

“FOLLOW ME” – TRAINING GROUPS START-UP CLASS
THE RESURRECTION
SESSION 3 (Leader) – ONE-ON-ONE INTERVIEW (Version 4.0)

PLEASE READ BOTH PACKETS (STUDENT & LEADER), COVER-TO-COVER, WELL IN ADVANCE OF CONDUCTING YOUR INTERVIEW! This way, you know what’s coming and can be fully prepared. Have the Student Packet handy, to reference as you read through this leader’s packet.

OVERVIEW

While the *Session 1* and *Session 2* packets are written primarily for our new disciples (students), this *Session 3* packet is written entirely for the leader who will conduct this *Session 3* interview and assessment. Your disciple will NOT receive a copy of this packet, (though there is a smaller, different packet for them).

This packet is designed to equip you, so that you can accurately assess the spiritual condition of your potential disciples.¹ *Have they come to trust Jesus in a saving way? Are they ready to be trained by him to grow and to disciple others? What do they really want?*

At the end of this assessment, the goal is that both of you understand as clearly as possible...

1. whether or not they are personally choosing to commit to following Jesus as his disciple,
2. what kinds of changes in life this will mean for them,
3. and what their next steps should look like (either way).

Up until now we have been saying that this course is leading towards having the student answer Question #4: *Do I accept Jesus’ challenge to be discipled in this church?* Our desire in *Session 3* is to help both those who answer the above question with a YES, and those who answer with a NO. Everyone should walk away with a plan for taking the next step in front of them, whatever that might be, in their walk towards trusting Jesus entirely.

¹ **Just in case you’re wondering:** It’s important to say, at the outset, that we are NOT asking you to put yourself in the place of God to judge people. That’s unbiblical (Matthew 7:1). We are asking you to clearly represent God, by pointing people to His Words, and helping them to see clearly if they accept or reject what God’s Words say (John 7:24; Luke 6:46).

SECTION 1 - PREPERATION BEFORE THE INTERVIEW

As noted above, this packet should be read completely and understood well before you conduct your interview. While there's no reason to be nervous, what you are doing here is very important. God loves this person and wants them to know and trust him. You are about to play a vital role in making that happen. Take it seriously and trust Jesus to use you.

Prayer: *Ask Jesus to help you to prepare well and lead this person deeper into Jesus. Ask him to give you insight, confidence, humility, and love for them. Ask him to help you trust his promise that he will make you a great fisher of men and women (Matthew 4:19).*

Remember, too, that the Resurrection leadership is here to help and encourage you, as you learn to lead others in our church. Questions are *always* welcome.

1A – Preparation: Gathering Materials

OK, let's get started. Do you have everything you need? Check these two lists below:

- **Materials for Your Pre-Meeting Preparation**
 - Your completed *Session 1, Session 2, & Session 3* packets
 - Their completed *Session 1 & Session 2* packets

- **Materials for the Interview**
 - For You
 - Your completed *Session 1, Session 2* packets
 - This *Session 3 (Leader)* packet
 - Your Bible!
 - For Them
 - Their completed *Session 1 & Session 2* packets
 - *Session 3 (Student)* packet, which contains the following handouts:
 - *(Cover Letter)*
 - *Problem-Solution-Goal Worksheet (4X)*
 - *Decision Worksheet*
 - *Next Steps (NO) Worksheet*
 - *Next Steps (YES) Worksheet*
 - *Commitment Agreement Worksheet*

Remember:

1. Make sure you have everything on the lists, above. The church has printed all the materials for you.
2. Get yourself a folder that you only use for these interviews, and keep printed copies of the things you need in there, including the packets you filled out for your own assessment. (This folder is a good place to keep your completed Discipleship Training Books, too.)
3. You must get their completed Session 1 and Session 2 packets several days in advance, so that you have enough time to read them and think about them before you go into the assessment. (Don't wait till the last minute, because you want to pray about what you find there before you talk with them.)
4. If they don't get their packets to you in time, reschedule with them. If they make you reschedule twice and it pushes you past the time limit for them to be ready for the first Training Group class, still meet with them. But they may have to wait to join discipleship next semester (probably with a different leader). That's OK. It's your call, but you have the freedom to tell them to wait.

