



DISCIPLESHIP ROADMAP

PERSONAL GRID - CANDIDATES



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Introducing **Discipleship Roadmaps**: Tools to help *strengthen a disciple-making culture* in The Salvation Army across Canada and Bermuda.

Discipleship Roadmaps have been uniquely designed to help discipleship efforts become even more intentional in our ministry units (discipleship environments) and in the daily rhythms of life of individuals (personal discipleship). Each Roadmap uses a common *Discipleship Essentials Lens*, giving vision of what it looks like to be and to make **CHRIST-centred, OTHERS-focused** disciples.

You're holding the Roadmap for personal discipleship: the **Personal Discipleship Grid** for candidates. As a developing spiritual leader, you will want to ensure your continued growth in learning, spiritual formation, and hands-on expression of faith development. The Personal Discipleship Grid will help you to become (and stay) even more intentional in these areas, helping you model holistic discipleship in your life, ministry and leadership.

But discipleship is not meant to be a solo journey. As such, the Personal Discipleship Grid will help individuals establish an intentional rhythm of life, within the context of purposeful relationships (mentoring, small group, etc.). Whether you're a mentor, a mentee, or part of a peer accountability or small group, you'll find yourself taking steps towards a deeper life of faith in action.

Let's get started!

Identify who will take this journey with you, and make sure you each have a copy of the Personal Discipleship Grid.

Set a time to connect, and begin working through this guide together, praying that you will each be guided by the Holy Spirit into deeper relationship with Jesus, and strengthened in your discipleship experience.

DISCIPLESHIP ESSENTIALS

Looking Through a CHRIST-centred OTHER(S)-focused Lens

Discipleship Roadmaps help individuals assess several key aspects of their faith journey. These elements work together to form a holistic, resilient expression of faith as CHRIST-centred, OTHERS-focused disciples.

Here's what looking through this lens helps us see:

The Story We Live In

CHRIST centred

Canon - We believe that the truth contained in the Bible should form the basis for how we live our lives, make choices, act and react. It is a filter through which every element of our lives should run.

Holy God - We believe that the God we worship is set apart as the One True God, can be known personally, and has revealed himself to us through the Story of Scripture.

Redemption - We believe that sin is real and has consequences, and also that Jesus has made a way for us to be fully forgiven.

Inward Change - We believe that God's work in our lives is a continual process that changes us from the inside out, making us more like Jesus as we follow him.

Set Apart - We believe that we can live a holy life, and that this is made possible by the work of the Holy Spirit in our lives.

Triumph - We believe that we can have a confident hope that God's good plans for the world and for us will ultimately be accomplished no matter what.

How We Live in the Story

OTHER(S) focused

Outward Facing - A healthy faith is deeply personal but not deeply private. It includes having an effective personal witness that can be shared so that others can see Jesus at work; living a life of mission and sacrificial compassion for the sake of others; and being actively engaged as a follower of Jesus in the world and in one's immediate circles of influence.

Tenacity - A healthy faith will last for the long haul — it will 'stick'. Tenacity is like the glue that holds faith together, and it's made up of two critical things: healthy spiritual habits, and healthy spiritual community.

Holy Living - Both an experience of salvation (accepting Jesus' gift of forgiveness of sin & choosing to follow him) AND an experience of sanctification (being made more like Jesus every day) are important to a healthy faith. This isn't a one time decision — it's a commitment that is grown within, every single day.

Engaged in Ministry - Both soaking in the truth of Scripture AND living it out through real ministry experience are two sides of the same discipleship coin. Being equipped for, and entrusted with real ministry at every phase of the discipleship journey is essential for healthy faith development.

Responsibility - Having a healthy faith means being responsible to God for all he has given us and who he is making us to be. This means being a good steward of all God has given us. It means relating to and using authority in a way that reflects Jesus. It means making decisions in a godly way, and considering God's will for my life ahead of my own personal ambitions, plans or goals.

Salvationism - While a healthy faith can be found in many places other than The Salvation Army, the denomination and "part" of the Body of Christ we're a part of has incredible impact on our journey, and it matters. Our beliefs, values & behaviours are part of how we express our personal faith.



GUIDELINES AND REMINDERS FOR MENTORING RELATIONSHIPS

Mentoring Covenant:

It is recommended that before you enter a mentoring relationship, you spend time setting realistic expectations for this journey that answer the following questions. This will be a helpful guide for how this relationship will work and gives opportunity for both people to speak into it. It is also an accountability tool and can be referred to through the relationship to ensure that the goals set are being met. (There is a customizable Mentoring Covenant template included below.)

How often should we meet?

The initial connection point should be when you go through the Mentoring Covenant and introduce the Personal Discipleship Grid. Connection points after that should be at least once a month. Additional communication, such as email, text or phone calls, can be agreed upon by both parties.

Where should we meet?

Mentoring often takes place in the context of a meal, coffee shop or office setting. Wherever you meet, be sure that it allows some privacy but is not secluded, ensuring protection, integrity and comfort for both parties. Meet in a place you can be comfortable to sit down and have a good conversation.

What should we talk about?

When you first meet, your focus will be on building a relationship and getting to know one another. It is also a time to encourage your mentee in their personal rhythm of life with God, ensuring that they are spending time with him, and introduce different spiritual disciplines for you both to explore. The Personal Discipleship Grid mentoring relationship is not meant to replace or become a means of “spiritual direction” but rather help guide your conversations. Its menu options will help increase capacity in the highlighted areas from that grid for personal growth and development.



