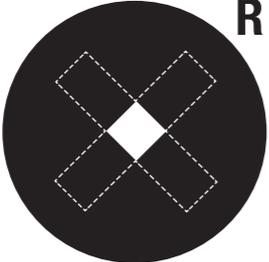
- You want to look more like Jesus. You've already decided that Jesus is the guy you want to bend your life around. You don't have to be sold on Him. You're in.
- You're committed with your time. You understand this is a process that takes faithfulness and an entire year to complete. You're ready to make that commitment and stick to it and your calendar shows it.
- You want to learn and grow. You understand that, even if you've been following Jesus a long time, there are things in a huddle you may not have known or practiced before.
- You are OK with being led. Your leader has authority over your huddle. This is not a small group where everyone inputs equally and is heard every time. Huddles work best when the leader feels free to lead and the participants make it easy by respecting that there is one person who charts the course.

Crossroads has always had one mission:

Connecting seekers to a community of growing Christ followers who are changing the world.

 **CONNECTING
SEEKERS**

**TO A COMMUNITY OF GROWING
CHRIST FOLLOWERS**

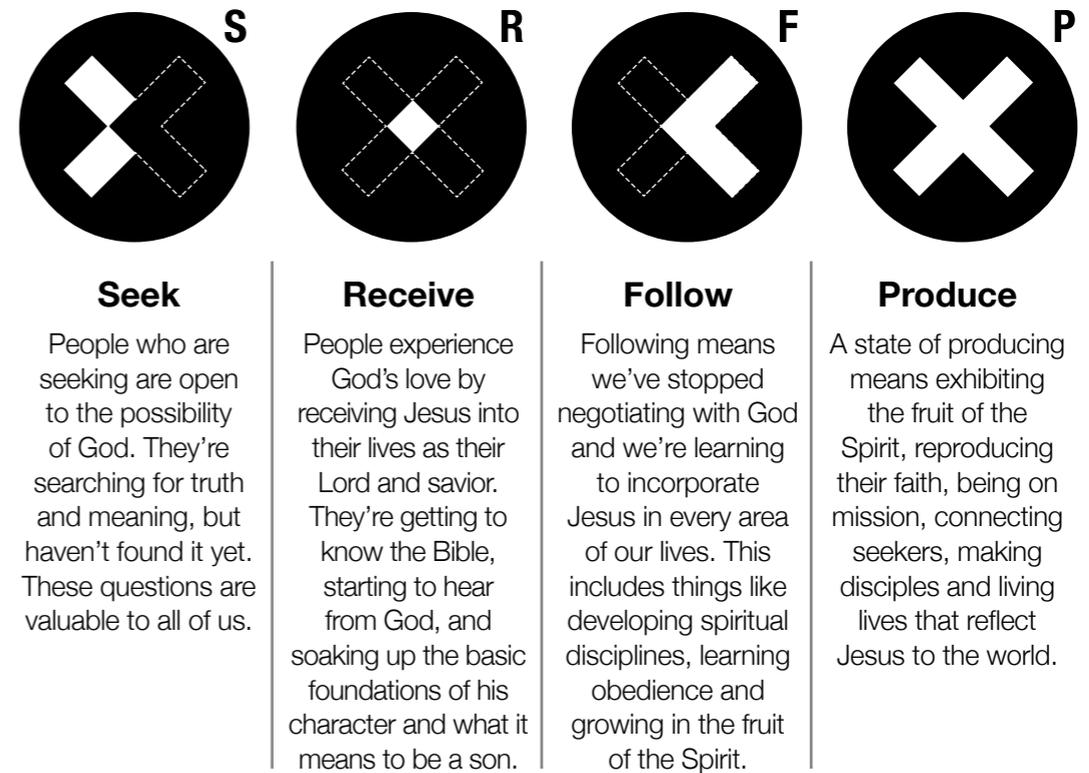
**WHO ARE CHANGING
THE WORLD** 

This framework is a natural process for how we grow, and what we were literally created to do.

There's an intentional and caring progression for growth—and there's no rush to the end. Just like with children, each developmental stage has its own unique focus that build on one another. The process becomes as important as the goal. And walking this journey together is super important. Because no one ever “arrives.”

No one. (Until we get to heaven.)

The process is not as clean and clear-cut as the chart below, but in some form, we all pass through these stages.



What's great about this growth process is that we never move on to another stage leaving the previous one behind. In each stage, we gather new skills, connections and insights about God and take them with us for what's ahead. No one ever becomes fully mature, but if you look at the people furthest along, you'll see them still seeking, receiving and following all their lives.

There will always be new areas of our lives where He challenges us to conform more to his likeness. As we do this, we begin producing outputs that look like fruit of the Spirit, resembling Jesus more and more and helping make others who do the same.

The sweet spot for a huddle is someone who has passed into the “Follow” stage of growth. But don't worry if you find you look a bit more like someone in the “Receive” stage, we've included some extra foundational work throughout the process for you. Be sure to have this conversation with your leader so they know exactly where you believe you are as you begin and can take the extra time and care to check in on the basics. The goal is maturity in our faith, and huddle will be a great help if you are in Receive or beyond.

“He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.”

COLOSSIANS 1:28

Culture Shift

Huddle is our main vehicle for shifting the culture of our community. Each of us individually making personal changes will enable a culture change at large.

Language

You will learn language of the growing Christ-followers who are expanding the Kingdom around here. Using this common language helps ban us together and create culture.

Rhythms

Rhythms support a culture's priorities. Without intentional processes set in place, priorities will fall by the wayside and other things will begin to creep in and take hold, shifting focus. Every culture has traditions, calendars, holidays and rhythmic anchors their community observes that form, unite and deepen the heart of what they're about. When the city around us sees we all rest once a week, and have rhythms with extended family, that's appealing. They start to take notice.

Boldness

Confidence comes from knowing God intimately. From there, we can know the authority we have and the gifts He's given us to move his Kingdom forward. Jesus told his disciples to not move until they received the power of the Spirit. We can't move in boldness until we have spent time receiving the language God has given us, practicing the rhythms required to be connected to him and producing his good fruit. When we do, boldness and power naturally follows.

Reproduction

To reproduce our faith we have to continually let God disciple us, know what spiritual health looks like, know how to identify those God wants us to invest in and actually do it. This isn't a one-time thing, but a lifelong pursuit of continually making disciples who know how to do the same. If we all prioritize this, the city will flip before we know it.

This guide isn't about GO Groups, but it's critical to understand them. Most simply they're teams of people living out the Great Commission. They're how we, well, GO.

GO Groups (official definition): extended spiritual families on a mission to connect networks or neighborhoods of seekers to communities of growing Christ-followers who change the world.

They are extensions of Crossroads all over the city—but instead of waiting for the world to come into a church building, they are the Church going out to meet the world where they are.

GO Groups leverage their spheres of influence with an expressed purpose of introducing people to Jesus and growing them up in his likeness through their connection to both temple and home.

GO Groups are typically united around either a network (e.g., entrepreneurs, magicians, people who ride motorcycles) or a neighborhood (Cheviot or Anderson). They're led by a core of followers and producers with discipleship and evangelism in mind. They're fun, often rallying around passions or hobbies.

As the culture of discipleship grows, we simply get more inspired about how to be a Kingdom presence in whatever spheres of influence God gives us. We become expressions of the Kingdom outside the walls of a religious building. GO Groups become on-ramps for people who aren't willing to step foot in an organized "church," but are totally up for forming relationship with The Church (you and me) in the natural environments we already share.

GO Groups are how we connect seekers. Huddles are how we mature believers.

GO Groups use huddle to develop new leaders. Most huddles (who do OUT weeks well) inspire new GO Groups to form. GO Groups introduce people to God and prepare them for huddle down the road.

It's like hand in glove.

Peanut butter and jelly.

A match made in heaven.

Take away for you as you start your huddle?

Be willing and excited to participate in the OUT weeks that you will do at the end of each interval. Take them seriously and you may just discover a way that God has planned for you to impact others and bring the Kingdom to life in your neighborhood or networks across the city. Don't sweat this. Don't look too hard to try to "start a GO Group." If you have an idea for mission while your huddle is happening, throw it out to your leader and plan an OUT week around it to experiment.

And remember: we were *all* made to GO.

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 and of the Son and of the Holy Spirit.

MATTHEW 28:18–19

Pray for your Huddle before it starts!

We want to see real and visible results in ourselves and the city around us as we move through huddle the next year. Consider making a list to put on your mirror or in your car and pray for the following stuff before you begin your huddle:

**These things
will happen.
Expect them.**

- Huge increase in hearing the voice of God through the Holy Spirit
- Courage to make changes when you do
- Spiritual chains broken and new depths of following Jesus happening in your life
- An increased feeling of family and community through the people in your huddle
- The chance to see parts of others lives that will refresh and inspire you
- Increased ability to teach others
- Confidence and skills that you WILL be able to make disciples of your own!
- The eyes to see people around you that you can serve or help grow

Why You?

You were called to follow Jesus. You are called to make disciples of your own. You are at the beginning of owning the Great Commission for yourself. Don't let schedules, unworthiness, uncertainty or fear keep you from investing in actually becoming a disciple (first) who can make other disciples. So, as you begin:

Use this guide.

Stretch yourself.

Put yourself in tough places to grow! Be ready to dig in: you may uncover tough stuff, brokenness, but the good stuff is on the other side.

Be a team player.

We are building a culture. We are in this together. Don't disregard stuff you don't like or understand at first. Really learn with the goal of passing it on to the thousands of people still coming in our doors who will soon be ready for it.

Ask Questions.

Use your leader. Or email us anytime at discipleship@crossroads.net.

Part 2

Before You Huddle

Pre-Huddle Prep.

What to know before
your first meeting and
how to start strong.

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Agreeing to join a huddle is a big deal. We want you to know what the goal of a huddle experience is and how to get there together.

You join a huddle to (eventually) lead a huddle.

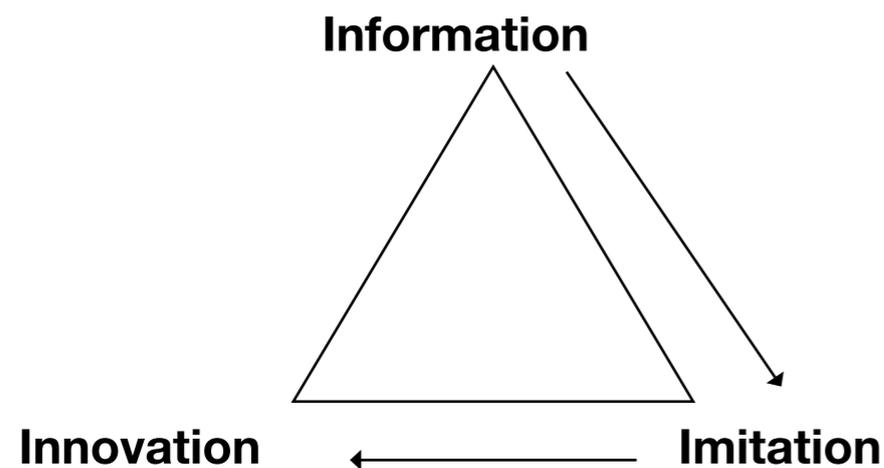
We want a huddle experience to make you a disciple who can produce other disciples with your own life. There are some critical things your huddle will do and, as a participant, it's good to know and discuss these things with your leader as you begin. One of the best practical things you and your leader can do for one another is to make sure you have similar expectations about how your huddle will operate.

What Makes a Huddle Great

The “3/3/3”

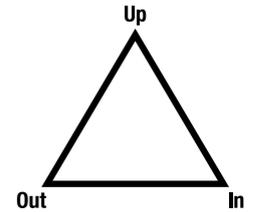
You get 3 kinds of real training.

You may be coming into a huddle as a seasoned follower of Jesus or someone just stepping into following him. Huddle is designed for either (and everything in between). There are 3 things that will happen in your huddle. You’ll get **information**. You’ll have someone to **imitate**. You’ll start **innovation** of these concepts and try them with your own style. You may need more of one or more of another but as you go, you will experience actual learning and content from the life of Jesus (**information**), the chance to watch someone following Jesus who might be a step ahead of you (**imitation**) and lots of opportunities to start trying it out your own way in a safe place for feedback (**innovation**).



You do life together in 3 big ways:

UP. IN. OUT.



Your huddle seeks God’s voice together and individually, sharing what you hear with one another (We call this “**UP**” because we seek a relationship with God). Your huddle spends intentional time together outside of huddle time. (We call this “**IN**” because it means we spend time building IN the lives of other followers of Jesus). Your huddle goes outward on mission to practicing engaging people and a world who does not yet know Jesus. (We call this “**OUT**” because we go, well...OUT. But we don’t just mean outside a building or outside your comfort zone. We mean OUTside of the Kingdom, to people who don’t know God.)

Your huddle meetings have **3 core elements** (nearly) every time you meet.

- Weekly focus on “**saying and doing.**” Every week you should be answering the questions, “What is God saying to me”, and “What am I going to do about it?”
- **Regular coaching** as you practice teaching what you learn to others (so you grow skilled in passing the concepts along).
- **Access** to your leader’s life outside of huddle. This is a tough nut to crack due to the culture of “busy-ness” that we live in, but one of the critical factors to being a true disciple (and not a bible study participant). In fact, the “busy-ness” culture we find ourselves in, often has to die. Prepare to make changes to your schedules. Ask for time with your leader. Take it when it’s offered.

Before you start your first meeting, ask yourself these questions to know if you're ready!

Have I truly settled on Jesus as God and worthy of following with my life?

**Will I submit to the counsel found in the Bible?
Even when I don't like what it says?**

Do I like my leader enough to spend some of my free time with them?

Would I enjoy being part of my leader's household or family activities?

Do I like my leader's approach to relationships? (Do I respect their marriage and children? Do they have solid friendships?)

Am I willing to be vulnerable and share my life and relationship with God in this group?

Am I comfortable carving out the meeting times on my calendar for a year plus?

Am I willing to commit time outside of huddle to do homework?

Could I imagine missing other activities I might enjoy in order to be at my huddle?

Am I willing to receive teaching, coaching and challenge from this leader?

Can I see myself as part of this leader's life a couple years from now?

Ideally, the answer to all of these questions would be "yes." Be honest with yourself if you have "no's" and be sure to discuss them with your leader. There may be another leader for you or another way to grow as a disciple before you are ready for a huddle experience.

