



Faith2Share Depth Discipleship consultation

10-13 June 2013,
Nairobi, Kenya

Context

Responding to numerous requests from Faith2Share members and partners globally and with generous support from the Hinchley Charitable Trust and the Evangelical Lutheran Church of Württemberg, in 2012 *Faith2Share* initiated a three-year programme of consultations and learning around the issue of “depth” (or “whole-life”) discipleship. The first consultation took place in October 2012 in North India and brought together over 40 participants from India, Nepal, Bhutan and Bangladesh. The process met with definite approval from *Faith2Share* members, has the full support of our trustees and generated a lot of interest and enthusiasm from around the wider *Faith2Share* network. The next step was for *Faith2Share*, in conjunction with CMS Africa, to plan another consultation, this time to meet the needs of partners in East Africa. This took place at Savelberg Retreat Centre in Nairobi from 10 – 13 June 2013.



Participants

The Nairobi consultation was designed for mission leaders from across East Africa and with over 50 leaders initially expressing interest, in the end we had 36 participants coming from Kenya, Uganda, Burundi, Rwanda, DR Congo as well as one participant working in South Sudan (but based in Kenya). One lesson we learnt from the previous consultation in India was that although women in most cultures play a leading role in day-to-day discipleship, especially among children and other women, they are often overlooked and underrepresented at consultations and similar events. *Faith2Share* therefore set out to attract as many women participants as possible to this consultation, offering additional financial support where appropriate, and at the end we had 13 women attending. This was

Network Members

Anglican Inland Mission, Antioch Mission, ARDF Australia, AsiaCMS, Asian Outreach International, Church Army Africa, Church of Nigeria Missionary Society, CMS Africa, CMS Australia, CMS, CMS Ireland, Friends Missionary Prayer Band, Global Teams, Indian Evangelical Mission, Mar Thoma Evangelistic Association, Mission Together Africa, Mission Together Inc. (Canada), New Life for India, New Zealand CMS, SAMS Ireland, SAMS USA, SOMA UK, The Sheepfold Ministries

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slightly disappointing as another seven women were booked to attend but were not able to join us because of last-minute logistics or financial difficulties. (One lesson we learnt this time is that in some cultures those facing financial difficulties will just keep quiet and not arrive rather than making their need clear in advance. In future we need to be more proactive in checking these needs.) The full list of participants can be found in Appendix 1 on page 8.



Programme

Following the pattern established at our Mirik consultation, the programme relied heavily on local resource people and allowed plenty of opportunity for relationship building and mutual learning through discussion and group work. Although the main working language was English, French and Swahili were also used throughout the consultation to ensure that all participants could contribute fully and express themselves fluently. The programme was also adapted to adequately address those issues which are of greatest importance for the East Africa region. Significant issues raised by participants included the persistent negative influence of tribalism within the church and wider society and the very real challenges to Christian discipleship still presented by witchcraft and traditional religious practices.

The first half-day was devoted to building relationships within the group, most of whom had not met each other before, and clarifying their expectations, and anticipated outcomes, for the next three days of intensive dialogue. During this period participants were encouraged to tell their own personal stories of how they were discipled. It was fascinating to discover that although many participants could quite easily point to the person who brought them to faith in Christ, and describe the process, many then struggled to say who then went on to disciple them when they were maturing as Christians. We were also reminded that those in full-



time ministry require on-going discipling and yet it is not always easy to see who is doing this in the church. In much of the discussion we were reminded that Christ is the master discipler. This prompted us to go back to the Bible for our models and ways to disciple others. The first day also included a participatory Bible Study on Mark 10:32-45.

Discipleship in the Family, Clan and Tribe

Day 2 focused on how Christian discipleship takes place in the family and what implications it has for relationships within marriage, the upbringing of children, and how we view our extended family and tribal identity. Wairimu Kamau (right) drew on her experience of working with people of an Islamic background as she helped us to study the story of Jesus and the Samaritan woman in John 4. She reminded us how Jesus used dialogue, and particularly questions, to help this woman face her own situation honestly and discover a way of moving forward towards God.



