



Destiny Finder Small Group Leader Guide

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About this Document

This *Leader Guide* is a companion to the *Destiny Finder Journey Guide - Small Group & Workshop Participant Guide / Workbook* and the *Destiny Finder Small Group & Workshop video* series. Contact Destiny Finder at <https://destinyfinder.com/> or call +1-916-467-9934 for more information.

The *Participant Guide* is meant to be printed single-sided. This is a work-in-progress. Contact us if you have questions. Please forward any suggestions.

Leading the Group

Materials

Make sure to download and read the free *7 Keys to Mobilizing Every Member for Ministry* e-book. In it I lay out the process for incorporating Destiny Finder within your church ministry plans and strategy: <https://pastorscoach.com/ebook/7keysmobilizeeverymember-glenreed-ebook.pdf>

Leaders need this Leader guide, and all participants need a Participant Guide. Also, all participants need to get online and get the Destiny Profiler before Week 2, either through a coupon code you give them when you do a bulk purchase, or just paying directly. You will need to help people who are technically challenged to get online, do the purchase with the coupon, etc. Each participant, even each spouse in a couple, need to have his or her own account.

The *Participant Guide* notes don't always match the video, but that's ok. The videos can stand alone and the notes are supplemental. But the worksheets in the participant guide are crucial. We have included some worksheets that are manual versions of the online assessments in case there are people that absolutely can't use a computer etc. But it's really so much better to do the online assessment with full results, and it's accessible to redo or view the report, etc.

We tell people NOT to do all five assessments at once. It's better to take time and process the results. Also, note that the online system forces users to take them in order. And note that the Ministry Gift Assessment is very similar to the Free Assessment, but you get many more results, and it shows the primary and secondary gift orientation.

We strongly encourage you or the participants to purchase three-ring binders for each person (8 ½ x 11 and at least 1" – 2"). Have everyone PRINT OUT their results each week and insert them into the three-ring binders you're going to provide and bring their binders every week to the group meeting.

Have a three-hole punch on hand each week so people can punch their reports and put them in their binders. We hope that people will use the materials on an ongoing basis as they move toward fulfillment of their calling. The binders are an ideal tool to use when leaders meet with people to disciple and help them to develop in their calling.

Videos are 30-35 minutes long, although they were done for a workshop so if you're doing a small group you can eliminate sections for people to do worksheets that are available online. Make sure your monitor or projection system is good. We suggest putting the videos on a USB drive and playing them from that for best playback.

Approach

The approach or model we are using is based in Old and New Testament ministry models. We see it in Moses developing Joshua, Elijah developing Elisha, Jesus developing the 12, and Paul developing Timothy and Titus. It's what we call "**apostolic**." This means having a focus on training and sending, as opposed to a "**pastoral**" model in which the focus is on caring and keeping. Pastoral groups and

churches tend to become inward-focused, producing a “meet my needs” mentality that is anti-Kingdom. The pastoral is absolutely essential, but it can’t be the primary thing.

It’s really about developing people to become mature and fruitful in the Kingdom. That is, leading people into a relationship with Jesus and guiding them to mature as followers who resemble the Master and are useful in His service. What is that? That’s discipleship.

This model calls for two things:

- The small group leaders need to lead in a way that makes for great meetings that are relational and dynamic and instructional. The group needs to have a relational DNA and community aspect, not just be a class where no one interacts outside the 2 hour meeting. This is where the one-another scriptures of the New Testament can be fulfilled. This is “family” as distinct from the “tribe” on Sunday mornings. A hug on Sunday morning is not enough. Especially in our modern world of broken relationships and “microwave” mentalities, people need to develop relationship.
- In addition, and actually more importantly, the leaders of the group need to be do individual development -- this means developing assistants to themselves in order to be able to multiply the group within a year. And the leaders will work with those assistants and other members of the group to develop them according to their destiny. And that means helping people grow and mature, helping them begin to serve, helping them move forward on their journey. This is how the real transformation happens, this is how disciples are made and spiritual reproduction takes place in order to fulfill the Great Commission
“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.” Matt. 28:19-20.

This kind of small group is not a Bible study. There will be some Bible study in it, but it’s not primarily about studying a topic; it’s about development. The small group leaders will be developing group members in their spiritual journey. And that means the leaders overseeing the small group leaders need to support and guide the small group leaders. The idea is everyone is on a development path, being mentored and mentoring others, **moving intentionally towards a goal of maturity in Christ.**

“We proclaim Him, admonishing every man and teaching every man with all wisdom, so that we may present every man complete in Christ.” Col 1:28

Group Life Cycle and Calendar Issues

These small groups are designed to multiply. That means over time the leaders in a group develop assistant leaders so that eventually they are able to lead as well. Then two groups are formed from the original group.