Anytime we move into something new and unfamiliar (especially with high commitment involved) it has the potential to stir up stress at what's to come. The biggest stress that might want to grab onto you is that **someday you'll be leading your own huddle.**

Let's tackle that right now. Breathe out!

- A year is a long time. Relax and enjoy this part first. You'll grow more than you think.
- There is no time pressure. Take your time learning. Allow God to move you through this season and into the next season at His own pace.
- This is not about performing well. This is about walking closer with Jesus.
- You don't have to lead like your leader. You have your own gifts and it's okay to just lead like yourself.
- Many types of people go on to lead huddles! (And no one ever feels totally "ready.")
- God is out ahead of you preparing the people that you will one day influence. They will be there at the right time and so will you.

Fight off stress with this truth:

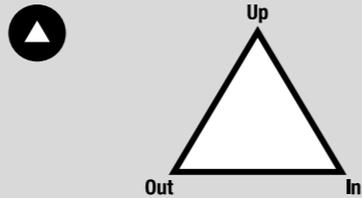
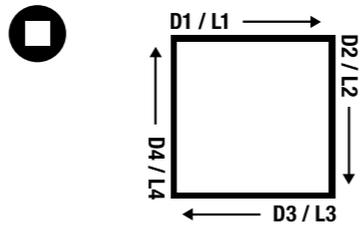
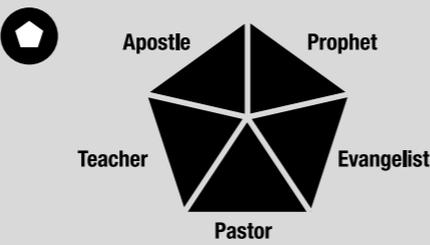
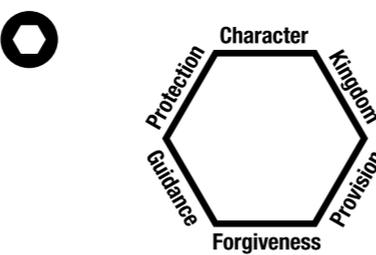
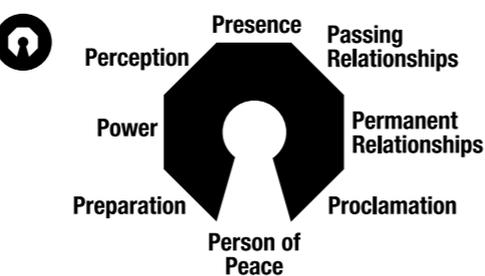
**This is about you following Jesus.
He moves. You follow.**

Jesus gave them this answer: "Very truly I tell you, the Son can do nothing by himself; he can do only what he sees his Father doing, because whatever the Father does the Son also does. For the Father loves the Son and shows him all he does. Yes, and he will show him even greater works than these, so that you will be amazed." JOHN 5:19-20

Intervals at a Glance

For the huddle meeting content, we're breaking down 10 pictures of the life of Jesus into what we'll call intervals. An interval is a characteristic or competency of Jesus illustrated with a shape (a memorable teaching tool). There are 10, five-week intervals. They are:

	INTERVAL CONCEPT	SHAPE	SCRIPTURE REFERENCE	POINT
1	Invitation & Challenge		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.
2	Hearing & Doing		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.
3	Covenant & Kingdom		<i>Covenant:</i> Psalms 103, Ephesians 3:6, Exodus 19:5–6, Romans 8:15–17, 1 John 4:4–7, John 15:16, Jeremiah 31:3 <i>Kingdom:</i> Psalms 93:1–2, Matthew 28:18, Luke 10:19, Mark 16:16–18	God relates to us through both covenant and kingdom. We come to Him through covenant relationship, gaining our identity as his children, that motivates us to obedience. With that understanding of who he is, we surrender to Him as our King, and gain his authority and power to be fruitful and advance his kingdom.
4	Work From Rest		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	SHAPE	SCRIPTURE REFERENCE	POINT
5	UP/IN/OUT		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).
6	Learning & Leading Well		Mark 10:42–45 (<i>servant leadership</i>) 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.
7	Five Fold Ministry		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.
8	The Lord's Prayer		Luke 11:1–4, Matthew 6:9–13	Jesus told his disciples to pray like he prayed. When we learn to sit in each of the elements of his prayer, we learn how to fully relate and engage with God. They are the Father's character, kingdom, provision, forgiveness, guidance and protection.
9	Generosity		1 Chronicles 29:11–17 1 Timothy 6:10 Matthew 6:21 Malachi 3:10 Proverbs 6:6	We're rich—with money that isn't ours. Figure out what Jesus would do with "your" money if he were you, and how to live generously when it comes to giving, saving and spending.
10	Evangelism		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).

Your leader will approach each interval with a similar rhythm. It's good to know it's coming.

- **Introduction** to the concept in the life of Jesus and the life of your leader.
- Impact of this concept upon you **personally** and what God is saying to you about it.
- Impact of this concept upon **how you lead** others (your family, in your workplace, etc).
- Overall **character and skill** exploration of yourself as a disciple.
- **Mission:** Practice caring for and about people who don't yet know Jesus.

Your leader may break these into exact week-by-week content or may flex, combine or move differently as you go. You may need to hit pause and take a side road on some particular topic. Your leader will get to know your group, your schedule and where everyone is (spiritually, emotionally, life stages, etc). They will be experimenting and growing as a leader, too! It would be awesome if you gave them a high degree of flexibility and trust to get you there in the end.

Part 3

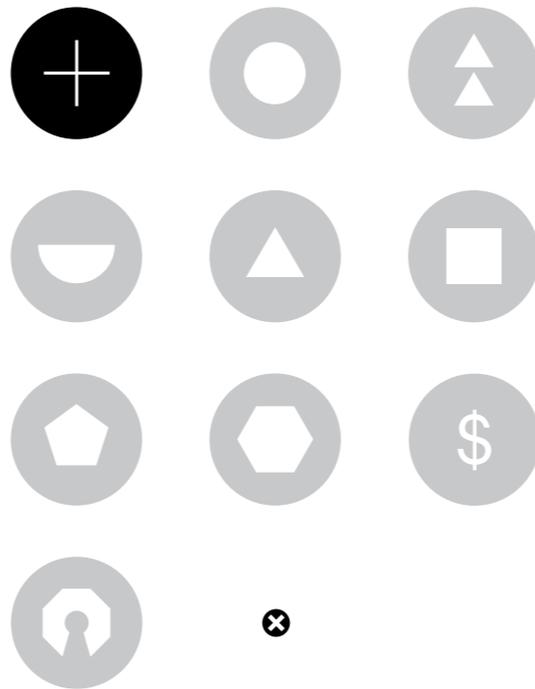
Ten Intervals

The Nitty Gritty.

Space for you to work through the content in your huddle.

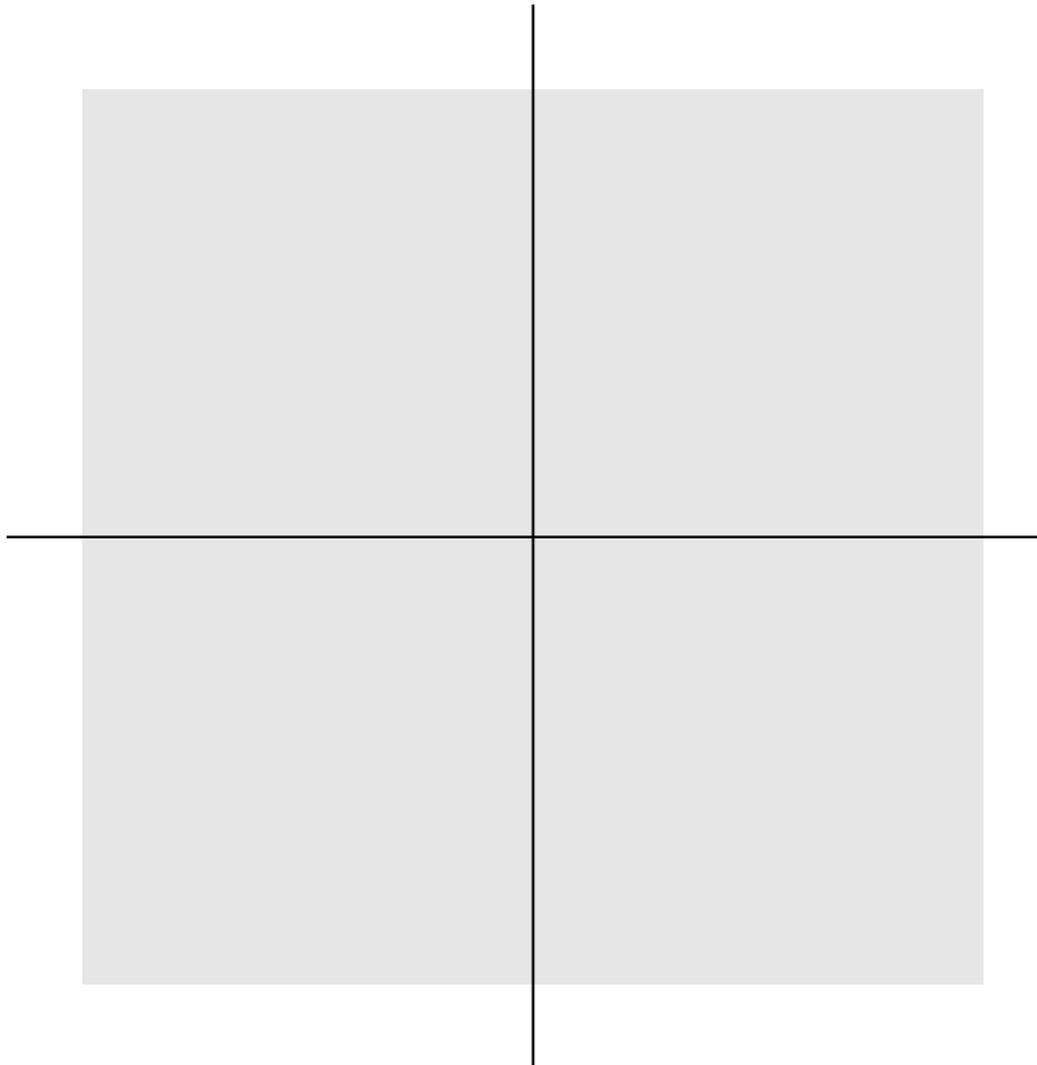
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What is an Interval? An interval in this guide represents one concept we find in the life of Jesus. A disciple is always growing in both the character and competency of Jesus. Each of the intervals represents a major piece of following Jesus as his disciple.



INVITATION & CHALLENGE

interval 1



The Basics

Jesus was both invitational and challenging. He both drew people into relationship with him and challenged them towards growth.

Matthew 16:13–28

Other Scripture:

My notes about this concept:



Brothers and sisters, I could not address you as people who live by the Spirit but as people who are still 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. For since there is jealousy and quarreling among you, are you not worldly? Are you not acting like mere humans? 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.”

God is speaking to us all the time. We can grow in our ability to connect with the ‘frequency’ of his voice. God speaks to us through the Bible, other people, dreams, thoughts in our head that sound like a voice, our kids, creative ideas we get, movies, nature, our emotional responses and much more. He’s constantly trying to communicate with us. We may just need some practice recognizing it 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)

You don’t have to be completely confident in this right now! Just know that this is THE key in learning to follow Jesus on a daily basis. We will have practice to grow in this all year through every interval.



Write anything you may be hearing for you, personally, about Invitation & Challenge.

How does this apply to me, personally?

What am I going to do about that?

What is God saying to me about this?

Think about how you interact with your family, co-workers, strangers, friends, bosses, direct reports, neighbors or frenemies.



SAYING / DOING:

To be able to follow Jesus, we need to both tune our ear to his voice and be willing to move in response to it. Talk to your leader and see the page at the end of this interval for some help on hearing the voice of God.



How does this apply to the way I lead others?

“How can you engage in this topic related to a group/family/team that you are part of leading? What is the current culture of that group? In what quadrant does each individual currently fall?”

Record here anytime you heard others talk about hearing God:

(This might sound like “I have this nagging thought” or “I got this idea out of nowhere” or “I had a dream last night I keep thinking about” or “I seem to be getting the same message from everyone lately.” Sometimes it can even be a song in your head, a Bible verse, an emotion that strikes you to explore or a clarity on next steps you didn’t come up with yourself.)



What's your story when it comes to invitation and challenge?

(How were you raised, what makes you lean the way you do, what's a current example or the hardest part?)

Draw the matrix here and practice explaining it to someone as you do.

Which scripture speaks to you the most in this concept?

(Inspires you, convicts you, etc.)



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?		

Notes

What do I think God is saying to me about these questions and what will I do about it?



The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?



Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

*My sheep **listen to my voice**. I know them, and they **follow me**.*
JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*
JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

What didn't I like?

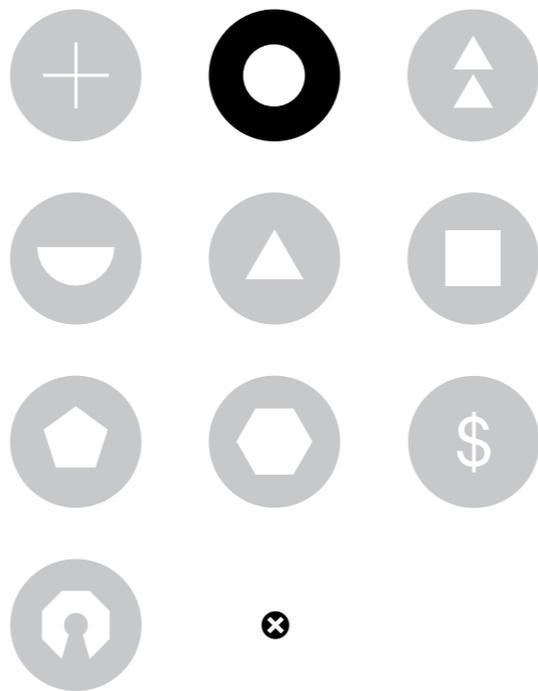
What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans.