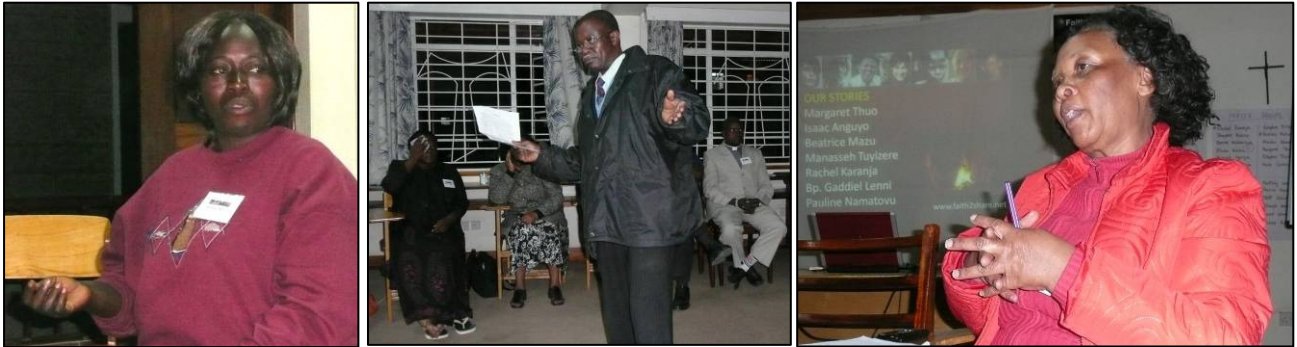
The question of children and young people is a crucial one for communities in many African countries, especially when boys are growing up without anyone who could play the role of the father for them and help them to see life from a Christian perspective. Priscilla Adoyo (left) gave a challenging presentation on “Character Formation for Christian families”.



She suggested that one particularly cultural issue in Africa is that there is a distinct lack of Christian rites of passage for young men and for boys who are still African in their feel but Christian in their ethos. The issue of tribal belonging was another key question we addressed, especially where both parties in a marriage come from different tribal groups. Later in the morning, working groups looked in more depth at the issues of (a) Christian marriage, (b) family, tribe and race (c) working with youth and children, and (d) alternative rites of passage. Sadly many of the participants felt that most churches are not equipped to do such work effectively.

After lunch Bisoke Balikenga led a session in which he helped us look at the resources we already have, and those which we still need to create, for discipling individuals and families in the African context. This led on to the formation of three groups: one for Kenya and South Sudan, one for Uganda and one for Francophone Africa (Rwanda, Burundi and DR Congo) that could work more contextually (and in local languages) on the issues of resource provision. These three groups continued to meet together throughout the consultation and at least two of them have already made plans for follow up meetings in the autumn of 2013. (Although free networking time was planned for the end of the afternoon these regional groups had so much energy that they kept meeting until it was time for the evening meal.)

On Tuesday evening and also on Wednesday, participants met in a 'story-telling circle' to share with each other encouraging stories of discipleship. Although we had planned enough time for four people to speak each night, in the end eleven people told their stories and we sat listening to the amazing work of God amongst his people late into the night. In good African story-telling tradition many of the stories were accompanied by actions, song and much hilarity, whilst we were touched by tragedy, pain, joy and the grace of God.



Discipleship in the workplace

Day 3 was devoted to considering the nature of Christian discipleship in the work place. The day opened with a Bible study based on Matthew 5:21-end in which Cyrille Nitunga helped us to see how learning relationships help us to develop Christian character. Following this Dennis Tongoi led a session in which he helped us to look at business men and women in the Bible, what character traits set them apart in their work and ministry and what are the key lessons for us if we wish to emulate them. Many participants were surprised to see just how many business people feature in the Biblical narrative and how God chose to use them. In the working groups that followed participants chose to study one of the following three topics: (a) the Christian manager, (b) Business as Mission, or (c) Money and the Kingdom. In our discussions it was noted that the issue of corruption is still a serious one across Africa and it was felt that discipling is not possible without teaching on transformation and renewing mindsets.

Each day after lunch participants met in small prayer groups to pray for each other at a more personal level.

After prayer James Kweyu led a session looking at the resources that are available to help us disciple Christians in the workplace. He drew on the considerable experience of CMS



Africa in working with Business as Mission and drew attention to some of the work books they have produced. As on the previous day, this session was followed by meetings for the three regional groups in which they looked at resourcing issues in their own regions, especially related to discipleship in the workplace.

The day ended with the second of our story-telling session (see above).

Discipleship in the community and amongst people of other faiths



Day 4 focussed on Christian discipleship in the context of a wider community. Once again we began the day in Bible study as Jeanne Matchuli (left) helped us, in French, to look at disciples who can transform communities, based on Luke 19:28-38.

