

RESONATE CHURCH HUDDLE MATERIAL

SQUARE



LEADERSHIP SQUARE

Brief description:

This shape illustrates the process of a disciple growing in maturity and leadership and eventually making disciples of their own. It's a guide for both Leaders and Disciples.

Situations in which to use this shape:

This shape is helpful for you, as a huddle leader, to identify where on the square your huddle members (disciples) are and how you can help them progress. It's all about multiplying yourself through them. You can also go through the shape with them as they begin to grow in service/leadership/maturity, so they can identify where they are at and where they need to grow. Being aware of progress (yours as a leader, theirs as a disciple) gives direction to the disciple-making process.

Scriptures: Matthew 28:16-20

The Great Commission

Now the eleven disciples went to Galilee, to the mountain to which Jesus had directed them. And when they saw him they worshiped him, but some doubted. And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

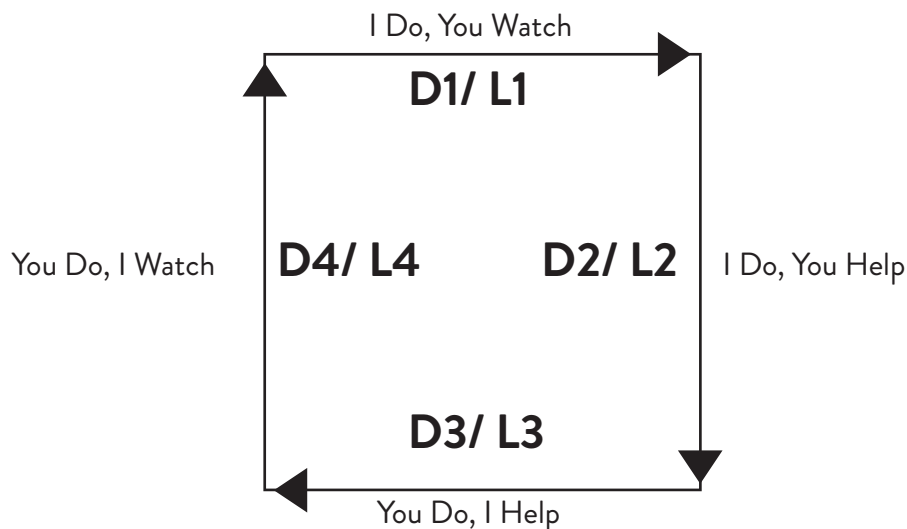
Philippians 4:9

What you have learned and received and heard and seen in me—practice these things, and the God of peace will be with you.

1 Corinthians 11:1

Imitate me, just as I also imitate Christ.

Shape:



Description:

In the Great Commission at the end of Matthew, Jesus tells his followers to “go and make disciples”. Part of discipleship is learning to help others become disciples. In 1 Thessalonians and 1 Corinthians, Paul writes, “Be imitators of me as I am of Christ.” But Paul was not discipled directly by Jesus. Paul was probably discipled by Barnabas, who was discipled by Peter, who was discipled by Jesus. Paul was a fourth generation disciple. And Paul discipled others like Timothy and Titus, who in turn discipled still more.

In learning how to make disciples, we can watch the way Jesus led and developed his disciples. At first, he invited them to be with him while he ministered. He did ministry and they watched. Then he took twelve aside and involved them in his ministry. He did ministry and they helped. Then, he began to give them assignments on their own. They were doing ministry and he helped. Eventually, we see the disciples doing what Jesus had done on their own. And Jesus celebrated. We see that Jesus was very intentional. Likewise, we can be patient and prayerful and intentional in choosing who to disciple and in discipling them.

The phases of the leadership square:

Event 1: The leader and the disciple start the journey together. The Leader does. The disciple watches. “I do. You watch.”

D1 - Unconscious Incompetence: High Enthusiasm. High Confidence. Low experience. Low competence. Disciples are excited about being on the journey, but don’t really understand how difficult it will be. They don’t know what they don’t know.

L1 - Directive: High Direction. High Example. Low Consensus. Low Explanation. The leader simply invites disciples to follow and watch. “Be here.” “Bring this.” “Try this.” In Luke 5, when Jesus tells the disciples to cast the net on the other side of the boat, he doesn’t offer much explanation. He just invites them to trust him.

Event 2: The leader recognizes the disciples are ready to begin trying to do things on their own and to move into the difficult (even disillusioning) part of the journey. Without passing through D2, the disciple will not grow. D2 is marked by this: the leader begins to invite the disciples to help in ministry. “I do. You help.” When you go over the first edge of the square you fall into, what we call, the D2 Pit. It’s a hard place to be but it good and necessary.

