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A Basic Church Leadership Seminar

by
Duane L. Anderson



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A Basic Church Leadership Seminar

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Updated January 2024

The Biblical Pattern for a Healthy Church Ephesians 4:11-16

A healthy church is a church where each person in the body is learning to function as a healthy part of the body. In order for a church to be healthy and function effectively, the best time to develop a healthy body is right from the beginning. The health of a church is determined by the maturity of the leadership and an understanding by that leadership of how they build a healthy body. Before a church has its first public service, it is wise to have the leadership team already exercising their gifts in the development of those who are becoming Christians. Ephesians 4:11-16 gives us a pattern for healthy church development.

God is the One who gifts people for leadership as they mature Ephesians 4:11-12

“And He Himself gave some *to be* apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.”

God is the giver of the equipping gifts

**He gave apostles
They gave us eyewitness testimony of the resurrection - Acts 1:21-22**

**He gave prophets
They gave us the written Word of God - 2 Peter 1:19-21**

**These gave us our foundation on which the church stands
Ephesians 2:19-22**

**He gave evangelists
to equip the saints for the ministry of evangelism
(we are all to learn to evangelize - Mark 16:15; Acts 1:8)**

**He gave pastors
to equip the saints to minister to one another
(we are all to learn to serve one another in love - Galatians 5:13)**

**He gave teachers
to equip the saints to teach the Word of God
(we are all to be ready to teach the Word of God - 1 Peter 3:15)**

The goal is the building up of the body of Christ, the church

God has a goal for each Christian and for the whole body

Ephesians 4:13

“Till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.”

**God wants the body to come to the unity:
of the faith and
of the knowledge of the Son of God**

**We already have the unity of the Spirit which we are to maintain
Ephesians 4:4-7**

**We come to the unity of the faith as we mature
in our knowledge of the Word of God
Philippians 1:27**

**We come to the unity of the knowledge of the Son of God
as we grow in our relationship with Christ
Philippians 3:10; 2 Peter 3:18**

God wants each Christian and the whole body to grow to spiritual maturity

**We are to be mature in understanding - 1 Corinthians 14:20
We are to be mature in knowing the will of God - Colossians 4:12
We are to be mature in recognizing good and evil - Hebrews 5:14
We are to be mature in following the law of liberty - James 1:25
We are to be mature in patience - James 1:4
We are to be mature in speech - James 3:2
We are to be mature in love - 1 John 4:18**

God wants us to grow to the measure of the stature of the fullness of Christ

**We are to be filled to the fullness of God - Ephesians 3:19
We are to grow to the fullness of Christ - Ephesians 4:13
We are to be continually filled with the Spirit - Ephesians 5:18
Christ possesses all the fullness of the Godhead - Colossians 2:9
Christ says that we are complete in Him - Colossians 2:10**

God does not want us to remain spiritual toddlers

Ephesians 4:14

“That we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting.”

Characteristics of a spiritual toddler

A spiritual toddler is deceived by false teachings - Ephesians 4:14
A spiritual toddler is deceived by false teachers - Ephesians 4:14
A spiritual toddler is carnal (fleshly) - 1 Corinthians 3:1
A spiritual toddler is not able to eat solid food - 1 Corinthians 3:2
A spiritual toddler behaves like a mere man - 1 Corinthians 3:3
A spiritual toddler is limited in his understanding - 1 Corinthians 13:11
A spiritual toddler is dull of hearing - Hebrews 5:11
A spiritual toddler needs to relearn the basics - Hebrews 5:12
A spiritual toddler is unskilled in the word of righteousness - Heb. 5:13
A spiritual toddler is not mature enough to discern - Hebrews 5:14

God wants us to grow up into the head who is Christ

Ephesians 4:15

“But, speaking the truth in love, may grow up in all things into Him who is the head -- Christ.”