ROMANS 8:26

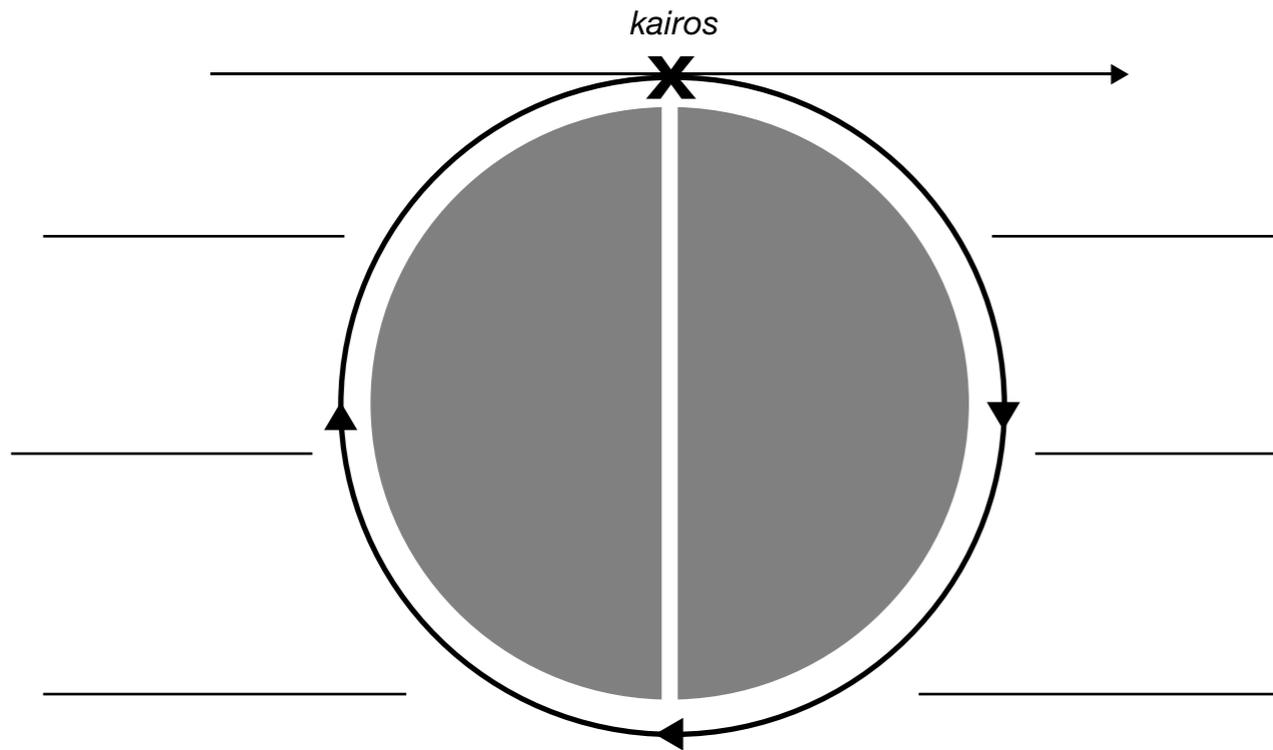
Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. PHILIPPIANS 4:6

I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it. JOHN 13:13-14



THE LEARNING CIRCLE

interval 2



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

When the Kingdom of God breaks into our daily lives Jesus teaches we should "repent and believe." **The Learning Circle is 6 steps to get from a kairos moment into obedience. It is a regular choice to make God king.**

Repent:

(What is God saying?)

Believe:

(What am I going to do about it?)

What is chronos time vs kairos time?

What is the Kingdom of God?



6 Elements of the Learning Circle: Take time to walk through each step to gain insight about how God might be trying to interact with you about whatever He said. Make notes here about what to process in each step around the circle.

1 Observe

2 Reflect

3 Discuss

Observe + Reflect + Discuss =
What is God saying?

4 Plan

5 Account

6 Act

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



Peter replied, "Repent and be baptized, every one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit." ACTS 2:38

A couple notes about repenting:

- We don't want to forgive as the world forgives "Eh, it's OK," or "Don't worry about it." Instead we want to remind one another about who we are and reject the enemy's work in our lives.
- We want repentance to feel normal. We want to hear and accept repentance from one another on a regular basis. The more we do it, the more blessing and freedom we get.

Extra help: Resources

- **The Bible.** (We like to use the app or website for BibleGateway.com). Search the word "repent" in the Bible. Read through a bunch of places where it appears and pick up themes. Get familiar with this topic.
- **Listening Training.** As we learn to hear the voice of God and help others walk through repentance, great listening skills are a bonus! Email discipleship@crossroads.net for the next dates for our Listening Training class.

"Sin" simply means missing the mark of God's fullness and holiness. That means we have a lot of room for repenting in our everyday lives. For disciples of Jesus, repenting should be very common! Repentance brings us freedom and ushers in blessing from God. And leading others through repentance can be a gift of freedom to them, too. Here's a simple process to help us learn to repent well and lead others through it, too:

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 are forgiven specifically of the sins they just listed. Remind them that they have identity as a child of God who is not defined by behaviors they are leaving behind. They have their Father's approval.

2. Rebuke.

Command the presence of the enemy to leave. Name anything specific that you see at work around this person: rejection, lust, jealousy, pride, idolatry, whatever you see. You share in Jesus' authority to deal with Satan.

3. Replace.

Ask the Holy Spirit to come into the spaces where this stuff lived and refill this person with Him instead.

4. Bless.

Speak abundant blessing over this person! Bless them with the opposite of their struggle (if they were experiencing anxiety, bless them with peace; if they have had bitterness, bless them with love and compassion). When you bless you just speak out God's intentions for them.



Write anything you may be hearing for you, personally, about the Learning Circle.

What is God saying to me? _____

What am I going to do about that? _____



SAYING / DOING:

We can hear God in all different ways: through other people, in our own thoughts, through music, in silence, by observing nature or even in our dreams at night.



NOTE: Leading others doesn't have to be a formal position. It includes clear leadership roles that can be traced to an org chart, but it's also just anyone in your sphere of influence. Consider your kids, direct reports, volunteers, mentees, friends, neighbors, seekers and people who just come to you for advice. Consider those relationships as God-given chances to grow as a leader and practice stewarding them well.

How does this apply to the way I lead others?

How can I help others hear the voice of God?

Record here anytime you heard others talk about hearing God:

(This might sound like "I have this nagging thought" or "I got this idea out of nowhere" or "I had a dream last night I keep thinking about" or "I seem to be getting the same message from everyone lately." Sometimes it can even be a song in your head, a Bible verse, an emotion that strikes you to explore or a clarity on next steps you didn't come up with yourself.)



SAYING / DOING:

*When is the last time you heard God through someone "beneath you?"
He loves when we receive Him in low places.*



What's your story when it comes to repenting and believing?

(How were you raised, what makes you do what you do, how is God making you more sensitive lately?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the circle in a practical way?

Be ready to take your group through a time you recently heard God's voice using the circle as your guide.



COACHING TIP:

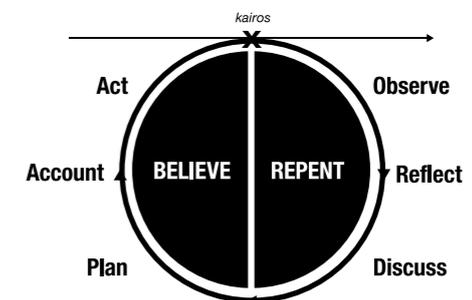
Practice sharing the circle with a friend. Sharing times you hear God helps others to recognize His voice too.



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?		

Notes

What do I think God is saying to me about these questions and what will I do about it?





The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?

Do I have any new ideas about how to engage people who don’t know Jesus?



Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

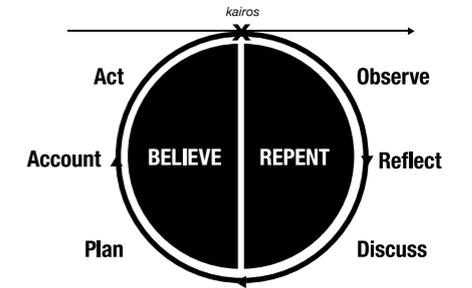
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



ACCESS:

*Offer to serve your leader this week. Bring them coffee at work.
Babysit their kids. Run an errand. Make dinner. Cut their grass.*

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

What didn't I like?

What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans.

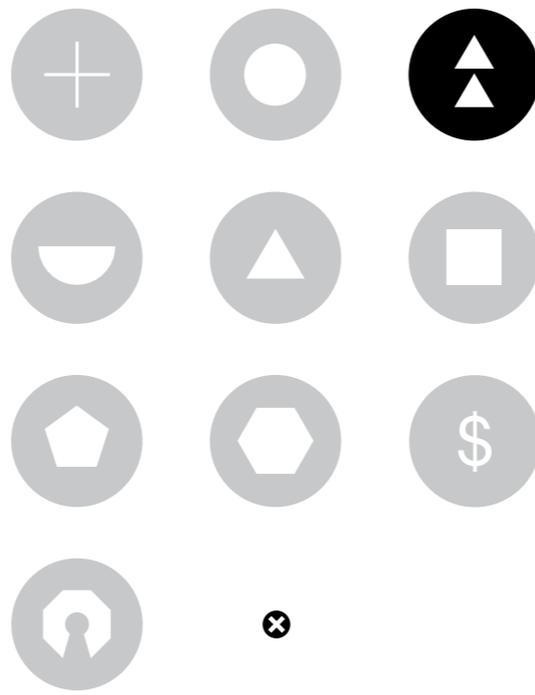
ROMANS 8:26

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.

PHILIPPIANS 4:6

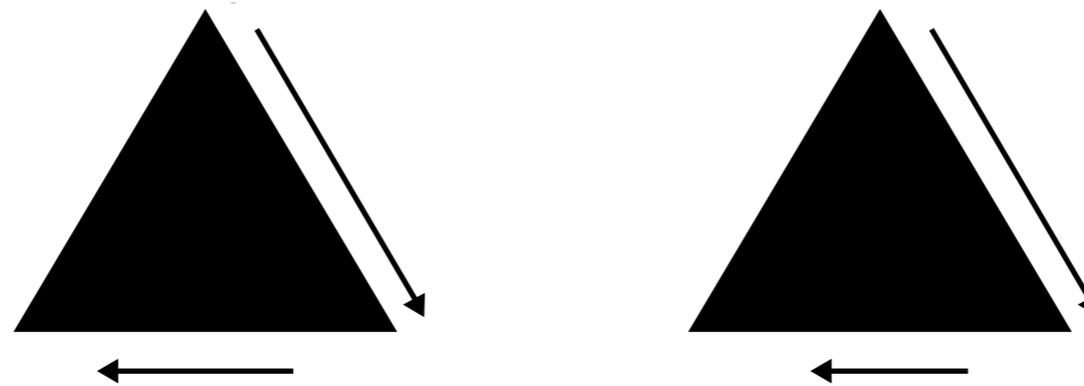
I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it.

JOHN 13:13–14



**COVENANT &
KINGDOM**

interval 3



God is both Father and King. This interval helps us understand the lens through which we can understand both him and the Bible: Covenant & Kingdom.

Covenant =

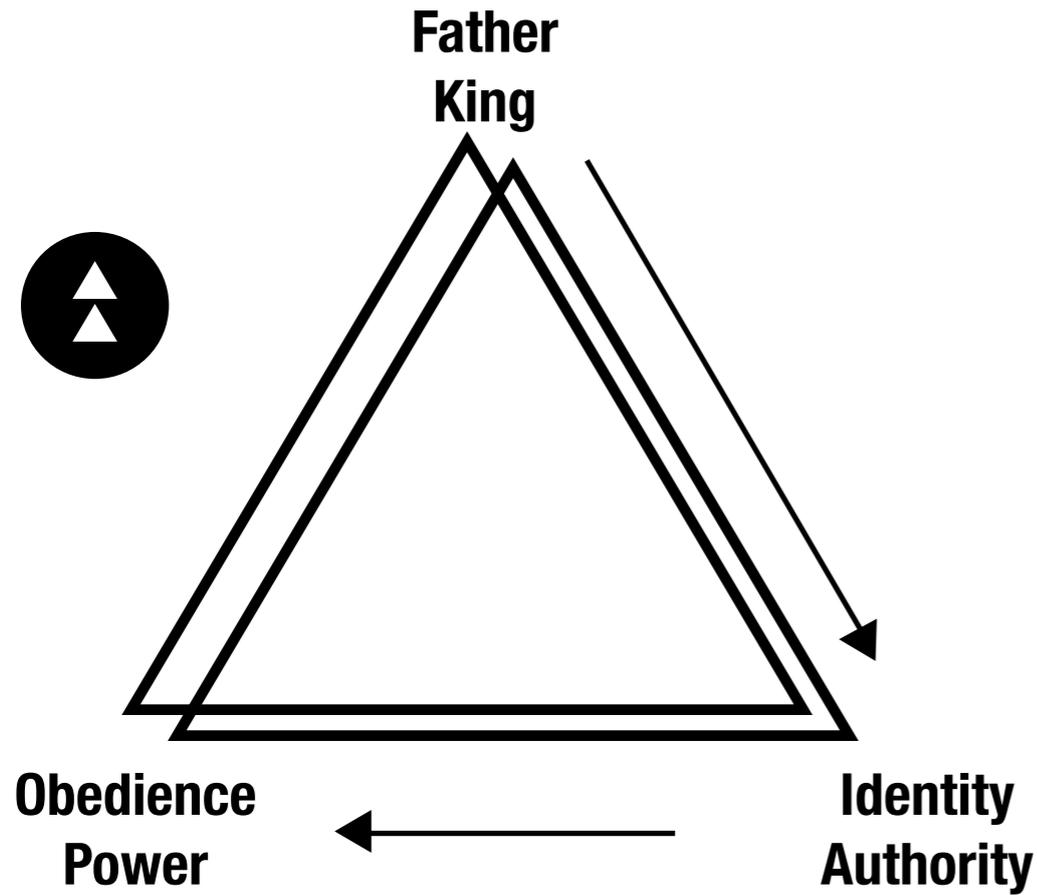
Kingdom =

Mark 1: 9–13, Psalm 103, Luke 15



Your leader will assign you homework throughout huddle to read in your Bible. This is an excellent time to make sure you are really reading and experiencing the fullness of the Bible. Here are a few ideas about how to enhance your Bible reading experience:

- Consider adopting a daily reading plan. Just Google it; there are a lot. It's a good idea to read from both the Old and New Testaments regularly.
- Consider buying some additional resources:
 - **A study Bible.**
Gives some commentary and explanations as you read.
 - **An exhaustive concordance.**
Lists usage of every word in the Bible.
 - **A Bible dictionary.**
Explains words, topics, customs and gives historical, geographical, cultural information.
 - **A Bible handbook.**
Combo of encyclopedia and commentary in shortened form.
 - **Commentaries.**
Explains and interprets meaning of biblical message analyzing words, background, grammar and relation of that book to rest of the Bible.
- An easy approach to daily time reading your Bible might be:
 - **Pray.**
Ask God into the time with you.
 - **Understand the context** of what you are reading before you start. Audience, culture, time period, etc.
 - **Interpret accurately.**
Assign meaning to what you read through prayer and study tools. Ask others to confirm what you think something means if you are unsure.
 - **Experience it.**
Journal how it makes you feel, how it would have felt if you were there.
 - **Apply it.**
Ask God to make scripture relevant to you and your life.



