

DREAM DISCIPLE

**Change your scoreboard.
Multiply your effectiveness.**



Clarify Your Vision



Focus Your Activities



Improve Your
Church's Strategy



Measure What Matters



Inspire Individual Growth



WHAT DO YOU NEED TO SPARK YOUR DISCIPLE-MAKING MOVEMENT?



“YOU CAN HAVE THE MODEL T IN ANY COLOR, AS LONG AS IT IS BLACK.”

—HENRY FORD

It is believed that in the 1920s, two of every three cars on the road was a Ford Model T. Henry Ford changed the automobile industry forever. Not only did his Model T become the most popular vehicle of all time, but also he sparked the Industrial Revolution in North America. Henry Ford did this by making two simple shifts.

He got a clear picture of success and a clear process for it.

In 1913, he created the famous innovation: the assembly line. Just as important, he stopped making his Model R and Model S vehicles. He made one vehicle—the Model T—and he made it in one color: black. He was quoted saying, “You can have a Model T in any color, as long as it is black.”

Without this clear picture of success, the assembly line never works. If Henry Ford didn’t give a clear picture of what his staff was supposed to develop, each staff member would have created his or her own version. The result would have been a chaotic process, a frustrated staff, and an underwhelming end product.

Unfortunately, churches often don’t experience the type of success Henry Ford set his people up for.

In the last few years, over 80% of churches have said redesigning their church strategy or Discipleship Pathway

is the most important thing for the church. Unfortunately, many of these strategies are set up to fail because the churches don’t have a clear picture of success. They don’t have a Dream Disciple: a compelling and contextual picture for how people’s lives will be different if they follow Jesus and join the church’s mission.

The result is that the staff all have different visions for what is most important, and your people are being told just what you want them to do, but not who you want them to become.

A Discipleship Pathway is crucial for the success of your disciple-making movement, but a Discipleship Pathway without a clear picture of who we are developing will never work.

That is why we help churches create their Dream Disciple first. Once every staff member knows the picture of the disciple we are creating, they can arrange their ministries to develop that person. And once our people have a compelling picture of who they will become, the church’s strategy and ministries seem worth investing their time in.

Henry Ford got a clear picture of success and a clear process for it. Those two shifts sparked the Industrial Revolution.

If your church can make two similar shifts—to having a Dream Disciple and a Discipleship Pathway—you can spark your disciple-making movement.

WHAT IS A DREAM DISCIPLE?



A VIVID PICTURE OF THE DISCIPLES OUR CHURCH WANTS TO DEVELOP.

HOW IS IT DIFFERENT THAN A DISCIPLESHIP PATHWAY?

This chart explains the differences between a Dream Disciple and a Discipleship Pathway and how they work together.

DREAM DISCIPLE	DISCIPLESHIP PATHWAY
Picture of Growth	Process for Growth
When your church accomplishes its mission	How your church accomplishes its mission
Who Joe becomes	What Joe does
Individual Traits	Organizational Environments
Quality Test	Assembly Line

WITHOUT A DREAM DISCIPLE...

YOU WILL MEASURE WHAT IS EASIEST BUT NOT WHAT IS BEST.

How does your church measure success? Every church measures some form of activity. How many people attended worship, how many people are serving, how many are attending a group or class, etc.

Though participation numbers are important to measure, they aren't the best way to measure success. One of the greatest myths in ministry is that program activity equals individual transformation. Just because someone is attending one of your church programs doesn't mean that they are being transformed.

When we only measure people's attendance in our programs, we make program activity the end goal, not individual transformation. Though there is a correlation between program activity and individual transformation, we must not equate them as the same. Just like how hits in a baseball game and assists in a basketball game are important measurements, they aren't what we use to determine who wins the game. Without a clear picture of the disciple we are trying to develop, we have no clarity on what is a win. This leaves

the staff confused on why we do certain programs and whether they are succeeding. Additionally, because our congregation doesn't have a clear picture of who they are to become as they follow Jesus, they settle for believing that maturity is just about attending more programs. The result is a staff and congregation who replace disciple-making with program management, thus leaving the staff dissatisfied and the congregation apathetic.