We are to learn to speak the truth

We are to learn to speak in love

We will see that happen as we grow in all areas

We will see that happen as we grow in Christ

We will recognize that Christ is our head and that we will speak in truth and love as we obey Him

Do I make it a habit to speak the truth?
Do I make it a habit to speak that truth in love?

God wants every Christian to become a functioning part of the body

Ephesians 4:16

“From whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.”

The various parts of the body make one whole body

The various parts of the body are connected to each other

The various parts of the body are to be connected in love

*requires developing healthy relationships between the various Christians
relationships that are controlled by love
relationships that show acceptance of one another
relationships that demonstrate openness
relationships that are characterized by trust
relationships where communication is direct*

The various parts of the body each have something to supply

The various parts of the body work together through supernatural power

The various parts of the body each have a job to do

*a healthy church body will help each person learn to function effectively
a healthy church body will help each person learn to function in love
a healthy church body will help each person learn to depend on
supernatural power*

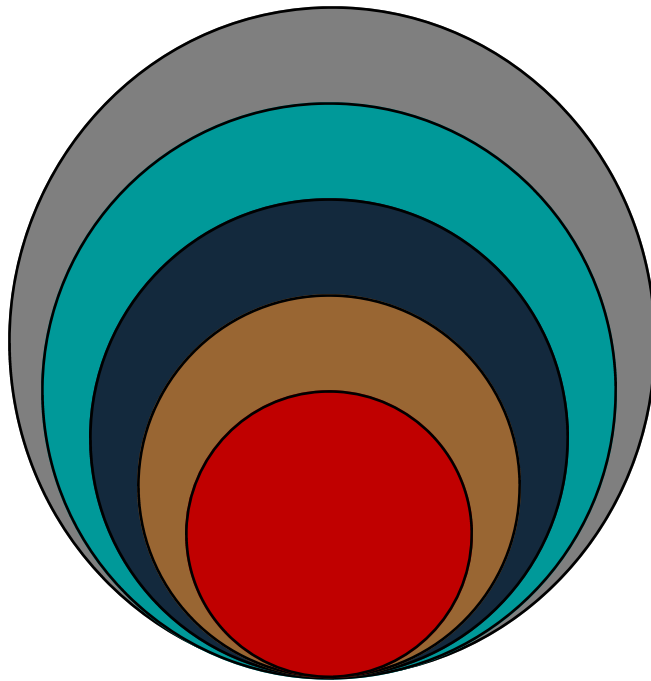
The various parts of the body work together to cause the body to grow

*the body experiences spiritual growth
(growth in depth)
the body experiences numerical growth
(growth in breadth)*

The various parts of the body work to build up each other

The various parts of the body build one another up in love

Jesus' Five Levels of Ministry



curious
followers

believing
followers

the seventy

the twelve

the three

Jesus had decreasing
numbers of followers
in each circle

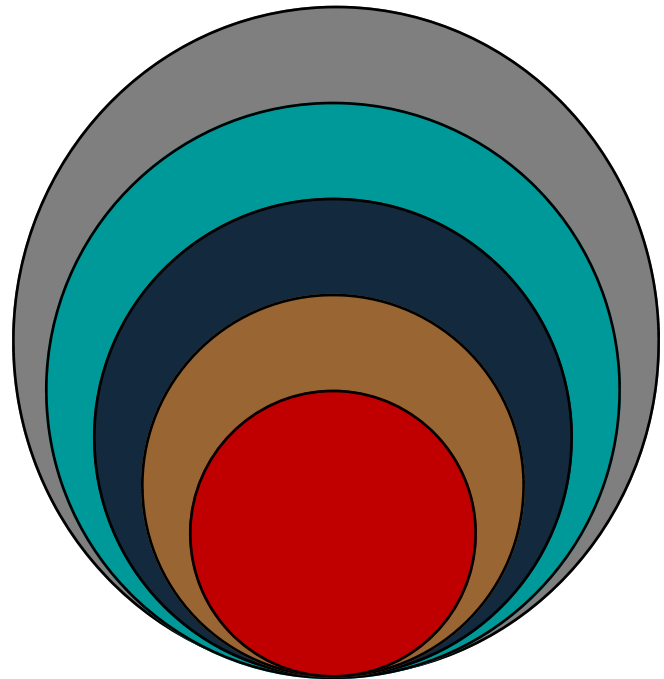
Jesus spent an in-
creasing amount of
time per disciple



