



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.

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 Jesus. 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 and their current status.

Steps	Active	Overdue	Step Duration
Ordered			
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.

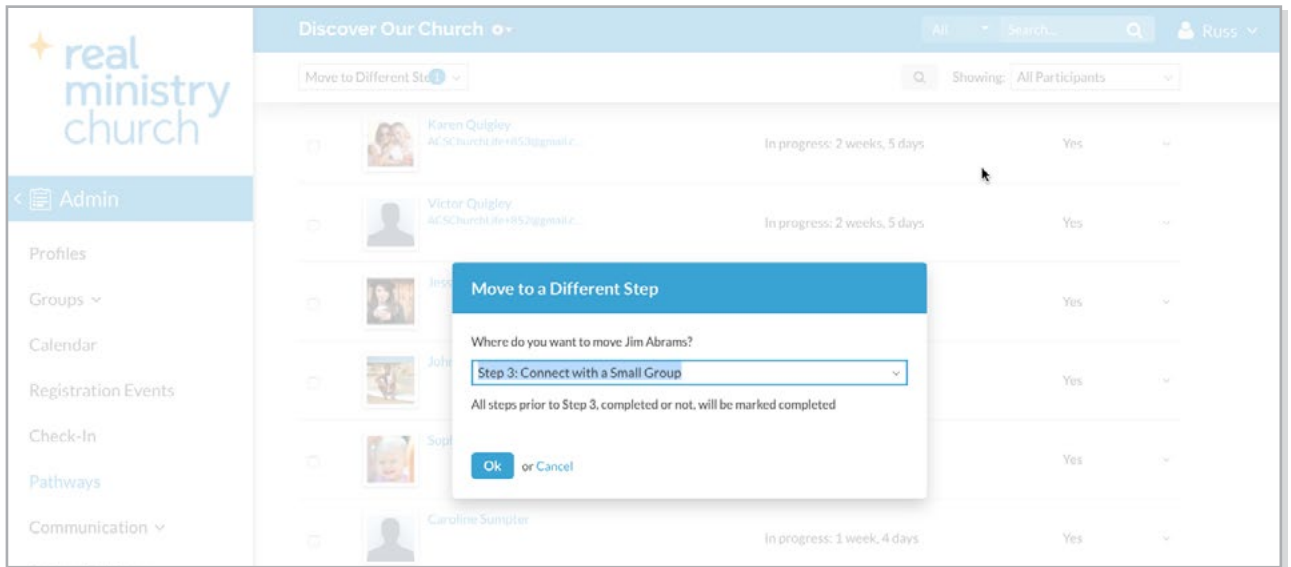
The screenshot shows the 'Discover Our Church' page in the 'People' tab. It displays a list of current participants for the 'Step 1: Invitation to Attend Discover Class'.

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	--	▼
Step 1: Invitation to Attend Discover Class	--	▼

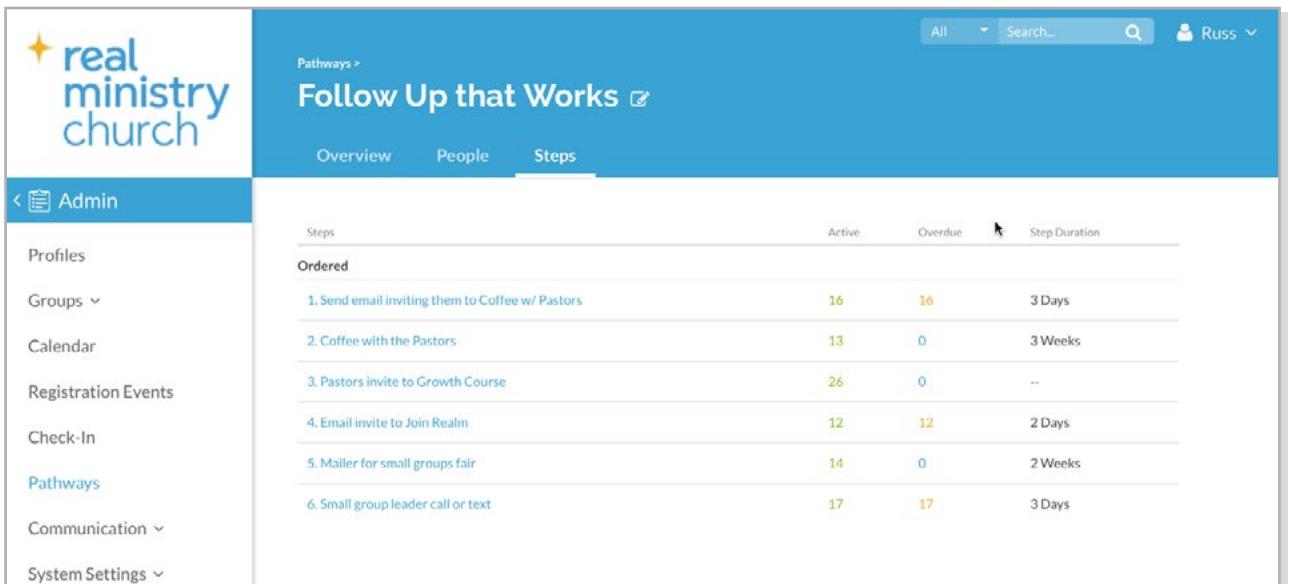
The 'Current Participants' list includes:

- James L Abrams (Jim) - Selected
- James Aaron (Jim) - 52 years old
- Jim Balutis - 55 years old
- Jimmie Cooper - 51 years old
- Trell Maurer

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 also 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.

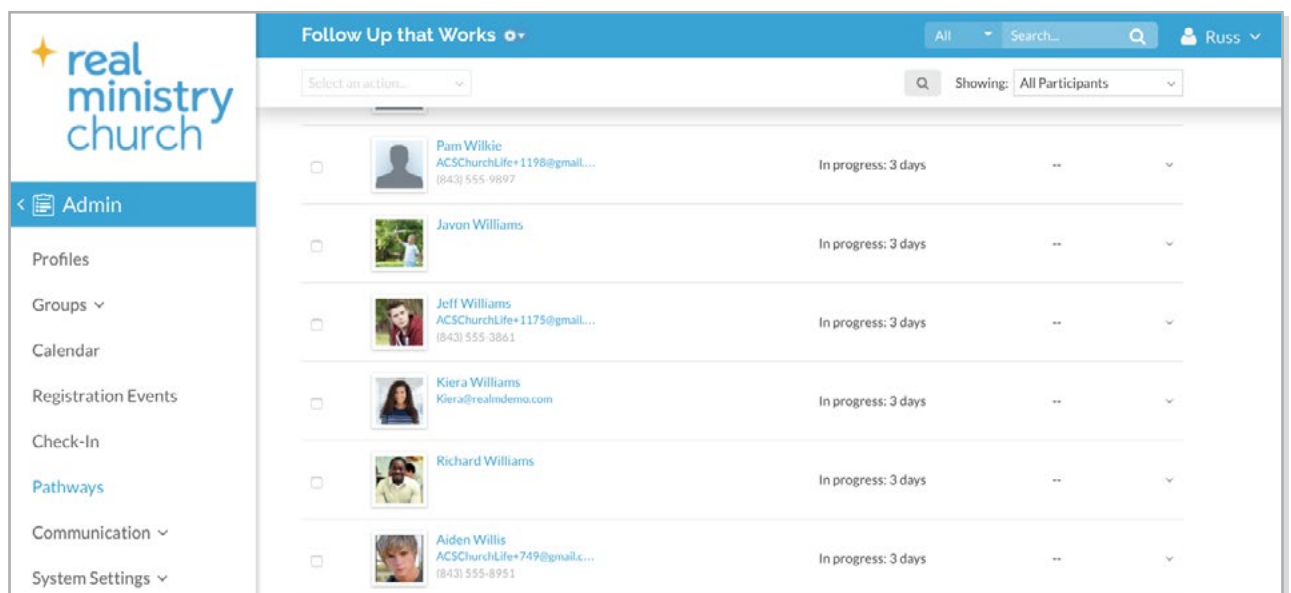
And violá! Jim has been moved through a custom process that has helped shape his faith, empowered him to lead, and produced multiplication through discipleship.

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.



