

Discussion Questions for the NY Navigator Church Ministries presentation for the  
NYGA of the COG • 9/12/15

On a scale of 1 (low) to 10 (high):

1. How excited are you about the concepts represented in the Growing intentional Disciplemaking Cultures Overview? (the three circles illustration)

On a scale of 1 (low) to 10 (high):

2. How would you gauge your congregation's heart for growing an intentional disciplemaking culture in your setting?
3. Which church in your cluster would be most ready to pilot this process for you cluster?
4. Are the other churches in the cluster committed to supporting this piloting church, and to learn from their experience?



## Growing an Intentional Disciplemaking Culture (GiDC)

Resolved, \_\_\_\_\_ will enter into a three-year training agreement with Navigator Church Ministries to help us become an intentional disciplemaking church. This three-year commitment will equip our leaders to become skilled disciplemakers and assist us in developing a customized and practical plan to build a culture of discipleship. We want to be more intentional about fulfilling Jesus' Great Commission of making disciples (Matthew 28:19-20) and developing a congregational emphasis to help every person become mature as His disciple (Colossians 1:28-29).

The GiDC process is a flexible one to meet the needs of a church. Timing and training for the GiDC components will vary from church to church depending upon the church's needs. The following is an ideal process.

### Year One. Establishing a Leadership Core and Culture Change Process

- The Navigator coach will provide personalized coaching to the pastor(s) through the completion of *The Ways of the Alongsider*.
- The senior pastor will select a small (5-7 people) Leadership and Learning Team (LLT) and provide basic disciplemaking skills through completing *The Ways of the Alongsider*.
- The Navigator coach will lead *The Devotional Life of a Disciple* with the pastors and LLT and provide on-going support and accountability for people to spend time with God.
- Each pastor and LLT member will trust God to launch a discipleship triad/quad.
- We will conduct a church-wide assessment of our spiritual health through the REVEAL Survey or other appropriate means.
- The Navigator coach will study with the pastor(s) and LLT the Church Culture studies of mission, values, and vision.
- The Navigator coach will assist the pastor and LLT in crafting their church's mission, values, and vision.
- The Navigator coach will provide Life and Leadership Coaching to the pastor(s).

### Year Two. Church Culture and Community Outreach

- The LLT will recruit a Discipleship Team (DT) (12-25 people including Leadership Team) who will receive selected training and provide feedback to the GiDC process.
- We will study a New Testament picture of a disciple, establish a pathway for disciplemaking, and create our progress markers.
- The Navigator coach will work with the pastors and LLT to develop an action plan from the findings of the Reveal Survey.
- The Navigator coach will lead the Structure and Organization Seminar with the church leadership.
- We will begin developing a Community Impact strategy by studying the topics of Go-to, Come-to, and Do-good.
- The Navigator coach will lead a church-wide seminar on disciplemaking.

### Year Three. Community Outreach

- The Navigator coach will provide basic training in the essential elements of evangelism to the LLT.
- The Navigator coach will provide regular assessment and training to implement their strategy to become an intentional disciplemaking church. We will regularly assess and provide training to help the discipleship triads/quads be successful.
- We will conduct a Reveal Survey and measure our progress from the previous year.
- The Navigator coach will lead the LLT and DT through a process to create a unified outreach strategy for the church.
- The Navigator coach will lead a church-wide seminar on Evangelism Essentials.
- The Navigator coach will work with leadership to develop a leadership pathway using a coach-approach through Deep Dive.

**First year donations for pastoral coaching**

\$250 registration fee per person and \$100 per month per person contribution to The Navigators.

**Donation amounts for GiDC training**

attendance	charge per month
<250	\$200 a month
250-500	\$350-500
500-1,000	\$500-700
1000+	\$800+

Please note that these are suggested rates based on a four to six hour investment per church per month on the part of the Nav staff. These rates can be negotiated on basis of need. Travel will be reimbursed per mile at standard IRS rates, and expenses for airfare, lodging and meals will be met by the host church.

**REVEAL Survey rates**

Church Size	One Survey Regular Price
<250	\$350
250-999	\$750
1,000-2,499	\$1,875

When registering with REVEAL at 847/567-0005, ask for the Navigator discount of 30%.

We resolve to commit ourselves to this process for the next \_\_\_\_ years. We also agree to the above coaching and training costs and will forward our contribution to The Navigators on a timely monthly basis. The church and The Navigators reserve the right to cancel or re-negotiate this agreement after each year.

