

# Man-to-Man

*How to Do Individual Disciplemaking*

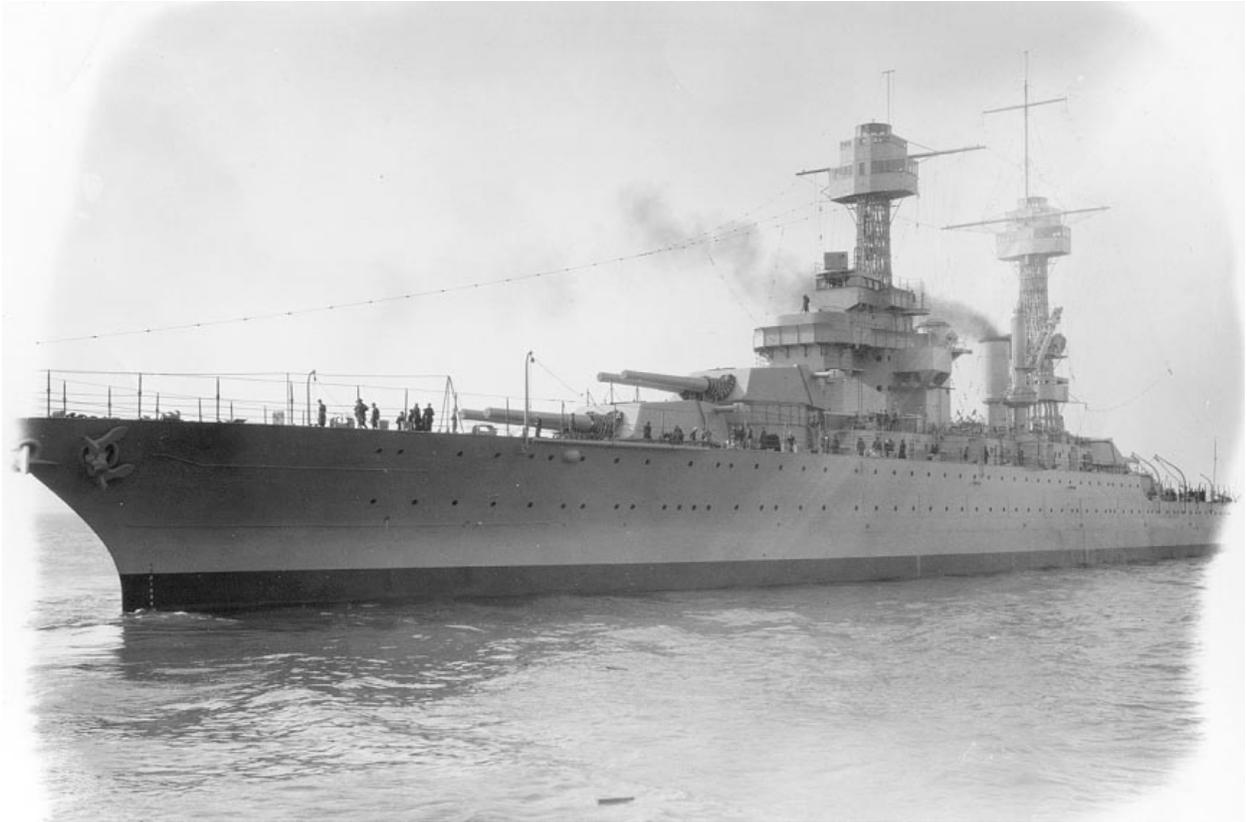
by Jack Griffin



*\*Jack Griffin has a unique place in the history of The Navigators in Australia. He was converted during the 1959 Billy Graham Crusade in Sydney. Two years later Jack began receiving help from a Navigator-trained businessman. Jack and his wife May, then began the ministry in Australia. God gave them faithful men in return for their lives and they have seen God multiply their ministry around the world.*

## **“You teach him!” - The Beginning of The Navigators**

Some years ago, there was a sailor on the U.S.S. West Virginia who had, joined the Navy with the idea of saving up enough money in order to enter Bible seminary after his period of service was ended. In the navy he lost track of his objective and drifted away from the Lord. A Christian woman who knew him prayed for him daily. She knew another young man named Dawson Trotman, whom God was using in a great way. She asked Mr. Trotman if he would speak to this young sailor about spiritual matters.