In the following session, led by John Jusu of Nairobi University, participants were reminded that personal character is as important as words and actions, especially if the local community is not all Christian. Once again, the question of transforming the whole community and how it can be measured and sustained was raised several times during the day.

In plenary and in the working groups many discussions focussed on what are often perceived as non-Christian elements of local customs and the traditional way of life and how we as Christians should respond to such situations without alienating the wider local community, especially in post-conflict situations where reconciliation has not been achieved yet.

The working groups on this fourth day focused on (a) Christians in politics, (b) community action and (c) encountering people of other faiths.

After lunch and prayer groups Isaac Anguyo, the current Chair of Micah Network, shared a little about the work of Micah Network (which runs parallel to Faith2Share) and then helped us to explore what resources we have for Community Transformation, especially in East Africa. He spoke out of his own context of working in Western Uganda on the border of war zones in South Sudan and DR Congo.

The day concluded with a summary session, led by Stephen Kirabira, to try and harness received knowledge corporately and to assess possible outputs. Not originally in the programme, this session was initiated by the delegates themselves who wanted to see how our corporate learning could impact their existing ministries and what might be the possible way forward together. Many participants shared that they will take their learning back to their churches or ministries and include discipleship in their strategies for church ministry and development. Some of the possible outputs that were mentioned were the exchange of tools, monitoring how these tools were being utilised and finally, mobilising leaders for discipleship.

On the last evening many of the delegates contributed to a corporate act of worship and commitment as we prepared to return to our own ministry contexts.

The record of all discussions is available as Appendix 2 on page 9.



Outcomes

Several firm outcomes took shape even during the consultation which was very encouraging and shows that the issue of discipleship is of great significance and interest across a wide range of denominations and Churches in East Africa. Participants from Kenya have agreed to stay in touch and share resources, but also meet together in October 2013 with local mission agencies acting as facilitators.

A similar outcome was also achieved for Francophone Africa (Burundi, Rwanda and DR Congo) with a particular focus on resources and programmes aimed at conflict resolution between the countries of Rwanda and DR Congo.

Since the event quite a few leaders have been in touch and this is a sample of their feedback:

"I must confess that I enjoyed the consultation. It was an eye opener to many. God bless you. It was a great honor and privilege to have you here in Kenya."

"We had our church retreat and our main focus was on Discipleship, after the retreat the elders demanded that what they have learned should be taught to the whole congregation, they have blocked one Sunday every month to have the training until all the lesson covered. I'm doing it with Stephen Mosheni I trust you remember him well. I am so excited with what is happening, thanks for the Faith2Share, for initiating Depth Discipleship. Sheepfold have asked me to have a two day training on the same for their field missionaries."

"[This consultation] was time to learn now... what changes to make and advance the kingdom of God because many are caught up in doing things that only promote their kingdom and authority but Jesus said and this gospel of the kingdom will be preached not denomination gospel which has made the work of master to become stagnant at the expense of the price paid by

Jesus Christ our saviour be blessed"

"Being in Nairobi was a very special blessing; I praise God to have such a time of fellowship and learning. I would like to extend my gratitude to the team of Faith2share to us together; everyone was a good inspiring person in our consultation. I loved you all really and continue to thank God for the opportunity to hearing the message God gave you for all and especially for African nations."

"Thanks a lot for the consultation which was so nice and it [will] build up our faith and it gives us a new way of building up the relationship in order people can become Christian and doing a very good job for God"

"It was a great meeting you and enjoying your amazing service. Wonderful, spiritual and mind engaging programme with incredible fellowship of brethren with vast experiences of ministry. Eagerly waiting for the report; however, we are already trying to include ideas acquired in the consultation into our continuing discipleship programme."



Continuing programme

At the time of writing, the plans are already firmly in place to organise the next Depth Discipleship programme in Jos, Nigeria, which will be offered to mission leaders from West Africa. The feedback from Nairobi will be used in organising this programme and its contents. In addition many Nairobi delegates have expressed their desire to be part of the core group which will gather and distil learning from both consultations up to date and explore how to influence Churches in South Asia and East Africa with regards to the whole-life approach to Christian discipleship.

