



DISCIPLESHIP PROGRAM

Discipling Men in Recovery One Man at a Time

What is a Discipler?

- A discipler is someone who will come alongside our men in Christian encouragement, life experience and modeling. The goal is to encourage and challenge our clients to pursue godly and spiritual disciplines that will help them become fruitful, drug-free disciples of Christ. Our men need to learn how to have Christian relationships with others, how to face fears and solve problems, all from a Biblical perspective or paradigm.
- Disciplers are *not* those in a primary relationship with the disciple (parents, spouse, children, etc.); rather, their role is secondary. Ideally, disciplers will be mature Christian men who are active in their local church and community.
- Disciplers are men who believe in the person and work of Jesus Christ, and who want to help men in recovery grow in Christ and equip them to become 2 Timothy 2:2 men (Faithful, Available, and Teachable).

Why is Discipleship needed?

- Traditionally, mentoring roles have been filled by grandparents and extended family (aunts, uncles, etc). But in this age where families are broken and extended families are no longer intact, we need to find men (disciple makers) who will carry out our Lord's command in Mathew 28:19-20 and make disciples of men who will also go and make disciples. In other words, duplicate in others what they have 'seen' and 'heard' (life on life).
- We need disciplers to help with the complex issues of life that our men will face.
- Disciplers are between our generation and the next, between the old guard (with the resources and wisdom) and the new guard (with the potential).
- Mature Christian men are needed to help teach recovering men basic Christian doctrines that will help them grow in Christ (salvation, prayer, worship, fellowship, witnessing, etc.).

The Discipling Relationship

- Discipleship is about life-on-life *relationships*. It does not exclusively focus on the disciple's *responsibilities* (such as devotions, prayer, scripture memory, or completing lessons).
- A discipler does not bring an agenda to the relationship. Rather, the discipler asks the disciple, "What are *your* goals and desires?" These will probably be his program goals.
- Discipleship teaches that the most teachable moment is the silence after the discipler asks a question (shows the disciple his questions deserve thoughtful consideration) Ps. 69:33.
- Discipling is not just about completing assignments or doing Bible studies. It is helping the disciple discover God's truths and how they apply to his ongoing recovery and spiritual growth.
- When trust develops, the disciple should ask, "Is there anything I'm not seeing that I should know?" Or, "What would you advise as to how I should handle this situation?"
- Two essential questions a disciple asks in establishing a trusting relationship are: "Does my discipler care for me?" and "Will he be there if I need him?" The discipler should talk with the disciple's program pastor to understand many of the felt and real needs of the disciple.

What I Will Do as a Discipler

- The men who come to our programs need to be encouraged and disciplined! As a child, some were told that something was significantly wrong with them. As adults, they fear failure (and sometimes success).
- Coach and exhort, but don't do anything for the disciple that he should be doing for himself. Instead, guide his actions.
- Discuss with his program pastor what you see of his attitude toward life and others. Is he willing to make needed changes, or does he seem manipulative and make excuses?
- Help him to trust the Lord in hardships instead of trying to escape them (II Tim.2:3-4).

Qualities of a Discipler

You will be an effective discipler if you:

- Are helpful without enabling or rescuing — can let problems remain unsolved, if needed
- Are mature at balancing life's responsibilities — a minimum of five years as a believer; if in recovery, a minimum of five years of sobriety
- Are emotionally healthy — have good, safe boundaries and can take an objective view of problems
- Are an encourager — love the man and see him as valuable
- Are experienced in brokenness and have no pretense
- See yourself as a team member with Memphis Union Mission and its pastoral team
- Have some experience in discipling men and have a growing passion for discipleship
- Agree with Memphis Union Mission's doctrinal statement of faith
- Are an active member in a local church and have a letter of recommendation from your church pastor or a mature believer

When You Should NOT Disciple

You should not try to disciple someone when you:

- Are too busy, under too much stress and can't imagine taking on another responsibility
- Aren't far enough along in your own recovery and haven't been sober for at least five years
- Aren't recommended by your church pastor or another mature believer
- Can't commit to a minimum of six months to a discipling relationship
- Aren't willing to comply with the rules and guidelines of Memphis Union Mission's recovery program, including, but not limited to, recommendations from the disciple's program pastor

Problems in Discipleship

Serious problems will arise in discipleship if you:

- Sympathize and agree with your disciple when he complains, yet provide no solutions
- Provide money in any form for any reason
- Are motivated by pity or a desire to feel better about yourself
- Overlook character flaws (or sins) in the disciple
- Ignore or minimize problems
- Try to solve the disciple's problems for him
- Take over your disciple's responsibilities
- Provide your disciple with a residence, a car or a job without consulting the disciple's program pastor
- Argue, plead, advocate or bargain with your disciple
- Protect the disciple from consequences
- Leave minor children alone with the disciple
- Dump your own issues and problems on your disciple
- Desire your own agenda rather than equipping your disciple to become Christ's disciple
- Don't have a transparent and open communication with your disciple's program pastor

