



BONUS CHAPTERS

TO BUILDING A DISCIPLING CULTURE



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Building a Discipling Culture - Bonus Chapters
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NOTE FROM THE AUTHORS OF BDC

The following chapters will be in all future print runs of *Building a Discipling Culture (BDC)* and we wanted to make sure you have access to them. What we hope to do in these bonus chapters is give some practical insights and advice on how to start and use Huddles to disciple your current and future leaders with the discipling language of LifeShapes. This document is not meant to be read without BDC, and because of this, there will be parts of these chapters that will only make sense if you have read *Building a Discipling Culture* (available at www.weare3dm.com)

One other caveat we'd like to make: Our advice is to resist the urge to start a Huddle because you've read this material on how to lead one. The only way to lead a Huddle successfully is to first be in one. Our experience is that people often assume that if they can read a book on the matter or have a short conversation with someone, they can now perform what they've just read or heard about. There are times when this is true and times when this isn't true. Leading a Huddle is a time when you will need more than a book to help you develop the necessary skill-set. In the same way that you would not want a person performing open heart surgery on you because they once read a book on it, our position is you wouldn't want someone discipling you and shaping you to be like Jesus because they read a book on it. You want someone who has been disciplined in how to disciple!

With Special thanks to Doug Paul for his input in this book and to Helen Cockram for editing.

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PART ONE | KEY CONCEPTS

WHAT IS A HUDDLE?

- A place to directly disciple your current or future leaders in mission and discipleship
- A place to give and receive encouragement and accountability
- For a group of up to 10 people (we recommend starting with 4-8 people)
- Regular and consistent in their rhythm of meeting (at least every other week)
- Led by the Huddle leader
- Something you are invited into by the leader—this is not something people bring a friend to. If you lead a Huddle, then it is your Huddle and you set the terms, including who is invited in to be disciplined by you.
- A privilege, not a right
- Relaxed and fun—laughter should happen regularly!
- Dependent upon openness and honesty within the life of the Huddle
- Helps people answer two questions each time they meet:
 - a. What is God saying to me?
 - b. What am I going to do about it?
- For a season only, not forever—we tend to ask people to commit for a church year at a time. Obviously, your current leaders remain in Huddles for as long as they are leading people, but you will want to shake things up from time to time.
- Measured by growth in maturity and fruitfulness of members
- Something that multiplies over time, as members start their own Huddles

HOW IS IT DIFFERENT THAN A SMALL GROUP?

Huddles do have a few similarities to Small Groups, most notably, they are similar in size (4-10 people), meet regularly and at the same location. However, there are some key differences as well.

DIFFERENCES:

- Huddles are not open to “the public.” They are a group of people who are committed to attending each Huddle and are invited to be a part of the group by the leader. Huddles don’t grow by adding more people to an existing Huddle. Huddles grow when current members start a Huddle of their own.
- Huddle leaders act as the primary disciplers of the members of the group, not as facilitators. They are giving their lives as something worth imitating, giving their members access to all parts of their lives. Huddle leaders are inviting the

members of the Huddle to imitate the parts of their lives that look like the life and ministry of Jesus.

- In Small Groups, creating a warm, friendly environment with few-to-no challenges is the most important thing as new people might be attending. In contrast, the job of the Huddle leader ultimately isn't to create the warmest, most comfortable environment. It is to create an environment that is a safe place to be honest, but one of accountability, learning, encouragement and challenge. It is not uncommon for a Huddle leader to say something that might be difficult for someone to hear, but it is said in love for the sake of transformation.
- People miss Small Groups if things come up or perhaps they may not feel like attending that night. In Huddles, the expectation is that you never miss a Huddle unless it is absolutely unavoidable. Huddle leaders hold their members accountable to this.
- Small Groups often revolve around particular curriculums, DVDs or a very specific Bible study theme/topic often decided by the group as a whole. The direction and trajectory of Huddles are guided by where the Huddle leader feels the Holy Spirit is leading the group and by the particular Kairos moments the people within the group are experiencing.

WHY DO HUDDLES WORK?

HOW WE LEARN

Sociologists and educational experts would say that people learn in three distinct ways: classroom-style teaching, apprenticeship and immersion.

Classroom teaching we get. Someone stands at the front of a classroom, lecture hall or pulpit, opens up a lesson and teaches us information and facts that we are meant to remember, digest and understand.

Apprenticeship is when we learn to develop a specific skill set from someone who is more advanced with those skills. You become a plumber by apprenticing yourself to a master plumber. You become a doctor by having an extended residency where you apprentice yourself to a skilled surgeon. You become a film editor by apprenticing yourself to someone who has mastered the art of film editing. This person knows how to

do something I don't so I apprentice myself to them to learn from them.

Immersion is the process of learning by diving into the life and culture of what I want to learn. The classic example is how children learn to speak the language of their culture. How does a 2- or 3-year-old go from babbling nonsense to speaking the language of everyone else in their culture? It isn't because they took language classes. They simply spent enough time immersed in the culture and the language itself that they learned it inside and out. It just happens. The child picks up the nuances, subtleties and variations of the language in a remarkable, almost unnoticed way. That's the power of immersion.

All three of these learning styles are important. In fact, the most effective learning happens when there is a dynamic interplay between all three learning styles.

The problem is that for quite some time the Western church has almost exclusively used classroom-style teaching for the process of discipleship and spiritual formation. We use preaching, Bible studies, Sunday School, Small Groups and classes for every spiritual thing under the sun to teach people to be more like Jesus. All of these things are good and extremely necessary. It's just that they are done to the exclusion of apprenticeship and immersion. The classroom alone is very limited in what it can achieve.

As we have seen, it creates people who know a lot about faith, the Bible and God, but who don't necessarily possess faith, let the Word become incarnated in them or *know* God.

If you notice how Jesus disciplined people, he skillfully used all three to work together. No one could ever accuse Jesus of being low on classroom-style teaching. That's exactly what the Sermon on the Mount is. How many times do the Gospels say, "Then Jesus taught his disciples, saying..."? How many parables did he use? Clearly he was not short on classroom-style teaching.

But Jesus also lived in a Rabbinic culture where the rabbis would give their lives to their disciples as something worth imitating. The disciples would literally do everything that their rabbi would do. They would interpret Scripture like their Rabbi did. They would treat their wife like their rabbi did. They would take exactly as many steps on the Sabbath as their rabbi did. They would pray like their rabbi did.

That's why it isn't surprising when the disciples say to Jesus, "Teach us how to pray like you!"

Jesus didn't simply give a teaching on prayer (though he does this in other places). He teaches them to pray exactly as he prays (apprenticeship). But they also got to see Jesus pray for them, for himself and for others all the time (immersion) because they

had complete access to Jesus' life.

Jesus was the most skilled teacher who ever lived because he taught his disciples to do and to think exactly how he did. Their lives became the embodiment of Jesus. He accomplished this by combining classroom-style teaching, apprenticeship and immersion.

We see this continued through the New Testament. Clearly Paul cared quite a bit about classroom-style teaching and theology. But he continually gives his life as one to be imitated to the people he is discipling:

In Corinthians, "***imitate me as I imitate Christ.***" (1 Corinthians 11:1)

In Thessalonians 1:5, "Because our gospel came to you not simply with words, but also with power, with the Holy Spirit and with deep conviction. You know how we lived among you for your sake. You became ***imitators of us*** and of the Lord."

Again in Corinthians 4:16, "I am not writing this to shame you, but to warn you, as my dear children. Even though you have ten thousand guardians in Christ, you do not have many fathers, for in Christ Jesus I became your father through the gospel. ***Therefore I urge you to imitate me.***"

This idea of imitation comes up again and again. They are just doing what they see Jesus doing: Giving their lives as something to be imitated.

A Huddle works because it combines all three learning styles into one discipling relationship. It works because the Huddle leader is saying to the members, "I'm giving you access to everything I have in my life. I'm not the *perfect* example, but I can be a *living* one. And whatever parts of me look like Jesus, copy those things. The parts that don't, don't copy!"

According to Scripture, **discipleship = imitation.**

A Huddle gives an intentional touch point for some short teaching to happen by the Huddle leader, but also an intentional time to respond, encourage, hold people accountable and speak truth into people's lives.