A typical life cycle is around 9 months.

Months 1-3

The first three months the group goes through the Destiny Finder Small Group series. It’s ideal for launching a group because it gets everyone focused on the strongest motivator – one’s destiny – and on fulfilling that destiny which means serving. It also helps the leaders identify people’s gifts so they can help them develop.

Months 4-6

The second three months, in addition to leading great meetings, the leaders need to begin recruiting and training assistant leaders (having observed and identified gifting and calling in the first three months). And the leaders help to develop the other member toward their destiny/calling as well. Also,

the group begins to do relational evangelism and bridge events to increase contact with non-Christians and begin to reach some new people for Jesus.

Months 7-9

In the last three months, the group continues to have great meetings, relationships are going deeper, and the leaders continually present the vision to multiply. Since the group will have bonded, this will be a challenge, but that's why the leaders need to keep the vision of spiritual reproduction and multiplication clear. During this time, the assistant leaders are functioning more and more on their own in the roles they will be expected to fill in the new group when the multiplication takes place. So by the end of nine months there will be a second set of leaders ready to lead. Also, some new church members will have joined, so the group is getting larger. Evangelism and outreach continue although this doesn't necessarily mean non-Christians coming to the regular meetings. The leaders begin to prepare to multiply, making plans for how the new groups will be structure. See the section on evangelism.

Breaks

School terms, summer, winter, Christmas and other holidays will impact the group so you'll just have to work around that accordingly.

Momentum is key so try at all costs to build and maintain momentum.

During breaks, you can still have the groups do some less formal things to maintain some continuity and community. Fun nights, outings, retreats, nights of prayer, etc.

You will need to do more specialized training as needed.

Multiplication

Before the end of the nine months, the announcement and promotion of the new groups begin. After a break, the new groups launch and the process repeats. The new groups start with the Destiny Finder series the first three months, and the leaders focus on development and multiplication.

Recruiting New Members

See the section on Pre-Launch Activities for a suggested timeline for announcing and promoting the small groups. The teams leading the new groups should be inviting people, as well as announcements on your website, Sunday morning announcements, etc. Testimonies are the most effective way to recruit people. You can do a small group fair a few weeks before the launch: end Sun service early and have the group leaders in the lobby at tables with balloons and snacks and sign-up sheets, etc.

New members can be added at any time; the trainer leader/discipleship worker can be responsible to catch them up and help them transition in to the group.

Evangelism and Outreach

The small group is a platform for Evangelism and Outreach. Hopefully, the culture of the group causes the members in the group to do relational or friendship evangelism, building relationships with people they know in their sphere of influence (SOI). This is the best means of reaching people, getting them saved and actually in the church because the issue is trust and people will be more likely to trust people in their SOI than complete strangers. The SOI is their friends; neighbors; family; people at their gym, favorite stores, clubs, etc. We don't expect the members to invite non-Christians to the regular group meetings – that's a big jump, too big for most, unless the person is really spiritually open and hungry.

We suggest that the first step is to get together with the person in a natural non-church setting such as coffee at a local spot, lunch break at work, invite to dinner, etc. Develop a relationship that is real and based on love, but it's intentional not random. The key is to minister to "felt needs" – these are needs

the person feels. They may not feel a need for salvation, although it is the most important need, but they do feel a need in other areas such as personal or family sickness, loss of a loved one, loss of a job, financial stress, relationship difficulties, etc. The main way to minister to them is to show love and concern and help as appropriate – AND bring the Kingdom to them by offering to pray for them. Be smart: don't offer when they are standing with a group of people. Try to spend some time with them personally and as they open up, there will be opportunities to minister to them.

