

A PREPARATION FOR DISCIPLESHIP

BUILT TO SHINE

2026

Includes the Complete Facilitator Guide

“Let your light shine before others, that they may see your good works and glorify your Father in heaven.”

— Matthew 5:16

Contents

Contents.....	3
Introduction	5
The Life Inside You	7
The Quiet Gap	7
What We Were Meant For	7
What Was Lost	7
Why Nothing Else Works	8
The Turning Point.....	8
The Moment Everything Changes.....	9
The Reality That Should Change Everything	9
What You Received	9
What Happens Next.....	10
The Question That Changes Everything.....	10
Invitation	10
Everyone Has Something to Teach	12
A Surprising Question	12
The Standard Most People Never Hear	12
What a Real Teacher Looks Like.....	12
The Multiplication Mandate	13
The Fear That Holds People Back.....	13
Your Assignment Starts Now	14
Why Discipleship Fails.....	15
The Uncomfortable Truth	15
The “I’m Okay” Syndrome.....	15
Five Reasons Discipleship Fails.....	15
Cheap Grace and Costly Grace.....	17
The Emotional Christ-Follower	18
The Part Nobody Talks About	18
What Emotional Immaturity Looks Like.....	18
The Johari Window	19
The Daily Examen.....	19
Feedback: The Gift You Did Not Ask For	20
The Courage to Be Changed at the Root	20
Faith Is a Fight	21
The Woman Who Refused to Stop	21
What the Syrophoenician Woman Teaches Us.....	21

The Marathon, Not the Sprint	21
The Battlefield From Day One.....	22
The Capacity to Start, Continue, and Resist.....	22
A Lifelong Learner	23
Safety	24
The Room Where You Can Be Honest	24
The Triad: Why Three.....	24
What Kills Trust	24
Four Practices That Build Safety	25
Removing Distractions	25
The Growth Matrix.....	26
Self-Assessment	26
Meditation	28
The Practice That Changes You.....	28
The Sponge.....	28
Richard Foster’s Pathway.....	29
Journaling: Making It Visible	29
Reflection: The Lost Discipline	30
The Destination.....	30
Send Us	31
Before You Read.....	31
A Prayerful Heart	31
The Commissioning.....	32
Sofia’s Prayer	32
Facilitator Guide.....	33
The Teacher’s Own Walk	33
How to Moderate a Session.....	33
Creating Teachers From Day One	34
Session-by-Session Notes.....	34
A Final Word to the Facilitator.....	35

Introduction

This book exists for one reason: to prepare you for discipleship.

Not to fill your head with information. Not to give you a certificate to hang on the wall. But to prepare your heart, your mind, and your life for the journey of discipleship.

What you are about to read is not theory. It is a road map. Every module builds on the one before it. Every truth is designed to be lived, not just learned. Every exercise is designed to bring what is on the page into the reality of your Monday morning.

This book is divided into two parts. Part One contains the seven modules and the closing prayer session. These are the readings that prepare your heart before each weekly session. Part Two contains the Facilitator Guide. It is in the same book on purpose. Because this programme is built on a radical belief: everyone who enters as a participant is being prepared to become a teacher.

Hebrews 5:12 — *By this time you ought to be teachers.*

The standard is not optional. It is biblical. And this programme takes it seriously.

One final thing before you begin. This programme depends on the Holy Spirit. The content is important. The structure is intentional. But the actual teacher is the Spirit of God who lives inside every believer. Without Him, these are just pages. With Him, they are seeds that can produce a harvest you cannot imagine.

Let's begin.

PART ONE

The Modules

MODULE 1

The Life Inside You

The spark that changes everything



The Quiet Gap

Sofia had always believed in God.

She grew up around faith. She knew the language. She could pray when needed. She could encourage others. From the outside, everything looked right.

But there was something she could not explain. At night, when everything became quiet, a thought would come back again and again: why does it feel like something is missing? Not dramatically missing. Not painfully missing. Just not quite there.

She was not lost. She was not broken. But she was not full.

One day, after a long conversation with a friend, she said something she had never said out loud before. She said, “I know about God. I just don’t know if His life is actually in me.”

That sentence stayed in the room. Because deep down, many people feel the same.



What We Were Meant For

The Bible tells us something very simple and very powerful. When God created man, He did not just form a body. He breathed into him. And that breath was not oxygen. It was life. His own life.

Genesis 2:7 — *The Lord God formed man of the dust of the ground, and breathed into his nostrils the breath of life; and man became a living soul.*

That word for breath in the original Hebrew is ruah. It means spirit, wind, breath. It is the same word used for the Spirit of God. When God breathed His ruah into Adam, He was not just starting a heartbeat. He was sharing His own life with a human being.

Man was not created just to live on earth. Man was created to carry God.

The Bible says that eternity has been placed inside the human heart. Something in you was designed for more than survival, more than success, more than comfort. Something in you was designed for God Himself.



What Was Lost

Then something happened. Man chose independence. Man chose to live without God. And God said, “In the day you eat of it, you will surely die.”

But Adam did not fall to the ground physically. So what died?

The connection. The living union. The life that came from God was no longer flowing.

Genesis 6:3 — *My Spirit shall not strive with man forever.*

God’s ruah withdrew. The container remained. The body was still there. The mind was still there. The spirit was still there. But it was no longer alive to God.

Think of it like a house fully wired for electricity, but with no current running through it. Everything is in place. But there is no power.

Or think of a candle. The candle exists. The wick is ready. But there is no flame.

That is the human condition. Not always broken on the outside. But disconnected on the inside.



Why Nothing Else Works

So people try. They try to improve. They become more disciplined, more moral, more spiritual. Some become religious. Some become successful. Some become better versions of themselves.

But the gap remains. Why?

Because you cannot fix a life problem with effort. You cannot produce divine life by human strength. It is like being married to a system that always asks for more than you can give. You try. You fail. You try again. You fail again. The standard does not change.

The problem is not that you are not trying hard enough. The problem is that something is missing. You do not need help. You need life.



The Turning Point

Everything changes when truth is heard. Faith begins when the Word of God reaches the heart.

At some point, Sofia heard something different. Not “try harder.” Not “be better.” But this: God is not asking you to fix yourself. He is offering you His life.

Something inside her responded. That is conviction. Not condemnation. Clarity. She saw herself honestly. She realised she had been living without the life she was created to carry.

That moment leads to repentance. Repentance is not punishment. It is a change of mind that leads to a change of direction. I was going this way. Now I turn.

Then comes faith. Not complicated. To believe in the heart that Jesus truly did what He said He did. To confess with the mouth that He is Lord. Simple. Real. Personal.



The Moment Everything Changes

Then something happens that you cannot see with your eyes but that changes everything. Your spirit is made alive. And the Holy Spirit comes to live in you.

Romans 8:11 — *The same Spirit that raised Jesus from the dead now lives in you.*

Stop and think about that. The power that brought Jesus out of death is now inside a human being. Not around you. Not visiting you. Living in you.

And something else happens. You are joined to Christ.

1 Corinthians 6:17 — *The one who is joined to the Lord becomes one spirit with Him.*

Not separate. Not distant. Joined.



The Reality That Should Change Everything

This is where everything shifts. God Himself lives in you. Not as an idea. Not as a memory. Not as a distant presence. In you.

The One who created the universe. The One who spoke light into existence. The One who raised Jesus from the dead. Lives in you.

