

DS1 October Q&A

Eddie Batemen: We have an opportunity here where we were going to I'm going to introduce these guys so we can have a question-and-answer time so hopefully you guys have lots of questions. What I would like to say is if you do have a question please raise your hand we have a couple of us will have mics we would love for you to ask the question into the microphone so everybody can hear it. Up here the first person to my left is Ed Litton [Sr. Pastor Redemption Church, Saraland, Al] – he is from Mobile Alabama – actually Saraland just a little bit north of Mobile – right? – and he is Senior Pastor there at Redemption Church – and he is been the Senior Pastor there for 22 years – came to DiscipleShift – I think three and a half years ago or something like that – so their church has been on this journey of transitioning from traditional Sunday Baptist church to a disciple making church so he is can I have a lot of great things to share – so let's give it up for Pastor Ed Litton

Luke Yetter – you've learned enough about him yesterday right? – They are all like "Yeah – we're totally done with that guy..." So, you heard Luke share his story which was powerful – right? – Right? [Spoken with emphasis – audience responds "right."] Okay – Thank you – we are going to get alive in here – but his roles – he is executive Pastor – one of the Executive Pastors at Real Life Ministries – part of those executive duties he oversees our church Training and Development Team – which is important because that's the team that helps to put these [DS1 events] on – so he has been on the front end of helping to put this training and curriculum – things like this – together so that we can all experienced this here and around the country. He is also been a part of the church Planting process that – at Real Life that we have been a part of so – putting together all of those plants – and we have 7 church plants that are going on as well as a campus – so he has been an integral part of that. So a lot of great questions you can ask him – so give it up for Luke – [audience applauds] – and those aren't boos... those aren't boo's
Oh! – That's your group –

Matt Roberson – over there to his left – been a – leading us this week in worship with his team – he is the Senior Pastor at the Met [Matt Roberson – Senior Pastor at the Met , Houston, Texas] WOW! Brad wants a raise – so, just make a note – okay – see – see it pays off – right? – There you go I've got your back – Matt has been in the Senior Pastor role at the Met for eight weeks – and – and has served and is

still there – and so – which is really good – he has served – [voice from audience "they said it wouldn't last"] [speaker echoes] "they said it wouldn't last..." So – he has also served in several roles over the years there at the Met including his amazing gift set that he's been getting to lead us with – as well – so – a lot of great questions for him – he is at a Southern Baptist Church and so they have led a lot of change over the last few years – they have made a lot of great strides – so a lot of great questions you guys can ask of them – so give it up for him – please – [audience applauds] –

Michael Sikes – this man to the left there – here's what we can celebrate he has not burned this church down yet or flooded it. So that is really really good – as he was saying yesterday – but Michael – has been leading this journey at Life Bridge Christian Church in Decatur Alabama [Michael Sikes - Senior Pastor - Life Bridge Christian Church in Decatur Alabama] – for five years – they came up – we actually were just celebrating the fact that he took a team from Decatur Alabama and road tripped all the way up to Post Falls Idaho – for a training – and then road trip all the way back – and for the most part they stayed in relationship – but now they're leaving.

No – now I'm just kidding – so, he has been leading this change – towards Relational Disciples Making at his church for 5 years and so a lot of great opportunities and questions you can ask him as well.

Anything else you guys want to share? [Addressing the panel]

Perfect – that was the end of our Q&A session – so – well what we would love is for you guys to have – to ask questions – we are going to give it up to these guys – 4 different church backgrounds – for us to be able to share from – so if you have a question please raise your hand – and the closest microphone will run to you – or power walk.

WOW! –

Question 1 – Yeah – we have a pretty traditional church in terms of Sunday school so I guess my question is when you start the small groups – I mean you can't go like – given number – but what would your strategy be in terms of how many groups and who leads those groups how do you train the people to lead those groups before they launch?

Matt Roberson: So I am going to tag team this – Brad where are you at? – I'm going to tag team this – started with Sunday school – and really was more – I'll just say first and foremost – it's less about

systematizing and it's more about the language – and helping people really understand – what exactly we mean – and that language was – we created quite a few – bumps that we had to get through – but Brad I'll punt this number 1 – because you're in my group – so I want you to hear from somebody else – all right so Brad – you want to help answer that? Would you mind?

Brad – [Brad speaking off mic] – Would you ask one more time? [speaker is off mic] –

... groups and how do you train the people to do that? I know that you learned it like Staff and Pastor we need to be making disciples obviously – in terms of people outside of that in our church who we want – that we could raise as disciples – are they the core of our group or early on – and how do you train them to kind of just get everything off the ground and and going? [Very difficult to hear question]

Brad continuing: – Yeah – Okay – We see most success come from those leaders that were directly connected to somebody that has been part of one of these. Okay so – if you are leading a group – my – my – without knowing those leaders and their spiritual maturity – I would first say look within the group that you're currently leading and modeling to be those that you're going to raise up to be your next group leaders. Okay – and then as far as training goes – again you can create a program of training but personally it – most of the training is going to happen doing life with you and those that have experienced and are in true relationship with one another – because they can reproduce that very easily – I don't know if that was an answer –