Example: You are getting to know a colleague at work named John. You go to lunch with him and he mentions that his wife Mary is having a major operation next week and he's pretty freaked out about it. You say, "Gosh John I'm sorry, that must be stressful. May I say a short prayer for you?" (note: normally I wouldn't say "May I say a prayer"... I would just say, "Let's pray." But a non-Christian may feel a bit apprehensive, not knowing what you're going to do, so saying, "May I say a prayer for you?" it sounds pretty safe. John will most likely say, "Yes." The greater the need, the more likely the person will be open to you praying for them. Pray a short simple prayer. "Lord I pray that you would touch Mary and bring healing, and I pray for John that you would give him peace right now, in Jesus name." Pause and let it sink in. You will probably be the first person to ever do this in John's life. Often the person will feel God's presence but not know what it is. I will often look at them after the prayer and say, "Did you feel that?" And they will say, "Yeah, that was ... cool." And then they will start asking questions: "So are you a minister?" "Do you go to church?" "What was that feeling I had?" etc. This now gives you an opportunity to respond – they've asked YOU -- so you can share more. "Yeah John that was God touching you. Can I tell you a bit of my story?" (then you share about the Lord)

A great question to steer a conversation towards spiritual things is to ask, "So Bill, where are you at on your spiritual journey?" This is an awesome question; it's non-threatening, it's open, it's not judgmental, and I've often been surprised by how open people are, and the responses I get. People are open to the spiritual world, and most people consider themselves spiritual; but they are negative about Christians. So you need to love them and expose them to the power and influence of the Holy Spirit, and try to get to a point of sharing the message of salvation.

Every Member Training: We suggest training every member to at least be able to share their testimony in 1 and 5 minute versions, and be able to share the gospel message by using the Four Spiritual Laws (or the Roman Road, etc.) – the simple basic steps to understanding that 1. God loves them and wants them to have a relationship with them. 2. They have sinned and that's caused separation from God and spiritual death, and they need forgiveness. 3. Jesus is the way to God, his sacrifice takes away their sins. 4. They must personally trust in Jesus and that what He did on the cross saves them. And then lead them in a prayer in which they acknowledge those things and decide to trust in Jesus and make him Lord of their life.

Bridge Events: Also, the Host and Harvest Worker can collaborate to put on "bridge events" that are fun and relational and non-churchy, such as Superbowl or World Cup TV parties, barbecues, service activities such as local school cleanup and food banks, movie nights, new parent training, men's outings, women's outings, and other special events that are fun or meet a need. The Christians will feel comfortable and the non-Christians will "rub shoulders" with the Christians and the Christians look for opportunities to deepen the relationship and minister to the non-Christian in hopes of them being touched and responding to the Lord. We have to get our members out of the "Christian ghetto" and involved in meaningful relationship with non-Christians.

We have much more material on evangelism and outreach in Pastor's Coach.

Small Group Job Descriptions and Responsibilities

1. Small Group Leader (Builder) - Provide apostolic leadership and oversight to the group

- Reproduction - develop new Small Group leaders for group multiplication.
- Assist and support overall vision of the Church.
- Oversight of development and direction of group.
- Develop and direct other leaders in the group.
- Facilitate every-member development and ministry.
- Lead powerful Small Group Gatherings.

2. SG Worship Leader (Revealer) - Facilitate a prophetic atmosphere in the group including worship, prayer, and intercession

- Reproduction - develop new Worship Leaders for group multiplication.
- Assist and support the Small Group Leader.
- Lead worship and help direct ministry times.
- Help facilitate spiritual gift development in the group
- Periodic teaching and celebration coordination
- Connect with Church-wide worship/prophetic community.

3. SG Harvest/Outreach Worker (Recruiter) - Encourage corporate and individual outreach and evangelism

- Reproduction - develop new Harvest workers for group multiplication.
- Assist and support the Small Group Leader.
- Support each individual in personal evangelism.
- Work with Host to create “bridge” events for group members to interact with non-Christians.
- Teach and lead prayer time for friends and neighbors.
- Connect with Church-wide outreach leader and events.

4. SG Host (Connector) – Foster pastoral and relational connection in the group.

- Reproduction - develop new Small Group Hosts for group multiplication.
- Assist and support the Small Group Leader.
- Oversight of Small Group home environment.
- Hospitality - welcome and follow-up of new people.
- Teach and lead members into deeper community.
- Special events, dinners, parties, meals for needy members.
- Work with Harvest Worker to create “bridge” events for group to interact with non-Christians.

5. SG Growth Coach (Trainer) – Oversee the enrolling and teaching of new members.

- Reproduction - develop new Growth Coaches for group multiplication.
- Assist and support the Small Group Leader.
- Help new-transfer members catch up with the group.
- Help new believers understand the biblical basics.
- Keep tabs on the discipleship process for all members.

Leader Development

The senior pastor needs to focus on developing his or her primary team of elders, overseers or staff pastors. He/she should meet with them individually every week, and will probably have a group staff meeting once a week as well.

Overseers (leaders who are leading leaders of small groups) should try to meet with their small group leaders every 1-2 weeks.