Think about what that could mean at its highest. How could that affect the way you think, the way you speak, the way you face problems, the way you see yourself?

Most believers never stop long enough to let this become real. But if it becomes real, everything changes.



What You Received

When this happens, you are not slightly improved. You become a new creation. Your past is forgiven, completely. You are justified, not by effort, but by faith.

And you receive eternal life. But here is something most people miss. Eternal life is not just living forever one day. It is THE life of God in you right now. Not a vague, spiritual idea. The actual, resurrection-grade, same-power-that-raised-Jesus life of the Creator, deposited in your spirit.

Romans 5:17 — *Those who receive the abundance of grace and the gift of righteousness will reign in life through the One, Jesus Christ.*

The Greek word there is zoe. It is the word reserved for God's own uncreated life. Not bios, which is your everyday physical existence. Not psuche, which is your soul, your personality, your creaturely self. Zoe. THE life of God. And Paul says you reign in it. It is the realm from which you now operate.

You are no longer disconnected. You are alive to God. You are united with Christ.



What Happens Next

But something important must be understood. Everything changes instantly at the core. But not everything changes instantly in your experience.

Your spirit is made alive immediately. Your mind is renewed over time. Your body learns new patterns.

It is like a pregnancy. Life is already present, even when nothing is visible yet. The mother does not create the baby. The baby grows the mother. Her body expands, yields, reorganises around the life within. In the same way, the life of God inside you reshapes you from the inside out. You do not produce it. You allow it to grow.

It is also like a farmer. The seed carries the life. The farmer creates the conditions. Reading the Bible is not homework. It is irrigation. Prayer is not a religious obligation. It is creating the environment for the seed to do what seeds do.

The governing chain looks like this: God's life (zoe) shapes your soul (psuche), and your renewed soul governs your body. That is Romans 12:2 in action. The slow, consistent soaking of your mind in God's truth until His thought-world replaces the one you built on your own.



The Question That Changes Everything

Now the question is simple. If God truly lives in you, what does that change?

On Monday morning, when pressure comes, when fear appears, when temptation rises. If this is real, it must show somewhere.

This is where the journey begins.



Invitation

If you are not sure this has happened to you, you can respond. Simply. Honestly.

"God, I see now. I need Your life. I turn to You. I believe in what Jesus has done. Come and live in me."

And if you already believe, then do not move past this too quickly. Sit with it. God lives in you. Let that become real.

MODULE 2

Everyone Has Something to Teach

The Hebrews mandate and why maturity means multiplication

• • •

A Surprising Question

A few weeks into her journey, Sofia sat in a small group and the facilitator asked a question that caught her off guard.

“Who here thinks they have something to teach?”

Nobody raised their hand. Sofia certainly did not. She was still trying to understand what had happened to her in Module 1. She was still processing the idea that the Creator of the universe had taken up residence in her spirit. How could she possibly teach anyone anything?

The facilitator smiled. “That’s exactly what I expected. And that’s exactly the problem.”

• • •

The Standard Most People Never Hear

There is a verse in the book of Hebrews that should stop every Christian in their tracks.

Hebrews 5:12 — *By this time you ought to be teachers, but instead you need someone to teach you again the basic principles of God’s word.*

The writer is not speaking to pastors. He is not addressing seminary students. He is writing to ordinary believers. And his expectation is blunt: by now, you should be teaching others.

This is the biblical standard of maturity. Not how much you know. Not how many conferences you have attended. Not how emotional your worship is. The standard is this: can you take what God has given you and pass it on to someone else?

If you cannot, something has stalled.

• • •

What a Real Teacher Looks Like

When most people hear the word “teacher,” they picture a pulpit. A microphone. A degree on the wall. But that is not what the Bible describes.

A real teacher is someone who inspires before they open their mouth. Their life speaks before their words do. They are not performing a role. They are living a reality.

Jesus said something devastating about the religious teachers of His day. He called them whitewashed tombs. Beautiful on the outside. Dead on the inside. They had knowledge. They had authority. They had position. But they did not have life.

The kind of teacher this programme is building is the opposite. Not someone who has all the answers but someone who is genuinely being changed. Not someone who has arrived but someone who is honestly on the way. Not someone who impresses but someone who overflows.

Remember the pregnancy illustration from Module 1? A pregnant woman does not need to announce her condition forever. Eventually, it becomes visible. Eventually, the life inside shows. Teaching in the biblical sense is not a skill you acquire. It is a life that becomes visible.



The Multiplication Mandate

The Apostle Paul gave Timothy one of the most important instructions in the entire New Testament.

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

Count the generations in that single verse. Paul taught Timothy. Timothy teaches reliable people. Those people teach others. Four generations of multiplication in one sentence.

This is not a suggestion. It is the engine of the entire Christian movement. Every believer who receives must also give. Every student is being trained to become a teacher. Not one day in the distant future. From day one.

That is why this programme is structured the way it is. You are not here just to learn. You are here to be equipped. As you grow, you will be invited to facilitate portions of sessions. You will lead small group discussions. You will present a lesson. Not because you are ready. Because readiness comes through doing, not waiting.



The Fear That Holds People Back

Sofia was honest. “I’m not ready for that,” she said.

The facilitator nodded. “Nobody ever feels ready. But let me ask you something. When you share what God has been doing in your life this week, and you see someone else light up because your words helped them, what is that?”

Sofia thought about it. “Teaching?”

“Exactly. You have been doing it already. You just did not have a name for it.”

The fear of teaching is almost always the fear of not being good enough. But teaching in the kingdom is not about being good enough. It is about being honest enough. It is about saying, “Here is what I am learning. Here is what God is showing me. It is changing me. Maybe it can help you too.”

That is not performance. That is overflow.



Your Assignment Starts Now

From this point forward, this programme treats you as a future teacher. Not because you have earned it but because the Bible expects it. Every module you complete, every truth you absorb, every conversation you have in your triad is preparing you.

The best way to learn something is to teach it. The moment you try to explain what God has done for you, you discover what you actually understand and what is still unclear. Teaching forces clarity. And clarity deepens transformation.

Sofia did not feel like a teacher. Not yet. But she noticed something. Every time she shared what she was learning, it became more real to her. Every time she put words to the life inside her, it grew.

That is not a coincidence. That is how the kingdom works.

MODULE 3

Why Discipleship Fails

The five structural reasons and how this programme is different

• • •

The Uncomfortable Truth

Sofia had been part of church programmes before. Bible studies, courses, small groups. She always started well. She always meant it. And after a few weeks, something would happen.

Not a dramatic falling away. Just a slow fade. The notes would pile up unread. The group would thin out. The fire would dim. And eventually, she would look back and think: that was nice, but nothing actually changed.

She was not alone. This is the most common experience in churches around the world. Discipleship programmes launch with energy and end with silence. People sign up, show up for a while, and then quietly return to exactly where they were.

Why?

Not because people are lazy. Not because the content is bad. But because something structural is broken.

• • •

The “I’m Okay” Syndrome

Before we look at the five reasons discipleship fails, we need to name the most dangerous obstacle of all. It is not rebellion. It is not doubt. It is contentment with the wrong thing.

It sounds like this: “I’m okay. I go to church. I pray sometimes. I’m not perfect, but I’m fine.”

The problem is not that the statement is false. The problem is that it is incomplete. A candle with no flame is also “fine.” It is perfectly intact. It is just not doing what it was made for.

