

foundations

Leader Training Guide

For no one can lay any foundation
other than the one already laid,
which is Jesus Christ.

1 Corinthians 3:11

**DEVELOPING
WORKERS
FOUNDATIONS**

January 2020

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Chapter 1. The Great Commission

I. God's Plan of Redemption

The theme of the whole Bible is about God creating us to love us and then redeeming us back to himself after we sinned.

You can see that Multiplying is a recurring theme in God's plan of redemption.

- Genesis 1:28. Adam and Eve – Be fruitful and **multiply**
- Genesis 9:1. Noah and Sons – Be fruitful and **multiply**
- Genesis 22:17. Abraham – I will **multiply** your seed
- Genesis 35:11. Jacob – Be fruitful and **multiply**
- Matthew 28:19-20. Jesus – Make **multiplying** disciples

II. Jesus' Plan: Multiplying Disciples

Jesus' plan had two parts:

1. Die on the cross for our sins
2. Let people know the good news

But if Jesus had died for our sins and there was no plan to let people know about it, none of us would have become God's children.

Jesus preached to the crowds and healed many. But he trained 12 ordinary men for three years to be His disciples. His disciples were to train other disciples until everyone in the world had an opportunity to become a child of God.

A disciple becomes like Jesus

- Romans 8:29. Be conformed to the likeness of His Son

A disciple makes other disciples

- Matthew 28:19-20. Make disciples of all nations

III. The Great Commission

Therefore **go and make disciples of all nations, baptizing** them in the name of the Father and of the Son and of the Holy Spirit, and **teaching them to obey everything I have commanded you**. And surely **I am with you always**, to the very end of the age.

How to Make Disciples:

- **What** we are to do:
 - Make disciples: As defined by Jesus using Jesus' process.
- **Where** we are to do it:
 - All Nations: All nationalities (No discrimination), the entire world.
- **How** we are to do it:
 - Go: As you go through life, wherever you are
 - Baptizing: Discipleship starts with Evangelism
 - Leading people to faith in Christ.
 - Teaching obedience to all of Jesus' commands: Discipleship.
 - Maturing in all of the ingredients of a disciple.
 - I am with you always: Make disciples through the power of the Holy Spirit

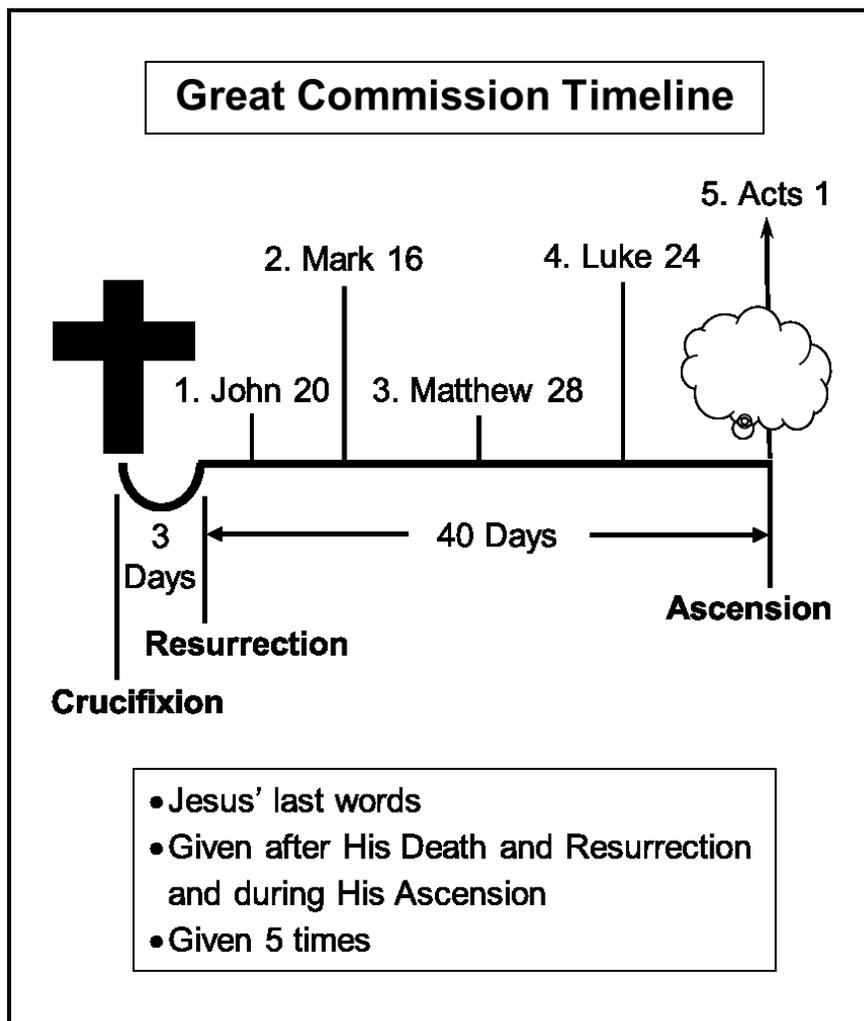
The Great Commission includes both evangelism and discipleship.