Summarizing the Five Levels of Ministry of Christ and Applying them Today

Adapted from a diagram by Paul Segar of Biblical Ministries Worldwide

Curious Followers	John 3:1-21, 4:1-42 uninterested and interested unbelievers
Believing Followers	1 John 2:12-14; 2 Timothy 2:2 spiritual newborns, toddlers, and spiritual children (some may be struggling because they need spiritual parents)
The Seventy	Spiritual Young Men (these are working and serving and want to learn to serve more effectively)
The Twelve	Spiritual Parents (these are providing care to one or more spiritual children and serve as spiritual leaders)
The Three	Spiritual Timothy's (these are beginning to equip Christians or are becoming reproducing leaders)



Leaders Develop Leaders

Leaders can only lead people as far as they have gone

Servant leaders serve others and help them develop the full potential God has given them

This diagram adapted from page 23 of the manual "Developing a Plan of Action for Ministry"
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Updated January 2024

Was Titus left in Crete to disqualify or qualify people for spiritual leadership?

Paul told Titus in Titus 1:5-9:

“For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you—if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.”

As we look at this list, we see that the primary responsibilities of Titus were to:

- 1. Help potential leaders develop a respected life.**
- 2. Help potential leaders develop a healthy marriage.**
- 3. Help potential leaders develop a healthy family relationship.**
- 4. Help potential leaders become Christ centered and not self centered.**
- 5. Help potential leaders deal with former sinful habits.**
- 6. Help potential leaders learn to use their homes for ministry.**
- 7. Help potential leaders develop godly character.**
- 8. Help potential leaders learn to teach the Word of God.**
- 9. Help potential leaders learn to correct those who contradict.**

Then Paul told Titus in Titus 2:3-5:

“The older women likewise, that they be reverent in behavior, not slanderers, not given to much wine, teachers of good things— that they admonish the young women to love their husbands, to love their children, to be discreet, chaste, homemakers, good, obedient to their own husbands, that the word of God may not be blasphemed.”

As we look at this list, we see that the primary responsibilities of older women were to:

- 1. Help potential leaders of women develop a respected life.**
- 2. Help potential leaders of women develop a healthy marriage relationship.**
- 3. Help potential leaders of women develop a healthy family relationship.**
- 4. Help potential leaders of women become Christ centered and self controlled.**
- 5. Help potential leaders of women become pure from former sinful habits.**
- 6. Help potential leaders of women learn to use their homes for ministry.**
- 7. Help potential leaders of women develop godly character.**
- 8. Help potential leaders of women become submissive to their own husbands.**
- 9. Help potential leaders of women become teachers of good things.**

Am I growing in my level of spiritual maturity?

If I am a:	I am able to:	My spiritual leadership
new born babe	evangelize	will quickly bring division to a group if given a position of spiritual leadership
spiritual toddler	evangelize	will quickly bring division to a group if given a position of spiritual leadership
spiritual child	evangelize, do follow-up, and teach	able to lead an unstable group for a period of time; can cause a stable work to become unstable
spiritual young man	evangelize, do follow-up, teach and equip	able to lead a stable group and help it mature
spiritual parent	all of the above plus develop godly leaders	able to produce a stable growing group with godly leadership
spiritual parent with Timothys	all of the above plus train leaders who can develop other godly leaders	able to produce a stable growing group with godly leaders who are also developing godly leaders
spiritual parent with Timothys who teach faithful men	all of the above plus develop godly leaders who can start new ministries	able to produce a stable growing group that is sending out leaders to start new ministries
spiritual parent with Timothys who equip faithful men to teach others also	all of the above plus develop godly leaders for reproducing ministries	able to develop reproducing ministries that are producing godly leaders and reproducing themselves

The above list shows the critical importance of continuing to grow in our spiritual maturity if we want to see the Lord use our lives to make a growing impact!