GUIDELINES AND REMINDERS (...CONTINUED)

As your relationship progresses, conversation will also likely progress to varying topics of interest and need unique to your relationship. This is an intentional relationship, encouraging and motivating each of you to develop an even more intentional rhythm of life. The rhythm will look something like:

Connect—Reflect—Connect—Plan—Step—Connect—Reflect ...
and so on:

Connect—Connect within your intentional mentoring relationship to establish relationship covenant and introduce the Personal Discipleship Grid.

Reflect—Individually complete and reflect on your Personal Discipleship Grid.

Connect—Connect in your mentoring relationship to discuss and pray about your Personal Discipleship Grid reflections.

Plan—Plan to take the “best next step” of growth and development within an identified area of focus, choosing from one of the tailored menu options.

Step—Take steps of growth by putting your plan into action for a specified span of time.

Connect/Plan/Reflect rhythm—Meet in your mentoring relationship to discuss growth, challenges, transformation, etc., and to determine your “best next steps” (either in the same area and option or exploring a new option or area for further development).

Keep returning to your Personal Discipleship Grid to help guide your next steps.

After six months to a year, complete the Grid a second time and start the rhythm again, recognizing what it now looks like after a time of intentional steps and relationship.



A MENTORING COVENANT (TEMPLATE)

The following is included for you to develop, sign and date as a mutually agreed upon set of expectations that will guide your relationship. It is updatable at any time:

Participant:

Mentor:

Time of Mentoring Commitment: from _____ to _____

Mutual Expectations:

Meeting Times (frequency, best time):

Between-Meeting Communication Strategy:

Confidentiality Parameters:

Participant's signature and date

Mentor's signature and date



FOR THE MENTOR

SIX IMPORTANT CHARACTERISTICS OF MENTORSHIP

1. Cultivating Climate:

Safety and trust are essential for a mentorship relationship. Be intentional in fostering a climate of openness, transparency and trustworthiness.

Putting Into Practice:

Pray regularly for the mentee. Demonstrate concern and care. Keep conversations confidential and respect limits and boundaries as expressed.

2. Communication:

In your role as a mentor, attentive listening is your key communication objective. Most of your time as a mentor should be spent listening. The act of listening builds trust and acceptance and allows the leader's "voice" to be honoured and heard.

Putting Into Practice:

Practise active listening. Let the mentee talk without interrupting. Resist the temptation to offer solutions immediately.

3. Context:

We desire to be and make disciples who are CHRIST-centred and OTHERS-focused. We hope that mentorship will help your mentee have an accurate perspective of God's presence and movement within their life, their faith community, their neighbourhood and how they fit within that context.

Putting Into Practice:

Seek to help the mentee identify growth areas, specific weaknesses and development goals as observed by themselves or others. Give perspective. The use of the Personal Grid will be incredibly helpful and informative at this stage and can set the path forward for development in these areas.



FOR THE MENTOR

SIX IMPORTANT CHARACTERISTICS OF MENTORSHIP

4. Corrective:

A healthy mentoring relationship provides room for constructive, effective feedback. You, as a mentor, need to draw upon spiritual insight and wisdom to know when to speak to bring clarity to an issue. The actual words you use should be spoken in love, and to the point. Constructive feedback is always done in private and with permission.

Putting Into Practice:

Positive feedback is as important as negative feedback. Be sure to give both. Be intentional as you develop the skill of constructive feedback, including identification of the issue and possible root causes. Help the mentee lay out possible and realistic options, anticipating positive outcomes. Pray together for transformation within the individual and their set of circumstances.

5. Connecting:

As a mentor you can be a conduit to a variety of resources for your mentee. Mentors have the joy and opportunity to share people you know and resources you have found personally helpful.

Putting Into Practice:

Suggest a book or author that you have found beneficial. Introduce your mentee to people that could help them in specific areas, as well as sharing resources you come across that might be helpful.

6. Celebrate:

When all is said and done, celebrate small steps and large victories when you meet. This is not gloating—it is a recognition and celebration of how God is using your mentoring relationship.

DISCIPLESHIP ROADMAPS

PERSONAL GRID

SPIRITUAL LIFE
DEVELOPMENT



Based on the description given of each Discipleship Essentials OTHERS-focused area, colour in each area of the Personal Grid to reflect how you see yourself:

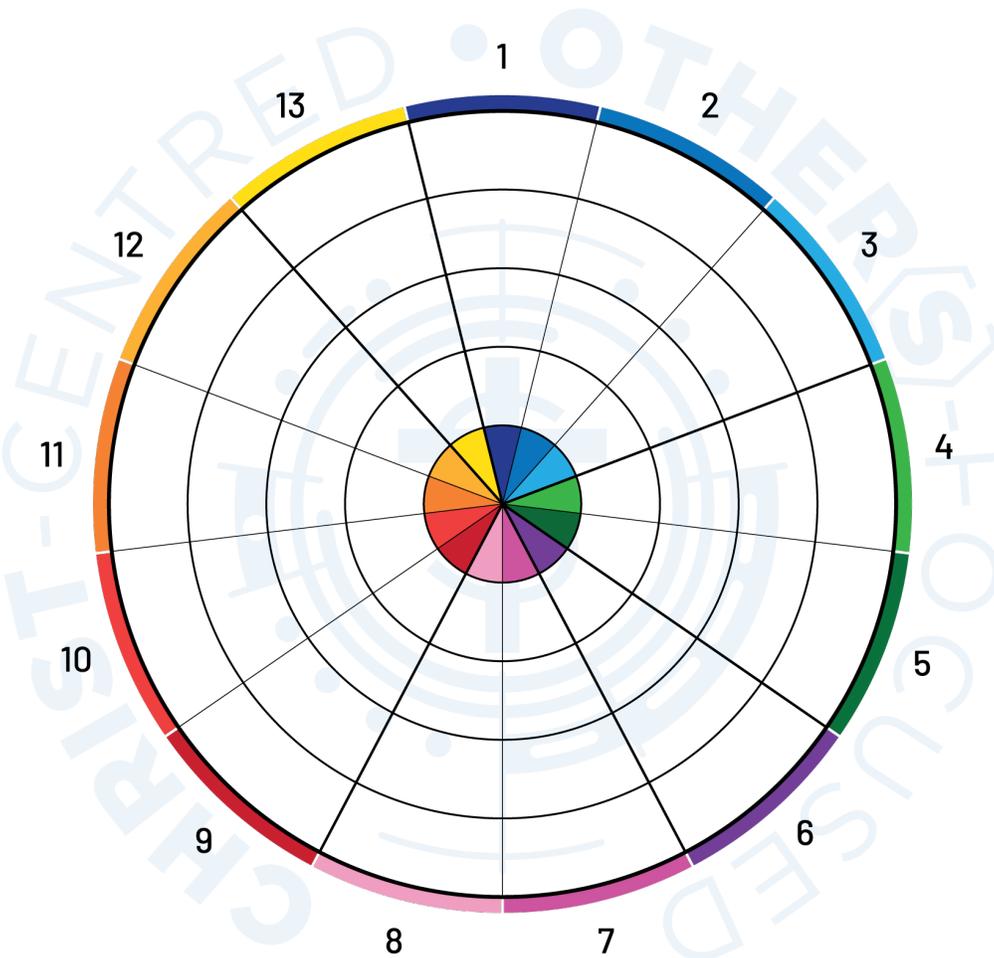
Definitely Me
five full bars

Somewhat Me
four bars

Kind of Me
three bars

Not Really Me
two bars

Definitely Not Me
no additional Not bars



1. OUTWARD FOCUS - Effective Personal Witness
2. OUTWARD FOCUS - Sacrificial Compassionate Mission
3. OUTWARD FOCUS - Active Engagement in the World
4. TENACITY - Healthy Spiritual Habits
5. TENACITY - Healthy Spiritual Community
6. HOLY LIVING - Salvation & Sanctification
7. ENGAGED IN MINISTRY - Equipped for ...
8. ENGAGED IN MINISTRY - Entrusted with ...

1. RESPONSIBILITY - Stewardship
2. RESPONSIBILITY - Discernment & Decision-making
3. RESPONSIBILITY - Relation to Authority
4. RESPONSIBILITY - Response to Gods Call
5. SALVATIONISM - Beliefs/ Values/ Behaviour

REFLECTING ON BEING OUTWARD FACING

Effective Personal Witness

Sacrificial Compassionate Mission

Active Engagement in the World

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Somewhat Me
four bars



Kind of Me
three bars



Not Really Me
two bars



Definitely Not Me
no additional bars



Effective Personal Witness

I regularly look for and notice God at work in my life.

At any given moment, I could tell you what God is doing in my life or share a recent God-moment.

I can explain the difference Jesus and my faith make to me—my life and choices.

I can trace my spiritual story and see my place in God's story.

I regularly place myself in situations that provide me with an opportunity to "share my story" with "not likeminded or faith-minded" people.

I'm convinced that God could use my story to change someone else's life.

Sacrificial Compassionate Mission

I consistently put others before myself and make the salvation of souls the first purpose of my life.

I seek to be sacrificially compassionate in the setting where I am placed.

In response to my faith, I look for opportunities to engage more deeply in service and mission opportunities.

My love for Jesus is reflected in my love for others.

I intentionally look for ways to care for the poor, feed the hungry, clothe the naked, love the unloved and befriend those who have no friends.

I choose to live simply and value the discipline of self denial so others can experience the love of Jesus.

Following the example of Jesus, I find joy in serving somebody else.

I'm convinced that my relationship with Jesus and calling are not solely for my own benefit, but for the benefit of others.

Active Engagement in the World

I have circles of influence and levels of activity both inside and outside the church.

I sit at community tables and have partnerships with those who are not Christians.

My innovative community partners know that I'm a Christian.

I'm engaged in other areas in my community beyond my corps or ministry unit engagement.

I know my neighbours.

I see value in activity in community beyond corps programming and ministry efforts for myself and those in my church.

I know what's happening in and am aware of the needs in the world and in my immediate community neighbourhood.

I take time to make myself aware of the needs of the people in my corps.

I have a diverse group of relationships.

I'm convinced that God is always at work in the world, even in places I would least expect—not just inside the church.

I believe Jesus sends his followers into the world.

REFLECTING ON TENACITY

Healthy Spiritual Habits

Healthy Spiritual Community

Healthy Spiritual Habits

The Bible is the anchoring point and compass for my life—a filter through which I make choices, interact with others and respond to situations.

My prayer life is consistent and healthy.