- Both are essential to finish the Great Commission.

Jesus gave the Great Commission

- during the 40 day period after His Crucifixion and Resurrection
- and during His Ascension into heaven.
- five times
- to different groups of people
- at different locations
- at different times.

Whatever Jesus said after His death and resurrection with such repetition must motivate us to obedience.



IV. Jesus Our Model and Paul our Example

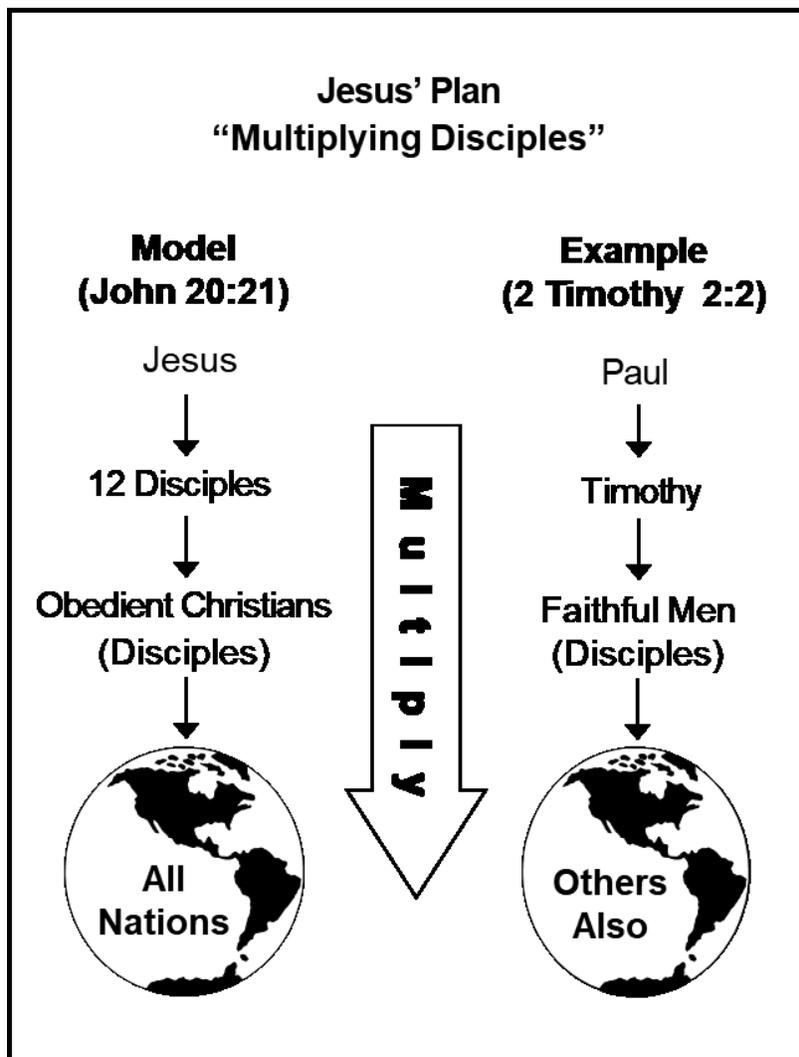
After His resurrection and before his ascension Jesus told his disciples:

John 20:21. "As the Father has sent me, I am sending you."

