

FRANCISCAN UNIVERSITY OF STEUBENVILLE

DISCIPLESHIP QUAD OVERVIEW



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Dear Disciple,

On behalf of Franciscan University of Steubenville, its Department of Pastoral Care and Evangelization, and the Franciscan Friars of the Third Order Regular, thank you for embarking on this journey of discipleship. It is our deepest prayer that this resource blesses you and not only helps you to grow in faith, but also helps you to gain an understanding of how to share our faith with others.

In Matthew 28:19-20, Jesus very specifically tells us, “Therefore, go forth and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have ever commanded you. And behold, I am with you always, even to the consummation of the age.”

Echoing this command made by Jesus in the Great Commission, Pope Francis has continued to remind us of our call to become missionary disciples. Not only do we need to embrace discipleship to grow in our relationship with Jesus, but also to follow the request made by our Lord to St. Francis of Assisi, the founder of our order, when he told him, “Go, rebuild my Church.”

Franciscan University educates, evangelizes, and sends forth joyful disciples for lives of worldwide mission. As such, it is our honor to engage you in this mission. To help you on your journey, we are offering you everything related to Discipleship Quads free of charge.

I would be remiss if I didn’t thank several people for their work on this project.

First, there is Greg Ogden, who developed the micro-group model—the basis for Discipleship Quads—more than 35 years ago. Greg was incredibly forthcoming with information, helping our team extensively in understanding the key aspects of the model. We sincerely thank him for all of his support. We encourage everyone to read his book, *Transforming Discipleship*, and to reference his other resources.

Then there is Kristi Scheerbaum, a nine-year veteran of our Christian Outreach Office. Now working as a consultant, Kristi spearheaded all of the research. She was also a chief architect of the project, participating in strategy and key executables, i.e., forming the topics, creating the program structure, developing the sequence of the lessons, authoring the Discipleship Quad Overview and gathering outlines, and editing the materials.

Dr. Bob Rice, Professor of Catechetics and Director of the Masters of Arts in Catechetics and Evangelization at Franciscan University, is the author of all of the lessons. Bringing Bob into the project early allowed for his consultation regarding content and lesson structure. He additionally helped in identifying the characteristics of a disciple, then driving the methodology on how those characteristics are internalized by the participants.

The following are all members of the Christian Outreach Office, which serves tens of thousands of guests—youth and adult—each year at Franciscan University’s Steubenville Conferences:

John Beaulieu, Director of Engagement and Evangelization, was instrumental in evaluating the model, given his 30+ years of experience in ministry. He tested the concept with a Quad from within the Franciscan University and was also critical to the development of promotional assets, i.e., copy, videos, and webinars.

Allie Wehner, Manager of Engagement and Creative Design, not only participated in a test Quad, but was the project's chief editor and web developer. In her role, Allie also spearheaded the design of all promotional materials.

Mark Joseph, Executive Director, facilitated a test Quad and helped to launch the model in his home parish. Participating as a chief architect for the project, Mark provided the leadership and vision to guide the project from its inception to completion.

Discipleship is a passion for the Christian Outreach Office, with its entire team participating in test Quads. It is their sincere hope, in addition to my own and all who are a part of Pastoral Care and Evangelization, that you wholeheartedly embrace the Discipleship Quad model. The exhortation, "Be not afraid," is stated hundreds of times throughout Sacred Scripture; God loves you more than you will ever know, and he wants to equip you to share that love with others. Be bold. Be passionate. This is your time. God picked you specifically to be on this discipleship journey. Trust in him. Your life will never be the same.

God bless you,

Fr. Nathan Malavolti, TOR
Chief Evangelization Officer
Franciscan University of Steubenville

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Discipleship Quad: What It is and Who It is For

Our Call to Discipleship

Jesus said, “I have come that you might have life and have it abundantly” (John 10:10). St. Augustine said, “Our hearts are restless until they rest in you.” We find the abundant life and peace we desire through a vibrant relationship with Jesus and following him as disciples. To fully grow as disciples, we need the support of a small, intentional group of fellow Catholics.