A Huddle also works because the Huddle leader realizes that Huddle night isn't the only time he or she is discipling people. The leader gives access to people's lives in everyday life outside of just that one night. People get to see how you parent, relate to your spouse, handle money, process and pray through tough decisions, pray for people, disciple other people, balance your life, etc. They are being disciplined simply by being around you and watching how you live your life and imitating the things that look like Jesus. But this actually requires that the Huddle leader has enough space in his/her life

to invite people into it. If you are giving people access to your life, you want to make sure you have a good life that is worth imitating. A Huddle often forces members and leaders to live simpler, relational lives, just like Jesus lived. You can't be running a million miles an hour with commitments on every night of the week and kids involved in 5 different sports and invite people into that. You invite people into a life that has the relational space necessary to disciple people.

Huddles work because the leader teaches the members to do the things the leader can do by showing members how to do things and working with them. Rather than teaching someone to read the Bible by taking a class or listening to a sermon series, show them how you read scripture and how it incarnates itself into your life. Teach them to pray like you do. Work with them. Process with them. The Huddle night itself is a great time to process these things together.

What you begin to see is the Huddle leader giving his/her life as something worth imitating. When that happens, the leader is discipling the Huddle members through the dynamic interplay of classroom-style teaching, apprenticeship and immersion.

A Huddle works because there is the structure and intentional touch points of the regular, rhythmic Huddle nights, but also the organic development that happens simply by being together and spending time together in everyday, regular life.

LANGUAGE

An agreed-upon language has a way of creating, shaping and developing a culture in ways that we don't always see.

In the book *Essentials of Sociology*, the authors state: "A common language is often the most obvious outward sign that people share a common culture.... For this reason, groups seeking to mobilize their members often insist on their own distinct language... and according to some linguists, languages not only symbolize our culture but also help create a framework in which culture develops, arguing that grammar, structures and categories embodied in each language influence how its speakers see reality. For example, because Hopi grammar does not have past, present and future grammatical tenses, Hopi speakers *think differently* about time than do English speakers."⁽¹⁾ (italics added)

The idea that *language creates culture*, may sound strange, but it's quite intuitive when we start to see it all around us.

Think about this.

In all reality, it is not terribly difficult to create a corporate culture. We develop a whole system of language revolving around the central beliefs that we have. So because we want a polite, courteous, busy, productive, clean-cut and respectful culture, we develop a language around that.

There are ways that you address your superiors that are acceptable and ways that are not. There are ways that you treat your co-workers and ways you don't. Certain clothes are okay, certain clothes aren't. Certain work hours are required. There is an acceptable general physical appearance. Desks must have a certain kind of order to them.

Corporate culture has "corporate speak": words, phrases, TPS reports that are a sort of agreed-upon language. Everyone knows the language, and everyone uses the language.

We know what it's like to create a religious culture. We have developed a whole language that is particular to the church world that some people are fond of calling "Christianese." We have developed a religious language rather than a spiritual or discipling language. We use words that no one outside of church uses. We know religious spaces have certain rules, certain decorum and certain dress codes.

So as we consider the church, we must examine the agreed-on language we are using and how it is creating the culture we have. As has been said before, we are perfectly organized to get exactly what we are getting.

We are creating a culture.

The question is, "Do we like the culture we are creating?"

The reality of our church communities is that we simply do not have a shared language where we can create a discipling culture. If we are to give our lives as living examples and create an environment for people where we can disciple them, we have to have a language that is easily transferrable that we can pass on to them.

This language should be the DNA of Jesus' teachings, scripture, leadership, mission and discipleship. It should be agreed upon not only by you and the people you are discipling, but by everyone in your church community. If we want to create a culture of discipleship, we need a language to support it.

Huddles work because people are slowly learning an agreed-upon discipling language that not only will they be able to teach others, it is also shaping and transforming who they are.

The language isn't just head knowledge; it is becoming incarnated into who they are. Within the group, it is creating a culture of continual maturation as they become more

and more like Jesus. They are orienting themselves to become lifelong learners of Jesus.

MULTIPLICATION

From the beginning Huddle members know that one day they will start a Huddle of their own. One of the non-negotiables that Jesus makes clear in his last words is that disciples make disciples. So Huddle leaders tell members from the beginning that the expectation is that in 6-12 months they will start one of their own. Now we won't tell people they *have to start a Huddle* or *when they have to start it*; God will make it clear when. But they know the expectation heading in.

As you might expect, this puts a bit of pressure on Huddle members.

We have found this to be good pressure. What it says is that my spiritual health and maturity not only affects me, but the people I will soon be discipling. Often times people will become stunted in their spiritual development if they assume it is only affecting them (though this is never really the case), but when they know other people are depending on them, it changes the game in their minds and makes them take it more seriously.

HIGH COMMITMENT

As you are probably picking up, a Huddle is high commitment. This is one of the reasons it is so successful in discipling people. When the bar is raised, people either bow out or step up. Most of the time people step up. It is our experience that people want to grow but are unable to will themselves to transformation. They need relationships and structures that keep them accountable and moving towards Jesus. They also know the only way this can happen is with high commitment.

GROUP LEARNING

Huddles work because they expose people to the learning of a group rather than only one-on-one mentoring. What a member gets to see is not only how the leader is discipling them, but also how the leader is discipling other people as well. Because each person is different, different skills and practices are needed to disciple various personality types. Discipleship in a committed group of people allows people to learn how they will disciple other people in the future who aren't like them. It also allows what

is being spoken into the life of another person to possibly be true of you as well.

Furthermore, it adds a layer of accountability that is unique to group settings. If each time the Huddle meets, you are the only person who doesn't follow through with what you say you are going to do, you begin to feel the pressure of your actions. The advantage of the group setting is that it is easier not to follow through when there are only two people in the discipleship relationship. When you inject another 5-8 people into it, the group dynamic helps people take accountability more seriously.

TIME

The fact of the matter is that we only have so much time in each day and each week and we need to use that time wisely. We have found that regular, one-on-one mentoring can work sometimes, but it can be very time consuming to do this with more than just a person or two. Huddles allow us to disciple a good number of people while still being wise with one of our most precious resources: our time. Rather than having 8 one-on-ones each week for an hour each (for a total of 8 hours per week), a Huddle allows you to disciple, say, 8 people every other week in one two-hour meeting. Huddles work because they allow the maximum amount of investment in a group of people without taking too large of an investment of regularly scheduled time.

BALANCE OF INVITATION AND CHALLENGE

Jesus was skilled at discipling people because he understood invitation and challenge.

He invited people into a covenant relationship with him and they had access to *everything*. Can you imagine that? They got to be with Jesus and spend pretty much every waking minute with him. They were encouraged, affirmed and lifted up by him. They laughed with him. Ate with him. He spent time with their families. He prayed with them. Discussed and argued with them. Joked with them. They witnessed his miracles. Played pranks on him. It is not an overstatement to say this was the *invitation of a lifetime*.

The invitation was access to everything about Jesus' life.

But they were also challenged by him.

Jesus had a clear vision of who God had created the disciples to be. He knew they were adopted sons of his Father and that meant their identity was royal. That meant

Invitation



Challenge



their role, their purpose in life was to represent their Father (the King) in this world, exercising his authority and power. The challenge is to live into this identity and into this calling; to live into the reality of the Kingdom of their Father.

As you might imagine, from time to time they chose to live into other identities and other realities.

And Jesus was not afraid to call them out. "Are you serious? This is how you're going to act? The Gentiles live this way. *You are not to be like that.*"

Jesus gives Peter massive affirmation (invitation) and tells him the church will be built on him...and then just a few verses later: "Get behind me Satan. You don't have in mind the things of God but the things of man."

Peter stepped outside of his identity and Jesus challenged him on it.

What Jesus was able to skillfully do is calibrate between invitation and challenge. He knew when the disciples were worn down, discouraged and worried...so he gave them greater access to his life. More time. More encouragement. More clarification. But he also knew when they were missing the mark and getting far too comfortable.

"Get behind me Satan."

"The first will be last."

"You are not to be like that."

"You have to lose your life to find it."

What Jesus understood is that the only way to disciple people was by inviting them into relationship with him and challenging them to live into their true identity as sons of the King (a King who is also their Father).

A Huddle works because Huddle leaders do the same thing. They give the people in their Huddles access to their lives, but also challenge them to live into their identity. Huddle leaders constantly calibrate between invitation and challenge, discerning what is appropriate at what time by the leading of the Holy Spirit. They recognize that they are only able to give as much challenge as they have relational capital/equity (invitation). In this way, balancing and calibrating invitation and challenge are much like balancing a scale.