- He told them to make disciples just as He did
 - and reach all nations

Paul is an example of obeying the Great Commission

- as he trained Timothy
- to train faithful men
- who would teach others also
- and finish the Great Commission



V. Great Commission Principle

Parable of the Sower

- Have you noticed that some people attend church for a while
 - and then leave or just sit in church and never get involved?

Jesus tells us why some people choose not to follow Him as His disciple in the Parable of the Sower. (Matthew 13)

In this parable:

- the seed is the Word of God
- the different soils are the different types of people who hear the Word of God

1. Rocky soil

- Some rejoice but **fall away** when trouble and persecution come

2. Thorns

- **Choked out** by the cares of the world and the deceitfulness of riches

3. Good soil

- **Bear the fruit** of multiplying disciples

The Parable of the Sower teaches us that it is the nature of the Kingdom of God

- that some will be distracted from faithfully following Jesus
- but some will faithfully follow Jesus and bear much fruit.

We cannot become discouraged when people don't faithfully follow Jesus despite our best efforts.

- It is their choice.
- God does not force us to accept Jesus for eternal life and He doesn't force us to obey Him.
- Look for the faithful followers who will bear much fruit
 - and train them to be multiplying disciples.

Chapter 2. Our Response to the Great Commission

I. Why Jesus' Mission Matters to Me

1. Jesus expects me to continue His mission

Jesus gave the Great Commission four times after His Crucifixion and Resurrection and one time during His Ascension.

2. If I want to be like Jesus, my Life Mission must be His Life Mission.

John 17:18. Jesus prayed to the Father: In the same way that you gave me a mission in the world, I give them a mission in the world."

3. Because people are hopeless without Christ

Acts 4:12. Jesus is the only one who can save people. His name is the only power in the world that has been given to save people. We must be saved through him.

4. Because God wants everybody saved

1 Timothy 2:4. God wants all men to be saved and to come to a knowledge of the truth.

5. I will be glad when I see people in heaven.

Luke 15:7. I tell you there is much joy in heaven when one sinner changes his heart.

II. What Did Jesus Say Is the Cost to Be His Disciple?

Paul tells us in the **goal** of being a disciple of Jesus:

- Ephesians 4:13. The fullness of the maturity of Christ

In Luke 14:28 Jesus told us to "count the cost" of being His disciple. Here are the **requirements** Jesus had for His original disciples, for us, and for the disciples we make.

1. John 8:31. Obey everything Jesus commanded.

2. John 15:8. Bear the fruit of disciples and the fruit of righteousness (Fruit of the Spirit).

3. Luke 9:23. Deny your fleshly desires. Die to self daily. Think, say, and do what Jesus would.

4. John 13:34-35. Love disciples the same way Jesus loved us (He gave His life for us) and thereby let non-Christians know that we are Jesus' disciples.

5. Luke 14:26. Love Jesus more than anyone.

6. Luke 14:33. Love Jesus more than we love things.

To be a disciple of Jesus requires

- our **total commitment**
- and the **power of God** in us.

III. What Resources Has God Given Us to Accomplish His Mission?

Here are some of the resources God has given us:

- Every spiritual blessing in Christ
 - Eternal life
 - Fellowship
 - His Word
 - His peace
 - His presence
 - His faithfulness
 - Help in temptation
 - His provision
 - His strength
 - Prayer
 - Grace
 - His Spirit
 - Everything we need for life and godliness
-
- When we do a cost – benefit analysis of being a disciple,
 - we find that the benefits far outweigh the costs.
 - God gives us everything we need
 - to grow as a disciple
 - and to make disciples

IV. What Do We Need to Do?

Jesus told His disciples,

Matthew 9:37-38. The harvest is plentiful but the laborers are few. Ask the Lord of the harvest, therefore, to send out laborers into his harvest field.