Not only has Jesus called us to be disciples, but he has commanded us to participate in the Great Commission—to “go and make disciples” (Matthew 28:19). This mission gives us a deeper meaning and purpose, and the life of the Church depends on us answering this call. St. Paul told St. Timothy, “What you have heard from me before many witnesses entrust to faithful men who will be able to teach others also” (2 Timothy 2:2). He is saying, “Pass on the faith and help others pass it on.” This is called spiritual multiplication and it is how the Church has grown from its earliest days.

The Church Needs Disciples

Today, as the Church is shrinking and many have stopped practicing their faith, it is time for those who are engaged in the life of the Church to rise up and start a grassroots movement of spreading the faith that they love so much. This can seem daunting, but the good news is that Franciscan University of Steubenville has created Discipleship Quads to equip and support anyone who wishes to grow in faith and “go rebuild the Church.” St. Francis of Assisi received this call from Christ and it still echoes through the Church today.

Based on Research

Franciscan University discovered this process as a fruit of researching discipleship in a variety of churches and contexts; we were looking for a model that resulted in spiritual multiplication and had proven results over a long period of time. They only found one model, outside of that used on college campuses, that met these criteria. This model was developed by Greg Ogden and is outlined in his book *Transforming Discipleship*. In this book, he discusses the use of micro groups and how this process has effectively been making disciples who make other disciples for over 35 years.

The Discipleship Quad, which results in spiritual multiplication, can be done in any context. It can be a parish-wide approach to forming disciples or it can be done by one person deciding to start intentionally discipling others in his or her life. All a person needs to get started is the desire to grow personally, a desire to form others as disciples, and a commitment to work through the process.

What is a Discipleship Quad?

A Discipleship Quad is a group of four people who journey together as disciples through weekly gatherings of fellowship, ongoing conversion, and learning. This 12-month path of accompaniment fosters growth through prayer, accountability, and authentic relationships. The process may take a few months longer than a year, depending on how often the group needs to reschedule and how quickly they go through the material.

All members of a Quad should be of the same sex to create an atmosphere of intimacy and vulnerability for sharing. Each Quad has a Coordinator, who serves the temporal needs of the Quad and helps facilitate the conversations by modeling authenticity. The Quad Coordinator is the person who starts the Quad.

This process of discipleship is initiated by the Quad Coordinator, though the journey of discipling that takes place among the four people in the Quad is done in community. It could be described as peer-to-peer discipling, in that it does not have a hierarchical structure, where one leader is passing along his or her knowledge to the others. Rather, a Discipleship Quad is made up of four people who are committed to growing closer to Jesus as his disciples by learning together, sharing life in community, and creating a place for accountability in this journey.

Who is a Discipleship Quad for?

A Discipleship Quad is for any person who has a desire to grow in faith as a Catholic and will commit to adhere to all components of the Discipleship Quad Commitment (see Page 5). A Quad can be made up of people at any level of spiritual maturity, from long-time, committed Catholics to those who are just beginning their spiritual journey with Jesus. In addition to growing as disciples, Quad members should desire to be formed as disciple-makers.

The Benefit to the Individual

The benefit of a Discipleship Quad to each individual person is knowing the love of Jesus Christ and deepening a relationship with him. Those who have experienced that love and made the decision to follow Christ would never go back to a life without him. The reason for this is that their lives were changed forever after knowing his unconditional love. The truth is that this life is available to everyone who genuinely wants to grow in faith—who wants a relationship with our Lord and Savior. The Discipleship Quad is a proven way to help others experience such a relationship.

Jesus is critical to our ongoing growth in faith and, as such, our peace, joy, and fulfillment in life. Community, fellowship with those on the same journey, is also important. As part of a Discipleship Quad, you will get to learn with and from others, pray for and with one another, and share life with those who will become good friends, in an otherwise incredibly busy and complicated world.