**Signatures:**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

# EASTERN NEW YORK GENERAL ASSEMBLY

## 4D – DEVELOPING & DEPLOYING DEVOTED DISCIPLES

### PERSONAL COVENANT

This covenant is between Eastern New York General Assembly and \_\_\_\_\_ .

- **Agenda and goals:** The focus of this relationship is to help improve in various areas of discipleship.

Steve Tice and the Navigators will set the goals and agenda for the sessions.

- **Meetings:** We'll meet for 1 1/2 hours once a month for nine months in 3 consecutive year.
- **Additional contact:** If questions arise, I am available via email and phone information I submitted.
- **Preparation** will be done prior to each scheduled meeting.

- **Commitments and expectations:**

- Be on time for each session.
- Call if you have an emergency and need to cancel.
- Commit to address the agreed upon issues and follow through on assignments.
- Confidentiality will be maintained except where permission is expressly granted

- **Length of this covenantal commitment:** We'll begin in \_\_\_\_\_ and work together for 9 months each year for 3 years. At that point, we'll evaluate the effectiveness of the relationship and decide whether it would be beneficial to continue for another period.

- **Values:** Our relationship will be characterized by the following values:

- **Partnership** – We will work together as a team.
- **Servanthood** – We commit to being servants of God, one another, and the church.
- **Honesty** – We will speak truth in love and with grace.
- **Confidentiality** – We will maintain trust and relationship by not sharing outside the congregations or persons we have opportunity to influence.
- **Vulnerability** – We will openly share both life and ministry issues.
- **Punctuality** – We will be prompt for all appointments and calls in respect for each other.
- **Preparedness** – We will seek to complete assignments and be prepared in advance of each appointment.
- **Ethics** – We will model highest level of Christian character and professional leadership.

**Your Signature:**

**Date:**

\_\_\_\_\_

\_\_\_\_\_

**EASTERN NEW YORK GENERAL ASSEMBLY**  
4D – DEVELOPING & DEPLOYING DEVOTED DISCIPLES

**ENYGA REGISTRATION FORM**

**CHURCH:** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

**Email Address:** \_\_\_\_\_

**PASTOR:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**Tel #:** \_\_\_\_\_

**LEADER:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**Tel #:** \_\_\_\_\_

# **EASTERN NEW YORK GENERAL ASSEMBLY**

## 4D – DEVELOPING & DEPLOYING DEVOTED DISCIPLES

**DESCRIPTION:** *This initiative revitalizes disciple-making in a more effective, accountable way.*

*Pastors and leaders of ENYGA have a common interest in seeing unhealthy churches turnaround. We long to experience similar growth that happened with the early church in Acts 2:42-47.*

*This endeavor is a covenantal agreement with:*

- a) *Navigators Church Disciple Ministry spearheaded by Rev. Dr. Steve Tice Regional Director,*
- b) *Eastern New York General Assembly led by Rev. Harold Banarsee – President;*
- c) *Pastors and churches within ENYGA's three cluster regions of Queens/Long Island; Manhattan-Bronx-Upstate NY; and Brooklyn respectively.*
- *A steering team comprising Pastors Jefferson Bannister (Grace), Clifton McDowell (COGENY) and Kevin Osbourne (Refuge) were given responsibility to guide the process. They will collaborate with all entities in the partnership, strategize, monitor progress, and be accountable in giving feedback to the ENYGA.*

**PURPOSE:** *Our goals are to:*

1. *cultivate in 4 years an intentional disciple-making culture that results in at least 50% ENYGA churches growing numerically, spiritually, and generationally. (2Tm.2:2)*
2. *sustain a goal-oriented, intentional ministry that focuses on fulfilling the Great Commandment and Great Commission.*

**PROCESS:** *This initiative starts in December 2015 with a "guiding coalition"<sup>1</sup> of leaders as a prototype from New Testament Church in Brooklyn. This effort is duplicated and staggered time-wise within remaining NY State clusters.*

