

Calvary Discipleship Pathway

An Overview 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, 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?

This pathway is not about replacing existing ministries. It is about helping us align our ministries around a shared mission and a shared language for spiritual growth.

Every ministry already plays an important role in discipleship. What we are doing is clarifying how those ministries help people move forward in following Jesus.

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

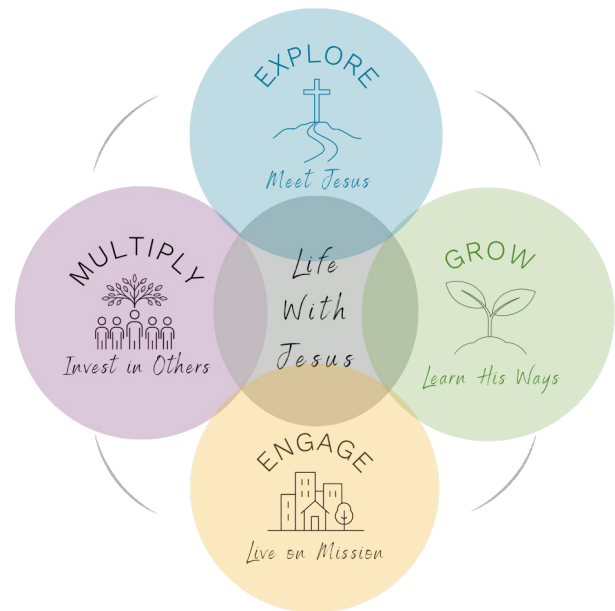
WHY A CLEAR PATHWAY MATTERS

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

We all know people who have:

- Attended for years but never connected
- Believed but never grew
- Served but eventually burned out
- Loved Jesus but never learned how to invest in others

A clear pathway helps people keep moving toward a deeper life in Jesus.



Notes:

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 part of the pathway, we’ve identified a clear next step. The “next step” is not the only way someone grows. It is simply the clearest and most consistent step we can point people toward.

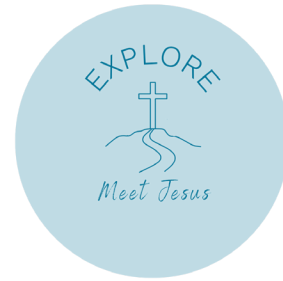
This clarity of steps is especially important for people new to faith or Calvary. In addition, we already have many supporting opportunities that reinforce and deepen each part of the discipleship pathway.

Discipleship is a lifelong journey, not a finish line. Whether someone is exploring faith for the first time or has followed Jesus for decades, every person has a next step toward deeper formation, greater engagement, and multiplying their influence in others.

EXPLORE: Discovering Jesus

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

Purpose: To help people encounter Jesus, understand the basics of the Christian faith, and begin learning how to apprentice their lives to Him.



The Win: A person is taking a next step toward Jesus and/or Calvary.

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

Supporting Environments: Membership class, Connections class, baptism, outreach events, specialized seminars on basic beliefs/apologetics, members who are building relationships with non-Christians.

Core Values Being Formed:

- Love First — hospitality, belonging
- Reach Out with Love — evangelistic welcome
- Rely on God — early prayer and openness to the Holy Spirit

Reflection Questions:

- Am I moving toward Jesus and his church?
- What is inhibiting me from pursuing a closer relationship with Jesus and His church?

Movement Indicators (Ready for Next Step):

- Understands the basics of the gospel and has surrendered their life to Jesus
- Consistent engagement in public worship
- Is beginning to develop prayer and Scripture habits
- Is taking or planning a baptism step
- Has a desire to grow in community

Notes: _____

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



Purpose: To help people build spiritual rhythms, develop a solid theological foundation, experience authentic community, and become more rooted in the way of Jesus.

The Win: A person is building consistent rhythms with God and community.

Next Step: Grow Group (Practicing the Way material)

Supporting Environments: Life groups, small groups, Bible studies, prayer events, Soul Care, Emotionally Healthy Spirituality, accountability and discipleship groups, mentoring.

Core Values Being Formed:

- Love First — relational presence
- Disciple Intentionally — building habits
- Rely on God — deeper spiritual dependence

Reflection Questions:

- Am I being formed by Jesus?
- What is God saying to me through His Word, Spirit and people, and how am I responding to that?

