



TURNING ATTENDEES INTO DISCIPLES



SOLUTION GUIDE

The ministry ideas, how to's, tips, and advice you need to build deeper discipleship, PLUS... how our software, Realm®, can help you achieve these ministry goals.

Our Goal Is To Help You Have Real Ministry Impact



With nearly four decades of experience in providing services and software to churches of all sizes throughout the world, ACS Technologies has learned a lot. We've collected data, gained vital information, and received thousands of first hand testimonials on best practices and methods that effectively help ministries the most.

This knowledge is the basis for our free solution guides like the one you're reading right now. We also offer a whole lot of other services, making us the world's largest provider of ministry solutions to churches.

We know everyone needs a little help sometimes. That's why we are providing advice, examples, tips, and information to help you turn your ideas into real ministry impact — that's what we mean when we say "Ideas to Impact."

It is our aim to assist in strengthening how you're currently doing church in providing an alternative to your current efforts. Whichever the case may be, it's our goal to be a trusted resource for how you're serving God.

There are a bunch of ways we can help, and the visual aid on this page outlines ways we can connect with you and help strengthen your ministry.

Thank you for downloading this solution guide. It is our hope that the knowledge included can help empower you and grow your ministry the right way.

If you're interested in learning more or taking the next step for your ministry, you'll find our contact information at end of this guide.

Whether you're talking about assimilation, spiritual formation, or leadership development, it all falls under the same umbrella of discipleship. Discipleship is all about leading people to follow, step-by-step. Whatever the destination - mature disciple of Christ, new member, or developed leader - you need a plan to move people from where they are to where God wants them to be.

If a disciple is a follower, he/she needs something to follow. For Christians, that means Christ.

The job of the disciple-maker is to point people to Christ. Discipleship goes beyond teaching people more about Christ. It's about teaching people to obey and follow Christ. But how do we do that?

A PATHWAY FOR DISCIPLESHIP

Realm's Pathways provide your church a written plan and active tracking system for your leaders to follow while discipling people. Pathways also provides leaders an up-to-date view on how individuals are progressing in each step of their spiritual growth. They'll know when someone succeeds and they'll know when someone is stuck and needs encouragement. Pathway leaders can access key information from any device, and contact individuals as soon as they begin to see them struggle with the next step of faith. Growth is occurring 24/7 and Realm provides the tool for your leaders to minister, coach and react any time, any day.

Disciples need a plan to follow to keep them on course, heading in the right direction. You need to easily offer your congregants tangible next steps to move them along. Your plan should be unique to your church. But the key is letting people know the next step to take. You can start with a focus on four main areas.



PATHWAYS IN REAL LIFE

Jim has been attending your church for a few months now. Although he's not quite a member, he likes the church and is ready to get more involved. So, you create a Pathway for people just like Jim.

The screenshot shows the 'Discover Our Church' page in the 'Steps' tab. The table below lists the steps in the pathway:

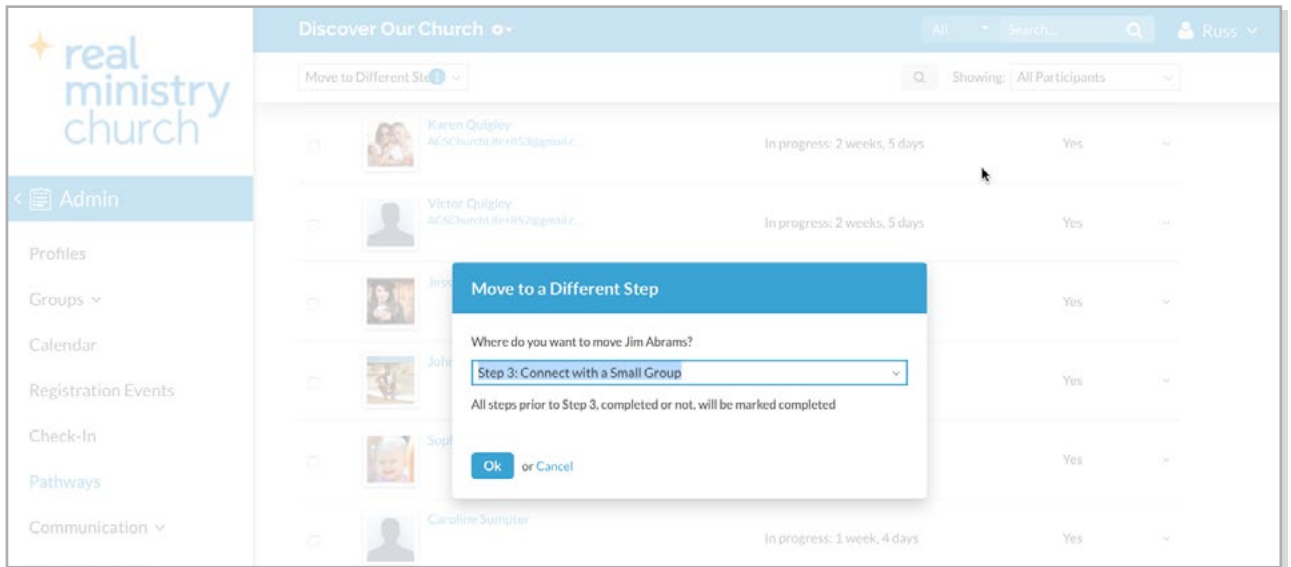
Steps	Active	Overdue	Step Duration
1. Invitation to Attend Discover Class	11	0	1 Month
2. Try out Serving Opportunity	10	0	1 Month
3. Connect with a Small Group	5	0	1 Month