*USS West Virginia*

Dawson agreed to meet Les Spencer at the Navy landing. From there they drove in Dawson's car to the top of a hill near Long Beach, California, to talk. No sooner had they begun their discussion than a policeman walked up to the window of the car and wanted to know what they were doing. Dawson held up his Bible. The policeman first looked at the Bible and then at the sailor and began to ask questions.

For an hour Dawson answered the policeman's questions by turning first to one scripture and then to another. At the end of that time the policeman knelt down and received Jesus Christ as his personal Saviour.

As then drove back down the hill, the sailor said to Dawson. “I would give my right arm to be able to do what you did tonight - just to lead a person to Christ”.

Daws told him, “You can do what I did tonight Les. It won't cost you your right arm, but it will cost you something by way of preparation, study, the memorizing of scripture and a strong prayer life.”

Les was invited over to the Trotman home a few nights a week for personal tuition and it was not long before Les, in turn, was used in another sailor's life. He brought the sailor to Dawson and said, "Teach him to do what you've taught me". Dawson said, "No, you teach him." That was the beginning of the Navigators work - one man training another in order to reach yet another.



*Dawson Trotman, founder of The Navigators, meeting man to man.*

## **The New Testament Model**

Before we actually look at what man to man is, let me give you three verses to show that man to man is not just a Navigator method, but a New Testament method of training and teaching.

*“For though ye have ten thousand instructors in Christ, yet have ye not many fathers; for in Christ Jesus I have begotten you through the Gospel.” (I Corinthians 4:15)*

*“As you well know, we dealt with you one by one. as a father deals with his children, appealing to you by encouragements and solemn injunctions.” (I Thessalonians 2:11 NEB)*

*“Therefore be always alert and on your guard, being mindful that for three years I never stopped night or day seriously to admonish and advise and exhort you, one by one, with tears.” (Acts 20:31 Amplified)*

The greatest need in Christendom today: more “spiritual moms and dads”.

## **What Is Man To Man?**

It is meeting another, individually - eyeball to eyeball - face to face. It involves sharing your whole life and ministry with him, so he, by the grace of God, will progress from spiritual immaturity in Christ to spiritual maturity in Christ. “So, being affectionately desirous of you, we were willing to have imparted unto you, not the gospel of God only but also our own souls, because ye were dear unto us.” (I Thessalonians 2:8) “Till we all come into the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ.” (Ephesians 4:13)

The question is often asked, “What is the difference between follow-up and man to man?” It's as if follow-up is a “shotgun” ministry, often by groups and extensive in its design. Man to man is the “rifle”, working one at a time and intensive in its aim.

Follow-up is a spiritual nursery involving groups and some individual attention, but man to man is personal - to faithful men. “And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.” (II Timothy 2:2)

A faithful man is one who is dependable, reliable, trustworthy. When you suggest he do something, he does it. The testimony of Joshua is that he was this kind of faithful man. “As the Lord commanded Moses, His servant, so did Moses command Joshua, and so did Joshua; he left nothing undone of all that the Lord commanded Moses.” (Joshua 11:15) To test his desire and faithfulness, give him some small thing to do - perhaps a simple assignment. Luke 16:10 says, “He that is faithful in that which is least is faithful also in much ...”

A book that has been of great help is “Disciples Are Made - Not Born”, by Walt Henrichsen, who until 1978 was on the staff of The Navigators. Chapter I is entitled, “The type of man God uses” and in it he lists nine features in the life of a faithful man.