They realize that creating a culture of discipling means they are constantly affirming, encouraging and lifting up the people in their Huddles while still challenging them to be who God created them to be.

Huddles work in this way because once people experience invitation and challenge, it's addictive. Why would you want to leave that kind of relationship? Someone who cares enough about you to give you all of their life, but loves you enough to take you to the place where you live out of your true identity...even when getting you there may be hard sometimes. This allows the person to live out of a place of security rather than insecurity. They aren't questioning your motives for bringing the hard truth. They know you are committed to them for the long haul.

Our experience is that many people (though not all) experience more spiritual growth and breakthrough in their first 6 months of Huddle than in their previous 5 years. When people have this kind of growth, they are ruined for life. They can't go back to a place where they aren't experiencing both invitation and challenge. They want that kind of discipling environment and relationship.

SPIRITUAL FORMATION PROCESS

PHASE ONE | LANGUAGE

As we have already discussed, language creates culture and we believe LifeShapes is a powerful discipling language. It's important to understand here that this language lays the foundation for everything else. It helps establish the biblical world view of Jesus and gives people a lens to see the world in the way that Jesus did. What Huddle does is slowly teach people this language. The first few months of Huddle are similar to learning Spanish 101 and 102. You have to know some of the nouns and pronouns and how to

conjugate verbs before you can really start to immerse yourself in the language and become fluent in it. It's all about the basics.

Learning the basics of the language is key, particularly as people are learning to engage the two central questions:

- A. What is God saying to me?
- B. What am I going to do about it?

This is foreign for so many people. Most people don't even know how to hear and discern the voice of God, much less respond to it.

We clearly see Jesus establishing this foundation of language. On the first day of his ministry, he introduces the idea of the Kingdom and very soon after that he delivers the Sermon on the Mount, exploring more fully the reality of the Kingdom of God. Everything that he teaches, every story he gives and every action he makes is wrapped up in the language of the Kingdom of God.

PHASE TWO | RHYTHMS

This phase is about learning the rhythms of life that Jesus talks about in John 15, how there is an ever-swinging pendulum between rest and work that was written into our bodies from the creation of the world. Jesus is trying to draw out this principle: *We are designed to work from a place of rest; not rest from work.*

He makes it quite clear that real rest is found in him being connected to his Father. It is in times of rest that we not only receive the Father's life and energy, but we hear his voice.

Because so few people have ever been able to sustain daily or weekly rhythms, it usually takes months for this to happen in the lives of the people in your Huddle. Most people, in order to do this, will need to start getting up early every day and spending time in scripture and prayer. It isn't law and certainly some people don't start their day this way, but for us it's been a general observation. This tends to be a hard adjustment for most. You will likely find that most people don't get up at the same time and rarely go to bed with any consistency.

This isn't an easy process. It will be something the people in your Huddle struggle with. Undoubtedly, they will want to give up. And as the person disciplining them, remember, you lay down your life to get them through this. If they can't get these rhythms down, our enemy will render them virtually ineffective because he has cut off their source of life

and energy: the Father.

They will want to give up during this phase, but give them a tremendous amount of grace and keep reminding them why they are doing this. One helpful tidbit: We've found it helpful in our Huddles to text them each day, for 6 weeks straight, the passage of scripture you're reading as a way of holding them accountable. We've found that if we can win this first, all-important battle of the day, the other battles of the day go our way a lot easier.

The same goes for taking a day off (Sabbath). You have to give a massive challenge and a massive invitation for them to make this happen in their life. They might fail more at this than they do in their daily rhythms. Many people are addicted to work, to emails and to doing, doing, doing. It's so very difficult in our culture to take a whole day off. But you have to help them fight for it, and the best way to do that is to model it in your own life. Invite them and their family to spend their day off with you and your family. Show them what it's like and why it's such a beautiful thing.

PHASE THREE | BOLDNESS IN MISSION

Very clearly, we are to be about our Father's business. We are the agents of the Kingdom. We definitely have an interior world, but as we become deeply connected to the God of mission, we respond in kind since we have been made in the same image. We carry his authority and have been told to exercise his power. So every day, there is a mission.

What a Huddle allows you to do is disciple your members in such a way that they integrate the mission into their way of seeing the world and balancing their relationships. It isn't that you necessarily take your Huddle out on a mission together (though you can certainly do this); it's that you hold them accountable to living out the *out* component of Jesus' life through concrete, actionable plans. Every disciple is missional. It's part of the deal! Most of us simply don't live that way.

Now, when we first start interacting with this, there will be some timidity to it. More than likely we will stick to the "People of Peace" (*see the Octagon chapter in Building a Discipling Culture*) that we know well and in front of whom we won't risk embarrassing ourselves. But what happens when we sense we are supposed to pray for someone we don't know? Or ask someone we have only met once a personal question? Or ask for healing for someone we just passed on the street? Maybe spend time in Section 8 government housing where people have to choose between buying food or paying rent? Or make a spiritual insight into someone's life that you know very well and are scared

what they may think of you afterwards?

If you are anything like us when we were first starting out, the thought of this petrifies you! But we can't read scripture and not think that God isn't preparing people for us to be present with people and for a specific purpose. This third phase is an exercise in learning boldness and walking in the economy of a different kind of kingdom.

Does that mean you don't engage in mission in the previous two phases? Of course not. It simply means that as someone learns the language, as they have rhythms of listening to the Father regularly governing their lives, and out of the overflow of this will be an *increased* intentionality in mission that is more and more bold.

Now something very beautiful starts to emerge in this phase, something Alan Hirsch calls *communitas*. In *The Shaping of Things to Come*, Hirsch describes communities that are deeply formed through a uniform and profound experience.

A few examples of *communitas*: Hostages are with people they have never met, share 5 days together, but there is an unmistakable bond and kinship that is formed through that harrowing experience. They stay close for years after the crisis. A college basketball team plays, trains, practices and strategizes together for months, hoping to make it to the Final Four of March Madness. The *shared experience* forms something deep between the players.

It is one thing to form a community. It is something entirely different to form *communitas*.

Bill Easum comments, "Christianity is concerned with the unfolding of the Kingdom of God in the world, not the longevity of organizations." (2)

Study after study has confirmed that groups that try to start with a goal of community, and hope somehow to move toward mission, almost never get there. Mission must be the organizing principle of the group. When we start with mission, we always get community, because we band together for a common goal, because we'll need to care for one another in the midst of the battle of mission.

In fact, studies have shown that groups with a mission focus cared for one another *better* than those with a community focus.

Why?

Because these groups have developed *communitas*.

In this Phase Three, *communitas* starts to develop.

PHASE FOUR | LEADERSHIP

One of the stated expectations of a Huddle at the very beginning of Phase One is that if you're in a Huddle, you will start one of your own someday. This is how we keep the gospel imperative of the Great Commission: *Make disciples who then make disciples who then make disciples*. A Huddle isn't just for our sake (though we receive great spiritual benefit from participating).

If we receive anything, it's so we can give it away. Once people know the agreed-on discipleship language and their lives are evidence of this and when they have sustainable rhythms in their lives and are learning to boldly enter into mission, then the expectation is that they will begin a Huddle (or another missional/discipling endeavor) of their own. Every disciple leads someone, even if it's just 4 people.

PART TWO | LAUNCH GUIDE

BEFORE YOUR HUDDLE BEGINS

*If at all possible, make sure you've had a chance to participate in a Huddle before you begin leading your own. Don't assume that because you have led a Small Group in the past that you can easily lead a Huddle. They are vastly different. The best way to learn to lead a Huddle is to be in one.

*If you're a pastor, don't teach a LifeShapes sermon series. It will be in one ear and out the other of the people who hear it. The power of LifeShapes is when they are actively applied in someone's life in a small, committed community.

*Obviously *Building a Discipling Culture* is the foundational text for the language of LifeShapes, but an additional resource is audio files you can download with extended teachings for each of the shapes that are quite helpful. You can visit www.WeAre3DM.com for these teachings.

*Really ask God who should be in your Huddle. Spend at least 3-4 weeks praying about this. The inclination will be to think strategically. That's fine. Think strategically. But don't let strategy interfere with who God wants to be in your Huddle. God will often surprise you with who he brings into the Huddle and who doesn't end up being part of it. Look for the Persons of Peace who God has prepared for your Huddle. That's who you want. Maybe write down the people who would be obvious choices first. Then, come back a week later and ask God to give you a few people who wouldn't be obvious choices.