The first step is to get Jim into the membership class so he can become more familiar with the in's and out's of your church. This is when you add him to the membership class step.

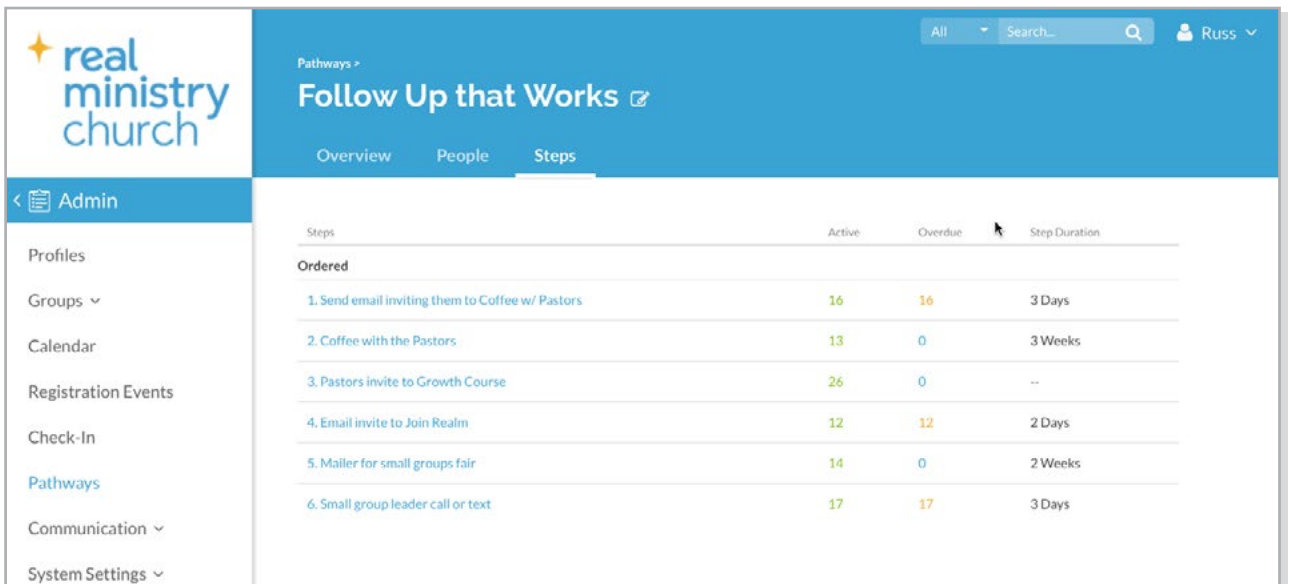
The screenshot shows the 'Discover Our Church' page in the 'People' tab. It displays a list of 'Current Participants' for the pathway. A search box is active with 'James L Abrams (Jim)' entered. Below the search box, a list of participants is shown with checkboxes and profile pictures. The table below shows the current steps for each participant:

Current Steps	Status	Has Notes?
Step 1: Invitation to Attend Discover Class	--	▼
Step 1: Invitation to Attend Discover Class	--	▼
Step 1: Invitation to Attend Discover Class	--	▼
Step 1: Invitation to Attend Discover Class	--	▼

He also needs to get more connected in groups, where he can build relationships and expand his knowledge of the Bible.