1. He has adopted as his objective in life the same objective God sets forth in the scriptures. (*Matthew 6:33*) - to see God's kingdom and righteousness as the first priority.
2. He is willing to pay any price to have the will of God fulfilled in his life. (*II Timothy 2:3-4*)
3. He has a love for the Word of God. (*Jeremiah 15:16*)

4. He has a servant heart. (*Matthew 20:26-28*)
5. He puts no confidence in the flesh. (*Romans 7:18*)
6. He does not have an independent spirit. (*2 Corinthians 3:5*)
7. He has a love for people. (*1 John 4:11*)
8. He does not allow himself to be trapped in bitterness. (*Hebrews 12:15*)
9. He has learned to discipline his life. (*1 Corinthians 9:24-27*)

Is your man willing to measure up to these things - to be developing in them? If not, then you are investing your life into an unfaithful man and Proverbs 25:19 says, "Confidence in an unfaithful man in a time of trouble is like a broken tooth, and a foot out of joint."

### **How To Start Meeting On A Man To Man Basis**

**1. Pray for a hungry, thirsty-hearted man to work with** - just as Jesus Himself sought out the thirsty ones. "In the last day, that great day of the feast, Jesus stood and cried out, saying, 'If any man thirst let him come unto me and drink'." (John 7:37)

**2. Remember that it is God that gives us men.** "I have manifested thy name unto the men whom thou gayest me out of the world; thine they were and thou gayest them to me - I pray for them; I pray not for the world, but for them thou halt given me..." (John 17:6, 9) "Saul also went home to Gibeah; and there went with him a band of men, whose hearts God had touched." (1 Samuel 10:26) Also Numbers 27:15-20.

Regarding Moses and Joshua; for many years I believed Moses chose Joshua as his replacement. Not so. Joshua was chosen by God.

Begin praying, "Lord, You choose the one in whom I am to invest my life."

**3. Be alert to the ones growing faster than others in Bible study groups.**

**4. Go to them - one, or at most two.** Ask if they would like to meet with you on a personal, man to man level, for special, intensive training.

**5. Explain to them what the cost will be in time, priorities and discipline and ask them to pray about it.** When I was setting up a training program for laymen in churches eight years ago, it was known that I was looking for some faithful men to be on the training program team. If anyone was interested, they were to see me within the next few weeks. I was simply praying, "Lord, give me a handful of men that are Your choice". Five men came. I laid down the qualifications. A high standard was necessary. All five went home to pray and all five came back to take up the challenge of being team leaders on the Shamgar Training Program.

Play a man's game, a man's way and you'll get men! Play a boy's game and you'll get boys.

**6. If they are still interested, explain the II Timothy 2:2 principle and the nine features of a faithful man.** If he is willing to come to this standard and if he has a willing and teachable heart, I would suggest you start with him.

**7. Set a day and time to start.** Either once a week or fortnightly is best. In the Shamgar Program, the family commitments of the team leaders mean that fortnightly is better.

**8. Have a trial of 2-3 months then both of you evaluate the worth of continuing, or making some changes.** I took me a long time to find that faithful man I had been challenged to pray for; so be patient, but hit for that faithful one. Remember, he is more than a faithful man – he is a “faithful man who shall be able to teach others also.”

Don't feel you are too young in the Lord – a pace-setter has only to be one step ahead.

What are you going to teach him? All that your spiritual father has taught you.

Every Christian needs to ask himself two questions:

1. Who is my Paul? (*i.e. who is helping me to be a fruitful disciplemaker?*)
2. Who is my Timothy? (*i.e. who am I helping to become a fruitful disciplemaker?*)

## **Practical Hints In Man To Man**

**1. Make sure you are well prepared.** Pray and organize before you spend time with a man. Remember you will reproduce after your own kind. If you are faithful in your daily, early morning quiet time – 7 minutes, 7 mornings a week before breakfast – that's the type of man you're going to produce (Read together Bob Foster's “7 Minutes With God” – attached). If you're weak, then that is the type of man you will produce. If you are a fanatic on scripture memory – you'll produce another fanatic! If scripture memory means nothing to you, it will mean nothing to him.

You will teach by your life. More is caught than is taught. The same goes for all the other basic disciplines of the Christian life.

**2. Aim at winning his heart.** Proverbs 27:19 says, “As in water face answereth to face, so the heart of man to man.” Pray before he comes, “Lord, give me Joe's heart when he comes tonight.”