- Jesus was training His disciples to be laborers in the harvest
- The harvest is still plentiful today and the laborers are still few.
- Laborers (multiplying disciples) are needed
 - to harvest (evangelize) the crop (the world).

Pastors and leaders are often exhausted because they are doing ministry that others should be trained to do.

Ephesians 4:11-13. The role of pastors and Christian leaders

- Use your spiritual gifts
- to train the believers to do the work of ministry
 - which is to make disciples

V. Summary

- The Great Commission is the God given purpose of every church and every believer
- God gives us all of the resources we need
- Obey God and watch Him transform your community

Chapter 3. Foundations Discipleship Plan

I. Components of the Discipleship Plan

Our Mission

- Our mission is the same mission as Jesus' mission: To make disciples.

Definition of a Disciple

- Romans 8:29, Ephesians 4:13. A person who is becoming more like Jesus.
 - Discipleship only happens up close, personal, and over time

Ingredients of a Disciple

- We become like Jesus by maturing in all of the ingredients of a disciple.

Biblical basis of the ingredients of a disciple of Jesus:

The Great Commandment:

Matthew 22:37-39

- **Love the Lord** your God with all your heart, soul, and mind.
- **Love your neighbor** as yourself.

The Great Commission:

Matthew 28:19-20

- **Go and make disciples** of all nations
- **teaching them to obey everything I have commanded you**

Ingredients of a disciple of Jesus:

- **WORSHIP:** "Love the Lord"
- **FELLOWSHIP:** "Love your neighbor"
- **GOD'S WORD:** "Obey everything I have commanded you"
- **PRAYER:** "Love the Lord"
- **SERVICE:** "Love your neighbor"
- **OUTREACH:** "Go and make disciples"

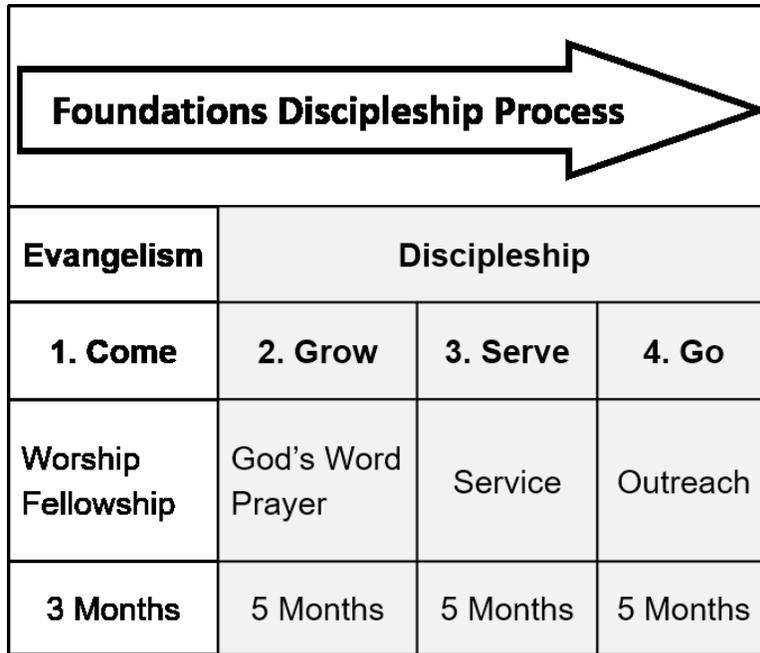
These ingredients provide a summary of all of Jesus' commands.

- The Bible is not a menu that we use to choose what areas we want to obey.
- A disciple needs to grow spiritually in all these areas

II. Foundations Discipleship Process

- Jesus used four distinct training phases to make His disciples and we do the same thing.
 - We follow a process of Come-Grow-Serve-Go.

This figure shows how all of the ingredients of a disciple are included in the Foundations discipleship process.



- Unless we use the same ingredients and the same process Jesus used,
 - we won't make the kind of disciples Jesus wants us to make.
- Foundations members stay with the same people
 - and the same leader through the Foundations study
- This way they maintain the relationships they started with.
- This is the same way Jesus trained His disciples.