After a period of time (that you determine) being involved at this level, it might be time to have a leader meet with Jim to see if he'd like to grow even more as a disciple of Christ.



Now Jim is ready to go to the leadership training course where he'll learn about what it means to not only be a disciple, but to make them. And, multiplication begins to happen.

Finally, it's time for Jim to step out in faith and begin putting all he's learned and experienced into practice. He's added to the final step. In this case, it's a mission trip where he'll have an opportunity to share the gospel. But, this could just as easily be leading a small group, mentoring a peer, or taking responsibility over a ministry.

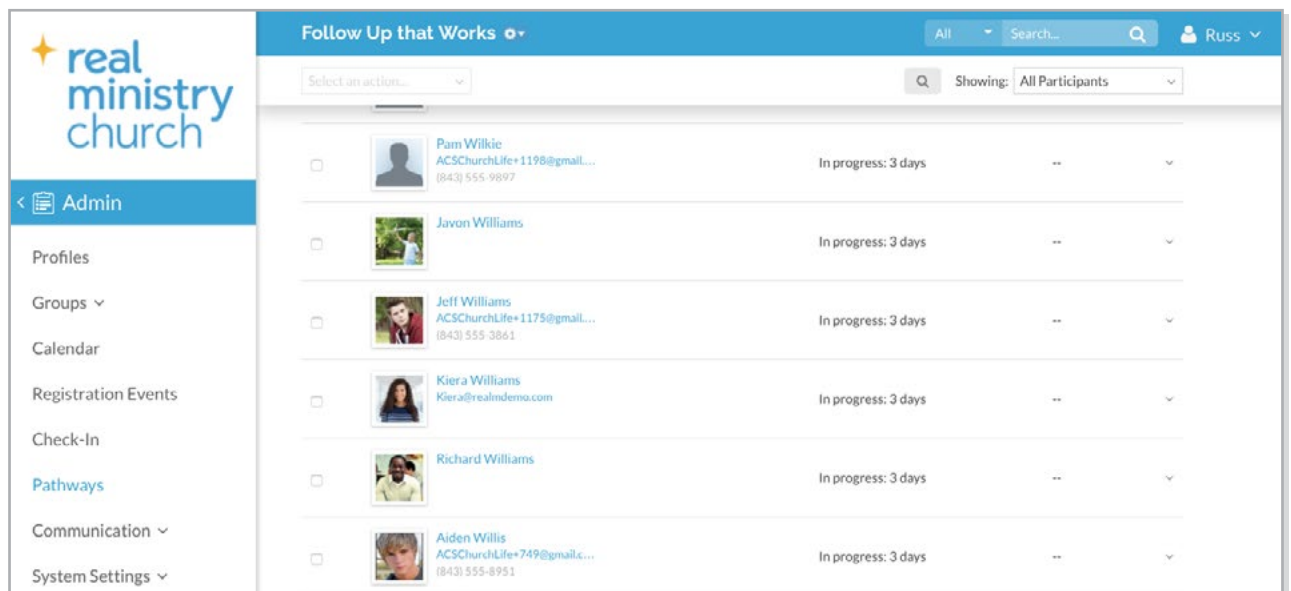
And viola! Jim has been moved through a custom process that has helped shape his faith, empower him to lead, and produce multiplication through discipleship.

THE FOUR C'S FOR DISCIPLESHIP

CONNECTING

Assimilation is the first part of discipleship. People need to be connected to the life of the church. This means, you get them involved in fellowship, events, groups, and serving. Getting people plugged in will ensure they're ready to commit to going on the journey and increases the chance that they will stay connected to the church. To get people connected, you'll need to:

- Create a list of your small groups for leaders to manage and people to find.
- Create a personal follow-up process after their first visit. Establish a friendly follow-up process to keep people from falling through the cracks.