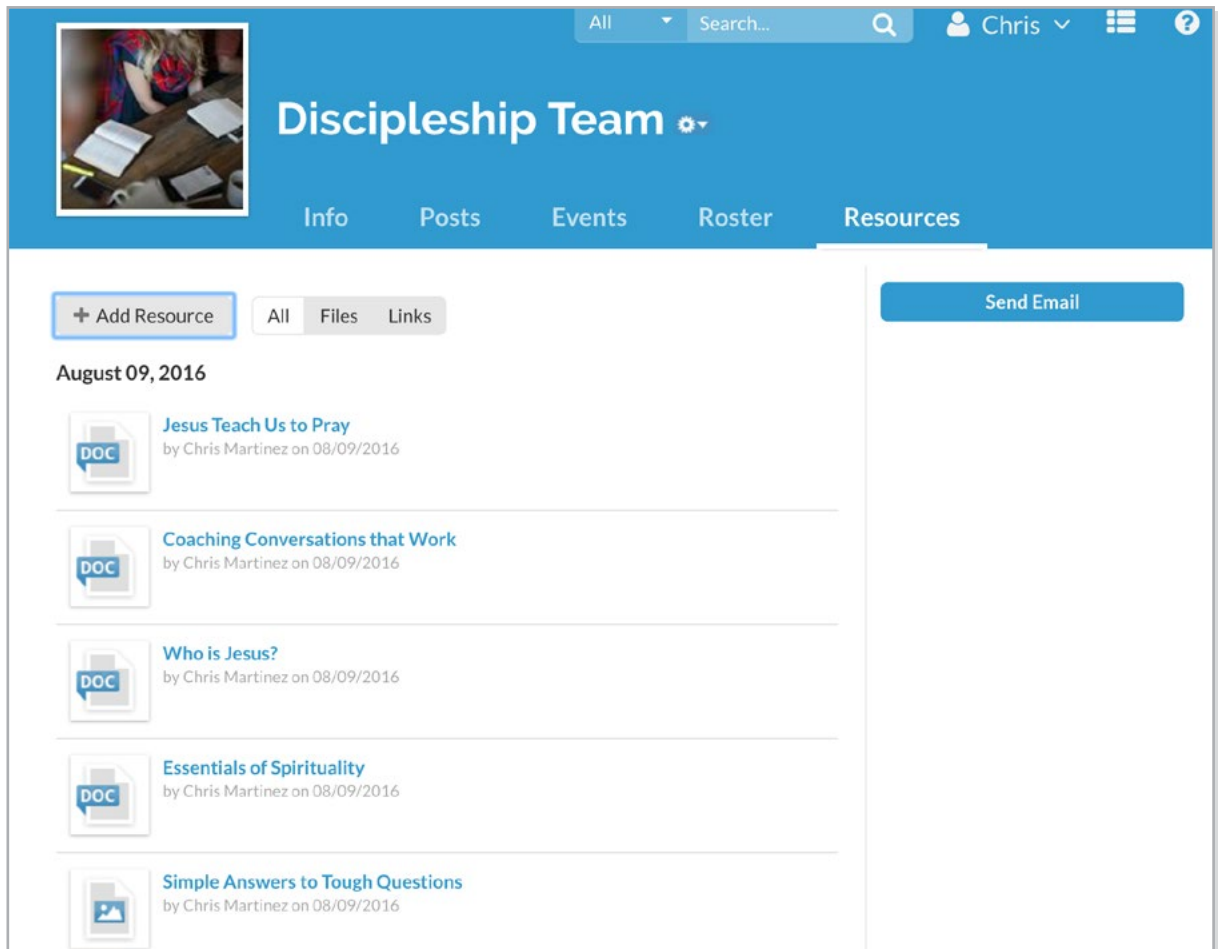
- Instruct leaders on the tools available and help them understand the importance of their role in making connections with people.
- Make them aware of events and opportunities to plug in. Provide people a list of the events you offer so they can get involved in the life of your church.
- Invite them to the next small group or special event. Let people use Realm to explore events that 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.