**3. Remember that you can't lead anyone further than you yourself have gone.** You cannot lay solid foundations in other lives from what are only sketch outlines in your own.

**4. You teach by the example of your own life.** Paul said this very thing in Philippians 4:9, “Those things, which ye have both learned and received, and heard, and seen in me, do: and the God of peace will be with you.”

The person who is ministering man to man, must be what he is trying to teach. To repeat what I said earlier, the learner will sooner follow the example of his teacher than he will his word.

**5. In man to man take nothing for granted.** When you are beginning with a man and he tells you something, whatever it is check, check and double-check it! You're not doubting his word, you are just taking nothing for granted.

**6. Repeat all things.** Both you to him and him to you. "He tells us everything over and over again, a line at a time and in such simple words" (Isaiah 28:10, Living).

John Ridgeway and some other young men at the University of NSW, in the early days of the Australian Navigator work, remember well this principle. I would have man to man with John and Graham French and afterwards they would ask one another, "What did he give you today"?

The answer - "He gave me the same thing he's been giving me for the past couple of months!" Recently, before 1,100 people, John said how glad he was that I went over them again and again and again. "Because", he said, "they became a part of my life." Make no apologies for repeating things.

Get him to write down what you have said and after he has written it, get him to read it back to you. Often you will detect at this point that there has not been 100% comprehension of what you have said.

**7. Give him attainable assignments.** Proverbs 13:19, "The desire accomplished is sweet to the soul ..." If you happen to be shoveling all you have into this man - please; burn your shovel! Get out the eye-dropper or the thimble.

You will find you will get more mileage out of "Line upon line, line upon line; here a little, and there a little ..." (Isaiah 28:10).

I have what I call the drip system. Let me explain. Thirty years ago my wife, May, and I built a home in Haberfield, just out of the city of Sydney. At the gateway we planted two lovely pine trees. I didn't have time to water them; I was a busy business man in those days. (When I came to Christ I became a busy Christian instead). For thirty years I let the Lord water those pine trees.

As I come out of my front door, on the left side of the gate is a tree about 6 meters tall and about 4 meters around - boy, it's alive! Just over one meters away, over the path, is another pine tree, planted at the same time but it's only 2 meters high and about 1 1/2 meters around - it doesn't look so well!

Why? The big one happens to have a tap at its base. For thirty years I have been unable to stop the slow drip that's been there. I've had plumber after plumber - but still there's a slow drip. Just try the slow drip method. 7 minutes with God, 7 days a week before breakfast. Don't give him an hour - in time the 7 will become 14 minutes, then maybe 28.

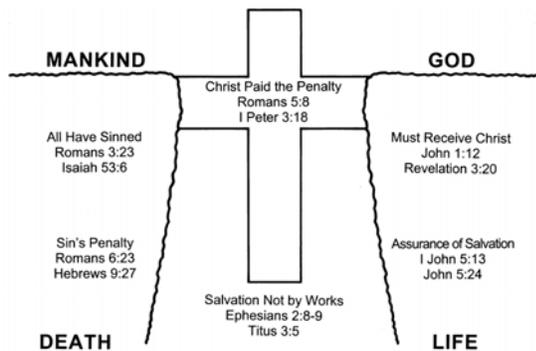
**8. Take him with you as much as possible.** Take him witnessing with you, take him if you have a church assignment whenever you can, take him with you. This is what Jesus did with His disciples - as He taught them, He took them with Him.

*“And He ordained twelve that they might be with Him and that He might send them forth to preach” (Mark 3:14).*

**9. Inspect him as well as expect of him.** If you give him something to do, expect him to do it, but when he comes to see you next time, inspect him to make sure he has done it. He in turn will realize your interest in him and in future will strive to do well.

**10. Use as many pass-on-able illustrations as possible.** Make sure he gets it through the eye gate as well as the ear gate. Use such illustrations as The Bridge, Beginning With Christ, The Wheel, The Word Hand, The Prayer Hand, God’s Will Hand; there are many others. The Chinese proverb is right, “one picture is worth a thousand words.” I don't know about you, but what I see sinks in faster than what I hear.