When Christ measures the health of the church, he doesn't count people; he weighs them. Focusing on attendance to worship services, small groups, and volunteer teams is not wrong, but it is incomplete. We must push the finish line back and measure not collective activity but individual transformation.

ONE OF THE GREATEST MYTHS IN MINISTRY IS THAT PROGRAM ACTIVITY EQUALS INDIVIDUAL TRANSFORMATION.

WITHOUT A DREAM DISCIPLE...

YOU TELL PEOPLE HOW THEIR LIVES WILL BE BUSIER BUT NOT HOW THEY WILL BE BETTER.

**Gather, Grow, Go.
Attend, Connect, Serve
Discover, Develop, Deploy.**

Most churches use these terms or something like them. On Sunday mornings, the staff is quick to tell people what they want them to do or where they want them to go. We ask them what their next step is and encourage them to join a small group, Sunday School class, or volunteer team. Though it is important to tell people how they can get involved and how you will help them grow in their faith, it often falls on deaf ears.

Without a Dream Disciple, you end up telling people what you want them to do, not who you want them to become. You tell them how their life will be busier, but not how it will be better. All your people hear is the time you want them to give, the actions you want them to take, and the groups you want them to join. But the problem is they often don't hear why their life will be better if they do.

At the end of the day, people don't join churches for a busier calendar. They join churches to become better people. Until we show our people how their lives will be better, asking them to get more involved in our churches means only that their lives will be busier.

Without a Dream Disciple, at best we offer an uninspiring invitation for our people to get involved at our church. At worst, we unintentionally promote a culture that says what you do is more important than who you become.

The Dream Disciple changes the conversation from activity to transformation. Your Dream Disciple gives every person in your congregation a picture of how their life will be better. It tells them what their church wants FOR them, not FROM them.

When your Dream Disciple paints a motivating picture of the life-change your people desire, your people will not only be willing to engage in your church, but they will also want to.

PEOPLE DON'T JOIN CHURCHES FOR A BUSIER CALENDAR. THEY JOIN CHURCHES TO BECOME BETTER PEOPLE.

WITHOUT A DREAM DISCIPLE...

YOU BUILD A STRATEGY BUT EVERYONE HAS A DIFFERENT PICTURE OF SUCCESS.

When you hear the word “football,” what image comes to mind? If you live in the United States, most people envision a brown, leather ball with laces. But if you were to ask that same question to someone in Europe or South America, what would they see? It would be a round black-and-white ball, one that Americans often call a “soccer ball.”

What this simple illustration shows is that just because we say the same thing doesn't mean we mean the same thing. And when we say the same thing but mean different things, we have a recipe for confusion and frustration.

This is the story for most churches when it comes to the topic of discipleship. You can say words like “disciple,” “disciple-making,” and “fully devoted to Jesus.” But often what one person envisions is different from the next person.

Think about the football question. Why did you picture what you did? It is because your past experiences shape your present expectations. The same is true in church. When you ask your staff to lead their ministries or you try to get multiple staff members to develop a Discipleship Pathway, if you haven't given them a clear picture of the disciple your church is developing, your staff provide their personal visions where you haven't provided one.

The problem with this is that most people have experienced an over-programmed, under-discipled expression of church. And if that is their experience, that becomes their expectation for how we develop a disciple.

Without a Dream Disciple, you don't have one clear vision. Every person brings his or her own vision of success, and when there are multiple visions, there will always be division. Until a Dream Disciple is determined, it is nearly impossible to create an effective Discipleship Pathway.

**WHEN THERE ARE
MULTIPLE VISIONS,
THERE WILL ALWAYS
BE DIVISION.**

WHAT MAKES A GREAT DREAM DISCIPLE?

MAKE IT ROLE BASED

A lot of definitions focus on the actions of a disciple or the program involvement of a mature believer. Don't articulate what a disciple does; articulate who he or she becomes. In your life, you have multiple roles. Maybe you are a spouse, parent, child, sibling, coworker, and friend. Determine what are the roles of your church's Dream Disciple.

MAKE IT COMPREHENSIVE

Look through the Gospels and Acts and consider all the character and competency traits Jesus and the disciples model. Your Dream Disciple needs to have strong relationships with God, other believers, and the world around him or her.