I have a spiritual mentor who provides accountability and helps me develop spiritual habits and practices.

I am developing spiritual disciplines and practices and have a rhythm of life that keeps Christ at the centre of my daily actions and interactions.

My relationship with Jesus is deepening.

I value personal worship and consider my responsibility to help lead others in developing a life of worship.

When my daily spiritual rhythms are out of sync, I notice.

My daily habits move me closer to Jesus—being nourished by the Vine, allowing unhealthy attitudes and actions to be pruned.

My life is infused by the Holy Spirit, and I seek to live by and keep in step with the spirit of Christ in me.

Healthy Spiritual Community

I am part of a healthy community of believers outside of my corps or ministry setting, where I am not “the leader” and I am being spiritually nourished by my engagement here.

I am able to identify friends or other spiritually beneficial relationships outside my congregational setting or immediate ministry context.

I have a spiritual mentor who is someone other than my direct ministry supervisor.

I have meaningful intergenerational relationships and faith conversations with people in generations other than my own.

My relationship with Jesus influences how I interact with my family and those in my ministry.

I believe that while my faith is deeply personal, it is not private.

The way I approach life and relationships is congruent with my relationship with Jesus.

Definitely Me
five full bars



Somewhat Me
four bars



Kind of Me
three bars



Not Really Me
two bars



Definitely Not Me
no additional bars



REFLECTING ON HOLY LIVING

Salvation & Sanctification

I have an abiding relationship with Jesus and desire to continually deepen in my faith, becoming more like him.

I spend time each day in reflection, examination and confession, considering how I have reflected and drawn closer to Jesus, and if there have been ways that have drawn me away from him.

I have experienced Jesus' forgiveness of my sins and live daily in the awareness of his saving grace.

My desire is to be more and more like Jesus, and daily rely on God's grace in me towards this.

I can see how God's Spirit is working in my life and guiding me to make me more like him.

When others look at me they can see Jesus' character and love.

The fruit of the Spirit is evident and growing in my life.

I'm not my own—I belong to Jesus.

My daily habits and rhythms of life move me closer to Jesus.

I recognize and believe that "continuance in a state of salvation is dependent upon continued obedient faith in Christ."

I believe "that it is the privilege of all believers to be wholly sanctified" and seek to experience and live out this reality in my daily living.

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Somewhat Me
four bars



Kind of Me
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Not Really Me
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Definitely Not Me
no additional bars



REFLECTING ON BEING ENGAGED IN MINISTRY

Equipped for...

Entrusted with...

Definitely Me
five full bars



Somewhat Me
four bars



Kind of Me
three bars



Not Really Me
two bars



Definitely Not Me
no additional bars



Equipped for Ministry

I understand the value of lifelong learning, including and beyond the development of ministry skills.

I know my spiritual gifts and am seeking ways to use them in my ministry context.

I reflect on and continue to consider how God continues to shape me, uniquely equipping me to serve.

I embrace Jesus' words and example of service as a model for my own life and ministry.

I can identify people in my life who I look up to, and who help me develop.

Entrusted with Ministry

I see how I can use my gifts and skills where God has placed me.

I recognize that leading through relationship is greater than leading through role or rank.

I know those I minister to and with, and they know me, which helps us move forward together in ministry.

People I interact with on a daily basis, at church, at work and at home, view me as a positive influence.

I can identify people in my life who look up to me and who are looking to me as an example of Christlike service.

I make prioritized space for sabbath and lead from a place of rest that flows out of an abiding relationship with Jesus.

I make space and am sometimes involved in less myself to give others opportunity to be entrusted with ministry.

I have seen how God is able to work through me to impact the lives of others.

REFLECTING ON RESPONSIBILITY

Stewardship

Discernment & Decision-making

Relation to Authority

Response to God's Call

Stewardship

I believe I am responsible to God for using all he has given me for his glory, and for my faithfulness to allow him to make me more like Jesus.

I believe God should rightfully receive the first and best of what I am able to give in all areas of my life.

I regularly give my tithes and offerings as an act of worship and devotion to God.

I choose to live simply and spend within my limits as an act of faithful stewardship, allowing me to fully give my best in all areas for God's glory.

I spend wisely, carefully and faithfully using what has been entrusted to me for God's glory.

I believe stewardship is more than just about money, and I value the stewardship of time, talents, relationships, intellect, etc., given by those in my corps.

I use my time wisely so I can best serve God.

I don't take the service of those in the ministry setting where I am involved for granted, and value the contribution they make in time, talents and relationships.

Discernment & Decision-making

My worldview and values are informed and shaped by Scripture, my faith and the example of Jesus, and help guide important decisions I make in life and ministry.

I make wise decisions, and seek and heed the wisdom of my leaders.

When making significant decisions I actively seek and listen to feedback from my team and corps people, as we seek God's guidance together.

It is my desire to make the values of the kingdom of God, and not the values of the world, the standard for my life.

Definitely Me
five full bars



Somewhat Me
four bars



Kind of Me
three bars



Not Really Me
two bars



Definitely Not Me
no additional bars



REFLECTING ON RESPONSIBILITY

Stewardship

Discernment &
Decision-making

Relation to Authority

Response to Holy Spirit's Leading & Call

Definitely Me
five full bars



Somewhat Me
four bars



Kind of Me
three bars



Not Really Me
two bars



Definitely Not Me
no additional bars



Relation to Authority

I believe that the way I respond to authority in my life reflects my response to God's authority in my life and ministry.