Discipleship as a Lifestyle

Catholics are accustomed to participating in programs run by the parish or the diocese, which often end up losing momentum. Discipleship Quads offer something different. Given their unique structure, they meet the needs of the Church in making disciples, while also meeting the needs of the individual, both spiritually and relationally. Instead of remaining just a program, they become a lifestyle. Weekly gatherings are eagerly anticipated, friendships are fostered, and everyone involved grows as brothers and sisters in Christ.

About the Discipleship Quad Guidebook

In developing Discipleship Quads, Franciscan University of Steubenville saw a need for a Catholic discipleship curriculum that was specifically written for the Discipleship Quad process, and therefore created the Discipleship Quad Guidebook. Dr. Bob Rice, professor of Catechetics and director of the Masters of Arts in Catechetics and Evangelization at Franciscan University of Steubenville, is the primary writer. The Guidebook is also the fruit of the feedback and consultation of many people who work in the field of discipleship, including the Catechetical Institute at Franciscan University.

This resource is available for free to download on steubenvilleconferences.com and provides all that is needed to conduct Discipleship Quad gatherings. It guides a person through the various aspects of being a disciple of Jesus in the Catholic Church today, giving specific attention to not only gaining knowledge about being a disciple, but by challenging each person to actually grow into the disciple God created him or her to be, which includes actively sharing the faith and making other disciples.

The format of the Guidebook includes:

- A lesson and discussion questions to be read and prepared prior to gathering with the Discipleship Quad each week.
- An outline and discussion flow aids for each gathering time.

Role of the Quad Coordinator

Prime Mover: A Discipleship Quad does not just happen; it needs someone who is committed to making it happen. This involves prayer, inviting others, sharing the vision, and helping people become enthused about the process. This can be challenging, as many people do not have an understanding of discipleship or may be hesitant to commit, but the resources provided here will give Quad Coordinators all that they need to be successful.

Organizer: Once three other people join a Quad, the Coordinator then attends to the temporal needs of the Quad. This includes:

- Determining a day and time that works for everyone.
- Finding a location that is convenient to all members and quiet and intimate enough to promote honest and heart-felt sharing.
- Making sure everyone has the Discipleship Quad Guidebook and knows what is expected of them each week.
- Providing weekly calls, texts, or emails to remind members of upcoming Quad gatherings.

Facilitator: Quad Coordinators are not the experts or gurus of the group. They serve as moderators by keeping everyone focused and facilitating the conversations. They help set the tone by authentically sharing their own spiritual lives and how they live as disciples, thus encouraging others to share beyond surface level. Everyone, including the Coordinator, grows from hearing others share about their lives and experiences.

Rotation of Responsibilities: The Quad Coordinator serves as the facilitator of the Discipleship Quad gatherings for the first few months; this provides an opportunity for the Quad Coordinator to model for the other Quad members how to facilitate the gathering time. Then the Guidebook will prompt a transition at a certain point in the process; this will happen three times throughout the year so that every person in the Quad gets an opportunity to facilitate the gatherings for a couple of months. The rotation allows for all the Quad members to gain confidence and comfort in facilitating, so they will have more experience when they become Coordinators of their own Quads.

Discipleship Quad Commitment

The Discipleship Quad Commitment is an actual document that all members sign as they begin their journey together. The following duties are outlined in this document:

1. Complete all assignments/readings on a weekly basis prior to my Discipleship Quad gathering in order to fully contribute.
2. Meet weekly with my Discipleship Quad for approximately 90 minutes to share life and dialogue over the content of the Discipleship Quad Guidebook.
3. Offer myself fully to the Lord with the anticipation that I am entering a time of accelerated transformation during this discipleship period.
4. Contribute to a climate of honesty, trust, and personal vulnerability in a spirit of mutual upbuilding.
5. Give serious consideration to continuing the discipling chain by committing to invest in three other people for the year following the completion of this Quad.

This document is available to download for free on steubenvilleconferences.com in a format that provides space for each person to sign it.