MAKE IT COMPELLING

Some staff have a definition of a disciple. Move beyond defining what a disciple is and articulate discipleship in a way that connects at a heart level for your people. Your Dream Disciple is one of the most motivating parts of your vision because it tells your people the life-change they will experience.

MAKE IT CONTEXTUAL

It is important to call every disciple to follow all the character and competency traits of Jesus, but there are some traits that are more influential and unique to your context. Identify the traits that are most influential for your context and elevate those in your articulation of your Dream Disciple.



DREAM DISCIPLE EXAMPLES

HENDERSONVILLE, TN 



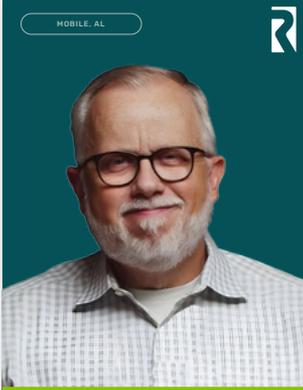
SP Long Hollow Church Robby Gallaty

MONROE, LA 



LP First Monroe Church James Doughty

MOBILE, AL 



SP Redemption Church Ed Litton

NICEVILLE, FL 



LP Crosspoint Methodist Church Jeremy Smith

FOUR
EXAMPLES
FROM
CHURCHES
WE HAVE
WORKED WITH.

Robby Gallaty

SENIOR PASTOR

Long Hollow is an incredibly unique context, forcing me to communicate my disciple-making passion in a way that resonated with our people. Additionally, **the Dream Disciple created an excitement in our congregation to get involved in making disciples locally and globally.**



Long Hollow Church

HENDERSONVILLE, TN



DREAM DISCIPLE ROLES

Spirit-Led Follower

Intentional Friend

Humble Guide

Force for Good

DREAM DISCIPLE EXAMPLE

James Doughty

LEAD PASTOR

Developing our Dream Disciple has reshaped our church and how I lead. It has given clarity to our people and has helped me to be more practical in the way I approach my sermons every week.



First Monroe Church

MONROE, LA



DREAM DISCIPLE ROLES

Everyday Follower

Everyday Friend

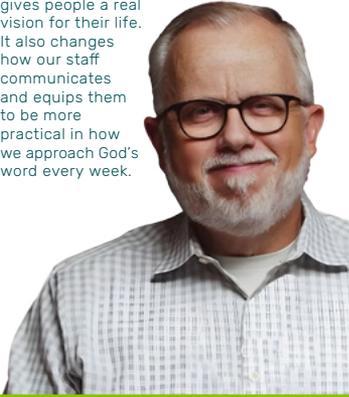
Everyday Missionary

Everyday Disciple-Maker

DREAM DISCIPLE EXAMPLE

Ed Litton
SENIOR PASTOR

Our Dream Disciple gives people a real vision for their life. It also changes how our staff communicates and equips them to be more practical in how we approach God's word every week.



Redemption Church

MOBILE, AL



DREAM DISCIPLE ROLES

Hungry Learner

Open-Handed Server

Passionate Storyteller

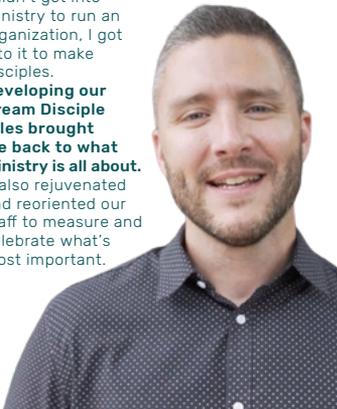
Everyday Multiplier

DREAM DISCIPLE EXAMPLE

Jeremy Smith
LEAD PASTOR

I didn't get into ministry to run an organization, I got into it to make disciples.

Developing our Dream Disciple roles brought me back to what ministry is all about. It also rejuvenated and reoriented our staff to measure and celebrate what's most important.