FATHER

- What was my earthly dad like and does he impact how I see God as a Dad?
-

- When do I struggle to see God as a Father?
-

- Have I received my identity as a SON?
-

KING

- Can I really grasp the concept of a king since I live in a democracy?
-

- How do I tend to respond to absolute authority?
What might this mean about me receiving God as King?
-

- Am I convinced that God has a full right to direct me?
-



Write anything you may be hearing for you, personally, about Covenant & Kingdom.

What is God saying to me?

What am I going to do about that?



SAYING / DOING:

Do you most often hear God's voice as firm and final or as soft and inviting?



How does this apply to the way I lead others?

Which part of God's character do I lean towards when I lead?

What are some things I might do if I wanted to exhibit both in my leadership?

How is that good? What is missing in that?

Do I lean the same way at home and at work?



COACHING TIP:

This week when you give someone you lead feedback at work or home, practice intentionally representing both aspects of God's character in the interaction.



What's your story when it comes to covenant and kingdom?

(How were you raised, which way do you lean? How is God moving you toward balance right now?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the Covenant & Kingdom triangles in a practical way?

Be ready to practice teaching this to your group! Think it through before you come to huddle.



COACHING TIP:

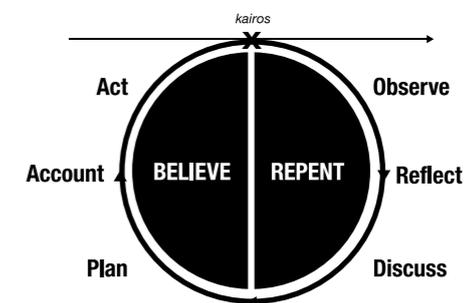
Ask your leader for feedback after you share. Sometimes its hard for leaders to offer constructive feedback so make it easier by asking for it!



CHARACTER UP	CHARACTER IN	CHARACTER OUT
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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?		

Notes

What do I think God is saying to me about these questions and what will I do about it?





The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?

Do I have any new ideas about how to engage people who don’t know Jesus?



Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

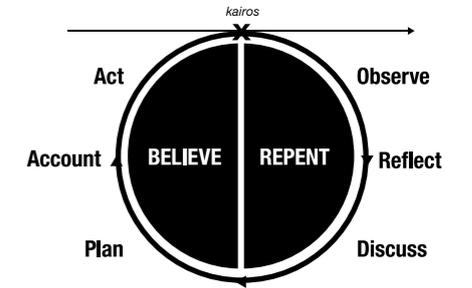
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



ACCESS:

Invite a couple others in your huddle to do something with you this week. Your leader will love it when people in your huddle start learning from one another's lives as well as theirs!

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

What didn't I like?

What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans.

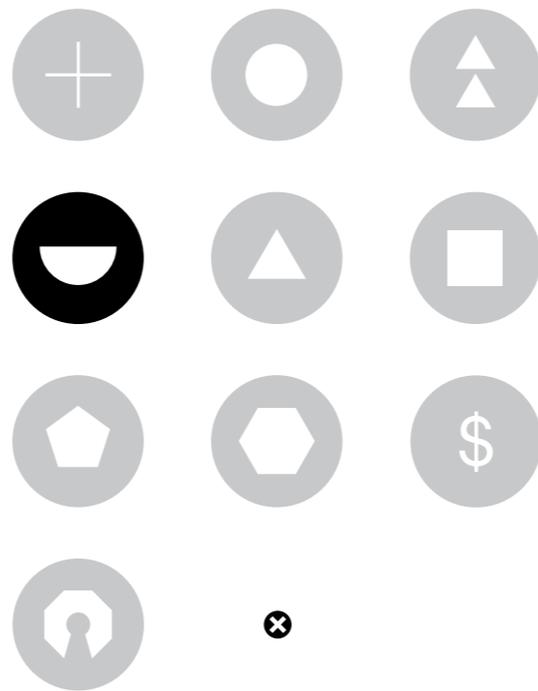
ROMANS 8:26

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.

PHILIPPIANS 4:6

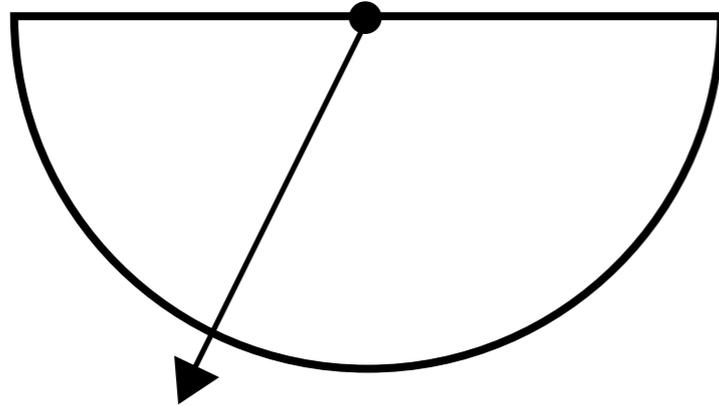
I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it.

JOHN 13:13–14



**WORK FROM
REST**

interval 4



God designed us to rest *then* work.

- Genesis 1:27–2:3
-

We are free to rest because we are sons; not slaves.

- Deuteronomy 5:12–15
 - Romans 8:15
-

We can only produce as much fruit as the depth of our abiding and our willingness to be pruned for growth.

- John 15
-



Self-assessment

Do I take a weekly Sabbath or does that feel impossible to me? Why?

Do I have extra capacity in my days, weeks, mind and heart?

What is the one thing I could fast from that would provide me more rest?

Do I spend any time unplugged from my phone and email?

Am I trying to please someone that keeps me working continuously?

Can I list at least 5 activities that give me energy?

Does God seem to be taking things out of my life right now?

What is the one thing I cannot imagine *not* doing for a day?



Calendar Assessment

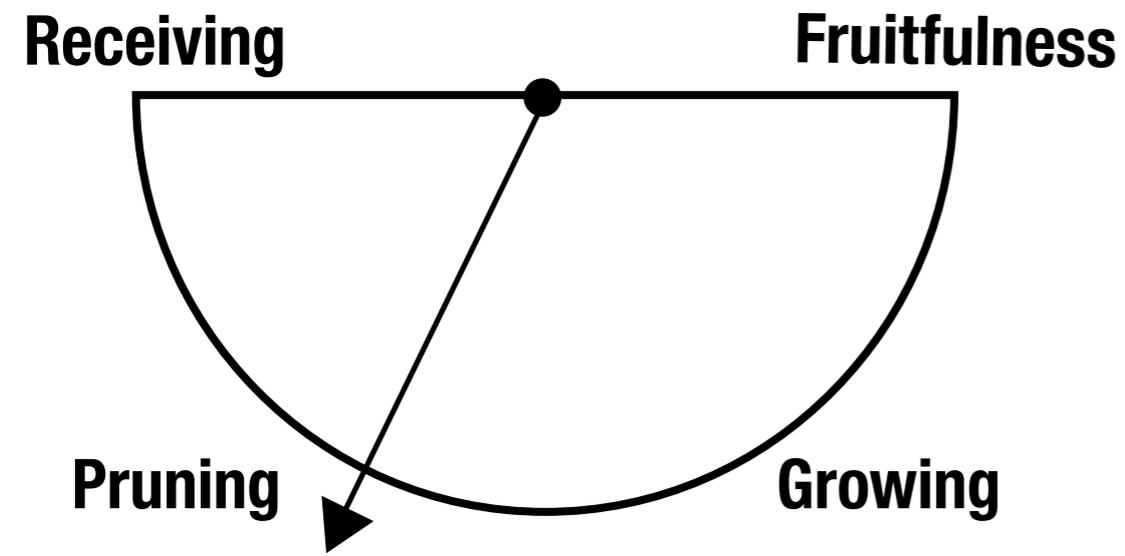
Take a week to assess where you're spending your time. Use the learning circle at the end of the week to process any kairos moments you have about what types of relationships you see in your life right now.

NOTE: To use our time well and prioritize rest, we have to first know where our time is going. Assess how you're spending your time and how much is devoted to different priorities.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
6AM							
7AM							
8AM							
9AM							
10AM							
11AM							
12PM							
1PM							
2PM							
3PM							
4PM							
5PM							
6PM							
7PM							
8PM							
9PM							
10PM							
11PM							
12AM							



How does this idea impact me personally?



Where am I on the semi-circle right now?

Which way am I swinging?



We all need help learning how to abide more deeply. It is so countercultural in a country where being busy means being important. We need ideas of how this looks in everyday life! There are daily, weekly and seasonal rhythms of resting and abiding that we can begin to adopt in our lives. Here are some ideas about each of those types of abiding rhythms to try (and please add more from others in your huddle):

Daily Rhythms of Abiding

- Early morning time with God. Set your alarm. Have a spot to sit. Light a candle.
- Take a walk or run every morning to pray and worship.
- Listen to the Bible through an app or CD in your car on the way to work.
- Subscribe to a podcast of a good Bible teacher and listen in the car or during exercise.
- Subscribe to the Daily via crossroads.net and make it the first email you open.
- Memorize scripture: post it on your bathroom mirror and in your car.
- Take your coffee break at work every day to walk and pray or discuss the Daily with a friend.
- Pause between meetings and say a quick prayer and/or give thanks.
- Think of a few things you're grateful for or need God's provision in each night before bed.

Weekly Rhythms of Abiding

- Commit to a Sabbath day and on it consider the following:
 - Having a meal with family/friends
 - Taking communion together at that meal
 - Sleeping in or taking a nap
 - Going phone-free for at least half the day
 - Do a recreational activity you love
 - Spend the day in your pajamas
 - Think through how family/kids commitments can be eliminated or minimized.
 - Prepare ahead of time: do some chores ahead, cook ahead, etc.
 - Light a candle on that day
- Have a weekly meal with friends.
- Join a community group, small group, GO Group or neighborhood group that pursues something God has put in your heart, outside of work.
- Commit to a weekly date night with your spouse or significant other.
- Have a weekly connection-meeting with your spouse or roommate about priorities for your home/family.
- Look back at the week you just finished with God, and prepare for the week ahead with him. See what he wants to reveal or share as an act of regular reflection, surrender and refilling.

Seasonal Rhythms of Abiding

- Define annual vacation or get-away rhythms with family, spouse, or friends.
- Practice silence or retreat days bi-annually or quarterly.
- Start each work quarter by actually using your personal days.
- Take the day off on your birthday every year or start traditions in your family of doing affirmations each birthday to remind ourselves how loved we are by God.
- New Year's assessments of your relationships, budgets, connection to God.
- Quarterly planning meetings with your friends or spouse about your community where you consider family vision, mission, calendar and priorities. Look for places to prune back, areas to water, new territory to explore.



Write anything you may be hearing for you, personally, about Work From Rest.

What is God saying to me?

What am I going to do about that?



How does this apply to the way I lead others?

We want whoever we are leading to be fruitful and productive. How could modeling rest and providing opportunities for others to rest actually make a person or environment more fruitful?

What is God saying to me?

What am I going to do about that?



ACCESS:

Ask your leader if you can join them during part of their Sabbath to observe how they rest.



What's your story when it comes to working from rest?

(How were you raised? What is the hardest part? How is God moving you toward balance right now?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the Work From Rest semi-circle in a practical way?

Be ready to practice teaching this to your group! Think it through before you come to huddle.



COACHING TIP:

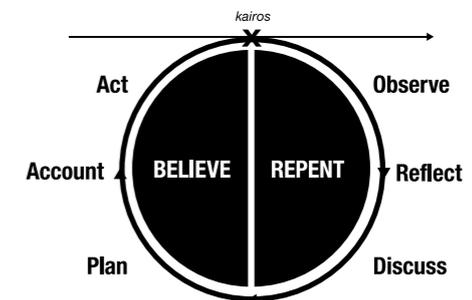
In your huddle practice "the feedback sandwich;" one encouragement first, one thing you could do better in the middle, and one encouragement to end.



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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?		

Notes

What do I think God is saying to me about these questions and what will I do about it?





The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?

Do I have any new ideas about how to engage people who don’t know Jesus?



Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

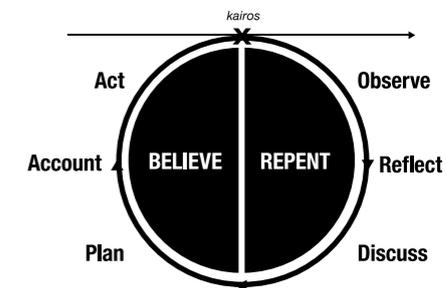
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



SAYING / DOING:

When we rest well, we hear the voice of God more clearly. Resting is important so that we can HEAR and FOLLOW.

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

What didn't I like?

What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans.

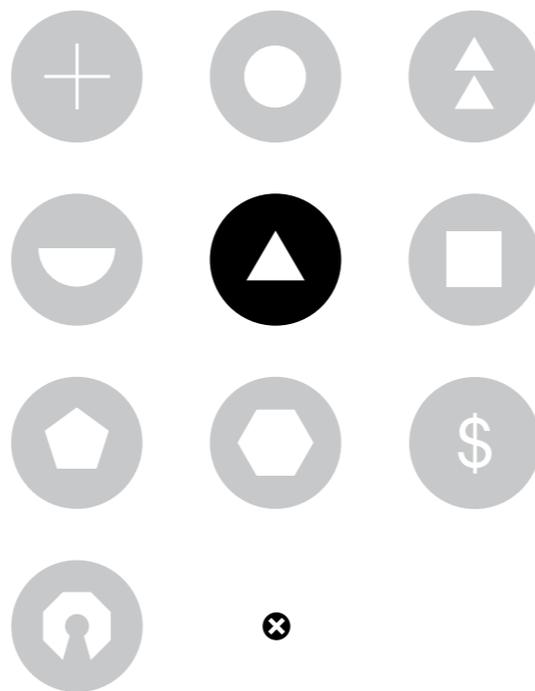
ROMANS 8:26

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.

