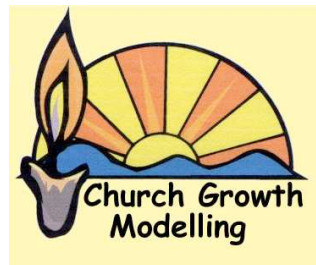


Discipleship Model

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Model Developed at CICC Church Growth Café



University of Glamorgan

Cardiff • Pontypridd • Caerdydd



Aims

Growth of the “Kingdom”

- **Understand Human Side of Growth**
 - **Discipleship**
 - **Interaction with community**
 - **Congregational level**
 - **As generic as possible**
- **Understand Where We can make a Difference**
 - **Things to do**
 - **Things to avoid**
 - **Important leverage points**

Levels of Understanding

Model has 4 Levels

- **Level 1 – Measuring Discipleship**
 - How many at each stage – static view
 - How many progress – dynamic view
 - Reconciling the two
 - Transfers, Conversion, leaving
- **Level 2 – Resourcing Discipleship**
 - Supply by church
 - Demand by believers
 - Other activities

Levels of Understanding

Model has 4 Levels

- **Level 3 – Controlling Discipleship**
 - **Desire feeds demand for discipleship**
 - **Expectancy feeds desire**
 - **Discipleship activities and leadership feed expectancy**
- **Level 4 – Feeding Discipleship**
 - **New believers from potential converts – fed by contact with believers, desire for conversions in the church**
 - **Potential converts from community – fed by contact with believers and potentials, hunger for lost, leadership, reputation, attractiveness of resource**

Levels of Understanding

Model has 4 Levels

- Level 1 – Measuring Discipleship
 - **Measurable**
- Level 2 – Resourcing Discipleship
 - **Partly measurable**
 - **Illustrative from simulation**
- Level 3 – Controlling Discipleship
 - **Not measurable, but may be estimated**
 - **Illustrative from simulation and causal loops**
- Level 4 – Feeding Discipleship
 - **Not measurable or easily estimated**
 - **Illustrative from causal loops**
 - **Generic ideas only from simulation**

Level 1

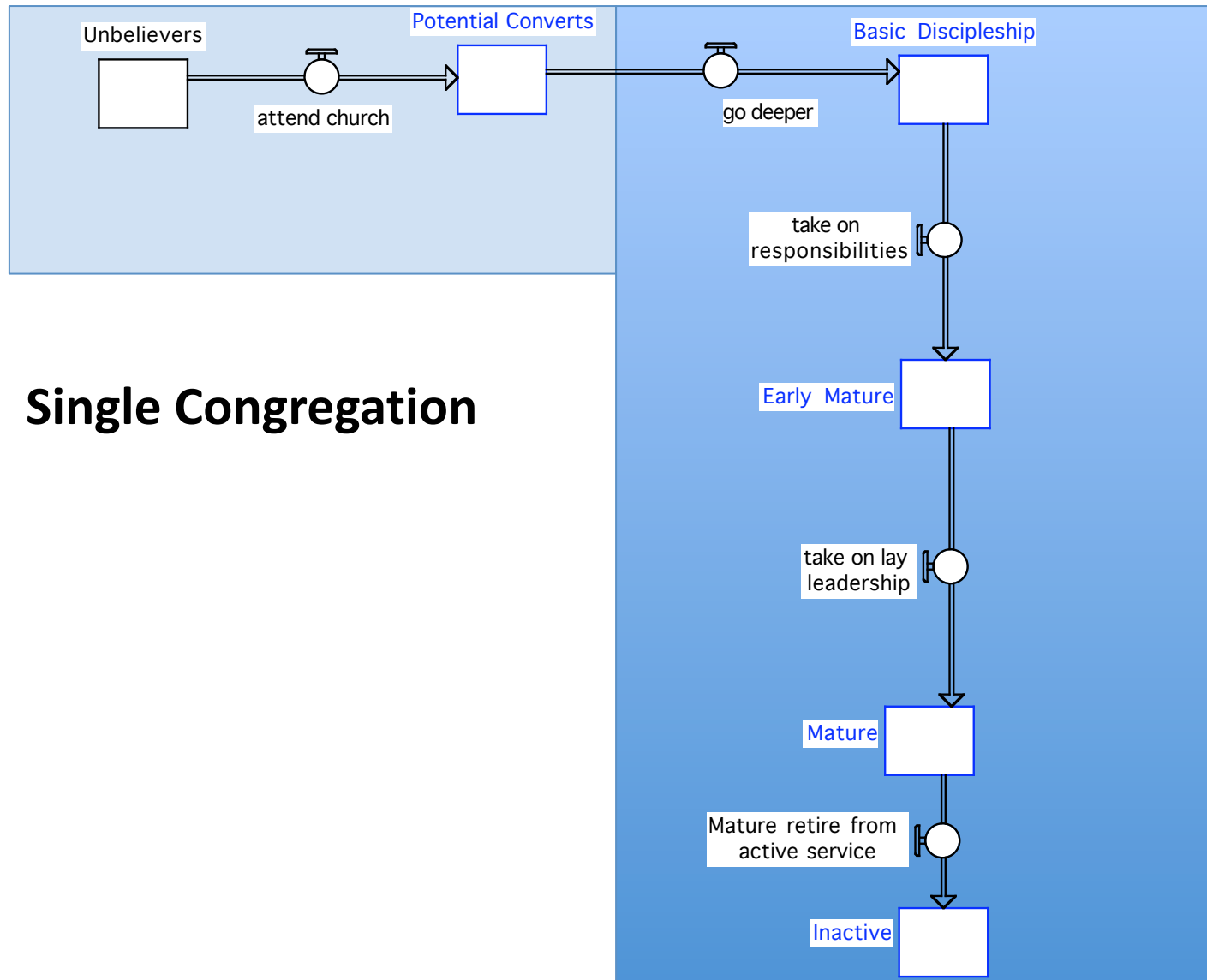
Measuring Discipleship

People Categories

- ***Unbelievers or community***
 - **Little evidence of any interest or commitment to Christianity**
- ***Potential Converts***
 - **Interested, perhaps attendance, no commitment**
- **Basic Disciples**
 - **Converted – seek to move forward**
- **Early Mature**
 - **Sufficient knowledge and faith to be active in spiritual activities of church**
- **Mature**
 - **Sufficient to resource and lead the discipleship process**
- **Inactive**
 - **Through choice or age**

