

Learning Objectives:

- Can identify the different points on the Discipleship Chart
- Can explain the purpose of the Discipleship Chart
- Can differentiate between the prophetic and strategic elements of discipleship
- Can articulate the importance of growing in both holiness and mission
- Can identify how people grow at different rates

Philosophy of Discipleship: The Discipleship Chart

Holiness & Mission

| | |
|--------------|-------------|
| Adult | Multiplying |
| Adolescence | Proclaiming |
| Child | Witnessing |
| Jesus | |
| Relationship | |

CCO has followed different structures and models of discipleship throughout our years of ministry on campus. Historically, we relied heavily on people just repeating what their discipled did to someone else. However, this has proven to be increasingly ineffective because not one person is the same. Some people will enter your life knowing nothing about Jesus; others will already be experiencing a life-giving relationship with God. Therefore, there is a need for a tool to help missionaries and student leaders assess where people are in terms of their relationship with God so they can take the appropriate steps to help them grow in Holiness and Mission.

The *Discipleship Chart* is a tool to help you assess where someone is in their growth in holiness and mission. Think of the *Chart* as a map in a national park, marking where we are along the path. Our job as discipled, with the help

of the Holy Spirit, is to position the “You are Here” sign in the right spot.

The Points on the Discipleship Chart

Relationship

This point on the *Chart* is foundational. (That’s why it’s at the bottom!). The whole purpose of the *Relationship* stage is to build relationships. It is through sustained trust that influence is granted between two people. It is often necessary for a person to know and trust a human relationship before they are open to receiving the kind of relationship Christ is offering. It is our responsibility as missionaries to make people feel known and loved.

Jesus

Every person deserves the opportunity to be invited into a life-giving relationship with Christ through a clear and simple invitation. At this point on the *Chart*, people are being evangelized in some way; they are being introduced to the message of the Gospel and invited to respond. People at the Jesus level have not had a conversion.

Holiness and Mission

Once a person has made a decision to put Christ at the centre of their lives, they must begin the journey of aligning the many aspects of their life towards Christ. This journey is one of growth in both holiness and mission. To “become mature in Christ” every faithful person must launch into the deep and grow in an ever more intimate relationship with God and become ever more committed to the apostolic life.

It is our job as staff to lead people into maturity in both holiness and mission. We want to take them from childhood to adolescence to adulthood in terms of holiness and take them from witnessing to proclaiming to multiplying in their apostolic life.

Holiness & Mission

| | |
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The dotted line separating each side of the Chart is intentional. It represents the intimate relationship between holiness and mission. We believe holiness and mission are two sides of the same coin. In other words, a person cannot grow in holiness (intimacy with Christ) if they are not also growing in their heart for sharing Christ with others, and a person cannot expect to desire to share their faith with others if they are not growing in holiness.

In this perspective it is clear that the Church’s holiness and missionary character are two sides of the same coin; only because she is holy, that is, filled with divine love, can the Church carry out her mission, and it is precisely in terms of this task that God chose her and sanctifies her.

Benedict XVI’s homily at Port of Brindisi, June 15, 2008

The rate at which a person grows in holiness and mission differs from person to person. Some people are natural evangelists right at the moment of conversion; while, others can have deep spiritual lives and not know how to share their faith. Therefore, a person may come to you as an adult in faith who is only witnessing or they may be a child in their faith but is already proclaiming. This permeability is highlighted by the dotted line. Our goal is to challenge our people at the proper level in both of these categories.

Here is a quick look at what each of these points on this section of the Chart looks like:

Holiness: Child

The people at this stage have accepted Jesus as their Lord and Saviour. They have responded favourably to the Gospel message and have accepted the invitation to place Jesus at the centre of their lives. This commitment is still at its early stage; therefore, like a child, they need some help in order to orient the different aspects of their lives toward Christ. They likely still have many bad habits and misunderstandings. A child in holiness needs guidance and reminders to make good decisions and live lives that are acceptable to God. The people at this stage want to orient their lives to him. Like choosing the third type of relationship from the relationships diagram (Jesus at the centre), it is about commitment, not perfection.

Key defining characteristics: they are excited about what Jesus has done for them and need accountability in order to orient their lives to Christ.

Holiness: Adolescence

The people at this stage are a little bit more advanced in the spiritual life than the child. That is, they know more things and are less dependent on “Paul’s” in their lives to make good decisions and grow in their prayer life. The adolescent is gaining more autonomy and is likely seeking help from peers more often than from spiritual leaders. They are better able to articulate what God is doing in their lives and communicate with him daily.