Ed Litton: At Redemption – first of all I want you to know – that my team is far more intelligent and far more engaged and greater leaders than I am on the subject – and that's not to imply that I'm disconnected at all – I lead a Home Group – this stuff comes out in my messages – everything else – but Mark Messick is our Discipleship Pastor – Mark why don't you just wave at everybody – and then Mike and Scott White is our Executive Pastor – so anything they want to add to what I'm about to say – but we made a decision to not scrap Sunday school – we allowed it to exist – we strongly encouraged them to convert over – Some did – but we made an intentional decision to start and focus our energies on what we called Grow Groups – some people call them Life Groups – and we sent the initial leaders of those due to Post Falls with us – we took them with us for training – and then Mark developed a great system called our Boot Camp – and we have two levels of Boot Camp that basically is so it's a

compacted DS1 that we do – Mark explain this – how often we do it and how you engineered it.

Mark: Yes – about five times a year on a Sunday afternoon – we have a Boot Camp 2 to 6 – and we go through a lot of the same principles and application points that went through with DS1 and so we did that for a year and then realized that I needed – we needed more – especially of guiding our Grow Group leaders in the area of theological alignment – their covenant – all the expectations and so we – last year we started Boot Camp 2.0 – and so just to have these mechanisms in place – and now we have Grow Group Leaders that seek potential leaders and they encourage them to go to Boot Camp – just get a kind of behind-the-scenes glimpse of why we do what we do and catch a vision for disciple making.

Ed Litton: We have one Sunday school class that will provide all that by all estimations was thriving. It was young adults. With 30 or 36 people at the Kennedy class and they were resisting and Mark really was working with them. Mark is one of the greatest relational guys in the world, I mean he, he "smokes what he sells." And so, he's out there doing this and I had, the leader of the class was one of my deacons [Audience laughs] and so I asked [name I think can't understand it] why aren't you getting on board with this? He said well – we are used to this – we don't know about that – and I looked at him and I said well I explained I gave my two cents – and – he looked at me and he admitted – he said you know honestly I feel like I'm pulling hens teeth to get them to tell me what they want to study. He said we are running out of material – and it's just a burden – I said dude you need to change over – and I want to tell you – I don't know if it's me – or if it was the Holy Spirit – but he changed over. That group has now branched how many times?

Mark: There are six different groups now.

Ed Litton - continues: one group has branched into 6 different groups over the last year and a half. And, so they went from – add that up – that's about – 12 to 15 people per group – and they had 30 before – so you start to see that it's one of our great success stories – and of course we celebrate that – we put it on big screen – we tell the story – we show the leaders – this is raising up – it's absolutely amazing – so, that's how we started it and that's how we train.

Question 3: Ed I wanted to ask you after your first exposure to DiscipleShift – in the spirit of the

political season – what did you do your first 100 days?

Ed Litton: Well – I was real hesitant because the place I was getting snagged on was the orality – element of it – this storytelling element – I just couldn't fit that into my paradigm. Now I've told this story to a couple of you guys – I for two years had invested in about 12 young leaders – every other week – and I was taking them through Wayne Grudem Systematic Theology – but my approach was – this is how I was trained in seminary – I'm sure you were too – my approach was if you want to make disciples you sit still I instill – Okay? – And so we sat there and sessions would have good discussions and we'd go through it – and so I thought we were doing – I thought I was doing my job – I thought I was making disciples – Okay – I thought I was in relationship with these guys – I wasn't. When I first went to Post Falls – two of the guys from my team were in my circle and when we did the – the – the small group time – they are coughing their guts up. They are telling things I didn't know about them. I'm sitting there going – and the light went on – because I passed – I planted the church in Arizona – but when I moved to the SCC [can't identify his reference] you all know what I'm talking about? When I moved into the SCC I was Pac-10 out there – but when I moved into the SCC I discovered something – people in the West tend to be not from the West and so they go to church looking for community. People in the SCC think that they already have community. So they don't need community. That's the last thing on their list. And so when that – when I realized that – I realized that – that was my greatest challenge – that was 22 years ago. But it wasn't until I was at Post Falls with my two guys in that circle that I realized the secret was this approach – and I bought in. I am whole hog. I said this is it – this is what we're going to do. So.

Question 4: – My question is – I'm a – I'm a single staff pastor and my church who looks very much like youth and then senior adults. But I have – I have some young adults that are interested in Home Groups, but my question is this – when those Home Group start becoming effective – and they will – how do I bring those people into my church? How do I bring them together on a Sunday morning for corporate worship when the people who go to my church looks so much different. I don't know who I'm asking this – so –