1B – Preparation: Prayerful Evaluation of Their Self-Assessment

Here's the fun part!

You're going to read everything they've written, paying particularly close attention to the following sections:

1. Their Self-Assessment (*Session 2*, Sections 3B through 3E).
2. How they understand the Gospel and Discipleship (*Session 1*, Section 3B.)

Before you start, make sure you have time to read everything. Do it in one sitting, if possible. Don't rush. Pray to the Lord before and during, asking him to help you see where this person is at with Jesus.

You are trying to assess this person. In part, you're making sure they are a Christian. This will probably be the most clear and helpful conversation this person has ever had about the meaning of their life (Jesus), and how following him can change their life. Do they trust him? God will use you to help them see the answer for themselves.

Even for more mature believers, this assessment is still helpful. That's because you're also looking for struggles they have, and ways they gotten stuck. (EVERYBODY gets stuck.) Are they ready to change? To trust God after getting hurt? To let others in?

Finally, you're also looking to see what giftings and strengths they have, so they can use them in God's church. Training Groups are the process where people learn to "go deeper" at our church. How can this person begin serving, or serve in a new way?

You're asking yourself (and the Lord) questions like these:

Are they a Christian?

1. Do they understand the basic concepts of the Gospel (Jesus's Authority, Finished Work, and Love)?
2. Do they believe all these aspects of Jesus are GOOD News, or mostly just a burden?
3. Are there signs of a desire to grow and change, in their life?
4. Are they struggling with idolatry, which means that there is something or someone they have placed above Jesus in their life? (For example: a romantic partner, money, their job, comfort, substances, the kids, etc.?)
5. Will they accept losing everything else, but gaining Jesus?

Where do they most NEED and/or DESIRE growth?

1. Do you see clear areas of weakness and immaturity? What would help them grow in this area?
2. Are there clear signs of unrepentant sin? How will you challenge them with Scripture in this area?
3. Does this person have unique needs that would require a special plan for them? (For example: Past abuse that requires counseling, a large-print bible to see God's Word, needing substance-abuse treatment, etc.?)
4. What aspects of following Jesus do they seem to most desire?
5. Ask Jesus to directly show you what he wants you to see about this person. What is God saying?

What giftings or strengths are becoming evident?

1. What are this person's spiritual strengths? (While this assessment didn't ask direct questions about this, it may still be somewhat clear.)
2. How can this person get more plugged into serving at our church?

Finally, make notes so you can remember what to talk about with them. Using a highlighter on their packet may be helpful. (Don't be afraid to write on it.)

Make notes on their packet or on a separate piece of paper about particular questions that you want to discuss with them. Were they confused? Can you help them with certain concepts?

1C – Preparation: Your Preliminary Assessment

Finally, think back to when you first began discipleship. Can you remember your hopes, your fears, your lack of understanding, your sin? Can you remember how it felt to first believe Jesus could help you with these things?

You are *not* asking this person to already be mature. You are *not* expecting them to have overcome all their weaknesses. You are just looking to see that they have come to trust Jesus, and that they are willing to begin telling him YES, regardless of what he asks of them in his Word. Do you see these signs in their life and answers?

Are they ready for discipleship training at The Resurrection?

What do you really think, YES or NO? What do THEY think? Make an initial assessment. *Decide.*

You'll know much better once you go over their self-assessment with them during the interview. (It may change your mind in either direction!) But choosing your preliminary assessment of this person's spiritual condition, *before* you meet, is important. What do you hear in your prayers? Is it a clear yes, and clear no, or is it not yet clear?

In the time leading up to the meeting, continue to pray for this person that the Lord will ready their heart. Ask him to get your heart ready, too! Pray and ask, *how can I best help this person?* The Lord will show you, because he loves you both.

SECTION 2 – THE INTERVIEW PART 1: SELF-ASSESSMENT REVIEW: HAVE I BEEN FOLLOWING JESUS?