I treat the authorities in my life with respect—mentors, supervisors, regional, divisional, territorial, governmental, etc.

I value accountability and am willing to be held accountable.

I recognize that I hold a level of power, authority and influence in my own life, and I intentionally manage this in a godly way.

I do not misuse the authority entrusted to me.

I have a teachable spirit and attitude.

I do my best to be a Christlike example to those in authority over me and those who come into my circle of influence.

Response to Holy Spirit's Leading & Call

I seek first God's kingdom and his righteousness—how I can best serve God and be the person he is making me to be—ahead of my own personal ambition, comfort and preferences.

I revisit my calling on a regular basis (at least once a year) and reflect on how I most faithfully respond to this calling wherever God places me.

I regularly review and renew my commitment to follow God's calling on my life (and my covenant as a soldier and officer, if applicable).

I aim to be "responsive to the Holy Spirit's work and obedient to his leading in my life," even when it falls outside of how I thought I saw things going.

I seek to find how God can use my current circumstances and involvement in ministry to equip me for what he is calling me to.

I pray for the people I serve (and serve with) every day. I'm open to going wherever God calls me and doing whatever he calls me to do.

I have a heart to serve God with my whole life.

I am willing to have conversations with God's people, encouraging them to consider God's calling on their own lives.

REFLECTING ON SALVATIONISM

Beliefs, Values, Behaviours

Mission & Vision

Heritage & Spirit

Definitely Me
five full bars



Somewhat Me
four bars



Kind of Me
three bars



Not Really Me
two bars



Definitely Not Me
no additional bars



Salvationism

I believe I am saved to save and saved to serve.

I value The Salvation Army and its beliefs, values and practices.

I support the mission and vision of The Salvation Army (see below) and am committed to doing my part to help see them accomplished.

I share the doctrines of The Salvation Army (see below) as my own personal statements of faith.

(If applicable:) I consider the covenants I hold as a soldier (and officer) as sacred.

The purposes for which God raised up The Salvation Army are important to me: "sharing the good news of Jesus Christ, endeavouring to win others to him, and in his name caring for the needy and the disadvantaged."

I seek to show the spirit of Salvationism in my living, "whether in times of popularity or persecution."

MISSION: The Salvation Army exists to share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world.

VISION: We are an innovative partner, mobilized to share hope wherever there is hardship, building communities that are just and know the love of Jesus.

DOCTRINES:

We believe that the Scriptures of the Old and New Testaments were given by inspiration of God: and that they only constitute the Divine rule of Christian faith and practice.

We believe that there is only one God, who is infinitely perfect, the Creator, Preserver and Governor of all things, and who is the only proper object of religious worship.

We believe that there are three persons in the Godhead—the Father, the Son and the Holy Ghost, undivided in essence and co-equal in power and glory.

We believe that in the person of Jesus Christ the Divine and human natures are united, so that He is truly and properly God and truly and properly man.

We believe that our first parents were created in a state of innocence, but by their disobedience they lost their purity and happiness, and that in consequence of their fall all men have become sinners, totally depraved, and as such are justly exposed to the wrath of God.

We believe that the Lord Jesus Christ has by His suffering and death made an atonement for the whole world so that whosoever will may be saved.

We believe that repentance towards God, faith in our Lord Jesus Christ and regeneration by the Holy Spirit are necessary to salvation.

We believe that we are justified by grace through faith in our Lord Jesus Christ and that he that believeth hath the witness in himself.

We believe that continuance in a state of salvation depends upon continued obedient faith in Christ.

We believe that it is the privilege of all believers to be wholly sanctified, and that their whole spirit and soul and body may be preserved blameless unto the coming of our Lord Jesus Christ.

We believe in the immortality of the soul; in the resurrection of the body; in the general judgment at the end of the world; in the eternal happiness of the righteous; and in the endless punishment of the wicked.



CHARTING A COURSE

EXPLAINING MENU OPTIONS

Connect—After completing your Personal Discipleship Grid and connecting in your intentional relationship, use your time together to discuss your personal assessment, recognizing areas you can celebrate and those you identify for desired growth and development.

Plan—Once you have decided the area that will become each individual's focus for the next few weeks (or determined time frame), explore together the possible **Menu Options** suggested for the particular Discipleship Essentials area, using the OTHER(S) categories.

Menu Options are developed to help facilitate growth in one to three ways:

1. Increased knowledge and understanding of a particular area;
2. Spiritual and character formation, shaped by increased integration of a particular area into one's thought life and daily living; and
3. Hands-on praxis—putting the area into practice in life and/or ministry. Menu Options will be indicated by icons representing each of these means of growth—brain, heart and hands—to help you see how each Menu Option may help you grow.

Choose one Menu Option and determine the specific timeframe and approach you will take to place emphasis in this area. In making your choice and plan, remember that some options will be more challenging than others. Give yourself grace, allowing more time to integrate or practise a particular Menu Option if it's one requiring greater commitment or challenge. But remember it's not all about the "big wins"—*celebrate the smaller steps as well*. Some Menu Options won't require as much effort or time. Choosing and celebrating each step along your discipleship journey is just as important as recognizing and marking larger strides. Both are part of the transformation process, allowing God to take what you offer and make you more and more like Jesus. The steps you take are intended to help you become more intentional in your personal discipleship, but God by his Holy Spirit "is working in you, giving you the desire and the power to do what pleases him" (Philippians 2:13 NLT) Pray with and for each other as you each take your "best next steps" along your discipleship journey.