Am I Growing in My Level of Spiritual Maturity (page 1 of 1) - Updated: July 2023
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Biblical Church Development

Each church in Acts had these five stages of development



As each new stage develops, the previous stages must continue for a church to remain healthy!

	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Jerusalem	Acts 2:1-41	2:42-47	3:1-5:42	6:1-8	8:4, 14, 11:22
Antioch	Acts 11:19-21	11:22-25	11:26	13:1	13:2-4
Galatia	Acts 14:21a	14:21b	14:22	14:23	16:1-5
Corinth	Acts 18:1-6	18:7-8	18:9-11	18:12-18a	18:18b-19
Ephesus	Acts 18:24-19:7	19:8-9	19:10	19:11-21	19:22, 20:4

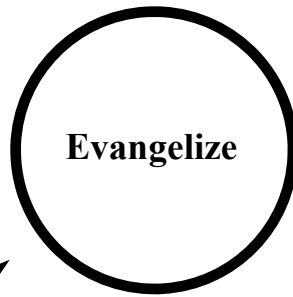
We will be obedient Christians as we follow a Biblical process of Making Disciples

Four Calls and A Commission

“Come and See”

John 1:39-46; Matthew 9:9-10; Mark 1:30-33

Reach



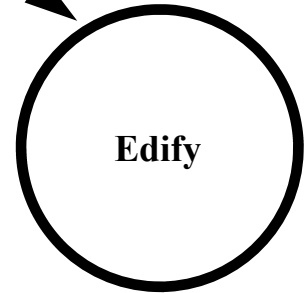
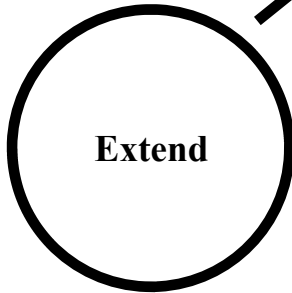
You do
I serve you as a bondservant
Mark 10:44

I do (I lead by love)
You observe
John 2:1-12

As you are going,
Make Disciples
Matthew 28:19-20
Send

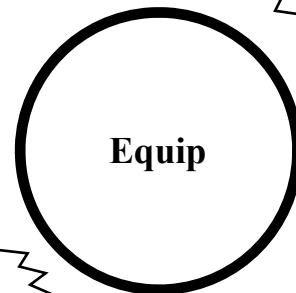
“Come and Grow”
Mark 1:16-20
Teach

The Process of
Making Disciples



You do
I serve you in love
Mark 10:43

I do (I minister in love)
You participate
Mark 1:35-39



“Come and Shepherd”
John 21:15-17
Mobilize

“Come and Serve”
Mark 3:13-15
Train

You do
I observe and encourage
Matt. 10:1-42; Mark 6:30-31

World Model (Greek Model) - Develop by Telling
Biblical Model (Hebrew Model) - Develop by Showing

Four Calls and A Commission (page 1 of 1) - Updated: July 2023
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Disciple Making **the basic foundation for church planting**

Over the past generation or two, a number of worldwide organizations have placed a strong emphasis on disciple making. However, there has been much confusion about what it means to make disciples. Some have emphasized that it means leading people to Christ. Others have stressed having people study a series of books on selected topics which various organizations have prepared.

However, making disciples is more than leading people to Christ or having them study a series of books. In the course of this manual, we will see that making disciples is sharing our lives with people so that they become like us, whether that is good or bad. Only as we are becoming like Christ will those with whom we are sharing our lives become like Christ. That is why Paul said in 1 Corinthians 11:1, “Imitate me, just as I also *imitate* Christ.” In order to share our lives with people, we have to spend time with them in a variety of different situations.