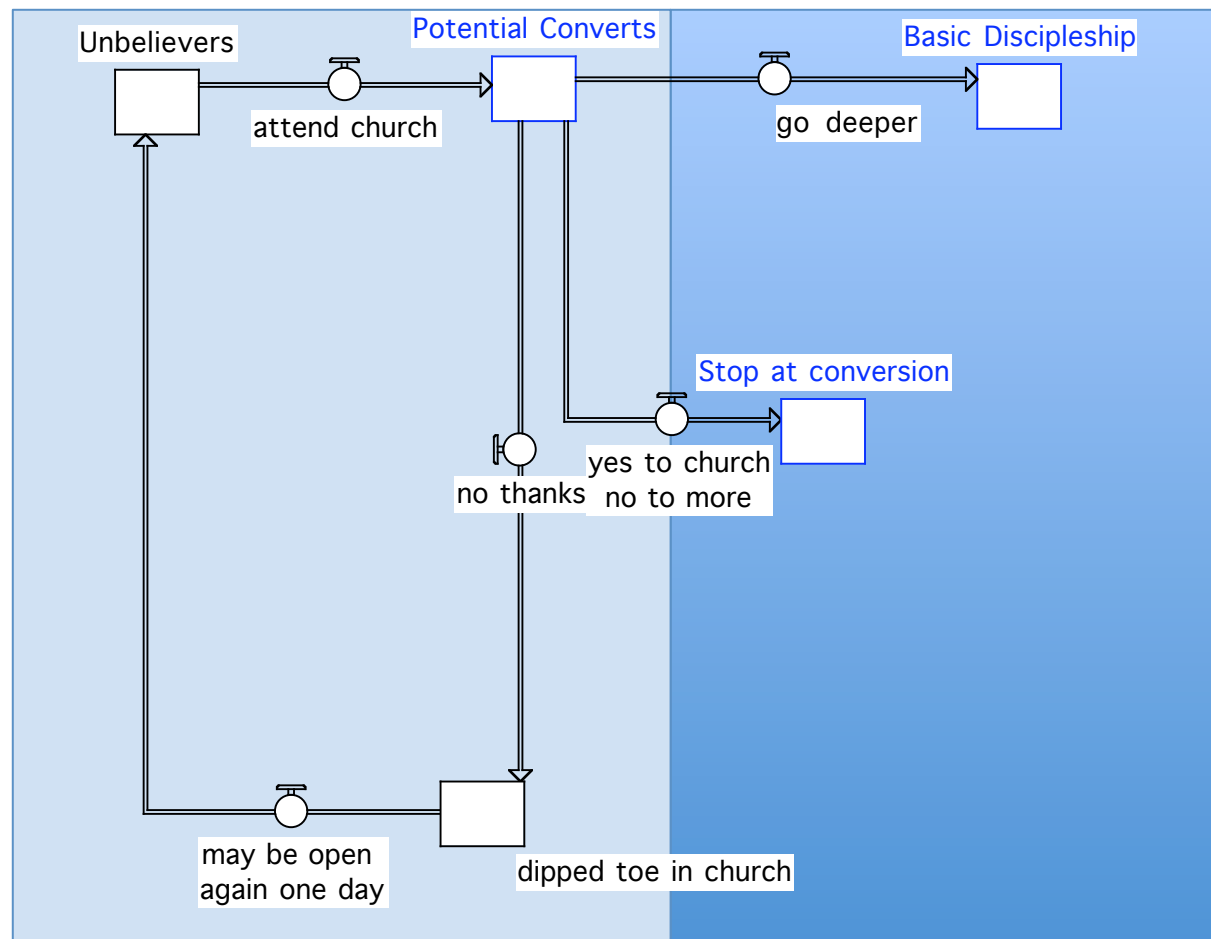
Level 1

Discipleship Chain



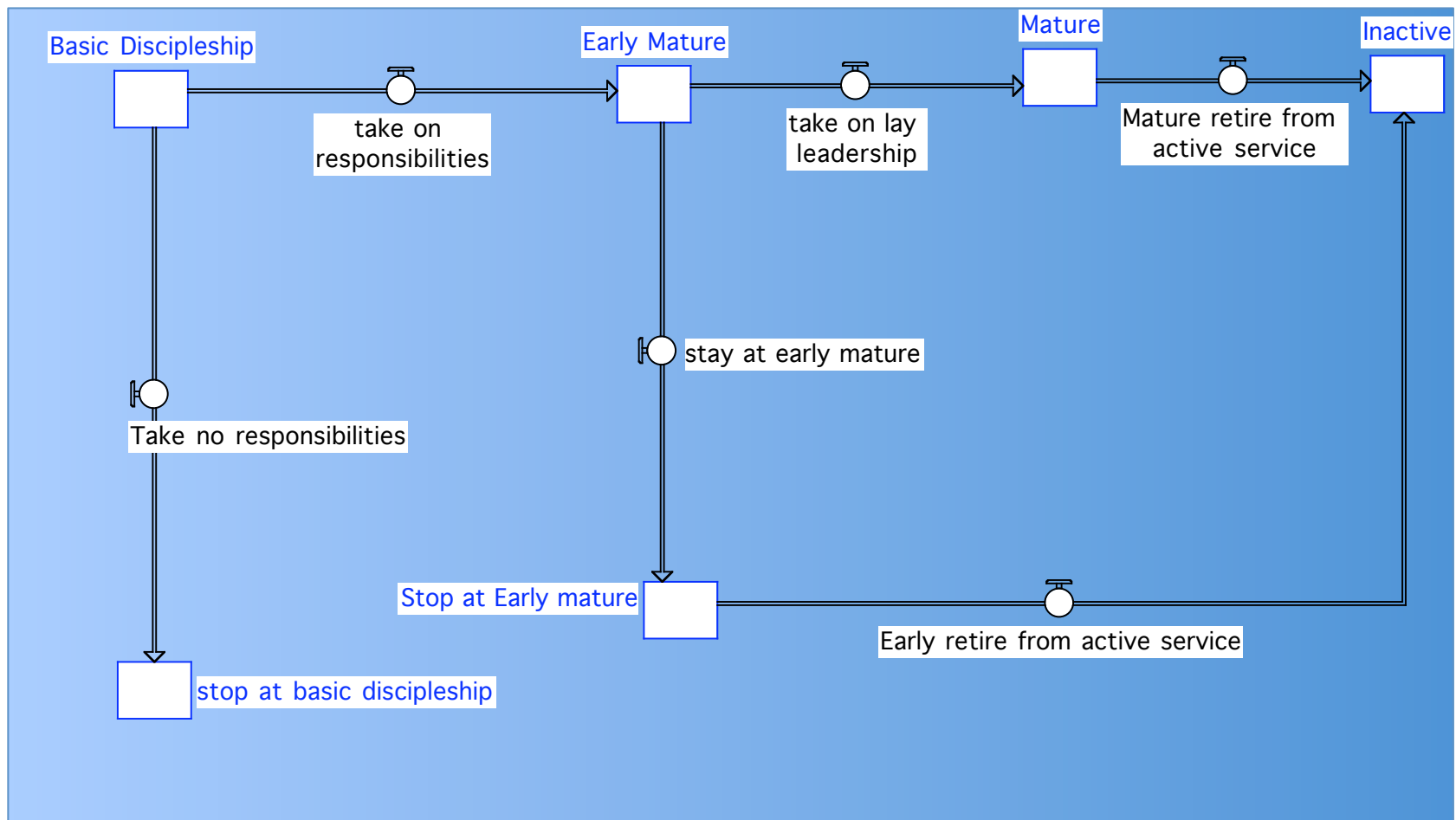
Level 1

Discipleship Chain



Level 1

Discipleship Chain



Level 1

Discipleship Chain

At Each Stage

- People can leave
- People can die
- People can transfer in

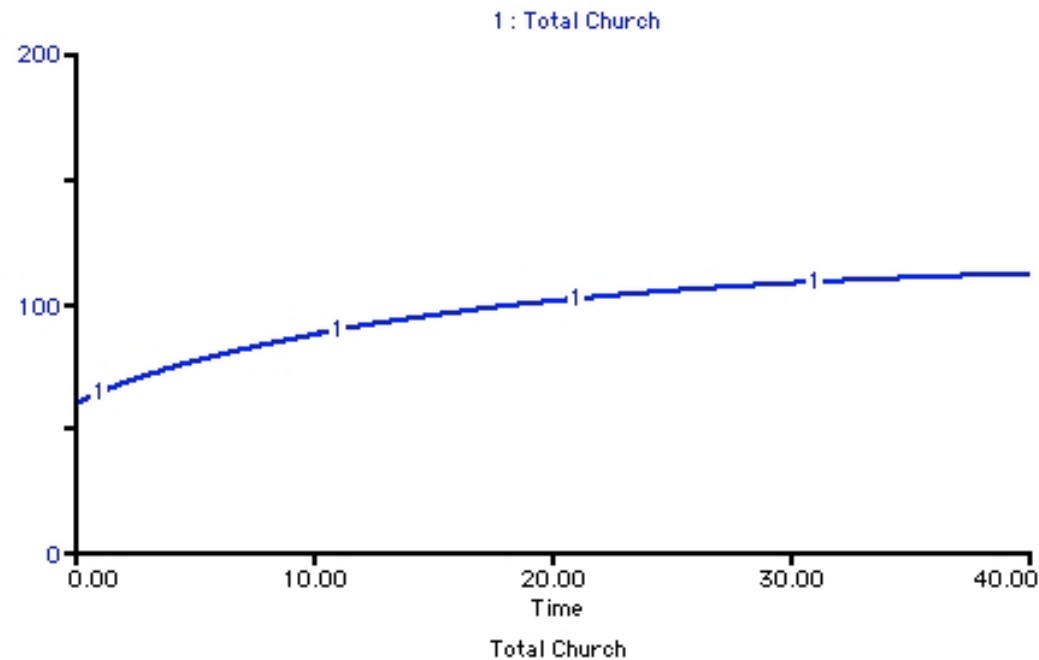
Not Handled

- Births – handled through transfers when older

Level 1

Principles Established

Constant Conversion Rate Limits Church Growth

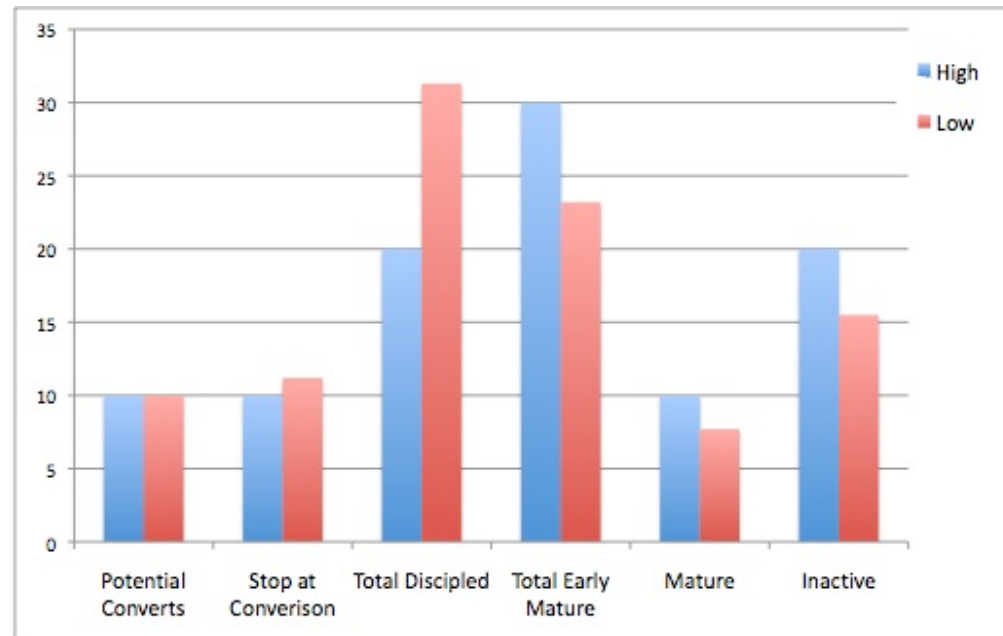


- Church growth only maintained by increasing conversion rate

Level 1

Principles Established

Balance of Maturity Determined by Progression alone

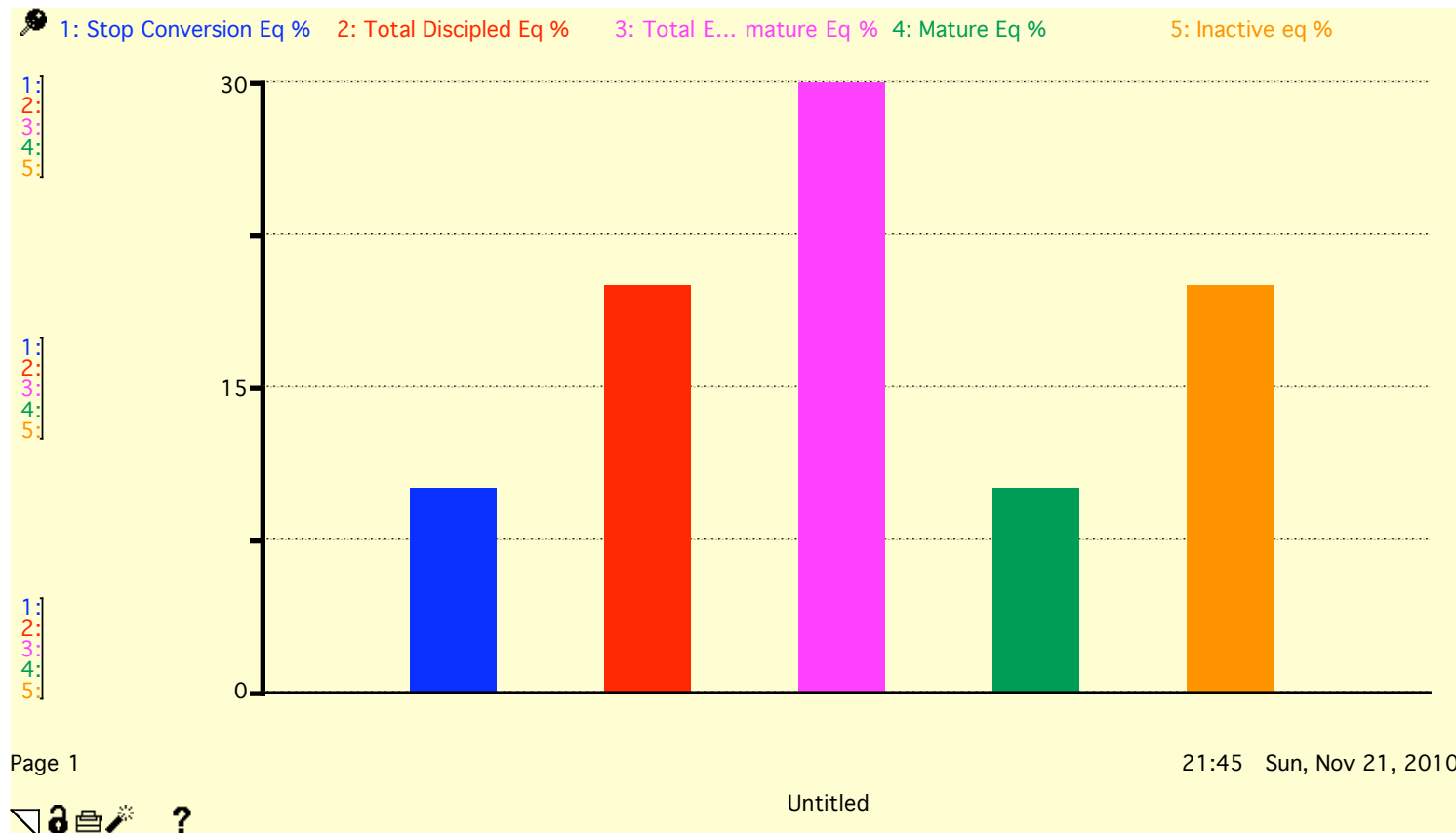


- Blue – 75% basic disciplined progress to early mature
- Red – 50%
- Equilibrium always exists – long time to achieve
- Similar – spend longer in one stage
- Church needs to look to the processes not just to its numbers

