

# DISCIPLEMAKER'S guide

*to grow, minister & lead*

## **A Very Special Offer for Local Churches & Ministries:**

This book is available as a PDF download. You can purchase the entire book or individual chapters. You can use any chapter as a training session for volunteers in your ministry (\$.99 per chapter per volunteer).

Go to [www.cadreministries.com/store](http://www.cadreministries.com/store) to purchase and then download the PDF guide or individual chapters—and get busy training others in your ministry now! You can pay for additional “shared” copies of individual chapters at [cadreministries.com/store](http://cadreministries.com/store) and follow the link to \$.99 cent pdf payments.

Questions? Contact [info@cadreministries.com](mailto:info@cadreministries.com)

The individual chapters from this guide are an effective 10 session curriculum to guide you in leading a Disciplemaking Learning Community. For more information on Disciplemaking Learning Communities we invite you to visit Cadre's website for information on our tools to help you follow Jesus, together.

by BILL ALLISON  
with DAVE GARDA

[cadreministries.com](http://cadreministries.com)



## **Preface:**

When it comes to the local church, there is no such thing as “just a volunteer.” You, as a volunteer in the church, are a full-time disciplemaker—as responsible for the great commission as any paid staff. This *Disciplemakers Guide* is our invitation for you to own disciplemaking in your life and ministry. As you read, you will feel the belief and confidence that we have in you—because we know that “he who began a good work in you will carry it on to completion...” (Phillipians 1:6).

As a volunteer minister in the church, we know that the hectic pace at which you run can steal your joy for God, life and ministry. We desire to refresh you in your calling. That’s why we’re inviting you to take a journey of encouragement through these ten practical training sessions. Thanks to you, the church will take a next step forward in her Ephesians 4:11-12 and Matthew 28:18-20 destiny.

*Celebrating you and your life,*

Bill Allison and Dave Garda  
for your friends at Cadre Ministries

---

## **A Very Special Offer for Local Churches**

This book is available as a PDF download. You can purchase the entire book or individual chapters. You can use any chapter as a training session for volunteers in your ministry (\$.99 per chapter per volunteer).

Go to [www.cadreministries.com/store](http://www.cadreministries.com/store) to purchase and then download the PDF guide or individual chapters—and get busy training others in your ministry now!

Questions? Contact [info@cadreministries.com](mailto:info@cadreministries.com)

# DISCIPLEMAKER'S guide

*to grow, minister & lead*

Chapter 1 You, as a Volunteer in the Church,  
Can Change the World

## **Growing as a Disciplemaker...**

Chapter 2 Grow Your Attitude

Chapter 3 Grow Your Actions

Chapter 4 Grow Your SMART Plan

## **Ministering as a Disciplemaker...**

Chapter 5 When Your Ministry Suffers from Program-itis...

Chapter 6 When Your Definition of Success Is Off...

Chapter 7 When Your Evangelism Events Aren't Working...

## **Leading as a Disciplemaker...**

Chapter 8 Leading You

Chapter 9 Leading Those Who Lead You

Chapter 10 Leading When You Want to Quit



**Cadre Ministries** exists to help local churches equip people to love God, love people and make disciplers.

Authors: Bill Allison with Dave Garda

Design & Art Development: Dave Garda & Jon Garda

Photographs by Cadre Ministries (Jon Garda) or istockphoto.com as noted.

Unless otherwise noted Scripture is taken from the HOLY BIBLE, New International®. Copyright © 1973, 1978, 1984 International Bible Society. Used by permission of Zondervan. All rights reserved.

**If you really want to get the most out of this book *don't skip the personal application pages that follow each chapter.*** Use the study and share method.

1. **Study.** Take a few minutes to personally interact with each question on the application page immediately after you finish reading a chapter. Open your Bible and study the verses. Write your responses right in this book.

2. **Share.** Gather together with others to share with each other what God is teaching you. Together, dig into the Bible and share your learnings. Let Proverbs 27:17 be your motto as you learn together.