Spending Time with Your Disciple

- Spending time with your disciple should include spending *at least 30 minutes to an hour with him on a weekly basis (phone calls and/ or face to face)*. Possibilities include, but are not limited to:
 - On site at Mission functions or locations (including volunteer projects, meals or outings)
 - Your home (Only planned events with permission from disciple's program pastor are permitted).
 - Going out for coffee
- The following are also possible opportunities to spend time with your disciple, but are not substitutes for one on one time spent together:
 - E-mails
 - Church events
 - Disciple's family events (dinner, picnics)
 - Informal contact times (sporting events, holiday events, parks, etc.)

Advice to Consider

- Remember that changing lives is God's work and not ours. We are part of the process. Some men in our program have a great support team (including program pastors, supervisors, RA's, family, church, etc.). Even then, they may still choose to relapse into their old addictions. The relapse is a good chance for the disciple to learn more about himself and his recovery. You must not take the disciple's relapse as your personal failure.
- Many of the program men have issues and carry baggage that may be tough for you to deal with. Be aware that there may be some clients you will not be able to help and some issues you may not be able to counsel them on. Discipleship, however, will still be of great value as you continue to encourage them through their struggles. You are not there to fix them; you are there to show them Christ's love through modeling authentic friendships.
- Initially, expect many of our program men to "dump and blame" (usually about the Mission, its program, its pastors or its policies and rules). However, if it continues, it is usually a warning sign that they are becoming 'stuck' and beginning to relapse.
- Don't get drawn into their deception, but see it as a symptom of how they typically deal with problems in life.

- Help them define the problem, see and evaluate their options, and move toward healthy solutions (Ask, “So, how are you going to work through that?”).
- Realize those we disciple in our program typically have trouble with authority, so help them understand healthy relationships with authorities, instead of running away or trying to manipulate those God has placed over them (Rom. 13:1-5).

Don't Fall For Their Roles As:

- **Victim** — looking for a human savior. Instead, help him see as a Christian he has the Holy Spirit and can make godly choices. Also, help him think through possible ways to work through the issues (Phil. 4:13).
- **Persecutor** — looking for someone to validate his side and cause. Even if you agree with his cause and you feel the need to rescue him - *don't!* Guide him in solving his own problems.
- **Rescuer** — he has the answers; he knows how to help himself, the mission, and you. He may not even meet with you to keep you from overextending yourself.

Getting to Know Your Disciple

- Spend some casual informal time with your disciple. Ask him to share his story of why he came to Memphis Union Mission. Listen, listen, listen!
- Share how God is working in you.
- Talk about subjects that interest you.
- Share your story (who you are, where you came from and why you want to help).
- Share how God gets you through your own struggles.
- Realize some disciples will want to be where you are in your life, and have what you have. He will want you to validate him as healthy before he actually is. Be extremely cautious about affirming this.
- Give him permission to contact you (via cell phone, not home phone), being clear about when and how you would like him to do so.
- Be available for your disciple. Especially encourage him to get in touch with you when he is struggling. He should be contacting you far more than you should be contacting him.
- Be in relationship for one year if possible. Share your life (not just coffee or a call). Don't make promises that you can't or won't keep about your availability or plans with your disciple.
- Encourage and teach him the spiritual disciplines (quiet time, prayer, bible study, sharing Christ).
- Remember, you aren't his messiah. Keep pointing him to a dependent relationship on Christ. A relationship with you is not enough to prevent relapse.
- Don't push faith issues on him. Witness by your own walk and let him open up when he is ready.

Discipleship and Recovery

- Successful recovery for the men at Memphis Union Mission requires a team approach of program pastors, disciplers, and their local church.
- Each man you disciple in each phase of our programs (Calvary Colony, Transitional, Opportunity Center) has a program pastor, who will be your main point of contact. Good two-way communication between pastors and disciplers is essential to help you in the discipling relationship. Part of addictive living is manipulating people through withholding information or giving misinformation. Staying in contact with the assigned program pastor is critical to the disciple's success in and out of the program.

- Each month your disciple's program pastor will contact you to check in to get an update about how you feel the discipleship process is going. The program pastor will be asking questions like:
 - Are you calling or meeting each week?
 - Is there anything significant happening in the disciple's life that you think I should know about?
 - Is there anything I can help you understand about discipleship?

This check-in communication is the minimum. In fact, more communication between the Program pastor and discipler is encouraged. Open communication will be vital as you help disciple men in recovery.