Anton Ponomarev
Associate International Director
Faith2Share
July 2013



Faith2Share Depth Discipleship Consultation: Nairobi 2013
Participants

1.	Dr Priscilla Adoyo	Africa International Institute
2.	Canon Isaac Anguyo	Micah Network / Here is Life
3.	Bisoke Balikenga	Anglican Church of Congo
4.	Joseph Guyo Donche	IcFEM
5.	Rispah Gachuri	Mission Together Africa
6.	Dr John Jusu	Africa International Institute
7.	Wairimu Kamau	Abba's House Foundation
8.	Rachel Karanja	CMS Africa
9.	Capt Benjamin Kimolo	Church Army Africa
10.	Stephen Kirabira	Christ Ministries Worldwide
11.	James Kweyu	CMS Africa
12.	+Gaddiel Lenini	Diocese of Kajiado
13.	Ven Naftaly Lemooke	Diocese of Kajiado
14.	Tuyizere Manasse	Anglican Church of Rwanda
15.	Andrew Matabishi	Pentecostal Assemblies of God
16.	Matchuli Jeanne	Samaritan Strategy Africa
17.	Mazu Beatrice	Samaritan Strategy Africa
18.	Stephen Mosheni	CMS Africa
19.	Desire Mukanirwa	Anglican Church of Congo
20.	Gentrux Mwata	IcFEM
21.	Pauline Namatovu	Christ Ministries Worldwide
22.	Macdon Juma Namangu	IcFEM
23.	Cyrille Nitunga	Harvest for Christ Ministries
24.	Capt Livingstone Nyanje	The Sheepfold Ministries
25.	Deogratias Nyonzima	CCDB Burundi
26.	Gabriella Ndayishimiye	CCDB Burundi
27.	Lucy Ochieng	CMS Africa
28.	Mark Oxbrow	Faith2Share
29.	Anton Ponomarev	Faith2Share
30.	Jeff Sikabwe	CMS Africa / Samaritan Strategy
31.	Capt Margaret Thuo	Church Army Africa
32.	Dennis Tongoi	CMS Africa
33.	Pauline Walker	CMS Africa
34.	Joseph Wambalaba	IcFEM
35.	David Wambua	The Sheepfold Ministries
36.	Esther Wambui	The Sheepfold Ministries

Small Group Discussion Notes

Families, Tribe and Race

1. Families

We looked at the challenges facing disciple making as a pastor, father and leader

The challenges faced are:

- a. You are known to them and they have you in their mind
- b. The family knows me and this causes fear that our weakness should not be exposed
- c. Challenge of being so strict that the children are not allowed to bring their friends home
- d. There is an assumption that everybody should enjoy what we are doing
- e. The fact that we are pastors, God has given us responsibility to mould the lives of these children in our family

2. Tribes

How can we appreciate other tribes?

- a. We need to appreciate the people for the good things they have done
- b. Intermarriage is the solution to tribal differences
- c. We need to see people of other tribes as ourselves because some people have been traditionally taught that our tribes are lower class because of the kind of jobs they do and also the 'life of lack' they display and this has impacted us negatively
- d. There is a challenge of the tribal differences because it stops people to work together even if they are pastors, bishops in the same church and this is an obstacle for disciple making

3. Race

We must look into the three ABC of culture: natural, lies, truth - we need to bring answers to these three values

- a. Challenges: the church has lost its power to influence and cause positive change in our society today
- b. What are we doing about becoming a power of influence to transform our race today.

Christian marriage

As we are thinking about discipling what are the issues that needs to be addressed by disciples in Christian marriage. How does following Jesus make a difference in Christian marriage?

Guiding questions

1. What is a Christian marriage
2. Preparing for marriage
3. Sustaining Christian Marriage
4. Bringing up children in a Christian marriage
5. In crises what do you do in a Christian marriage
6. Challenges that face pastors spouses.

What is a Christian marriage: it is a monogamous marriage between a husband and wife where Christ is manifested in that marriage relationship. This is where there is love and sacrifice and fidelity--faithfulness and trust. They value each other, develop intimacy, oneness.

Preparing for marriage: it is a lifelong relationship. It must not be entered too casually. It needs preparation. How does modernity meet tradition and the Church; what does the Bible say.

Modernity is possession, cohabitation, too much expenses leading to eloping.

Tradition is limiting young people who want to marry because of the dowry being asked for, it is like selling girls. So we need to address the community to have a change of attitude towards dowry. Some traditions are good but some practices like the dowry which not to be eliminated need to be fair. It is important to consider why each item is given-- does it have some spiritual connotation. So retain good values, avoid excessive bride price.