The “I’m okay” syndrome is the quiet killer of spiritual growth. It creates a plateau that feels like stability but is actually stagnation. The person is not falling apart. They are not failing visibly. They are simply not growing. And because nothing hurts, they do not see the need to change.

If you recognised yourself in that description, good. Honesty is the first step toward something better.

• • •

Five Reasons Discipleship Fails

1. Curriculum Over Relationship

Most programmes are built around content. Read this chapter. Answer these questions. Pass this quiz. The assumption is that if people learn the right information, transformation will follow. But it does not.

Jesus did not hand the twelve a manual. He said, “Follow me.” He ate with them. He walked with them. He let them watch Him pray, weep, and confront. The programme was the relationship. The content was the life.

When curriculum replaces relationship, people learn facts without being changed by them. That is why this programme is built around triads. Small groups of three, committed to doing life together, not just studying together.

2. Information Over Transformation

Knowing more is not the same as becoming more. The Pharisees knew more Scripture than anyone in Israel. They could quote, debate, and explain. But Jesus called them whitewashed tombs.

The question that every module in this programme asks is not “What did you learn?” but “How is this changing you?” If you can explain a truth but your life does not show it, the truth has not yet reached the place where it matters.

3. Human Effort Over the Holy Spirit

This is perhaps the most subtle failure. A programme can have excellent content, strong leadership, and committed participants, and still produce nothing lasting. Why? Because the actual teacher was never invited.

The Holy Spirit is the real teacher. Methods, books, facilitators are all secondary. If the Spirit is not actively involved, you are running a self-improvement class with Christian vocabulary.

John 14:26 — *The Holy Spirit, whom the Father will send in my name, will teach you all things and remind you of everything I have told you.*

This programme depends on the Spirit. Every session begins and ends in prayer. Every reflection is an invitation for the Spirit to speak. The facilitator’s job is not to fill people with information but to create space for the Spirit to work.

4. Graduation Mindset Over Multiplication

Most programmes have a finish line. Complete the course. Get the certificate. Move on. But discipleship has no graduation. It is a lifelong process.

The danger of a programme is that it creates an ending where there should be a beginning. You do not complete discipleship. You enter it. And the way you know you are growing is that you start pouring into others.

That is why multiplication is built into this programme from day one. You are not here to receive and then leave. You are here to receive and then give.

5. Performance Over Honesty

People grow at the speed of their honesty. If the culture is not safe enough for “I’m struggling,” people will perform instead of transform. And performance is the most dangerous outcome of discipleship.

If you have to pretend you are fine, you will never get help for the places where you are not. If you cannot say “I failed this week,” you will carry the weight of that failure alone. And isolated failure becomes entrenched failure.

This programme is built on safety. What is shared in the triad stays in the triad. Failure is not the end. Hiding is. The culture we are building is one where falling is normal and getting up together is the expectation.



Cheap Grace and Costly Grace

The theologian Dietrich Bonhoeffer made a distinction that every disciple needs to understand.

Cheap grace is grace without discipleship. It says, “God loves you, so nothing needs to change.” It is comfortable. It asks nothing. And it produces nothing.

Costly grace is grace that calls you to follow. It says, “God loves you so much that He will not leave you where you are.” It costs everything. And it changes everything.

Salvation is free. Discipleship costs you your old life. Both are grace. But only one produces fruit.

Sofia began to understand why her previous experiences had faded. They had given her cheap grace dressed up as discipleship. This time, she wanted the real thing. Even if it cost her.

MODULE 4

The Emotional Christ-Follower

Why you cannot grow spiritually while ignoring what you feel



The Part Nobody Talks About

Sofia noticed something uncomfortable in her third week. She was reading her Bible. She was praying. She was showing up to every session. But when her sister said something dismissive on the phone, Sofia responded with the same old sharpness she had carried for years.

Nothing had changed in that reaction. Not one thing.

She sat with it afterward and felt ashamed. Was the life of God not supposed to make a difference? Was she doing something wrong?

The truth is harder and more hopeful than she expected. The life of God was in her. But it was running into walls she had never examined. Emotional walls. Patterns. Wounds. Habits so old they felt like personality.

Peter Scazzero, a pastor who nearly destroyed his church and his marriage before waking up, put it as plainly as anyone ever has: it is not possible to be spiritually mature while remaining emotionally immature.



What Emotional Immaturity Looks Like

Emotional immaturity is not about being dramatic or being overly sensitive. It can look like many things, and some of them look very put-together from the outside.

It can look like a low awareness of your own feelings. You do not know what you feel or why you react the way you do. Someone asks, “How are you?” and you say “fine” because you genuinely do not know the answer.

It can look like unprocessed trauma. Something happened years ago and you never dealt with it. But it shows up in your relationships, your triggers, your inability to trust.

It can look like a bad temper, a sharp tongue, a pattern of avoidance, a need to control, a fear of conflict, a superiority complex, an inferiority complex, or a difficulty complex that people around you can see but you cannot.

It can look like someone who loves God and means well but keeps hurting people without understanding why.

Discipleship that does not address this is building on sand.



The Johari Window

There is a simple tool that can help you begin to see yourself more honestly. It is called the Johari Window, and it divides your self-awareness into four areas.

The first area is what you know about yourself and others also know. This is your open self. Your known strengths, your obvious habits, the things you freely share.

The second area is what others see in you but you do not see. This is your blind spot. Everyone has them. By definition, you cannot find them on your own. You need people who love you enough to tell you the truth.

The third area is what you know about yourself but hide from others. This is your hidden self. The fears, the struggles, the failures you keep private. Safety determines whether this area shrinks or grows.

The fourth area is what neither you nor others can see yet. This is your unknown self. It surfaces through deep reflection, through crises, through the work of the Holy Spirit over time.

The goal of discipleship is to enlarge the open area. To bring what is hidden into the light. To let others speak into your blind spots. To allow God to reveal what has been unknown.

That requires courage. And it requires a safe environment. Both are built in this programme.



The Daily Examen

One of the oldest and most effective tools for emotional self-awareness comes from the Christian tradition. It is called the Examen, and it takes about ten minutes.

At the end of each day, you sit quietly and ask yourself two questions.

First: where did I feel most alive today? Where did I sense God's presence? Where was there joy, peace, energy, connection? This is called consolation.

Second: where did I feel drained, anxious, disconnected, or reactive today? Where did I feel far from God? Where did something go wrong inside me, even if it looked fine outside? This is called desolation.

You are not judging yourself. You are noticing. Over time, patterns emerge. You begin to see what triggers you, what drains you, what fills you, and what pulls you away from the life of God inside you.

The Examen is not therapy. It is spiritual attentiveness. It trains you to pay attention to your inner world the way a farmer pays attention to the soil.



Feedback: The Gift You Did Not Ask For

Sofia's triad did an exercise that terrified her. Each person was asked to share one thing they were learning about themselves. Then the others responded with two things: one genuine appreciation and one honest observation.

Sofia's triad partner said, "I notice that when someone disagrees with you, you go quiet. Not peaceful quiet. Shut-down quiet. Like you're leaving the room without leaving the room."

It stung. And it was true.

Feedback from people who know you is one of the most powerful tools for growth. Not criticism. Not judgment. Honest, loving observation. It expands your Johari Window. It brings your blind spots into the open.