PHILIPPIANS 4:6

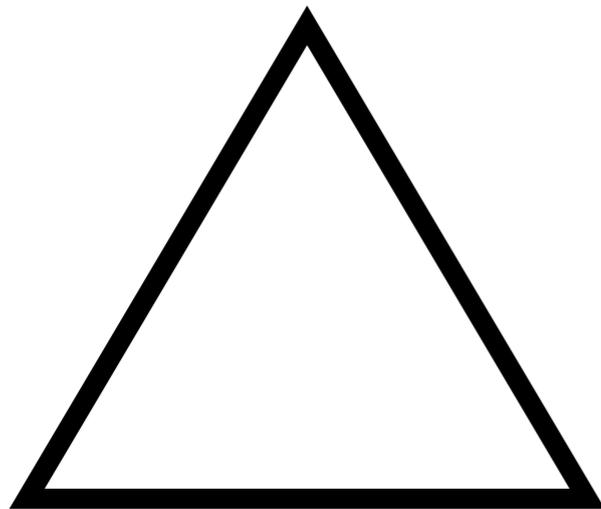
I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it.

JOHN 13:13-14



5[△]

UP / IN / OUT



Jesus was intentional about developing three realms of relationship:

UP

His relationship with his father, especially through prayer.

John 5:19

IN

Doing life, day-in/day-out with his disciples and other believers.

John 13:35

OUT

Loving those who did not yet know Him and needed care, compassion.

Matthew 14:14



Calendar Assessment

We see a natural progression of how Jesus spent time in all 3 types of relationship. Each relationship is connected to and supportive of the others. Our lives are imbalanced if we aren't moving in all these types of relationships in frequent rhythms. Take a week to assess where you're spending your time. Use the learning circle at the end of the week to process any kairos moments you have about what types of relationships you see in your life right now.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
6AM							
7AM							
8AM							
9AM							
10AM							
11AM							
12PM							
1PM							
2PM							
3PM							
4PM							
5PM							
6PM							
7PM							
8PM							
9PM							
10PM							
11PM							
12AM							



Balance Assessment

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.

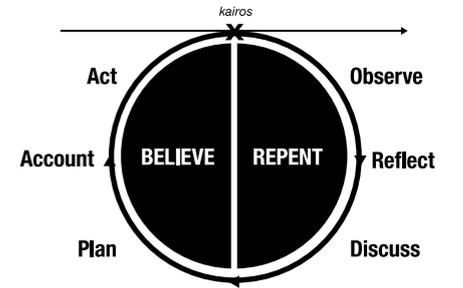
- Are you in deep relationship with non-believers?
 - Are you inviting them into your life on a regular basis?
 - Do you have a regular rhythm of serving non-believers?
 - Do the seekers around you know you believe in Jesus? (This is different than knowing you attend Crossroads.)
 - Have you ever offered 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?
-



Write anything you may be hearing for you, personally, about UP / IN / OUT.

What is God saying to me?

What am I going to do about that?





How does this apply to the way I lead others?

Whose time do I help plan?

Are there ways to help instill balance in those places? _____

What is God saying to me? _____

What am I going to do about that? _____



ACCESS:

Take time this week to give someone else access to YOUR life. Think about who you are naturally around that may not be connected to Jesus and give them access to you this week.



What's your story when it comes to UP/IN/OUT?

(How were you raised? What is the hardest part? How is God moving you toward balance right now?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the UP / IN / OUT triangle in a practical way?

Be ready to practice teaching this to your group! Think it through before you come to huddle.



COACHING TIP:

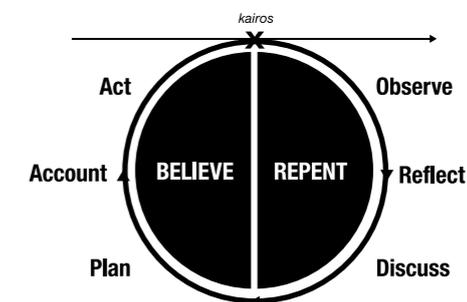
Give yourself 2 minutes and explain this to your spouse or best friend this week for practice! Simple is better.



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?		

Notes

What do I think God is saying to me about these questions and what will I do about it?





The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?

Do I have rhythms already in place in my life where I’m around people who don’t know Jesus? Do I need to change that or be more intentional in thinking about “OUT?”



Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

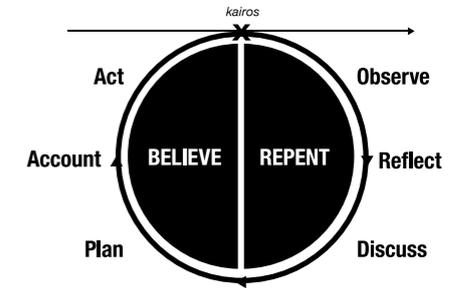
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



COACHING TIP:

This week when you see someone from your huddle, practice teaching one another the triangle and give each other feedback!

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

What didn't I like?

What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans.

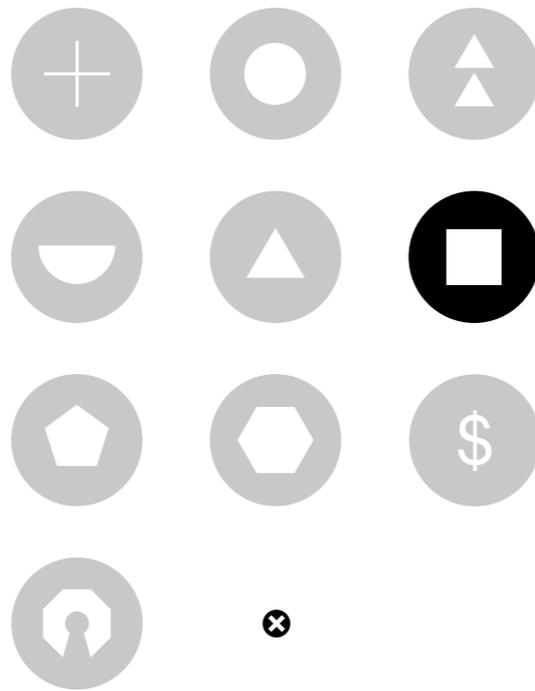
ROMANS 8:26

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.

PHILIPPIANS 4:6

I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it.

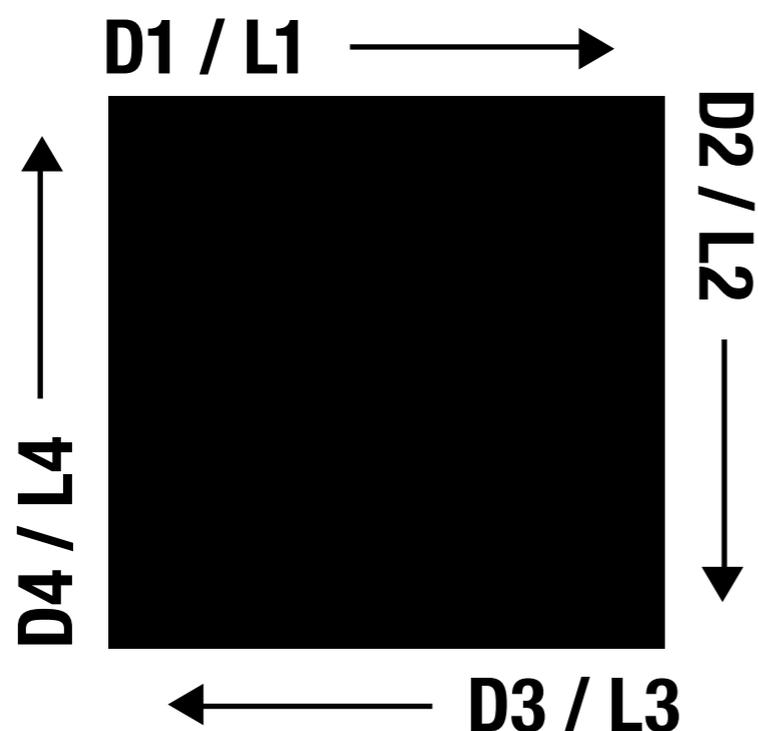
JOHN 13:13–14



6

**LEARNING &
LEADING WELL**

interval 6



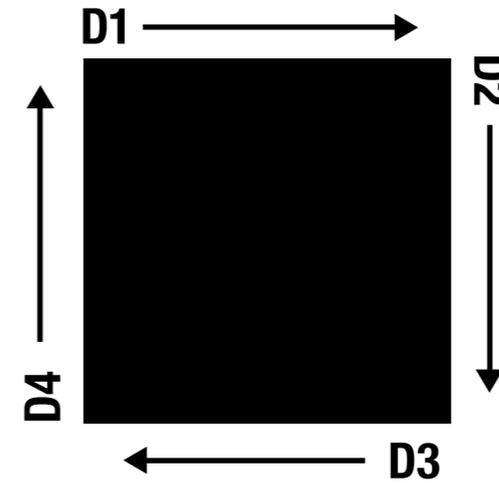
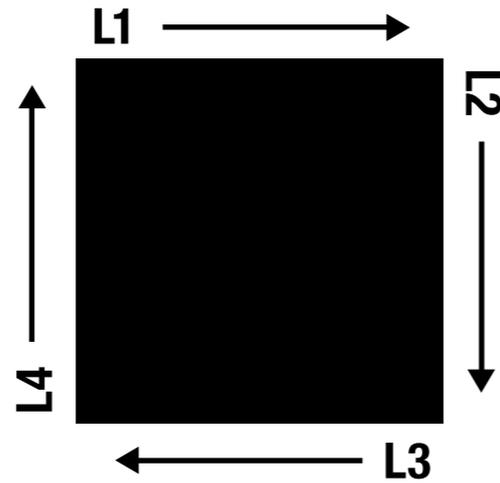
Jesus modeled leadership based on serving others and getting low. He walked with his disciples day by day, adapting to their changing needs and helping them learn and grow.

If we are a disciple, we are a learner.

If we lead other disciples, we are a servant leader.

We must adapt to their needs and serve them.

There are 4 phases of learning as a disciple (D1, D2, D3, D4) and each has an accompanying leadership style that best produces growth during that phase (L1, L2, L3, L4).



D1 / L1 *Mark 1:15–20*

- D1:** You don't know what you don't know. You're enthusiastic and confident but have no experience or competence.
- L1:** "I do. You watch." Be a confident, directive leader setting vision for others to follow.

D2 / L2 *Luke 12:32–34*

- D2:** You know what you don't know and it sucks. You're in a pit and you can't get out alone.
- L2:** "I do. You help." Be a leader who climbs down in and brings someone out with grace, discussion and direction. Help those you lead find the gold that will build character and skill and is hiding in their pit.

D3 / L3 *John 15:12–17*

- D3:** You know that you know. You're starting to regain enthusiasm. Your confidence comes and goes and you are gaining some experience of your own. You're teachable and encouraged because you've surrendered.
- L3:** "You do. I help." Build consensus. Discuss a lot and give lots of access to your own life.

D4 / L4 *Matthew 28:18*

- D4:** You forget that you know because it's so natural. You are enthusiastic, competent and have experience. You feel peaceful and wise.
- L4:** "You do. I watch—and cheer." Give little direction or example. Counsel as needed.



The key to learning and leading well is embracing these two (very tough) ideas. God's plan for our growth as a disciple and as a leader of others will often involve how we relate to authorities in our lives (submission) and how we deal with pain and difficulty (suffering). Understanding God's heart around these two biggies can often be the key to moving through the tough stage of D2 and understanding how God is at work in your life. His goal is not our comfort: it's our heart and our growth.

Check out the following passages in the Bible about **SUBMISSION**, and choose one to memorize:

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

Check out these passages about **SUFFERING**, and choose one to memorize:

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



SAYING / DOING:

As you read each group of scriptures, what do you hear God saying to you? Which of these topics touches deepest? Try to articulate what God is saying to you in an exact quote.



Write anything you may be hearing for you, personally, about Learning & Leading Well.

What is God saying to me?

What am I going to do about that?



How does this apply to the way I lead others?

On what side of the square are the people I lead at home or at work?

How do I need to adjust how I'm leading them?



COACHING TIP:

Note to parents: Jesus' model of leadership can be a perfect model for parenting our kids. Take some time to assess your leadership of your kids according to the square.



What's your story when it comes to Learning & Leading?

(How were you raised? What is the hardest part? How is God moving you toward balance right now?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the Learning & Leading Well square in a practical way?

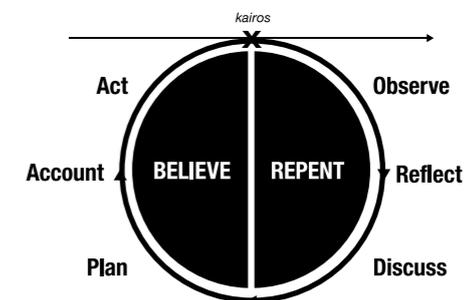
Be ready to practice teaching this to your group! Think it through before you come to huddle.



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?
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Do I keep my promises?	Am I making myself vulnerable to others?	
Do I love the Bible?		