Discipleship Phases

The following will provide you with a brief overview of the discipleship process. These phases are mostly applicable for the Transitional phase but are helpful in any of our programs whether it is Calvary Colony, or After Care at the Opportunity Center.

Phase I (Stabilization – One to two months) – *Men will begin adjusting to the discipling relationship. They will stabilize and begin to learn new ways of relating to life.*

- Get to know your disciple! During the first meeting you can ask questions like:
 - What are your plans? Your disciple may share their program goals stated in their ISP (Individual Service Plan) or plans from their particular program (Calvary Colony, Opportunity Center).
 - What are your struggles?
 - How can I help?
- Build a trusting and safe relationship that will become your foundation as you walk with your disciple through the following phases.
- Help your disciple process his frustrations and personal issues. Be aware of triggers that may cause relapse.
- Help him begin to learn to experience God through his quiet time (time alone with God).
- Help keep him accountable to his commitments.

Phase II (Reorientation – Two to four months) – *Program men must unlearn false beliefs and begin to change their values.*

- Keep your disciple accountable to maintain all goals set during Phase I.
- Help him honestly evaluate priorities and personal choices.
- Help him process and understand the impact of false/wrong beliefs* on his choices.
- Continue to help him process frustrations and disappointments.
- Help your disciple learn conflict resolution methods to solve problems and reduce stress.
- Help him develop a teachable spirit and willingness to change.
- Point out blind spots that you observe in your interactions together (Relational things he needs to look at and work on).

*False/Wrong Beliefs is a process your disciple will be working through during one-on-one counseling sessions with his program pastor. False beliefs are at odds with reality and will always produce negative effects in the disciple's life. This process will help to expose and correct those faulty thinking patterns which are negatively affecting the disciple's life.

Taking the disciple through "DownLine Builder Curriculum for Discipleship" is recommended at Phase II.

Phase III (Growth- Five to Six months) – *Men will begin to practice trusting their new beliefs.*

- Keep your disciple accountable to maintain all goals set during Phases I and II.
- Help him understand the importance of credit and a credit report, and come up with a realistic budget.
- Encourage your disciple to develop an ongoing fun activity or hobby.
- Help him establish an approved transition plan by asking himself these questions:
 - **Recovery Plan** – During transition, how will I stay engaged in recovery? We strongly recommend after-care at the Opportunity Center, church small groups and so forth.
 - **Career Plan** – What steps will I need to take in accomplishing my career goals?
 - **Danger Plan** – What do I see in my life to indicate I am heading toward relapse? What are my triggers?
- Continue to encourage him to grow in his relationship with Jesus Christ.
- Plan with him and his program pastor the spiritual, emotional and mental challenges to living outside of a program structured environment.

Phase IV (Transition – Seven to 12 months) – *Men will focus attention on 1) preparing to search for a job/career, 2) began searching for the job/career, or school, and 3) experiencing the beginning of that job/career or school.*

- Keep your disciple accountable to maintain all goals set during all previous program phases.
- Encourage him as he prepares for, searches for, and experiences his chosen career path.
- Help him open a saving account at a community bank (seek program pastor's help).
- Keep your disciple accountable to live within his approved budget.
- Keep him accountable to start paying debts, probation/parole, fines, or restitution owed.
- Help him see the importance of saving money for start-up household and other expenses.
 - (One year goal-\$3,000 less debt)
- Continue to walk in relationship with him as he transitions out of our program.

Phase V (Alumni) – *Men will be encouraged to attend Celebrate Recovery at Memphis Union Mission's After Care Program at 600 Poplar Ave.*

- Continue walking with your disciple and modeling Christ to him. Continue to encourage him as he experiences success and failure.
- Continue to encourage him as he moves forward on the challenging journey of recovery and spiritual growth.
- Attend Celebrate Recovery meetings with him. Encourage other supportive structures that will help him continue to live a life of sobriety as you help him disciple others in recovery.

Discipleship Agreement & Confidentiality Form

As a disciple, I vow to do the following:

- I will not encourage or support independent decisions by the disciple to leave Memphis Union Mission's recovery or discipleship program.
- I will meet and/or talk with my disciple each week. Additional time may be spent at church activities, family events and so forth.
- I will work with my disciple on any special issues recommended by his program pastor.
- I understand the importance of keeping confidences. However, I also understand that my disciple has an addictive behavior and has enrolled in our recovery, transitional, or after care program. Therefore, I will report to the program pastor anything that could jeopardize my disciple's recovery plan, especially any significant life change. (Please read the statement about confidentiality below)
- I will contact the program pastor if my disciple relapses, is arrested, has not kept appointments with parole or probation officer, or has not called or shown up for planned meetings.
- I will communicate regularly with my disciple's program pastor and church pastor to encourage and hold the disciple accountable.