- *Discipleship is further strengthened in 2016 with a leadership equipping weekend in February and at our June convention.*
- *The 3 pastors and churches chosen as prototypes are encouraged to select 5 leaders that are representative of their churches across generations, gender, and nations.*
- *Other pastors and churches in each ENYGA cluster have the opportunity to select three persons as learning-observers to glean from the focused group for 3 years in the discipling process. Pastors and congregations are encouraged to be missional in disciple-making; to be free to duplicate NAV's model and/or material; or to devise their own disciple-making method.*
- *NAV will provide a field trip to a model church with best practices in disciple-making.*
- *Pause is to be made every 9 months for self-evaluation, celebration, and adjustments.*

**COST:** *In addition to committing time and talent for 9-months (Jan-Aug), each ENYGA partner is expected to pay \$700.00 annually towards training, coaching, assessments, and material costs. This \$2000.00 annual budget per prototype church is shared equally among the three entities; namely ENYGA, the guided coalition church, and other churches in that cluster whether or not they attend the training. All monies are paid to the ENYGA which in turn pays the Navigators.*

*Each training session runs for 1 ½ hours monthly, and the attending cluster is given the final 10 minutes for feedback and questions.*

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<sup>1</sup> *This term was coined by John Kotter an expert in leadership at the Harvard Business School. His idea was to create a large enough group of influencers to build momentum and diffuse any resistance to change.*

# GIDC Training for NALC Churches

## Stage One (one to six months)

### Goals

1. Model life-to-life ministry by coaching pastors.
2. Assist pastors in recruiting Leadership and Learning Teams (LLT).
3. Conduct GIDC assessment with pastor.

## BUILDING A CHURCH CULTURE

### In the Church

1. Pastors are coached through Core 4 material.
2. Pastors recruit Leadership and Learning Teams (LLT).
3. Begin *The Ways of the Alongsider* training with the Pastors.

## BUILDING A DENOMINATIONAL CULTURE

### Cluster #1 (at six months)

1. Review vision and commitment.
2. Leadership Core Training #1: The Invitation: Devotional Life of a Disciple
3. Leadership Core Training #2: Team Building
4. Leadership Core Training #3: Spiritual Warfare

## Stage Two (seven-to-twelve months)

### Goals

1. Help pastor assess where key people are - do they need to be disciplined? Are they ready for alongsider training?
2. Develop next steps strategy with pastor.
3. Establish a core of trained alongsiders.
4. Prepare strategy for discipleship triads.
5. Establish a culture where people practice meeting with God in a daily quiet time.

### In the Church

1. Pastors continue personal coaching.
2. Finish *The Ways of the Alongsider* with the Pastors.
3. Pastors lead *The Alongsider* with LLT.
4. Conduct *The Invitation* workshop in the church.
5. LLT members recruit and launch discipleship triads/quads.
6. Introduce REVEAL survey.

### Cluster #2 (at twelve months)

1. Review GIDC process/cast vision
2. Leadership Core Training #4: Deepening Your Walk with God
3. Leadership Core Training #5: Team Building (DiSC Profile)
4. Leadership Core Training #6: Recruiting and Leading a Discipleship Triad

## Stage Three (twelve-to-eighteen months)

### Goals

1. Conduct church assessment through REVEAL.
2. Model discipleship and disciplenaking through triads.
3. Begin Bible studies to establish mission, vision, and values for growing an intentional disciplenaking culture.

### In the Church

1. Read *Move* and set up dates for REVEAL survey.
2. Conduct REVEAL survey and lead REVEAL Works.
3. Assess progress of triads/quads.
4. Begin *Culture Building studies*: vision, values, mission, picture of disciple.
5. Establish strategy for broader church ownership.

### Cluster #3 (at eighteen months)

1. Leadership Core Training #7: Meditation
2. Culture Building #1: Picture of a Disciple
3. Leadership Core Training #8: Applying R+2D+3A to discipleship triads

**Stage Four (eighteen to twenty-four months)**

**Goals**

1. Establish a discipleship culture through growth and multiplication of triads
2. Use REVEAL to set goals for GIDC church
3. Finalize vision, values, mission.
4. Establish picture of a disciple.

**In the Church**

1. Continue triads and launch new ones.
2. REVEAL Works review.
3. Discipleship picture established.
4. Lead *Discipling Others Workshop* or *Alongsider Clinic*
5. Lead *Small Group Seminar*.
6. Summarize and clarify discipleship vision, values, mission, and disciple picture.

