



Destiny Finder

Small Group Program

Leader Guide

Destiny Finder Small Group Program

Leader Guide

by Dr. Michael Brodeur and Glen Reed, MDiv

An empowering journey of destiny discovery to fulfill God's calling on your life.

About this Document

This *Leader Guide* is used with the ***Destiny Finder Small Group Program*** and is a companion to the *Workbook*.

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We suggest the *Leader Guide* be printed single-sided to allow room for notes, but it can be printed double sided.

Getting Help

- If you need help or more information, go to the Destiny Finder website at <https://destinyfinder.com/> and click the **Help** button to open a ticket.
- You can also email us at info@destinyfinder.com or call us at +1 (916) 467-9934.

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Introduction

Summary

Welcome to the ***Destiny Finder Small Group Program***, a complete study and application series with eight sessions usually done in 8-10 sessions. There are eight videos but some groups stretch some sessions into two or more weeks in order to have more time to process the material. This document is also used for the *Destiny Finder Workshop*, usually done in eight sessions over two days, and you'll notice references that apply to the *Workshop*.

This Program is entirely digital, and it contains the curriculum and instructions to launch and lead a group, including a *Leader Guide* with a summary of our teaching on leading small groups, and a *Workbook* for participants. We are developing a separate *Small Group Leader Training Program* with more detailed instruction on training leaders to lead small groups.

There are three basic components of the Program:

- *Video* teaching - eight sessions
- The *Destiny Profiler* online tool
- Documents: *Workbook*, *Leader Guide*, and other documents

READ this ENTIRE document, then follow the GETTING STARTED section at the end of the document.

Why Get this Program?

This program is an ideal discipleship development tool.

- It helps people discover the most powerful motivation known to humankind—destiny and calling and purpose in life—and enables them to begin to take practical steps to fulfill God's purposes for their lives.
- It appeals to new believer or long time Bible students to mobilize them for ministry in a healthy way that is not duty-driven but delight-directed.

Who Should Get this Program?

The program is designed for small group leaders, pastors and program coordinators for individual groups, churches or ministries.

Group Target Audience

The program is designed for adults, although it can be used for youth (teens) if the leaders help the youth with some of the material. It can be used with mixed or same gender groups, singles, couples, etc. It is meant for Christians, but can even be used with non-Christians who are interested in spiritual things, etc. Everyone is interested in God's purpose for their lives!

Program Components

Summary: Videos, Profiler, Documents

The Program has three components:

- Video teaching - eight sessions
- The *Destiny Profiler* online tool
- *Workbook, Leader Guide*, and other documents

Videos

About the Videos

- The eight videos by Dr. Michael Brodeur, Founder of *Destiny Finder*, cover the Biblical basis for destiny discovery and development. He discusses how to discover and use your gifts, how God has placed Kingdom passions in you, your dream, and how to take practical steps to fulfill your calling. It also covers ministry development, personal development and team/mentor development.
- There are eight videos, 30-35 min. each, HD (MP4)
- The videos are designed to accompany the *Workbook* and *Leader Guide*, and the *Destiny Finder Profiler* online tool,
- The videos were done for a Destiny Finder workshop so if you're doing a small group you can skip sections in which people are doing worksheets that your members will do online.
- The files can be downloaded from the course page and copied to a USB drive or other device. Make sure your monitor or projection system is good.

Video Sessions

- Session 1: Created For Destiny – Original Design
- Session 2: Equipped For Destiny –Your Ministry Gifts
- Session 3: Energized For Destiny– Your Motivational Gifts
- Session 4: Empowered For Destiny – Your Manifestation Gifts
- Session 5: Destiny Passions and Dreams –Your Calling
- Session 6: Ministry Development – Developing A Plan
- Session 7: Personal Development – Removing Roadblocks
- Session 8: Team Development – Mentoring & Partnership

Profiler

The Program is intended to be used with the *Destiny Profiler*, an online tool available from the Destiny Finder website.

- Note that DestinyFinder.com is a completely **separate** website from PastorsCoach.com, with a separate login and password. The username for both is your email, so we suggest you use the SAME email address for both. We know that it's common now for people to have more than one email... please use the same one. You can decide to use the same username and password for both but you have to create it that way (or change your password later).

- The Program can be done without the *Profiler*, but the *Profiler* provides much more information in custom reports than the manual version in the *Workbook*.
- The *Profiler* is purchased separately and there are quantity purchase discounts.
- The *Profiler* has five assessments and two other sections. [Click this link for more information on the *Destiny Profiler*](#). See Getting Started for more on the *Profiler*.
- 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, needs to have his or her own account.
- We encourage people NOT to do all five assessments at once but to follow the group schedule. It's better to take time and process the results.
- Also, note that the online tool 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.