*These chapters originally appeared in Cadre Connection, Cadre Ministries' free monthly online training for volunteers in the church. If you would like to receive a monthly dose of FREE encouragement from Cadre Connection, or if you would like more information about Cadre's training ministry or trainer certification process visit: [www.cadreministries.com](http://www.cadreministries.com).*

## Section 3

# Leading as a Disciplemaker...



Once when I was in Birmingham, Alabama, working with an interracial coalition of ministry leaders—one of the pastors from the community encouraged us to keep praying—in spite of the various forms of opposition the group was encountering. He reminded us that the enemy is threatened by a unified group of praying Christian leaders from different backgrounds, cultures and denominations. Therefore, we should expect some pushback—and keep taking the prayer movement to a new level. In his own eloquent words, “New level—new devil. But our God is bigger!”

He's right.

Each new level of personal growth, ministry and leadership forces us to face new challenges. In this final segment on taking your leadership to the next level, we'll explore:

- ✓ *How you can become the volunteer leader God wants you to be.*
- ✓ *How you can lead those who have authority over you.*
- ✓ *How you can defeat the number-one killer of Christian leaders.*

My hope is that by addressing these issues, you will be able to take your volunteer leadership to the next level of effectiveness. However, before you turn the page, I gently remind you of these wise words:

*New level—new devil. But our God is bigger!*



## Chapter 10

# Leading When You Want to Quit



While everyone has highs and lows, it has been my experience and observation that church leaders—volunteer and vocational—seem to have a proclivity for higher highs and much lower lows. My own ministry experience has always been a mountaintop experience—either I’ve been on the top of the mountain or the mountain has been on top of me.

When our lives and ministries are moving forward, we feel elated and unstoppable. (True confession time: Sometimes when the ministry news is good, I literally *scream* and dance around my office in what has become known in our family and ministry as “The Cadre Praise Conga.” I line up

my kids and we go around in circles singing, “Da-da-da-da—praise!” My teenage kids no longer participate in this celebration. Some folks just don’t know how to worship God! If I’m alone when good ministry news comes, I might even sing James Brown’s song, “I Feel Good.”) However, when our hearts are heavy and discouraged, our emotions plummet us to the deepest and darkest levels of despair. Frankly, I can cycle through the highest and lowest of leadership and ministry emotions in a single day. But what else would you expect from a guy who dances in his office?

### **Ministry Can Be Worse**

You don’t have to be involved in ministry at any level very long before something or someone will sting the deepest part of your heart. *You will get whacked!* I’ve always found ministry situations particularly discouraging and emotionally disheartening because I expect a higher level of behavior from us as Christians (see the Bible). But the gossip, emotional terrorism and viciousness are often worse than many non-Christian environments in which I have worked. That, my friends, is discouraging—and though it ought not be—it often is reality.

### **Discouragement from the Inside**

As I write this, I am meeting with three ministry leaders—vocational and volunteer—from completely different ministries who don’t think they can hold on any longer. They are beat up, tired and wondering if it’s all worth it. I sat with a husband and wife who have served God faithfully for years. I listened to them pour out their horrendous story. We cried and prayed. No easy answers. No Christian clichés. *Just tons of tough questions, soul searching, disappointment and discouragement.*

### **Discouragement from the Outside**

In addition to the inner turmoil and discouragement that is often a part of our experience in serving God in the church, there are outside extenuating factors that can exacerbate



the sting of discouragement in our lives. Some ministry friends I know are struggling with extraordinary tragedies like children with cancer and brain tumors, and one friend's four-year-old daughter was run over by a truck. Still other ministry partners are trying to negotiate the discouraging waters of rebelling teenagers and struggling marriages. When your inner strength is depleted and your outer world is crashing down on you, the discouragement is extremely overwhelming.

### **The Killer of Christian Leaders**

Not long ago I attended a leadership conference by Dan Webster. He pointed out three common pitfalls that sidetrack leaders: laziness, temptation and discouragement. It was his comments concerning discouragement that resonated deeply with my heart. Webster noted that discouragement was the biggest killer of leaders in the church. He said, "Discouragement among Christian leaders is almost epidemic." When he said this, God brought specific faces of leaders—vocational and volunteer—I know who are currently journeying through difficult personal, relational, internal, emotional, spiritual, financial or ministerial terrain these days. From there my mind drifted to specific leaders I know who are not only out of leadership and ministry—but their very faith has been shipwrecked on the rocks of discouragement.