Luke Yetter: Is Kyle in here? Bostock? Oh he's stepped out – Okay –

Ed Litton: I wouldn't approach it that way – I wouldn't try to have a separate – I would make it a church focus for discipleship for relational discipleship. That's the only way because you will create a problem. People will try to come in and they're going to be stopped at the door – I think you take a holistic approach – you say will what if my seniors don't want to do it? Well then they just don't want to do it. But at least they know what you are doing. And you know – and they know – that we're bringing people in – this is the life of the church – 6 or 7 years ago I sat down with everybody in my church 50 and older – and I just turned 50 so I said alright here's the deal – we are dying – great your Pastor calls you for some cheesecake and coffee to tell you that you're dying – and I said where not reaching the next generation to the effect that we should. And so I need you to help me do this. You don't want this building in 25 years to be at Home Depot – True? – Oh amen! Amen. So this is the strategy we are going to make an intentional effort to reach the next generation. Well what does that look like? I don't know! – I don't know, just don't give me grief when I make changes. That has led to their buy-in to that – understanding what I was doing – their buy-in to that has led to all sorts of changes – even the name change. That we did. And ultimately – now I'll tell you here's the good news – tell me if this is true – when I had that meeting our average age was what – Scott? –

Scott: 30

Ed Litton: 40 no it was older than that wasn't it – mid-30s – our average church age and today our average church age is what? 26 – yeah that's a pretty dramatic shift in that period of time. So what does that say – they bought in. And so we've been moving forward but I don't think I would try to import it in – you're going to have to Pastor your whole church. Is the answer to my question now I don't know how you're going to do that – but that's what our church did.

Matt Roberson: I would also just encourage you to get creative I think it's one of the greatest strengths of the younger generation – is creativity. But we tend to apply it in work to what we're doing and not the people we're doing it with. One of the most significant things I ever did was in was to invite a 60 something couple to to my Home Group – and what happened was – they were very influential couple – we were going through the Sunday school shift and change and I knew that if I didn't get it into their value system that I was never going to be able to convince them otherwise to buy-in and so what I did is I found out who those strategic people were – over a period of time – and I began to ask people in

strategic Home Groups to invite them. And so they would come – and as they came – and sit there – they might not make it every time – but the conversation ensues – like this doesn't happen in my Sunday school class – this doesn't happen here, here, here or here. And the Holy Spirit does – what we talk about – He goes before you – He works on – you know in ways that you can't work – they begin to crave it because it's why – it's why God made this – is how we're wired. And so you're creating an appetite in them – that they don't even know they have. And so one of the things that you can do is get creative – with your solutions – don't – don't paint the – don't paint the line but blur the line. Help them blur the line. And if you can – invest – get some of those older people to start coming to what you're talking about because you just had so much confidence when you said yeah – and they'll work – I'm like – yeah well they'll for them too – they just don't know it yet and so you pull just – just one or two people in – and you get somebody in their 60s sit in around a bunch of 20s and 30-year-olds and it is life-giving to them – they don't want to go back to the other stuff either – they don't – and then when they go back to their friends there like – our Sunday school class sucks – we don't like this at all.

[Audience laughs]

Ed Litton: I learned that word in my Home Group.

Matt Roberson: I learned this word "sucks" in my Small Group and and – – and this is what I think it means – it's French [must've been something visual – audience is giggling]

Question_6: I was just curious – where making a transition we have a congregation that's – that has quite a few senior adults and some classes that are resistant to change – and you know we're doing our best to move in that direction trying to move the whole ship not just part of it but I know it's just like you said – some are just not going to buy-in – so my question – I asked this in our small group and I was just curious what you guys say – how do we – because they are the Body of Christ too – we can't let them steer the ship – just because they don't want to move – but how do we honor them – and love them – as we are making this transition – what does that look like – without slowing the whole thing down for 30 years – because that's the temptation I feel is – the way I honor you is by – I do it slowly – I, I rip the Band-Aid slowly – but I don't know that that necessarily honors them – so I'm just curious what your – what your thoughts are.

Matt Roberson: I'll just quickly – because it kind of dovetails to what I just said with him – but – they had to believe that I wanted to love them and honor them – before they would let me love them and honor them. I spent a lot of time with the – in a generation that I was not necessarily – I didn't really fit – I had a lot of – we had meetings with how many different – Brad help me here – Darren you guys were both there – remember the meetings we had and we asked them if we're going to make this shift help us understand what we're up against – I already knew what we we're up against – but I had to allow them the ability to speak into – and what did they say at the end of it – do you remember? –

Respondent: [off microphone – inaudible] they were all kind of eager at convincing one another – it wasn't you doing it – they were convincing one another out why it was a good idea and that they should get on and work with it – and they were – they were okay with letting - letting the shift – and then they stopped and they said but before we do any of this can we just tell you how much we appreciate you involving us in this. And as leaders the young ones we're not winning the next generation – but what we do is we undervalue the previous generation if we're not careful – they are all God's children even if they're in their 70s and 80s. And we have to come at it with that value system that says if they're still here – then God still has something that he wants them to contribute to the kingdom. And it's hard – it's hard as a 38-year-old to lead a 77-year-old – it's hard. But that love, and that investment, and that consistency – I didn't ask Hey- is it okay with you guys if we do this? I said hey when we do this what are we facing? So you've got to be real careful with how you ask those questions to – strategize those – get around your team – don't ask it like that – ask it like this – why – well because – and Brad is right they started convincing each other – you can't say that – we sat back inside staff at every table just like this – never said a word – just sat there and looked at each other and watch them beat the snot out of each other for an hour – and at the end of it – they thanked us for bringing them in – it's crazy –