Documents

Files

- DF_Sm_Group_01_Leader_Guide_v5, 26 pp. (PDF)
- DF_Sm_Group_02_Workbook_v29, 48 pp. (PDF and MS Word, editable)
- DF_Sm_Group_03_Handout_v5 (MS Word, editable)
- DF_Sm_Group_04_Flyer_v5 (MS Word, editable)
- DF_Sm_Group_05_Email_Templates_v5 (MS Word, editable)
- DF_Sm_Group_06_Profiler Assessment Questions and Gift Descriptions, 66 pp. (PDF)
- Destiny_Finder_BOOK_Final_v.13_pdf (PDF)

Leader Guide, 26 pp. (PDF)

This document is the main guide for small group leaders, with instructions on how to prepare and promote the group, how to run the group, a weekly schedule of activities and more.

Workbook, 48 pp. (PDF and MS Word)

This document is the workbook for each member to use.

- The first five chapters correspond to the first five videos AND all of the sections in the online tool the *Profiler*. We are working on extending the online tool but at present it only goes through the first five sections. Chapters 6-8 correspond to the videos 6-8 to complete the program.
- The *Workbook* notes mostly match the videos but not always; the videos can stand alone and the notes are supplemental. But the worksheets in the *Workbook* 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 recommend that you print the Workbook for the participants, although we have provided an MS-Word version for people who want to work on the electronic version. It is formatted for printing one or two-sided. Even though it takes more paper, we recommend one-sided to give participants the back sides for notes.
- We strongly encourage the organization or the participants to purchase three-ring binders for each person (8 ½ x 11 and at least 1" – 2" spine) to have a printed copy of the *Workbook*.

- Each week, have everyone PRINT OUT their results and insert them into the three-ring binders and bring their binders every week to the group meeting. Alternatively, if you provide the MS Word file, participants can have the *Workbook* on their laptop or table or phone and bring that to the meeting. And have a three-hole punch on hand at the group meeting.
- It's meant to be a work in progress as people work on discovering and fulfilling their calling. The binder is a great tool; you and your leaders can use it to meet with people with their binder for coffee and take practical steps forward towards serving in the church or marketplace and fulfilling their calling. There is an evaluation sheet at the end of the document.

Handout (MS Word, editable)

This document is for you to modify and use as a handout for those who have signed up or who need more information than the flyer.

- We put the entire contents of this overview into the email template for the first two Pre-Week 1 emails so that people don't have to deal with an attachment at that point.
- You can also use this to attach to the third Pre-Week 1 email.

Flyer (MS Word, editable)

This document is for you to modify and use as a flyer when promoting the group. You can also use this to attach to any advance announcement/promotion emails.

Email Reminder Templates (MS Word, editable)

This document is for sending email announcements to promote the series, and reminders each week during the series. Modify with your dates and special instructions.

Profiler Assessment Questions and Gift Descriptions 66 pp. (PDF)

This document is a list of all the questions and descriptions of all the gifts in the *Profiler* assessments.

Destiny Finder Book 224 pp. (PDF)

This document is a digital version of the book by Michael Brodeur with his teaching on destiny, meant for the leaders. It contains the Biblical rationale, as well as detail on each of the assessments and other parts of the Destiny Finder process. Do not make copies. The book can be purchased through Amazon.

Formats, Downloads, Printing and Group Purchase

All items are available digitally for download.

- The videos are MP4 format and can be downloaded and played on most computers and mobile devices including IOS, Android, Mac, and Windows. The documents are designed to be printed but can be used on a computer or phone.
- The video files are meant to be downloaded and copied for each group; and the *Leader Guide* and *Workbook* are meant to be downloaded and copied or printed for each leader and participant.
- Since we are providing digital files and not physical DVDs and booklets, and we don't have a way currently to limit the copies or printing, we are relying on you to respect this limit:
- *** You may copy and print what you need for up to 200 participants. If you church or group has more than that, please purchase another program for each 200 participants.

Small Group Model

The Big Picture

Destiny Finder Is Based On an Overall Approach

A group can go through the Destiny Finder material in 8-10 weeks and it will be great. People will begin to discover their gifts, passions and calling and will be motivated to serve and be developed toward fulfilling their calling. But there's more!