**Cluster #4 (at twenty-four months)**

1. Community Impact Evangelism Essentials Training
  - Building relationships
  - Starting conversations
  - Sharing my story
  - Sharing His story
2. Leadership Core #8: How to Spend Half-Day With the Lord

**Stage Five (twenty-four to thirty months)**

**Goals**

1. Continue building discipleship culture through multiplication of triads
2. Provide training in Community Impact Core
3. Begin initial work on integrated outreach strategy to the community
4. Develop a pathway for discipleship that shapes church infrastructure
5. Establish progress markers for a GIDC

**In the Church**

1. Complete Culture Building study on *Spiritual Maturity*.
2. Lead *Church Infrastructure Clinic* with LLT
3. Begin crafting discipleship pathway.
4. Develop progress markers.
5. LLT completes Community Impact Studies #1, #2, #3

**Cluster #5**

1. Review Evangelism Essentials
2. Motivation and Development of evangelism strategy
3. Sustaining Culture of discipleship (workshop)

**Stage Six (thirty to thirty-six months)**

**Goals**

1. Establish integrated outreach strategy with progress markers
2. Launch outreach strategy
3. Develop plan and establish leadership for sustaining discipleship culture

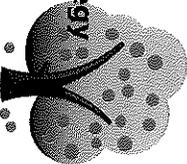
**In the Church**

1. LLT practicing evangelism essentials training.
2. LLT developed Community Impact Strategy using go-to, come-to, and do-good principles.
3. Pathway is assessed and new triads launched.
4. Progress markers are used to celebrate wins.
5. Strategic plan is developed for sustaining GIDC process.

**Cluster #6**

1. Review progress
2. Celebration
3. Plan to sustain GIDC

# Staff Resources for Growing an intentional Disciplemaking Culture

Pathway	Bible studies	Training	Resources
<p><b>Build a Leadership Core</b></p> <ol style="list-style-type: none"> <li>1. Experience God</li> <li>2. Build a Team</li> <li>3. Equip Disciplemakers</li> <li>4. Assess the Culture</li> </ol> 	<p>The Glory of God</p> <p>*Spiritual Warfare</p>	<p>Team Building</p> <p>* The Invitation: Devotional Life of a Disciple (workshop)</p> <p>Deepening Your Walk with God</p> <p>* How to Recruit and Lead Discipleship Triads/quads (workshop)</p> <p>* REVEAL Survey and REVEAL Works</p>	<p><u>Choose one or more of these resources:</u></p> <p>My Heart Christ's Home</p> <p>The Ways of the Alongsider</p> <p>Woman's Journey of Discipleship</p> <p>High Quest (both men &amp; women)</p> <p>The 2:7 Discipleship Series</p> <p>Tyranny of the Urgent</p> <p>Every Man a Warrior</p> <p>Growing in Christ</p>
<p><b>Grow a Church Culture</b></p> <ol style="list-style-type: none"> <li>5. Purposefully Lead</li> <li>6. Picture a Disciple</li> <li>7. Build a Pathway</li> <li>8. Multiply Practitioners (disciplemakers)</li> <li>9. Chart Your Progress</li> </ol> 	<p>*Mission</p> <p>*Vision</p> <p>*Values</p> <p>*Picture of a disciple</p> <p>*Spiritual maturity</p>	<p>* Building Your Pathway: Church Infrastructure Workshop</p> <p>Discipling Others Workshop or Alongsider Clinic (workshop)</p>	<p>Master Plan of Evangelism</p> <p>The Adventure of Discipling Others</p> <p>Rise</p> <p>Intentional Disciplemaking</p> <p>Simple Church</p> <p>Making Vision Stick</p> <p>Video: From the foyer to the kitchen</p>
<p><b>Release for Community Impact</b></p> <ol style="list-style-type: none"> <li>10. Invest in a Three-fold Strategy</li> </ol> 	<p>*Go-to: the life of the insider</p> <p>*Come-to: attractational and corporate evangelism</p> <p>*Do-good: serving the community</p>	<p>* Evangelism Essentials</p> <ul style="list-style-type: none"> <li>• Making friends</li> <li>• Starting intentional faith conversations</li> <li>• Sharing my story</li> <li>• Sharing His story</li> </ul>	<p>Q Place</p> <p>Acts 29 (Chris Kovac)</p> <p>Walk Across the Room</p> <p>The Contagious Christian</p> <p>The Insider</p> <p><a href="http://www.shareyourfaithministries.com">www.shareyourfaithministries.com</a></p>

2016 ENYGA COG Retreat • Feb. 5-6, 2016 • Agape Church of God

Friday night schedule:

7:00 Opening Worship

20" 7:30 Cliff – Introduce the weekend (Slides 7-14, 21 (Make 15) from Session 1 ppt)

35" 7:50 Jeff – First two aspects of the circle (Evangelism and Establishing)

*Kathy + Stephanie  
2-4" 2-3"*

35" 8:25 Steve – Continue with Establishing and finish up with Equip and Engage (slide 6)

30" 9:00 Q&A

*3 circles slide*

Saturday morning schedule:

10:00-12:00

10" Cliff - Recap Friday evening (slide 2-5, 21)

45" Born to Reproduce  
Personal Prayer for commitment to reproduction  
Debrief B2R

35" Jeff – Rest of Session 1 Slides (especially 15-19, 26 and Appendix C)

*SMT - 35-41*

All 3 – Q&A

40" [ Steve – (If time) What this really comes down to: Transformative Conversations

Lunch 12:00-12:45

Saturday afternoon schedule:

12:45-3:00

5" *ditton* Recap

Session 2 Slides – Ministering Life to Life (Life Preserver illustration)

Develop Circle of Friends (Alongsider Circle) - if time, Session 3 (Getting Started)

Q&A

*Gwen Crooms - story  
+ D on Bethany*

Close with Survey (Evaluation and Commitment form)

*Any of session 3  
in here?*

## **Where incorporate testimonies? Who?**

Outcomes:

Appendix C  
Commitment Form  
Closed FB group for ENYGA



**EASTERN NEW YORK GENERAL ASSEMBLY OF THE CHURCH OF GOD**  
*Strengthening the local Body for Global Impact*

*Rev. Harold E. Banarsee*  
President

*Rev. Dr. Don Bethany*  
1<sup>st</sup> Vice President

*Rev. Kevin R. Osbourne*  
2<sup>nd</sup> Vice President

*Min. Yvonne Atkinson*  
General Secretary

*Rev. Norma Gean Davenport*  
Corresponding Secretary

*Loucius Morris*  
Treasurer

*Min. Tatum M. Osbourne*  
Financial Secretary

*Rev. Jefferson Bannister*  
Parliamentarian

*Rev. Virginia Robinson*  
Credentials Chairperson

*Racquel Effinger*  
Christian Education

*Rev. Jason Sylva*  
Men's Ministry

*Min. Elizabeth Martin*  
Board of Ushers

*Min. Gwen Crooms*  
Women's Ministry

*Matthew Ogle*  
Youth Ministry

*Rev. Dr. Don Bethany*  
Chairman, Program Team

June 9, 2016

Steve Tice  
Navigators Church Ministries  
PO Box 6000  
Colorado Springs, CO 80934-6000

*"Grace and peace be unto you from God our Father and the Lord Jesus Christ."*

Dear Steve,

On behalf of the Eastern New York General Assembly, I would like to thank you and the Navigators facilitators: Rich Berry, Cedric Brown and Maurice Winley for being such a blessing to us during our State Convention. There are no words to express our heartfelt thanks for you all taking the time to pour into our lives. Sharing with the adults and youth during the workshops on intentional discipleship was impactful and will make a profound impact on our congregations.

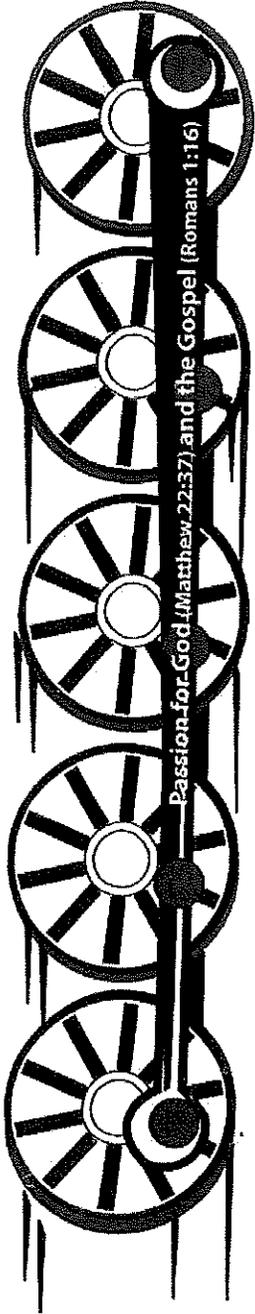
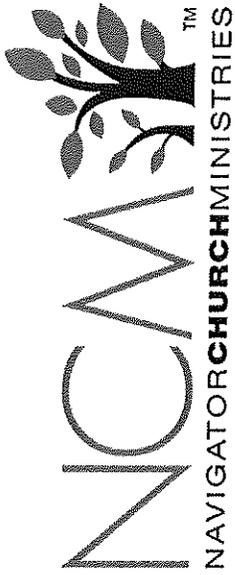
May God continue to bless your Ministry as you continue to fulfill the mission he has called you to. We look forward to a continued relationship with the Navigators as they equip and empower our congregations to grow and fulfill God's mission of making disciples.