Small group leaders should try for 1-3 meetings a week depending on their personal availability. They will meet with the leaders they lead or members they are developing. This means they can meet individually with the leaders they are working with in the group at least once every month or two, and they can meet with the rest of the individuals maybe every 2-3 months.

Adjust the frequency based on your availability, but there is no substitute for this time. The more individual development meetings, the more development will take place and the faster people will grow. Use Zoom or Skype for some of the meetings, but face-to-face is usually best.

These meetings should be **developmental meetings**. The basic model for a productive one hour meeting is three sections:

1. 20 min that's relational: How are the kids? Did you see the football game? etc.
2. 20 min on the individual's own dream and calling: How are you doing moving forward in your calling and how can I help you? Focus on their Destiny Finder results, especially their dream, and how to help them fulfill it. Press in on personal growth issues, help them set goals and be accountable.
3. 20 min on the individual's ministry: How is your small group going? How are your ministry team meetings? How is it going with developing Tom? Etc. Help them solve problems, help them to develop others.

Leaders need to provide **vision and goals, but also reward, support, and feedback**.

- Vision is where are we going, what are we building and why. People need to know the why.
- Goals are how to accomplish the vision; what are the specific steps to get there. Help people be intentional, think big, but be realistic.
- Reward is what the person gets out of it. Humans were designed by God to be motivated by reward. The greatest reward is to fulfill God's calling. So helping a person fulfill their destiny is a huge reward. Leaders can also offer their time and attention – that's a reward. Also public commendation and celebration. You probably don't have a lot of money but for example, maybe the church can pay for a worship team leader to go to a worship conference once a year, etc. You can also include a person in special meetings and functions and that is a reward.
- Support is making sure the person has what they need to do the job, and that they know how to get help when they need it.
- Feedback is giving specific feedback about how the person is doing in their ministry and development. Giving correction is necessary for growth but most human beings are reactive to negative so you have to use a lot of love. Use the sandwich approach: "sandwich" the correction in between positive encouragement. And be specific; don't just say "You're awesome!" Tell them what they did specifically that was awesome.

Format

If you have fewer than 25 people try to do it in a big home if possible – it's so much nicer. If you have a larger group you can do the first part (worship and teaching video and sometimes individual processing) with the whole group and then break into smaller groups for the small discussion groups of 3-4 people.

We suggest using name tags every week for the entire series – this really does help people get to know each other.

We suggest a minimum of 90 minutes for each weekly meeting, but two hours is really more realistic. People tend to come late and there is never enough time at the end so try to start the video by no later than 30-40 min after start time.

Suggested format for a 90 min evening meeting

This is a 90 min meeting, but honestly, two hours is better... as long as you end at two hours and don't stretch it longer.

- 6:30-6:45 Worship (optional. But if you do it, limit it to 2-3 songs)
- 6:45-6:50 Welcome, intro to the material, announcements
- 6:50-7:10 Video
- 7:10-7:30 Individual time spent doing worksheets (as appropriate per that week's material)
- 7:30-8:00 Small group discussion of the material and prayer. Groups usually go over, so you need to provide an end point and release people, and then people can hang around if you want.

For a two hour meeting, add in more time for worship and/or prayer.

Small Group Discussion

After the video, break into small groups of 3-4. Bigger groups mean less time for each person to talk. We suggest you have designated leaders (or call them facilitators if you want) for each 3-4 person small group. The main job of the leaders is to keep the group moving if it gets stuck by asking questions, and to not let one person dominate. You might want to have the small group leaders say something like this at the start: "Here are the ground rules...This is a time for each person to have an opportunity to share, not teach or counsel, and for others to listen and encourage, not critique. If you're not comfortable sharing that's fine. The goal is connection and encouragement. We want everyone to have time to share so if you are going too long I'll ask you to finish up."

Communications

You should send an email to everyone each week several days before the meeting to remind them about the meeting and location and homework, give them instructions if needed, and encourage them.

See the separate document with templates for all the email communications.

A Note about Destiny – Ministry vs Job/Career

When we talk about Destiny we mean the ministry/calling that God has for someone. It's not necessarily their job or career. Most people will not be full-time pastors or missionaries. They will be in the marketplace or raising children or doing various things over a lifetime. But everyone has a calling to minister in some way. That's what we are targeting. A person might be a nurse and a connector – the job and ministry are one and the same (caring for others). But another person might be an accountant and also be a connector. We say, don't quit your accountant job and try to be a "pastor" at the church. Continue to work as an accountant and exercise your connector gifting by pastoring the people at your accountant company.