- We see one of the vital purposes of the small group is to develop people and develop leaders, and that takes more time; therefore, in addition to the eight-session Destiny Finder group model we will present an Extended Group Model towards the end of this document.
- We are following a comprehensive overall approach to Christian discipleship, which is **apostolic – family – development**. And we believe the small group model is the best way to implement this approach.

Apostolic - Family - Development Approach

The approach we are using is based in Old and New Testament ministry. 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 also based on **family**, focusing on the more mature people developing those who are less mature – leading them into spiritual maturity through personal interaction and service.
- And it's ultimately about **development**; 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**.

Biblical Basis

The Biblical model for gathering is two-fold: large public gathering and small groups. Both are important. We think small groups are the best way to implement the apostolic – family – development approach.

- The large public gathering is the "tribal" meeting with the powerful dynamic of a large group and the best preachers and teachers and worship, etc.
- The small group is the "family" gathering and we believe it is perhaps even more important than the large group. It is ideal for fellowship and community, but also for discipleship, leadership development, service, and relational evangelism.
- Jesus had a small group (the 12 apostles) and he spent the bulk of his time and energy being with them, developing them into maturity through "on the job" training and intense personal interaction (not in a classroom). See all four gospels; Matt. 4:18-22, Mark 3:13-19, Luke 6:13.
- The early Church met house to house; Acts 2:46.
- Paul met "house to house." Acts 20:20. He focused on discipling Timothy and Titus with a "family" approach, developing them as a father with sons; 1 Cor. 4:15, 1 Tim. 1:2, 2 Tim. 2:2.
- Paul taught the Corinthian church about gathering. They shared Communion and ate with each other (1 Cor. 11), and they were to share their gifts and minister to each other (1 Cor. 14).

Format

General Approach

The *Destiny Finder Small Group Program* has eight sessions that can be done in eight weeks, but some groups go longer because there is a lot to cover some weeks.

- It works best with groups of 10-20.
- The leaders will follow the *Leader Guide*.
- Each member will do the *Profiler* and the *Workbook* following the agenda in the *Leader Guide*.
- The group meets weekly, or at least three times a month; less makes it hard to have continuity. If you do three out of four weeks, use the fourth week for leader training or special events.
- In the meeting there is some worship; the group watches one of the teaching videos or the primary leader teaches the material; and the group breaks into smaller clusters of three or four to have discussion; followed by prayer and ministry.
- Leaders begin to help members develop in their calling, facilitating them getting involved in service and ministry according to their gifts, passions and calling.

Environment

- If you have fewer than 20-25 people try to do it in a home if possible – it's so much nicer.
- The Host should organize snacks and coffee etc.
- If you have more people, you can do the first part (worship and teaching video and sometimes individual processing) with the whole group and then break into small groups for discussion.
- We suggest using name tags every week for the first 8 weeks – this really helps people get to know each other. Don't do it just the first two weeks; do it for the first 8 weeks.

Schedule

- 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.
- Have a **definite stop time**. You can have more fellowship and/or ministry but stop and let people leave who need to. You can say, "We'll have some more prayer or fellowship after we stop and take a break." Otherwise, if you keep going and say, 'leave if you need to,' people will feel awkward to leave, and frustrated if they don't.

Suggested Meeting Formats

90 Min. or 2 Hour Weekly

This is a 90 min meeting, but honestly, two hours is better; for a two hour meeting, add in more time for worship, discussion and/or prayer. Feel free to do the order of things differently: worship toward the end for example.

- 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
- 6:50-7:20 Video
- 7:20-7:30 Individual time spent doing worksheets (as appropriate per that week's material)
- 7:30-8:00 Small group "clusters" of 3-4 discuss the material and pray for each other.

Alternative: Clusters Alternate Every Other Week

You can follow the 90-Min. Weekly format, but do small clusters every other week, and do sharing and ministry with the entire group the alternate weeks.

Special Nights

Spice it up, but don't do this too often or it will turn into something else and won't develop people.

- It's great to do the Lord's Supper occasionally.
- You can also do a night of worship and prayer and ministry, or a fun night of going bowling or having a party. Or combine with one or more other groups.

Small Group Discussion

When you break into small "clusters" for discussion, have groups of 3-4 ...no more than 3 or 4!

- Groups larger than 3 or 4 mean less time for each person to talk. We suggest you have designated facilitators for each 3-4 person small group. The main job of the facilitator is to keep the group moving if it gets stuck by asking questions, and to not let one person dominate. Y
- 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 so others have time to share."