In Mark 3:13-14, we see that the first reason Christ chose the twelve was so they might be with Him. “And He went up on the mountain and called to *Him* those He Himself wanted. And they came to Him. Then He appointed twelve, that they might be with Him and that He might send them out to preach.” Christ also spent much time talking with other individuals - like Nicodemus and the Samaritan woman. We see that the various words for “disciple” are used many times in the New Testament.

mathetueo (3100) - to make disciples used 4 times
mathetes (3101) - a disciple used 269 times
mathetria (3102) - a female disciple used 1 time

These words are from the root manthano (3129) - to learn by use and practice

(Throughout this manual, if a Greek word is used and followed by a number,
the numbers correspond to the numbers in the Strong’s Concordance.)

One very interesting thing to observe is that although the various words for disciples are used many times, they are not used after the book of Acts. We will see in the Epistles that Paul, James, Peter, John and Jude used other words to help us understand how we make disciples. One such example is 1 Corinthians 4:14-16, “I do not write these things to shame you, but as my beloved children I warn you. For though you might have ten thousand instructors in Christ, yet you do not have many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me.”

A. Making disciples commanded

Matthew 28:19-20

“Go(ing) therefore and **Make Disciples** of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, *even* to the end of the age.’ Amen.”

One Command

**make disciples
matheteuo (3100)**

Three participles which tell us how to obey that command

**going (to all - Mark 16:15)
baptizing (all who repent - Acts 2:38-41)
teaching (them to obey all that Christ commanded - Matthew 7:24-27)**

Where should this command be carried out?

**among all the nations (ethnos)
among all the ethnic and people groups
Mark 16:15; Luke 24:47-48; John 20:21; Acts 1:8**

Whose power should we depend on?

**We cannot depend on our own strength
John 15:5**

“I am the vine, you are the branches. He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing...”

We must depend on the power Christ provides

“Lo, I am with you always”

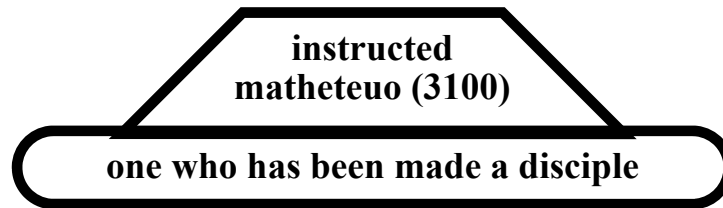
Acts 1:4-5, 8

“And being assembled together with *them*, He commanded them not to depart from Jerusalem, but to wait for the Promise of the Father, ‘which,’ *He said*, ‘you have heard from Me; for John truly baptized with water, but you shall be baptized with the Holy Spirit not many days from now....But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.’”

B. Making disciples defined

Matthew 13:52

“Then He said to them, ‘Therefore every scribe instructed concerning the kingdom of heaven is like a householder who brings out of his treasure *things* new and old.’”



A person who has been made a disciple of the kingdom of God is like:

**A householder - the head of a spiritual household or family
(to have a spiritual family, we must be a spiritual parent)**
a spiritual newborn - 1 Peter 2:2
a spiritual toddler - 1 Corinthians 13:11
a spiritual child - 1 John 2:13; Luke 2:40
a spiritual young man - 1 John 2:13-14
a spiritual parent - 1 John 2:13-14; 1 Corinthians 4:14-17

Has a treasure - that treasure is the Word of God
1. involves hearing the Word of God - Romans 10:17
2. involves reading the Word of God - Revelation 1:3
3. involves studying the Word of God - 2 Timothy 2:15
4. involves memorizing the Word of God - Psalm 119:11
5. involves meditating on the Word of God - Psalm 1:1-3

**Brings out of that treasure things that are new
(is continuing to learn new things)**
a learner's attitude - Philippians 3:7-14
growing in Christ's righteousness
growing in knowing Christ
keeping our eyes focused on the goal

**Brings out of that treasure things that are old
(can teach the basics of Christianity)**
a spiritual mother provides tender care - 1 Thessalonians 2:7-9
a spiritual father provides example and teaching - 1 Thessalonians 2:10-12

C. Making disciples practiced by Christ

Matthew 27:57

“Now when evening had come, there came a rich man from Arimathea, named Joseph, who himself had also become a disciple of Jesus.”