Luke Yetter: On the – one of the things that I heard somebody say on this – this response – on – may be shifting Sunday school or shifting some of the – the older generation – how to get them on board – how to get people on board. And so – this kind of answered this I'm stealing his answers – this isn't my answer – this is what he said – I thought was really good – he goes – he goes Sunday's school back in the 60s worked really really well because back in the 60s and 70s we had relationship in the home – and the families did dinner together – and they had a lot of amazing connection on a regular basis and so Sunday school helped fulfill the need of helping people understand God's word – you know – in that

kind of setting – he goes but – because the homes are so busy now – and relationship is so low – and connectivity is so low – that – our answer isn't Sunday school anymore – you know – it doesn't mean it doesn't have a place – but – so – he said here's the thing – a lot of times Sunday school teachers are hitting the exact target we asked them to do – I think I stole that from you – that was one of them – And so – that's something we've asked them to do – it's good that – I mean if I were a Sunday school teacher – and you came back to me and I am on your staff and you went to one of these conferences and you came back – I sure would like to hear from you – that I'm doing what you asked me to do that's pretty cool to hear – you know – now if you actually took me out to coffee – and you spent some time with me – I would 100% agree that the homes right now are kind of jacked up on relationships. So if you spend time to me – if I'm a major influencer in your church – and I'm – older – and you want me on board – I guarantee you I'm going to agree with you on a lot of these key pieces – we need relationship – we need connectivity – we need all these things and if you're willing to help me – understand exactly what you're talking about – because you're going to just spend a little time with me – I am going to get on board – it's a lot easier to get on board when I'm part of it. But part of it meaning – we're spending a little bit of time together – if you memo it to me I'm not going to get on board with that – you know what I mean – so – leading change I think can be done really well – but it can all so be done really poorly – and so I think that it's important to do it relationally and you can only move at the speed of relationship if you want to do it well.

Ed Litton: As Baptists were familiar with a guy named Arthur Flake – aren't we? [Audience murmurs in agreement]. Flake operated off the assumption of relationship – when he wrote his rules for how to do Sunday school – his rules were right – they still work – but he was operating off an assumption that you knew the purpose of it was relationship. And the bottom line is – we have got to return and stop assuming relationship happens automatically – because we followed Flakes formula does that make sense? And so the real focus needs to return on relationship – and again its leading people – I don't think God wants us discriminating because of age – I don't think He wants us treating some people as if there better – or worse because they are older or younger – I think what we have to see them as the whole body of Christ – and we have to recognize that some of our older members are not mature – but they think they are because they've been here for so long – and so we have to evaluate where thereat spiritually and the only way you're going to do that is listen to them – and their words are going to tell you where they're at on the circle – where they're at in the process – and when they do that then you

have to say that as a pastor how do I help that person grow. [Audience responds "yeah"] There is a guy in my church that irritates the living's not out of me – until one day – he says the rude and you all know who I'm talking about he says the rudest thing at the most inappropriate time – and he just bugs me – so I avoid him – until one day I couldn't avoid him he's standing there saying this stuff – and he looks at me and he goes with tears in his eyes – he says I pray for your son every day – and I fell in love with that man – and I and I even notice he says less irritating things now – because I just started loving him – because he first loved me – and so I realize – you know what I – just developed a bad attitude toward people in my church – because they weren't fitting my agenda – and truth – I'm called to pastor that senior you know – I'm called to love them – I'm called to hold their hand – I'm called Jill help them grow and mature – living too – openly publicly celebrate those who have paved the way – we recently have a woman in our church who retired from her Sunday school class – how many years? – 82 years – we've brought her up – I called her Miss Daisy – and I said you're always driving me crazy Miss Daisy – and so would brought her on the stage and I'm telling you what the whole was there – cousins from Decatur were there – they were from all over – all over Alabama Panhandle of Florida they made huge deal out of it – we gave her a plaque – it cost us very little – to just say Thank You – and then we honored her commitment to the word of God to relationship.

Question_12: my question is I'm in a traditional church and with a DiscipleShift thing in your church you have going on what brother Ed said there – is that you have a group of people who have been there so long and they think that they're mature – during this process – of discipleship making they realize that they're not mature – and what would be the advice that you would give to a pastor that is making the shift but the congregation that has been there kind of is beginning to resent the former pastor in a sense I was cheated – I've been here for 20 or 30 years and nobody's ever mentioned discipleship to me one time and so how do you keep that relationship because – nobody's wrong in the position – but in the fact that you don't want them to resent the – that they feel like they've been cheated so – what would be the advice that you do to keep the camaraderie that – hey were moving forward now –

Michael Sikes: Ah – I have a 67-year-old lady in my church – whose father was a pastor – for – 60+ years himself – and when we took her through – our 101 and our 201 – which our 201 class very similar to the wheel that we're doing today – she just started crying. And I said well what's wrong? What's wrong? – And she says my father didn't get it – and then we had those sentiments of – here I am