Level 1

Principles Established

Static & Dynamic Perceptions of Church often Contradictory

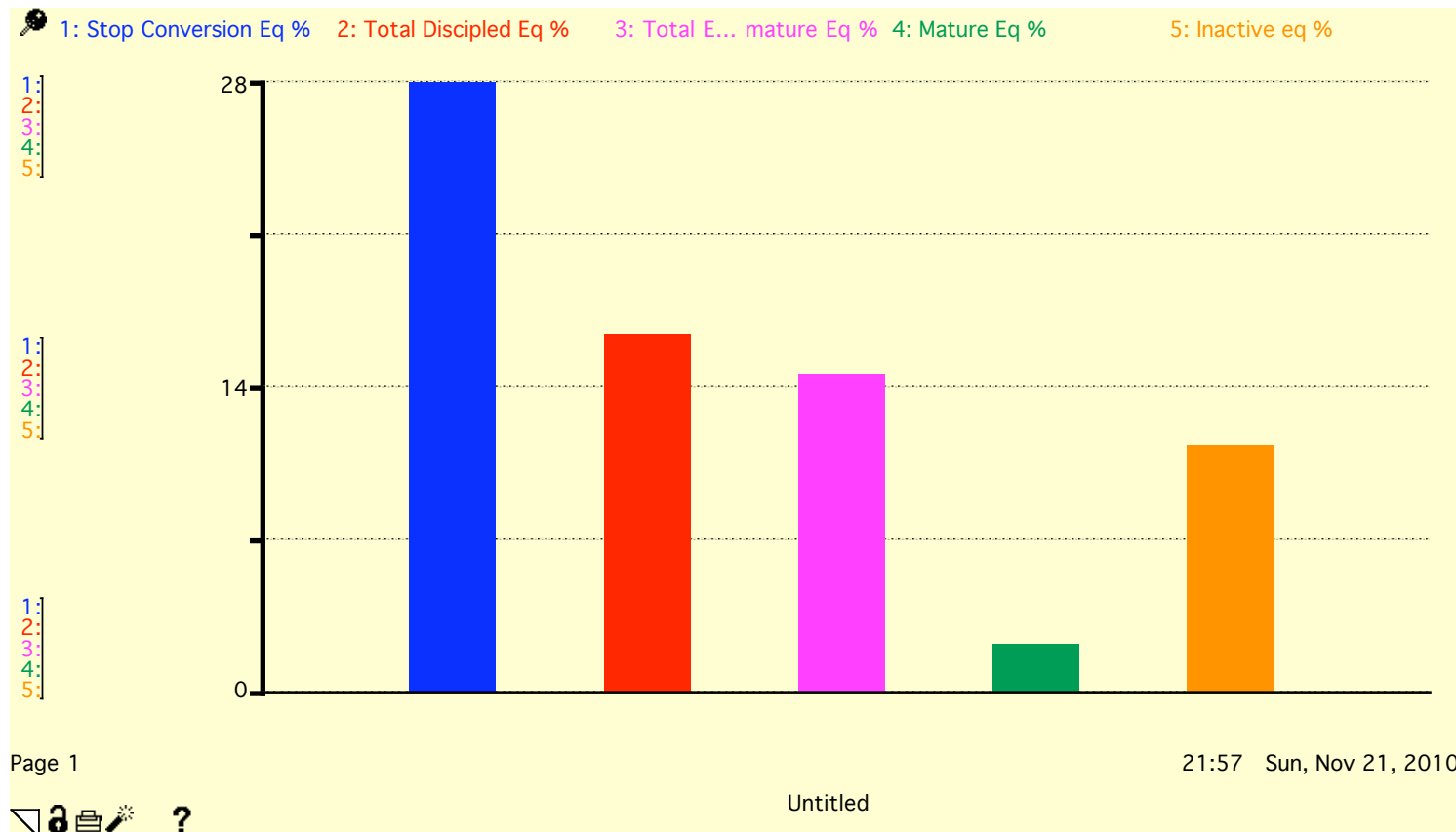


- Estimate numbers in each category – Static view

Level 1

Principles Established

Static & Dynamic Perceptions of Church often Contradictory



- Estimate progression rates – dynamic
- Predicted categories much worse

Level 1

Principles Established

Contradiction Resolved

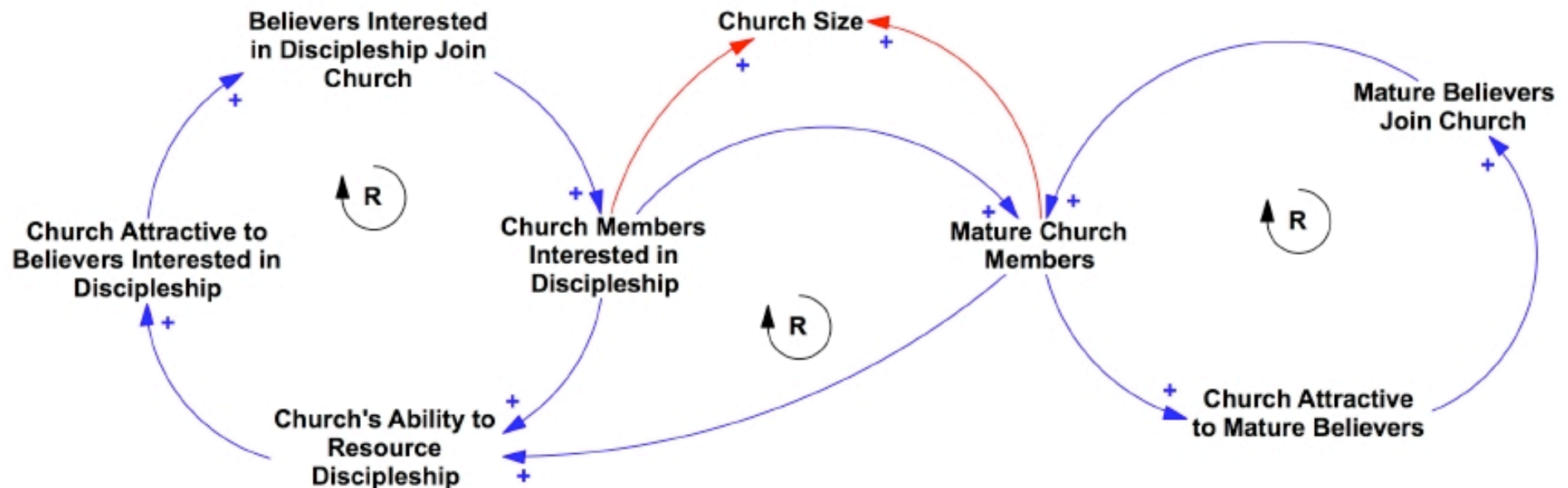
- **Either estimate progression rates or categories wrong**
 - **Categories optimistic – better people than we think**
 - **Progression pessimistic – things moving faster than we think**
- **Church is not in equilibrium – won't stay like it is!**
- **Additional Christians transferring in**

Level 1

Principles Established

Transfer Growth Masks Poor Kingdom Growth

- Kingdom Growth
 - Mature believers generated through church's own discipleship and conversion program
- In practice transfer growth dominates - success attracts believers

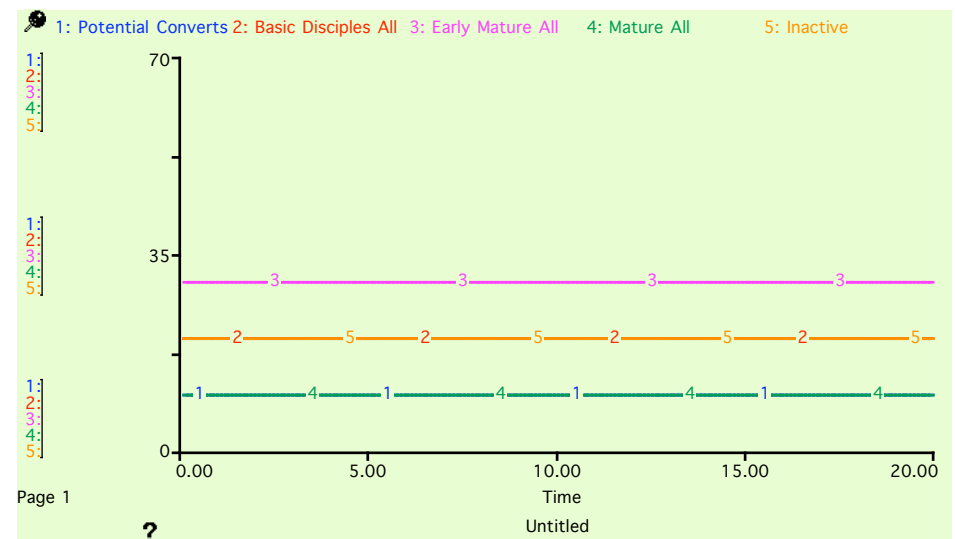
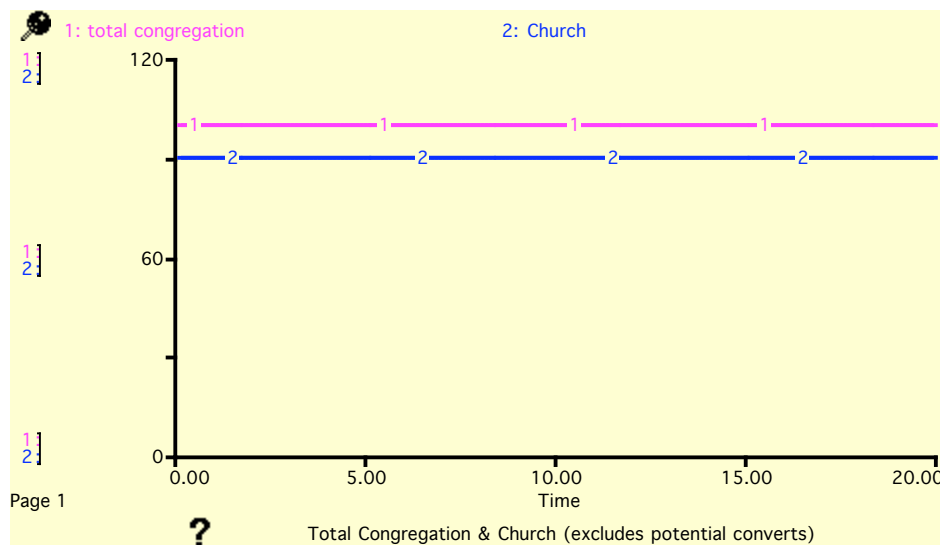