**The Bridge to Life**  
*A Classic Navigator Illustration of the Gospel*



**B-Rations: Beginning with Christ**  
*Five Assurances for Every Believer*



**The Wheel**  
*Basics of the Christ-Centered Spirit-Filled Life*

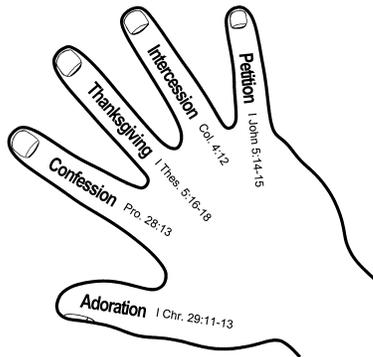


**The Word Hand**  
*A Balanced Intake of God’s Word*



## The Prayer Hand

*Maintaining a Balanced Prayer Life*



## God's Will

*How to Discern the Will of God*



**11. Share your whole life with him.** Share your weaknesses as well as your strengths. Allow yourself to be transparent before him. I was speaking in Brisbane some time back on the subject of scripture memory. I explained how motivated I was on scripture memory, but at the same time was revealing how hard I had to work to keep on learning a verse myself. I had to explain that if it took them 20 times through a verse to learn it, it would take me 40. But I am motivated because I know the value of scripture memory.

One of the key men there came to me later and said that it had been a real blessing to hear that I labored hard at scripture memory. "I have so much trouble myself", he said, "but if you can keep at it there's no reason why I should be discouraged." Remember - be open with your man.

**12. Share with him as a friend** - not in a teacher/pupil attitude. Always be enthusiastic about all the things you share with him. Be an encourager to him at every opportunity. "They helped everyone his neighbor; and everyone said to his brother, be of good courage. So the carpenter encouraged the goldsmith ..." (Isaiah 41:6-7). The lowly carpenter was an encouragement to the upper-class goldsmith.

In the early days of the Navigator work, here I was with limited education, doing man to man with two pastors and five university students. Praise the Lord that He does the work through us.

**13. In everything, show him how.** We are long in telling people what to do, but we are short in showing them how.

**14. Tailor your program to meet the need of the individual.** Why? Because each one is different. Don't try to pour them all into the one mould.

**15. Keep sharing the Lordship of Christ.** "For unto you is born this day in the city of David, a Saviour, which is Christ, the Lord". (Luke 2:11), "If any man come to me, and hate not his father, and mother, and wife, and children, and brethren, and sisters, yea, and his own life also, he cannot be my disciple. And whosoever doth not bear his cross, and come after me, cannot be my disciple .... So likewise, whosoever he be of you that forsaketh not all that he hath, he cannot be my disciple." (Luke 14:26-27 and 33).

## 16. Five things to remember:

- *Tell him why* - it is important.
- *Show him how* - the way to do it.
- *Get him started* - with specific suggestions.
- *Keep him going* - by visits or phone calls.
- *Get him to reproduce* all this in another life. (II Timothy 2:2).

**17. Help him to establish his goals in life.** e.g. To know Christ and to make Him known (Philippians 3:10 and Colossians 1:27-29 Phillips). To know Christ is the vertical spokes on the wheel - to make him known represents the horizontal spokes.

**18. Remember Psalm 127:1** “Except the Lord build the house, they labor in vain that build it: except the Lord keep the city, the watchman waketh but in vain.” (I Corinthians 3:6-7), “I have planted, Apollos watered; but God gave the increase. So then neither is he that planteth anything, neither he that watereth; but God that giveth the increase.” (Philippians 2:13), “For it is God which worketh in you both to will and to do for His good pleasure”.

Let's never forget, it is God who is the Master Trainer - He builds the man.

## A Suggested Man To Man Session

This is simply a skeleton outline; you will have to take this and adapt it to suit your particular situation. You can add or subtract from it.

**1. Always pray before he comes for your meeting together.** Perhaps you could pray Exodus 4:12, “Now therefore go, and I will be with thy mouth, and teach thee what thou shalt say.”

**2. Have him visit you if possible.** You may be very busy in ministry and therefore you will not have the time to travel from place to place. It will challenge him to pursue help. It is granted that this is not always possible.