2A – Interview Set-Up Details

Location

Be sure choosing a private location for your interview. Meeting in your home may be the best choice. A public setting like a coffee shop doesn't provide

sufficient privacy for the conversations you will have. If you need help finding a suitable location, ask your training group leader for help.

Length

This meeting should take between 1.5 and 2 hours. Schedule it for 2 hours. Don't let their schedule or yours squeeze you into too short of a time-slot.

2B – Reviewing the Self-Assessment Together

- Open the meeting with a heartfelt prayer for your student.
- Do NOT give them their Session 3 Packet, yet.

Now you can begin, by going over their completed self-assessment in the *Session 2* packet, with your student. Since you only have one copy of it (theirs!), you'll probably want to sit at a table where you both can look at it together, side-by-side.

Work through all the questions together and talk about what you see there, using the notes you've created.

Here's a few pointers...

1. **Did they write very short and vague answers?** Pull more out of them in the conversation. Are they confused? Talk to them. Lack of understanding doesn't necessarily mean they have done something wrong. Help them! Encourage them.
2. As you work through this, is your initial understanding of their spiritual situation being affirmed, or are you starting to change your mind?
3. It's important to tell the difference between a person who doesn't know how to follow Jesus, and a person who doesn't *want* to.
4. **Some people come across in an arrogant way, where they are implying they really don't need discipleship to be a Christian.** *This is a major red flag.* While the person may have genuine questions, often this person has already decided what Christianity is without understanding the role of discipleship. (Which means they have a *wrong* understanding.) Take them back to the words of Jesus in the Session 1 packet. Do they believe him, or no?

5. For most of our people, this will be a relatively fun, honest look into this person's life. They are with us still because they want to grow and change. Enjoy your conversation with this person. If they are ready to be disciplined, you are about to lead them through the next year and a half! Be their friend, and encourage them about the value of trusting Jesus.

2C – Concluding the Self-Assessment

Conclude this section by asking them to answer the question on page 13 in the *Session 2* packet: *Do you really trust Jesus? Yes or No?*

Help them to see whether or not they have been following Jesus so far, and what changes following him must now bring.

SECTION 3 – THE INTERVIEW PART 2: THE COST: DEVELOPING A CLEAR PLAN FOR FOLLOWING JESUS

In Section 3, the rubber meets the road. Let's develop a plan to grow!

3A – Counting the Cost

Your student learned about counting the cost of discipleship in Session 1. (Some time has passed between then and now, so you may need to help them remember. You've read what they wrote there, and made notes.)

Before you review this material, go ahead and ask them:

"As best you understand, what will be the cost of choosing to follow Jesus with the rest of your life, as his disciple?"

Give them time to think and answer. If they have trouble giving you an accurate answer, start taking them through their *Session 1* and *2* packets, again, and show them the appropriate discussions and questions. (For example: *Session 1: 3A & 3C; Session 2: 3B*).

Do they have a *realistic* understanding? Help them to see what Jesus *is* and *is not* asking of them. He's not asking perfection. He's asking them to want perfection, and start walking in that direction with Jesus' help. He's asking them to never tell him *no*.

3B – Problem-Solution-Goal Handout: Understanding the Handout

- It's time to give the student their Session 3 (Student) packet.
- We'll begin with the Problem-Solution-Goal Worksheet (p. 2).

The *Problem-Solution-Goal Worksheet* is designed to help people change by trusting Jesus. They learn God's goals for them, and step that direction. It's a 3-step process:

1. **Problem** – Identify a specific area where your student needs to repent and change, or to grow in maturity. What areas in life does God want to bring change in? In other words, "*Where are they at, now?*"
2. **Goal** – Describe what exactly full repentance or maturity means in this area. If God helped them completely, what would it look like? Look way down the road, to the horizon. In other words, "*Where is Jesus eventually taking them?*"
3. **Solution** – 2 Parts: 1) List practical steps that will lead them to the goal, and 2) describe how trusting the Gospel (Jesus) will make those steps possible? How can trusting Jesus make these specific life changes happen? In other words, "*How do they get to where Jesus is taking them (the goal)?*"

Notice that on the 3-column worksheet, middle column (Solution) is the one that is filled out last. We want them to see where they are going (Left column: Goal) before they try to see how to get there! Make sense?

