



**Designing the**

**Generous Disciple**

**Staircase**



## Designing the Generous Disciple Staircase

Use this tool as a way to engage your team in a conversational starting point around giving. Your primary leadership goal should be for everyone to begin think differently about the potential gaps and existing strengths in becoming a generous church, by growing generous disciples.

### Start by making two lists.

For the first list, on a large flip chart pad, start with the heading: **First Time Guest**. Spend 15 minutes discussing and listing the qualities, characteristics and experiences of someone who is new to your church, maybe new to church in general, and on a pathway to growth in Christ.

For the second list, start with this heading: **Generous Disciple**. Now, spend 15 minutes discussing and listing the qualities, characteristics and experiences of someone in your congregation, who is growing in their faith and displaying evidence of a life of generosity.



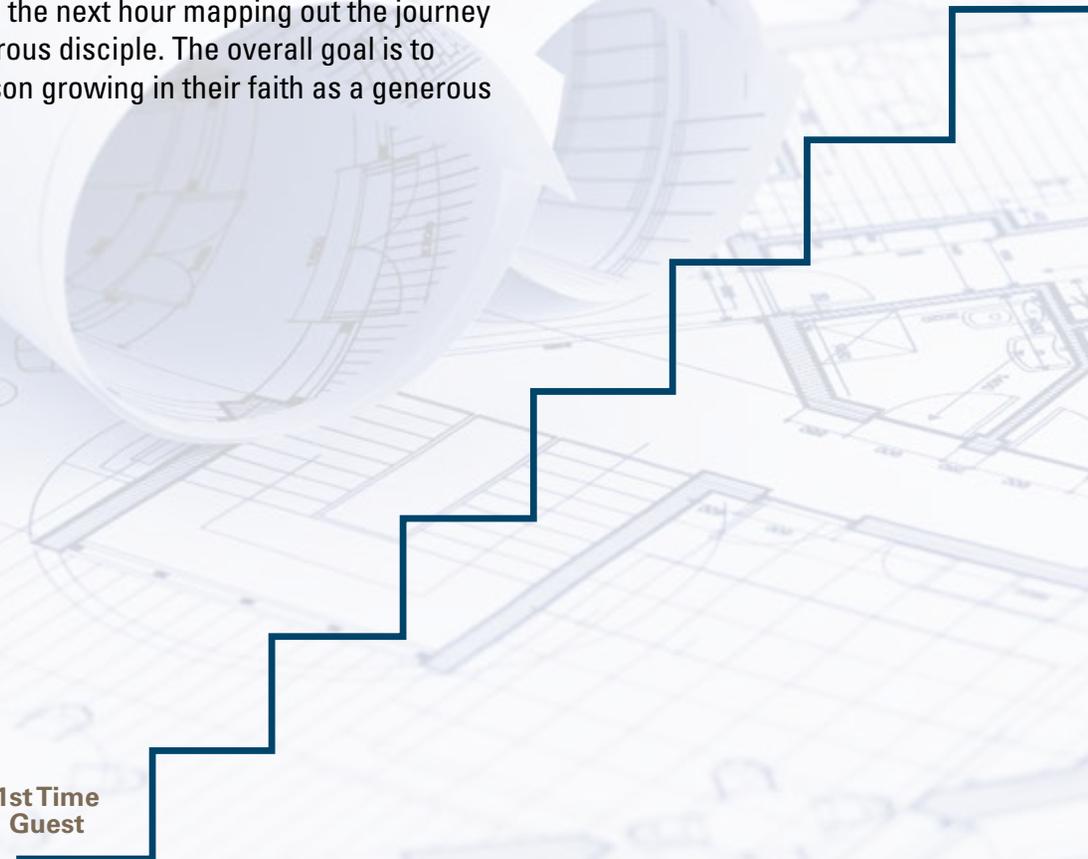
## Next, Draw the Generosity Staircase

On a third flip chart, draw a staircase like the one below, labeling “First Time Guest” on the lowest tread, and “Generous Disciple” on the highest tread.

Now, using your first two lists, spend the next hour mapping out the journey upward from first time guest to generous disciple. The overall goal is to create 7-10 key steps that every person growing in their faith as a generous disciple at your church might take.

**1st Time  
Guest**

**Generous  
Disciple**



Use these questions to help guide your discussion:

- What experiences would he or she need to have on each growth step?
- What would they need to learn, see, or feel?
- Who would they need to meet?
- Where would they need to be engaged?
- What disciplines would they need to acquire?
- What freedoms and passions would need to be unleashed?
- How many years might this journey take to move from a first-time guest to a generous disciple?

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*Example: Tread 2 – Attending Regularly – experiencing friendly congregation in worship 2-3 times per month, attends newcomers class, learning about giving, understanding how we steward resources at the church, ready for membership.*

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Assign one person to synthesize the discussions and cleanly identify the 7-10 steps from First Time Guest to Generous Disciple. Distribute the information to the team and lead everyone to spend at least 30 minutes in thoughtful consideration and prayer over the Generosity Staircase.



**Finally, align ministry engagement at each step.**

In your next meeting, spend some time affirming the work the team did to identify 7-10- key steps or “treads” on the Generosity Staircase. If you can quickly and easily name each tread (Example: Guest, Getting Acclimated, Attending Regularly, Growing, Getting Plugged In, Giving, Going Above and Beyond, Generous) go ahead and do so... this can be done by a focused team of Creatives if it slows down discussions.

Now take 30-45 minutes to assign ministry responsibility at each tread. Welcome or parking team might “own” the first steps from the car to the building and demonstrate a generous personality and generosity of their time and talents to each first time guest.

What other ministries will take a lead role in developing generous disciples at each tread? Do not overlook important opportunities to involve families through children and student ministries.

Tread	Ministry	Action

Conclude this session by identifying THE ONE next action item (with appropriate sub-tasks) for each tread in the next 30 days, thinking through materials development, ministry calendaring and people training. Calendar a meeting in the next month to review progress and plan the next step to take.





## Go Ahead and Build Generous Disciples.

For some of you, thinking about generosity in terms of a process, or doing anything intentional more than preaching about giving once a year, is brand new.

In practice, there are 4 threads of generosity that are sewn into the natural rhythms of your church's unique context. This staircase exercise is one small part of growing a spirit of generosity through making disciples at your church.

We hope this challenge to think about how your disciple-making could reflect the Acts 2 account of the Early Church has had significant impact.

How might those growing in Christ at your church experience generosity as a natural output?

Want to understand more about growing Generous Disciples at your church? [\*Start a conversation with our team.\*](#)  
We're glad to offer our input. Your vision is at stake, so let's talk.