Pre-Launch Activities

12 Weeks Before Launch

- Take the small group leaders through the series in a leader prep group or in a regular Destiny Finder small group if they are already going.
- Identify the person who will lead the small groups effort.
- Identify the administratively gifted person who will coordinate signups, purchase of the Profiler tools, help people with the website, etc.
- Decide how you are going participants getting the Profiler and Participant workbook binders - are individuals going to pay for them? Or is the church going to purchase them? And will you provide the workbooks in binders for free, or charge for them? Remember, often when people don't invest in something, they don't value it. One option is to charge people something like \$39 and have the church provide the Profilers, workbooks and binders.

8 Weeks Before Launch

Begin promoting the Small Group Series or Workshop.

- Send out emails (see the Email Templates document).
- Print out and distribute the flyer (see Flyer document).
- Put an announcement in your website and on your social media.
- Begin having previous participants give testimonies at your services or public gatherings.
- Make some short testimony videos of previous participants and show them or email them.
- You may want to schedule an Information Night for all who are interested. Give a short presentation, have some testimonies, start signups.
- Start Signups. Have a table after services, have a small group fair, and have signups on your website.

4 Weeks Before Launch

- Continue promotion efforts.
- Continue sign ups. See if people are getting access to the Profiler.
- If you haven't done it already, you may want to schedule an Information Night for all who are interested. Give a short presentation, have some testimonies, do signups.
- Send pre-week 1 emails (see the Email templates doc).

1 Week Before Launch

- Send promotion email for last minute signups.
- Coordinate who will be in each group.
- Send email with final instructions to those who have signed up.

Weekly Agenda

Week 1 – Created for Destiny

Optional: Worship song

Optional: Ice Breaker activity

- Be creative, help people get comfortable with each other.

Video

- Show the first video: Destiny Finder 1 (After that, there is one video per week or session.)
- Group participants don't need to get the online Profiler before week 1 but they will need to get it with enough time in order to do the first assessment before the week 2 meeting.

Worksheet

- Tool 1 Formative Influences – Manual worksheet. (not online)

Small Group Discussion

- Discuss Tool 1

Homework:

- Do Ministry Gift Assessment (first assessment online)

Week 2 – Ministry Gifts

Video

- Show Destiny Finder 2 video.

Worksheet

- Tool 2 Ministry Orientations – If there are people who didn't do the Ministry Gift Assessment online, there is an optional worksheet in the participant guide. But we **STRONGLY** encourage everyone to do the online version because it gives much more results. Give everyone 10 min to do it. Those that did it online can take a break, etc. Note: Ministry Gift, Ministry Orientation and Destiny Orientation all refer to the same thing.

Small Group Discussion

- Each participant discusses their Ministry Gift Assessment reports. There is a lot of material in the reports so encourage participants to pick one or two points per person. Make sure each one shares

Homework

- Do Motivational Gift Assessment (second assessment online)

Week 3 – Motivational Gifts

Video

- Show Destiny Finder 3 video.

Worksheet

- Tool 3 Motivational Orientations – (Available online. This is the manual worksheet if people can't do it online.).

Small Group Discussion

- Each participant discusses their Motivational Gift Assessment reports

Homework

- Do Manifestation Gift Assessment (third assessment online)

Week 4 – Manifestation Gifts

Video

- Show Destiny Finder 4 video.

Worksheet

- Tool 4 The Manifestation Gifts – (Online. This is the manual worksheet if people can't do it online.)

Small Group Discussion – NO. Instead Do Large Group Ministry Time

- No small group time – do large group prophetic ministry.
- It's best to have at least 3 or 4 people who are gifted in prophetic ministry (prophecy, word of knowledge, etc.) available to minister to people after the video, so if your small group leadership team does not include those with that gifting, invite some people who do have that gifting to come and minister and activate people in the gifts. Prep them so they know what the focus is – it's supernatural equipping and activation. Turn them loose to prophesy over people etc. We usually do this as one large group so everyone can see how those who are gifted minister to others. As people are getting ministry, encourage them to minister to others.
- Pray for physical and emotional healing as well. Depending on your group, you may want to encourage those who are new in the gifts to participate in ministering to others as well. Introduce this time as "let's be open, see what God does, assume it's God speaking to you, don't be afraid to step out," etc.
- If you are new to this type of ministry, you can focus on praying for people.