But it only works in safety. If you are afraid of being judged, you will not hear it. If you are afraid of being rejected, you will defend rather than receive. That is why the triad is so important. It is a space where truth is spoken with love, not weaponised.



The Courage to Be Changed at the Root

This may be the hardest module in the entire programme. It asks you to look at yourself without filters. Not at your theology. Not at your spiritual practices. At you. Your emotional patterns. Your reactions. Your wounds.

It is tempting to skip this. To move to the next module where things feel more spiritual. But Scazzero's warning stands: emotional immaturity will sabotage your spiritual growth every time.

The good news is that the life of God in you is more than sufficient for this work. The Holy Spirit is not intimidated by your blind spots. He is not surprised by your wounds. He already sees the fourth quadrant of your Johari Window, the unknown self, and He is gentle enough to reveal it at the pace you can handle.

Sofia left that session feeling raw but strangely relieved. For the first time, she did not have to pretend. And in that honesty, something shifted. The life inside her found a new room to fill.

MODULE 5

Faith Is a Fight

The long game, the marathon, and why quitting is the real enemy

• • •

The Woman Who Refused to Stop

There is a story in the Gospels that does not read like a Sunday school lesson. It reads like a fight.

A woman from the region of Tyre and Sidon, a Gentile, came to Jesus because her daughter was suffering. She had no standing. No religious credentials. No right to approach a Jewish rabbi. But she came anyway.

And Jesus, in one of the most startling moments in all of Scripture, seemed to refuse her. He said, “It is not right to take the children’s bread and throw it to the dogs.”

Any reasonable person would have walked away. The insult was clear. The rejection was public. Every cultural norm said she should leave.

But she did not walk away. She pushed back. She said, “Yes, Lord, but even the dogs eat the crumbs that fall from the master’s table.”

And Jesus, far from being offended, was astonished. He said, “Woman, great is your faith.” And her daughter was healed in that very hour.

• • •

What the Syrophenician Woman Teaches Us

This woman is the centerpiece of this module because she demonstrates something most believers never develop: mental and spiritual resilience.

She had three things working against her. She was the wrong ethnicity. She was the wrong gender for that culture. And she received what looked like a direct refusal from Jesus Himself.

And she still did not quit.

Her faith was not a warm feeling. It was not a quiet confidence. It was an active, intelligent, persistent force that took the obstacle and turned it into an argument. She did not deny what Jesus said. She reframed it. She found the crack in the wall and pushed through it.

That is faith. Not the absence of opposition. The refusal to let opposition have the last word.

• • •

The Marathon, Not the Sprint

Sofia was feeling the pull by Module 5. The early excitement had faded. The daily discipline was getting harder. Some mornings she did not feel like reading. Some evenings she did not feel like praying. The triad meetings felt repetitive.

She was not failing. She was hitting the wall that every long-distance runner knows.

Discipleship is not a sprint. It is a marathon. And the most dangerous moment in a marathon is not the start. It is the middle. The part where the finish line is too far to see and the starting line is too far to return to. That is where most people quit.

Hebrews 12:1 — *Let us run with endurance the race set before us.*

The writer of Hebrews does not say run with speed. He says run with endurance. Endurance is not about how fast you go. It is about whether you are still going. It is the art of showing up again after you have fallen, after you have lost motivation, after the feelings have dried up.



The Battlefield From Day One

One thing must be made absolutely clear. From the moment you said yes to Christ, you entered a battlefield.

That is not dramatic language. It is biblical reality. The Apostle Paul describes the Christian life in military terms: armour, swords, shields, battles, warfare. He does not describe a spa. He describes a front line.

The enemy's primary strategies are not spectacular. They are subtle. Discouragement. Distraction. Delay. He does not need you to renounce your faith. He just needs you to stop growing. A Christian who is not growing is a Christian who is slowly drifting.

The most dangerous obstacle is not temptation. It is the plateau. It is reaching a comfortable place and staying there without realising that comfortable and stagnant are often the same thing.

Sofia recognised her plateaus. They were not dramatic. They were invisible. She would grow for a while, then coast. Grow, then coast. And each coasting period was a little longer than the last.



The Capacity to Start, Continue, and Resist

Mental and spiritual strength can be broken into three capacities.

The first is the capacity to start. Most people never begin because they are waiting for perfect conditions. Perfect conditions do not exist. Training does not begin when you feel ready. It begins when you decide.

1 Timothy 4:7 — *Train yourself to be godly.*

The second is the capacity to continue. This is endurance. This is the Syrophoenician woman refusing to walk away. This is getting back up on Wednesday after you failed on Tuesday. The measure of a disciple is not that they never fall. It is how quickly they get up.

The third is the capacity to resist. The armour of God is not decorative. Resistance is an active, daily choice. It means recognising the pattern of distraction, naming it, and refusing to surrender to it.



A Lifelong Learner

The final mindset shift of this module is this: you are not becoming a finished product. You are becoming a lifelong learner.

The person who thinks they have arrived is the person who has stopped. The moment you believe you have figured out the Christian life is the moment your growth ends.

The Syrophoenician woman teaches us that faith is not about having all the answers. It is about the relentless, humble, courageous refusal to quit. She did not understand why Jesus said what He said. But she trusted Him enough to keep pressing in.

That is your invitation. Not perfection. Persistence. Not arrival. Endurance. Not a sprint to the finish. A lifetime of showing up.

Sofia wrote in her journal that night: “I am not where I want to be. But I am not where I was. And I will not stop.”

MODULE 6

Safety

Building the environment where real growth becomes possible

• • •

The Room Where You Can Be Honest

By Module 6, Sofia had learned something that surprised her. The most important factor in her growth was not the content. It was not the theology. It was not even the quality of the teaching.

It was the people around her.

More specifically, it was whether she felt safe enough to be honest with them.

When she felt safe, she opened up. When she opened up, she grew. When she did not feel safe, she performed. And performance was the opposite of growth.

Safety is not a soft topic. It is the structural foundation without which nothing in this programme works.

• • •

The Triad: Why Three

This programme is built around triads. Groups of three. Not two. Not ten. Three.

Two people create a conversation. Three people create a community. In a triad, there is always someone listening while two are talking. There is always a witness. There is always perspective.

The triad is not a therapy group. It is not a Bible study. It is a covenant relationship where three people commit to walking together for the duration of this programme and beyond.

Three principles hold the triad together.

First, showing up is not optional. If you do not show up, you are not just letting yourself down. You are leaving a gap in someone else's support structure. The triad needs you as much as you need the triad.

Second, being trustworthy is everything. What is shared in the triad stays in the triad. The moment someone's honesty is used against them, the safety is destroyed and it may never come back.

Third, removing distractions is essential. Phones away. No multitasking. Full presence. You cannot create safety if you are not fully there.

• • •

What Kills Trust

Trust is built slowly and destroyed quickly. There are specific behaviours that kill trust in any group, and being aware of them is the first line of defence.

Gossip. The moment you share someone's vulnerability outside the triad, you have broken the covenant. It does not matter how innocently it was intended.

Judgement. If someone shares a struggle and your first response is correction rather than compassion, they will never share again.

Inconsistency. If you show up sometimes but not others, you communicate that the relationship is optional. That creates insecurity in the people who are counting on you.

Breaking confidence. This is different from gossip. It is more subtle. It is referencing what someone shared in a way that makes them feel exposed, even if no names are used.