### **Dealing the Deathblow to Discouragement**

If discouragement is the primary leadership landmine that is blowing up in the face of Christian leaders like you, then it is absolutely critical that you learn how to encourage yourself in the Lord. Why encourage yourself? You may have noticed that no one else is coming to your rescue. And, frankly, there is little someone else can do for you if you do not do it for yourself. Therefore, developing the skill of self-encouragement is seminal to your survival! And God—in his book, the Bible—shows us how to

encourage ourselves during those times our spirit wants to scream for mercy and give up. One episode in David's life in particular gives us some insight on how we can defeat discouragement by developing the ability to encourage ourselves in the Lord.

### **David's Discouraging Dilemma**

In 1 Samuel 30 we read of the horribly discouraging day David and his men experienced. While David and his men were away from home (Ziklag) fighting their enemies, the Amalikites (not to be confused with the Hittites, Canaanites, or the Mosquito-bites), burned Ziklag and took all the women and children captive. When David and his men arrived home in Ziklag, they were shook to the very core of their hearts as they realized their loss. The Bible says that at this point, "David and his men wept aloud until they had no strength left to weep" (1 Samuel 30:4). Can you relate? That, my friend, is discouragement in all its ugly glory. And just when you think things can't get any more discouraging, in comes another heart-wrenching wave of discouragement that takes another bite out of your soul. Things go from bad to worse for David when his men started "talking of stoning him: each one was bitter in spirit because of his sons and daughters" (1 Samuel 30:6). All of this caused David to be "greatly distressed" (v.6). Have you been there recently? Have you recently experienced a mother of all bad days?

### **David's Divine Deliverance**

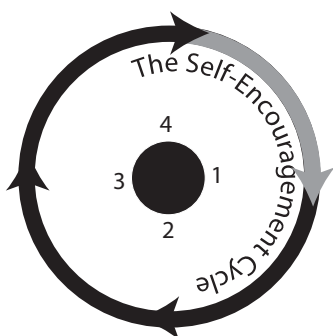
What David did next is what separates those who end up as ministerial road kill from those who rise and continue walking (limping?) down the narrow road. With his heart securely held by the sharp talons of discouragement, we read these amazingly insightful words pregnant with leadership lessons for the observant reader: "But David encouraged himself in the Lord his God" (v.6, KJ21: The 21st Century King James Version of the Holy Bible). It's

critical to note that dealing with discouragement is a self-leadership issue and skill—for David encouraged himself in the Lord. Did you get that? Everyone else was talking of killing David (talk about a bad day), but “David encouraged himself in the Lord his God.”

1 Samuel 30:7-8 shows us the secrets to David’s success in defeating discouragement—lessons that we as leaders today must take careful steps to *apply* to our own lives lest we be another statistic at the devilish hands of discouragement. I want to highlight four lessons that we need to apply to our lives when we are battling discouragement.

### **The Self-Encouragement Cycle**

#### **Lesson #1: Do What You Know to Be Right— Whether You Feel Like It or Not.**



The first step David took out of discouragement and into self-encouragement was that he asked the priest to bring him his ephod (v.7). An ephod is an article of clothing worn by priests and in this case is indicative of David’s intent to seek God. Simply put, I

believe the first step out of discouragement is when you and I do what we know is right (i.e., seek God)—whether we feel like it or not. The context of this story gives every indication that David probably did not feel like doing what was right. Remember: David wept until he had no strength left 1 Samuel 30:4! He probably felt more like giving up and having a pity party. But David makes the choice to do what is right, not what he felt.