Key defining characteristics: they are excited about what God is doing in their lives (prayer life and social life) and need less accountability in order to orient their lives to Christ. (eg. you don’t have to worry about whether they will go to Mass on Sundays or whether they are getting drunk every weekend with their friends, but you might have to remind them to take their prayer time)

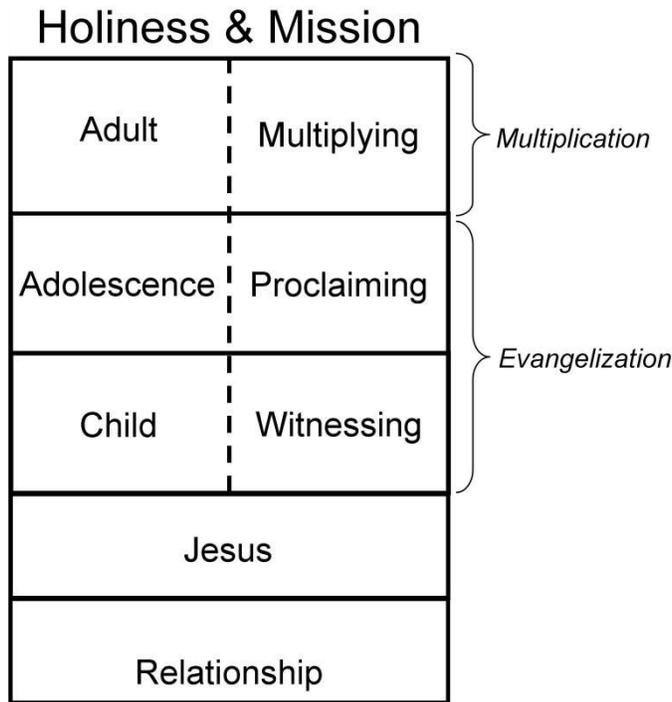
Holiness: Adult

The people at this stage have taken responsibility for their own spiritual growth. They seek the sacraments and personal prayer time without much accountability (we all need help after all!). Adults are taking the initiative to grow deeper in their relationship with God.

Key defining characteristics: you do not have to worry about their spiritual well being! They are essentially autonomous. (Obviously, to the extent that we all are... we need each other at any stage of our spiritual life).

Mission: Witnessing

The people at this stage are witnessing to their faith in both words and deeds. Essentially, they are open about their faith but are not inviting people to respond to the Gospel message in any concrete way. In other words, these people have Timothy's at the Relationship point of the Chart at best.



Mission: Proclaiming

The people at this point on the Chart are inviting people to respond to the invitation to put Jesus at the centre of their lives. They have Timothy's at the Jesus stage of the Chart. These people are seeking opportunities to proclaim the Gospel in a clear and simple way through their words. They desire to see people commit their lives to Christ and understand the urgency of doing so.

Mission: Multiplying

The people at this point of the Chart are not just evangelizing anymore; they understand the importance of passing on the message as well as the mission. Therefore, the people at this level have

Timothy's who have Timothy's. In fact, the people at this level are not only teaching others about Jesus, but are equipping and commissioning others to evangelize.

As you can see, there is a clear progression on both sides of the Chart but everyone grows at a different pace.

The Prophetic: "You are Here"

The Chart is a tool to help us "locate" where someone is in their spiritual journey.

We assess people based on different indicators that we've discovered through leading many people to completion in Christ over the years. These indicators are observed through people's words, behaviours, and attitudes. As missionaries we are not just interested in what our people say, do, and think, we are interested in what their words, actions, and attitudes reveal about their relationship with God.

In CCO, we call these indicators: attitudes, skills, and knowledge (A.S.K.). As we become more familiar with the indicators, we become better at assessing where

someone is. And learning where someone is will help us take the appropriate steps to lead them further on the Chart.

On the last page you'll find a list of indicators for each of the points on the Chart. This list is by no means exclusive. It is just meant to help you see the differences and begin assessing where someone might be. Feel free to add some with your team or in your one-one-ones.

Strategic: Moving people up

Once we've assessed where someone is (the prophetic) we can then take the necessary steps to guide them along the Chart, that is, help them grow in holiness and mission. Deciding what to do based on the prophetic is the strategic element of discipleship. Aided by the Holy Spirit, we see the gaps between where they are and where we hope for them to be. Our job as disciplers is to work on these gaps, teaching them, equipping them, and modeling for them so they can become more mature in Christ.

Remember how each of the indicators can be categorized as an attitude, a skill, or knowledge? Well, moving along the Chart means acquiring the necessary attitudes, skills, and knowledge to grow into a different point on the Chart; therefore, our strategic is about addressing A.S.K.