Finally, **commit to meeting together again on a specified date**—*get it on your calendar now* so it doesn't simply become a good intention.

Continue developing and refining this rhythm together, as the Personal Discipleship Grid and your intentional relationship function as a Roadmap for your personal discipleship journey of faith and life.

Effective Personal Witness

- Write an account from the last six months of where you see God working in your life and in your world. Capture any God-moments in your life, Scripture that stands out to you or appears repeatedly in your life during this time, and places or people in which you see Jesus showing up in your everyday life.
- Write out your story—your personal testimony and share it with your mentor and/or trusted friends. Listen to their testimonies, too, and note where God is working in their lives.
- Look for opportunities to share your story in public, whether in person or on social media and commit to doing it.

Sacrificial Compassionate Mission

- Learn about Indigenous ministry in The Salvation Army. Visit the [Indigenous Ministries website](#) for more information.
- See what service or mission opportunities are available to you in your community, division or territory that speak to your heart. Pick one and develop a yearly practice of involving yourself in it.
- Pick a social justice issue and do some research. Watch a documentary or read a book about it. Journal what you learned and what your response will be.
- Commit to praying for God to open your eyes and move your heart with compassion. Then watch and listen to how he answers your prayer.
- Go for a prayer walk in your city or neighbourhood. Look for and pray for needs as you walk.
- Download the [Infinitem app](#). Create a hub and begin practising the rhythms of surrender, generosity and mission together. Note how God makes you more sensitive to those around you over time.
- Do a Bible or book study on issues of justice. A possible book to start with is *When Justice is the Measure* by Dr. James Read and Commissioner M. Christine MacMillan.
- Go to the [International Social Justice Commission website](#). Choose and download one of their social issues guides, working through it this month. Also, on the ISJC website—download the [UN Sustainable Development Goals handbook](#) and choose a goal to begin working toward.

Active Engagement in the World

- Commit to widening your friendships and circle of influence by one person this month.
- Get involved in a group or team in your community with the intent of having your presence and life point to Jesus, showing Christ's love by your example. (If you are working through *Learning Pathways*, the Community Engagement section talks about this.)
- Choose one of the “one anothers”: love one another, serve one another, pray for one another, forgive one another. Practise living one particular “one another” every day for a week and journal about what that practice was like for you.

CHARTING A COURSE

OUTWARD FACING

Effective Personal Witness

Sacrificial Compassionate Mission

Active Engagement in the World

Healthy Spiritual Habits

- Learn about different spiritual habits (disciplines) and begin to put one or two into practice. See the Additional Resources and Reading list at the end of this guide for ideas.
- Commit to an intentional prayer plan. Use an app like [Echo Prayer](#) or [The Inner Room](#) to help get you started.
- Intentionally chart the habits of your day. What new spiritual rhythms can you add/align with the already existing normal rhythms of your day? Create a Rhythm of Life that works for you ([Spiritual Disciplines Handbook](#) by Adele Calhoun, pages 37-41).
- Engage with one of the modules available at [Practicing the Way](#) (choose one to begin putting into practice).
- Examine your social media feed and consumption. What does it say about your healthy spiritual habits? What adjustments can you make? Do it.
- Consider engaging with a spiritual director. Contact your divisional secretary for spiritual life development for assistance in finding one.
- Explore the Bible reading plans on the [YouVersion Bible](#) app. Choose one and begin to integrate the regular reading of Scripture into your daily rhythm.

Healthy Spiritual Community

- Look for one new way to contribute to the life of your church this month, creating opportunity for community with others who you may not have engaged with before. (If you are working through [Learning Pathways](#), the Community Engagement section talks about this.)
- Consider joining a small group at your church.
- Identify one or two Christlike people in your friendship circles or church and intentionally invite them/give them permission to speak into your life.
- Create an Infinitum hub with two or three others who want to become more intentional in their faith. Download the [Infinitum app](#) for guidance and resources.
- Examine your social media feed. What does it say about your healthy spiritual community? Make any adjustments you feel necessary.
- Read [12 Ordinary Men](#) by David Vandebaulque with a small group, engaging the discussion guide.

CHARTING A COURSE

TENACITY

Healthy Spiritual Habits

Healthy Spiritual Community

Salvation & Sanctification

- Write or record your salvation experience and how you are being made more like Jesus. Then share it with someone.
- Read *The Chase: Pursuing Holiness in Your Everyday Life* by Jerry Bridges. Discuss what you are learning with someone else.
- Begin the practice of Sabbath (*Spiritual Disciplines Handbook* by Adele Calhoun, page 42).
- Look for the fruit of the spirit in your life and in the lives of others. Take note and chart or journal areas where you need improvement. Ask God to help you be more intentional in those specific areas.
- Examine your social media feed. How does it align with Jesus' character and who you say you are in Christ? Make any adjustments needed.



CHARTING A COURSE HOLY LIVING

Salvation & Sanctification

Equipped for Ministry

- Explore your unique God-given SHAPE (Spiritual gifts, Heart, Abilities, Personality, Experiences). How can you develop aspects of who you are? Take the challenge and work on your SHAPE! (Find this resource on the Additional Resources and Reading page at the end of this guide.)
- Attend an in-person or online conference or training seminar that speaks to a ministry you are interested in. Share what you learned or skills you developed with a leader in your church.
- Shadow a leader in your church and document what you learn about how they lead.
- If you are working through *Learning Pathways*, this would be an area to include in your personal learning goals.