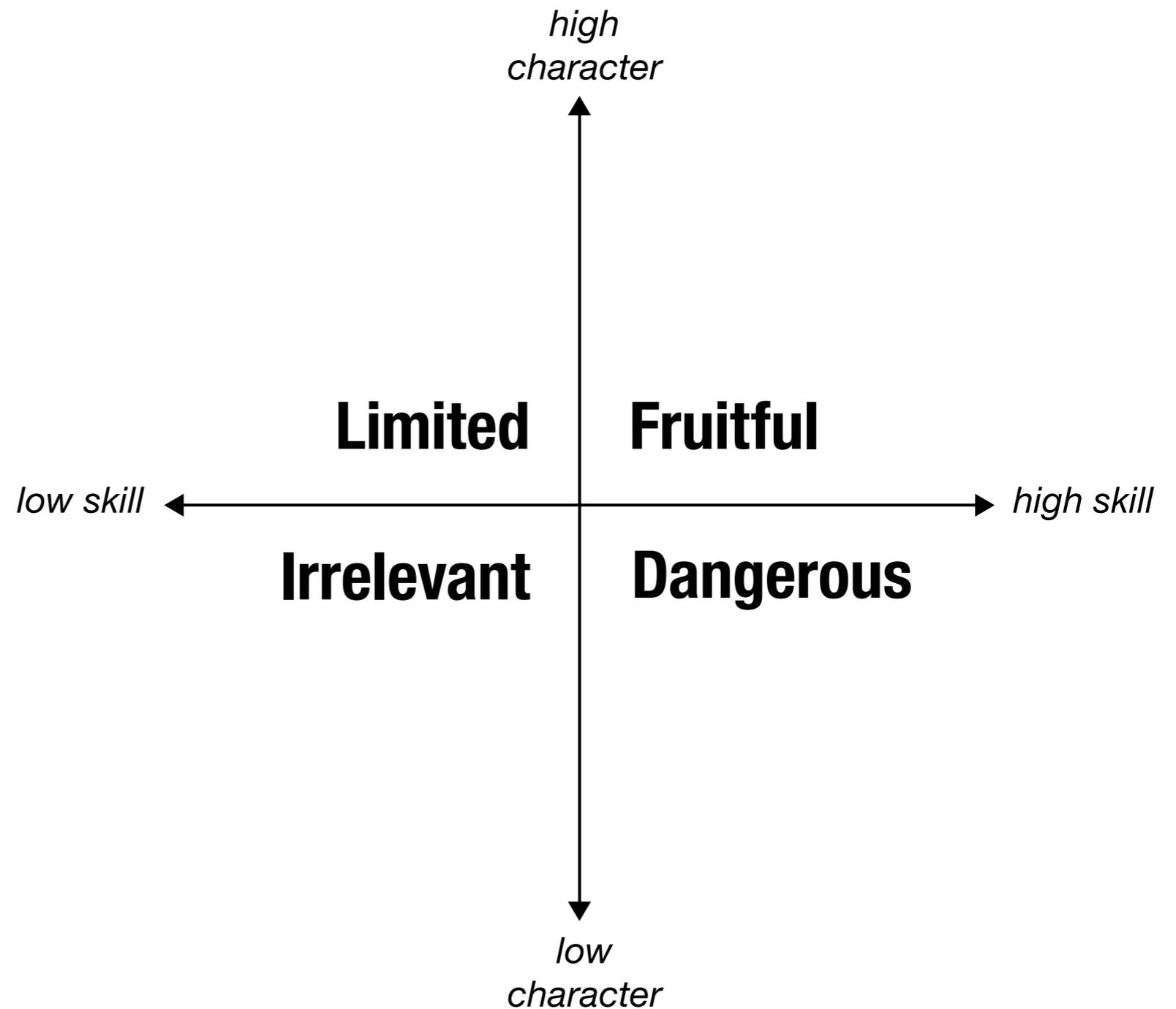
Notes

What do I think God is saying to me about these questions and what will I do about it?



We are now going to be shifting from “**Character**” assessment questions to “**Skills**” assessment questions for the remainder of the huddle.

We need to develop both Character *and* Skill in the process of becoming a disciple of Jesus and leading others to do the same.

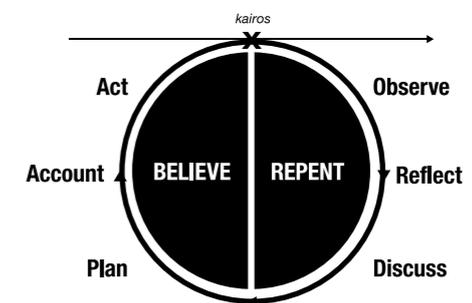




SKILLS UP	SKILLS IN	SKILLS OUT
Does my group experience dynamic worship and intimacy with God?	Do my group members feel cared for?	Is my group growing?
Do I find it easy to receive guidance for the next step in my group?	Am I effective at resolving conflict?	Am I too controlling as a leader?
How easy 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?

Notes

What do I think God is saying to me about these questions and what will I do about it?





The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?



Write down weekly assignments from your leader and your saying/doing plans. Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

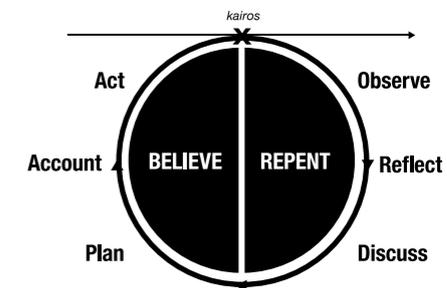
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



What's my homework for each week?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



ACCESS:

This week, if you lead others at work, let a subordinate into a meeting where you are leading so they can watch and learn.

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

What didn't I like?

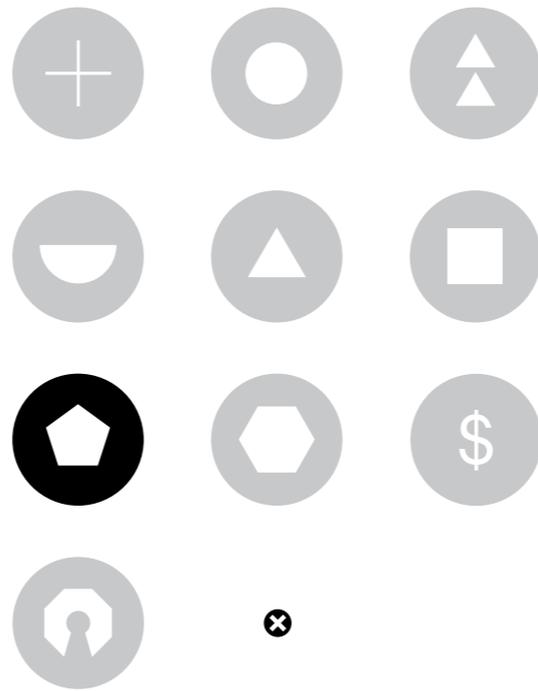
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ROMANS 8:26

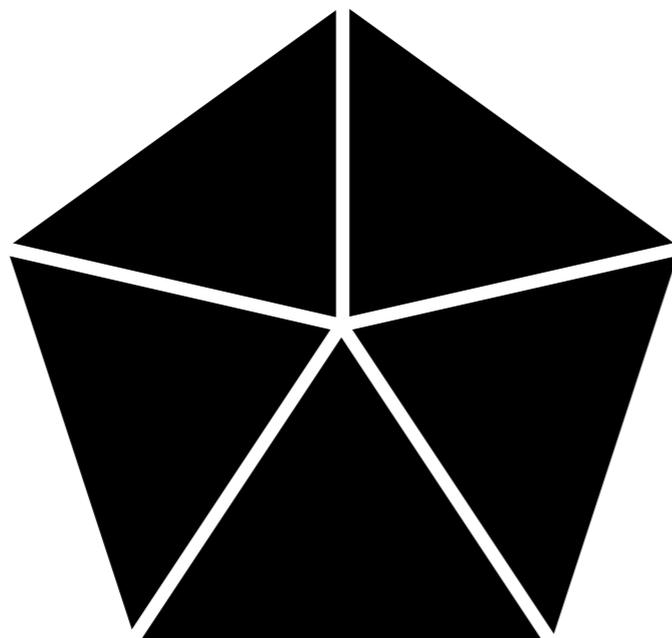
Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. PHILIPPIANS 4:6

I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it. JOHN 13:13–14



THE FIVE-FOLD MINISTRY

interval 7



MATURITY, both individual and collective, is the goal of having these 5 ministries throughout the church and in full operation.

We are both the Bride of Christ (being prepared for Him) and the Body of Christ (operating in all necessary functions) as the church here on earth.

Our primary gifting(s) are not our identity. We are disciples of Christ who have been given gifts. We do *not* equal our gifts, but when sharpened and used well, they can be powerful tools for the Kingdom.



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?”

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.

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.



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 fix, 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-fledged 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.



A bit more...

Remember:

- None work well alone.
- We aren't necessarily all one or all the other.
- We're unique combos of giftings.

Helpful definitions:

Pioneer

Hunters of new territory for expansion

Settler

Cultivators of new ground for maturity and thriving

Base Ministry

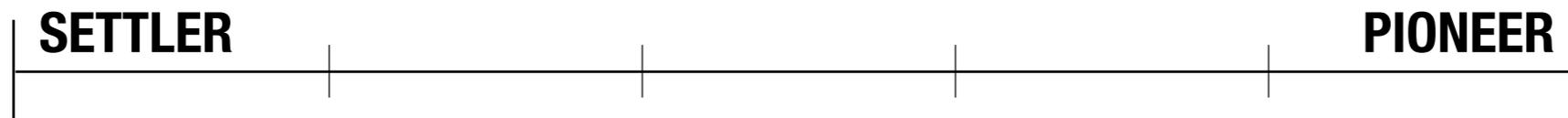
Our strongest gift that we tend to operate in easily and most naturally.

Phase

A season where God moves us into being trained/grown in another area of ministry. Helps build us up to maturity.

Goal

Mature operation as a disciple in the body.
Goal is NOT mastery of all areas!





There is an enemy who seeks to steal, kill and destroy. (See *John 10:10*.) There is a spiritual war going on and as disciples you'll be a target. As we receive our identity as sons and begin to operate in our gifts, we will get Satan's attention. Don't be surprised. He has long-standing tactics to keep you from doing these things and becoming effective. He's probably been undermining you for years, wanting to keep you as far from this point in time as possible. We often refer to these long-standing tactics of Satan in our lives as "strongholds" — places where he has gained territory. Sometimes how he has attacked us most strongly can be a clue to our gifts. He wants to keep us as far from them as possible because, used well and in maturity, they are a reflection of God.

Strongholds have lots of names.

Common ones include:

- Bitterness
- Rejection
- Pride (including insecurity and arrogance)
- Unloving (difficulty receiving worthiness and love)
- Comparison
- Occult
- Religion
- Accusation

When you find them at work in your life (or others)—and you will—remember to go back to our foundations of repentance to fight back:

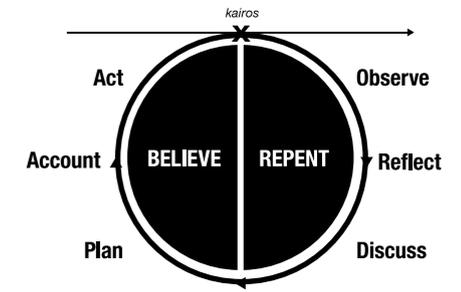
- Repent, rebuke, receive (See interval 2)
- Confess to community (James 5:16)
- Worship (Acts 16:22–30)
- Feed on truth of your identity
 - *Isaiah 61:1–5, 2 Corinthians 3:17, Galatians 5:12, Isaiah 26:12–14, Ephesians 4:27, 6:10–12, Luke 4:33–36, John 10:10 and others.*

We recommend a class offered regularly in our community called Critical Skills. It equips us to resist the enemy, receive healing and walk confidently, freeing others.

Email criticalskills@crossroads.net for more info, or listen to messages at www.savehealdeliver.us.



Write anything you may be hearing for you, personally, about Five-Fold Ministry.



What is God saying to me?

What am I going to do about that?



ACCESS:

Ask your leader if you can come with them somewhere in the next 2 weeks and talk through your kairos from your five-fold results. Get it on the calendar now.



How does this apply to the way I lead others?

How could I help others I lead discover who God made them to be and their gifts?



COACHING TIP:

Have someone else take the survey at fivefoldsurvey.com and practice teaching them about the Five-Fold Ministry and their primary gifts.



What's your story when it comes to Five-Fold Ministry?

(How were you raised? What is the hardest part? How is God moving you toward balance right now?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the idea of the Five-Fold Ministry pentagon in a practical way?

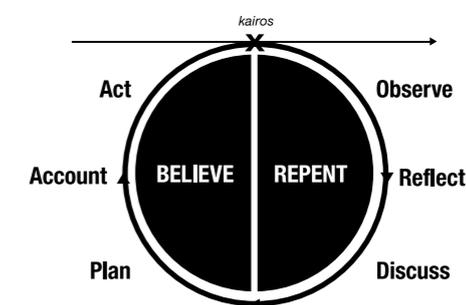
Be ready to practice teaching this to your group! Think it through before you come to huddle.



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?

Notes

What do I think God is saying to me about these questions and what will I do about it?





The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

What did I do?

How did I feel?

What did I learn?



Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.

What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

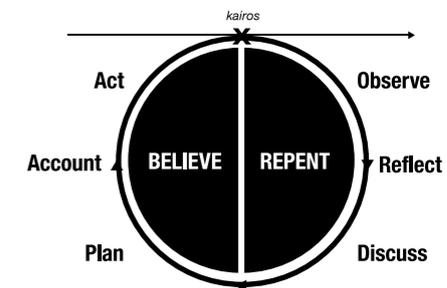
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



SAYING / DOING:

Listen for God's voice this week through someone very different than you. Seek the opinion of someone you can clearly see has different gifts. God may say something through them to grow you!