Level 1

Experiments

Coping with Growth

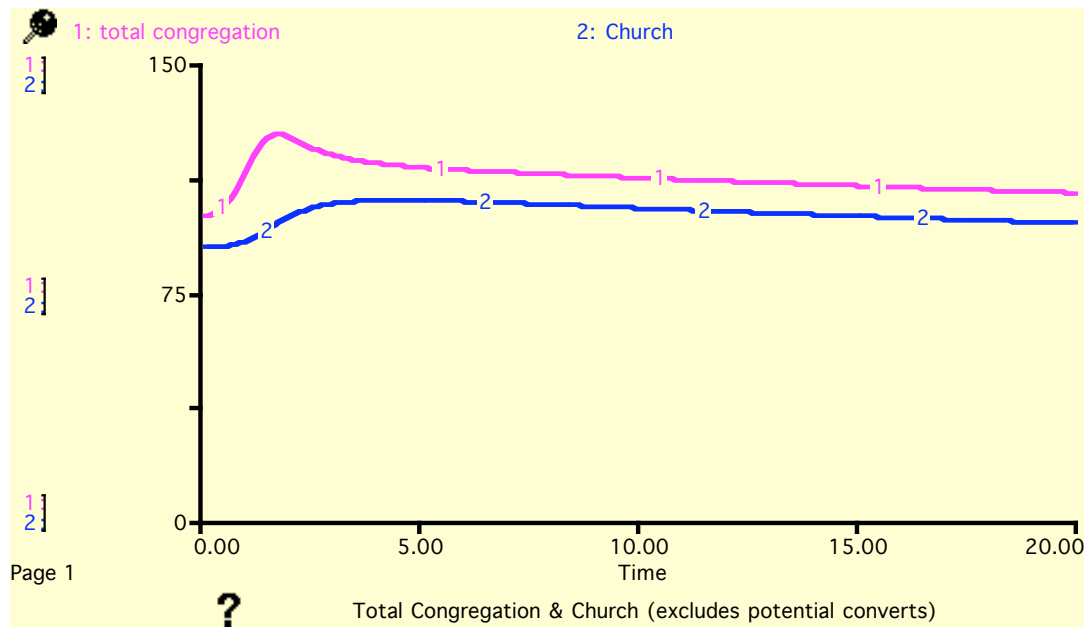
- Start with a church in equilibrium between conversion & losses
 - Church has 90
 - 10 Mature, 20 Basic Disciples, 20 Inactive, 30 Early Mature, 10 progress no further than conversion
 - Congregation has 100
 - Church + 10 potential converts



Level 1

Experiments

40 Extra Potential Converts after 1 year – one year only



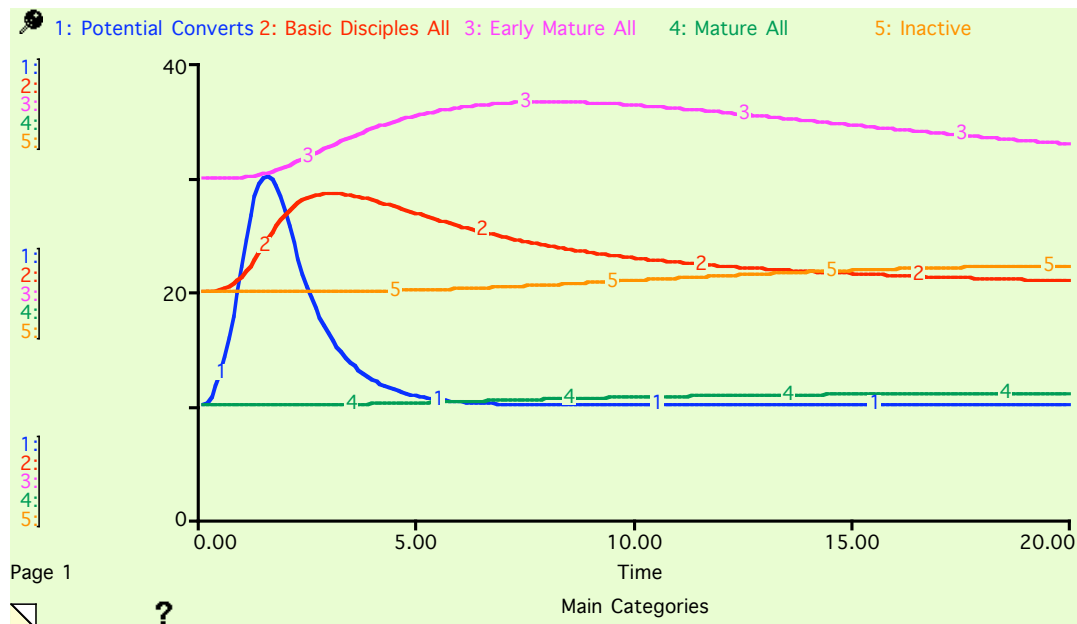
- Congregation peaks only 27 higher
- Church peaks only 16 higher
- Why?

	Start	Peak	Peak Time	10 years	20 years
Congregation	100	127	1.5	113	108
Church	90	106	4.7	103	98

Level 1

Experiments

40 Extra Potential Converts after 1 year – one year only



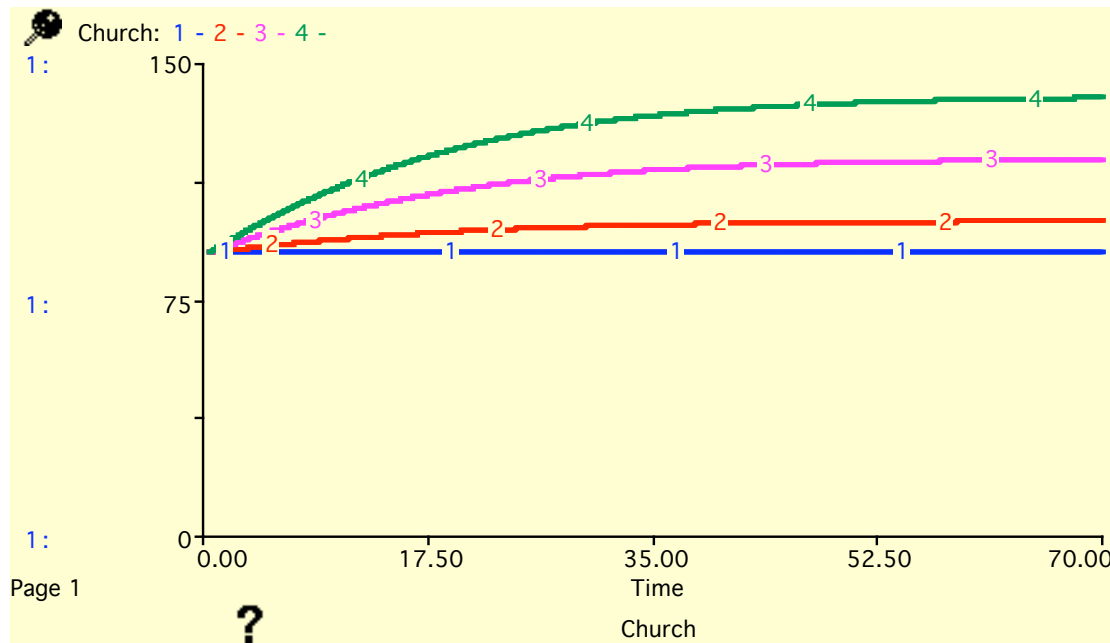
- Progressively less effect on later categories
- Mature hardly affected & late
- Why?

	Start	Peak	Peak Time	10 years	20 years
Potential Converts	10	30	1.5	10	10
Basic Disciples	20	29	3	23	21
Early Mature	30	37	8	36	22
Mature	10	11	20	11	11
Inactive	20	22	20	21	22

Level 1

Experiments

Increase Fraction Converted



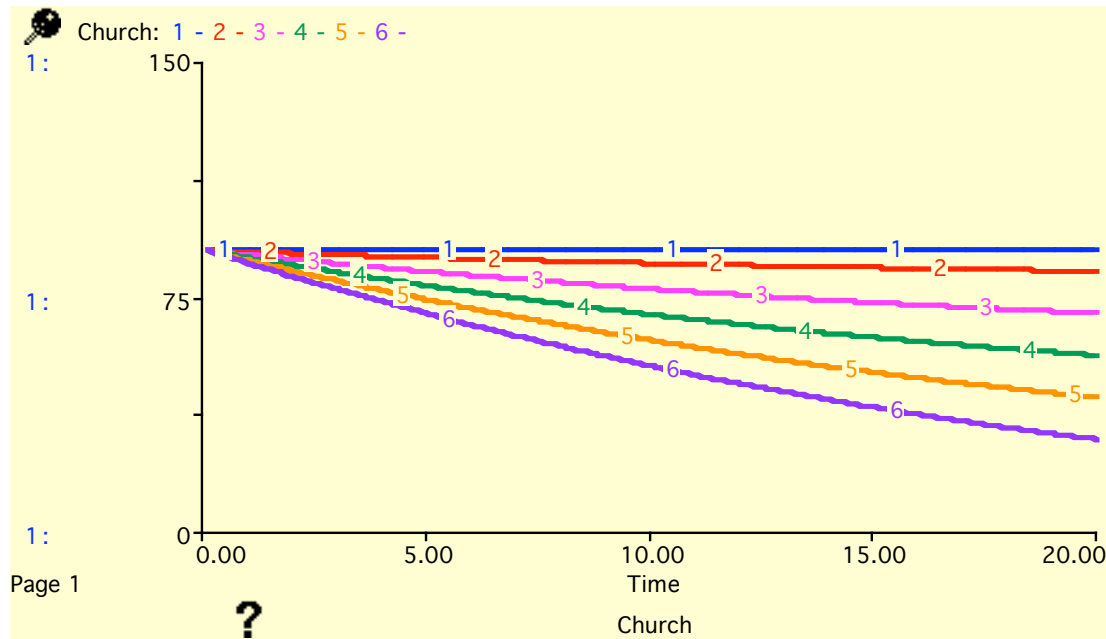
Fraction who say yes	Church
0.449	90
0.5	100
0.6	120
0.7	140