Entrusted with Ministry

- Talk to your corps officer or ministry unit lead to explore the areas in which you can become involved.
- Take on an apprenticeship in an area of ministry at your church or elsewhere, learning from a more experienced leader who will collaborate with you and allow you to gain your own experience through the relationship.
- Organize a service project or fundraiser to help support those who are less fortunate in your neighbourhood or world.
- Write and share a message (sermon) in church about the importance of becoming engaged in ministry to a person's spiritual development. Not ready for a sermon? Lead a devotional for a ministry group at your church (young adults, band, adult fellowship, etc.).
- Consider the hours in your day and week. How do you spend them? How many are simply spent "passing time"? How could you leverage some of those hours to contribute to the life of your church or community in some form of ministry? Discuss with your mentor about the possibilities, make a plan and begin working it out.

CHARTING A COURSE

ENGAGED IN MINISTRY

Equipped for...

Entrusted with...

Stewardship

- Ask your church for offering envelopes or a direct debit form and make a commitment to regularly give your tithes and offerings each week.
- Chart how you regularly spend your day. Identify times you could better use for God's glory. Talk to someone to identify ways to better steward that time.
- Look at the people who are regularly in and out of your life. Do you feel any sort of responsibility to know their needs? How does knowing a need affect you? How could you be the loving hands of God's provision to someone you know?
- Look back over your life. When have you given something that brought you great joy? What did you give? Why did it touch you so deeply? How might you continue to give in the area that gives you joy?
- Monitor your daily/weekly screen time updates. Look at how much time you are spending and where that time is spent. Are there ways you can spend some of that time that can help strengthen your spiritual life?

Discernment & Decision-making

- To discern where the Holy Spirit has been recently working in your life, consider and discuss the following questions: For what am I longing? What themes keep recurring in my life? Where am I struggling? What is most life giving to me? What is least life giving?
- Take note of the messages you receive this month through media, friend groups, news, legislation, etc. How do these stack up against a biblical worldview? Find someone to discuss this with.
- Chart the decisions you make this month. What factors did you take into consideration when making them? Did you just go with your gut, line it up against Scripture, commit to praying about it, seek God's will, gain broader perspective from your healthy spiritual community? Note patterns in your decision-making process and adjust as needed.
- Catalogue major decisions in your life to date. Beside each one, write your decision-making process. Which decisions felt best, worst, and why?

CHARTING A COURSE RESPONSIBILITY

Stewardship

Discernment &
Decision-making

Relation to Authority

Response to God's Call

Relation to Authority

- Invite a trusted leader to observe you in an area of authority you hold and debrief how you use the authority that has been given to you.
- Where do you find yourself coming in conflict with authority? Why do you think this is? How can you respond in a more Christlike way?
- Find a Christian who holds a senior position in a secular environment and ask them how they hold their authority in a Christlike way. What principles can you apply from their experience?

Response to God's Call

- Make your response to God's calling in your life an intentional prayer focus. Ask a group of people to pray with you.
- Work through *The Shape of Calling*, found on the Candidates department website.
- Plan to attend a Design for Life or Explore Your Call event.
- Use the book *The Call* by Os Guinness for your daily devotions this month. Journal your response to what you take in.
- Explore your unique God-given SHAPE (Spiritual gifts, Heart, Abilities, Personality, Experiences). How can you develop aspects of who you are? Take the challenge and work on your SHAPE! Find this resource on the Additional Resources and Reading page at the end of this guide.

CHARTING A COURSE RESPONSIBILITY

Stewardship

Discernment &
Decision-making

Relation to Authority

Response to God's Call

- Explore the doctrines of The Salvation Army. Read and discuss them with your corps officer, ministry unit lead or your mentor. Write them out and what they mean to you.
- Read the book *insane: the stories of crazy salvos who changed the world* by Nelson Munn and David Collinson. What did you learn from our Salvationist history? How might you impact your world today, living out the purposes of the Army?
- Use The Salvation Army's *Day by Day* resource as a devotional throughout the month. Put its principles into action.
- Choose to read or go through a soldiership prep course or book, such as *Called to Be a Soldier* (ask your corps officer for a copy), *Battle Ready*, *Mobilized for Mission* or *Call to Arms*. Work through it with a leader in your church, whether you currently are or intend to become a soldier.
- Read a biography of a Salvationist leader or account from Army history to gain a better understanding of our heritage and mission.
- Use our new territorial vision statement to help you dream up some ideas of how you could help integrate church families with your community and family services. Build bridges both ways. In partnership with a corps or family services leader, begin to put some plans on one of your ideas.