Regarding Worship, Holy Spirit and Structure

- Include 1-3 worship songs as time allows, but stick to the time you set. You can't do 45 minutes of worship and have enough time for everything else. We suggest one or two songs.
- Follow the format but also stay sensitive to the Holy Spirit's leading. On a given night, if you feel like you just need to spend a long time or the whole evening in prayer or worship or ministry, do so... but if you do that every week it will be a different type of group, and although it may be powerful, it may not produce the results you desire. This group is intentionally designed to develop people. The structure facilitates the experience ... like a cup for coffee. The cup is not the main thing... but you need a good cup to enjoy the coffee!

This Is NOT a Bible Study or Care Group.

There will be some Bible study in it, and there will be care, but it's not primarily about studying a topic or caring for needs; it's about *development*.

- The group leaders are 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.
- Everyone is on a developmental path, being mentored and mentoring others, **intentionally moving towards maturity in Christ, shown by increasing levels of responsibility and service.**

"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

Communications

Don't assume people "get it" the first time. Over communicate!

- Send an email to everyone weekly 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 reminder emails.

Small Group Job Descriptions

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 Outreach Worker (Recruiter)

Encourage corporate and individual outreach and evangelism

- Reproduction - develop new Outreach 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.
- Plans special events, dinners, parties, meals for needy members, also bridge events.

5. SG Growth Coach (Trainer)

Oversee the enfolding and teaching of new members.

- Reproduction - develop new Growth Coaches for group multiplication.
- Assist and support the Small Group Leader. May do the teaching as needed.
- 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.

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.

Developing Existing Members

Service Is the Vehicle for Development

- The leaders need to facilitate getting the members involved in service and ministry, based on their gifts, passions and calling.
- This means spending time meeting individually with people apart from the group, going over their Destiny Finder results, giving suggestions and feedback.
- Essentially it's discipleship.

How to Do a One-on-One Development Meeting

These meetings should be **developmental meetings**, with the goal of moving people forward in their calling. The basic model for a productive one-hour meeting is three parts:

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.

A Note About Destiny – Ministry vs. Job/Career

When we talk about Destiny we mean the ministry/calling that God has for someone.

- Destiny and calling are not necessarily one's 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 going after.
- 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 would not tell them to quit their accountant job and try to be a "pastor" at a church unless the Lord clearly communicated that. Rather we would counsel the person to continue to work as an accountant and exercise their connector gifting by pastoring the people at their accountant company.

Evangelism and Outreach

The small group is a platform for evangelism, but that happens mostly through the members.

How to Do Relational Evangelism

Create a culture of reaching out.

- You should lead the group to develop a culture that includes 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.

How to reach out

- We suggest that the first step in relational evangelism 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?" 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 might say, "Yeah, that was ... cool." Or "That was weird." Etc.

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, "**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 it's surprising how open people are, and the responses they give. 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

Eph 4:11-12 is about leaders equipping the “saints” for ministry.

- Train every member to be able to share their testimony in 1 and 5 minute versions
- Train members to be able to share the gospel message by using the *Four Spiritual Laws* (or the *Roman Road*, etc.) – the simple basic steps to understanding of how to get to know God:
 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 verbally acknowledge those things and express a decision to trust in Jesus and make him Lord of their life.

Bridge Events

The Host and Outreach Worker can collaborate to put on what we call “bridge events” that are fun and relational and non-churchy. These events help “bridge” the gap between church and the non-Christians.

- Examples: Dinners, Superbowl or World Cup TV parties, barbeques, 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.

Weekly Agenda

Week 1 – Created for Destiny

Optional: Ice Breaker activity

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

Video

- Show the first video: *Destiny Finder 1* (There are eight videos: one 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.

Workbook Worksheet

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

Small Group Discussion

- Discuss Tool 1

Homework:

- Do the *Ministry Gift Assessment* (first online assessment)

Week 2 – Ministry Gifts

Video

- Show *Destiny Finder 2* video.

Workbook 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 Workbook. But we STRONGLY encourage everyone to do the online version because it gives much more results. Give everyone 10 minutes 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 person has an opportunity to share.

Homework

- Do the *Motivational Gift Assessment* (second online assessment)

Week 3 – Motivational Gifts

Video

- Show the *Destiny Finder 3* video.

Workbook Worksheet

- *Tool 3 Motivational Orientations* – (Do the online assessment. The workbook has a worksheet only to be used if people can't do it online.)