The three primary reasons for having this written Commitment are:

- To ensure that expectations are clearly communicated as someone discerns joining a Discipleship Quad.
- To serve as a visible sign of all members' understanding of and agreement to the Commitment.
- To emphasize the need for spiritual multiplication. Spiritual multiplication is the process of disciples making other disciples. It is the way all Catholics can fulfill the Great Commission—to “go and make disciples”—given to us by Christ.

The Discipleship Quad Commitment should be used at the following times:

1. When discussing the concept with a potential Quad member: Once people show interest, the Coordinator walks through the document with them, so that they clearly understand what they will be committing to and can properly discern if they should join.
2. At the first gathering: Together, all Quad members review the Commitment and sign it. Each person should receive a copy of the signed Discipleship Quad Commitment.
3. Midway through the Discipleship Quad process: The Guidebook will prompt everyone midway through the time together (about six to eight months) to once again review the Commitment. This reflection should lead to a discussion on how each person is doing with each of the given commitments, especially focusing on how everyone feels about the idea of forming their own Discipleship Quad. Everyone is encouraged to begin praying at this point about who to invite to join their next Discipleship Quad.

Launching a Discipleship Quad

Discerning and Inviting Someone to Join a Discipleship Quad

Because discipleship is primarily a work of the Holy Spirit, it is important that from the very outset all aspects of building a Quad are immersed in prayer. If you feel called to coordinate a Quad, please follow these steps to discern and invite potential members.

Pray

Begin with prayer, asking God to place on your heart the names of people that he wants you to invite to join the Quad. Keep in mind that in order for people to commit to meeting weekly and sharing about their spiritual lives, they need to have the desire to grow in Christ. Make a list of every name that comes to you, without discriminating. Don't overthink or analyze whether or not you really will invite each person to join the group; just write down their names. Once you have your list written down, ask God to give you clarity on which three people you should invite. As you read over the list of names, pay attention to the people's names that stand out or stay on your mind; this is a sign that they may be the people you should invite. Trust that God will guide you to three specific names from the list you have made.

Note: Don't underestimate the power of prayer. This is an important step.

Invite

Once convicted that you are called to invite a particular person to join your Quad, set up a time to talk with him or her. During this meeting you should:

- Explain what a Discipleship Quad is by using the following sections in this Overview (found on Page 2):
 - What is a Discipleship Quad?
 - Who is a Discipleship Quad for?
 - The Benefit to the Individual
- Share about why you are doing the Discipleship Quad; why have you felt a desire to be the Coordinator of a Quad?
- Tell the person that you would like to invite him or her to join this Discipleship Quad. If you think this person will understand the power of prayer, share with him or her that you prayed and felt like God was asking you to extend an invitation.
- Once the person shows interest, review the Discipleship Quad Commitment together and be sure that he or she understands the level of commitment. Provide a copy of the Commitment (or send a copy via email) and ask him or her to consider joining you in this Discipleship Quad process.
- Share the link to download the Guidebook from steubenvilleconferences.com and give the person some time to read through the material (this, too, can be done in your follow-up email). The Guidebook is available to download for free on steubenvilleconferences.com.
- Assure the person that there is no pressure to say yes. (The Quad only works when each person freely commits and has a desire to grow as a disciple.) If someone says no, do not worry; God will provide another person.

- Ask for the person's email address and follow up your conversation with an email so he or she can see all that you talked about in writing. (A template for this email is available below, and it is also available to download for free on **steubenvilleconferences.com** so you can copy and paste the text.)

Template for Discipleship Quad Invitation Follow-Up Email

Please feel free to personalize this text.

[Name of Person],

I am so grateful for our conversation about the Discipleship Quad. Even if you decide not to join this Quad, it was a joy to share about this discipleship journey with you.

Discipleship is about being committed to living a life of faith as taught to us by Jesus and being further committed to sharing this life of faith with others to make other disciples. A Discipleship Quad is a great way to do this. As such, I want to invite you to be a part of it.