III. Foundations Material

- The Foundations material can be used for one-on-one discipleship or with 2-10 other people
- Foundations is a series of topical Bible studies:
 1. **Come** and get to know God and His people. This is the starting point of life change where we learn who God is and the importance of fellowship with other Christians.
 2. **Grow** in your relationship with God. Learn how to grow spiritually through God's Word and prayer.
 3. **Serve** - Learn about your spiritual gifts and abilities and how to give to and serve God and others.
 4. **Go** and make disciples. Invest in the lives of others and invite them to know the Lord when they are ready. Then we make disciples by helping others go through this process of Come-Grow-Serve-Go.

IV. Distinctives of the "Come" Section

- Evangelism
 - Help people find out who the God of the Bible is and to give them enough information
 - so that they can make an informed decision to receive Christ for eternal life.
- We are developing relationships and trust rather than engaging them in training.
- We emphasize encouragement and not accountability.
- Having fun together is very important
- It is best to meet in someone's home or another neutral location.

- Believers should go through the “Come” section in Foundations
 - for their own spiritual growth and to see how to help an unbeliever get to know who God is
 - and how to help them receive Christ for eternal life.

V. Distinctives of the “Grow, Serve, and Go” Sections

- Discipleship: Growing to be a spiritually mature follower of Jesus.
- Increasing commitment, discipline, and accountability
- Focus on Christian habits like prayer and Bible study
 - The focus changes from basic beliefs to basic habits.
- Deeper Relationships
 - We are developing authentic Christian relationships
 - where people can share their hurts
 - and experience real life change.
 - Continue to have fun together
- Ministry: Learn about serving, giving, and outreach
- You can meet in homes, neutral locations, or in the church.

VI. Foundations Contents

1. Come

1. Your Heavenly Father
2. Jesus
3. The Holy Spirit
4. How to Know You Have Eternal Life
5. Biblical Fellowship

2. Grow

1. God’s Word
2. Experience Life Change
3. Obey God
4. Make Jesus Lord of Your Life
5. Know God’s Will
6. Talking with God

3. Serve

1. Serve Like Jesus
2. I Am a Minister
3. Spiritual Gifts Are for Serving
4. Serve Through Your Passions, Abilities, and Personality
5. Find Your Place of Service
6. Serve by Giving

4. Go

1. Discover Your Mission in Life
2. Share Your Testimony
3. Share the Good News
4. Invest and Invite

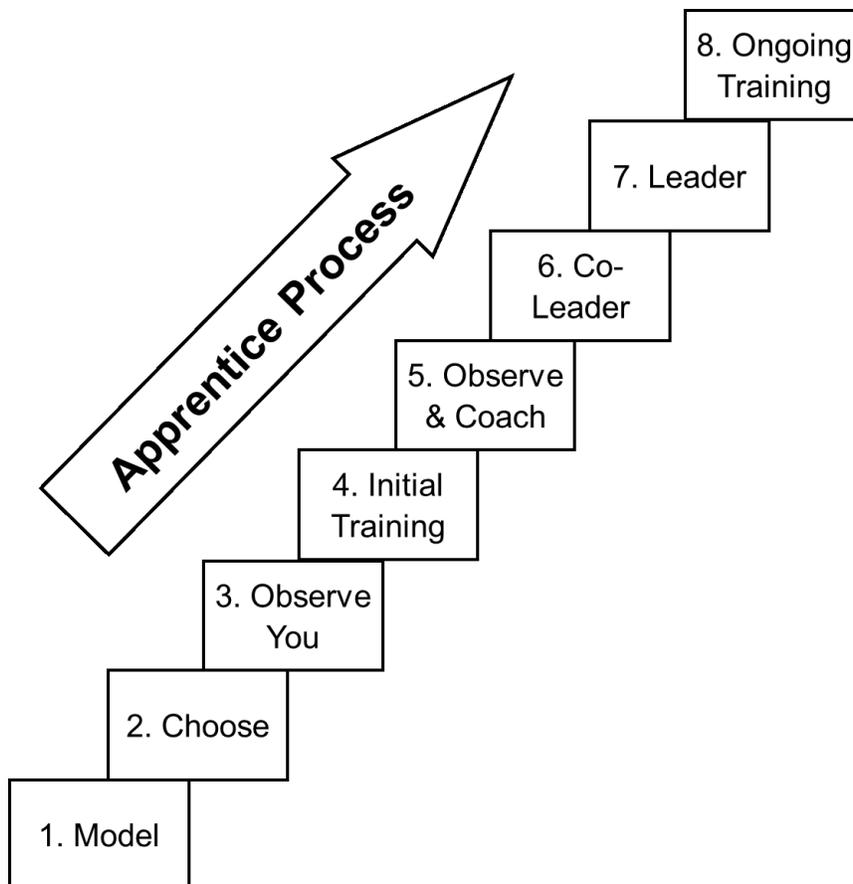
VII. Who can you invite to be in Foundations with you?