- Short-term only small impact on growth
- Long-term much bigger impact

Level 1

Experiments

Decrease Fraction Converted

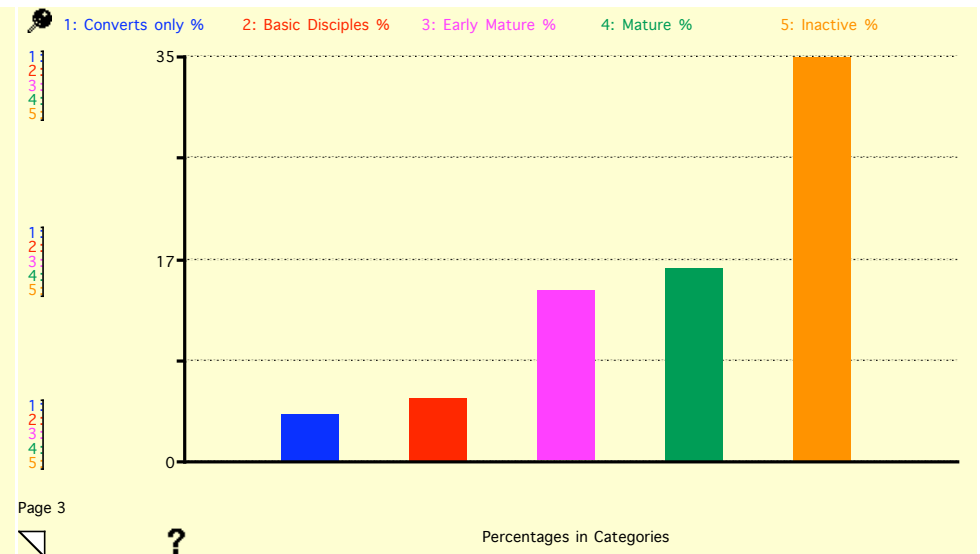
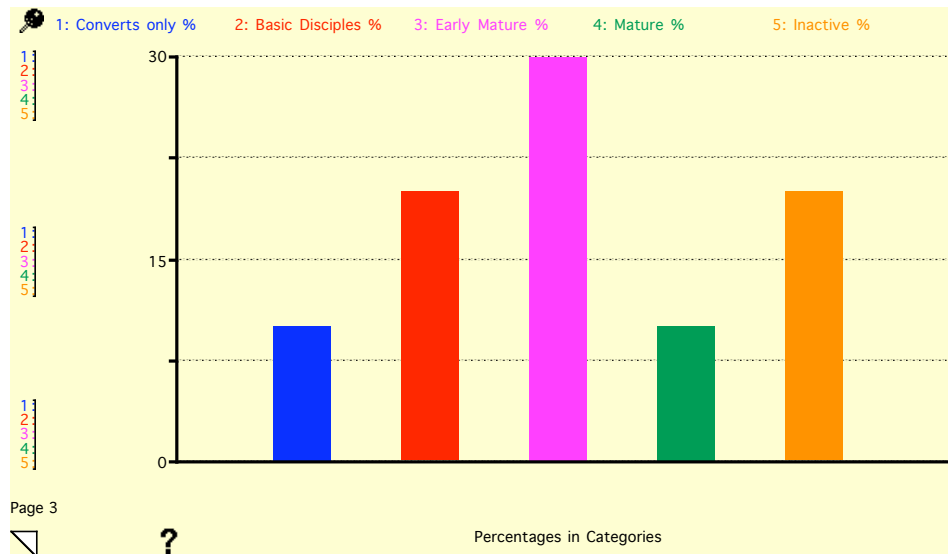


Fraction who say yes	Church
0.449	90
0.4	83
0.3	70
0.2	57
0.1	43
0	30

Level 1

Experiments

Decrease Fraction Converted



- Decline shifts age balance towards mature and inactive

Level 2

Resourcing Discipleship

Supply and Demand

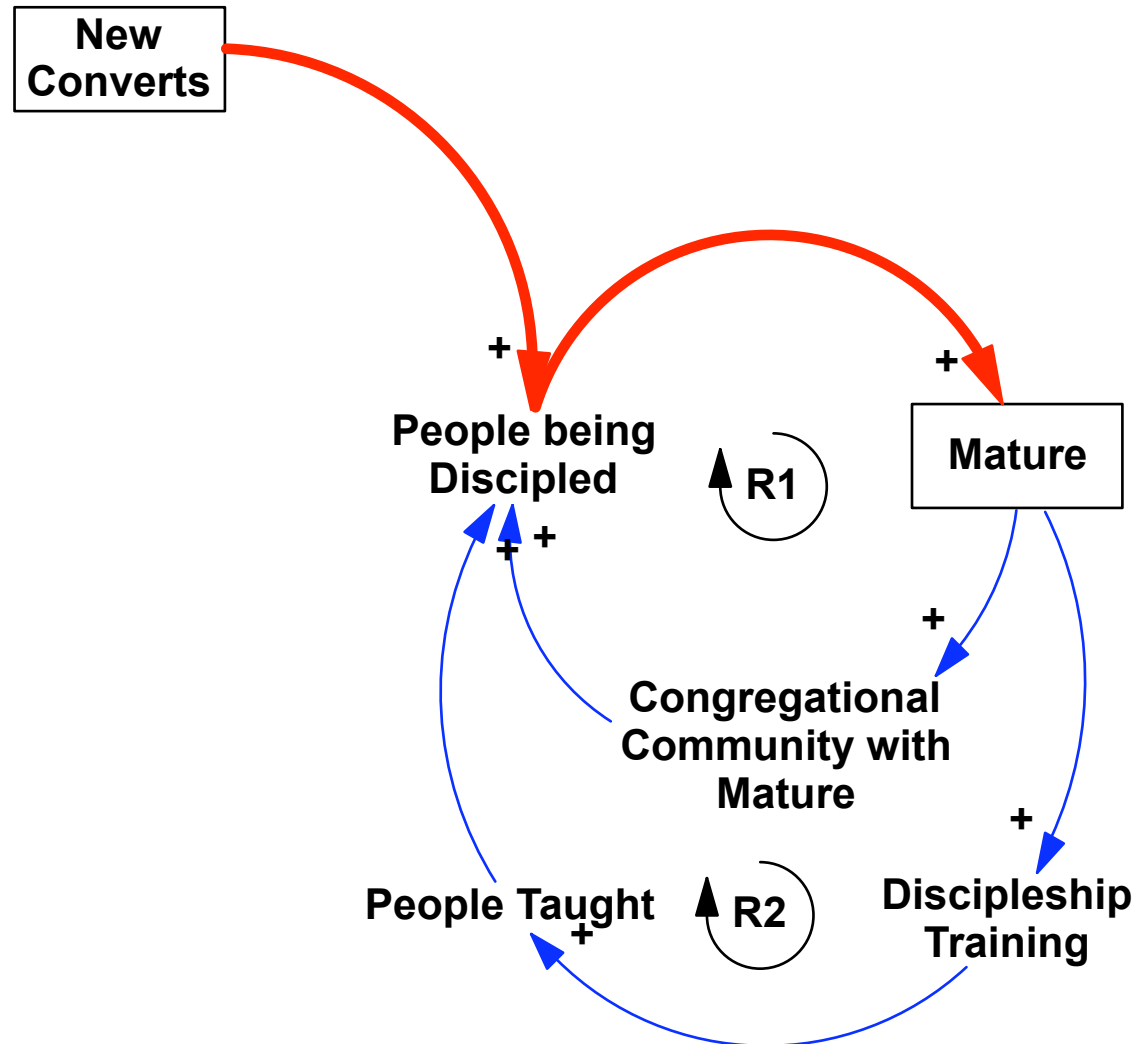
The number who progress in discipleship each year depends on:

Supply

How many the mature can disciple each year

Demand

How many wish to be disciplined each year

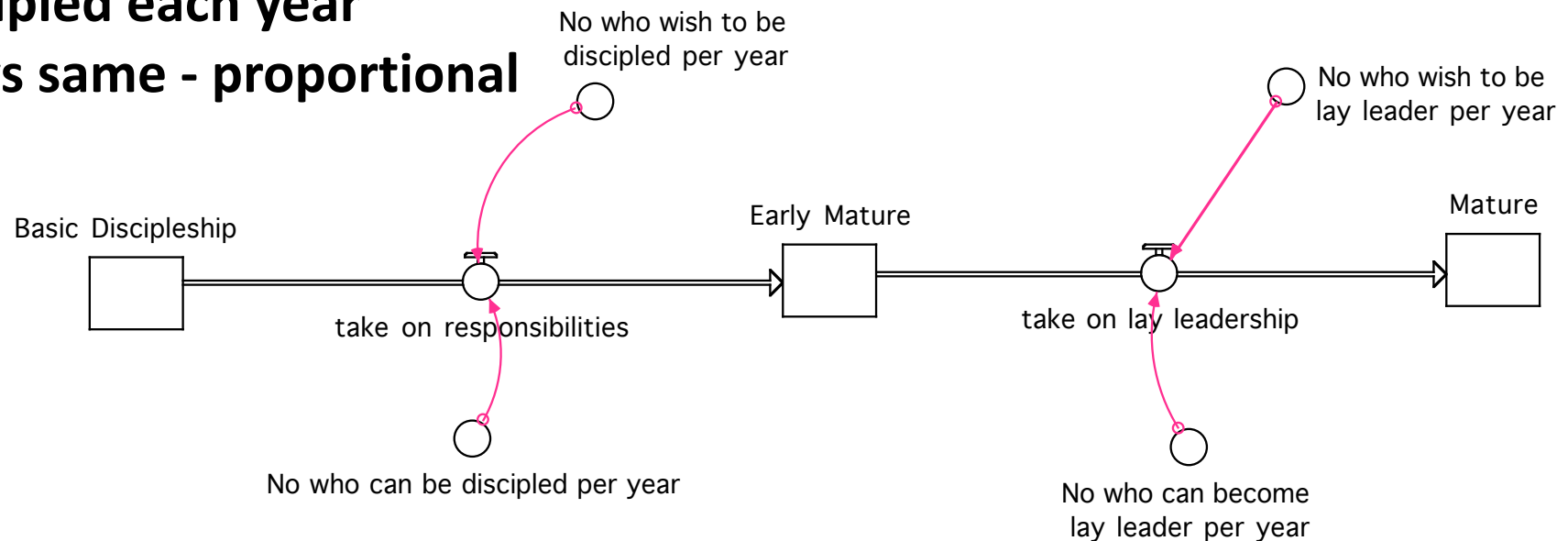


Level 2

Resourcing Discipleship

Supply and Demand

How many wish to be
discipled each year
Stays same - proportional



The number who can be discipled each year can depend on

- The limited time and ability of mature
- Limited opportunity to be involved

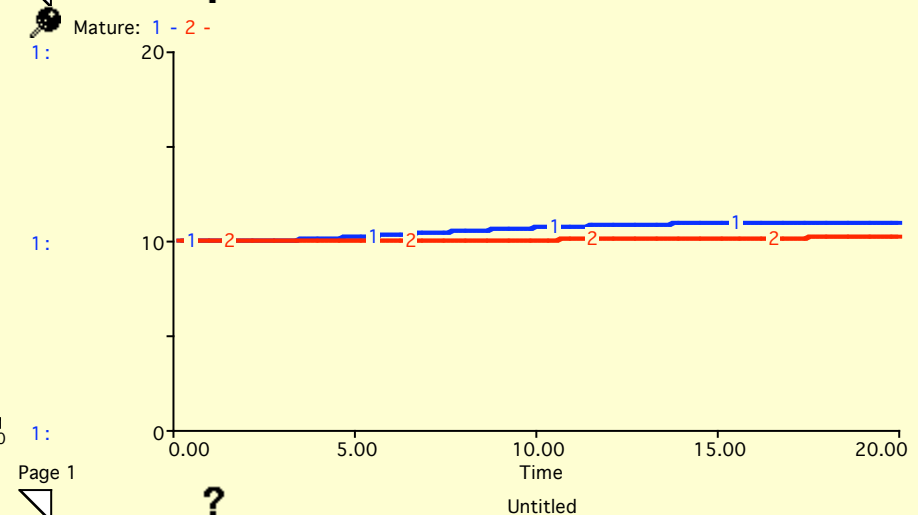
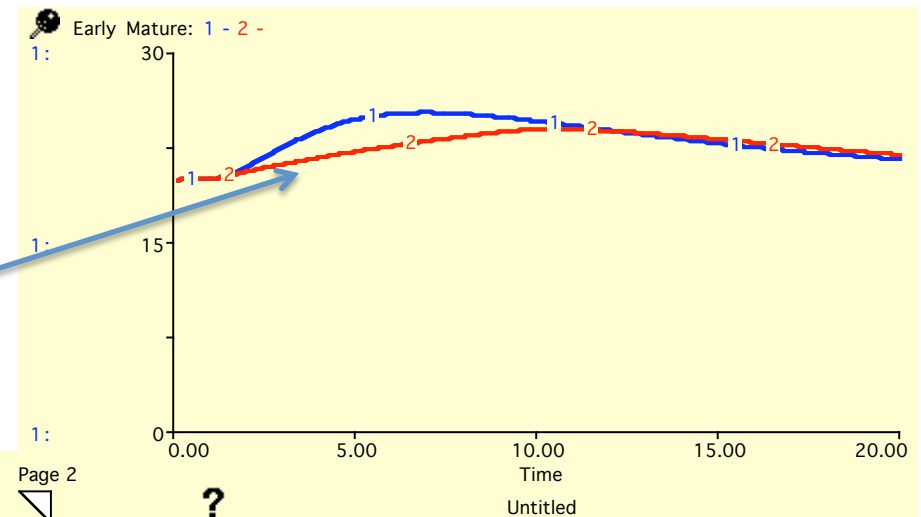
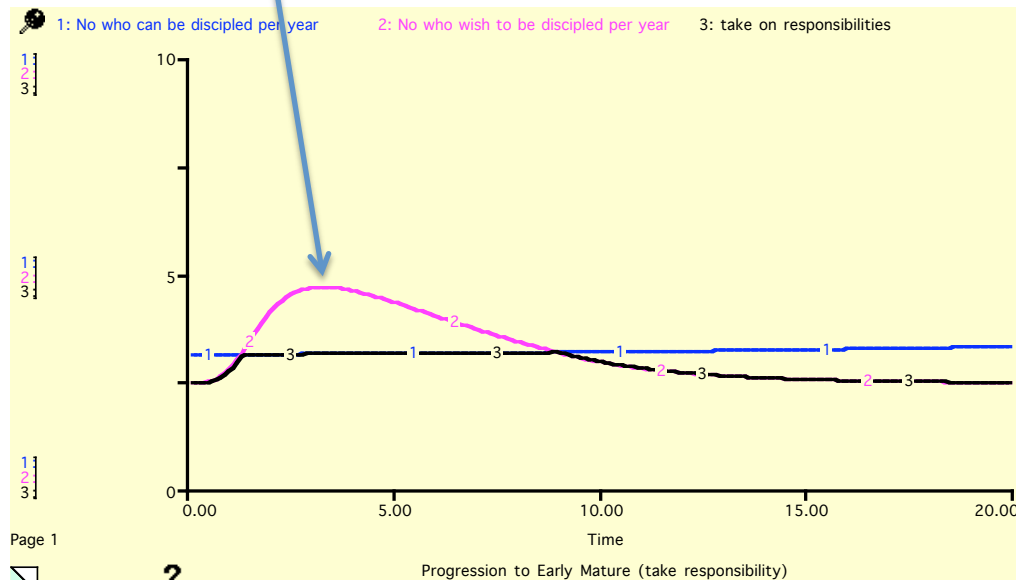
Level 2

Experiments

40 Extra Potential Converts after 1 year – one year only

Demand exceeds supply

Discipleship reduced but recovers



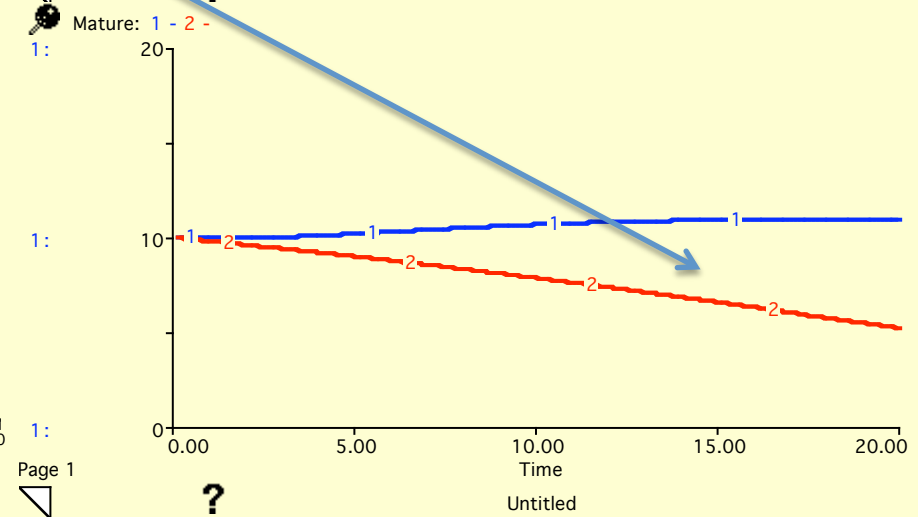
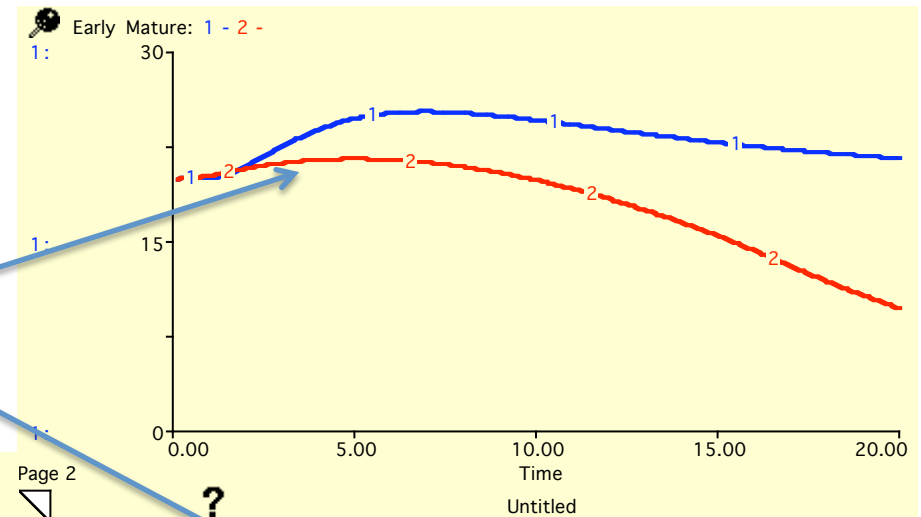
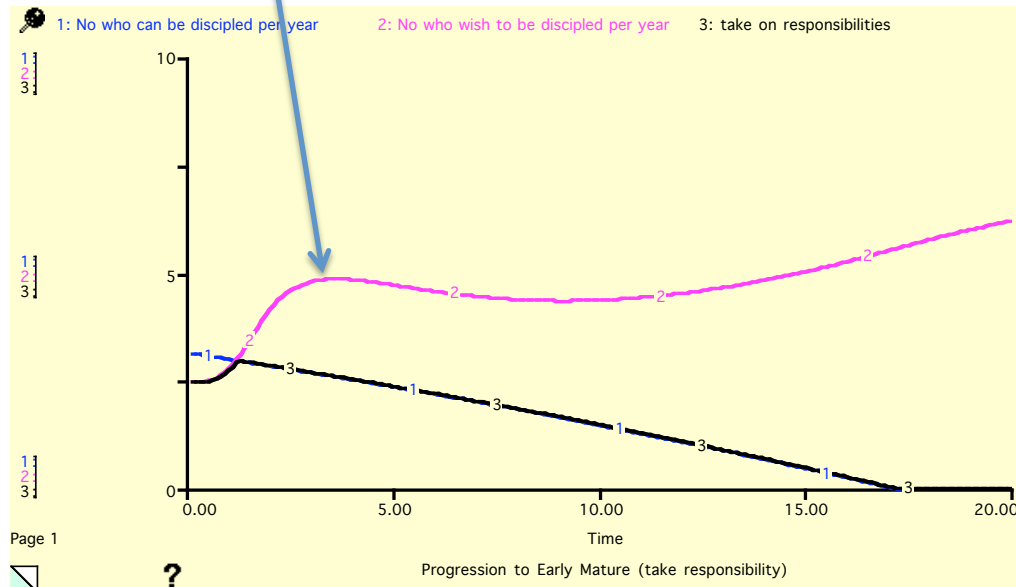
Level 2