Crosspoint Methodist Church

NICEVILLE, FL



DREAM DISCIPLE ROLES

Faithful Follower

Helpful Neighbor

Deployed Disciple

Kingdom Builder

DREAM DISCIPLE EXAMPLE



HARVEST BIBLE CHAPEL'S DREAM DISCIPLE

Uniquely Planted

Deeply Rooted

Carefully Pruned

Persistently Fruitful

HOW DID THEY GET THERE?

After a change in leadership and a difficult season, Harvest Bible Chapel in Chicago was ready for the next season in their church—one that was marked by disciple-making. Replicate helped them craft a Dream Disciple that connected deeply with their context.

The leadership team attended a two-day workshop with a Replicate Navigator who guided them through the Dream Disciple process. They took inspiration from Psalm 1 and created an agrarian theme that connected with the church's name. Additionally, the roles they developed spoke not only to the different roles they wanted their people to live into, but also to specific chapters in the church's history.

By the end of the two days together, the team had created language that connected deeply with their people. Their Dream Disciple honored the past while cast vision for the future. Most importantly, it gave every church member a picture of what it meant to join Harvest Bible Chapel on mission.

John Smith

LEAD PASTOR OF CAMPUS MINISTRIES



The Replicate process has been a fresh wind behind the sails of our leadership. It has helped us see a vision of what we are called to do. **For the first time in a long time, we are excited and ready for the future.**



Harvest Bible Chapel

WHY ISN'T YOUR DREAM DISCIPLE WORKING?

It is easy to create a Dream Disciple; it is hard to create one that leads to a contextual, compelling, and clear scoreboard for your staff and your people.

Below are the three most common reasons why a church's Dream Disciple language doesn't bring the change its staff wants.

IT'S NOT MEANINGFUL.

Your Dream Disciple must be meaningful for every person in your church from the new believer to the mature believer. Many churches communicate an idea of maturity in language that is uninspiring, too technical, and overly vague.

Often leadership chooses terms that resonate with church leadership, but don't connect with new believers or the "average Joe" in the congregation. Or church staff chooses words that are technically right or theologically rich, but they don't motivate people. Our language must motivate people by articulating a preferred future for their lives.

Secondly, churches use generic statements like "fully devoted follower of Jesus" that are too vague. The lack of description leaves too much room for self-interpretation. Every person has their own picture of a fully devoted Christian and it often is different from the vision that the staff has for their people.

IT'S NOT MEMORABLE.

One of the greatest temptations for staff is to copy and paste language they hear from other churches. You hear something you like and say, "Let's just use that." The problem is that your people can tell the difference between when something is genuinely theirs and when it's imported in.

When you consider your unique context, congregation, and passions of your leadership, there is no church like yours. If someone serves in your church for the next 10 years, they will be uniquely shaped in ways that they wouldn't be in other churches.

Your Dream Disciple should capture the beauty of what God will uniquely do through you. When you can articulate this, it will feel genuine. Your staff and congregation's buy-in will be significantly more.

IT'S NOT MOBILIZING.

For you to lead your disciple-making movement, your Dream Disciple must focus not just on following Jesus but also on helping others do the same. If your Dream Disciple doesn't mobilize a disciple-making lifestyle, then it is incomplete.

Your Dream Disciple has to be more than the attitudes you want to see; it also has to reflect the abilities you want to develop in your people. It has to show both character and competency traits.

LET'S DESIGN YOUR DREAM DISCIPLE TOGETHER!

[CLICK HERE TO JOIN US AT OUR NEXT WORKSHOP.](#)

HOW CAN THE DREAM DISCIPLE CHANGE YOUR SCOREBOARD?

PERSONAL QUESTIONS

In the Gospels, Jesus was asked 183 questions, yet he directly answered only three of them. Contrast that with the 307 questions that Jesus asked throughout the Gospels and it is clear... there is power in questions.

Questions foster greater transformation because the truth discovered is more transformative than the truth taught. Questions express interest and empathy while pushing people to look inwardly and identify the real issue.

One of the most powerful ways you can change the scoreboard around your Dream Disciple is to create a list of questions for your people to ask themselves and others.

For each role, develop multiple questions that help an individual self-assess how well they are currently doing in each of the roles. When your people have these roles and questions in front of them on a regular basis, not only do you move the scoreboard from activity to transformation, but you also move the scorecard holders from the staff to every person in your church.