3C – Problem-Solution-Goal Handout: Directions

There are 4 identical copies of this worksheet in the Session 3 (Student) packet.

Directions

- Pick out 2-3 problems that they need to face.
 - Please try to pick the most glaring ones you know about.
 - If they are sleeping with their girlfriend, or living with them, or doing drugs, etc., start with that!
 - Also pick one area of immaturity
- Work out these problems on the blank handouts in the student packet. (Leave at least 1 blank worksheet, for Section 5)
- The student should be doing the writing. But it's OK if what they write is a result of your conversation with them. Help them to dream God's dream for them. He loves them and can truly help them to change and grow.
- See the examples below for help.

Here are examples of the kinds of things your student may need to work through.

1. Problem Column (Left Side)

a. Disobedience Examples (Sins that the Bible prohibits)

1. Substance abuse
2. Illegal drug use
3. Sexual contact outside of marriage
4. Living with boyfriend / girlfriend
5. Dating an unbeliever
6. Greed
7. Laziness
8. Not making or keeping commitments to others
9. Not taking care of your family
10. Unwilling to take on a real role in Christ's church
11. Idolatry: choosing something or someone over Jesus

b. Personal Immaturity Examples (Difficult areas for growth)

1. Lack of education
2. Lack of career goals
3. Continues in debt without a plan towards financial stability
4. Lack of financial giving
5. Lack of leadership, organizational, or time-management skills
6. Growing in theological understanding
7. Limited prayer, private worship, or intimacy with Jesus
8. Not committed to regular bible reading
9. Uninterested or unfruitful in evangelism
10. Not submitting as a wife / Not leading as a husband

2. Goal Column (Right Side)

a. Full Repentance Examples (Describe COMPLETE Repentance)

1. Substance Abuse = Never abusing again, and experiencing God instead of looking for escape
2. Living with Boyfriend = committed to a Christ-centered marriage with right person, or to singleness in holiness.
3. Not keeping commitments = always keeping commitments

b. Full Maturity Examples (Describe COMPLETE Maturity)

1. Education = Degree in relevant field.

2. Debt = No debt, and no going back.
3. Theological Understanding = Gospel-centered, systematic, Self-feeding, broad studies, learning to worship and to help others
4. Regular Prayer = Prayer is a vital part of everyday life, for yourself and for others.

3. Solution Column (Middle)

a. Practical Steps Examples (What steps lead directly to my goal?)

1. Substance Abuse =
 1. Admitting this is sin.
 2. Committing to stopping for the rest of your life.
 3. Telling other people about this commitment.
 4. Getting rid of all paraphernalia.
 5. Changing life-patterns that lead to this sin.
2. Living with Boyfriend =
 1. Admitting this is sin to Jesus, and asking him for help.
 2. Committing to (one person) moving out as soon as possible.
 3. Talking honestly with your boyfriend about your commitment to obey Jesus in this area.
 4. Reading a Christian book about marriage and sexuality.
 5. Committing to move towards marriage (if you're both following Jesus), or else ending the relationship.
3. Education =
 1. Pray for direction.
 2. Contact school adviser for direction.
 3. Apply for Financial Aid.
 4. Etc.
4. Regular Prayer =
 1. Ask other Christians for direction.
 2. Write a short prayer list.
 3. Pray with another believer 2 mornings per week.
 4. Read a good article on prayer on the Internet.

b. Gospel Empowerment Examples (How does Jesus help me change?)