Maintaining Confidentiality

It is desirable that there be open communication between the disciplers and the program pastors. We understand that a major component of addiction recovery is complete accountability. This accountability is the basis for open communication regarding the disciple. However, we must also recognize that the disciple should be commended in the sharing of specific information. As we disciple and encourage these men, the following principles will be essential in open communication while fostering confidentiality:

- Program pastors will share information with the discipler about the disciple's mental, emotional, and spiritual growth while in our program, how he is growing and accomplishing his personal, relational, and spiritual goals.
- Program pastors will not share information with the discipler which may be otherwise protected by law. If the disciple confesses to a crime while in the Mission's recovery program, program pastors will not share this information with the discipler. The disciple may, however, decide to disclose such information to his discipler at his own discretion.
- It is expected that the disciplers who are not under any confidentiality laws will share with the program pastor any issues or concerns they experience while in the discipling relationship.

Recommended Reading

- *Warrior, Wounded, Wisdom* by Keith Kaynor
- *Biblical Manhood* by Stuart Scott
- *Men of Honor* by Mike Cleveland
- *Freedom from Addiction* by Neil T. Anderson
- *Addiction (a Christian Perspective)* by Brian Neal
- *Setting the Captives Free (The way of purity)* by Mark Shaw
- *Divine Intervention (Hope and Help for Families of Addicts)* by Mark Shaw
- *Moral Recognition Therapy Workbook* by Gregory L. Little, Kenneth D. Robinson
- *When Helping Hurts* by Steven Corbett & Brian Fikkert (Highly recommended reading)
- Discipleship Curriculum- (DownLine Builder (Customizable Curriculum for Biblical Discipleship))

Disciple Information

Disciple Name: _____ Date of Birth: _____

SSN: _____ E-mail: _____

Cell phone: _____

Please check the following:

- I authorize the program pastor of Memphis Union Mission recovery programs (Calvary Colony, Transitional, Opportunity Center) to release personal information to my discipler.
- I authorize the program pastors to obtain personal information from my discipler.
- I have read and understand the policy regarding open communication and confidentiality of the Discipleship Program. I authorize the sharing of information described as it will be used to encourage my sobriety and spiritual growth. I understand that this authorization will be terminated when I am no longer receiving services from Memphis Union Mission Recovery Programs. I will give the program pastor a signed notice of when I no longer need Memphis Union Mission's discipleship program and their services.

Disciple Signature: _____ Date: _____

Discipler Information

Discipler Name: _____

Mailing Address: _____ Home Phone: _____

Cell Phone: _____ E-mail Address: _____

What is the best way to contact you? _____

What church are you currently attending? _____

As a discipler, I agree to abide by this discipleship agreement, and will comply with the discipling guidelines. I also understand and agree to abide by the policy regarding open communication and confidentiality for discipling men in Memphis Union Mission discipleship program.

Discipler Signature: _____ Date: _____

Pastor Approval

As pastor, I _____ am in agreement with the decision of the person listed above to be involved with Memphis Union Mission's discipleship program. I confirm that he meets the qualifications of being a discipler.

Pastor Signature: _____ Pastor Phone Number: _____

The Disciple and Discipler have been provided a copy of this authorization:

Program Pastor Initials: _____ Date: _____

Program Pastors Contact Information

- Pastor Reginald Fowler (Calvary Colony): (901) 526-8403, ext. 2016
- Pastor Rogers Heffner (Transitional Program): (901) 357-9641, ext. 3001

Pastor Reg can be reached Monday through Friday, 8 a.m. to 5 p.m.

Pastor Rogers can be reached Monday through Friday, 11:30 a.m. to 8 p.m.

Emergency Contacts

- Memphis Police Department: (901) 545-2677 or 911
- Mobile Crisis-(Adult): (901) 577-9400
- National Suicide Prevention Lifeline: (800) 273-8255

Disciplers should have at least one emergency contact readily available.

Memphis Union Mission's Statement of Faith

- We believe the Bible to be the inspired, ultimate authoritative Word of God.
- We believe there is one God, eternally existing as Father, Son, and Holy Spirit,
- We believe that a person is only saved through a direct, personal encounter with the risen Lord, at the time being regenerated by the Holy Spirit. This event we hold to be an experience rather than a doctrinal supposition.
- We believe that the Lord Jesus Christ is deity, that He was born of a virgin, that we are redeemed by His atoning death through His shed blood, that he bodily resurrected and ascended into Heaven, and that He will come again in power and great glory.
- We believe in the present ministry of the Holy Spirit, indwelling each believer, enabling us to live a godly life of obedience as we reach for maturity.
- We believe that the Holy Spirit unites all true believers in the Lord Jesus Christ, and that together they form one body, the Church

Notes