In discerning our strategic, it is important to realise that attitudes, skills, and knowledge are addressed in different ways. Knowledge is taught, skills are trained, and attitudes are caught. This is really important when trying to decide on a course of action. If you try to teach someone how to have an attitude change you will get very frustrated. And if you try to model some fact about your faith, you won't get very far. Let's look at an example for each:

A student at the Child stage of the Chart is not going to Mass every Sunday

Remember, students at the child stage are excited about their new relationship with God and desire to learn how to live lives that are acceptable to him. Chances are, this is not an attitude problem. In other words, they are likely not choosing to skip Mass out of rebellion. Many of our students come from nominal Catholic families who likely never taught them the importance of going to Mass every week. Many of them probably came from families that put other things ahead of Sunday Mass like sports and vacations. This is a knowledge problem. Your student likely does not know the teaching on Sunday Mass attendance. Therefore, the strategic is to teach them about the importance of going to Mass on Sunday.

A student at the Proclaiming stage does not have a heart for the lost

You just find out that one of your new faith study leaders doesn't really have a heart for the lost. They are proclaiming, but not for the right reasons. Maybe they are natural leaders and they felt leading a study was the appropriate next step to becoming a

leader in a cool movement. Not everyone starts off as a Discovery leader with a burning desire for people to have conversions, some people are simply in it as some way to get involved in their faith. This is an attitude problem, and attitude problems cannot be taught nor can they be trained. You can give talks till you are blue in the face about having a heart for the lost, if you do not find opportunities to model this attitude to your students, you will get nowhere. So, in this case, your strategic is the answer to this question: "What can I do to inspire a heart for the lost in this person?". One way, would be to share your hopes and dreams for the people in their study. Another, would be to take them on more follow-ups so they can see first-hand the value of conversion. However, one of the most effective ways to model a heart for the lost is intercession. If they hear you plead with the Lord for souls on campus (and specifically those in their study) in your one-on-ones, they are bound to catch what it means to have a heart for the lost.

A student at the Witnessing stage does not know how to share the Gospel

This one is easy. Because they are at the witnessing stage, we know that they know the Gospel message. This is not a knowledge problem. Not knowing how to do something is a skill problem; therefore, the strategic is to train this student to share the Gospel. This doesn't mean simply telling them what the 4-point Gospel message is, that is teaching knowledge. Training a skill is equipping them with tools and show them how to use them. It means giving them opportunities to practice and provide feedback just like a coach trains his athletes.

*see chart on next page

| Jesus | Holiness | | | Mission | | |
|--|--|--|--|---|--|---|
| | | | | | | |
| | Child | Adolescent | Adult | Witnessing | Proclaiming | Multiplying |
| <ul style="list-style-type: none"> • Uncomfortable with the name of Jesus • Believes they can get through life on their own • Lives out of a spiritual resume mindset • Sees the Church as a set of dos and don'ts • Afraid that God might ruin their lives • Cannot articulate the Gospel message • Does not know Jesus saved them from sin, death, and separation • Does not know/understand that Jesus is God • Believes that all religions are the same | <ul style="list-style-type: none"> • They have had a conversion • Are going regularly to Sunday Mass • Can articulate what Jesus has done for them • Understands the 4-point Gospel message • Are excited to attend their faith studies • Use the name of Jesus in conversations • Are curious about the teachings of the Church • Are attempting to have a regular personal prayer time | <ul style="list-style-type: none"> • Desire greater intimacy with God • Are more independent in seeking opportunities to grow in their faith • Reading Scripture is an important part of their spiritual growth • Can share about specific insights they receive in prayer • The fruits and gifts of the Holy Spirit are evident in their lives • Are likely depending less on "Paul" and more on "Barnabas" | <ul style="list-style-type: none"> • Are independent in their search for greater intimacy with God • Are resourceful in finding new ways to deepen their relationship with him • Have a consistent, daily time of personal prayer • Are confident about their own spirituality | <ul style="list-style-type: none"> • Can articulate their testimony • Invites friends to faith studies and events • Is more confident in admitting they are Catholic to friends and family • Shares their love for God through their actions (volunteers with the poor, brings snacks to an event, etc) • Do not confuse their openness to witness with a heart for the lost, they may not understand their need to evangelize | <ul style="list-style-type: none"> • Are actively sharing the 4-point Gospel and inviting people to be in a personal relationship with Jesus • Shares the UR • Leads a Discovery study • Understands their missionary identity • Has a heart for the lost: evangelizes because they want people to know Jesus | <ul style="list-style-type: none"> • On top of witnessing, and proclaiming, these people understand that evangelization is not enough • Are training others in evangelization • Have "Timothy's that have Timothy's" |