Experiments

Less Resources on Discipling People to Mature

**Demand exceeds
Supply - runaway**

**Discipleship
reduced does
not recover**



Controlling Discipleship

The diagram illustrates the following causal links and feedback loops:

- Leadership** (+) → **Expectancy**
- Expectancy** (+) → **Good Activities**
- Good Activities** (+) → **People being Discipled**
- People being Discipled** (+) → **People Taught**
- People Taught** (+) → **Discipleship Training**
- Discipleship Training** (+) → **Mature**
- Mature** (+) → **Congregational Community with Mature**
- Congregational Community with Mature** (+) → **People being Discipled**
- People being Discipled** (+) → **Congregational Desire to be Discipled**
- Congregational Desire to be Discipled** (+) → **Expectancy**
- New Converts** (+) → **People being Discipled**
- New Converts** (+) → **Mature**

Feedback Loops:

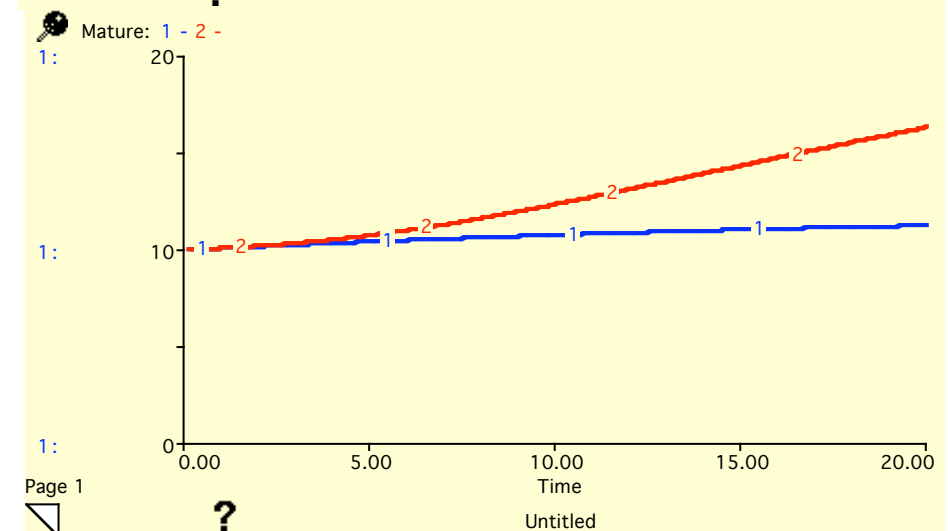
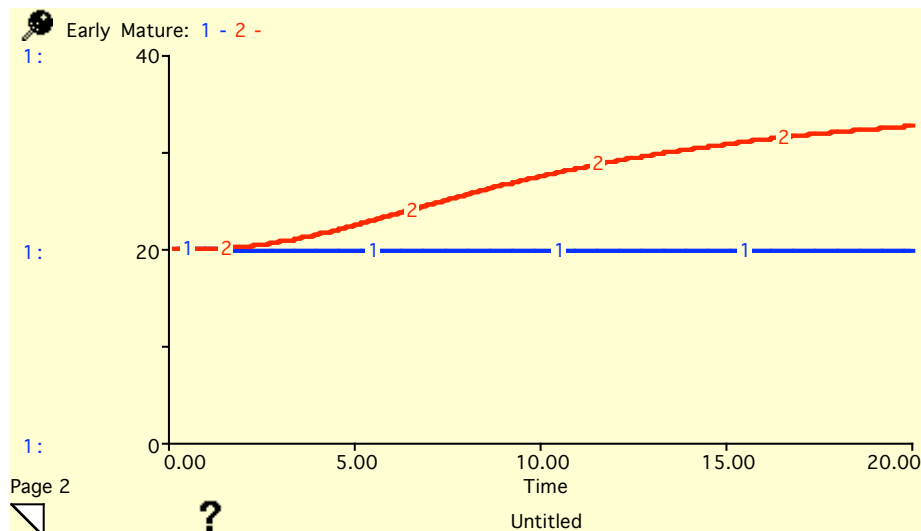
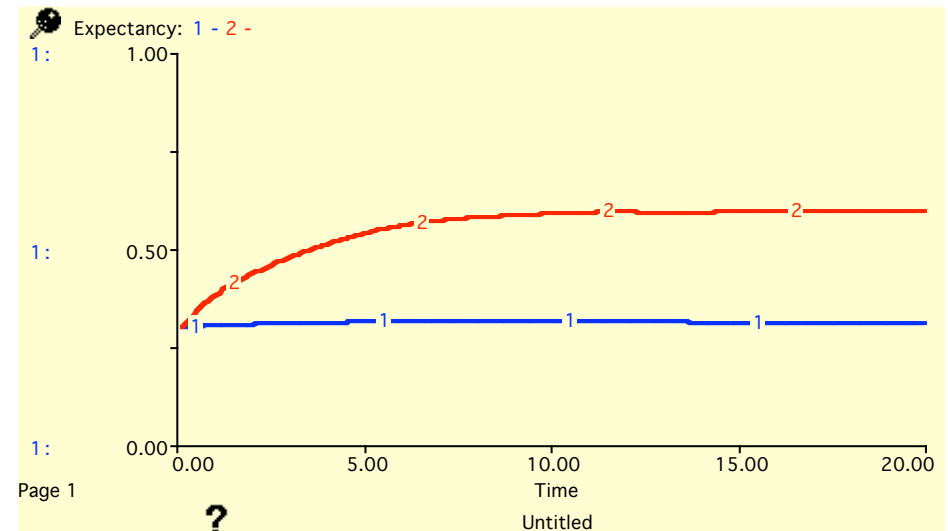
- R1:** A reinforcing loop involving **People being Discipled**, **Congregational Community with Mature**, and **People Taught**.
- R2:** A reinforcing loop involving **People Taught**, **Discipleship Training**, and **Mature**.
- R3:** A reinforcing loop involving **Expectancy**, **Good Activities**, and **Congregational Desire to be Discipled**.

Level 3

Experiment

Greater Expectancy from Spiritual Activity

- Expectancy rises – levels off
- Early Mature rise
- Mature rise

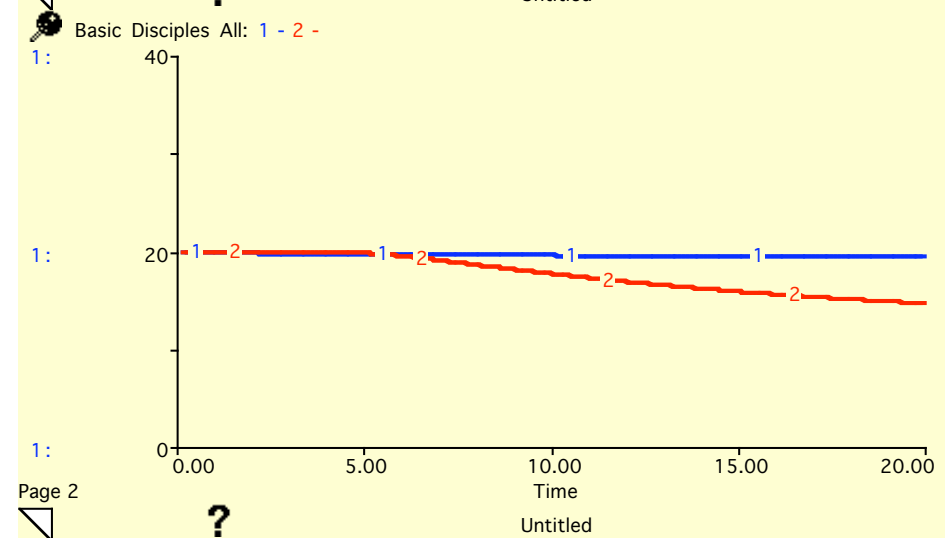
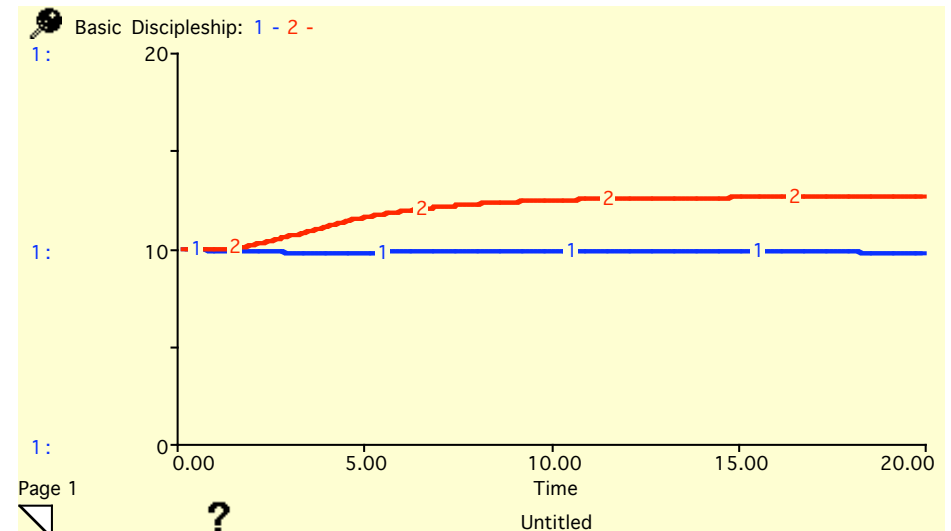
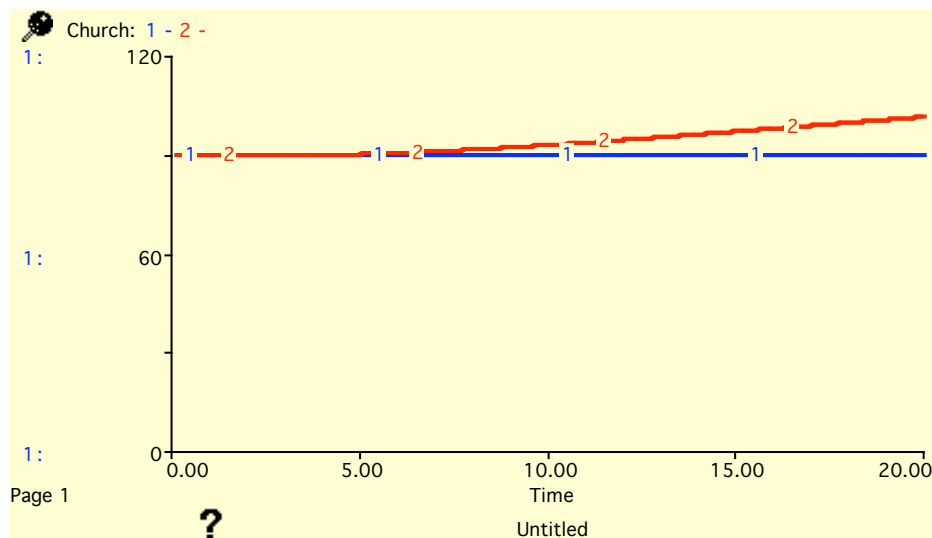