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

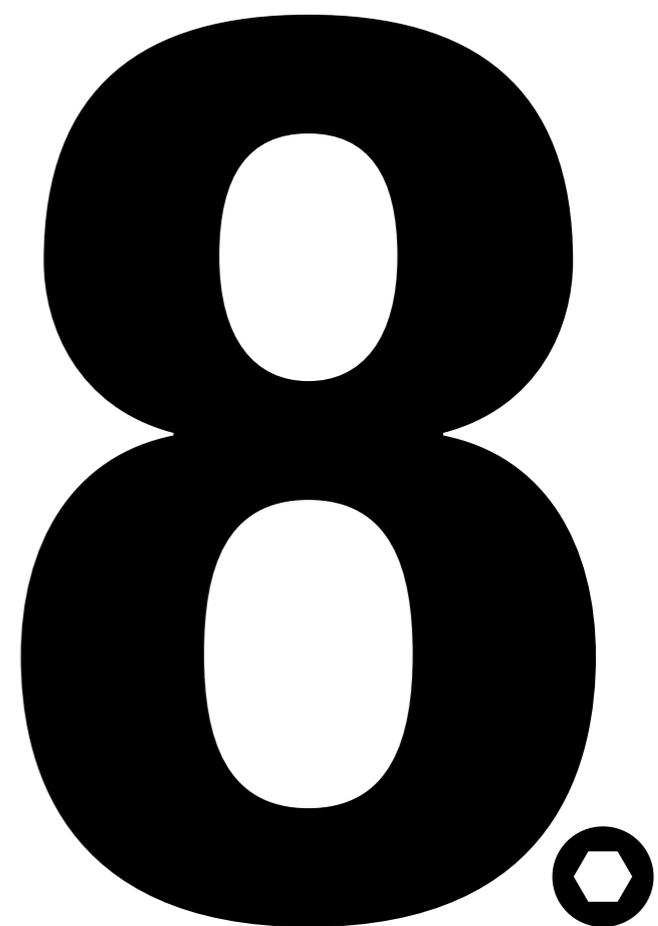
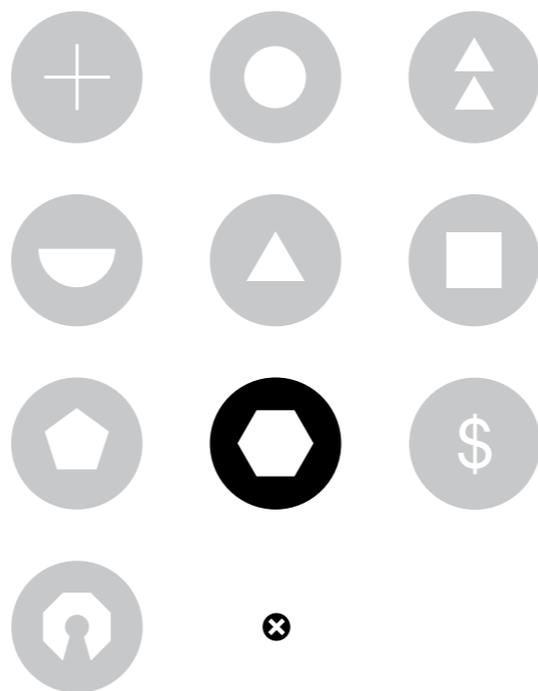
What didn't I like?

What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans. ROMANS 8:26

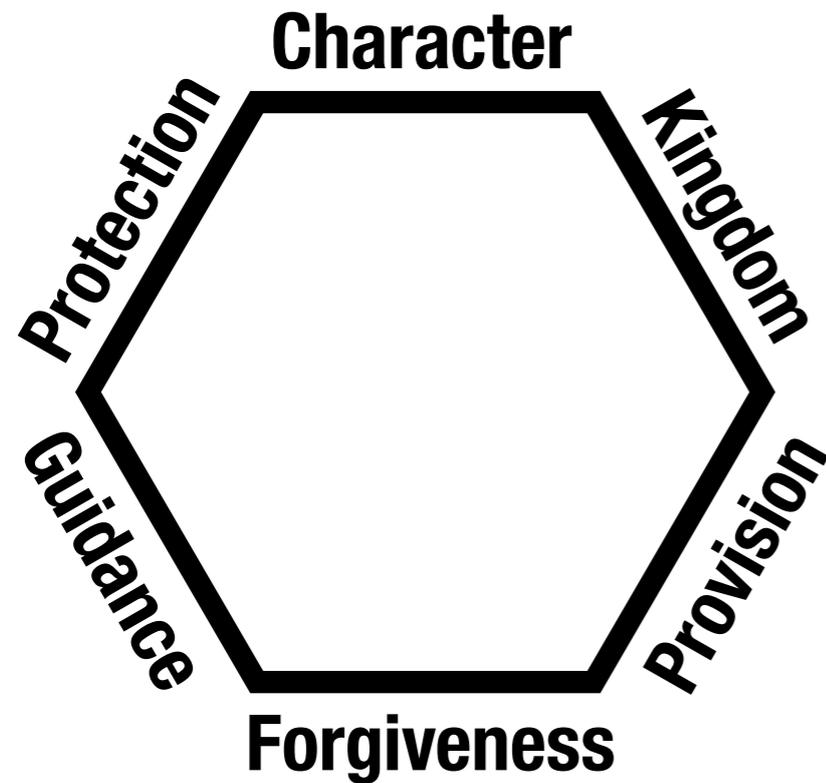
Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. PHILIPPIANS 4:6

I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it. JOHN 13:13-14



THE LORD'S PRAYER

interval 8



1. The Father's CHARACTER

"Our Father" = Abba = Daddy

Approach Him in our identity as his child.

2. The Father's KINGDOM

"Hallowed be thy name. Your kingdom come, your will be done on earth as it is in heaven."

He owns everything and has all power. Ask for His Kingdom to come in specific ways. We can see it now, today.

3. The Father's PROVISION

"Give us this day, our daily bread."

Ask HIM to provide what we need: physical, relational, spiritual, financial, emotional.

4. The Father's FORGIVENESS

"Forgive us our debts as we forgive our debtors."

We must regularly repent and be forgiven. We must forgive others. See Hebrews 4:16.

5. The Father's GUIDANCE

"And lead us not into temptation."

We need guiding all the time. This recognizes our need for step by step guidance as well as acknowledgement that we have a tendency to end up in temptation and need help.

6. The Father's PROTECTION

"But deliver us from evil."

This acknowledges the war we are born into and our need of His weapons, power and deliverance to win.

Prayer is vital to knowing how to hear from God and recognize his voice.

Matthew 6:9–13: the Lord's Prayer
Jesus teaches this as the model of HOW we talk to God.
Memorize if you like, but recitation of this isn't necessary; it's the six parts we are after as a model.



We are meant to put God on display to others all day, every day. We are meant to live a life in response to God...a life of worship. Each of our actions can point people back to God.

Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship. ROMANS 12:1

Also read these:

- Psalm 96:1
- Psalm 108:1
- Ephesians 5:19
- Colossians 3:16
- James 5:13

Singing is a powerful way to worship, and certainly the most common expression of worship that we regularly discuss. People sing throughout the Bible and have worshipped God in the holy and sometimes mysterious movements of the Holy Spirit during music. When disciples sing, they mean the words they say. It's an act of faith and a weapon that pushes back the enemy. Worship has power and can produce a collision of spiritual and physical communication that moves hearts, unites the body and changes us.

Disciples who understand God's story (from Creation and the Fall to the Cross and the Re-Creation) worship differently. They realize how big God is, how fallen we are, how much we don't deserve what we have, but he generously, lavishly provides abundantly for us anyway. We find our place in His story and with depth and power, point back to the author of it. Our actions aren't arbitrary or required obedience, they're choices to reflect back to the world the beauty, power and holiness of the One they follow. They're worship to the Creator who deserves all our praise.

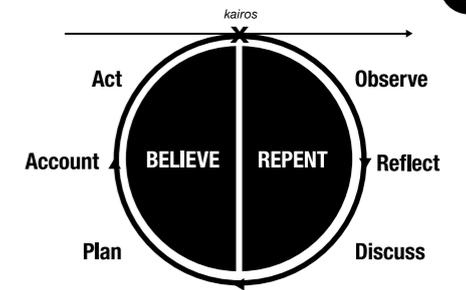
Where does worship happen in your life? If you think it's only when you sing in a church service, consider redefining it and living out of a heart of worship every day in words you choose, times you keep quiet, neighbors you serve, moments of reverent awe, appreciating a sunset or the design of your body, meetings you choose to attend, money you give or spend. Worship is anything we do in response to who God is. Life as a disciple is a life of worship; always listening and responding to God.



Write anything you may be hearing for you, personally, about The Lord's Prayer.

What is God saying to me?

What am I going to do about that?



SAYING / DOING:

Whenever we think that God is speaking to us it should be common-practice for us to expose that to other people who love Jesus and invite them to confirm what we think we are hearing. Not only do we then act with support and in unity with others, we also gain confidence and ability to articulate what we hear.



How does this apply to the way I lead others?

How can I model what is found in the Lord's prayer to others I lead?



COACHING TIP:

Next huddle, ask if you can go first to teach the concept! Every leader appreciates a volunteer. (Don't wait to be volun-told!)



What's your story when it comes to Prayer?

(How were you raised? What is the hardest part? How is God moving you toward balance right now?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

How can you share the idea of The Lord's Prayer hexagon shape in a practical way?

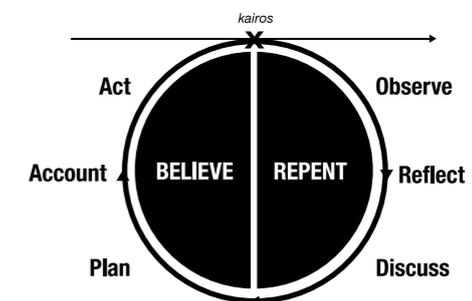
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WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

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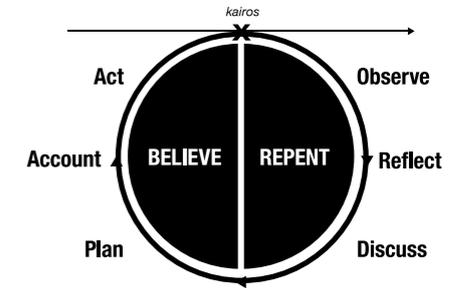
WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



ACCESS:

This week try giving someone access to YOU. Pick someone you could imagine huddling and invite them to run errands with you or join you on your Sabbath.

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22



Share your prayer requests with your group.

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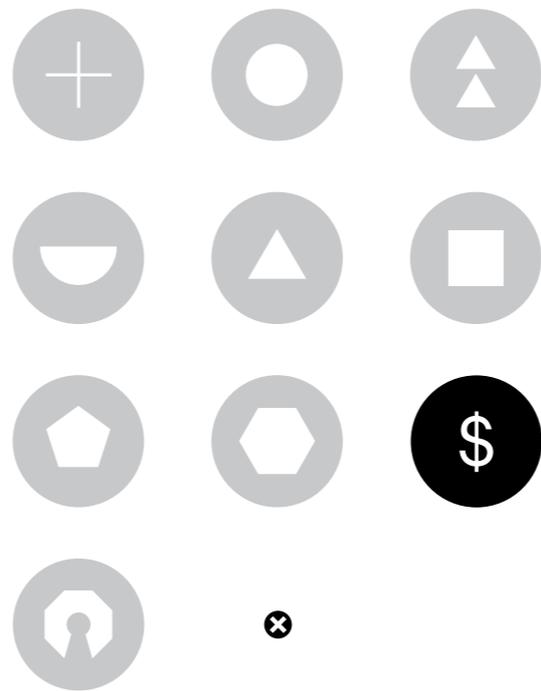
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What worked well in this interval?

What didn't I like?

What else would I need to lead this topic by myself?



9

GENEROSITY

Why talk money?

It's an indicator of being a disciple.

Money is our key competitor with God.

Matthew 6:24

We are rich. And none of it's really ours.

2 Chronicles 29:11–17



The World vs. The Kingdom of God

The way of the world:

- Spend first,
- save where you can,
- then if you have leftovers, consider “giving back.”

The way of a disciple:

- Give first,
Malachi 3:10, Matthew 23:23
- save next,
Proverbs 6:6
- then spend.
God gives to us. 1 Timothy 6:17



This interval is called generosity, not just tithing.

Generosity is much bigger than a tithe, but some are tempted to think they can be generous without giving 10% to their local church. We think that's just immaturity talking. So let's debunk some myths and set people free, financially. Let's join together to obey and receive the blessings of true generosity in full.

Wasn't the 10% tithe just an Old Testament thing that doesn't really apply anymore?

Jesus affirms the tithe in Matthew 23:23 and Luke 11:42. It was referenced far more in the Old Testament, and never rescinded in the New Testament, but if you're unconvinced it still stands and want to focus only on the New Testament, more power to you. The standard of giving in the New Testament is far more radical, generous and costly than a tithe. John the Baptist raises it to 50% in Luke 3:11. Jesus makes it sound like the expectation is more like 100% in Luke 21:1–4 and Luke 14:25–35.

So if you prefer to stick there, more power to you. Do it with a cheerful heart and go nuts. Your spiritual life and the Kingdom around you will surely benefit. Ten percent was really just a starting point, anyway.

Do I have to give 10% solely to a technical church? Can't I just give it away to wherever I see need? To different organizations or people?

People argue this one a lot. The Bible says a tithe belongs to the Lord (Leviticus 27:30), give to the storehouse (Malachi 3:10), and we see Jesus honor the widow's mite to the temple (Luke 21:1–3). Some say just give to the poor as you see need, but Jesus affirms a poor woman giving back to the organized church.

We also know God loves the church (Ephesians 5:25), and is desperate to see her united (1 Corinthians 1:10). God is clear about the importance of the local church to the advancement of his kingdom on Earth (Ephesians 1:23). We can't be disciples apart from a body of believers (1 Corinthians 12:12–27). We also believe that all of us who are part of a local church community have a responsibility to sustain and advance the calling of that community. If we are receiving from an organization, but not supporting it, then we can only be described as consumers, not disciples. That's true for any organization, whether it be a church, team, club or otherwise. And if enough people in a community are consumers, it will die.

Most of us live beyond our means. We accumulate debt that limits our giving.

We're often just like the rich guy in Luke 16 who lived in splendor and in his concentration to keep himself safe, comfortable and healthy, he forgot the poor around him. For most of us, choosing to decline the cost of living we've established could be a major Kingdom win. God is frequently challenging us to look around, discern our current status, evaluate what it communicates about our priority, and choose him by choosing others.

Philippians 2:1–8, 1 John 3:16–19

Plus, tithing is an act of trust and submission to a body, a leader and God—above and beyond our personal control. The act of surrendering is good for us, spiritually. Not to mention the incredible practical good that pooled money from an entire collection of believers can do in the world.

Pre-tax or post-tax? Gross or net? Does it matter?

American culture has done a number on us. It's impressive, really. The Bible doesn't talk about tithing or bringing your first fruits "once you've paid your expenses r, set aside a bit for your retirement, savings, FSA and otherwise gotten comfortable that there's something left over." The 10% comes off the top. Silly us. (2 Corinthians 9:6)

Is 10% all that's expected? Should I give more?

Really, 100% is kind of "expected." We're the richest people in the world, and those riches were allotted to us so we could redistribute them to others. (2 Corinthians 8:13–15; 9–11, Deuteronomy 15:7) Why? God wants us to do it, partly, because there is need all around you, and partly, because we will grow closer to him as we do it.

How do I know if I'm being generous? How much counts?

