

Introduction to the Three-thirds Process

What is the “Three-thirds process”? The Three-thirds process is a simple method using the context of a group meeting in order to train new volunteers who will in turn train additional new volunteers.

Why use the Three-thirds process?

The Three-thirds process:

- brings the team around a common vision (spiritual multiplying movements)
- helps team members grow in their walk with God and in community
- develops team members through training in evangelism, follow up, etc

The Three-thirds Process is divided into these 3 sections:

1. **LOOK BACK** (care, worship, accountability vision casting)
2. **LOOK UP** (Bible lesson)
3. **LOOK AHEAD** (practice/training, goal setting)

When a Key Volunteer is developing their team, it is vital that the team is trained and actively pursuing WIN-BUILD-SEND. This enables them to be contributing to the growth of the movement. This Process will help not only the KV team to become spiritual multipliers, but the same Three-thirds Process will be modeled and passed down to each generation in the chain of spiritual multiplication.

The three sections helps the team’s new volunteers look beyond their own lives and initiate a process to invest in other people.

LOOK BACK (First Section)

- **Pastoral Care:** In this section, you want to make a closer relational connection that helps to build community for the group. Asking questions such as, “How are you doing?” and “How can I pray for you?” will demonstrate pastoral care to each person.
- **Worship:** This can be as simple as singing a song or reading a psalm [i.e. Psalm 23] for thanksgiving to God. You could ask questions like “What are some things you are thankful for?” and “What are some things you are learning about God?” as expressions of worship to God.
- **Accountability:** During this part of the first third, we ask appropriate questions to help the new volunteers live out the vision of Matthew 4:19: Following Jesus *and* Fishing for men.
- **Vision-Casting:** One of the most important parts of ‘Three-thirds’ is casting vision to the new volunteers of what they can become in Christ and what the Holy Spirit can do through them.

LOOK UP (Second Section)

- **New Lesson**
 - In the beginning, they could use a set of short-term reproducible discipleship lessons which would include basic follow up lessons
 - Once they finish the short-term lessons, they could begin using the Inductive Bible Study method for their small group study

LOOK AHEAD (Third Section)

- **Train/Practice:** Help your Key Volunteers think about what the group needs to learn and practice in order to take the next step in multiplying, making sure they are equipped to train others in those skills.
- **Set Goals and Pray:** Each new volunteer should set their own goals for how to obey the truths learned in the lesson and to take the next steps in witnessing and training others. Pray together for their goals.