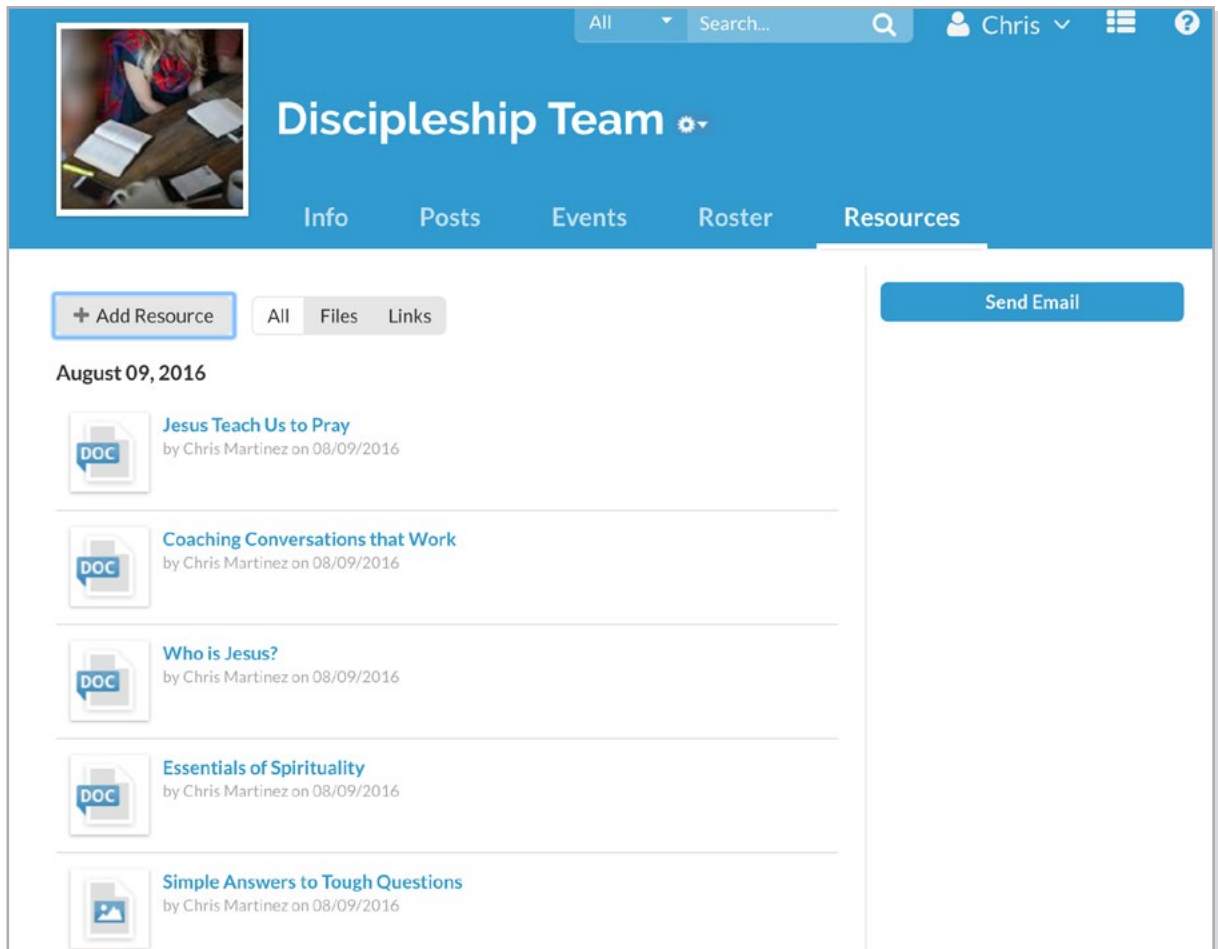
- Instruct leaders on the tools available and help them understand the importance of their role in making connections with people.
- Make them aware of events and opportunities to plug in. Provide people a list of the events you offer so they can get involved in the life of your church.
- Invite them to the next small group or special event. Let people use Realm to explore events which you've designed to support their spiritual growth. Reach out to people in "getting started" Pathways through email and phone to help them find a group or a place to serve.
- Contact them after they've taken a next step, to see if they liked it. Record feedback on the Pathway notes so that all leaders will be aware of how the individual is progressing in their journey.
- Pair them with another person (or couple) who can make a personal connection.

Is your church making strong connections that lead to life change?

COMMUNICATING

The process has to be clearly spelled out. People want to know what they are getting into and what it will involve. You'll need a clear and consistent message to show people what is expected of them, what they'll be doing, and how they can get started. You'll want to:

- Explain the vision and mission of your church and how it connects to the process.
- Make it clear why discipleship matters and what it involves.
Give your leaders the resources they need to make disciples.



Realm provides access to small group rosters, serving groups and people on Pathways via mobile or web applications. Make sure leaders are comfortable with the tools you provide.