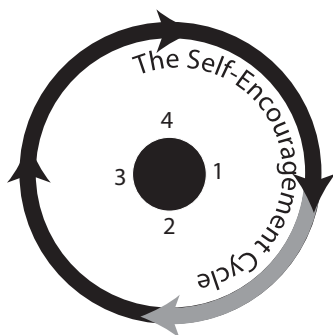
If you allow wounded emotions to control your behavior, you’ll never be able to rise above that which is discouraging you. David made a choice—a *proactive* decision—to not let

his feelings control his behavior and ultimately bring about his ruin. David's heart began to come up from the bottom the moment he made the choice to seek God—though he still had a *long* way to go out of the labyrinth of despair.

As trite and worn out as it may seem, it's absolutely essential that I point out that when we are in the depths of despair and discouragement, we should seek God. Obvious? I know we know this, but I'm not so sure that we *do* this! (See John 13:17 and Matthew 7:24-27.) Don't we have a tendency to go to other people first? Or to just shut down, beat ourselves up and play martyr? If discouragement can keep us in the bondage of our negative emotions and from seeking God, it will ultimately bring us down. So, like David, I challenge you to rebel against your feelings of discouragement, take a step of faith—and seek God whether or not you actually feel like seeking him. *Call for your ephod!*

## **The Self-Encouragement Cycle**

**Lesson #2: Ask God to Help You in Very Specific Terms—Whether You Feel Like It or Not.**



The next step David took on the way out of discouragement and into the light of self-encouragement was that he “inquired of the Lord” (v.8). Cadre translation: David said, “*God, help!*” I love non-pretentious and

gut-level prayers. And this is precisely how we see the discouraged David pray! No flowery eloquence required when you are discouraged—David directly addresses his specific heart's concerns: “Shall I pursue this raiding party [the Amalekites who ravaged his home and carried off his loved ones]? Will I overtake them?” This is bottom line praying from a desperate man. So whatever it is that's

currently breaking your heart and weighing you down like an anchor around your soul, address those specific issues in a straight shooting prayer to God. Cry out to God about it—and be totally honest with him.

### **“This Day Stinks, God!”**

Once when I was a youth pastor, I got a call from the parents of a student who was really struggling with life—and consequently—discouragement. I sat in my car with this student for about an hour. I listened to him pour his heart out. He was hurting, depressed and discouraged. At the end of our time together, I asked him if he would pray to God about the sources of his troubles. He agreed to pray. We bowed our heads right there in the car, and he prayed, “Heavenly Father, thank you for this beautiful day....”

I broke in immediately. I said, “Dude, if what you have shared with me for the last hour is really troubling you as much as you said it is, this day is anything but beautiful to you right now.” He smiled, and then laughed at himself. He paused, bowed his head, and said, “God, I’m hating my life right now...” and went on to ask God for specific help to his specific problems and the sources of his discouragement. The point is that when you are discouraged, like David, you must honestly ask God to help you in very specific terms—whether you feel like it or not.

### **Oxygen for Your Gasping Soul**

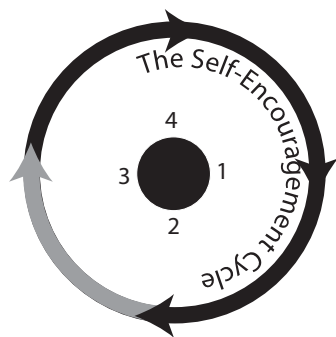
The last thing I want to do in this chapter is to insult your spiritual intelligence—especially if you are one who is discouraged right now. I can hear the almost angry thoughts racing through some of your discouraged minds. “Come on Allison—is that the best you can do? I’m *totally* discouraged and you just tell us to pray about it? Is that all you have—worn out Christian cliches and pious platitudes? How simplistic can you be?” I admit that sometimes when I pray about things—they get much worse—and that’s even more discouraging. Sometimes—many times—nothing

on the outside changes. However, there is something profoundly significant that happens on the inside of us when we “inquire of the Lord” in the midst of our darkest times of discouragement—though we may not even be able to see or feel it at the time. What happens? Little by little, the power of God is unleashed into our lives. Through prayer, a little oxygen is poured into our gasping souls. It may not seem like much at the time, but it’s that little bit of prayer-generated oxygen for the soul that keeps your spirit breathing, alive and hopeful. What is the alternative? A slow, suffocating death by discouragement. *No thanks.*

## **The Self-Encouragement Cycle**

### **Lesson #3: Listen to What God Says to You—**

#### **Whether You Feel Like It or Not.**



God did not seem to be put off by David’s direct, specific plea for help. Amazingly God answered David’s specific, straightforward request with a specific, straightforward answer. God told David, “Pursue them. You will

certainly overtake them and succeed in the rescue” (v.8). Perhaps even more amazing is not that God responded, but that David heard what God said.