Unsolicited advice. Sometimes people need to be heard, not fixed. Learning to sit with someone's pain without rushing to solve it is one of the most loving things you can do.



Four Practices That Build Safety

If trust-killers tear down the environment, these four practices build it.

First, confidentiality. Say it out loud. Say it often. What is shared here stays here. Make it a non-negotiable.

Second, modelling vulnerability. The leader goes first. The facilitator shares their struggle before asking others to share theirs. If the person in charge is honest, everyone else feels permission to be honest too.

Third, grace after failure. What happens when someone fails? When they disappear for a week? When they do not complete their assignment? The answer determines the culture. If failure is met with shame, people will hide. If failure is met with, "Welcome back. We missed you," people will try again.

Fourth, no pressure to perform. If someone is not ready to share, they do not have to. If someone is processing something privately, that is respected. Forcing vulnerability is not safety. It is coercion.



Removing Distractions

Growth requires focus. And focus requires the deliberate removal of things that compete for your attention.

During sessions: phones on silent, placed face down. No side conversations. Full eye contact when someone is sharing.

During the week: identify the three biggest distractions that pull you away from your daily reading, your prayer time, your triad commitments. Name them specifically. A vague awareness of distraction has never helped anyone. Write them down. Then make a plan.

Sofia's biggest distraction was not something dramatic. It was scrolling her phone before bed instead of reading. Once she named it, she could fight it. Before she named it, it won every night without a contest.



The Growth Matrix

This programme uses a growth matrix to help you see where you are and where you are heading. It is not a ladder of judgement. It is a colour spectrum. Each colour represents a phase of growth.

Grey represents the dormant phase. This is the person who has not yet engaged with the life of God or is unaware of it.

Bronze represents the awakening phase. The person has begun to understand that God lives in them, but the implications have not yet reached their daily life.

Silver represents the developing phase. Consistent engagement with Scripture, prayer, and community. Visible changes beginning to appear.

Gold represents the established phase. The person is stable, growing, honest about their weaknesses, and beginning to pour into others.

Diamond represents the reproducing phase. Actively facilitating, teaching, mentoring. The life inside is clearly visible and is producing fruit in others.

Platinum represents the multiplying phase. The person is now developing other teachers. The cycle of 2 Timothy 2:2 is alive in their life.

There are no condescending labels. No one is called a “baby Christian” or a “mature believer.” The colours speak for themselves. And movement between phases is celebrated, never rushed.



Self-Assessment

At this point in the programme, you will complete a self-assessment questionnaire. It is not a test. It is a mirror. It helps you see where you are honestly, so that you can set realistic goals for where you want to be.

Be honest. There are no wrong answers. There are only truthful ones and protective ones. Choose truth.

Sofia completed her assessment and placed herself in the bronze phase. She expected to feel disappointed. Instead, she felt relieved. Knowing where she stood was better than pretending she was somewhere else.

MODULE 7

Meditation

The cornerstone practice that makes everything else work

• • •

The Practice That Changes You

By Module 7, Sofia had noticed something about the people who were growing fastest in the programme. It was not the ones who knew the most. It was not the ones who spoke the most. It was the ones who were quiet the most.

Not quiet in the sense of withdrawn. Quiet in the sense of deliberately still. They had a habit she did not have. They meditated.

Not the empty-your-mind kind of meditation. Not candles and mantras. Something different entirely. They took the Word of God and soaked in it. They sat with a verse until it sat with them. They let Scripture read them, not just the other way around.

And it was changing them in a way that nothing else was.

• • •

The Sponge

Think of a sponge. A dry sponge is rigid, brittle, hard. You can set it on a puddle of water and it will sit there doing nothing. It must be placed in the water and left there. Given time. Given stillness.

And then something happens. The water fills every pore. The sponge becomes soft, flexible, full. It takes on the nature of what it has absorbed. And when you squeeze it, what comes out is what went in.

That is meditation. It is the practice of soaking in the Word of God until the Word soaks into you. Not speed-reading the Bible to check a box. Not skimming for information. But sitting. Linger. Letting the truth penetrate deeper than your intellect, into the place where your habits live, where your reactions are formed, where your identity is shaped.

Romans 12:2 — *Be transformed by the renewing of your mind.*

The Greek word for “transformed” is *metamorphoo*. It is the word we get “metamorphosis” from. It describes the kind of change that happens to a caterpillar becoming a butterfly. Not improvement. Total reconstruction.

And the mechanism is the renewal of the mind. The slow, consistent, repeated soaking of your thought-world in God’s thought-world until His truth replaces the lies, fears, and false identities you have carried.

That is the soaking mechanism. That is what meditation does. It is the farmer creating the conditions for the seed to grow.



Richard Foster's Pathway

In his book *Celebration of Discipline*, Richard Foster describes meditation as the first of the inward spiritual disciplines. He places it before prayer, before fasting, before study. Because meditation is the discipline that makes all the others real.

Foster identifies several routes into meditation.

Meditation on Scripture is the most foundational. You select a short passage, perhaps five to ten verses. You read it slowly. Then you read it again. You ask: what does this say? What stands out? What is God saying to me specifically, today, in this season?

Then you sit with it. You do not rush to the next task. You let the passage linger. You may write down what comes to mind. You may simply be still.

Foster also describes meditation through creation, through re-collection, through directing your inner world. But for this programme, the foundation is simple: take the Word. Soak in it. Let it change you.

The enemy of meditation is not opposition. It is noise. It is hurry. It is the relentless stream of notifications, obligations, and distractions that fill every available moment of silence. The practice of meditation is, at its core, the practice of choosing stillness in a world that screams for your attention.



Journaling: Making It Visible

Meditation is internal. Journaling makes it visible. When you write down what God is showing you, several things happen.

First, clarity. Vague thoughts become specific when they hit paper. You discover what you actually think and feel, not what you assume you think and feel.

Second, accountability. A written record cannot be revised by memory. When you look back at your journal in three months, you see exactly where you were and how far you have come.

Third, conversation with God. Journaling is not a diary. It is a form of prayer. You write to God. You write about what He is showing you. You write your questions, your doubts, your breakthroughs. And over time, the journal becomes a map of your transformation.

Sofia started with resistance. "I am not a writer," she said. Her facilitator answered, "You do not need to be. You just need to be honest."

She started with one sentence a day. Within two weeks, she was writing half a page. Within a month, she did not want to stop.



Reflection: The Lost Discipline

There is a difference between reading and reflecting. Reading is what you do with your eyes. Reflecting is what you do with your soul.

Reflection asks: what does this mean for me? Not in theory. Not in general. For me, today, in the specific circumstances of my life.

When you read that God lives in you, that is information. When you sit with that truth until it changes the way you walk into a difficult meeting on Monday, that is reflection.

The combination of meditation, journaling, and reflection is the engine of transformation in this programme. Everything else is secondary. If you do nothing else from this entire programme, do this. Soak in the Word. Write what God shows you. Reflect on what it means for your actual life.



The Destination

Sofia asked her facilitator near the end of Module 7: “What is all of this leading to? What is the destination of discipleship?”

The facilitator thought for a moment. Then she said: “Learning to love Jesus.”

Sofia was surprised. She expected a bigger answer. A more theological answer.