The plan is that we would:

1. Meet once a week for approximately a year at a mutually agreed upon time and place.
2. Study the lessons provided in the Discipleship Quad Guidebook. This is available for free at **steubenvilleconferences.com**.
3. Prayerfully commit to the Quad and the possibility of starting a new Quad at the completion of this one.

Related to #3 above, how neat is it that we would start with us four and then would multiply into 16 people after a year... and then after that we would multiply into 64 people... and so on!

I've attached the Discipleship Quad Commitment, which outlines the commitments we'll make to each other.

Please pray about this, but do not feel obligated. This will not work if you join out of guilt or obligation. Please only commit if you feel like God is really calling you and if there is a desire on your heart to fully participate in the Quad. At the same time, please do not let fear hold you back from committing. God will give you a deep peace that penetrates through the fear if he is calling you to join this Quad.

Thank you for being willing to take the time to pray through this material and consider this Quad. I am excited to be on this journey with you.

Let me know if you have any questions. My phone number is *[Your Phone Number]*.

Know of my prayers for you,
[Your Name]

Follow-up

Three to five days after sending the email, follow up with the person you invited to ask how he or she is feeling about joining the Quad. Discuss any concerns or hesitations that he or she may have. Remind this person that he or she is free to say no, and that it is okay if this is not the right time to join a Quad.

Be Not Afraid

The Bible includes some form of the words, “Be not afraid,” 365 times. God clearly does not want us to live in fear. Trust in his guidance. If you invite a person and he or she declines the invitation, that is not a failure. Simply ask the next person on your list.

If God places someone on your heart but it does not make sense to you for some reason or you are not sure that he or she will commit, extend the invitation anyway.

Trust in God’s guidance and your prayerful approach.

They Said Yes!

Congratulations! Once someone says yes, do the following:

- Ask for the days and times of the week during which he or she can meet.
- Ask him or her for any recommended meeting places.
- Share that the first two Quad gatherings will include time for all Quad members to share their journeys with the other members (an outline to help with preparation for this is in the Discipleship Quad Guidebook).
- Make sure that he or she has carefully and prayerfully reviewed the Discipleship Quad Commitment.
- Share the link to download the Discipleship Quad Guidebook.

Determining Time and Location of Quad Gatherings

Once you have commitments from the other three members, you will need to determine a day, time, and location for the Quad to meet. You should coordinate the process, keeping the following things in mind:

- The location should be central to all Quad members and easy to access. You may also choose to rotate the gathering place if Quad members would like to take turns hosting.
- The location should be as free of distractions as possible. A quiet nook at a coffee shop or restaurant, a meeting room at a local church or business, or a living room are all good options, provided people feel comfortable and can enter into personal sharing and prayer. Some situations may require some flexibility. For example, moms with young kids meeting during the day may have to have their children present or playing in the room while they meet. This is possible and can work with some creativity.
- Choose a day/time and stick to it every week. This helps keep the Quad gathering in a regular place in the members’ schedules. Sometimes it may be absolutely necessary to change the day/

time during any given week, but it is best if this does not become a regular occurrence. Because of people's busy lives, you may have to meet early in the morning or during the evening. At the beginning of the Quad's formation, ask members when they can meet each week, on a regular basis, and suggest a time based on when they are all free.

- The most important component to maintaining the commitment to a weekly gathering is to keep it simple. For example, regarding refreshments or drinks at the gathering, do not complicate the situation. The Quad Coordinator can, but should not feel obligated to, bring refreshments to the Quad gatherings. Members may also take turns. But if adding refreshments to the gathering adds unneeded pressure, please skip this component.