In His Service,

*Rev. Dr. Harold Banarsee*  
Rev. Dr. Harold Banarsee  
President

For 11/12/16

1. What is a discipling culture? How does it differ from a discipling program or a discipling strategy? (Read Apr. 6, p. 9-10, Apr. 29, pg. 12-13)
2. What's the connection between a friendship with God and relationships with other people? How do we grow in our friendship with God? How can we practice growing in our relationships with others? What practical lessons did Justin learn? How would you like to develop in this area? (Read Nov. 1 and Dec. 10, pg. 5-7.)
3. How do we build ownership of this discipling culture throughout the church? What "push-back" have you experienced from some who resist this effort? What is the role of "modeling" in building a culture? (Read May 25, pg. 14, Oct 15, pg. 16 and May 13, pg. 13-14)
4. What kinds of issues have brought the issue of discipling to your attention? (Compare with Sept. 12 and Oct. 3, pg. 2)
5. How do you see the concept of a discipling culture impacting your church's community outreach? Would you be willing to wait until a discipling culture is developed in your church before making a major push toward reaching out to your community? Why or why not? (Read Oct. 1 and Oct. 10, pg. 23-25)
6. What advantages do you see in having a coach involved in this culture building process? How would you envision this coach interacting with the church? What cautions might you need to keep in mind? (Read Oct. 15, pg. 3-4 and Apr. 8 and Apr. 20, pg. 10-11)
7. What other questions and issues from this book have we missed that we need to discuss?
8. How committed are you to starting small, going slow and building deeply? (Read Sept. 1, pg. 21-22)



Rate each statement on a scale of 1 -5. One indicates a low-level or non-existent presence for you. Five indicates a high commitment. Total your scores for each column and note your total for all seven in the categories at the bottom.

## Becoming an Intentional Disciplemaker where I Live, Work and Play Assessing My Progress as an Intentional Disciplemaker

	Passion for the Gospel		Purposeful Discipier		Picture		Pathway		Practitioners		Progress	
My relationship with God is intimate, growing and contagious.	I consistently seek ways to grow in my evangelism skills.	I have a vision and mission statement to make disciples.	I have a Biblical picture of a disciple of Christ	I have an avenue for stages of growth for a believer.	I encourage and establish believers to be disciples.	I regularly review my disciple making progress.						
My development of a relationship with God is a high priority.	I actively make non-Christian friends.	I am able to effectively communicate my vision for making disciples	I am able to effectively communicate that picture.	I have an intentional strategy for moving disciples to effective ministry.	I have a vision and strategy to see generations of disciples.	My evaluation helps me develop new goals to be more effective in making disciples.						
I see and experience God in my life and ministry.	I have a biblical and intentional evangelism strategy.	I model disciple making where I live, work, and play.	My life represents what it means to be a disciple.	I am able to communicate the pathway so others may follow.	I am around a core of people who are discipling others life to life.	I evaluate and update the practical steps in developing a disciple.						
My relationship with God provides confidence to overcome worries and fears.	My evangelism strategy is integrated where I live, work and play.	My life functions around my vision to make disciples.	I organize my ministry to make disciples who look like my picture of a disciple.	I am involved with others who have a pathway to discipleship.	I am training disciples who are training disciples where they live, work and play.	I regularly evaluate my discipleship skill in reaching the next generation.						
Total	Total	Total	Total	Total	Total	Total						
<b>ROOTS</b>						<b>FRUIT</b>						
						Grand Total						

- 1-40 A disciplemaking culture barely exists
- 41-80 I have signs of an emerging disciplemaking culture
- 81-125 I am making progress in developing a disciplemaking culture
- 126-140 I can celebrate a disciplemaking culture