

# Calvary Discipleship Pathway

## A Biblical Rationale for Leaders

### YOUR MINISTRY MATTERS

The ministry of Calvary Church happens because of you.

We want to strengthen what you have been building. As we've prayed, listened, and evaluated where we are as a church, one thing has become increasingly clear: We have good ministry that is happening.

But we haven't always had a clear pathway.

We often evaluate ministry with questions like these: Was this a good event? Was this a good class? Did people enjoy it?

Those aren't bad questions. But they're not the best question. The better question is: How did this help people grow as disciples?

Our goal is to have a shared language around a clear pathway.

### OUR MISSION: "TO RAISE UP FOLLOWERS OF JESUS CHRIST"

*All authority in heaven and on earth has been given to me. 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. – Matthew 28:18-20*

At Calvary, we are not just creating ministry experiences or events. We are making disciples. The Discipleship Pathway helps us do this with clarity and intention.

The Discipleship Pathway is built on and supported by our five core values:

- Rely on God
- Love First
- Disciple Intentionally
- Empower for Ministry
- Reach Out with Love

## WHY A CLEAR PATHWAY MATTERS

*We must pay the most careful attention, therefore, to what we have heard, so that we do not drift away.* – Hebrews 2:1

Without clarity, people may:

- Attend but not grow
- Grow but not engage
- Engage but won't multiply their influence

A clear pathway helps people move forward instead of drifting.

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## THE DISCIPLESHIP JOURNEY

Every person is somewhere on a journey of following Jesus. We've simply named the pattern we see in Scripture: Explore → Grow → Engage → Multiply

In each stage, we've identified a clear next step that helps people move forward. We also have supporting opportunities that help reinforce and deepen each stage.

### **EXPLORE: Discovering Jesus**

*"Come and you will see."* – The words of Jesus in John 1:39

**Biblical Principle:** Jesus invited people to explore before expecting commitment.

What this means:

- People need space to ask questions
- Faith often begins with curiosity
- Our role is to open the door

**Next Step:** Connect Lunch and Explore Group (Alpha material)

**Supporting Environments:** Membership class, Connections class, outreach events, etc.

**The Win:** A person takes a next step toward Jesus.

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**GROW: Building Spiritual Rhythms**

*They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer. – Acts 2:42*

**Biblical Principle:** Spiritual growth happens through the consistent practice of interacting with scripture, community, and prayer.

What this means:

- Growth is intentional
- Habits shape formation
- Community is essential

**Next Step:** Grow Group (Practicing the Way material)

**Supporting Environments:** Life groups, small groups, Bible studies, Soul Care, etc.

**The Win:** A person builds consistent rhythms with God and community.

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**ENGAGE: Living Out Your Faith**

*In the same way, faith by itself, if it is not accompanied by action, is dead. – James 2:17*

**Biblical Principle:** Faith is not just something to believe. It is something to be lived.

What this means:

- Faith becomes visible
- We serve, bless, and love others
- We live on mission in everyday life

**Next Step:** Engage Group (B.L.E.S.S. material: Begin with Prayer, Listen, Eat, Serve, Story).

**Supporting Environments:** Serving teams, impact partners, mission trips, testimony nights, etc.

**The Win:** A person puts their faith into action.

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**MULTIPLY: Investing in Others**

*And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. – 2 Timothy 2:2*

**Biblical Principle:** Disciples make disciples.

What this means:

- We invest in others
- We develop leaders
- We reproduce faith

**Next Step:** Multiply Group (Hero Maker material and cohorts)

**Supporting Environments:** Apprenticeships, leadership communities, multiplier groups, etc.

**The Win:** A person is intentionally investing in someone else’s faith development.

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## HOW WE WILL DEFINE SUCCESS

*Then he [Jesus] said to them all: “Whoever wants to be my disciple must deny themselves and take up their cross daily and follow me.” – Luke 9:23*

Success is not larger attendance or more activity or fuller calendars.

Success is movement. Moving people ...

- From curiosity → to consistency
- From belief → to action
- From growth → to multiplication

Old question: “Was this a good event?”

New question: “How does this help a person grow as a disciple?”

## YOUR ROLE AS A LEADER

*To equip his people for works of service. – Ephesians 4:11-12*

Every ministry plays a role in the pathway. As a leader, ask:

- Where are people on the pathway?
- What is their next step?
- How can I help them take it?

## FINAL THOUGHT

We don't just want people to grow. We want them to multiply their faith and influence in the lives of others. Together, we are helping people explore faith, grow in Christ, engage their world, and multiply their lives.

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