Ongoing Discipleship Quad Gatherings

Remember that the primary role you play as the Quad Coordinator is to bring everyone together and humbly lead by example. There are a few simple things that you will need to do each week to help to keep things on track:

- Prayerfully complete the lesson in advance of the gathering for your own edification and growth as a disciple.
- Remind members of the next gathering in the way that is most effective (e.g., text messages, emails, phone calls).
- Pray for each member of the Quad. As the members get to know each other, start to take note of how you think they will answer the questions each week and pray for them as they are preparing.
- After about three to four months, the facilitating of the Quad will rotate. The Guidebook includes a reminder and information about this rotation process. The goal of this rotation is to allow each person in the Quad to experience facilitating the gatherings and discussions. This prepares all members to start their own Quads in the future.
- As the Quad Coordinator, you will facilitate the Discipleship Quad gathering time each week until there is a rotation of leadership. This includes leading the opening prayer, initiating the recap of the week, and helping the Quad members discuss their reflections within the appropriate time frame. Ensure that you leave time for the resolution and commitment discussion.
- One of the biggest responsibilities of the Quad Coordinator is to keep the discussion within the time limits set in the Guidebook. This includes starting and ending the gathering on time as much as possible.
- The content will unquestionably bring up some questions about the Catholic faith and God. It is not your job to know the answers to all the questions that arise. Be honest when you don't know the answers. Take it as an opportunity to journey with the other Quad members to find the answers through Scripture, Church teaching, and trusted advisors.

Characteristics of a Disciple

The following are core characteristics of a disciple of Jesus. Perfecting these characteristics is a lifelong journey. The Discipleship Quad Guidebook expands upon why these characteristics are such an integral part of being a disciple and how you can grow in each of them throughout your daily life.

Living as a Son or Daughter of God

We receive our identity as sons or daughters of God in our baptism, which roots us in the truth of God's personal love for us as his children. We are loved because we are his, not because of what we do or how we act. This truth builds the foundation for making major life decisions, our vocation, and living our God-given purpose every day. We are made for greatness. The Guidebook will help you discover the fullness of life that comes from living in the truth of your identity as a son or daughter of God.

Prayer Life

Communication with God takes place within the prayer life of a disciple; this is also where the disciple builds a relationship with the Father, Son, and Holy Spirit. This includes daily personal prayer time, prayers of petition, praying with others, and traditional devotional prayers. The Guidebook will give you the opportunity to learn more about prayer and how to achieve a dynamic personal prayer life, and to assess your goals and growth in prayer.

Sacramental Life

The sacraments of the Catholic Church give the disciple the grace to live the Christian life. A disciple frequently participates in the sacraments and depends on the grace of a sacramental life. The Guidebook discusses all seven sacraments, with emphasis on the Eucharist and the sacrament of Reconciliation, and will provide you with the tools for living a life rooted in God's transformative sacramental grace.

Fellowship

The journey of a disciple is a journey that is intended to be done in community and fellowship with others. We are not meant to live the Christian life alone. This not only means being surrounded by others in a church community, but also having frequent fellowship with a few close friends to help them grow through a trusted and authentic friendship, where Jesus is the foundation and there is a mutual desire to help each other grow as disciples. The Discipleship Quad is in itself a formative experience in fellowship. The fruits of meeting weekly with three others for intentional fellowship are transformative. The Guidebook also discusses the importance of community life for a disciple and practical ways to grow in this area.

Service

Following the example of Jesus, a disciple is called to serve those in need. This is done in the Church community by giving of our time, talent, and treasure. In addition, disciples are called to serve the poor. The Guidebook explores this aspect of being a follower of Jesus and gives tools that will help you to respond to a variety of opportunities for service in your life.

Sharing the Gospel

The good news of the Gospel message of our salvation compels us to share it with others. As disciples, we are called to share the Gospel by proclaiming God's love in our everyday lives through our actions and words. The Guidebook discusses ways in which you can evangelize others by not only being a witness, but by knowing what to say when you are provided the opportunity to share your faith. The Guidebook, given the progression of the lessons, gives a process for responding to the Great Commission, where Jesus called everyone to "go and make disciples."