CHARTING A COURSE SALVATIONISM

Beliefs, Values, Behaviours

Mission & Vision

Heritage & Spirit



ALONG THE WAY

ADDITIONAL READING AND RESOURCES

The following is a list of additional books and resources that you may find helpful in “going deeper” in particular areas of development, as you take your next steps along your discipleship journey:

OUTWARD FACING

Effective Personal Witness

- *Go for Souls* by Stephen Court
- *An Altar in the World* by Barbara Brown Taylor
- *Spiritual Disciplines Handbook* by Adele Calhoun, page 180
- [Alpha](#)
- [Salt Shaker Ministries](#)
- Candidates Resource: [“What’s Your God Story Guide”](#)

Sacrificial Compassionate Mission

- *Decolonizing Evangelicalism* by Randy Woodley
- *Christ at the Door* by Phil Needham
- *Spiritual Disciplines Handbook* by Adele Calhoun, page 167
- *When Justice is the Measure* by James Read and Christine MacMillan
- *When Helping Hurts* by Brian Fikkert and Steve Corbett
- *Suffering and the Heart of God* by Diane Langberg

Active Engagement in the World

- *The Forgotten Ways* by Alan Hirsch
- *Called to be Church* by Anthony Robinson and Robert Wall
- *The Contemporary Christian* by John Stott
- *Your Church is Too Safe* by Mark Buchanan
- *Community in Mission* by Phil Needham
- *Meet Generation Z* by James Emery White
- *Spiritual Disciplines Handbook* by Adele Calhoun, page 150
- *Learning Pathways, Community Engagement*

TENACITY

Healthy Spiritual Habits

- *Celebration of Discipline* by Richard Foster
- *Liturgy of the Ordinary* by Tish Harrison Warren
- *Invitation to a Journey: A Road Map for Spiritual Formation* by M. Robert Mulholland Jr.
- *God in My Everything* by Ken Shigematsu
- *Stayed* by Stephen Court and Phil Laeger
- *Spiritual Disciplines Handbook* by Adele Calhoun
- The Spiritual Life Development [Spiritual Disciplines Guides](#)
- *Army on Its Knees* by Janet Munn and Stephen Court

Healthy Spiritual Community

- *Connecting* by Paul D. Stanley and J. Robert Clinton
- *Lead Small* by Reggie Joiner and Kristen Ivy
- *Creating a Lead Small Culture* by Reggie Joiner, Kristen Ivy and Elle Campbell
- *Transformational Groups* by Ed Stetzer and Eric Geiger
- *I Am a Church Member* by Thom Rainer
- *A Praying Congregation* by Jane Vennard
- *Building a People of Power* by Robert Linthicum
- *Spiritual Disciplines Handbook* by Adele Calhoun, pages 170-181
- *12 Ordinary Men* by David Vandebekulque
- *Learning Pathways, Community Engagement*
- *Harvard ManageMentor, Foundational Leadership Certificate, Leading People and Difficult Interactions*



ALONG THE WAY

ADDITIONAL READING AND RESOURCES

HOLY LIVING

Salvation & Sanctification

- *Holiness Revealed* by Amy Reardon
- *The Privilege of All Believers* edited by John Waldron
- *It is Written: The Collected Writings of Bramwell H. Tillsley* by Bramwell H. Tillsley
- *The Chase: Pursuing Holiness in Your Everyday Life* by Jerry Bridges
- *The Deeply Formed Life* by Rich Villodas
- *A Long Obedience in the Same Direction* by Eugene Peterson
- *Spiritual Disciplines Handbook* by Adele Calhoun, page 42

ENGAGED IN MINISTRY

Equipped for Ministry

- SHAPE resource – Coming Soon
- *At Your Best* by Carey Nieuwhof
- *How to Lead When You're Not in Charge* by Clay Scroggins
- *True Faced* by Bill Thrall, Bruce McNicol and John Lynch
- *Learning Pathways, Personal Learning Goals*

Entrusted with Ministry

- *Just Ministry* by Richard Gula
- *Calling and Character* by William Willimon
- *The Land Between* by Jeff Manion
- *Spiritual Disciplines Handbook* by Adele Calhoun, page 149, 158, 161

RESPONSIBILITY

Stewardship

- *Spiritual Disciplines Handbook* by Adele Calhoun, page 224-227
- *Casting a Vision for Good Sense* by Dick Towner
- *Kingdom Calling: Vocational Stewardship for the Common Good* by Amy L Sherman
- *At Your Best* by Carey Nieuwhof
- www.generousgiving.org

Discernment & Decision-making

- *Spiritual Disciplines Handbook* by Adele Calhoun, page 109-113
- *Mission Drift* by Peter Greer and Chris Horst
- *Discernment* by Henry J.M. Nouwen
- *God's Wisdom for Navigating Life* by Timothy Keller

Relation to Authority

- *Leadership Secrets of The Salvation Army* by Robert Watson
- *Leadership in The Salvation Army* by Harold Hill
- *How to Lead When You're Not in Charge* by Clay Scroggins

Response to Holy Spirit's Leading & Calling

- *Discerning God's Will* by David Benner
- [*The Shape of Calling*](#)



ALONG THE WAY

ADDITIONAL READING AND RESOURCES

SALVATIONISM

- *Convictions Matter* by Ray Harris
- *The Salvationist Lifestyle* edited by John Waldron
- *Mapping Our Salvationist DNA* by Steve Hedgren and Rob Lyle
- *The Handbook of Doctrine*, issued by The Salvation Army International Headquarters
- *Called to be a Soldier*, issued by The Salvation Army International Headquarters
- *insane: the stories of crazy salvos who changed the world* by Nelson Munn and David Collinson



The Personal Discipleship Grid for Candidates has been developed in collaboration between the Spiritual Life Development and Candidates departments, and is one part of an overarching series of strategy and resources
— DISCIPLESHIP ROADMAPS —
designed to strengthen a disciple-making culture throughout The Salvation Army in Canada and Bermuda.