HERE IS AN EXAMPLE FROM REDEMPTION CHURCH IN MOBILE, AL.

Senior Pastor Ed Litton is passionate about evangelism and sees sharing your faith through a storytelling lens. One of the church's four roles is Passionate Storyteller. Below are two of the questions the church has the congregation ask themselves to diagnose how well they are growing in that Dream Disciple role.

A Passionate Storyteller connects others', their own, and God's stories together.

- 1. Whose story have you heard this week?**
- 2. Who have you told your Redemptive story to this week?**

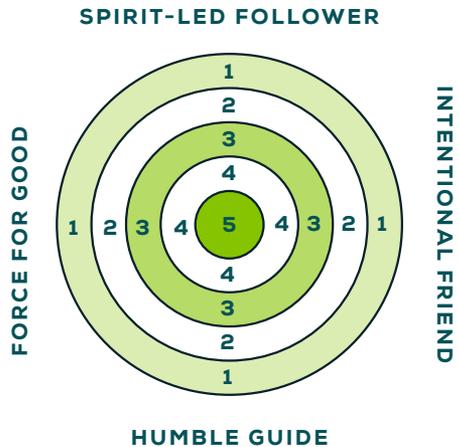
SPIRITUAL HEALTH SELF-ASSESSMENT

A second way that we use your Dream Disciple to measure success differently in your church is through a simple spiritual health self-assessment.

This assessment is a simple tool that opens up significant conversation. Whether it is being used over coffee, in a discipleship group, or during a sermon series, this tool is always a favorite of our churches.

The tool is a target with a scale of 1–5 for each role. Each person rates him- or herself between 1 and 5 on each role. Then the person answers, “What does your target say about you?” Lastly they answer, “What do you hope your target looks like in the next year?”

Using the Dream Disciple roles from Long Hollow, rate yourself. What does your target look like and how do you hope it changes in the next year?



ADDITIONAL IDEAS

SERMON SERIES

Preach through each of these roles as you share them with the congregation going forward.

SERMON PLANNING

Use these roles as a guide for how you choose your sermon series topics throughout the year.

TESTIMONIES

Use your roles to frame how people celebrate God stories. This is a great way to transition in and out of video testimonies in the church. This also helps frame celebrations during staff meetings.

PROGRAM/EVENT EVALUATION

Evaluate programs and events through the filter of your roles. Which role does each program or event prioritize, and how effectively is it helping people grow into that role?

CONTENT CREATION

Use these roles as a filter for what content is most important for your people’s growth. Develop a list of classes, books, or courses for each role.

SIGNAGE

Find ways to make the roles or their questions visible. Use facilities, signage, resources, video bumpers, etc.

Todd Kaunitz

LEAD PASTOR



New Beginnings Baptist Church

LONGVIEW, TX



At New Beginnings we have shifted our focus from numerical growth being our primary measurement and have moved to a deep conviction of raising up an army of Spirit-filled followers of Jesus who understand and live on mission where they live, work, and play.

Our Dream Disciple gave us simple language to measure this in terms of transformation, not activity.

TESTIMONIAL

Lauren Brown

CHILDREN'S MINISTER



Brookwood Baptist Church

SHREVEPORT, LA



The Dream Disciple isn't just talked about in our church, but in the homes of our church members.

It provides a guide to help every parent not just assess their own spiritual walk, but help them assess their child's spiritual walk.

TESTIMONIAL

READY TO CREATE YOUR DREAM DISCIPLE?

JOIN OUR NEXT 2-DAY EVENT!

We work with churches all across the country to help them create their contextualized Dream Disciple and begin to roll it out to their people.

This two-day workshop helps your team create something that will resonate with your people and train your staff on how they can lead their disciple-making with clarity. We are hosting Dream Disciple workshops in multiple regions in North America.

CLICK HERE TO CONNECT WITH ONE OF OUR NAVIGATORS ABOUT OUR NEXT WORKSHOP.

Or visit replicate.org/dreamdisciple/co-lab to find the workshop for your team.



REPLICATE CO-LAB

**YOUR DISCIPLE-
MAKING MOVEMENT
STARTS NOW.**



REPLICATE.ORG