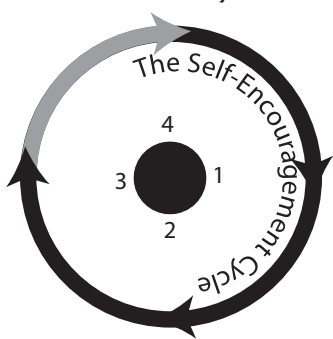
My own experience and journey has taught me that the process of hearing what God is saying takes much time in quiet reflection, prayer, the Word and the godly counsel of a few trusted mentors. It’s in this stage of recovery that God turns up the heat to cook our character—and that makes this part of the process very painful. But it’s absolutely critical that we try to hear clearly from God when we are discouraged—rather than just giving up in the process. Furthermore, we need to listen to what God says to us no matter how painful it may sound at the time. God wants to

give us specific instructions about the specific sources of our discouragement. We must work at listening to him.

So when you are in the depths of discouragement, pray your heart out...but don't be so distressed that you can't hear what God may be saying to you. Be sure to listen for his response. Search his Word. Quiet your heart. Listen to the counsel of people who are Spirit-controlled. Check everything you think you are hearing against the Word of God. If what you think you hear God saying to you does not jive with the Word of God—then go back to listening. However, if there is congruence between what you think God is saying to you and the Word of God—whether you like hearing it or not, move on to the next lesson.

## **The Self-Encouragement Cycle**

### **Lesson #4: Obey What God Tells You to Do Immediately— Whether You Feel Like It or Not.**



When God responded to David, he quickly responded to God by obeying. David took action. There is a time for prayer, but once God has given the clear marching orders it's time for action! When you take action on God's directions, you

allow God to step into your life and the sources of your discouragement. In the words of William H. Murray:

*The moment one definitely commits oneself, then Providence moves too. A whole stream of events issue from the decision, raising in one's favor all manner of unforeseen incidents and meetings and material assistance which no man could have dreamed would come his way.*

When you obey God—whether you feel like it or not—you allow God to unleash his power into your life and encourage your heart and soul.

However, if God shows you what you need to do—and you refuse to take action (i.e., you allow your feelings of discouragement to control your behavior)—you will not experience a lift in your spirit. You may experience the pains of divine discipline. When David put immediate action to God’s marching orders, God’s power was unleashed into his depressing situation and, before the day was over, David came home with all that was previously lost... and more (1 Samuel 30:18-20).

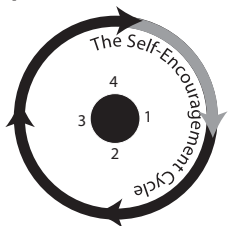
### **Are Your Emotions Controlling You?**

It’s super important to note that before David got victory over his outward circumstances, he first got victory over his own emotions. Controlling our emotions—whether we feel like it or not—is a very biblical idea: “He that hath no rule over his own spirit is like a city that is broken down and without walls” (Proverbs 25:28, KJ21). A city without walls is a sitting duck for invaders. Talk about trouble! This is why God tells us: “Above all else, guard your heart, for it is the wellspring of life” (Proverbs 4:23). When we encourage ourselves in the Lord—like David did—we’re guarding our hearts.