*More than likely, you will run into a few skeptical people when discussing Huddles. If they are massively cynical about Huddles and you find yourself trying to prove that a Huddle is of value, just pass on them for the time being. It's difficult to actively disciple someone who is cynical. There's a good chance that person will come around, but it will be the transformed lives of the other people in your Huddle that convince them. There are plenty of people who are looking for people to invest in them: Find those people.

*Make sure the people in your future Huddle know the enormous commitment level: specifically about keeping the Huddle time sacred on the calendar. You put a Huddle on the calendar, and then schedule the rest of your month. Obviously, you don't want to say it quite so forcefully because they won't understand the importance of it from experience yet. Let them know it's okay to miss for unavoidable things, but being tired, busy or stressed isn't a good reason to miss. They will always be at least one of those

three things (if not a combination of them).

*A Huddle is all about investment. You are investing your life into theirs. This is, essentially, what you are saying to them: “I want to invest my life into yours and the places that look like Jesus, copy those things. The rest, well, that you can scrap!” This is a profound thing because most people either 1) have never thought they were worth investing in or 2) all investment was tied to what they could produce or give back to the organization. In other words, oftentimes they felt like they were being used. You are offering them something beautiful: an invitation to your life.

*Hand out the member’s *Huddle Guides* at least a week before the first Huddle. Have them read the introductory pages and be ready to discuss at the first Huddle.

*Don’t oversell yourself as the Huddle leader, especially if this is your first time leading a Huddle. Just like there is a learning curve for the people in your Huddle, there will be a learning curve for you. Make sure they know this will be a journey, a learning process, both for you and for them. They are learning how to *be disciplined*, and you are learning *to disciple*. A helpful quote to reflect on is from G.K. Chesterton: “If it’s worth doing, it’s worth doing badly.” Leading a Huddle is a skill you have to learn and develop like anything else in life. No one was born a great Huddle leader. You will be naturally more skilled at either invitation or challenge and will have to concentrate on improving the other. You have to put in time and effort and have patience. There will be times when you don’t feel like you’re doing well at leading your Huddle. That’s normal! Pray more, stick with it, get coaching from a strong Huddle leader and over time you will develop the skill set.

YOUR FIRST 10-12 HUDDLES

*Your sweet spot is going to be right at 1.5 hours, 2.0 at the longest. The purpose of a Huddle isn’t to get out every feeling that someone has. It isn’t group therapy (we aren’t knocking therapy, it’s just that a Huddle isn’t that place). The purpose is to process what God is saying to you and how you should respond. If they have a strong emotion, that emotion was produced by either a Kairos or string of Kairos moments. We are looking to process these moments and the invitation to walk more fully in the Kingdom, not to simply get out what we feel. A Huddle has the ability to help you process what God is saying to you and, over time, do so with a quicker and more discerning eye.

*Take 10-20 minutes in the beginning as people are arriving to hang out and catch up. We’ve always found it quite helpful to have food and drinks available. It helps to create

a safe, warm environment. Help people understand this isn't time they want to skip, but part of the Huddle experience.

*Even when teaching a new shape, try to never teach longer than 12-15 minutes. You want to give them enough so they have a significant Kairos, but not so much that they zone out or become overwhelmed.

*Just because you have a Huddle doesn't mean there needs to be a teaching. There will be many times when processing people's Kairos moments are more than enough.

*This will probably be your biggest learning curve: You have to keep one eye on what a person is saying and another on what God's Spirit is saying. In this way, a Huddle is very much prophetic in nature. Again, this is something that you can learn to do, but it will take some time. To help with this learning curve, write notes as people talk. What phrases pop up? What verses from scripture? A story? An image? A metaphor? What's the central theme of what they are saying? This is an easy way to learn to keep both eyes open. You may also want to carve out 15 minutes before people arrive where you can be silent and listen to God, pray for the people in your Huddle and ask God's Spirit to be present with you.

*We have found it helpful to teach the Circle first, the Semi-Circle second, the Triangle third and, after that, whenever a new shape is appropriate (Part Three will go into more detail about how you might teach these and how long we spend on each so that the language is learned). But again, your Huddle might be different and a different order might be appropriate. There is no magic formula to this.

*We strongly recommend you take your first 5-6 Huddle times to focus only on the Circle. We also suggest dedicating one of these Huddles to teaching the Covenant and Kingdom Triangles after they are familiar with the Circle in order to see what the Kairos moment produces and then take it around the Circle. While not in the LifeShapes catalogue, it is immeasurably helpful as it really helps paint the reality of scripture and the world we live in. Furthermore, all the LifeShapes are built on the principles of Covenant and Kingdom and flow out of them.

*Do not rush through the LifeShapes. There is no prize for getting done with the shapes. You'll want to resist the urge to view the shapes as curriculum. Your job as the Huddle leader is to see the shapes incarnate themselves into the people you are discipling. This takes time and it does not happen overnight. Slower is better.

*If you sense that someone should be prayed with after sharing and making their plan, pray for them right then. Don't just say you'll pray for them. Do it *then*!

*Do not assume that because you have taught it once, you have taught it for the last

time. Remember, language creates culture. This culture is established when 1) they can teach you the shapes and the language becomes “everyday language” and 2) their lives look like the shapes have been incarnated. So take your time. For example, after the third or fourth Huddle, have one of them teach the Circle to the group as if they were the Huddle leader. In doing this, you are once again planting the seed that one day, they, too, will be Huddle leaders.

*Bring challenge early in the Huddle experience. The longer you put it off, the harder it will be. By bringing challenge early, you set the tone for what kind of group it is and how it is vastly different from other groups people have joined. Obviously when you give challenge, it needs to be with a strong measure of humility and said in a way that is meant to *build the person* through the challenge rather than embarrass or break them. Sometimes, challenge happens best outside of the Huddle. You’ll want to discern the best place to give it.

*Not everyone gets equal time. Some people are having more significant Kairos moments than others, and so more time is needed to dig into that. That’s fine. That doesn’t mean there isn’t equal learning. From the beginning, make sure people know this. They should be thinking about how what is being said provides insight into their life and what they might be saying if they were the Huddle leader. The learning doesn’t stop just because they aren’t the one talking.

*When your Huddle is just beginning, very rarely let other people interject with their own thoughts or opinions. We know. This comes off as harsh, doesn’t it! Here’s the thing: They will be invited and welcomed to interject when they know the language and their life shows it. Explain this to your Huddle. Go back to the Square as you think about this one. (Turn to the chapter on the Square as a reference for the rest of these comments). In D1, an L1 leader needs to be very directive. No one knows what they are doing! They have to be told what to do, they are so excited, but they have very low competency but an exaggerated sense of confidence. In D2, the L2 leader has to coach quite a bit and still be very directive. The Huddle members are hitting a wall, can’t get through it and only you can get them past it. D1 and D2 is where the first few months of your Huddle will be as most people will quickly learn the language, but it won’t be bearing much fruit in their lives yet because they don’t have the sustainable rhythms of the Semi-Circle. However, in D3, the L3 leader builds consensus, invites people in, and asks for their opinions. This is a critical turn in scripture when Jesus says in John 15, “I no longer call you servants but friends!”

*In the first few Huddles, help them in the process of what God may be saying to them and what a plan might be. You want to do this plainly and with lots and lots of humility. Maybe you can say it like this, “Well it sounds to me like God might be saying

_____. How would you feel about doing _____ as your plan? How does that strike you? Does that hit you as true? Am I off on that one?" By you helping them along the first few times, you're giving them a real-life example of what it should look like. *But always give it with humility because you could have missed it.* Be open to the fact that you could be wrong!

*At the conclusion of a Huddle, make sure each person can answer these two questions:

- 1) What is God saying to me?
- 2) What am I going to do about it?

*It is very important that they are able to articulate what God is saying to them on their own (not just what you said) and the plan. Have them write it down. Once everyone has done this, have each person quickly read it back. Doing this for the first 4-5 months will help in changing the way they think and respond.

AFTER YOUR FIRST 10-12 HUDDLES

*There will more than likely be a gap between when you teach the Circle, Semi-Circle and Triangle and the other LifeShapes. However, there is also a good chance you will need to teach the Hexagon (the six phrases of the Lord's Prayer) in order to help people learn to pray as they are engaging in their daily rhythms. These four shapes usually give you the foundation you need to build on to move out of the first two phases of a Huddle.