– this at this stage in life and my entire Christian life that she gave her life to the Lord at seven years old – her 60 years she – she was just like – has been a waste and so we just encouraged any day okay – you seek and she acknowledged – hey – I'm not but a child here – I mean based on that tool – that wheel – I'm only a child – I'm not a parent and I'm not pouring into anybody else – and part of the growth process for you is forgiveness – and you need to learn to forgive – it's no one's fault here – it's just the blind following the blind – and it is what it is – and so – let's just move forward – let's forget about yesterday – I love what Dallas Willard said about discipleship is you is that your discipleship is becoming like living like Jesus today. You know. Because that's screwed up yesterday. So let's all become like Jesus today – and so we're just encouraging them with that and just – just pushing forward – we can't – we can't control the past – all we can do is move forward tomorrow – and right now she's pouring into some young ladies.

Matt Roberson: Also you can ask good questions you know one of the things you've got to learn and not learn – through this process – is try to say to coaches – seek rather than always going to be a player because players tend to fight other players – but they tend to listen to coaches – and coaches don't always just tell them what to do – sometimes coaches asked the questions that lead to the right – I mean I've listened and I think you know I'd look at that person may be asked the question – okay – then based on your response what do you think I'm thinking? Immediately you just removed – because their eyes are on judging someone else – and frustrated at someone else and resentment at someone else which tells you even more about who they are and where they are in Christ – and that whole living like Jesus today – I mean that's it – and you know – that's the only – that's the only thing you have – you – so just asking a good question that forces that self realization – is also another tool.

Question: Umm... this question may be for a Ed – we have small groups in the evenings – Sunday nights – and we have Sunday school – Sunday mornings – is there any way we can differentiate those two or should we just make those all one – all relational discipleship – or should we say like – Sunday school is relational discipleship and then it's on a deeper level Sunday night – how could we...

Ed Litton: I wouldn't – I wouldn't distinguish that – we made a commitment that are – our Growth Groups – that's what we call our discipleship groups – are Grow Groups could meet any time anywhere – interestingly enough because of childcare issues – a lot of them meet on Sunday morning during the

Sunday school hours – and so we have some on Sunday night – we have them on Wednesday nights – we had them during the week – my group meets in my home on Tuesday night – and so any time, any where we have one meeting and a Bass Pro shop – I'm a missionary to Red Necks so ummm – that's – that having that philosophy helps – we try not to pit them against each other – so these are more superior than the other – that has all kinds of spiritual problems with it – and so we – we basically said we were going to – they know what they're doing they been doing it for years in the old group of the old order – so we just let him do it – and you know if they need something we grudgingly give it to them, but, we don't give them a lot of encouragement – that's it and apparently they don't need it – that's just what they've been doing all these years that's what they want to keep doing what they love David Jeremiah videos – true? – You know it's awesome – they love Prophecy stuff – I just don't know what difference it's making – but the other groups – so that's where we put our energy of training – that's where we put our passion – that's where he put everything else behind – that's what I promote from the pulpit – so – they are smart people – they are not dumb – they're getting that – does that answer your question?

Question: Guys – I'm just curious you are investing in people's lives – meeting with guys – gals in groups – how do you build some more margin into your life to spend some individual time with those folks you really need to get to know on an individual basis.

Like Yetter: Are you saying – I'm not sure if I understood the question are you saying. – so there's a lot of people that need discipled for sure –

Question (continues): Yeah - already meeting with some folks but trying to find the extra time to meet with some of those guys individually – to get to know them – rather than just in group settings – how do you find that time with everything else where being called to do –

Luke Yetter (continuing): Yeah – what you're saying is like let's say for example like in my Home Group I'm leading a group and then how do I find time amongst a full-time role amongst kids – I've got three kids – a wife – to now meet again one-on-one – is that kind of the question? I would first say this – you guys have heard some of my story when I first came to the Lord and I was leading a group – I was in I don't know – like three basketball leagues – I was cross-country – mountain bike racing – and I

was I think I had every hobby okay – I was doing virtual golf in the winter – because it was so fun there – and it was kind of 100% about me – I accepted Jesus – and – He's creating some – [makes sort of a grunting sound no doubt augmenting a hand gesture] it's not about me – you know – so – I know – so I had to – I got rid of one of my basketball leagues – I started going you know what – it's not about you know – and I realized – priority wise – I had a lot of time but I just had to reassemble things in a different order. And so – for example – in our Home Group – so here are some things that Brad and I did – outside of group time – and I had to figure out priority wise picking and choosing so I am not playing in basketball leagues anymore – you know – and I'm not doing a variety of things. So what I did choose to do – is spend some time with Brad – now how do I get that time well – I had to get rid of some things that just weren't really – they were all about me – and so some of my hobbies had to go away – that was a journey – I had to go on – if somebody would've said Luke – you need to do this – you need to do this – you need to get dropped these things I would've gone aw no – I'm not interested – you know – but I can tell you that God reshaped me – the Holy Spirit from the inside out – and that really helped me figure things out – now what I would say is this – this is a good example – I think we did the math – you're awake is it 112 hours a day – I mean a week – is that right?