1. Immediate family
2. Relatives
3. Friends
4. Neighbors and work associates
5. Acquaintances
6. Church members

Chapter 4. Multiply Disciples by Apprenticeship

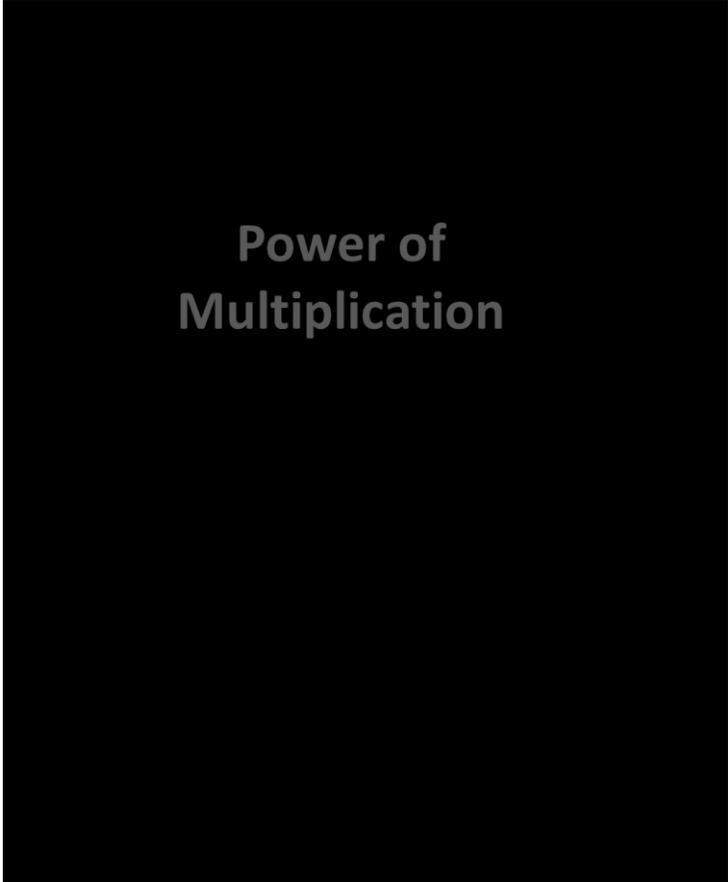
I. Apprenticeship Process with a Foundations Group or One-on-One

1. **Model** how to lead Foundations
2. **Choose** the right people
 - a. Only a few people have the gifts, abilities, and calling to be Foundations leaders.
 - b. They understand this is about life change and not just learning information
 - c. They are: Faithful, Available, Teachable
 - d. It may be apparent early on or it may take a while to know if the person is capable of being a Foundations leader
3. Ask the potential apprentice to **observe you** lead
4. **Initial Leader Training** using the “Foundations Leader Training Guide”
5. **Observe and Coach** them leading several sections of Foundations
 - a. Go through the Pre-Meeting Reminders with them before the meeting
 - b. **Observe** them as they lead
 - c. **Coach** them afterward using the Post-Meeting Evaluation
 - Use mostly encouragement.
 - Make needed suggestions in a positive way
6. Ask them to be a **co-leader**
 - a. Allow them to lead on a regular basis
 - b. **Observe** and **coach** them as above using the Foundations Meeting Checklist
 - c. Do this until you think they are ready to lead
7. Ask them to be the **leader** of Foundations with a group or one-on-one
8. **Ongoing training** with other Foundations leaders