*If the four phases of a Huddle are language, rhythms, boldness in mission and leadership, it's pretty easy to evaluate where people are by looking at the Square. Are they unconsciously competent in teaching the shapes? Are they hitting a wall with boldness in mission? Have they even received a prompting to lead anything yet? You get the picture. Knowing where people are will help you discern as you pray where God wants you to take your Huddle.

*You can use the Learning Circle as a way to use scripture in your daily rhythms (see Part Three in the Sample Huddle Outlines for more notes on this).

*You can teach the Square to the whole group or individually as they need it. If you do it individually, people will need it at different times based on where they are tracking spiritually.

*Start actively training your Huddle members to be Huddle leaders. As someone is

sharing, ask someone else randomly, “If you were the Huddle leader, what would you say right now?” This wakes everyone else up, but it also gets the wheels turning in their brains about what they would say to each person. This is a big piece of a Huddle: You’re also in a Huddle to learn how to lead a Huddle for other people! Maybe every once in a while have each person take notes as each person shares as if they were the Huddle leader to practice “seeing with both sets of eyes.”

*There’s the potential to get addicted to being directive and everyone liking the insightful comments you provide that cut them to the core. The point isn’t that people see you figure out what God is saying to them; the point is that you teach them to do this for themselves and others. Don’t stay as the L1/L2 leader but for so long. As soon as you can, invite people into the conversation. We can’t overemphasize the importance of this point.

*Once you feel like your Huddle is through the first two phases (Language and Rhythms), give them each a copy of Building a Discipling Culture and have them read a chunk of it between each Huddle. Then, discuss it for a few minutes to start the Huddle. By doing this, you are:

*Giving them a chance to refresh their memory and go deeper with each shape

*Reminding them that mission is the point of all of this as they will soon be leading a Huddle of their own

*Teach the Pentagon, Heptagon and Octagon as seems appropriate for your Huddle. Does it seem like some people in your Huddle aren’t dealing well with something toxic in their life (anger, bitterness, etc.)? Well, the Heptagon is all about organic health. It’s the tool you use to evaluate how healthy you or your community is. Are people really starting to delve into their identity as they are thinking about mission? Teach the Pentagon. It’s all about personal calling. Are people asking questions about how to do evangelism and mission? The Octagon is the shape of choice. Feel out where your group is. Pray about where God needs your group to go. Teach the shape that will help you get there. But again, the goal is to let it sink in and become part of you.

*Remember, when leading a Huddle, you’re teaching them the very basics of following Jesus and the big goal is getting them to a place where they can give their own lives as a living example by leading a Huddle of their own.

AFTER YOU’VE TAUGHT ALL THE SHAPES

*Because a Huddle isn’t based on a curriculum, from the very beginning (and after you

have taught LifeShapes), you'll need to rely completely on the Holy Spirit's guiding of where your Huddle is going (generally) and what each specific Huddle should be about (specifically).

*You'll want to spend time before each Huddle praying and asking God what this specific Huddle time needs to be about. Is it about building faith? Character? Skills? How does God want you to go about doing that? Often Huddles will come out of what God is teaching you. You have walked through a door that God has led you through, experienced breakthrough and then you pass it on to those in your Huddle.

*There are 3 different kinds of Huddle experiences:

*Faith Huddles: Each person brings a Kairos and the Huddle helps them determine what God is saying to them and what they will do about it.

*Character Huddles: Uses the character questions that come with the Triangle (see the end of this document for this set of questions) to help lead a balanced life of integrity.

*Skill Huddles: Allows you to teach and hone a particular skill in your Huddle members. This could be listening to the voice of God, prayer, casting vision, Huddle leadership, etc. Any skill set that Jesus used, we want to be able to pass on to those in our Huddles.

*The following are just a few ideas for what you can do once the shapes have been covered:

- How are you doing? How's what you're leading doing? Mine out the Kairos.
- Give a mini-teaching for 5-10 minutes of a Kairos you've had and what God has been saying to you. Then ask them what Kairos this has produced in them. This is a great practice to get into. What you will quickly discover are the breakthroughs God is giving you in your life, and your people will soon have you leading the way.
- Revisit any of the shapes and come at it from a fresh perspective. Mine out the Kairos by digging into what Kairos moment was produced by revisiting that shape, what God might be saying and how they might respond.
- Have everyone bring a scripture that has stuck with them for the past 2 weeks. Mine out the Kairos.

- Start it this way: “God, who is your Father, is so close to you that you can almost touch him. He loves you. He wants good things for you. What do you want to ask your Father?” Mine out the Kairos.
- Go on mission together. Mine out the Kairos afterwards.

No doubt you’ve noticed how each of these ultimately leads back to mining out a Kairos. Remember, *disciple* in Greek means *learner*. By constantly coming back to these two questions through the use of Kairos moments, we are allowing God to shape us into life-long learners. God is always speaking. We are always responding.

PART THREE | SAMPLE HUDDLE OUTLINES

QUICK NOTE

These outlines are meant to be a guide, not a curriculum. It is one person's notes of how they led their first few Huddles. Hold these outlines in your hands loosely, and don't cling to them. These are only meant to give a little bit more flesh and blood so we can take the concept of leading Huddle down from the theoretical to the practical. The outlines will cover several Huddles for the Circle, Semi-Circle and Triangle, but none of the other 5 LifeShapes.

This is purposeful.

By reading and using these, you will see patterns in the flow of a Huddle and how teaching happens in Huddle as well as discussion and accountability. Once you get a sense of that, you won't need outlines from anyone else. If you know the LifeShapes well, are willing to grow in your abilities as a Huddle leader, are willing be held accountable for the Huddle you're leading and really listen for God's voice to lead your Huddle, you're good to go.

THE CIRCLE

EXAMPLE OF A FIRST CIRCLE HUDDLE:

Pre-Huddle: food and drinks

Opening prayer

If you make disciples, you get a church. If you make a church, you don't always get disciples. The only number that Jesus is counting and the only thing he talks about in his last instructions are disciples. The Greek work is *mathetes*...which means *learner*. But not just someone who can remember information...someone who becomes a lifelong learner...someone who is always changing, growing, stretching and becoming more like Jesus. Jesus is literally suggesting that you can do everything that he does... you just have to learn it.

In order to become disciples, we really need a common language, something we can all understand and reference. (Spanish 101, 102 and 201 for example: You go to Barcelona and have a lot more fun if you know the basics of the language, but you become fluent *once you are in Barcelona*.) *We become fluent when we are on mission.*

Shapes as a language: This isn't a way to teach and apply thousands of biblical principles. Rather, it's designed to form you into a lifelong learner by linking key discipleship principles of Jesus to memorable, easily explained images...shapes! Disciples are those who have a new framework of truth, enabling them to build biblical principles into their lives and grow together in authentic community. This is the whole point of the shapes. We can make disciples who, because they have an easily understood language that is making them more like Jesus, can in turn make disciples themselves, thus building community (the church) in the process.

Introductions: Have everyone intro themselves with their name and a brief answer to this question: *Where are you today in your journey with Jesus?*

Quick discussion on their thoughts on introductions from the *Huddle Member Guide*.

Layering information: We're starting with the Circle today and I'm going to give you the very basics of it. But as we meet more and more, I'll continually give you more information about various shapes, adding to your depth and understanding. I'm going to give you just enough for you to understand and apply to your life.

Read Mark 1:14-15.

Explain Kairos & Chronos time: Use the speed bump and brick wall example. Kairos moments are opportunities (and can be anything...lyrics, scripture, a conversation, looking at the sunset, a car accident, self-realization about something... anything) to step more fully into the Kingdom of God...this place where God's reality and our reality are colliding. Much of what I'll be working with you on is teaching you to see these moments which are happening all around you.

So we have this moment, this opportunity to step more fully into the Kingdom...how do we do that? Exactly as Mark writes...repent and believe? That sounds nice, but how do we do that? What does that practically look like?

Walk through circle: Observe, Reflect, Discuss (this is Repent and leads us to the answer of this question: What is God saying to you?). Plan, Account, Act (this is Believe and leads us to the answer of our second question: What are you going to do about it?).

These are the two fundamental questions of Christian spirituality that allows us to be changed from the inside out...What is God saying to me? And what am I going to do about it?

So what does this look like in action? (walk through a Kairos moment of your own through the Circle for them...allow some vulnerability and let them clearly see how this plays out in a real-life example).