**had become a disciple
matheteuo (3100)**

one who had become a disciple

Christ was continually spending time with people so that:

His disciples could become like Him

Matthew 5:1	His disciples came to Him
Matthew 8:23, 25	His disciples followed Him, His disciples came to Him
Matthew 9:10	Many tax collectors and sinners came and sat down with Him and His disciples
Matthew 10:1	When He had called unto Him His twelve disciples
Matthew 16:13	When Jesus came into the region of Caesarea Philippi, He asked His disciples
Matthew 24:3	And as He sat upon the mount of Olives, the disciples came to Him privately

Other individuals could become like Him

John 3:1-2a	There was a man of the Pharisees, named Nicodemus, a ruler of the Jews; This man came to Jesus by night
John 4:7	A woman of Samaria came to draw water, Jesus, said to her, Give me a drink
John 5:6	When Jesus saw him lying there, and knew that he had already been in that condition a long time, He said to him, Do you want to be made well?
John 8:10	When Jesus had raised Himself up, and saw no one but the woman, He said to her, Woman were are those accusers of yours?
John 9:35	Jesus heard that they had cast him out; and when He had found him, He said to him, Do you believe in the Son of God?
John 11:20	Then Martha, as soon as she heard that Jesus was coming, went and met Him
John 20:15	Jesus said to her, Woman, why are you weeping?

D. Making disciples practiced in the book of Acts

Acts 14:21

“And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch.”

**made many disciples
matheteuo (3100)**

The early church started with at least 120 disciples

Acts 1:15

“And in those days Peter stood up in the midst of the disciples (altogether the number of names was about a hundred and twenty), and said...”

The early church focused on making disciples

Acts 6:1a

“Now in those days, *when the number of the disciples was multiplying.*”

The early church focused on multiplying disciples in Jerusalem

Acts 6:7

“Then the word of God spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith.”

The early church focused on making disciples throughout Judea and Samaria

Acts 9:38

“And since Lydda was near Joppa, and the disciples had heard that Peter was there, they sent two men to him, imploring *him* not to delay in coming to them.”

The early church focused on making disciples in Antioch

Acts 11:26

“And when he had found him, he brought him to Antioch. So it was that for a whole year they assembled with the church and taught a great many people. And the disciples were first called Christians in Antioch.”

The early church focused on making disciples everywhere

Acts 16:1-2

“Then he came to Derbe and Lystra. And behold, a certain disciple was there, named Timothy, the son of a certain Jewish woman who believed, but his father was Greek. He was well spoken of by the brethren who were at Lystra and Iconium.”

making disciples was the key ministry of the early church

E. Making disciples defined by Paul

1. Disciple making is not mentoring

The word “mentor” was first introduced to the world by Homer in his *Odyssey*. Mentor was the name of the slave (paidagogos) who was given the responsibility of raising the son until he reached maturity in the *Odyssey*. Historically the Greeks used the word (paidagogos) to speak of the slave who was assigned the responsibility to raise the child until puberty. The “paidagogos” usually focused on severe discipline to prepare the boy for manhood. The Greeks felt that raising a child was not the work of a parent but just the work of a slave. Today, many people have the same attitude.

In recent years, the world has placed great emphasis on the role of mentoring in the business world. As a result, in recent years, many Christians have started to use the word “mentoring” to describe their concept of how to make a disciple. (Isn't it interesting how the church often tries to follow the world, which has absolutely no concept of spiritual life and spiritual maturity, to describe spiritual ministry.)