But the facilitator continued. “Every discipline, every module, every session, every moment of meditation, it all leads to one place. Knowing Him. Not knowing about Him. Knowing Him. Loving Him. The kind of love that reshapes you from the inside until the life inside you becomes visible to everyone around you.”

Matthew 5:16 — *Let your light shine before others, that they may see your good works and glorify your Father in heaven.*

Built to shine. That is the destination. Not for your glory. For His. Because when the life of God inside you becomes visible, people do not see you. They see Him. And that changes everything.

MODULE 8

Send Us

A session of prayer and commissioning



Before You Read

This final session is not a lesson. It is a sending. There is no new content to learn. There is only a prayer to pray and a commission to receive.

Over the past seven modules, you have been prepared. You have discovered the life of God inside you. You have accepted the mandate to become a teacher. You have examined why discipleship fails and committed to a different path. You have faced your emotional reality with honesty. You have built the mental resilience to fight for your faith over the long haul. You have built a safe environment in your triad. And you have learned the practice that makes everything else real: soaking in the Word until the Word soaks into you.

Now it is time to be sent.



A Prayerful Heart

The most important thing you carry forward from this programme is not a method. It is not a set of notes. It is a prayerful heart.

A prayerful heart is not a heart that prays only when it needs something. It is a heart that stays connected. Moment by moment. In the car. At the desk. Before a difficult conversation. After a failure. In the joy and in the pain.

Practical ways to cultivate a prayerful heart:

Begin and end each day with stillness. Even two minutes. Not for performance. For connection.

Set reminders. A notification on your phone three times a day that simply says: “God lives in me.” Let it interrupt you. Let it recalibrate you.

Pray with your triad. Not only about needs. Pray about growth. Pray about what God is doing. Pray about what you are afraid of.

Journal your prayers. Writing forces honesty. And honesty is the language God responds to.

Pray before you teach. Before you facilitate. Before you open your mouth to speak into someone’s life. Not as a ritual. As a dependence.



The Commissioning

This session closes the preparation phase and opens the next chapter of your journey. You are no longer preparing. You are entering.

The facilitator will pray over each person by name. This is not a graduation ceremony. It is a sending. Like Jesus sending the seventy-two. Like Paul sending Timothy. Like the church in Antioch laying hands on Barnabas and Saul before they went out.

You are being sent with everything you need. The life of God is in you. The Holy Spirit is your teacher. The Word is your food. The triad is your support. The mandate is clear: go and make disciples.



Sofia's Prayer

On the last Sunday of the preparation phase, Sofia stood in a circle with her triad and said something she never would have said eight weeks ago.

"I came into this programme thinking I had nothing to teach. I know now that is not true. Not because I am smart. Not because I have figured it all out. But because God lives in me. And that is enough. It has to be enough. Because if I wait until I feel ready, I will never go."

She paused. Then she said:

"Send me."

"God, You placed Your life inside me. Not for me to keep. For me to give. Make me brave enough to share what You have given me. Make me honest enough to admit what I do not know. Make me faithful enough to show up even when I do not feel like it. And make my life so full of Yours that people see You before they see me. Send me. Amen."

PART TWO

Facilitator Guide

Because the same book that trains participants also trains teachers.

• • •

The Teacher's Own Walk

Before you facilitate a single session, understand this: you are not qualified by your knowledge. You are qualified by your life.

Participants will catch more than they are taught. If you are growing, they will grow. If you are stagnant, the best curriculum in the world will not compensate. Your first responsibility is not preparation. It is your own walk with God.

Before each session, ask yourself: Am I living what I am about to teach? If the answer is no, be honest about that with God. Then be honest about it with your group. Vulnerability from the facilitator gives permission for vulnerability from everyone else.

You do not need to be perfect. You need to be real.

• • •

How to Moderate a Session

Your role is not to teach. Your role is to facilitate. That means you create the conditions for the Holy Spirit to teach.

Practical guidelines:

Talk less than the group. If you are speaking more than 40% of the time, something is wrong. Ask questions. Wait for answers. Get comfortable with silence.

Ask open questions, not closed ones. "What stood out to you?" is better than "Did everyone understand?"

Redirect wrong answers with Scripture, not correction. If someone says something theologically off, point them back to the text. Let the Word do the work.

Protect the quiet ones. If someone has not spoken, create a gentle opening. "We have not heard from you yet. Would you like to share?" Never force.

Hold the clock. The 5E structure has specific timing. Honour it. If the Explain section goes long, the Elaborate section suffers, and that is where personal application happens.

Never skip the meditation. It is tempting when time is short. Resist the temptation. The meditation is where truth moves from the head to the heart.



Creating Teachers From Day One

The goal of this programme is not to create dependent participants. It is to create independent facilitators. From the first session, begin looking for people who can lead.

Start small. Ask someone to read a passage aloud. Ask someone to lead the opening prayer. Ask someone to summarise the previous session.

By Module 4, invite a participant to facilitate the Engage section. Coach them beforehand. Debrief afterward. Celebrate the attempt regardless of the result.

By Module 7, at least one person in your group should be ready to facilitate an entire session under your guidance.

This is multiplication. This is 2 Timothy 2:2 in action. Do not hold the role tightly. Give it away as fast as people are ready to receive it.



Session-by-Session Notes

Module 1: The Life Inside You

The one thing that MUST land: God Himself lives in them. Not a concept. Not a metaphor. THE life of God, the same power that raised Jesus from the dead, is inside every person in the room who has believed. If this is not clear, the session is not complete.

Watch for: people who nod without understanding. Ask them to say it back in their own words. If they cannot, they have not got it yet.

If someone is unsure about salvation: do not pressure. Invite gently. Offer to speak after the session. Never force a moment.

Module 2: Everyone Has Something to Teach

The one thing that MUST land: the standard of maturity in the Bible is not knowledge. It is the ability to teach others. Every person in the room is being prepared for this.

Watch for: imposter syndrome. People will resist this. Name the fear. Normalise it. Then push past it with encouragement and small assignments.

Module 3: Why Discipleship Fails

The one thing that MUST land: the five structural reasons. People need to understand why this programme is designed differently from what they have experienced before.

Watch for: defensiveness. Some people will feel that their previous programmes are being attacked. Clarify: this is not about the past. It is about building something that lasts.

Module 4: The Emotional Christ-Follower

The one thing that MUST land: you cannot be spiritually mature while remaining emotionally immature. Emotions are not separate from discipleship. They are central to it.

Watch for: people shutting down. This module is the most vulnerable. Go slowly. Do not force sharing. Create long pauses for reflection. If someone cries, let them. Do not rush to fix it.

Module 5: Faith Is a Fight

The one thing that MUST land: discipleship is a marathon, not a sprint. The most dangerous moment is the plateau. And the enemy's primary strategy is not dramatic attack but quiet discouragement.

Watch for: fatigue. By Module 5, energy may be low. This is exactly the point. Name it. Use the Syrophoenician woman's example to push through it.

Module 6: Safety

The one thing that MUST land: trust is the foundation. Without safety, there is no honesty. Without honesty, there is no growth. The triad is not optional. It is essential.

Watch for: trust-killers happening in real time. If someone shares something vulnerable and another person reacts with judgement or advice, stop and address it immediately. This is the moment the culture is built or broken.

Module 7: Meditation

The one thing that MUST land: meditation on the Word is the single most important practice for ongoing transformation. Everything else is secondary.