At this point, look at the time, you need to evaluate how large your group is and how much time you've taken up. You do not want your first Huddle to last longer than 2 hours total. So evaluate how much time you have left and decide if you have enough time to allow everyone to talk. If you don't, let them know that only a few of them will be sharing this time. Another way of doing this is grouping people with similar themes together and working with 2-3 people at a time, rather than one person at a time.

Before starting, read Psalm 139:23-34 a few times as a prayer and ask the Holy Spirit to work and be present.

Explain that part of stepping into Kairos moments is cutting through the clutter and learning to do it quickly. This is a specific moment in time...not your whole life story, just one moment. Jesus has given it to you for a specific reason. So I've got a timer that I'll be watching that will go off at 10 minutes. My goal is to teach us to walk through the whole Circle in 10 minutes. Not because you aren't worth more time, but because this is how we can learn to think through the moments God is giving us. Now I am going to guide the conversation and for those of you who aren't talking yet, just listen because what I'm saying to this person will often have as much to do with you as it does for them. You can learn just as much by listening.

Walk through the Circle with each person, obviously pointing out each step in the Circle. Make sure each of them knows exactly what God is saying to them and exactly what their plan is.

Have each person write down in their Member Guide the answer to those questions. You'll be asking them about it at the beginning of the next Huddle.

Remind them you are meeting every two weeks and give them the next date.

Closing Prayer: Ephesians 3:14-21.

EXAMPLE OF SECOND CIRCLE HUDDLE

Have people ready with a Kairos moment from the previous week when they come to the Huddle, send them a text or email to have this ready. Also, mention this in the previous Huddle.

Pre-Huddle: food/drinks, time to informally talk.

Go around the group. What were their plans? Did they do it? How'd it go?

Remind them again about what layering information is.

Give them the outline of the night: 1) hear back on how the plans went, 2) deeper into why we are doing Huddles this way, and 3) the Circle.

So here is our underlying premise: We want to find out how Jesus did things. Assume he is better at it than we are. Do what he did. It's that simple. So how did Jesus make disciples? Well, he developed this pattern for his disciples:

1) Get a group together (call of the 12).

2) Determined a language that supports what will be happening in the future. He introduces the concept of the Kingdom of God and keeps coming back to it over and over again and then gives specifics on this (Sermon on the Mount). Pretty much everything that Jesus teaches from that point on just goes back to those original principles.

3) Lets his disciples watch and get in on the daily workings of his life and rhythms.

4) Sends them out to do the same! (Read Luke 9:1-6).

5) They come back and talk about what happened. "Wow! This stuff actually works. We can do it too! But this one spirit we couldn't drive out? What about that?" Jesus tells them that this particular spirit can only be cast out with prayer and fasting. So they go back, report, share their experiences, get coaching and advice.

6) He sends them out again.

7) They come back and talk again.

(This pattern continues.)

Our Huddle will do the exact same thing. We will be spending many of our first Huddles doing what Jesus had his disciples do: learn a new language. (Use the learning Spanish

and Barcelona example again). We want to find out how Jesus did things. Assume he is better at it than we are. Do what he did.

Review of the Circle

Review: Read Mark 1:14-15. So there is chronological time, but there's also another kind of time called _____? (Kairos)

Now what is a Kairos moment? (Have them answer.)

God's future has burst forth into the present and the invitation is to live in God's future more and more now.

Francis Schaeffer and the 2 snowflakes at Le Brie (He'd take his disciples to the peaks of the Alps and show them 2 rivers: The Rhone and the Rhine. To the left is the Rhone, the dirtiest river in the world, to the right is the Rhine, the cleanest river that goes by beautiful French countryside and ends up in the balmy Mediterranean. Up until now, up until Mark 1, we could only go left. But now we can choose to go right. Kairos moments are like these snowflakes. There are many of them and we choose what we do with them. Do we ignore them (and thus the snowflake going left) or do we engage with them to discover what God is trying to say (and thus the snowflake going right)? We choose every day.

Now we can choose what to do with these moments. You have the opportunity to live in and engage with an entirely different reality or shrug it off like you always have. So if you want God's future, what do you have to do? Repent. Believe

But these words come with some baggage, don't they? They almost sound ugly because of what they come with now. They don't even mean what they originally meant anymore.

Repent means *metanoia*: to change your mind, to completely and fundamentally shift the way you think about something. This is an inner change that leads to an outward reality. Generally, we understand repentance as something we change or correct outside. But real repentance is a change in our inner being.

A good male example of this: Correcting looking at porn doesn't change the fact that you still objectify women and are constantly dominated by your darker desires. (Jesus with cleaning the inner cup rather than the outer). If you get the inside right, the outside will follow.

A good female example of this: We often assume that by losing weight, being trim and looking as good as possible will make us feel better about ourselves and more valuable.

While being healthy is important, being diet/weight obsessed doesn't deal with our core issue: We are insecure about who we are and care quite a lot about how people perceive us.

Believe means *pisteuo*: certainty, foundational, solid. This is an active transformation. This is a certainty that has developed within ourselves so strongly that it produces an *outer* action. (Believe can be used interchangeably with faith). When we say *believe*, we don't mean *hope*. Hope is about aspirations, but it isn't always grounded in certainty. Belief is a response to an inner change. Belief is always action-oriented. We set our alarm in the morning because we *believe/have faith* that the sun will rise and a new day will dawn. Belief/faith is about certainty stemming from our inner core thoughts.

But look what we have done. We've reversed the two! We've said repentance is about changing your *outer* behavior and belief is something that is private, inward, something you believe, like some random facts in the sky.

But repentance and belief are connected. Jesus says to transform the inside and then the outside falls in line because we are now fundamentally different on the inside. So to live in God's future, to step more fully into a Kairos moment, we are asking God to fundamentally change the inside of us so that it produces an action. That's why these two questions are so central: What is God saying to me? (This will help change the inner parts of me). And what am I going to do about it? (The inner change has to produce an action!)

Quickly review the Circle.

Walk each person through the Circle with a personal Kairos.

Have everyone fill out their pages in their Huddle Guides saying exactly what God is saying to them and exactly what they are going to do about it (the plan).

Closing prayer: Ephesians 3:14-21

EXAMPLE OF THIRD CIRCLE HUDDLE

Communicate to everyone ahead of time to have a *positive* Kairos moment ready to share.

Pre-Huddle: informal social time with food and drinks.

Give an outline for the night: 1) Shape review, 2) reflection on plans, 3) Kairos moments and 4) closing thoughts.

Review Circle (have people in the group draw and explain; do your best not to help).

Reflection time: How did your plans go in the past two weeks? (Each person shares; ask and prod as necessary).

Pray Psalm 139:23-24.

Everyone shares a positive Kairos moment and walk through the Circle with them. Start with a Kairos moment of your own and walk through the Circle with it.

Everyone shares. Use each positive moment as a time to affirm who they are in Christ. We are God's kids, he's our daddy, he wants to give us the very best kind of gifts (from James 1 "every good and perfect gift is from above" and Matthew "if you, who are sinful know how to give good gifts to your kids, how much more will your Father in heaven know how to give the very best gifts to his?").

In the Circle, we are trying to answer two questions with these positive Kairos moments: What is God affirming in you? What should you do about it to live more fully in this affirmation? (The plan).

Closing thoughts on imitation: Read 1st Corinthians 4:14-17 (the Message).

I'm not writing all this as a neighborhood scold just to make you feel rotten. I'm writing as a father to you, my children. I love you and want you to grow up well, not spoiled. There are a lot of people around who can't wait to tell you what you've done wrong, but there aren't many fathers willing to take the time and effort to help you grow up. It was as Jesus helped me proclaim God's Message to you that I became your father. I'm not, you know, asking you to do anything I'm not already doing myself. This is why I sent Timothy to you earlier. He is also my dear son, and true to the Master. He will refresh your memory on the instructions I regularly give all the churches on the way of Christ.

Look, you've had plenty of people slap you down, plenty of people only tell you when

you are wrong, you need someone to invest everything they have into you. Discipleship only happens when someone says this: Imitate my life.

This is what Paul says in another place: Do exactly as I do just as I imitate my behavior from Jesus.