$$24\text{hrs/day} \times 7\text{day/week} = 168\text{hrs/week}$$

$$8\text{hr sleep/night} \times 7\text{nights/week} = 56\text{ sleep hrs/week}$$

$$168 - 56 = 112\text{ waking hrs/week}$$

So if you take 8 hours minus it from 24 and that's 16 – you take 16 times it by 7 – how many hours is that? 140? – I don't know – so you are awake a lot of times. There is coffee – in the morning with guys – definitely I've done that – okay – I mean most guys are available 5 AM - 6 AM – no problem – you know – in the evening – Brad and Stephanie would come over we go over there – we would do dinner together as families – everybody has to eat – breakfast and dinners – so we definitely took that amount of time – I also included other people during those times – it wasn't always one-on-one – you know we would have other people I was investing in join in that. And so I believe one on one – you can disciple somebody one-on-one for sure – you can do it with three people – you know it's much harder with 10 or 12 by a long stretch – so I think you know – in my Home Group I think disciple making a certain percentage of it takes place during that Home Group time – a certain percentage takes place on Sunday – and a certain takes place outside of Sunday and outside of the Home Group time – and so I think

there is different platforms for this to take place.

Matt Roberson: You just said too, you said all the other things were called to do – we have to change our language – because I mean my gosh what else am I called to do – and that was a realization I had to come up – I had to realize that I'm not called to do anything – as important as that – and when everybody's like well how does it – you know competing then – with your family – so I say no I invited into my family – it's how I disciple my family – you know the issues that are raised in our Home Group are the discussions that my wife and I have laying there staring at the ceiling fan – four hours later – it permeates everything – so compartmentalization is really dangerous – and it's like this is what I'm called to do – and then I need to go disciple people as well – that's just – it's dangerous to think that way to talk that way and I tell the people at the Met all the time remember your disciple first you're an American later. You're a disciple first – what does that look like? That has to permeate your conversation – your vocabulary – your language everything comes out of that. And then you can be an American when you got time – everybody wants to worry about the election – so I can say while your disciple first – you're an American second. And people don't love hearing that – because it means I'm going to have to change things – and I just tell you – it really – it was hard – it was hard but still hard – so that's not an easy – it's a great question.

Ed Litton: Hey just wanted real quick thing – I think we have an un-biblical sense of fairness – and as pastors we feel like we have to give inequality to people time wise – there's no way you can do that – Jesus had how many disciples? How many were in his inner circle? That wasn't fair – if I am James the less already – what a name – I've already got some self-esteem issues – I won't be able to go over to the mountain to see the light show – what's the deal with you? Right? So that guys in our church – and he lives in this democratic view of life – he's very middle-class in spirit – and wants everything to be fair – I'm sorry – Jesus didn't operate that way.

Luke Yetter: Of all of those hobbies – I also use those hobbies to also draw people in – and so for example I do a lot of fishing – and so Brad and I will go fishing together – Keith and I – Eddie – and Brad – so – I'm still using hobbies I enjoy – so I didn't like just cut them out and get rid of them and totally die to self – and just – you know – so – I mean realistically – I love to fish – fly fish – and spin fish – and so I do a lot of fishing – and I definitely am fishing with people and trying to be intentional

about it – and were having great conversations on the drive there – on the drive back – I have a boat so I include other people on the boat – I don't – I maybe only go fishing by myself once or twice in an entire year – you know I'm usually always have people on the boat – I'm trying to be as intentional as possible – and so Brad's always tying the flies – he's always netting my fish – he's always...

Ed Litton: I seldom ever travel alone – Sunday night I'll go up to northern Mississippi and preach – and one of my guys to the new campus is going with me for a lot of reason – personal accountability – but it's time to speak into his life – he speaks into mine.

Michael Sikes: I'll add to that – this is probably won't been one of the biggest changes I've had to make – because when I took over the church – we merged two churches together and I worked with a bunch of engineers that are in leadership at the other church and they're very structured – and so their job description of me was about 6 pages long – and it was all of this stuff, and the word disciple maker – those words were not found anywhere on the job description – and so I'm so grateful that as their participation in growth has taken place here – they came back and there like – yeah – this job description needs to go out the window – and we need to restructure your week – and it did – it turned my priorities upside down – and as Matt said I wake up in the morning – my purpose for the day is just to make disciples. Everything else I do is steps away from whether it's sermon writing – all of those things – stemmed from my love for people – and wanting to see them grow – in their faith in an intentional way.

Question: I've got a question – first I want to say thank you for being here – taking time to come and invest this way – for each of you – just – if we were to go back to your place in Houston – or Alabama – follow you around for a week – I mean we're shadowing you – your time allotments – how you use your week – what would that look like – I mean you're in pretty big size church operations that way – what's a week like for you guys just in your rhythm and what you could tell us as far as if we followed you for a week.