II. The Power of Multiplication

- The Great Commission can be finished in one generation by just one disciple
 - if each disciple makes one multiplying disciple every year
- Growth starts slowly: 1, 2, 4, 8, 16, etc.
- But growth reaches the entire population of the world in only 34 years
- This is exponential growth



Power of
Multiplication

Chapter 5. How to Lead a Foundations Meeting

I. Lead the Meeting

1. Prepare your own study
 - Read the context of the verses
2. Pray
 - Pray as you prepare each study
 - that God would teach you and change your life and show you how to guide others
 - Pray before and after each meeting.
 - Pray yourself during the first few meetings and ask others when you think they are ready.
 - Pray every week for each person by name.
3. Use the Foundations Meeting Checklist before and after each meeting.
4. Ask questions, don't lecture
 - God is the teacher in Foundations.
 - Foundations includes discussion questions.
5. If someone is talking too much, direct a question to someone else
6. Make sure everyone participates
 - Let people read and answer questions in order around the circle.
 - You may need to direct specific, non-threatening questions to those who aren't participating.
7. Help everyone feel valued
 - Give some positive response to every answer to every question.
 - Even if someone gives a wrong answer, you can say "Thank you for sharing"
 - Then you can ask "What does someone else think"
 - This will help people participate more actively.
8. Keep it simple for unbelievers and new believers.
 - You will have time to help them grow in all of the ingredients of a disciple
9. Relationships are important and take time to develop.
 - Having fun together is very important.
 - You must open up and share about your own hurts and struggles.
 - People gradually need to open up and share about their lives.
10. Don't feel that you must cover a certain amount of material at each meeting.
 - Foundations is about life change and life change takes time.
 - Jesus took three years to make His disciples.
11. Start and end on time
 - It's good to stay afterward and talk with those who want to.
12. During the first meeting:
 - **Explain the importance of confidentiality**
 - Explain that this will be short-term and that the duration varies.
 - Toward the end of the **Come** section, let the members know that they can continue into the **Grow** section.

II. Foundations Checklists

Use before and after each meeting for yourself and your apprentice.

A. Pre-Meeting Reminders

1. Don't talk too much
2. Remember that God is the teacher
3. Ask questions and listen
 - Help people self-discover
4. Keep it simple for unbelievers and new believers
5. Make sure everyone participates
6. Give positive feedback to every answer
7. Look for potential apprentices
8. Pray for the meeting

B. Post-Meeting Evaluation

1. What were some positive experiences?
2. Did everyone participate?
3. Did I give positive feedback to every answer?
4. Did I talk too much?
5. Did someone else talk too much?
6. Did we deviate from the topic?
7. Did I keep it simple for unbelievers and new believers?
8. Other observations?
9. Do I need to follow up with someone who was absent?
10. Pray for the people

III. Foundations Essentials

1. Jesus' Goal: **Finish the Great Commission**
2. Jesus' Method: **Multiply** disciples
3. Jesus Model: **Train leaders** by apprenticeship
 - Initial training with the Foundations Leader Training Guide
 - **Apprenticeship**
 - Ongoing training in the Foundations Leader Team
4. Material
 - **Foundations Discipleship Material**
 - Follows **Jesus' process** of sequential learning
Come, Grow, Serve, Go
 - Includes **all of the ingredients** of a disciple ("obey everything I have commanded you")
Worship, Fellowship, God's Word, Prayer, Service, Outreach
 - **Foundations Leader Training Guide**
5. God is the teacher
 - We **facilitate** discussion by asking questions, we **don't lecture**.
 - We help people **self-discover** and **apply** God's Word to their lives