Movement Indicators (Ready for Next Step):

- Identifies group as “my people”
- Practices forgiveness and emotional presence
- Consistent spiritual rhythms
- Has a growing understanding of emotional and spiritual health
- Begins praying for people far from God
- Is practicing forgiveness and relational presence in community

Notes: _____

ENGAGE: Living Out Your Faith

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

Purpose: To help disciples reach out with love, serve their community, and live missionally by embodying Jesus in everyday rhythms.



The Win: A person is putting their faith into action.

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, missional communities, evangelism training, individual ministry in neighborhood/schools/workplace.

Core Values Being Formed:

- Reach Out with Love – mission, evangelism, compassion
- Love First – relational presence

Reflection Questions:

- Am I living like Jesus?
- Am I showing and sharing God’s love in my neighborhood, school, or workplace?

Movement Indicators (Ready for Next Step):

- Actively blessing neighbors/coworkers
- Can share their testimony of life change clearly and effectively
- Prays for and with neighbors, loving them as themselves
- Has participated in outreach and has been on a mission trip
- Involved in ministry outside of regular church programming
- Shows desire to disciple or lead others

Notes: _____

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



Purpose: To help disciples multiply the life of Jesus in others through mentorship, leadership, discipling, and launching new environments/ministries/nonprofits.

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

Next Step: Multiply Group (Hero Maker material)

Supporting Environments: Apprenticeships, leadership communities, multiplier groups, mentoring.

Core Values Being Formed:

- Empower for Ministry – ministry is happening organically
- Disciple Intentionally — developing disciple-makers
- Reach Out with Love — mission reproduced

Reflection Questions:

- Am I actively helping others follow Jesus?
- Am I intentionally helping someone take a next step with Jesus?

Movement Indicators:

- Discipling others
- Leading groups or teams
- Reproducing leaders
- Modeling the way of Jesus, publicly/privately
- Living with unhurried presence
- Elevating others above themselves
- Regular involvement in all parts of the pathway

Notes: _____

THE TALE OF TWO JOURNEYS

Sarah is a 34-year-old mom who begins attending Calvary after a friend invites her to a worship service. In an Explore Group, she finds a safe place to ask honest questions about faith, suffering, and Jesus. Over time, she places her trust in Christ and joins a Grow Group, where she begins building rhythms of prayer, Scripture, and authentic community. As her faith deepens, she learns to live more intentionally through the B.L.E.S.S. rhythms: praying for others, serving neighbors, and sharing her story naturally in everyday life.

A few years later, Sarah begins mentoring a younger woman who is exploring faith after a difficult season in life. She apprentices as a group leader and eventually helps lead an Explore Group herself. The same pathway that once helped her follow Jesus is now helping her guide others toward Him.

Mark has followed Jesus for more than 25 years and has served faithfully at Calvary for much of that time. But over the years, his faith has become somewhat routine and inward-focused. Through an Emotionally Healthy Spirituality group, Mark reconnects with prayer, Scripture, and deeper spiritual formation. He realizes he has been spiritually active but relationally disconnected from people outside the church.

Through an Engage Group, Mark begins intentionally building relationships with coworkers, neighbors, and others around him. As he practices the B.L.E.S.S. rhythms, his faith becomes visible in everyday life again. Eventually, Mark begins investing intentionally in younger men, apprenticing new leaders, and helping others grow spiritually. His leadership shifts from simply serving to multiplying his life into others.

Discipleship is a lifelong journey, not a finish line. Whether someone is exploring faith for the first time or has followed Jesus for decades, every person has a next step toward deeper formation, greater engagement, and multiplying their influence in others.

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. Not every ministry fits into only one stage. Many ministries support multiple stages of the pathway and that’s okay. As a ministry leader, ask:

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

This pathway will not succeed because the staff promotes it. It will succeed because leaders across Calvary begin helping people take intentional next steps.

FINAL THOUGHT

The goal is not to move people through programs. The goal is to help people take intentional next steps in following Jesus. Imagine a church where:

- People know their next step
- No one has to grow alone
- Faith becomes visible in everyday life
- Disciples are helping make more disciples

That is the kind of culture we are praying God will build at Calvary.