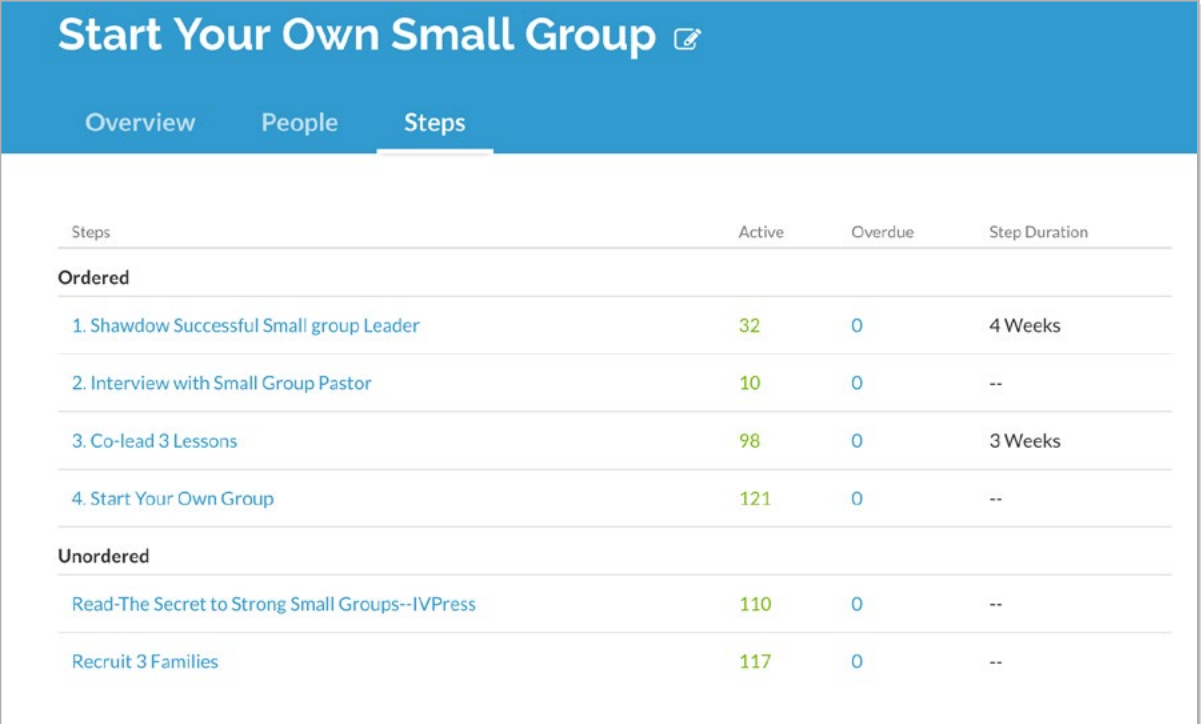
- Define the specific steps disciples will take (mentoring, serving, etc.). Establish a way for people to discover their gifts and get involved in the life of your church.
- Apprise people of the opportunities to serve and learn at your church.
- Let them know this is a journey in their spiritual growth,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

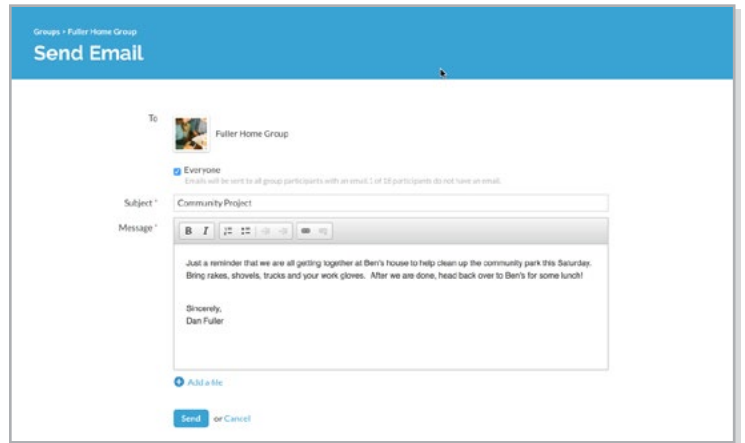
- **Held accountable to stick with the timelines and next steps you've defined for disciples.**
- **Personally passionate and called to make disciples of Christ.**
Assign people to manage the systems and build accountability into your mission.

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 empowers 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 connections 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.

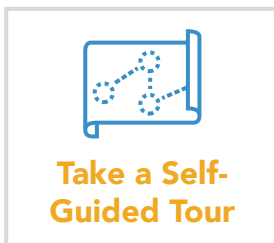
Don't disciple by accident, and don't go it alone. Let's go and make disciples together.



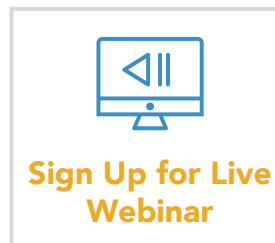
Throughout this guide, you have seen several ways that Realm helps churches reach new people and manage the life and operations of a church. We're excited to share more about our revolutionary ministry tool, Realm.

Realm provides solutions that will make your ministry and life way easier. It is cutting-edge church management 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.

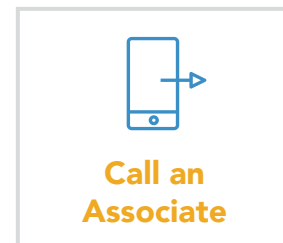
We'd encourage you to explore all that Realm makes possible by taking a demo, walking through a self-guided tour, or speaking with an associate today!



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