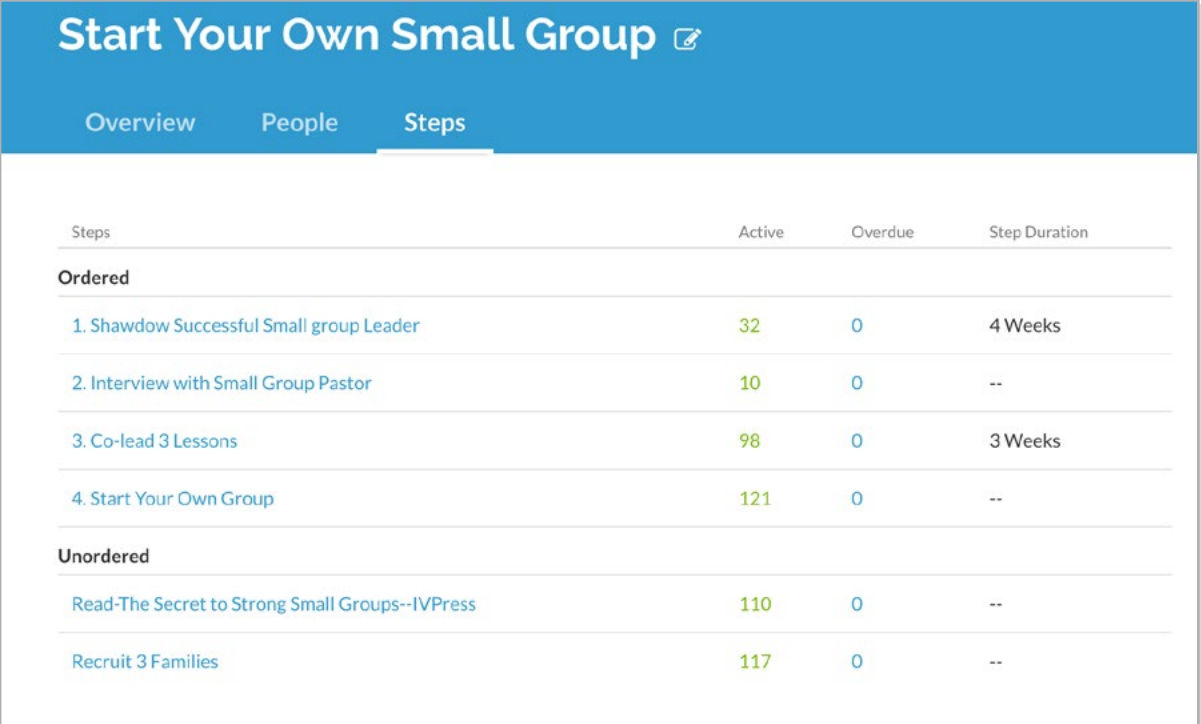
- Define the specific steps disciples will take (mentoring, serving, etc.) Establish a way for people to discover their gifts and get involved in the life of your church.
- Apprise people of the opportunities to serve and learn at your church.
- Let them know this is a journey in their spiritual growth, not a one-time program.

Do people in your church know what's going on and how they can participate?

COORDINATING

Discipleship is multifaceted. Because it involves so many areas of life, it's important to make sure that the classes, events, serving opportunities, groups, and mentorship are all in sync. When people are assured of their destination, they are far more willing to take the first step. Make sure your discipleship plan includes:

- **Written expectations of disciples with timelines.**
- **Assigning leaders of each step who monitor and encourage individuals to keep moving in their spiritual journey.**
- **A next step for anyone in your church to take, wherever they are.**
Make a Pathway anyone can follow to become a small group leader.



Steps	Active	Overdue	Step Duration
Ordered			
1. Shadow Successful Small group Leader	32	0	4 Weeks
2. Interview with Small Group Pastor	10	0	--
3. Co-lead 3 Lessons	98	0	3 Weeks
4. Start Your Own Group	121	0	--
Unordered			
Read-The Secret to Strong Small Groups--IVPress	110	0	--
Recruit 3 Families	117	0	--

- **Classes and learning opportunities that coincide with serving opportunities.**
- **A mentor/mentee relationship that supports church involvement.**
Empower your leaders and help them manage their groups.
- **A clear way to track the progress of each disciple on their journey.**
Use Realm's dashboards to track member involvement so that you can make adjustments.

Are your systems and ministries organized in a way that make sense to onlookers?