**3. Always greet him with a warm handshake and smile.** This is a simple little thing that unfortunately doesn't always happen. Make him feel welcome.

**4. If night time, leave the front light turned on.** Leave the hall light on, too - this will assure him he is expected.

**5. Always aim for punctuality.** “Let all things be done decently and in order.” (I Corinthians 14:40). If you are going to meet with him at 8.00 o'clock, say, “Joe, it's 7.50 p.m. for an 8.00 p.m. start.” This is the way it is in the Shamgar team meetings and man to man sessions. In the army the 9:00 a.m. parade wasn't at 9:01! Much would happen if you were to be one minute late for a parade. Should we expect less in our Christian life? Also, for the end of your time together, make sure you finish on time. Start promptly and finish promptly at a pre-arranged time. On the team, we meet with fellows once a fortnight, for from 1-1/2 hours. You may prefer once a week - find out what suits you and the man you're meeting.

**6. Always be neatly dressed.** This is not suggesting that a coat and tie is necessary, just that you are tidy. Make sure your meeting place is tidy - comfortable and uncluttered. Sit opposite one another rather than alongside each other. This ensures eye contact. It is very important to catch him eyeball to eyeball.

**7. First, have a friendly chat.** If you visit him, greet his family. Let him tell you about his studies or work, etc. and be a good listener. "Set a watch, O Lord, before my mouth; keep the door of my lips." (Psalm 141:3).

For at least a little while let him do some talking. Another verse that is helpful to me is James 1:19, "Wherefore, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath."

God has given us two ears and one mouth, let's be twice as long on hearing as we are on speaking.

**8. You always open in prayer.** If he is a new man, a young fellow in the Lord, just a short sentence prayer will do.

**9. If meeting for the first time check him on his assurance of salvation.** Make sure he has a Bible-based assurance. If he has no assurance, let me give you three verses God has used in my own life and ministry:

- I John 5:11-12 - this tells you what you receive when you invite Christ to come into your life - eternal life
- John 1:12 - this tells you what you become when you invite Christ to come into your life - a child of God
- Revelation 3:20 - the promise of the risen Christ is that if you invite Him to come into your life, He will - not maybe, HE WILL.

The reason you must be sure of his salvation, is frankly that it is a useless exercise unless he has been born again by the Spirit of God - you can't feed a dead baby! Make sure this is the first step. Another Chinese proverb says, "To commence a journey of 1,000 miles, you must take the first step."

Those three verses are handy to have dated in your Bible with the day you invited Jesus Christ to come into your life. If your man sees the dates he will enquire, you will explain what it means and he'll do exactly the same. May and I came to Christ at the same time on the same day and dated the verses in our Bibles, April 12, 1959.

10. Exchange blessings since you last met. Some evidences of God's hand, His guidance, or blessings from your time alone with the Lord.

11. Proceed to check him on his daily disciplines and priorities. Check his assignments for the previous one or two weeks. “How have you been going in your quiet times in the past two weeks, Joe?” “Have you made it seven out of seven, before breakfast, Joe?”

Remind him if he fails that the victory at 6.00 a.m. is won at 10.00 p.m. the night before. It may cost you - you may miss the England/Scotland replay or the Wimbledon final, but a disciple of Jesus Christ is a revolutionary.

On the Shamgar team we encourage men to make a covenant with the Lord, “For me Lord, from now on - no Bible, no breakfast!” Job 23:12 says, “... I have esteemed the words of His mouth more than my necessary food.” Jesus set the example of rising early to meet the Father, “And in the morning, rising up a great while before day, He went out, and departed into a solitary place, and there prayed.” (Mark 1:35). Some of the disciplines and priorities that the Shamgar team checks:

- Daily quiet time.
- Daily Bible reading calendar - a short, written application from the reading is recorded on one or two lines of a 5” x 3” card.
- Scripture Memory - Check their last few weeks of review, current verses, and if they have finished the TMS (Topical Memory System) we go through the outline.
- Bible study - check particularly the application questions.
- Witnessing opportunities - are they praying daily for the chance to speak to someone today about Jesus Christ? Does he carry a couple of tracts? Is his testimony sharp?

