ANTIOCH BAPTIST CHURCH · OMAHA, NEBRASKA

ANTIOCH
BAPTIST · CHURCH

Disciples Making Disciples

The Discipleship Pathway

Discover · Connect · Experience · Decide · Grow

01	02	03	04	05
Discover	Connect	Experience	Decide	Grow

Our Discipleship Plan

"Go therefore 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 commanded you."

MATTHEW 28:19–20A (ESV)

REV. DWAYNE HAWKINS · PASTOR

One Journey · Three Questions

I
Who's your ONE?
Are we sharing our faith?

II
What's your next step?
Are we growing as disciples?

III
Who are you pouring into?
Are we making disciples?

I am because we are

One Journey

One framework, five phases, walked together toward Christlikeness.

01
Discover
Become aware.

People find Antioch through our videos, social media, and presence in the neighborhood.

02
Connect
Build relationship.

First contact becomes real relationship through personal follow-up and Who's Your One?

03
Experience
Experience community.

Worship, groups, events, and service, with someone beside you so no one walks in alone.

04
Decide
Make a commitment.

Salvation leads to baptism; membership leads to New Member Formation.

05
Grow
Become like Christ.

Every member grows as a disciple; some are invited to lead.

Three Questions Every Member Carries

I

Who's your ONE?

Are we sharing our faith?

Pray for, care for, invite, and share with one person God has placed in your life.

II

What's your next step?

Are we growing as disciples?

Wherever you are on the journey, there is a next step toward Christ.

III

Who are you pouring into?

Are we making disciples?

Invest in someone else, as Paul poured into Timothy.

About this guide

Rooted in

Matthew 28:19–20a. Jesus' last command is not to gather a crowd but to make disciples.

Who it's for

Every member and ministry leader, and anyone exploring what it means to follow Christ at Antioch.

How to use it

Read the phases, then turn to page 12 for the resource for your next step.

Disciples Making Disciples

The Discipleship Pathway at a Glance

Discover · Connect · Experience · Decide · Grow, so that disciples make disciples.

Phase	What it looks like	Marker
01 Discover *Become aware.*	*How do people find us?* For people with no personal connection yet: our Facebook and Instagram videos, social media, our website, and our building in the neighborhood.	First contact with Antioch through any channel.
02 Connect *Build relationship.*	*How do we know and care for them?* Our strategy is **Who's Your One?**: Prayer · Care · Invite · Share. Every guest becomes someone's ONE.	Two-way communication; we know something of their story or need.
03 Experience *Experience community.*	*How do they experience Christian life firsthand?* Worship, discipleship groups (Study Groups, Life Groups, and Fast & Fellowship), events, and service, with a member ambassador so no one walks in alone.	Participated in any gathering, group, or ministry experience.
04 Decide *Make a commitment.*	*What is God inviting them to decide?* Salvation → Baptism. Membership → New Member Formation, culminating in the Right Hand of Fellowship.	Baptized following salvation, or joined through New Member Formation.
05 Grow *Become like Christ.*	*Are we making disciples? How do we know?* Two-fold. **Growing Disciples** is for every member, beginning with the Grow Experience. **Growing Leaders** is for those noticed and invited from within Grow.	Embracing, Engaging, and Embodying, with or without the curriculum.

↺ **The journey reproduces itself.** Growing disciples practice Who's Your One?, bringing someone new into Connect. Growing leaders raise the next leader.

Introduction

Philosophy & Principles

The Discipleship Pathway is how we make disciples at Antioch. It describes how Antioch helps people move from first awareness and spiritual curiosity toward relationship, firsthand experience of Christian community, meaningful decisions about Christ and the church, and lifelong growth as disciples who help make other disciples.

Our Philosophy

Relational

People are known, not managed. Relationships carry every phase.

Digital

Technology creates access. It makes room for relationship, never replaces it.

Measurable

We pay attention to whether people are truly growing, not just attending.

It is not a rigid funnel in which everyone completes identical steps in identical order. Disciple-makers meet people where they are, discern what they need, and help them toward the appropriate next step.

> *"Every step of the Journey is a step toward Christlikeness, walked together, not alone."*

Our Principles

- **Technology** creates access.
- **Relationships** provide care.
- **Experiences** create belonging.
- **Decisions** establish commitment.
- **Community** provides the conditions for growth.
- **Maturity** produces disciple-makers.

Phase One

01 Discover

Become aware.

How do people find us?

We help people who do not yet know anyone at Antioch become aware of us, the Gospel, and opportunities for spiritual connection. Many get to know us privately, at their own pace, before they ever reach out.

How People Find Us

- Our videos on Facebook and Instagram
- Social media and YouTube
- Our website and online search
- Our building and presence in the neighborhood

Ready When You Are

Comment **CONNECT** on one of our videos, then choose your next step.

Request Prayer | Talk With Pastor Hawkins | Plan a Visit

> *Our goal is not simply to fill a seat. It is to begin a relationship.*

Marker A person has **Discovered** when they have made first contact with Antioch through any channel.

Phase Two

02 Connect

Build relationship.

How do we know and care for them?

We turn first contact into authentic relationship. Some people arrive here after discovering Antioch; others begin here through a friendship with one of our members. When someone comments CONNECT and chooses a next step, we follow up personally, and the conversation begins. Every guest becomes someone's ONE: anyone who arrives without a connection is matched with a member within a week.

What We Believe About Relationships

- The first move is relational, not programmatic.
- Care and trust come before any ask.
- People are known, not managed.
- The relationship continues after every next step.

Our Strategy: Who's Your One?

Prayer	Care	Invite	Share
Carrying someone before God.	Building trust through presence, listening, and empathy.	Offering a low-pressure next step.	Sharing our story and the Gospel naturally.