However “paidagogos” is only used three times in the New Testament and it is always used in a negative sense. Making Disciples is not providing a “mentor” to help a Christian in his development. Notice how the word “paidagogos” is used in the New Testament.

Galatians 3:24-25

“Therefore the law was our tutor (paidagogos) *to bring us* to Christ, that we might be justified by faith. But after faith has come, we are no longer under a **tutor.**” (paidagogos)

1 Corinthians 4:14-17

“I do not write these things to shame you, but as my beloved children I warn *you*. For though you might have ten thousand **instructors** (paidagogos) in Christ, *yet you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

The Old Testament Law caused us to recognize our sin so that we came to Christ. However, we have been set free from the Old Testament Law. Just like in Corinth, many Christians try to help others grow as Christians by laws, instead of through love and example. We Make Disciples by inviting others to imitate our lives. We motivate others by the Love of Christ - 2 Corinthians 5:14-15

2. Disciple making is spiritual parenting

Characteristics of the parenting of Paul of the Corinthians

1 Corinthians 4:14-17

“I do not write these things to shame you, but as my beloved children I warn *you*. For though you might have ten thousand instructors in Christ, *yet you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

Paul warned them as beloved children

Paul became a father instead of a mentor

Paul taught them to imitate his example

Paul sent Timothy to remind them of his ways

Paul was consistent in his teaching everywhere

Characteristics of the parenting of Paul, Silvanus and Timothy in Thessalonica

1 Thessalonians 2:7-12

“But we were gentle among you, just as a nursing *mother* cherishes her own children. So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us. For you remember, brethren, our labor and toil; for laboring night and day, that we might not be a burden to any of you, we preached to you the gospel of God. *You are* witnesses, and God *also*, how devoutly and justly and blamelessly we behaved ourselves among you who believe; as you know how we exhorted, and comforted, and charged every one of you, as a father *does* his own children, that you would walk worthy of God who calls you into His own kingdom and glory.”

they provided the gentle care of a nursing mother

they shared their lives and not just the Word of God

they provided an example of godly Christian living

they provided encouragement and challenge to a worthy walk

3. Disciple making must focus on developing “adult sons”

Spiritual maturity is the goal of disciple making

Newborn babes - 1 Peter 2:2

“...as newborn babes, desire the pure milk of the word, that you may grow thereby...”

Spiritual toddlers

1 Corinthians 3:1-3, 13:11; Ephesians 4:14; Hebrews 5:11-14

(everything it says about the spiritual toddler is bad)

Spiritual children

Spiritual young men

Spiritual parents

1 John 2:12-14

“I write to you, little children, Because your sins are forgiven you for His name's sake. I write to you, fathers, Because you have known Him *who* is from the beginning. I write to you, young men, Because you have overcome the wicked one. I write to you, little children, Because you have known the Father. I have written to you, fathers, Because you have known Him *who* is from the beginning. I have written to you, young men, Because you are strong, and the word of God abides in you, And you have overcome the wicked one.”

Spiritual maturity requires helping Christians become “adult sons”

An “adult son” is a Christian who gives as well as receives

Titus began as a new convert of Paul - Galatians 2:3

Titus became a spiritual son to Paul - Titus 1:4

Titus provided rest to the spirit of Paul - 2 Corinthians 2:12-13

Titus provided encouragement to Paul - 2 Corinthians 7:5-7

Titus brought joy to Paul - 2 Corinthians 7:13-15

Titus ministered on behalf of Paul - 2 Corinthians 8:6

Titus had the same concern for others as Paul - 2 Corinthians 8:16

Titus was viewed as a partner by Paul - 2 Corinthians 8:23

Titus walked with the same spirit as Paul - 2 Corinthians 12:18

Christ illustrated the transition as Christians become “adult sons”

A child is provided with supervision - Galatians 4:1; Matthew 4:18-22

A friend shares plans and reproduces - John 15:12-16

A brother is treated as an equal partner - John 20:17-23

an “adult son” is one who has become an equal partner in ministry