So like Paul, we need someone to imitate, someone to base our life off of. We don't need a perfect example; we need a living example of real flesh and blood to teach us what it's like to live well. We struggle with this for two reasons:

1) Culture: Language is what creates culture. You can quickly build a culture of violence and creativity or a corporate culture if you have the language to build it (by language, we mean both verbal and nonverbal). Sadly, most churches simply don't have a language (and thus a culture) to create an environment for discipleship. We don't know how to talk about it. That's what we are doing in these weeks, giving you an easily understood, transferrable language that we can all understand. We are creating a culture where discipleship can happen.

2) Confidence: At some point, we have to deal with the fact that we are all mixed bags. Some things are worth copying, and some things aren't. We have to get to a point where we can disciple people; we have to believe our lives are worth copying. Would it be a good thing to copy my life? We have to confidently give ourselves as the living example of the thing we're speaking about.

I'm saying this to you for two reasons:

1) I picked you for a reason. You're in this Huddle for a reason. I need you to understand this clearly: I am committing to you that I will invest my life, as much of me as I can, into you. You guys are my number one priority. There is nothing in my job that is more important than you. And here is what I'm asking of you: Whatever parts of me that clearly resemble Jesus, I want you to imitate. Do as I do just as I'm imitating my life on someone else's, too.

2) Begin to wrap your mind around and orient yourself around the idea that at some point, you will be giving your life to someone to imitate. You will be the living example. That may not be next week, that may not be 6 months from now, but being a disciple means you are discipling others.

Pray Ephesians 3:21-14.

FUTURE CIRCLE HUDDLES

Again, this is merely a template, putting a little meat onto the theory of Huddles. Simply because there are three Huddles spelled out in detail does not mean you should go on to the next shape. It is our recommendation that you spend some more time in the Circle, at least another three weeks. Remember, the Circle is the foundational shape. All of the other shapes produce Kairos moments that are taken back through the Circle. Next you will find some plans that will prove useful in giving people handles on using the Circle on their own.

HELPFUL CIRCLE PLANS

Do these in addition to the plans generated in the Huddles from the Kairos moments:

- 1) Have them bring 3 Kairos moments (written down) to the next Huddle where they have done the Repent side of the Circle. So for each Kairos, they can clearly say what God is saying to them.
- 2) Have them bring 3 Kairos moments (written down) to the next Huddle where they have done the Repent side of the Circle. So for each Kairos, they can clearly say what God is saying to them.
- 3) Have them bring a Kairos moment (written down) for each day until the next Huddle. Have them go around the Circle, including a plan, for two of them by themselves before Huddle. Then, during the Huddle, talk about how the plans went and the Kairos moments produced from following through with their plans. Then talk about the slinky effect with the Learning Circle: If you walk through the Circle and follow through on your plan it leads to another Kairos and Circle, which then leads to another, which leads to another, etc.

For many of your Huddle members, the number of Kairos moments will start to overwhelm them with all the moments and all the potential plans. Your job as a Huddle leader then is to help them see which Kairos moments are related and tied together and where God is working in broader strokes.

THE SEMI-CIRCLE

Example of the first Semi-Circle Huddle:

Pre-Huddle: informal social time with food and drinks.

Give the outline for the night: 1) review plans, 2) learn the Semi-Circle, 3) reflections on the Semi-Circle.

Have each person talk about how their plans went and make sure they followed through thoroughly. Introduce this time by saying this: 1) I want you to give an account for the plan we came up with last time, 2) Give us an example of one place where you've failed/slipped in the past 2 weeks.

Pray Psalm 139:23-24.

Tonight, I'm going to teach the Semi-Circle: This will be a big learning day. I know we've talked about support and challenge as well. I feel like I should be up front with you and say that the Kairos you're going to be experiencing today is going to be one of challenge. This will probably squeeze you.

1) Read John 15:1-8.

2) Give the context of these verses:

- a. Every Hebrew has a vine.
- b. Grows for three years, keep pruning so no fruit comes, cut back to within a millimeter; vine grows over the branch creating a stump; the branch spends three years being nourished and growing in strength (this is called the abiding time). As soon as fruit comes (and it is gigantic and can last on the vine for 6 months), it is pruned again .
- c. Vines develop this rhythm: Abide for a year, a fruiting season; abide for a year, a fruiting season....

3) And this is the fundamental rhythm that Jesus says his disciples are to have because if we don't have an abiding time, we can't produce the fruit we're called to.

4) This is the argument Jesus makes to us:

- a. We are called to bear tons and tons of fruit.
- b. We can't bear fruit unless we spend time abiding (not bearing fruit).
- c. Therefore, in order to bear tons of fruit we must abide.

5) Ordering of Creation from Genesis 1:

- a. God makes man/woman in his image.
- b. They get their marching orders: Work! Be productive!
- c. God rests on the 7th day.
- d. If man is made in God's image, who else would rest? Adam!
- e. So man's very first waking day after getting their marching orders is rest!

6) The fundamental revelation Jesus is bringing to John 15: We are created to work. *But we are designed to work from rest; not rest from work.*

7) Draw the Semi-Circle, talk about the seasons with the pendulum. What happens when we push the pendulum and keep it towards work? Eventually, we crash. We don't rest, we recover. We don't vacation, we recuperate. It isn't an accident that our best ideas always come on vacation! We finally have enough space for our mind to breathe new ideas.

8) And here's the thing; it is only in rest that we receive revelation—every child of God's birthright—the ability to hear God's voice, to be able to answer the question, "What is God saying to me?"

9) We want to develop these rest and work rhythms yearly, weekly and daily.

What is rest? We are asking the question, "What is it that recreates me? What gives me energy? What things reconnect me with myself, to God, to the people I love?" Rest is about learning to play! Rest allows us to see the gifts God has given us (the best gifts being our relationships) and then the ability to enjoy them.

And it is from this nourishing energy that our work can flow from, rather than pushing and pushing and pushing. By operating from rest, we work from his energy and not our own.

We do know that God takes this pretty seriously—10 Commandments—not taking a day off puts you in the same lots as adulterers, murderers, porn addicts, etc. Because not resting is a type of suicide, it's a stripping of humanity, and it's destroying the image we were made in.

Take a minute in silence for people to hone in on one point that struck them.

Have each person share the point that hit them the hardest. As each person shares,

help them develop a prayer they can pray over and over and over each day to bring them to a big Kairos moment that we'll discuss during the next Huddle.

Explain that in the next Huddle, you will begin to help them construct a sustainable daily and weekly rhythm for each of them.

Pray Ephesians 3:14-21.

EXAMPLE OF A SECOND SEMI-CIRCLE HUDDLE

Pre-Huddle: informal social time with food and drinks.

Review the Semi-Circle.

Talk about the fundamental need to develop a rhythm of life based on resting first. Share how your life has changed by making this rhythm the dominate reality of your life. Give some real details and a picture of the life you are now living by doing this. If we want to be disciples, this is a nonnegotiable; Jesus really makes that crystal clear. Now that doesn't mean we have to nail it and swallow the whole elephant at once, but we do need to start the journey.

Have each person share again what stuck out to them the week before and the prayer they were praying in the past 2 weeks. Listen to what surfaced. Walk through the Circle with them and land on a very solid plan on how to start living in this rhythm of life.

a. Daily rest means we need to do at least spend some amount of time reading scripture and in intentional prayer, gathering the energy and life of that abiding time in the Father as the means to get our marching orders for the day, using his breath, not ours.

b. Weekly rest means we have a whole day where we do not work (of any kind). That whole day is a day of play, a day to be enjoyed. Turn off your email. Turn off your cell phone. If you had to design a perfect day, what would it look like? Then make it happen each week. This is a day of play.

c. Yearly rest means scheduling vacation on our calendar before we schedule anything else. It means vacationing in a way that allows us to get off the workhorse and rest, relax, settle, reflect, wind down and enjoy the people we love.

See the first part of this book about Phase Two of rhythms in the Discipleship Huddle. Using language about the first battle of the day and the rest of the battles following suit is very helpful for people right here.

Talk about how you will be contacting them frequently (maybe even every day) to check in and give encouragement and accountability to follow through with this. Do not worry about the prayer "working" or even feeling rested right now, let's start with the rhythm and we'll tweak it once it's set.

Give a strong, encouraging word about how you believe in them and all of the life this is

about to open for them

Pray Ephesians 3:14-21.

EXAMPLE OF ANOTHER SEMI-CIRCLE HUDDLE

(We'd use this after a few Huddles of them grappling with their new rhythms, once they begin to set in. More than likely they will be running into some brick walls with their rhythms, so don't overload them too much. Use this as they begin to make the turn into finding workable, sustainable rhythms.)