Watch for: people who confuse reading with meditating. Help them slow down. The exercise in this session must be done in real time, with real silence, in the room. Do not rush it.

Session 8: Send Us

The one thing that MUST land: this is not a graduation. This is a commissioning. They are being sent. The preparation is over and the work begins.

Pray over each person by name. Lay hands on them if culturally appropriate. Make this moment memorable. This is the hinge between preparation and mission.

• • •

A Final Word to the Facilitator

You are not doing this alone. The Holy Spirit is the teacher. You are the vessel. The life of God is in you, too. And the same process of soaking, reflecting, growing, and overflowing that you are leading your group through is the process you are still going through yourself.

That is the beauty of this programme. The facilitator guide is in the same book as the participant material because the facilitator is still a participant. Always. The day you stop learning is the day you stop leading well.

Go. Teach. Pour out. And let God fill you up again.

A PREPARATION FOR DISCIPLESHIP

BUILT TO SHINE

Workbook

2026

8 Sessions • 45 Minutes Each • 5E Methodology

Contents

Contents..... 2

The New Birth 3

Everyone Has Something to Teach 6

Why Discipleship Fails 9

The Emotional Christ-Follower 12

Faith Is a Fight 15

Safety 18

Meditation 21

Send Us 24

SESSION 1

The New Birth

45-Minute Session

• • •

SESSION GOAL

Understand what new birth is, know if it has happened to you, realise that God lives in you, and begin to think differently about your daily life.

ONE SENTENCE TO REMEMBER

| *God Himself lives in me.*

• • •

ENGAGE — 5 MINUTES

Have you ever felt that something was missing, even when your life looked fine?

Write one honest sentence.

Group Round: Each person shares briefly. No explanation. Just one sentence.

EXPLORE — 10 MINUTES

What have you tried to fill that gap? Circle or add your own:

working harder / improving yourself / being more disciplined / religion or routines / success or achievement / relationships / distraction

What helped? What did not?

Group Sharing: What worked for a moment? What did not last?

EXPLAIN — 15 MINUTES

Facilitator guides this section using the textbook. Participants follow and take notes.

1. The real problem

We were created to carry God's life. The gap we feel is not lack of effort. It is lack of life.

Write in your own words:

The problem is not _____

The problem is _____

2. Why trying harder fails

You cannot produce divine life by human effort.

Complete: I often try to fix myself by _____

3. The turning point

Sequence to remember: I hear the truth → I am convicted → I repent → I believe → I confess.

Repentance for me means _____

4. What happened at new birth

Key truth: The same Spirit that raised Jesus from the dead lives in me.

Write slowly: God lives in me.

5. Eternal life

Eternal life is THE life of God in me now. Not just a future promise.

Eternal life is not just future, it is _____

ELABORATE — 10 MINUTES

This is personal work. Take your time.

Reflection 1: Do I believe that God truly lives in me? Yes / Not sure / No

Why?

Reflection 2: If this is true, what should change in my life?

The way I think / the way I speak / the way I react / the way I see myself

Write one area:

MEDITATION

Sit quietly for one minute. Repeat slowly: God lives in me. God lives in me. God lives in me.

Write what comes to your mind:

EVALUATE — 5 MINUTES

My “I Will” Statement

This week, I will live aware that God is in me by:

Prayer: Write a simple prayer in your own words:

Accountability: Share your “I Will” with your triad.

SESSION 2

Everyone Has Something to Teach

45-Minute Session



SESSION GOAL

Understand the biblical standard of maturity, see yourself as a future teacher, and take the first step toward multiplication.

ONE SENTENCE TO REMEMBER

I am being prepared to teach others.



ENGAGE — 5 MINUTES

When you hear the word “teacher,” what comes to mind?

Do you think you could ever teach someone else about your faith? Why or why not?

EXPLORE — 10 MINUTES

Read Hebrews 5:12 together.

Discussion: What surprises you about this verse? What standard is the writer setting?

Who has taught you something about God, not from a pulpit, but from their life?

EXPLAIN — 15 MINUTES

1. The biblical standard

Maturity in the Bible is not measured by knowledge. It is measured by whether you can pass on what you have received.

In my own words, maturity means _____

2. What a real teacher looks like

A real teacher inspires before they open their mouth. Their life speaks before their words do.

One person whose life teaches me is _____

3. The multiplication mandate

2 Timothy 2:2 contains four generations: Paul → Timothy → reliable people → others.

I am generation _____ in someone else's chain.

ELABORATE — 10 MINUTES

Reflection: What is one thing God has taught you recently that you could share with someone else?

If you had to explain the new birth to a friend in one minute, what would you say?

Practice: Turn to your triad partner and share your one-minute explanation. Listen to theirs.

EVALUATE — 5 MINUTES

My "I Will" Statement

This week, I will share one thing I am learning with:

Prayer:

SESSION 3

Why Discipleship Fails

45-Minute Session

• • •

SESSION GOAL

Identify the five structural reasons discipleship fails, recognise the “I’m okay” syndrome, and commit to a different path.

ONE SENTENCE TO REMEMBER

Transformation, not information.

• • •

ENGAGE — 5 MINUTES

Have you ever started a spiritual programme or habit and then quietly stopped? What happened?

EXPLORE — 10 MINUTES

Discussion: In your experience, what causes people to stop growing spiritually?

Do you recognise the “I’m okay” syndrome in yourself? Be honest.

EXPLAIN — 15 MINUTES

The five reasons discipleship fails

1. Curriculum over relationship: discipleship is built on life together, not content alone.
2. Information over transformation: knowing more is not the same as becoming more.

3. Human effort over the Holy Spirit: the Spirit is the real teacher.
4. Graduation mindset over multiplication: discipleship has no finish line.
5. Performance over honesty: people grow at the speed of their honesty.

Which of the five is your biggest personal risk?

Number _____ because _____

Cheap grace says: God loves you, nothing needs to change.

Costly grace says: God loves you too much to leave you where you are.

Which grace have I been living in?

ELABORATE — 10 MINUTES

Reflection: What needs to change in my approach to discipleship?

What is one thing I have been performing instead of genuinely living?

EVALUATE — 5 MINUTES

My “I Will” Statement

This week, I will choose transformation over information by:

Prayer:

SESSION 4

The Emotional Christ-Follower

45-Minute Session

• • •

SESSION GOAL

Understand the link between emotional health and spiritual growth, identify your blind spots, and begin the journey of emotional honesty.

ONE SENTENCE TO REMEMBER

I cannot grow spiritually while ignoring what I feel.

• • •

ENGAGE — 5 MINUTES

When someone asks “How are you?” do you usually answer honestly? Why or why not?

EXPLORE — 10 MINUTES

Discussion: Can you think of a time your emotions got in the way of your faith?

What emotional patterns do you recognise in yourself? (e.g., avoidance, control, sharp reactions, withdrawal, people-pleasing)

EXPLAIN — 15 MINUTES

1. The Johari Window

Open Self: what you and others both know about you.

Blind Spot: what others see but you do not.

Hidden Self: what you know but hide from others.

Unknown Self: what neither you nor others see yet.

Which area is largest in your life right now?

2. The Daily Examen

Consolation: Where did I feel most alive today?

Desolation: Where did I feel drained or disconnected?

Try it now. Think about yesterday.

Consolation: _____

Desolation: _____

3. Feedback

Honest, loving observation from people who know you is one of the most powerful tools for growth.