COMMITTING

Disciples want to know you're in it for the long haul. Nobody wants to be deserted halfway along the process. You can create accountability by giving specific leaders clearly defined responsibilities. And it helps to keep your leaders well trained and in the know. Make sure your disciple-makers are:

- **Completely bought in to your church's mission and vision for discipleship.**
- **Trained and equipped to not be tempted to quit when things get hard.**
- **Supported in an ongoing way to handle the pressures of discipleship. If there's no way forward, people won't grow. Design systems that train people to share and show the love of Jesus.**

Steps	Active	Overdue	Step Duration
Ordered			
1. Knowing!	92	0	--
2. Showing!	22	0	--
3. Glowing!	13	0	--
4. Sharing!	85	0	--
5. Going!	4	0	--

- **Held accountable to stick with the timelines and next steps you've defined for disciples.**
- **Personally passionate and called to make disciples of Christ.**
Assign people to manage the systems and build accountability into your mission.

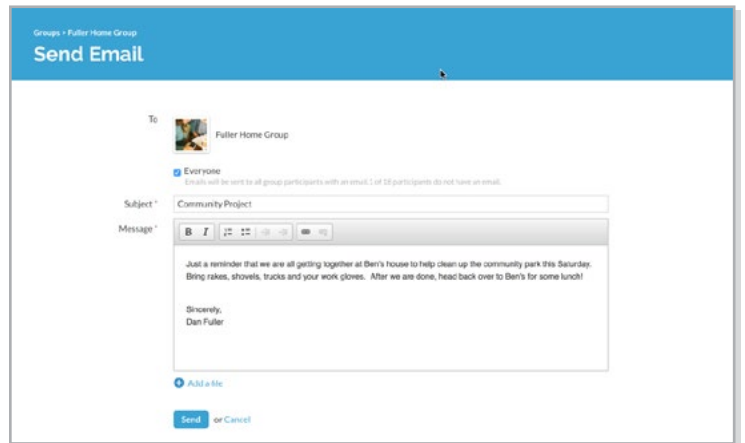
Do your leaders have what they need to stay committed for the long haul?

A SUPPORT SYSTEM

Having a plan and successfully implementing it are two different things. To be confident that you can carry this out, you'll probably want the help of an effective software solution to keep you on track. With Realm, you have the tools to:

- Provide targeted individual and group communication so you can reach different people with different discipleship messages.

Keep your groups updated with targeted email messages.



- Create “next steps” – called Pathways – for your people to take, where you can assign leaders to each step and move people along a path toward discipleship.

- Allow disciples to see where they are in the process, and what other resources, classes, and ministry opportunities are available.
- Provide accountability by following people’s progress and leaders’ involvement.
- Give accurate, up-to-the-minute reporting to track the health of your church. Use Realm to get the pulse of your church and monitor its progress.

Does your discipleship plan have the technology support system it needs?

PERSONAL AND POWERFUL

Assimilation, discipleship, and leadership development have a lot in common. Essentially, it's all discipleship and involves the process of moving people from where they are, closer to God. And we know that Jesus has been given the power to empower us to fulfill the Great Commission.

*“All authority in heaven and on earth has been given to me.
Therefore go and make disciples of all nations” - Matthew 28:18-19*

This is a personal matter and it can only happen through relationship. But, our relationships and personal connection are effectualized by putting a pre-determined plan in place that sets our best foot forward as we step out to go and make disciples.

Don't disciple by accident and don't go it alone. Let's go and make disciples together.

Real ideas for discipleship and real ministry impact.

This guide is brought to you courtesy of ACS Technologies. We're excited to share more information with you about our new ministry tool, Realm.

Realm offers something for everyone in your church. It is a totally new type of church ministry software that combines administration, accounting, and community into one system. It also connects your entire church and personalizes each person's involvement in your ministry.

People in your church and on staff will love Realm. They can access it online or from their phones whenever they want. It's quick, user-friendly, and simple to get started. Plus, we've got a dedicated team to make it a smooth transition and guide you the rest of the way.



Administration

- Track what impacts your ministry
- Modernize church giving
- Host organized events
- Know who's coming and going
- Generate insightful reports



Accounting

- Organize your finances
- Maintain vendor relationships
- Pay bills and write checks
- Reconcile your accounts
- Plan and monitor budgets



Community

- Put names to faces
- Connect people in smaller groups
- Facilitate communication
- Shepherd people through life
- Grow your outreach potential

Three easy ways to learn how Realm can help your church:

- 1 Attend: You're invited to attend a live Realm demo. Just pick the day and time that's best for you realmchurch.com/demo
- 2 Watch: Take a quick look into Realm. Visit realmchurch.com
- 3 Talk: Ask us anything. We're here to help.
Call **1(800)736-7425** or email solutions@acstechnologies.com

Powered by the people of **ACS Technologies.**



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churches served



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