1. Substance Abuse =

1. Jesus' finished work on the cross has provided me with forgiveness for this sin.
 2. Jesus has the authority to tell me to change. I need to listen to him because what he wants for me is better. He's helping me when he calls me to be sober.
 3. I can change because I'm a new creation in Christ.
 4. Jesus loves me, even as I struggle to change.
2. Living with Boyfriend =
1. Jesus' finished work on the cross has provided me with forgiveness for this sin.
 2. Jesus has the authority to tell me not to seek the benefits of marriage without the commitment. He's protecting both of our hearts.
 3. Jesus loves me, and wants me to have my deepest emotional needs met by Him, and in a committed marriage. He wants me to talk with him about my pain.
 4. Even if my boyfriend doesn't accept my decision, trusting in Jesus's will for my life is more important.
3. Education =
1. Jesus is leading me to take better care of my family. He wants me to have a real plan for our future.
 2. He's really powerful, and is able to teach me how to be a student, even as an adult. All things are possible with God.
 3. I should pray and ask him for clear direction about which school, what my major should be, and how many classes I should take this semester. He loves to lead me.
 4. When I'm tired and don't want to do my homework, he'll give me strength and wisdom.
4. Regular Prayer =
1. Jesus can teach me how to deepen my relationship with him.
 2. If I study Jesus' life and teachings, I'll learn about prayer.
 3. Jesus provides forgiveness and gives me grace, even when I forget to pray or struggle to focus.

3D – Problem-Goal-Solution Handout: Evaluation & Summary

As you are going through this worksheet with them, how are they responding? Do they believe God can help them change? Do they want to change? Or are they mostly resistant?

Remember to focus on Jesus in this discussion. As the worksheet says in the “Solution” column, *this is not a self-help plan. This is a Jesus-help plan!* Help them understand how Jesus will help them.

The Point - By the end of this exercise, your student should have a very clear understanding of what following Jesus will actually mean for them. This is what we’ve been building up towards! It’s time for them to make their own decision.

SECTION 4 – THE INTERVIEW PART 3: DISCISION-TIME: WILL I COMMIT TO BEING A DISCIPLE OF JESUS... YES OR NO?

4A – The Decision Worksheet

- For this section you will use the Decision Worksheet in the *Student* packet.
- The Decision Worksheet is pretty self-explanatory, once you take a look at it.
- We are inviting them to make a final decision regarding whether or not they are understanding and choosing the cost of following Jesus as his disciple.

4B – The Decision Worksheet: Directions

- Tell them it’s time to reflect on what they’ve learned, and make a fresh decision about Jesus.
- Pray for them to sense Jesus’ love, direction, and help.
- Tell them to turn to the Decision Worksheet in their Student packet.
- Invite them to take as long as you need, and excuse yourself from the room. Ask them to let you know when they are finished.

When you return, they should have circled a Yes or No, at the bottom of the page, answering the question, Do I have saving faith in Jesus?

Let them know that the reason they are being asked about saving faith is that this is the main requirement for discipleship. We want them to know for sure if they trust Jesus,

because discipleship is impossible if you don't. Faith is the key to growing and changing into the person God wants to lead us to become.

What was their answer, Yes or No?

Either way, what you will do now is talk them through each comparison on the Decision Handout, between Option A and B. Help them understand why Option B is trusting Jesus and Option A is not. Ask them why, and see what they say. Do they understand Jesus' Finished Work? His Authority? His Love? These Gospel truths are the basis for these questions.

4C – The Decision Worksheet: Choosing Jesus & Discipleship

The Point

1. People that tell Jesus yes likely have saving faith. Both they and we should expect that they have become Christians.
2. People that tell Jesus no are not showing that they have saving faith. Both they and we should *not* believe it's likely that they have yet become Christians.

This is an intense thing to talk about. It's important to clarify a few things before your one-on-one meeting.