Church: Marriage is ordained by God to bring up God fearing children. So as Christians, prayer and teaching long before marriage is critical. This includes teaching about preparing themselves for marriage where there is possibility of infertility, having one sex of children. Avoid inter-religious marriage especially with Muslims.

Sustaining Christian Marriage: prayer, Word of God, fellowship and a spirit of forgiveness and not keeping record of what one does. Sexual relationship needs to be dealt with, woman may be too busy with the children and forget the husband. Counseling the couple before marriage adequately for many sessions by a senior pastor on challenges on sexual relationships and frigidity, is critical. Love and communication, make marriage enjoyable, make it pleasurable. All these are central in sexual relationship. There should also be an institution to counsel.

Bringing up children in a Christian marriage: Base on Proverbs 22:6. Let this be communication and modeling.

In crises what do you do in Christian marriage? Never broadcast issues outside. Seek the face of the LORD. Go to Church to a trusted Pastor. Go to the family--mother/father. Learn to forgive.

Challenges that face pastors spouses: Pastors need to know that the home is the first pastoring area. Where is the focus of the pastor? Congregation, care for the church before caring for the home. The home is the benchmark. Many pastors go for pastoral life without preparation.

There is need for couple to be trained how to be a pastors / church leaders couple. There should be support ministry for the pastor spouses.

Children and Youth

Definition : Children: 0 – 12 years; Youth: above 12 – 35 years

Challenges and how we can handle discipleship (church, family & community)

- Parents are busy, don't have time to disciple and show love
- Children are busy
- Lack of vision for children to grow up in a Christian way. Entertainment, education are taking priority
- Parents are primary responsible people as far as discipling young people is concerned
- Bad influence discourages our children from living out what they are taught
- Discipling kids should start very early (day 1)
- Children should be taught our values at an early age
- Family is the centre of a child's learning(prayers, discernment, opportunity to read the Bible)

Recommendation

- Making time to them
- Influencing our church leaders so that there is a sound discipleship strategy for them
- Thinking about which schools do we take them to
- Training Sunday school teachers

Challenges

- Rights of children. Freedom to do whatever they want
- Children have much access to information (internet, satellite TV) and parents are not able to control this
- Their reasoning capacity is beyond our thinking
- Learning unbiblical behaviours from house maids
- Christian parents who don't emulate a good model for their children (lying, respect..)

Recommendations

- Training parents to take care of their children, hence having programmes intended for marriages (Parenting programmes)

Youth

- Mentoring: (in leadership) and telling them a purpose of what they do. Eg a clan organisation
- Youth programmes especially during holiday times
- Investing in media, music, buying relevant Christian literature
- We should teach them according to their needs. We need to be practical and relevant and appealing and showing them love
- Teaching young people through love. Being their friend
- We ought to encourage them rather than judging them
- As a parent we need to treat both girls and boys alike
- While disciplining young people we need to help them understand that they are part of the church
- We are in a competition. If you want to catch a fish you use what it likes
- Creating relationship between our leaders and youth
- Youth and children need to be affirmed, prayer for
- Our young people are growing in a different set up. We need to understand their world view and help them know how to deal with their peer pressure

Money and the Kingdom

What is Money?

Money and Kingdom

- What is the relationship between money and the kingdom?
- Is money a threat to the Kingdom?
- Is money a tool to use for advancing God's kingdom?

What is Money?

- The root of all evil (love for money)
- A resource to meet our goals and objectives in life
- 1 Timothy 6:10 "For the love of money..."

The Kingdom

- Where someone takes control (rulership)
- It is characterised by the presence, territory, rules, people, authority

Kingdom of God

- King → God
- Territory → Heaven / earth
- Authority → Power & Might & Spirit
- People → Creation
- Law → Scripture

Christian Manager

Issues

The challenge of being an effective administrator when you are a pastor

- How do you handle discipleship and discipline ie discipline within discipleship
- How do I value those I'm managing
- How do I speak into their lives
- Christian manager should value each person equally
- What should the Christian leader get in return

Nurturing a Christian manager

- Depend on God (Be prayerful)
- Be a good manager of yourself – know when to say 'yes' and 'no'
- Take time to spend time to pray / reflect
- Have accountability partners

A Christian manager:

- should be able to share vision
- should give space for those being managed to achieve God's purpose
- should be a step ahead of those they lead or manage
- should be a good listener and learner
- needs to have a good relationship with those they lead
- values each person's contribution of those they manage
- should have genuine Christ-like relationships with the staff
- should be able to delegate to team members
- should mentor others into leadership role

A good effective manager

- needs to give those being managed responsibility in problem solving to create a sense of ownership
- involve or use participatory ways to develop policies
- designs systems and procedures that are fair
- should be able to clearly communicate the vision, involve staff in problem solving – this builds ownership
- should seek to bring out the best in each of those they lead
- seek to see character formation
- should seek to equip those who are under them so that they may be productive.