*The **Who's Your One?** Participant Manual trains every member in these four practices over twelve sessions.*

> *Prayer · Care · Invite · Share is not a program. It is how we walk with people at every step.*

MARKER A person is **Connected** when two-way communication has been established and we know something of their story or need.

Phase Three

03 Experience

Experience community.

How do they experience Christian life firsthand?

We help people experience Antioch and Christian community firsthand, and it does not have to start on Sunday morning. **Church Connect**, our events hub, is the one place to find what's happening.

Ways to Experience Antioch

- Sunday worship
- Life Groups: Women's Life Groups
- Fellowship and community events
- Study Groups: Church School and Wednesdays in the Word
- Care Group: Fast & Fellowship
- Opportunities to serve

You Won't Walk In Alone

When you tell us you're coming, a member ambassador will be watching for you.

Expect
We know your name and look for you.

Welcome
We greet you and help you find your way.

Stay
We sit with you so you're not alone.

Introduce
We introduce you to others and to Pastor Hawkins.

> *Technology does not replace human connection. It makes room for it.*

MARKER A person has **Experienced** Antioch when they have participated in any gathering, group, or ministry experience.

Make a commitment.

What is God inviting them to decide?

We help people respond intentionally to Christ and to His church. There are two primary decisions, and each one has a clear next step.

DECISION ONE

Salvation

→ *Baptism*

When someone receives Christ, Pastor Hawkins follows up personally and walks with them toward baptism, their public profession of faith.

DECISION TWO

Membership

→ *New Member Formation*

Those who decide to join Antioch walk through New Member Formation, ending with the Right Hand of Fellowship.

New Member Formation

1. Sharing Our Stories
2. Understanding Our Beliefs
3. Learning About Antioch
4. Finalizing My Decision

> *Formation begins with relationship and testimony, not simply information.*

MARKER A person has **Decided** when they have been baptized following salvation or have joined Antioch through New Member Formation.

Growing disciples.

Are we making disciples? How do we know?

Grow is two-fold. Every member grows as a disciple; from among them, God raises leaders.

Growing Disciples *Every member · This page*

Growing Leaders *By invitation · Page 10*

Embracing

I Am Because We Are

We grow in relationship with God and one another.

Engaging

Five Systems of Care & Growth

Self, group, congregation, pastoral care, and community.

Embodying

Christian Maturity

Head, Heart, and Hands becoming more like Christ.

The Grow Experience

An eight-week on-ramp into Grow, where each participant builds a Personal Care & Growth Plan. It is open to new members, longtime members, and those still exploring. It is a starting point, not a requirement for growth.

Year-End Growth Reflection

Each year, every disciple is invited to ask:

Where did Christ become more visible in my life? Where is God inviting me to grow next?

> *New Member Formation ends in a decision; Grow is where that decision becomes a life.*

MARKER A disciple is **Growing** when they are Embracing, Engaging, and Embodying, with or without the Grow Experience curriculum.

Growing leaders.

Who are you pouring into?

> *"...and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also."*
> 2 TIMOTHY 2:2 (ESV)

Leadership at Antioch is discipleship continued. Leaders are not recruited from a sign-up sheet. They are noticed among those already growing, invited personally, prepared alongside a proven leader, and entrusted with ministry.

How Leaders Grow

01
Pool
Growing disciples in Grow. Every leader begins here.

02
Potential
Noticed for fruit and faithfulness; invited personally.

03
Preparation
Apprenticed through knowledge, experience, and coaching.

04
Proven
Entrusted with ministry, raising the next leader.

What to Know

- Membership comes first; Grow follows Decide.
- Invitation, not default. Not everyone in Grow leads.
- The diaconate adds the qualifications of a biblical office.
- Leaders and pastors use the Growing Leaders guide.

> *Every disciple grows. Some are invited to lead. Every leader raises the next.*

MARKER A leader is **Proven** when they have been entrusted with ministry and are pouring into the next leader.

The Journey Reproduces Itself

Antioch reaches people in two ways. **Discover** reaches people with no personal connection to Antioch, through our videos and ads, social media, our website, and our presence in the neighborhood. **Reproduction** happens when growing disciples practice Who's Your One? with the people already in their lives, and growing leaders raise the next leader.

Discover — *Antioch is discoverable*

↓

Connect — *Someone new is reached*

↓

Experience — *Community firsthand*

↓

Decide — *Baptism · Membership*

↓

Grow — *Disciples · Leaders*

From Grow to Connect

Who's Your One?

A growing disciple brings someone new into Connect.

> *This is how Disciples Making Disciples becomes more than a phrase. It becomes the outcome of the journey.*

One Journey · One Library

Resources for Every Step

This guide is the map. Each resource below is a tool for one step on it.

Phase	Resource
01 Discover	**Meta Ads and Social Media** · our videos on Facebook, Instagram, and YouTube **Comment CONNECT** · choose Request Prayer, Talk With Pastor Hawkins, or Plan a Visit
02 Connect	**Personal Follow-Up** · following up on Meta ads and social media **Ready When You Are** · the NFC bracelet links to our next-steps page on the website **Who's Your One? Participant Manual** · twelve sessions on Prayer · Care · Invite · Share
03 Experience	**Church Connect** · our events hub for gatherings, groups, and service
04 Decide	**Salvation** · results in water baptism by immersion **Membership** · results in New Member Formation
05 Grow	**Growing Disciples** **The Grow Experience** · the eight-week on-ramp, with the Participant Workbook **Personal Care and Growth Plan** · your plan across the five systems of care **Year-End Growth Reflection** · an annual look back and ahead **Growing Leaders** **Growing Leaders** · our leadership development framework, by invitation

> *Not sure where you are? Ask the question every member carries: What's your next step?*