Michael Sikes: Well I'll tell you what my week looks like – I'm intentionally discipling two different groups of men – one of those groups of men – they're retired – I like that group – because they wake up later in the day – and so – twice a month – I meet with those guys – I've got another group of men –

that they I believe are working 6:30 in the morning – they live 15 miles from my house – and so I meet with them at 4:45 in the morning – and so that's two days a week – that I start my day early – and I have hours blocked out for those men in that time period. The rest of the week I have specific times where I'm going to be crafting and developing – sermons – we have what we call – you know the – the big rocks that have to be done every week – and then there is time set aside – I used to be a fly by the seat of my pants kind of guy – just let's roll with it and will get it done – and I had to learn how to use a calendar – and block off sections of time – for me to do the big rocks – for me to do the vision casting – for me to do the training – for me to do this sermon prep – for me to do staff development – so in a weeks time – those are big rocks that are happening every week – and then – you know I have to be very intentional with my family schedule and taking the opportunities in the evenings to – to disciple them – and then also I feel very convicted that I need to be setting the example and reaching out to the community – to the lost – where does that fit in? And so I have to be very intentional about those times – and so just the weeks are somewhat the same – but those – all those elements happen within a week. And I do my absolute best to put in the calendar and then say no to all the other distractions. Like Paul Feinbaum – and SEC network – those types of things.

Matt Roberson: Man I would just tell you – with all transparency – that I'm learning you know a eight weeks being in this particular role – Mike would probably laugh at me – this is Mike Turk cash he's basically in more meetings with me than anybody in this entire room throughout a week – and I'm learning that rigidity – the idea intentionality is directly connected to discipline – it's called DiscipleShift – that word is built right into that – and I'm having to develop that in my own life so my wife and I have – teach and preach and whatever on campuses on Sunday morning – my wife and I do our Home Group on Sunday evenings – Monday is staff meeting at both locations – right now I'm doing that because I want to get to know the staff – I want to be in relationship with staff – so in the morning I'm in a huddle with one staff – in the afternoon I'm in a huddle with the other staff – Tuesdays is with our leadership team – and we meet almost the entire afternoon – to talk about the different things we've got going on – and block – I've got blocks of sermon preparatory time throughout that – and then I have – interesting – I've built my – I'm a very - I've kind of got a left brain and a right brain - you can tell I'm going to get it right I love the music and the arts and stuff like that – now being a pastor I had to set some of that down – but I do need time to flex – but what I call flex is do I want to get on the phone with a couple of guys from my group – at this moment – do I want to go meet them

somewhere – sometimes I'll drive to their office where they're working and I'll just walk in – but I make sure that if I'm going to make intentional time it's going to be with the men that are in my life today. I can't give it to someone else – Ed said that earlier – that's not fair – well I apologize but not really – you know – you know my rigidity in my schedule leads to my laser focus – my intentionality – which then leads to stability for my staff. They know what I'm committed to. And they know that I'll look them in the eye and say I can't meet with you – why? – Because I'm having lunch with Pete – and he's in my small group – yeah but we need to talk about Christmas – well – let's schedule it – it was hard – Steve and I have known each other for 11 years best buddies – travel the entire country together – leading worship with bands – and doing that – and it's been hard to watch our relationship change – but the commitment to the mission and the vision – even exceeds – hey we really would like to hang out – well – I know but right now God has these people in my life and I need to invest in – and then there are times that God just gives us as gifts – we just got back from Dallas with our wives and had a great time – so we still get to do some of that. But it's just a lot less frequent – it becomes about my rigidity and discipline so that I can accomplish all that I believe God wants from me and for me.

Luke Yetter: You know I would say this – our church has a lot of staff so we have 85 full-time staff and about 30 part-time staff – and so I take 20/ 20 – Jim and I have discussed this many times about – if we could do it all over again – we would've planted way sooner – instead of just going bigger – and bigger and so if a lot of my hours I spent in meetings and I don't like meetings – I do meetings because that's what's needed – but I just can't stand them – and so – yeah – I think what a church gets to 500 to 1000 – man we go 500 let's say that's roughly 5 staff – roughly – you know – 1000 – 10 staff – you know 10 staff I'm like – you got a start tiering things – you know and so I have a lead team of four people that I spend time with and invest in them and they have people – and I think once you get to 1000 – man once you keep going bigger and bigger and bigger – then you have to have an organizational chart and structure – and the next thing you know you're in meetings talking about the next meeting to prepare for that meeting to – and if it wasn't for my Home Group – I don't think I would be in ministry – I mean that's like I'm on the front line when I'm in the Home Group. Without that – it just feels like man what a by doing – and so – I think we got too big – you know and it's frustrating – and am I making a difference? You know – it's hard to see – and so there is groups I have that are open – there are groups I have that are closed groups – so you know there are different – but just philosophically I think we can make a huge impact at a smaller size. More bang for the buck. For effort.