### **David’s Self-Encouragement Cycle—A Model for YOU!**

Instead of letting depression, despair and discouragement rule his behavior, David, prayed to God, listened to what God said and then immediately did what God told him to do. Would you like to start a journey out of the pit of despair and discouragement? Would you like to experience God’s power in the midst of a heavy heart? Would you like to learn the skill of encouraging yourself in the Lord so that you can defeat the discouraging darts the enemy is throwing

at you—to keep you from effective ministry to others? Then I would challenge you—whether you feel like it or not—to follow David’s example: *Call for your Ephod—and start the self-encouragement cycle.*





## **Turning Knowledge Into Life Change**

1. The book of Lamentations is a series of funeral dirges for the nation of Israel. Jeremiah, the weeping prophet, was grieving Israel's destruction at the hands of her enemies. Read Lamentations 3:19-24. How did Jeremiah deal with his depression and discouragement? Be specific. What can you learn about dealing with discouragement from Jeremiah?
  
2. The book of Job can be viewed as forty-two chapters of pain and confusion for Job. Yet, at the very end of the book—after all the pain and suffering—Job says, “My ears had heard of you, but now my eyes have seen you” (v.5). How might pain and struggle be a part of the journey of how God becomes real to us? Explain.
  
3. What is your greatest source of personal discouragement?
  
  
  
  
  
  
  
  
  
4. What is your greatest source of ministry discouragement?

5. David shows us how to encourage ourselves in the Lord when we are discouraged. Which of the following do you struggle most with applying to your life when you are in the midst of discouragement?

- ☐ Do what you know is right—  
*whether you feel like it or not.*
- ☐ Ask God to help you in very specific terms—  
*whether you feel like it or not.*
- ☐ Listen to what God says to you—  
*whether you feel like it or not.*
- ☐ Obey what God says to you immediately—  
*whether you feel like it or not.*

6. Memorize 1 Samuel 30:6: “And David was greatly distressed, for the people spoke of stoning him because the soul of all the people was grieved, every man for his sons and daughters; but David encouraged himself in the Lord his God” (KJ21\*). Say it to another person and have them sign their initials here \_\_\_\_\_ when you get it word-perfect.

\*The 21st Century King James Version of the Holy Bible (KJ21®)



# What's a Cadre?

**Cadre:** [*kah-dray*]

1. A nucleus of trained personnel around which a larger organization can be built and trained.
2. A tightly knit group of zealots who are active in advancing the interests of a revolutionary cause.

*(The American Heritage® Dictionary of the English Language, Fourth Edition)*

## The Mission of Cadre Ministries

Helping churches help disciples love God, love people and make disciplemakers.

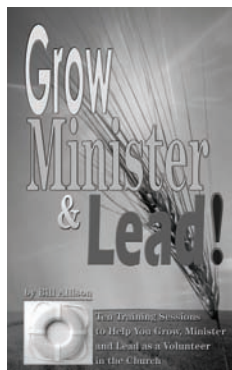


**Cadre Ministries**  
Box 278  
Sycamore, IL 60178-0278

**Email:** [info@cadreministries.com](mailto:info@cadreministries.com)  
**Web Site:** [www.cadreministries.com](http://www.cadreministries.com)

## **[www.cadreministries.com](http://www.cadreministries.com)**

Please visit our website to take advantage of our *free* resources as well as our Cadre online store. If you want to discover quality training for your local church, we invite you to visit our training page which overviews the range of workshops (four hours) and equipping labs (90 minutes) that a Cadre trainer can provide for you. We'd love to train your cadre and then equip you to lead the same training for future events within your local church and sphere of influence.



## Have You Read Cadre's Grow, Minister & Lead?

If you've enjoyed Cadre's *Disciplemaker's Guide to Grow, Minister & Lead*, check out *Grow, Minister & Lead* with ten more training sessions. Available as a PDF download at [cadreministries.com/store](http://cadreministries.com/store).

### Grow...

1. Developing and Following Through on a Personal Growth Plan
2. The Struggle for Sexual Purity—and Our Ministries
3. Getting Intentional about Accountability

### Minister...

4. Time Management for Painfully Pooped-Out People in the Church
5. Sharpening Your Ministry Axe
6. Church Would Be Great if It Weren't for People

### Lead...

7. Why Volunteers in the Church Often Dislike Meetings and What YOU Can Do about It
8. Creating a Cyber Prayer Base
9. Making Teaching Memorable
10. Conquering the Curriculum Conundrum

Visit [cadreministries.com/store](http://cadreministries.com/store) to download a copy.