D2 - Conscious Incompetence: Low Enthusiasm. Low Confidence. Low Experience. Low Competence. This is the most disillusioning stage. The disciples are discovering what they don’t know. Their incompetence is exposed at the first attempt. With Jesus, the disciples are learning they are expected to pray, speak, and heal and they can’t get it right. They are also facing opposition and are being asked questions by Jesus’ adversaries. It’s a tough time.

L2 - Visionary/Coach: High Direction. High Discussion. High Example. High Accessibility. If the leader is not aware of what is going on at this stage, the disciples will drop out. The leader needs to be very present. It is vital to listen to what the disciples are saying, to pray for them, and to offer encouragement. This is the stage for regular vision reminders and regular explanations about what to do and why. The leader needs to explain things clearly, offer hope, model the skills, celebrate successes, and even rescue (reach into “the pit” to help them out). Peter tried walking on the water at this stage. Jesus was there.



*Note about D2: It is hard for disciples to transition from the Leader being the primary doer (L2/D2) to them, the disciple, being the primary doer (L3/D3). Previously, in D1, the disciple has high confidence and is unaware of how incompetent they are. In D2, they recognize their incompetence and lose their confidence. (See the Dunning-Kruger effect). The leader's job at L2 is to provide the vision necessary to help the disciples keep going as they hit the D2 pit.

Event 3: The leader recognizes the growing competencies of the disciples. It's time to turn the corner toward letting the disciples do things on their own, toward, "I help. You do."

D3 - Conscious Competence: Growing Enthusiasm. Growing Experience. Growing Competence. Intermittent Confidence. This is a rewarding stage for the disciple, but there's still a lot of work to do. The disciples now know what they know. They have new skills but have to think about what they are doing as they do it. They begin to see success and that feeds their growing confidence and motivation. There are still setbacks, but overall, they are growing and getting guardedly excited and hopeful. They have just been through a set of challenges together, so they are usually very close to one another as well.

L3 - Pastoral: Lower Direction. High Consensus. High Discussion. High Accessibility. It is essential for the leader to change behavior at this stage from giving direction to giving support. The disciples will tend to succeed but will still need coaching, direction, and some redirection. However, the leader needs to include them in the conversation and decision making and invite them to help and teach one another. Keep casting vision. The fellowship will likely be sweet at this stage. Enjoy it—but remind the disciples they need to think about passing on what they've received. Expect them not to be too confident about that step.

Event 4: The disciples are ready to go on their own. The leader's role shifts to encouragement. "You do. I celebrate."

D4 - Unconscious Competence: High Enthusiasm. High Confidence. High Experience. High Competence. The end goal is in sight. They have been trained. They have practiced. They have "been in the game." They have stories. They begin teaching one another and are ready to teach others. They may be a little overconfident, but not likely. At this stage, they don't know what they know. It just flows from them almost without thinking about it.

L4 - Delegation: Low Direction and Example. High Consensus and Explanation. Celebrate success! Review why you did things the way you did along the journey. Talk things over with the disciples about next steps. The leader does not need to be "doing the ministry" anymore if the disciples are present. For that matter, if the leader does so, they might "get in the way". Guard against jealousy because some of the disciples will be better skilled than the leader. And it is also essential for the leader to begin encouraging the disciples to find others to disciple. Skills are often not mastered until they are passed on. If any are reluctant to take that step just remind them gently Jesus didn't just call us to be disciples, he also called us to make disciples.

Event 5: The disciple becomes a leader. They have been trained and are now ready to make disciples on their own. The cycle repeats itself and continues.

A "Kairos moment" (for either the disciple or the leader) may well signify the transition from one phase to another. If a learner does not go around all sides of the square they will stagnate. The square reminds us to serve them by offering the appropriate leadership style at each time.



Questions for huddle discussion:

- 1) What is the emotional journey for the disciple going around the square? D2 is the hardest stage. Why is that? What are the dangers for the disciple at each stage? Where are you in the D2 Pit?
- 2) What are the temptations the leader faces at each stage that could hamper the disciple's growth?
- 3) What happens if a leader remains too "hands-on" in D3 and D4?
- 4) Who are you imitating? What "D" level are you in this discipleship relationship?
- 5) Who is imitating you? What "L" level are you in this discipleship relationship?

Resources and sources:

<http://www.nkmethodists.org.uk/doc/square-D56123.pdf>
<https://passionfruitblog.wordpress.com/2009/10/14/lifeshapes-the-square/>
<https://firstcoastmissional.org/the-discipleship-square-multiplying-disciples/>
Building a discipling culture by Mike Breen