A Christian manager must be reconciled to the fact that they may not always be popular

Business as mission

- Business is the will of God. God wants us in the marketplace. Jesus went to the market place to meet people. He was also a carpenter before.
 - Some people in business use witchcraft to improve their business. So this discourages some church people in Church who consider business as evil.
- But-you can be in business and serve the LORD.

Areas to consider:

- Have a business mindset in Christ ministry--that is work being done to make profit for oneself and for the Kingdom of God. Business is not an end by itself but a means to bring the Kingdom of God to the world. I am doing this for Christ-- I don't want people to see me as a beggar. I want to be a model. Don't forget your focus when the business grows. Our priority in business is Kingdom matters.
- We as missionaries working in a business--Work to be self-sufficient even as you serve the LORD, this develops dignity to oneself; bringing kingdom values in business meaning bringing people to Christ, imitating fellowship
- The Church also creating business to provide for itself. Where one is working, that is where God has planted you in that business to bring the Scripture to them, even as a housewife.
- Discipling business people to make their business as a mission
- Go where they are, follow them where they are--going to a garage or even to the bar, to speak Word of God

The missionary worker in business--principles and work:

1. Accountability
- 2) Continuous learning--management, servant leadership,
- 3) Modelling
- 4) Being involved in business that glorifies the LORD
- 5) Evangelizing and Discipling example: Praying for the sick in hospitals, Praying against Satanism and cultism in workplace like hospitals
- 6) Perceive people as resources
- 7) Help those who are discipling to initiate business so that they are not looking for handouts
- 8) Good preaching and teaching about business

Challenging Witchcraft

Many Christians / non-Christians think differently about witchcraft, which is unfortunately a dis-service.

1. There is no witchcraft
2. I don't care, whether it is or not there
3. Witchcraft is just idea / thoughts in people's minds
4. Some really fear witchcraft – they talk in low tones about it
5. Many others just dismiss it – the devil is defeated

However, the group agrees that witchcraft is a serious issue to consider and has significant effects to the church.

Let's accept it's a reality and come out with biblical mechanisms to fight, combat and destroy witchcraft and its forms.

1. Know the Word of God – the Word clearly talks about witchcraft. We perish for lack of knowledge
2. Through the Word, discover the power that Christians have
3. Discover and utilise the armour of God accessible to a Christian
4. Must be alert, on guard, be aware that we are in a spiritual warfare
5. Our life and character should reflect Christ. When we sin, we become vulnerable to spiritual attacks because:
 - a. The devil gains attacking grounds
 - b. Sin separates us from the fellowship of God

6. Seek networks that will enrich, inform and create awareness on warfare.

How do we disciple people on witchcraft?

1. This discussion is wide, however the agreement is that the church should teach real life issues affecting the flock
2. The teachings should start early in the life of our children
3. The foundation is faulty. The early missionaries dismissed witchcraft, denied it, ignored it, hence it wasn't handled during evangelisation. This has to be worked on now.
4. New converts should be taken through this discipleship
5. Church leaders and Christians to be alive to cultures and traditions and aware of their effects to the Christian faith.

Way forward

Our facilitator, Dr John Jusu of African International University shared two avenues:

1. A course of counselling African converts
2. A continental conference on witchcraft

Group members to seek to participate in these forums in the future

Summary session (led by Stephen Kirabira)

What have we learnt during our time together and how can we utilise this knowledge in the future:

- Use the concept of discipleship in the strategic plans for church development
- Networking together and exchange of information so that our own existing networks will benefit;
- Adding value to existing ministries; helping pastors in the area of discipleship; using opportunities to help others. Focus on serving.
- Based on existing resources regionally, provide tools which can be exchanged to help others.

Possible outputs:

- Exchange of tools;
- Mobilising leaders;
- Monitor how those tools are utilised.