12. Keep sharing with him the vision of discipling. (From Matthew 28:19-20 RSV) Be a disciple - make disciples - develop disciplers. Don't forget, you must be one before you can make one.

13. Always keep the Wheel illustration in focus:

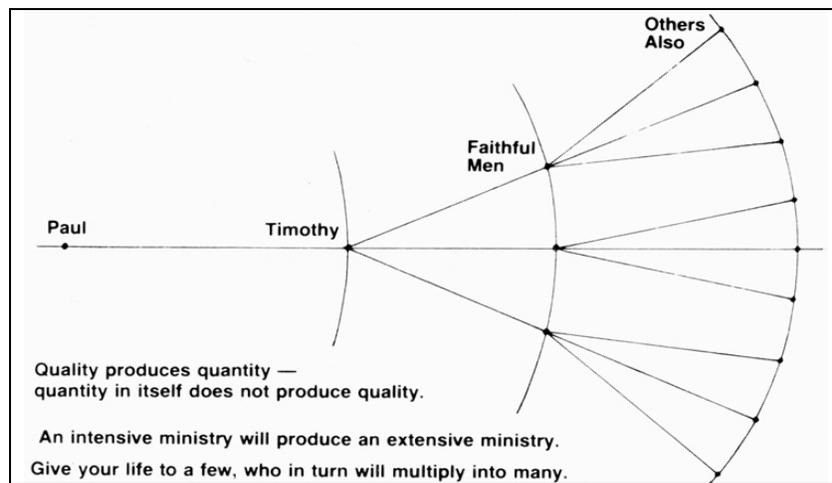
- Christ the Center
- The Word
- Prayer
- Fellowship
- Witnessing

Major on Christ the Center. I Corinthians 3:11 says that Christ is the only foundation on which to build. “For other foundation can no man lay than that which is laid, which is Jesus Christ.”



14. Keep II Timothy 2:2 before him. “Joe, how is your Timothy going?” “Joe, have you thought about praying for a faithful man - a Timothy to invest in?” (see diagram) Concentrate on faithful men, who will be able to teach others also. Paul also spent time with other faithful men - Titus, Silas, etc.

Jesus spent most of His time with 12 men during a continuous period of three years and devoted particular attention to three of these men (Peter, James, John). These men were later to become the pillars of the church. (Galatians 2:9)



15. Always keep sharing with him the importance of the “basics” in his life. This is found in the Wheel illustration.

16. Meet his needs through the Word if possible. Question him. Find out if there is anything he would want you to pray through with him. Is there something he wants to share confidentially?

17. Give him attainable assignments each meeting. I know I repeat myself, but it's important that there is some personal investigation. Both of you write down the assignment.

18. Get him to share any new promises from the Word he is claiming.

19. Finish on time and have him close in a brief word of prayer.

20. Confirm the date and time of your next meeting. Again, both of you write it down.

21. Thank him for his fellowship. Share with him Proverbs 11:25, “He that watereth shall himself also be watered.” “Joe, thanks for the time tonight, it has been a real blessing to me”. This is simply a word of encouragement.

22. See him off with a warm smile and a handshake.

23. Go to your room and thank God for your time together.

## Recommended Reading

1. *Now That I Believe*, by Robert Cook - Moody Press.
2. *Winning Ways*, by LeRoy Eims - Victor Press.
3. *Be the Leader You Were Meant to Be*, by LeRoy Eims - Victor Press.
4. *What Every Christian Should Know About Growing*, by LeRoy Eims – Victor Press.
5. *Disciples Are Made - Not Born*, by Walt Henrichsen - Victor Press.
6. *The Lost Art of Disciplemaking*, by LeRoy Eims – Zondervan / [NavPress](#)
7. *The Dynamics of Personal Follow-up*, by Gary W. Kuhne - Zondervan.
8. [Making Disciples](#), by Gene Warr – Temple Press; P.O. Box 22606, Oklahoma City, Oklahoma 73123.