Obedience to Scripture and Church Teaching

God has given us all we need to live in the truth of his love through the scriptures and the teachings of the Catholic Church. We are called to be obedient to these truths because God knows that it will lead us to fullness of life. Knowing what and why we believe is the first step to obedience. The Guidebook will help you to discover these truths more fully and discuss how to live the moral life that God has given us.

Discipleship Quad Best Practices

Prayer

Prayer is vital to the success of the Quad. Begin and end each gathering with prayer, pray for each other every day, and help one another grow in personal prayer through accountability and sharing.

Commitment

Commitment is another key element of the Quad. Life happens, so anticipate scheduling conflicts and make a plan for when they arise. Try to keep changes to the gathering time/day each week minimal, as the goal is that all Quad members schedule around the committed time/day each week. If changes happen frequently, it can become challenging to find a time that consistently works for everyone.

Three is Key

Consistent attendance of all Quad members is important. If someone has to miss the gathering, at least three out of four people should be present. If only two can meet, it is best to postpone the gathering and reconvene the following week.

Keep It Simple

Consider lessening the burden on the host (if you are meeting in someone's home) by asking people to bring their own coffee or asking a different person to provide it each week. Don't add unnecessary burdens to the weekly gatherings.

Everyone Facilitates

The Quad Coordinator facilitates the first few months of gatherings to set the example. All Quad members should know up front that the leadership will rotate after two to three months so everyone has a chance to facilitate.

Managing Time

Quad members can give personal updates for 20-25 minutes. Try to stick to the 25 minutes allotted so you have enough time to go through the lesson. It may be helpful to use a timer or keep a close eye on the clock during this time.

Managing Attendance

If someone is regularly missing gatherings, the Quad Coordinator should meet with the person one on one and ask questions to determine if this is the right time in his or her life to be a part of the Discipleship Quad or if there is something deeper happening. The Quad Coordinator should remember to speak and listen with compassion and understanding. This is not a confrontation, but an opportunity to help this person discern.

Pick Your Pace

The lessons are a path for growth, but do not feel pressured to complete a lesson every week. Although they are designed to be completed within a year, if your Quad needs more time to unpack a certain topic or lesson, then take the time to do so. Remember that the material is not just for consumption, but integration. You can get back on track next week.

Process Not Program

The Discipleship Quad process is a means of spiritual accompaniment, not a Bible study. The Quad Coordinator should be aware of where all members are on their journeys and how each of them responds to the material. It is important to customize the Quad gatherings to suit the needs of the members, in order to allow for personal intimacy and vulnerability.

Set the Tone

Most people do not know how to share about their faith journeys. Others may be afraid of being authentic or vulnerable. You cannot force someone's heart to open, but you can set the tone by stepping out of your comfort zone and sharing your own personal life.

Create Community

Try to find touchpoints with the other members of your Discipleship Quad throughout the week in between gathering times. Discipleship involves sharing life with others, so whenever it is possible try to do things together. You could get together with everyone's families once a month to share a meal, or communicate and share prayer intentions via a text group.

Lifestyle of Discipleship

The Discipleship Quad process is a way to commit to life as a disciple and a disciple-maker. It is more of a lifestyle of discipleship than it is a program that you participate in once before moving on to the next thing. By responding to Jesus' call in the Great Commission (Matthew 28:19-20), we should always strive to grow in discipleship; participating in a Discipleship Quad is a way to do just that.

Frequently Asked Questions

Where do people need to be on their spiritual journey to join a Discipleship Quad?

Time is one of our most precious resources. How we spend our time will show people what we value. Therefore, in order for someone to commit to spending time meeting and sharing about their spiritual life every week, they need to have a desire to grow in Christ. With that being said, there is no set of tasks someone must complete or accomplish in order to be ready to join a Discipleship Quad. The only prerequisites are the willingness to commit and the desire to grow as a disciple of Christ as a Catholic.

What if I want to invite a person to join my Discipleship Quad who is a regular church attendee and already seems to be an active disciple of Jesus?