Choosing Discipleship: Problems

- *We are not saying* that if a person doesn't want to be in our training groups, that they are automatically not a Christian. (That's obviously not true, and misses the point.)
- *But we are saying* something close to that, and want them to see it. What we are saying is that a person who does not choose to be discipled is not a Christian. If they don't want us to disciple them, they could, in theory, go elsewhere. But why not us? What's wrong with us? They need a real answer.
- In most situations, a person who has gotten this far, but now doesn't want to be discipled has one of 4 things going on:

- 1) A Misunderstanding of the Gospel – The person still does not really believe Jesus' words that following Jesus is necessary to be saved. They are perhaps confusing *obedience-by-faith* (a good thing) and *works-righteousness* (a terrible thing). If someone continues to tell Jesus no, he will tell them no in the end. *Help them see they have to follow Jesus!*
- 2) A Lack of Faith That Jesus is Better, Or That He Will Help Them – The person still does not really believe that Jesus is better than the thing they won't let go of. (Often times this is a romantic partner, or a drinking problem, or life-style choice.) Or else the person knows they are in the grip of something, but do not really believe Jesus is capable of helping them overcome it. *Help them trust Jesus!*
- 3) An Un-teachable Attitude – The person doesn't understand or accept that "following Jesus" always involves "following people who follow Jesus." God uses his church to mature us. (This may be a reaction to being hurt in the past. But often it's arrogance, a refusal to be taught by others that the person perceives to be "less" than them, in some way.) *This is more of a grey-area than #1 and #2, above.* An un-teachable spirit could be unbelief, or it could be sin that they are blind to. Our position at the Resurrection is that if this person has been 1) graciously taught about this, and 2) warned a second time, then it should be regarded as unbelief.
- 4) A Legitimate Scheduling Conflict – This person genuinely has life circumstances that mean they are not quite ready to pursue discipleship. (For example: An intense college semester, a job that does not currently allow a set schedule, a difficult life situation such as an elderly parent on hospice, requiring daily attention.) This person's salvation is not at issue. We would consider them a Christian who needs time to get their life in order, and a plan to make that happen. If they drag this conflict out for an extended period of time that seems unreasonable, then reasons 1-3 above should be reconsidered.

Remember: Helping someone see whether or not they really trust Jesus is a loving, gracious thing to do. *This is not a witch-hunt.* Are we judging people, trying to get rid of those who aren't ready for discipleship? No! We're seeking to help them, too! But every person needs to know the truth about where they stand with Jesus. This may be the most important conversation they ever have.

Choosing Jesus: The Main Problem is Idolatry

For most people we serve, the main problem we see is that they get “stuck.” They want to be a Christian, but they have a few key issues in life that they refuse to trust Jesus in (idolatry). They are choosing a middle road: Jesus + something else, too. This happens because they can’t “see” Jesus in this area of life, only the thing they are longing for, or holding on to instead. (This is often another person in their life, such as a live-in boyfriend. But it could also be a substance, a life-style, their job security, or one of many other possibilities.)

They must come to see that they have to *choose*. They cannot walk a middle road. There is no middle road with Jesus. The middle road is actually unbelief, even if they don’t feel that it is. Most people don’t understand this. They don’t understand what saving faith really is.

Our “saving faith” and “cost-of-discipleship” sections in Sessions 1 & 2 were designed to help people see that Jesus is in fact directly commanding people to choose between him and every other person and thing. Based on what you see, do they understand this? What is their decision, so far?

The most important thing you will do for most people in the interview is to help them to stop looking at the thing they are afraid of losing long enough to look at Jesus instead, and trust him that he is better. Christians believe Jesus is Better News than every other thing: he is their Chief Leader, their Chief Savior, and the Chief Lover of their Soul. It’s not their boyfriend, job, money, comfort, or goals in life. It’s Jesus.

All Christians need to learn to trust Jesus more than we do. But once we understand clearly that we have to choose, Christians choose Jesus *alone*. What is this person’s decision?

Can they see what they are gaining? Or can they only see what they are losing?

Again, there are TWO possibilities, here, not three. THERE IS NO MIDDLE ROAD WITH JESUS. They must choose Jesus OR the other thing they are focused on. They cannot have both. This “stuck” middle road is actually unbelief. Only one person can rule their life. Is that person Jesus? What do they want?

Jesus is really that good.

4D – Assessment Decision: Putting it all together

You will now decide whether or not to take this person on as your disciple. Here's how to decide: At this point, we hope that this person has...