Ed Litton: Man – I'm the last guy you want to ask about schedules – it probably doesn't look that different from yours – it's just that I am totally there unless I'm not – and I mean there's all kinds of things that happen – and I am pretty strict on my study schedule – but ministry – happens ministry – it's a ministry of interruptions. You all understand that don't you – and so I tend to be that guy – I thank God for my staff – because they multiply – effectiveness – if they say will you miss this meeting and it was on your calendar – I say well I guess you just have to look at your calendar – but the truth – I'm not – the truth is though they help and they help move this thing along in those areas where I am weak – and that happens to be a big weakness for me. So I don't know – if we come out and go fishing but I don't think you want to follow me around – I'm not sure it would make any sense. So – but I do lie to the same things you do – but I have been more intentional with their help of making the most of my time with other people spending time investing in leaders – each of our pastors in 2017 have committed to take 10 leaders in our church and invest in them and we are spending time reading on leadership – and really they don't know it yet but we're prepping them for where were headed as a church in the future – some of these men are going to be pastoring churches so we're planting or are going to plant some of these men's groups I've been doing – Campus leadership – some of these men are going to be elders and so on and so forth – we're being very intentional about that. I couldn't be intentional without my staff.

Luke Yetter: I would say this if you are passionate about making disciples and you're just starting on this journey and you have staff and elders or however it looks – your first inner circle I wouldn't skip that circle for investment – if I have staff I need to invest in my staff – I wouldn't skip that – and go okay who's my key volunteers – okay now you guys going to invest in – I think it's caught more than taught – and if I haven't experienced what you're telling me – I need to go do then I need to experience from you my leader – and invest time – make time – and so – Jim and I do a lot of activities together – and so the reason Jim does his sermon club and his 20 people in a room – where they brainstorm through a sermon – he can – he'll prep on his sermon prep time 6 to 8 hours and is ready to go because he's leveraging the team – he's leveraging how to put together a sermon – he's teaching people how to do it as well – so now he's has almost 35 hours to actually invest and disciple people – he does not spend 20 to 30 hours prepping for a sermon – because that would be hypocritical if he's telling us we've got to make disciples and we all have roles and responsibilities and so he's modeling making disciples

also – so him and I will golf together will fish together will play ping-pong together will play cards together will do a lot of things – he goes to my house – I go to his house – so he is modeling relational discipleship with me – now – am I in the position where he is discipling me? No – but I'd say he is investing in me yes. But it's a little bit more of a peer to peer – each where were both holding each other accountable – but I think that he's still – he's definitely spending time with me investing in me – now I have a core team – that I am investing – I don't skip them – and don't hang out with them – and don't spend time with them – so we don't skip the process – and skip people – I think that's critical – because if you skip it – it's going to come back and bite you I think in the long run –

Eddie Bateman: It's good – we have – kind of quickly – sorry 2 o'clock in the afternoon – so we have reached our time limit – right? – Unless you want to keep talking here –

Luke Yetter: There is one guy back there that has a question –

Eddie Bateman: He's running to you.

Question: Just wondering – on being on staff – do you feel that you can't be a part of a group and then just be like everybody else – like you feel it's important for you to model being in the group instead of leading a group or facilitating a group – or do you feel like it's got a be on the outside being connected to a group that has no connection to your church – because I'm thinking that it could get kind of weird if you're sharing and being real transparent – and you've got people who listen to you every week – you know – or under you in some way – so I was just curious how do you do that.

Luke Yetter: Ya what I would say – that's an important question and I think it's a valid question – because – you know I'm on staff – and you get – what happens if I share something kind of personal – and man what if somebody takes that and uses that and gossip's the next thing you know man I'm finding out about it on Facebook. That's always painful right? It's a fear it's concern it's very valid – and so each one of our staff are required to be in a Home Group. They don't have to lead the group – but they have to be in a Home Group. And Jim included – and me included – so we have to figure out how to navigate relationship. And this is something that has to be navigated by our staff. And absolutely I've been hurt – and shared stuff – absolutely – I think it's almost unavoidable – I don't think biblically it

says play it safe – I do believe that the disciples got killed – a lot of them not all of them – so what I'm saying is that I'm going to get hurt I'm going to share – I heard about this where churches will have their secretary go to another church – don't even attend their the churches service I think that's broken – totally broken right – and I need to be able to raise up people and share and build relationship in and with the folks that are at my church with my staff so Keith and Eddie – Patrick they know personal things about me that they could use and hurt me. My own staff – and so do the people in my Home Group – and I think you just got to go there.

Ed Litton: I've tried it both ways – I don't know how you can preach to a congregation in a disciple making and not be a disciple maker. I don't know how you can do that – but I went to a group for a while that I was just an attendee – and that – that it wasn't really working – it was a good group – I love my group but we launched group in my home – and it's it could be a little awkward but my people seemed to be adapting to it – well as far as the transparency issue – I'm as transparent in the pulpit as I am in my house – and vice versa. And there is also – there is a difference between transparency and vulnerability – when you are vulnerable you are allowing yourself to get hurt – so you are putting yourself out there – and you are modeling something and not just to your congregation in the big room – but also in the little room – that your a leader and this is what you serious about – and so you don't want to play it safe to protect yourself – that's self-centered – and ultimately – the best disciple makers are not self-centered – so that's a great question.

[Outtro Music]