One thing I think others might see in me that I do not see:

ELABORATE — 10 MINUTES

Triad Exercise (vulnerable — facilitator goes first):

Each person shares: “One thing I am learning about myself that I did not see six months ago.”

Partners respond with: (1) One thing I appreciate about you. (2) One thing I notice that might be worth reflecting on.

EVALUATE — 5 MINUTES

My “I Will” Statement

This week, I will practise the Daily Examen every evening for five minutes.

I will also invite _____ to tell me one thing they see in me that I might be missing.

Prayer:

SESSION 5

Faith Is a Fight

45-Minute Session

• • •

SESSION GOAL

Build mental and spiritual resilience, learn from the Syrophoenician woman, and commit to the long game of discipleship.

ONE SENTENCE TO REMEMBER

I will not quit.

• • •

ENGAGE — 5 MINUTES

What is the hardest thing you have ever had to persist through? What kept you going?

EXPLORE — 10 MINUTES

Read Mark 7:24–30 together (the Syrophoenician woman).

What surprises you about this story? What would you have done in her position?

EXPLAIN — 15 MINUTES

1. What the woman teaches us

Her faith was not a feeling. It was an active, intelligent, persistent force.

She had every reason to quit. She did not.

What makes her faith different from mine? _____

2. Three capacities

The capacity to START (1 Tim 4:7): training begins when you decide, not when you feel ready.

The capacity to CONTINUE (Heb 12:1): showing up again after you have fallen.

The capacity to RESIST (Eph 6): naming the enemy's strategy and refusing to surrender.

Which capacity is weakest in me right now? _____

3. The plateau

The most dangerous moment is not dramatic failure. It is the quiet plateau where you stop growing without realising it.

Am I on a plateau right now? If so, what does it look like?

ELABORATE — 10 MINUTES

Personal Plan:

One thing I will START this week: _____

One thing I will CONTINUE (even when I do not feel like it):

One thing I will RESIST: _____

Triad: Share your three items. Partners pray specifically over each one.

EVALUATE — 5 MINUTES

My "I Will" Statement

This week, I will practise the Syrophenician woman's persistence by:

Prayer:

SESSION 6

Safety

45-Minute Session

• • •

SESSION GOAL

Understand why trust is the foundation of growth, identify trust-killers, build the four safety practices, and complete the self-assessment.

ONE SENTENCE TO REMEMBER

Trust is the foundation. Without it, nothing grows.

• • •

ENGAGE — 5 MINUTES

Think of a time you felt truly safe enough to be honest with someone. What made that possible?

EXPLORE — 10 MINUTES

Discussion: What makes a group feel unsafe? What kills trust?

Have you ever held something back because you did not trust the group? What happened?

EXPLAIN — 15 MINUTES

1. Trust-killers

Gossip / Judgement / Inconsistency / Breaking confidence / Unsolicited advice

Which trust-killer am I most at risk of committing?

2. Four safety practices

1. Confidentiality: What is shared here stays here.
2. Modelling vulnerability: The leader goes first.
3. Grace after failure: Welcome back. We missed you.
4. No pressure to perform: silence is respected.

Which practice is most needed in my triad right now?

3. The growth matrix

Grey (Dormant) → Bronze (Awakening) → Silver (Developing) → Gold (Established) → Diamond (Reproducing) → Platinum (Multiplying)

Where do I honestly place myself today? Colour:

Where do I want to be in six months? Colour:

ELABORATE — 10 MINUTES

Self-Assessment: Complete the questionnaire provided by the facilitator.

This is not a test. It is a mirror. Be honest.

After completing it, reflect:

What surprised me about my results?

What is one area I want to grow in?

EVALUATE — 5 MINUTES

My “I Will” Statement

This week, I will build trust in my triad by:

I will remove this distraction: _____

Prayer:

SESSION 7

Meditation

45-Minute Session

• • •

SESSION GOAL

Learn the practice of biblical meditation, begin journaling, and discover the soaking mechanism that drives transformation.

ONE SENTENCE TO REMEMBER

Soak in the Word until the Word soaks into you.

• • •

ENGAGE — 5 MINUTES

When was the last time you were truly still? Not sleeping. Not distracted. Just still.

EXPLORE — 10 MINUTES

Discussion: What is the difference between reading the Bible and meditating on it?

What currently prevents you from being still with God?

EXPLAIN — 15 MINUTES

1. The sponge

A dry sponge is rigid and hard. Placed in water and given time, it becomes soft and full. When squeezed, what comes out is what went in.

Am I a dry sponge or a soaked sponge right now?

2. The soaking mechanism (Romans 12:2)

Transformation happens through the renewing of the mind. Not once. Not quickly. Over time. Consistently. The slow replacement of your thought-world with God's thought-world.

One thought-pattern I know God wants to replace:

3. How to meditate

Select a short passage (5–10 verses).

Read it slowly. Read it again.

Ask: What does this say? What stands out? What is God saying to me today?

Sit with it. Do not rush.

Write what comes to mind.

4. Journaling

Journaling makes the internal visible. It creates clarity, accountability, and a record of God's work in you.

You do not need to be a writer. You just need to be honest.

ELABORATE — 10 MINUTES **LIVE PRACTICE**

Read Psalm 23:1–3 slowly. Then read it again.

Sit in silence for 2 minutes. Let the words settle.

Write what comes to mind:

Share with your triad: What did you notice? What surprised you?

EVALUATE — 5 MINUTES
My “I Will” Statement

This week, I will meditate on one passage for 10 minutes every day. The passage I will start with:

I will journal for _____ minutes each day.

Prayer:

SESSION 8

Send Us

45-Minute Prayer Session

• • •

SESSION GOAL

Close the preparation phase, receive commissioning, and commit to the next stage of your journey.

ONE SENTENCE TO REMEMBER

Send me.

• • •

GATHER — 5 MINUTES

Sit quietly. No agenda. Just be present.

Reflect on where you were eight weeks ago and where you are now.

REMEMBER — 10 MINUTES

Walk through the programme. Write one key takeaway from each module:

Module 1 (The Life Inside You): _____

Module 2 (Everyone Has Something to Teach): _____

Module 3 (Why Discipleship Fails): _____

Module 4 (The Emotional Christ-Follower): _____

Module 5 (Faith Is a Fight): _____

Module 6 (Safety): _____

Module 7 (Meditation): _____

Share one with your triad.

PRAY — 20 MINUTES

This is the heart of the session. The facilitator leads guided prayer through four movements.

Movement 1: Gratitude

Thank God for what He has done in you during this programme.

Movement 2: Confession

Confess honestly where you have resisted, performed, or held back.

Movement 3: Surrender

Surrender the next stage of your journey to Him. You do not need to know the details.

Movement 4: Commissioning

The facilitator prays over each person by name. Hands may be laid on if appropriate.

Write your commissioning prayer:

COMMIT — 10 MINUTES

My Covenant Statement

I commit to continuing this journey by:

I will continue meeting with my triad: Yes / No

I am willing to facilitate in the future: Yes / Not yet / No

The facilitator leads the group in a closing prayer.

“God, You placed Your life inside me. Not for me to keep. For me to give. Make me brave enough to share what You have given me. Make me honest enough to admit what I do not know. Make me faithful enough to show up even when I do not feel like it. And make my life so full of Yours that people see You before they see me. Send me. Amen.”