Profile of a Non-Disciple-Making Church, Pre-Disciple-Making Church and a Disciple-Making Church

Describing these profiles helps us see the size of our crisis in terms of the lack of a disciple-making culture. Many churches have a non-disciple-making culture. Others have a pre-disciple-making culture, having a small group structure that could be developed further for disciple-making. Relatively few churches have a disciple-making culture.

For each of the thirteen areas, underline the phrase in each column that best describes your church.

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|  | **Non-Disciple-Making Church** | **Pre-Disciple-Making Church (Cell church or small group church)** | **Disciple-Making Church** |
| 1. Bible study | Discussing truths and insights without real application,  | Application is dis-cussed, but relatively little time for personal sharing around that. | Set aside significant time for application, following through on last week’s applications. |
| 2. Cell or small group structure | Without sub-groups, without care and indivi-dualized depth. | Subgroups only happen as preparation for multi-plying, having a focus on training new leaders. | Subgroups. The leader disciples 2-3 subgroup leaders and they disciple 2-3 members of their subgroups (micro cells). |
| 3. Leadership formation | No substantive leadership formation | The leader chooses one person to train as coleader of the group. | With subgroups, assistant leaders are discipled by the leader, learning to lead and disciple 2-3 others. |
| 4. Training | Teaching (focus on content), without training) | Teaching flows bet-ween the Sunday message and the small group. Coleaders are given responsibility with little evaluation. The church teaches on leadership. | Vision, practice and clear commitment to training (DICES: demonstration, instruction, confirm in action, evaluation and supervise) |
| 5. Identity of disciple (apprentice) | Limited to new converts, sometimes extended to youth | The church speaks of discipleship, almost al-ways vertically. Primary focus on multiplication, little on the healthy growth of the leader. | Every pastor and leader is a disciple (apprentice). As with the Great Commandment, the vertical (with God) is joined with the horizontal (human), having a human mentor / discipler. |
| 6. Discipler Identity | Those who work with new converts. | The church raises up disciplers, but they are few and overextended. | Every pastor and leader is a discipler, multiplying. |
| 7. Leader as a connecting “joint” (Eph 4.16) | Leaders are organizational ties, joining one part of the body with another. | Leaders, especially of small groups, are key to the church’s growth. They focus on doing, little on being. There is some measure of caring and connection. | Leaders are organizational and organic ties (committed and personal discipling / mentoring relationships), joining one part of the body with another |
| 8. Sunday message | Message without follow-up and without preparation on the listeners’ part | The theme is repeated in the small group. Some-times leaders “preach” or “teach”, resulting in less participation or application. | A time dedicated to application and accountability. This may be in the cell. Another option would be a time (3 minutes?) of application in pairs after the message; and a time (3 minutes?) to share about one’s application at the beginning of the following Sunday's message. |
| 9. Accountability | Without accountability from one week to the next. | Accountability happens in the weekly or biweekly meeting of leaders with their supervisor | Accountability in the subgroup, possibly in the three minutes before the Sunday message, in mentoring/ discipling and counseling. |
| 10. Preparation or homework | No culture of preparation or homework | Leader has preparation to minister in the group or to visit or accompany members. | A culture of preparation or homework: in worship, in the cell, counseling, in retreats and seminars and special events (1Co 14.26). |
| 11. Sunday School or Leadership School | Many churches don’t even have this. Where it exists, the focus is on content. | Good manuals for leadership development. Connections are made with practically caring for members.  | With discipleship, with subgroups, committed relationships, preparation, application and accountability. |
| 12. Numeric growth | Small. Mentality of addition. | Desire for numeric growth. Sometimes con-nected to caring for people and helping them mature. | Missional church. Multiplying mindset. Intentional integrated evangelism and disciple-making. |
| 13. Church budget | Prioritizes the church’s buildings and programs | Divided between the building and external foci on evangelism and missions. | Prioritizes making disciples, evangelism and missions |

Stop to listen to God. What is He saying to you on the basis of your self-evaluation?