This is very common and good. Most Catholics have not been discipled by someone and are not discipling others. Therefore, people who are actively living their faith can still greatly benefit from being in a Discipleship Quad and learning how to disciple others. It is possible that God will lead you to start a Discipleship Quad with people you know from church; they can go through the process with you in order to learn how to lead others to Christ.

Can Quads be mixed-sex if we feel called to invite both sexes or couples?

Based on the research, including the model's 35+ years of success, mixed-sex Quads are not recommended. The Quads are single-sex in order to create an atmosphere of common intimacy and vulnerability in sharing.

Can I invite a non-Catholic to join a Quad?

Being Catholic is not a prerequisite to joining a Quad, but the content of the lessons is explicitly Catholic. As long as people understand that the content will be Catholic, have a desire to grow in their understanding of the Catholic faith, and are able to commit to the elements in the Discipleship Quad Commitment, they are welcome to be in a Quad. Depend on God's guidance when asking him who to invite.

Why do you suggest that a Discipleship Quad be made up of four people rather than one on one?

The following benefits are listed in *Transforming Discipleship* by Greg Ogden:

- The one on one sets up a teacher-student dynamic. The pressure is upon the discipler to be the answer person or the fountain of all wisdom and insight. This dynamic discourages many people from wanting to disciple others. When a third (or fourth) person is added, the dynamic shifts to a group process. The discipler can more naturally make his or her contribution in the dynamic of group interchange.
- The triad/quad ... views discipleship as a comealongsides relationship of mutual journey toward maturity in Christ.
- The sense of "groupness." The sense of the Holy Spirit being present in our midst occurred much more often in the group versus the one on one. Accountability is stronger than one on

one.

- The group approach multiplies the perspectives on Scripture and application to life issues ... By adding at least a third person there is another perspective brought to the learning process. The group members serve as teachers of one another.
- By adding a third or fourth person who is being equipped to disciple others, the multiplication process is geometrically increased.

Although the possibility of doing a triad (three people) is mentioned in the comments above, the quad (four people) model is recommended.

If the benefits of a four-person group are so good, why not have more people in a Quad, like in a typical small group?

The following reasons are listed in *Transforming Discipleship* by Greg Ogden:

- Truth – learning occurs in direct proportion to the ability to interact with the truth, which becomes more difficult with an increased number of voices contributing. It also becomes increasingly difficult to tailor the rate of learning to the individual, the larger the size of the group.
- Transparent relationships – self-disclosure is integral to transformation, and openness becomes increasingly difficult in direct proportion to the size of the group. If we are not free to divulge our struggles, then the Spirit will not be able to use the group members to effectively minister at the point of need.
- Mutual accountability – the larger the group, the easier it is to hide. Accountability requires the ability to check to see if assignments were completed or commitments to obedience were maintained. Greater numbers decrease access to a person's life.

Do I need to tell my priest or ask for permission from the parish to participate in a Discipleship Quad?

Unlike many initiatives within the Catholic Church, the Discipleship Quad model was designed so that it can be done independent of the parish, thereby not necessitating the pastor or staff's time or approval. Although advising your pastor wouldn't be discouraged, the curriculum and process are not dependent on parish support.

Can I still meet with my Quad after 12 months?

You should absolutely still make time to meet together as a group after completing the Guidebook. Remember, though, that one of the objectives of the Discipleship Quad model is that you will each start a new Quad at the end of the 12 months. The next step is mentoring each other as you form your new Quads.

What happens if someone in the Quad determines that he or she cannot continue for the full 12 months?

If it is early in the process (during the first one or two months) you could add another person to fill the spot. Go back through the process of praying about who to invite. If it is more than two months into the time the Quad has been meeting together, just stay with a group of three people and do

not add another person. The intimacy among Quad members has been formed too much at this point, so it would be difficult to bring in a new person into it.

How much do the Discipleship Quad resources cost?

Absolutely nothing! All Discipleship Quad resources are available, free of charge, on **steubenvilleconferences.com**.