Pre-Huddle: informal social time with food and drinks.

Accountability: How have your daily and weekly rhythms been going? (Everyone shares honestly.)

Tonight, I want to teach you an incredibly practical way to read scripture. In fact, if I were to teach someone how to read scripture that had never picked up the Bible, I'd really do two things: a) teach them about Kingdom and Covenant and b) teach them the Circle.

Have a passage of scripture ready that was a Kairos moment for you.

- Observe: Of the scripture you read this morning, which verse(s) stuck out? What grabbed you? What rose to the surface of your spirit? This is the Kairos moment. Read your verse.
- Reflect: Why? Why this verse? Why does it speak to you more than the others? (Honesty is very important here.)
- Discuss: What does this verse say about my life? My relationship with God? My wife? The way I live? What truth is it speaking into my life? What should I start? What should I stop? What does God need to affirm about me? Is this verse speaking to Covenant? To Kingdom? How would a Father use this verse to speak to me? Specifically, what is God saying to me?
- Plan: Just today, not tomorrow or the day after that, just today, how should I live because God has spoken this to me? What's my plan for the day going to be in the next 15 waking hours?
- Account: Well this conversation is happening with two people: you and God. You are asking God (prayer!) to hold you accountable to follow through on your plan for the day. You are asking that when you start to step outside the plan, that His Spirit would check your spirit.
- Act: Go into the day and do as you've told God you would do.

Have 1-2 other people give you a scripture and walk around the Circle with them.

Because you have started to build some sustainable rhythms in your life, here is what I want you to do to enhance them:

The Plan: Every single day, (including weekends), as you are doing your daily rhythms in the morning, reading scripture and praying, I want you to write down the following things and bring them to our next Huddle:

- 1) Write down the specific Kairos verse(s) that stood out.
- 2) Write down specifically what God is saying to you (in one succinct, short sentence). Write down your plan for the day.

Have everyone verbally agree. Give examples of what this has done for you (because you need to be doing this before you give it to anyone else).

Pray Ephesians 3:14-21.

THE TRIANGLE

Example of a first Triangle Huddle

Pre-Huddle: informal talking with food and drinks.

Review: Have someone fill in the Circle on a whiteboard with the help of the group and then the Semi-Circle. Remind them that they will want to know this well enough that they can easily explain it to someone else and walk them through it.

Give each person 30 seconds to talk through how their plans went from the previous Huddle.

Teach the Triangle:

So if we are to become like Jesus, it's important to understand the intricacies of his life. And as we study and learn from him, we clearly see 3 dimensions emerge that his life revolved around. You could say that he had three great loves and he was constantly attending to these loves, allowing him unbelievable deep relationships:

- 1) Up (toward God, his daddy, his Father)
- 2) In (towards his disciples, the body, the church)
- 3) Out (toward the world); we see Jesus' heart breaking in two places for the world: for people who didn't know God, who weren't in that relationship; and where people were experiencing injustice and being stripped of human dignity

Tent analogy: You need all three rods to have it stand up well as they pull against each other. Pull one rod out, it starts to fall in; pull two out and it collapses. We are called to have the same three great loves as Jesus. That means we have to attend to all three dimensions: up/in/out.

Churches reflect this as well. Most are only good at one, very few are good at two, and you almost never see a church good at all three. Why is this? It's pretty simple. Churches clearly mirror their leaders. One leader put it this way: I won't elevate a leader until I'm ready to see 10 more of them running around.

Maxim: We replicate who we are.

Churches, over time, resemble their leader, just as worship teams, over time, resemble the worship leader, just as small groups, over time, resemble their small group leader. We have to embrace this idea of the three great loves, the up/in/out, if we want the people we lead to be healthy, vibrant disciples, as well as ourselves!

So let's move into a time of reflecting on this. Pray Psalm 139:23-24.

Let's spend a few moments in silence and why don't we each identify which of the three we feel we are strongest in and weakest in.

Have everyone share for each of these.

For your weakest, turn to your Huddle Guide and after the Triangle there is a list of questions for each dimension. Go to the Character Questions of the one you are weakest in and take a few minutes to read through the questions. (These questions are also located in the Appendix of this book.)

*Pray Psalm 139:23-24 again.

What I want you to do is identify which question you'd least like to answer.

Have each person share their question. Then go through each person and have them explain why they least wanted to answer that particular question and then the Kairos moment of this question. Walk through the Circle with them, producing a plan and answering the two fundamental questions.

Closing thoughts.

Prayer: Ephesians 3:14-21.

EXAMPLES OF FUTURE TRIANGLE HUDDLES

Have everyone bring a calendar of their next two weeks and look how they have scheduled their weeks. Do they show a balance of up/in/out? What do they need to subtract? What do they need to add? How could they continually keep their lives balanced this way?

Have each person decide which dimension of up/in/out they are strongest in. Look at the character questions for that dimension and have each person find the question that gives them the most joy because they are doing it well. Have each person talk about that. Mine out a Kairos moment from this and use it to affirm them and produce a plan that continues this affirmation.

Spend some time before the Huddle praying and discerning one character question God wants you to bring to the group to discuss. What does this say about the group? About the individuals? About what needs to be affirmed or challenged? Mine out a communal Kairos moment, discern what God is saying to the group and have a plan that everyone in the group is held accountable to.

Have each person pick the dimension in their life they are strongest. Have everyone look at the skills question that people in Leader Huddles regularly go over for that specific dimension. Which question, if they were leading a group, would they feel most comfortable answering? Why? Mine out the Kairos. Use this as an opportunity to start thinking and talking about the future. Create a plan where they use the Kairos as a means to start dreaming what leadership for them could look like.

APPENDIX

TRIANGLE QUESTIONS FOR UP/IN/OUT

UP QUESTIONS

CHARACTER QUESTIONS FOR UP:

Do I make enough space for prayer?

What situation or what person is weighing on my heart?

Am I noticing God's strength and power more and more in my life?

Do I still feel pleasure?

Am I living in a state of peace?

Am I afraid or nervous?

Am I obedient to God's prompting?

SKILLS QUESTIONS FOR UP

Do I sense peoples' lives in my group pointing more towards God?

Do I find it easy to receive guidance for the next step in the life of my group?

Do I find it easy to talk to a whole group "in the front"?

Can I teach effectively using God's word?

Does my group share the vision God has given me?

IN QUESTIONS

CHARACTER QUESTIONS FOR IN:

Do I love the people in my community?

Am I resting enough?
How are my relationships with my friends?
Am I experiencing intimacy in relationships?
Do I keep my promises?
How easy is it for me to trust people?
Am I discipling others?
Is my family happy?
Am I sleeping/ eating well?
Am I making myself vulnerable to others?

SKILLS QUESTIONS FOR IN:

Do members of my group feel cared for?
Am I effective at resolving conflict?
Do I take on the discipline of confrontation?
Is my group living as a community?
Have I defined my own boundaries well?
Am I flexible?
How are my weaknesses as a leader compensated for by others?
How do I cope with overly dependent people?
How do I cope with controlling group members?
Are there difficulties in my relationships with co-leaders / assistant leaders?

OUT QUESTIONS

CHARACTER QUESTIONS FOR OUT:

Do I have a heart for people not living in the story of Jesus?

How often do I share my faith?

Do I leave time for relationships with non-Christians?

Do I have a vision?

Am I dying to success?

Am I proud of the gospel or ashamed?

Am I a servant?

Do I intentionally spend time with the poor?

Do I find it easy to recognize people of peace?

Can I take risks?

Am I generous with my finances to those who don't have enough?

SKILL QUESTIONS FOR OUT:

Is my group growing?

Am I too controlling as a leader?

How welcoming is my group to new people?

Can all group members identify at least one "person of peace"?

Am I using leaders in my group effectively?

Do I find it easy to multiply groups?

Are those I am discipling turning into effective leaders?

Is my group effective in regularly doing "out" activities?

Does my group have a specific "people group" in mind?

FOOTNOTES

1. *Essentials on Sociology*, David B. Brinkerhoff, Lynn K. White, Suzanne T. Ortega, Rose Weitz. Wadsworth Publishing 8th Edition, 2010. (Pages 38-39).

2. *Unfreezing Moves: Following Jesus into the Mission Field*, Bill Easum. Abingdon Press, 2002. (Page 17).