Homework

- Do the Passion Assessment and Delight Assessment (fourth and fifth assessments online)
- Print out Profiler Assessment Summary.
- Do the God's Direction and My Dream sections online.
- Print the results from those five sections (Passion, Delight, Summary, God's Direction and My Dream), or have it ready on your phone or iPad, and bring them to the meeting
- AND pray about what ministry you feel God is calling you to.

Week 5 – Passions, Delights and Dreams

Video

- Show Destiny Finder 5 video.

Worksheet

- Tool 5 Passions, God’s Direction and My Dream – (This is available online. There is manual worksheet in the guide if participants can’t do it online.) The most important thing is to get to the Dream. Encourage people to write something. Some will be “stuck” – tell them just to get something down, whatever is most “alive” in their heart.
- Note: This is about their ministry, not their job. The two may be combined, but they may not for some people. Example: Accountant with pastoral gift. Exercise the gift in the workplace, don’t quit to become a pastor (unless the Lord tells you!).

Small Group Discussion

- There is a lot to cover in this session, so do less small group time.
- Small groups briefly discuss their Passion and Delight Assessment reports and then get to the Dream – that’s the most important.

Homework

- Work on My Dream if not finished yet. Begin reading Section 6 and start working on Destiny Tool 6 – The Destiny Mapper. You will get the full introduction to the Mapper and have more time to work on it next week.

Week 6 – Ministry Development

Video

- Show Destiny Finder 6 video.

Worksheet

- Tool 6 The Destiny Mapper – People continue to complete this worksheet (manual, not online). There is a lot here, so tell people not to be overwhelmed; they are beginning a life-long project. Tell them how you and other leaders will be helping them to map out their journey and fulfill it.

Small Group Discussion

- People share about their mission and goals. Leaders: challenge people to be specific, to set at least one specific goal with an activity: Ask them, Who are you going to call or email? What are you going to search for on Google? What leader are you going to talk to? Etc. Try to get them to commit to something specific and doable, not just “I’m going to think about it...”

Homework

- Continue to work on the Tool 6 Destiny Mapper worksheet.

Week 7 – Personal Development

Video

- Show Destiny Finder 7 video.

Worksheet

- Tool 7 Personal Growth (Removing Roadblocks) – Manual worksheet (No online version)

Small Group Discussion

- Leave more time for this small group discussion. We suggest doing separate men's and women's groups. Instruct the large group before you break into small groups in how to do this:
- “Hey folks, we want each person to receive prayer tonight. We want the men to meet together and the women to meet together separately. Groups need to be no more than four people so there is enough time for all. Have each person share from the worksheet, as they are comfortable, and then have the others gather around that person and pray in turn. We encourage you, especially the revealers, to minister prophetically as you pray for people.”
- This will be a long small group time but is quite powerful.

Homework

- Tool 8 Team Development – this is in Week 8 notes. (It's a manual worksheet, no online version yet) There is a lot of material to work on so start this for homework.

Week 8 – Team Development

Video

- Show Destiny Finder 8 video on Team Development.

Worksheet

- Tool 8 Team Development – Manual worksheet.

Large Group Discussion

- Ask people to share what they have experienced and learned during the series. This will be powerful. You can encourage people to minister prophetically and in prayer as people share – some will be visibly touched and emotional because God has stirred them to dream and move forward.
- Our small group model has a lifecycle of around 9 months, so this is not the end. It's just the end of the Destiny Finder series. The group will continue with a new topic so announce it, but the development of individuals will continue. It's crucial that the leaders continue to bring the vision before the group of multiplying.

Wrap Up

- Close. Mention coaching – both informal from your leadership team, and coaching that Destiny Finder provides at a per hour rate (a lot cheaper than your mechanic, lawyer or plumber). An hour or two of coaching can save months or years of frustration. Point people to the website.
- Encourage peer mentoring – team up with someone who is headed in the same direction and partner and encourage each other.
- As part of ongoing development, encourage people to take steps to get to some kind of internship – formal or informal – in which they try out doing what they think they are called to do. If someone feels their destiny is to work with inner city teenagers, then they should try to

work at an inner city mission or community program for the summer or on weekends. They may find they love it, or they may find they hate teenagers! Either way is ok.

- The final goal is to serve, lead or launch the ministry they have identified as their dream/destiny. And the key is to take steps, even baby steps. Pray, and then take action! God will guide you on the way.

Homework

- Do feedback form **that night**. If you wait, won't get them back.

Workshop Follow-up Meeting

- If you've done a workshop, it's really helpful to do a follow-up meeting in a month or two. See the *Follow-Up Leader Guide* and *Follow-Up Meeting Outline* documents.