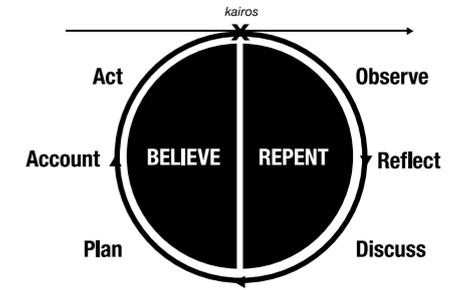
God seems to view generosity according to each individual's capacity (Luke 21:1–4, 2 Corinthians 8:12) and attitude (2 Corinthians 9:7).

Living on this side of the cross means we have more Holy Spirit and more moment-by-moment revelation, and as a result, God actually expects even greater things of us. (John 14:12, Luke 12:48, Philippians 1:9–10) As disciples, we realize our role as stewards of what God's given us, and readily embrace the chance to grow into an ever-expanding ability to give more as we acknowledge that what we have really isn't ours. (1 Chronicles 29:14–15, Proverbs 11:25, 2 Corinthians 9:11)

Write anything you may be hearing for you, personally, about Generosity.

What is God saying to me?

What am I going to do about that?



SAYING / DOING:

Many of us manage money for more than just ourselves. Pray with your kids, spouse, roommate about money and listen to what God might say through others in your home.

How does this apply to the way I lead others?

How open am I with others about my money or giving?

What are some ways I may be able to model for others my growth in generosity?



COACHING TIP:

Next week be ready with your story about money! It's a biggie that's rarely discussed so don't be ashamed or nervous...whatever your story, God will meet you here in it now.

What's your story when it comes to Money?

(How were you raised? What barriers do you have? Where is it hard or easy for you to be generous?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you? Convicting? Inspiring?)

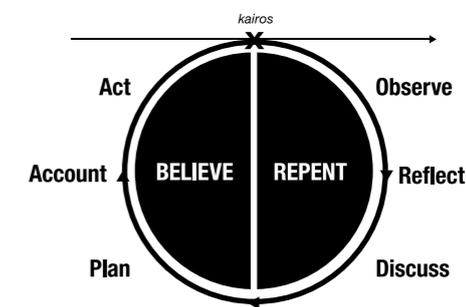
How can you share the idea of Generosity in a practical way?

Be ready to practice teaching this to your group! Think it through before you come to huddle.

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?

Notes

What do I think God is saying to me about these questions and what will I do about it?



Verses About Money: Choose one verse each day this week.

DAY 1: Debt

Proverbs 22:7
Romans 13:8–9
Proverbs 6:1–11
Matthew 11:28–30
Proverbs 19:17

DAY 2: Materialism

Ecclesiastes 5:8–17
Luke 12:13–21
Ecclesiastes 2:1–11
Galatians 5:1
Luke 3:10–14

DAY 3: Trust

Malachi 3:10
Lamentations 3:17–23
Matthew 6:25–34
Matthew 9:11–14
2 Corinthians 9:6–8

DAY 4: Honesty

1 Timothy 6:10
1 Chronicles 29:11–17
John 13:34–35
Matthew 6:19–24
Acts 5:1–11

DAY 5: Spending

Matthew 25:14–40
Mark 12:41–44
Mark 14:3–9
Luke 19:11–26
Proverbs 11:25

DAY 6: Security

Luke 12:31
Proverbs 3:9–10
Proverbs 13:11
Isaiah 55:1–3
Isaiah 40:31

DAY 7: Generosity

2 Corinthians 9:6–15
Acts 2:42–47
Acts 4:32–35
Deuteronomy 15:10–11
Matthew 10:8

The goal of mission weeks is to get outside your comfort zone, be “outed” as a follower of Jesus and grow in our ability to engage people who don’t know Jesus.

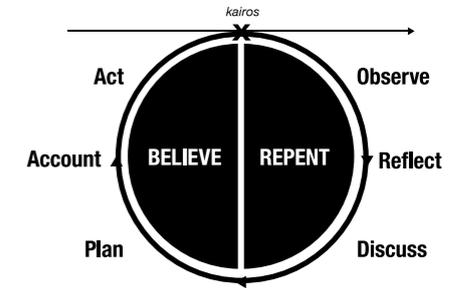
What did I do?

How did I feel?

What did I learn?

How am I growing (or stuck) in sharing my faith?

Write down weekly assignments from your leader and your saying/doing plans.
Use the space in this guide to actually do and reflect upon them both.



What is God saying to me, and what am I going to do about it?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____

What's my homework for each week?

WEEK ONE _____

WEEK TWO _____

WEEK THREE _____

WEEK FOUR _____

WEEK FIVE _____



ACCESS:

This week spend a few bucks on someone you want to learn from or grow from; buy them coffee. Jesus says we can use our money to gain access to more valuable resources like relationships or spiritual growth!

*My sheep **listen to my voice**. I know them, and they **follow me**.*

JOHN 10:27

*Do not merely listen to the word, and so deceive yourselves. **Do what it says**.*

JAMES 1:22

What are the things I'm talking to God about right now on behalf of myself and others in my huddle?

What worked well in this interval?

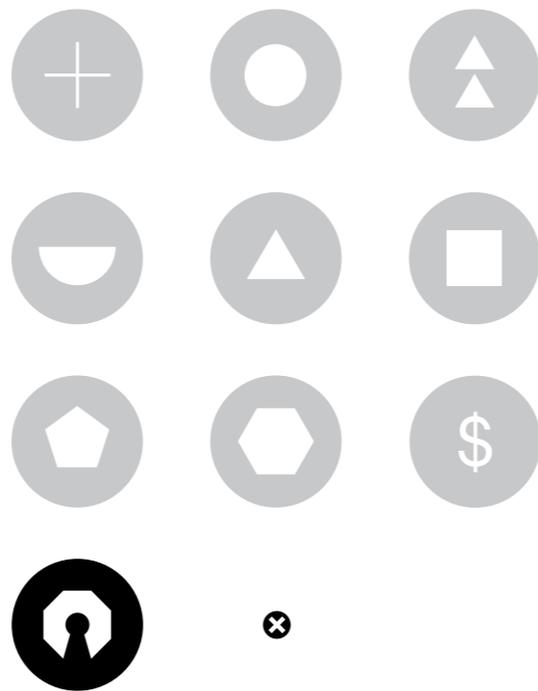
What didn't I like?

What else would I need to lead this topic by myself?

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans. ROMANS 8:26

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. PHILIPPIANS 4:6

I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it. JOHN 13:13-14



10[®]

EVANGELISM

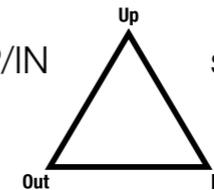


Foundational Truths for Evangelism

Really wrestle with whether
you believe these!

We are ALL called to make new disciples and reach out to nonbelievers.

- (No, you are not called to ONLY strengthen believers).
- Remember it is UP/IN so that we can go OUT.



Reproduction requires sharing our faith and story with others.

- Evangelism has skills that can be practiced and developed, though some people do have a special gift for it.



What is a Person of Peace?

A Person of Peace or “POP” is a seeker whose heart God has prepared to receive Him.

How do we find POPs?

- Likes you, welcomes you, serves you
- Permanent or passing
- Revealed by the Holy Spirit
- Availability is key
- If you see someone like this, then *that* is your invitation to join God in his work

Check out how Jesus found POPs:

- Mark 10:17–27
- Matthew 8:1–3
- Matthew 9:13–14
- Luke 10:1–11
(Sends out 72 disciples with instructions on how to recognize POPs)



Person of Peace: The Octagon

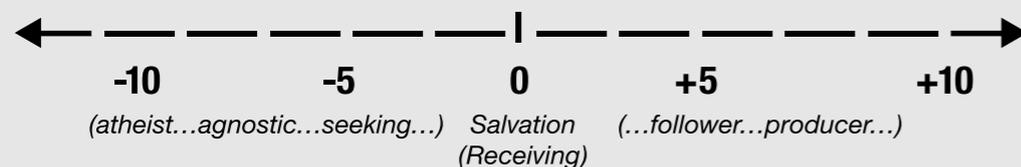


How we encounter POPs:

- PRESENCE
Where you go, Jesus goes.
- PASSING RELATIONSHIPS
Quick, but meaningful opportunities to reveal God.
1 Corinthians 3:6
- PERMANENT RELATIONSHIPS
Require patience, perseverance, care, high sensitivity.
Serve, pray.
- PROCLAMATION
Tell (even bits) of your story/encounters with Jesus in public.
Revelation 12:11

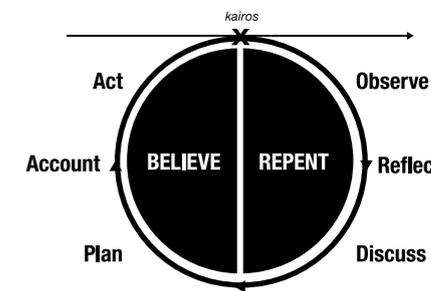
How we engage POPs:

- PRAYER
Ask God what to do and obey.
Prepares hearts and reveals those around you.
- PREPARATION
Our obedience—large or small—moves others towards Jesus.
- POWER
Initiating or explaining displayed miracles of God's power. Healing prayer, provision manifested, etc. You're the interpreter of God's action!
- PERCEPTION
Discernment to gauge next steps with POPs.
See the Engle Scale in the gray box.





Write anything you may be hearing for you, personally, about Evangelism.



What is God saying to me?

What am I going to do about that?



SAYING / DOING:

Who jumps right to your mind as you are thinking about People of Peace? Jot their names down in this margin. That's probably God speaking to you!



How does this apply to the way I lead others?

Who might God be showing me that he has prepared for me to influence?

Is there anyone in my life that I can teach how to find POPs (like my kids)?



ACCESS:

Look back at one of the names on your list and this week find a way to give them access to your regular, daily life.



What's your story when it comes to Evangelism?

(How were you raised? What barriers do you have in sharing your faith?
How is God growing you towards mission? What's the hardest part?)

Which scripture speaks to you the most in this concept?

(What example of Jesus is most powerful to you?
Convicting? Inspiring?)

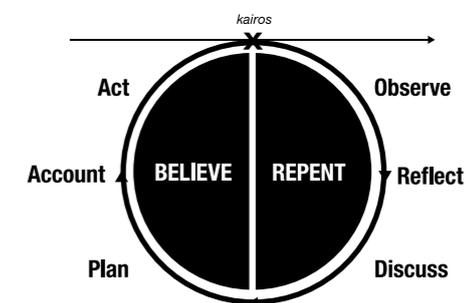
How can you share this “shape” in a practical way that speaks to the group? Be ready to practice teaching this to your group!
Think it through before you come to huddle.



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?
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Our last mission is to commit *you* to going OUT as a part of your life going forward. Next week we will commission you to become a disciple-maker. Take some time to reflect on how/what God has been putting in your heart as you end huddle.

Come next meeting ready to be celebrated!

Final Reflections on Discipleship, Huddle and Mission...



What do you want your huddle leader and members to pray over you as your huddle ends?

List a few “must-haves” in your own huddle and maybe even a few names of people you think you will huddle. Bring these to the next meeting to share with your huddle group.

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans. ROMANS 8:26

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. PHILIPPIANS 4:6

I will do whatever you ask in my name, so that the Father may be glorified. You may ask anything in my name and I'll do it. JOHN 13:13-14

You did it. You completed a huddle.

Well, almost completed one. You joined a huddle to lead a huddle, and now you're ready to start leading. You might not feel ready for that yet, but leading is when God really shows up. The growth you've seen as a participant was just a taste of what he wants you to experience when you step out and try to pass this stuff on. Don't let it die with you. Even if you can only find 1-2 people to huddle, start one of your own, and watch God lead through you and your willingness to multiply. Sign up for Huddle Training for a confidence boost and to receive a Huddle Leader Guide at crossroads.net/huddle. We have teams of huddle trainers to help back you up with whatever you need. Email discipleship@crossroads.net with any questions.

Well done, friend. Thanks for leading!

Part 4

Appendix

Vocabulary and resources.

Laying Hands	142
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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, 28:8)
3. To minister the Holy Spirit (Acts 8:19, 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.

Q: What is poverty and why does it exist?

A: 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)
- **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)

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)

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)

Crossroads Acts on These Truths

Crossroads 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.

The Jesus Scale: UP / IN / OUT

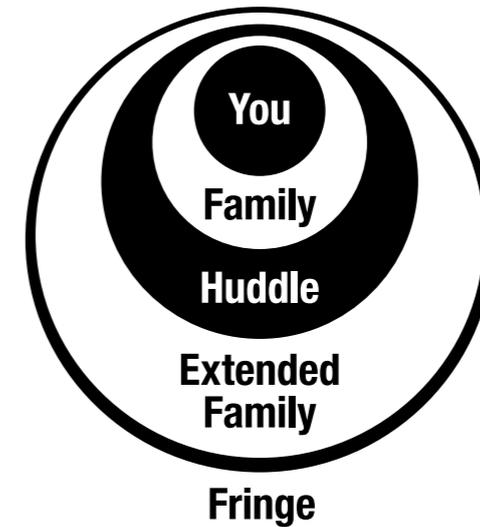
Sensing how we're doing when it comes to matters of faith can be tricky. Our first instinct is often to compare ourselves to those around us, or how we've personally improved. But that generally misses the mark. If we compare ourselves to others, we either come out on top (producing arrogance) or on 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.)

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 prays, 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 & 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.

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 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.
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.

CHALLENGE page 24

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 page 6

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 page 6

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 page 45

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 page 6

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 page 5

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 page 16

Watching it practiced in someone else's life.

INFORMATION page 16

Introduction of character or competence.

INNOVATION page 16

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 page 24

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 page 45

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 page 11

Extended spiritual families on a mission to connect networks or neighborhoods of seekers to communities of growing Christ followers who change the world.

TRAINING page 16

Training is the process of instruction, practice and personal review inherent to skill building. It includes classic information teaching for the purpose of personal transformation and one-on-one apprenticeship opportunities. All these eventually lead to healthy innovation and these behaviors naturally produced in the person's daily living.

3D Movements is a group of discipleship pioneers who got us thinking about all of this at a deeper level. They heavily influenced this entire guide. (In many cases, what we reproduced here is exactly what they taught us—and we borrowed it all with express permission. We're incredibly grateful for their work.)

For a deeper dive into any of the topics laid out here (minus the dollar sign), we recommend checking out the series of Mike Breen's books at 3dmovements.com:

- Building a Discipling Culture
- Multiplying Missional Leaders
- Launching Missional Communities
- Leading Kingdom Movements
- Covenant and Kingdom