Level 3

Experiment

Greater Expectancy from Spiritual Activity

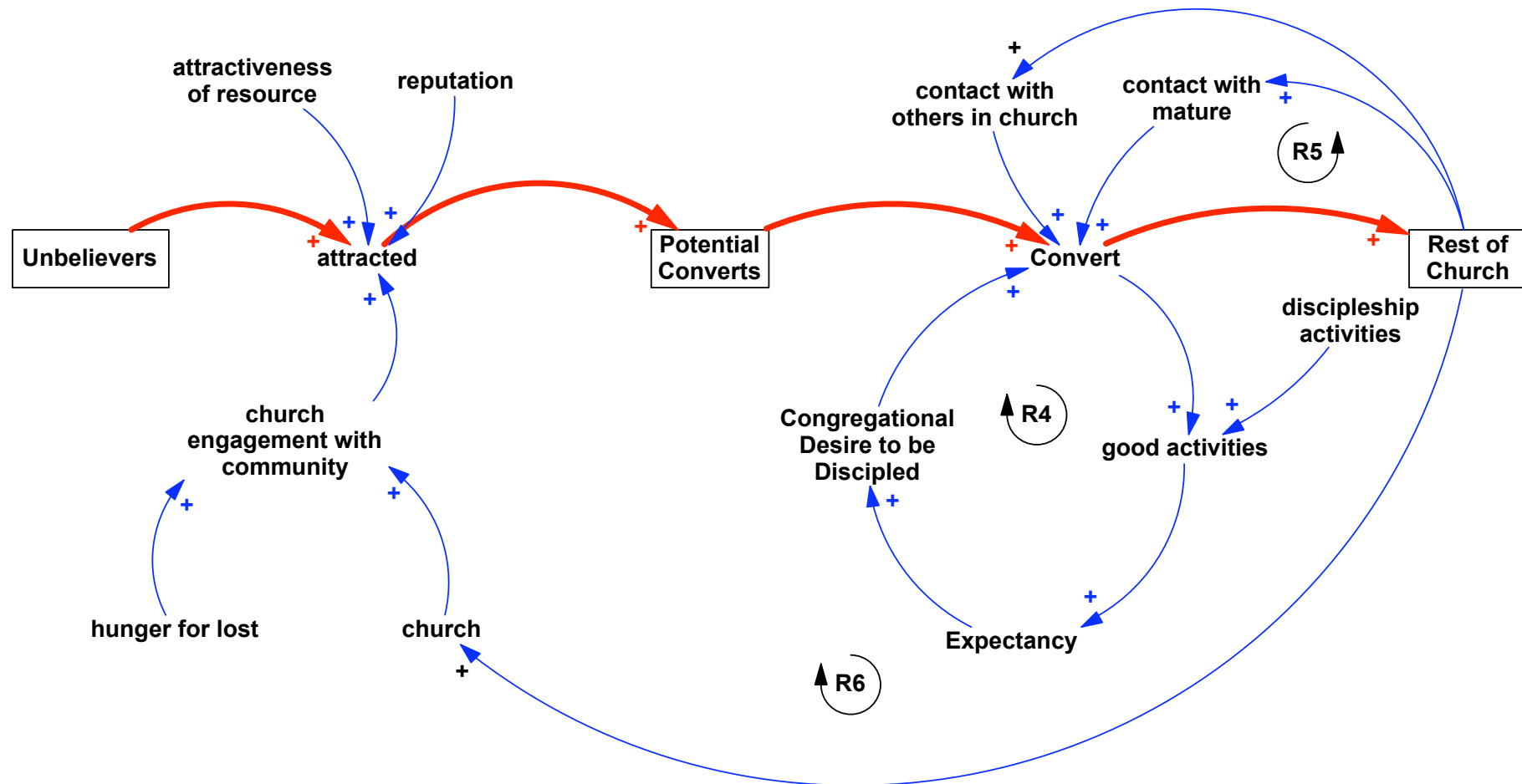
- Basic Discipleship rises
- Basic Disciples drop
 - Why?
- Church rise is small
 - Why small?
 - Why rise at all?



Level 4

Feeding Discipleship

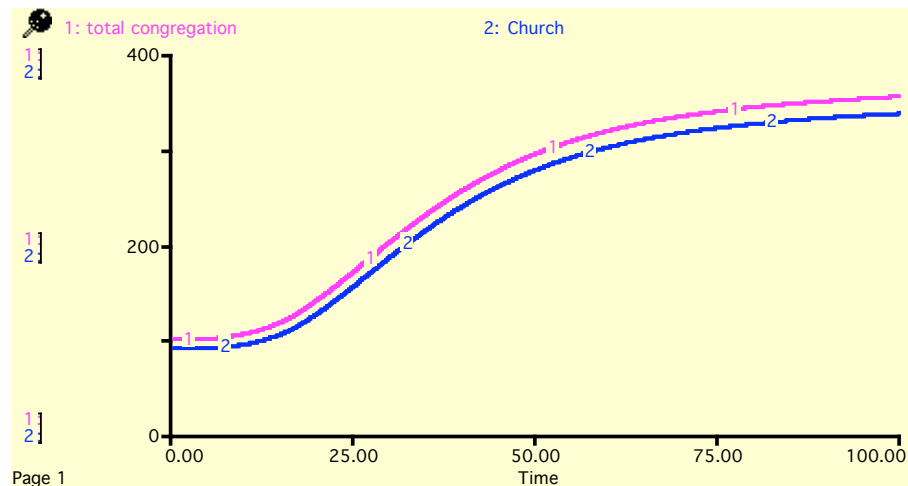
Expectancy, Contact, Hunger, Reputation, Resource



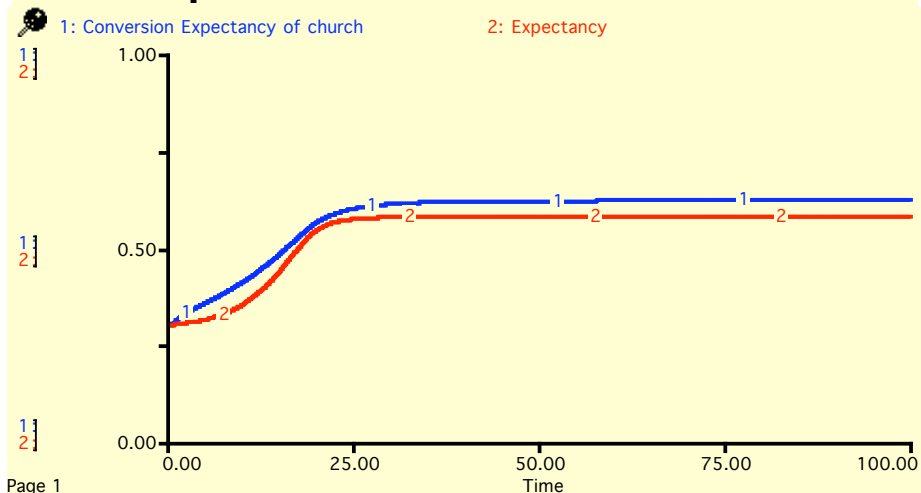
Level 4

The Aim

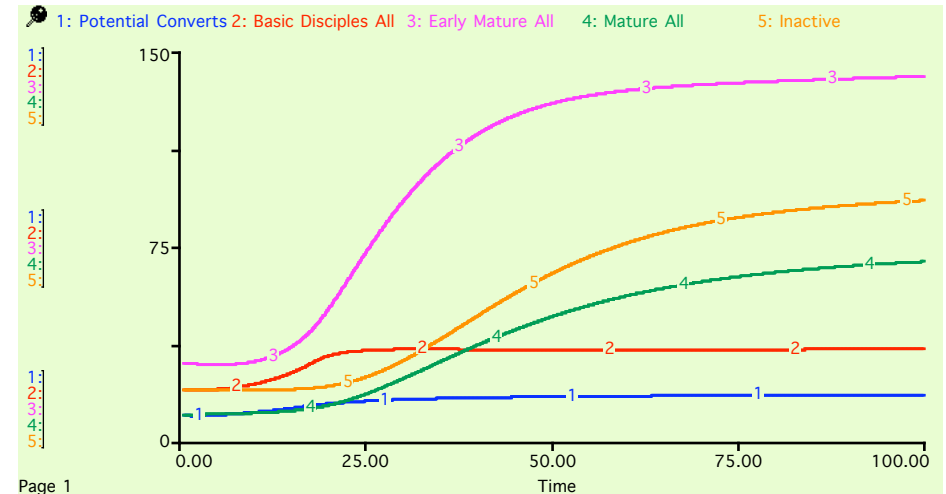
Increasing Expectancy, more attracted, converted, disciplined



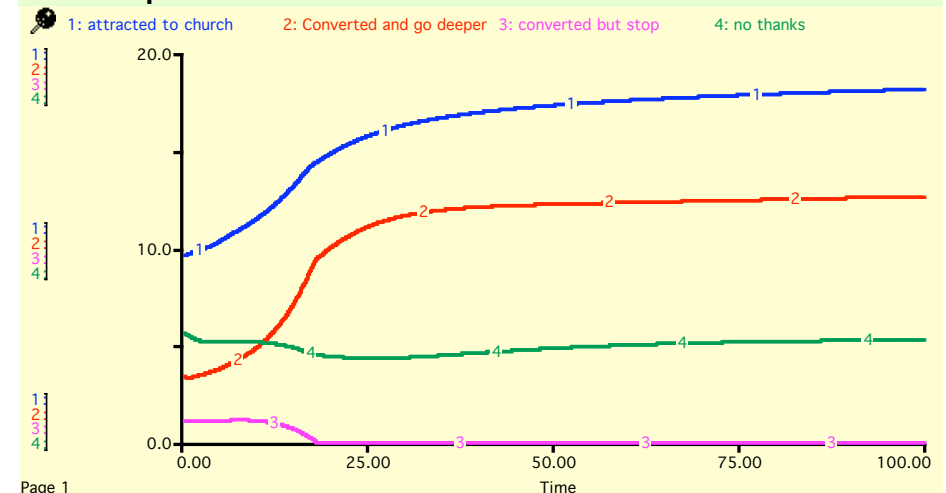
? Total Congregation & Church (excludes potential converts)



? Expectancy



? Untitled



? Route to Conversion