1. Understood and accepted the call to discipleship (Section 2).
2. Identified and committed to a basic plan to begin growing in specific areas of struggle in their new life with Jesus (Section 3).
3. Understood and proclaimed that they have saving faith in Jesus (Section 4).

Decision Evaluation Directions

YES

- If they have passed all three of these steps, they are ready to become a disciple in our discipleship program, and join your training group. Moreover, they are learning to follow Jesus into eternal life! *Congratulate them!*

NO

- If they have not been able to move forward in one or more of these three sections, they are not ready for discipleship yet, for the reasons you identified together.
 - a. Depending on how this assessment went, many of these folks are just realizing they are not a Christian yet.
 - b. Love on this person. Help them to see that we still care about them, and want to help them where they are at. Let them know that this should take a different form than joining a training group right now. We can still help. God will still help them, if they are willing.

Either way, you're now ready for Section 5: Next Steps.

SECTION 5 – NEXT STEPS

In this final section, we are going to help everybody.

- We'll get our folks who are ready for discipleship off and running.
- Or else we'll help folks who aren't ready for discipleship to understand what to do, now.

We've created worksheets for each of these situations. They are in the *Session 3 (Student)* packet. *You'll use only one*, with them:

- **Saying NO to Jesus & Discipleship** - Use the *Next Steps (NO) Worksheet*.
- **Saying YES to Jesus & Discipleship** - Use the *Next Steps (YES) Worksheet* and the *Commitment Agreement Worksheet*.

5A – Final Instructions: Next Steps - If They Are NOT Ready...

Directions

1. ONLY for Christians who need to wait to start discipleship.

1. These are instructions for someone who trusts Jesus, and wants to be in a training group, but has legitimate life-circumstances that mean they will have to wait a little while. (*See #4 in Section 4C above regarding this issue of legitimate reasons to wait.*)
2. *There is No Worksheet* – You won't use either the YES or NO worksheet for this person. Just follow these instructions:
3. *Identifying and Overcoming the Reason for Waiting* – What is the reason? Have them write it down on the blank *Problem-Solution-Goal Worksheet*. Have them use this sheet to identify a clear plan to join a group when they can.
4. *Time-Table* – Set a Time-table in place for them to join a group. Include this time-table on the worksheet. Ask them to commit to this.
5. *Follow-Up* – Come up with the clear plan for follow-up *with you*.
6. *Life-Change Now* – Counsel them on including in their plans to go ahead and move forward on their own with the other issues they identified in the *Problem-Solution-Goal* exercise.
7. *Commitment Agreement Worksheet* – Even though they are not ready to sign this commitment, walk them through the full text of the *Commitment Agreement Worksheet* at the end of this packet, so that they know what is coming next.

2. For All who Answer NO on the Decision Page

1. All the directions for what to do in this section are included in the Next Steps (NO) Worksheet.
2. Walk this person through this worksheet, entirely.
 - i. Counsel and help them throughout.
 - ii. Don't shield them from the seriousness of this situation. Tell them the truth in love.
 - iii. Focus on helping them to see that Jesus is Better!
 - iv. Remember everything we've taught you above.
3. Close by praying with them, and talking.

"My brothers, if anyone among you wanders from the truth and someone brings him back, let him know that whoever brings back a sinner from his wandering will save his soul from death and will cover a multitude of sins." – James 5:19-20 (ESV)

5B – Final Instructions: Next Steps - If They're Ready...

Congratulations to you! You are now not only a disciple, but a discipler.

This person is *Jesus's* disciple, first and foremost. At the same time, though, they are now *your* disciple, in the sense that *they will follow you, as you follow Christ*. *Be humble! Be faithful! And thank Jesus* that he has chosen to use you in your disciple's life!

All the instructions for the rest of your one-on-one interview are in the Next Steps (YES) Worksheet. (Notice that you'll also be using the Commitment Agreement Worksheet in Steps #2 & #3.)

Remember to get back with your new group as soon as possible about the date and time you will be meeting. If you need help setting up your schedule, contact your discipleship leader.

"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."
– Matthew 28:17-20 (ESV)