

Executive Summary - Formation Priority

Formation: A New Discipleship Model

The new discipleship model will equip our congregants to worship God with their whole lives and live out their faith “here”: where they live, work, play, and worship. The new discipleship model forms people to:

- Become more like Jesus as they grow in love for Him and in community
- Thoughtfully engage the culture with a biblical and theological mindset
- Love like Jesus to live out the mission of Jesus

People need to be equipped with the practices and postures that will help them experience life-transforming closeness with Christ. A new discipleship model for the challenges of today must equip and send people with the biblical, theological, and relational skills to engage the world around them with the gospel. This requires addressing the complex issues that all generations are experiencing in the changing culture, as well as delving into the questions we are asking in our particular life stages. A discipleship pathway must make it clear where to go and how to grow at FPC.

The Marks of a Disciple

A discipleship pathway asks us to prioritize forming maturing disciples who follow Jesus, are being changed by Jesus, and live out the mission of Jesus.



Heart: We become more like Jesus as we grow in love for Him and in community

Lived out, this looks like:

- Growing in love for God through personal and communal spiritual formation practices
- Cultivating our emotional and physical health as essential to our spiritual well being
- Increasingly bearing the fruit of the Spirit



Head: We thoughtfully engage the world around us through a biblical and theological mindset

Lived out, this looks like:

- Understanding the big story of the Bible and our purpose in God’s redemptive story
- Relying on a biblical and theological worldview to wisely navigate culture



Hands: We partner with God on His mission in our everyday lives by loving like Jesus

Lived out, this looks like:

- Living out the values, attitudes, and actions of Christ for the sake of others

- Developing and using our God-given gifts to cultivate the flourishing of our communities, while we ourselves are shaped in the process

Formation Strategies

Strategy 1: Foundational Ecclesiology

Articulate and teach a shared ecclesiology. While the expression must be adaptable to various ages and stages of spiritual development, our ecclesiology must also emphasize the commitment to minister to each other across generations.

Strategy 2: Discipleship Pathway

Develop and integrate the discipleship pathway as the organizational principle for ministry, as well as for the personal and collective growth of the congregation.

Strategy 3: Resource Gaps

Identify and prioritize “weak points” or gaps on the pathway, and resource/restructure accordingly.

Strategy 4: Relevant Faith

Address the issues people are experiencing and the questions they are asking in their particular age and/or life stage.

Strategy 5: Missional (Re)orientation

Emphasize formation around seeing our role in the “forward and outward” mission of the church to be Here, partnering with Outreach in order to shift the FPC culture to think forward and outward.

Next Steps:

- **Designate staff discipleship coach and clear their time (March).** Meetings with staff begin. Assess alignment and begin customizing strategies to ministry areas.
- **Craft ministry plans (April-May).** Working with coach, staff refines recommended strategies for their ministry area that will bring greater alignment. In concert with this:
- **Work on zero-based budget to submit to the Session (April-May).** While finances are one measure of resource allocation, time and roles also need to be aligned.
- **Create churchwide calendar draft (June).** Evaluate ministry plans and church calendar against priorities, resolving conflicts and streamlining.
- **Recommend adjustments to calendar and programs (July-August).** Working around summer holidays, staff starts implementing practical changes to resources for fall roll-out, and considering the appropriate metrics, with coaching.