Small Group Discussion

- Each participant discusses their *Motivational Gift Assessment* reports

Homework

- Do *Manifestation Gift Assessment* (third online assessment)

Week 4 – Manifestation Gifts

Video

- Show the *Destiny Finder 4* video.

Workbook Worksheet

- *Tool 4 The Manifestation Gifts* – (Do this online. The workbook has a worksheet if people can't do it online.)

No Small Group Discussion - Do Large Group Ministry Instead

- We suggest you don't do small group discussion this session, but instead do some large group prophetic ministry if you're comfortable leading that.
- 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 pray and 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." etc.
- If don't feel comfortable doing prophetic 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

NOTE: You may want to stretch this section into two sessions because there is a lot to process.

Video

- Show *Destiny Finder 5* video.

Workbook Worksheet

- *Tool 5 Passions, God's Direction and My Dream* – (Do these online. There is a manual worksheet in the *Workbook* 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 *My 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*. There is no online version of the rest of the tools; it's in development. You will get the full introduction to the *Mapper* and have more time to work on it next week.

Week 6 – Ministry Development

NOTE: You may want to stretch this section to two sessions because there is a lot to do.

Video

- Show the *Destiny Finder 6* video.

Workbook 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 the *Destiny Finder 7* video.

Workbook 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 the *Destiny Finder 8* video on Team Development.

Workbook Worksheet

- *Tool 8 Team Development* – Manual worksheet. No online version.

No Small Group Discussion - Do 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 extended group model (see toward the end of this document) has a lifecycle of around nine months, so finishing the eight sessions doesn’t have to be 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

- Have everyone do the **evaluation form** that's at the end of the Workbook **that night**. If you wait, won't get them back.

Workshop Follow-up Meeting

- If you've done this as a concentrated 10 hour workshop, it's really helpful to do a follow-up meeting in a month or two. Contact us for the *Follow-Up Leader Guide* and *Follow-Up Meeting Outline* documents.

Testimonies Requested

- If you like the program, please give us a review and any feedback on the materials, including a 60 second video testimony from your cell phone camera. That would really help us out.
- And any testimonies from your people once they go through it would be super helpful.

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 entire small group 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 *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 Program 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, schedule an Information Night for all who are interested. Give a short presentation, have some testimonies, do signups.
- Do a Small Group Fair in your church lobby after service. Have each group team at a table with flyers, signup sheet, cookies, etc. Announce that the service will end 15 min. early so people can check out the groups.
- 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.

Extended Group Model

Groups That Multiply!

We believe a small group can be so much more than an eight-week topical study.

- Our small group model uses Destiny Finder to help people discover their calling and begin to fulfill it, and that will be extremely powerful. But that's really just the first step in fulfilling the Great Commission. In order to reach new people and expand the quality and quantity of ministry, we need to have effective evangelism and develop leaders.
- But 8-10 weeks is just enough time to **begin** to form community and introduce the model; it's not enough time to develop someone into a leader. And it usually takes more time to train members how to actually reach new people (most believers are NOT reaching any new people, so this is a big shift). Therefore we recommend an extended group model which takes longer, and each group grows it is able to multiply into two groups.
- The key is for the group leaders to develop assistant leaders using an apprenticeship model (I show you, not just tell you, and eventually you learn to do it.) so that eventually they are able to lead as well. Then two groups are formed from the original group.
- To do this, the group will need to go longer; a typical life cycle is around nine months although it can be shorter depending on the readiness of the people in the group.
- We realize this is contrary to current trends—most churches do groups that go 4-8 weeks. As stated, realistically that is not enough time to develop people and raise up new leaders. As new leaders are developed, and as groups grow through relational evangelism, they are able to multiply after 6-9 months.
- The Destiny Finder material will carry the group for the first three months, allowing for one or two breaks, special events, and such. After that, the group can actually do almost any “topic” as long as the team is actively helping people develop in their calling, AND raising up assistants to themselves in order to be able to multiply later. We do have some curriculum that can be used; we have a series on Kingdom that is 40 lessons, and other material as well.

Great Meetings AND Individual Development

- **Great meetings:** The small group leaders need to lead in a way that makes for 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 two-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 “microwave” mentality, people need community.
- **Individual Development:** 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. 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.

Extended Group Life Cycle

Months 1-3

The first three months the group goes through the *Destiny Finder Small Group Program*.

- The Destiny Finder material is ideal for launching a group because it gets everyone focused on the strongest motivator – one’s destiny – and focused on fulfilling that destiny, which means serving.
- It also helps the leaders identify people’s gifts so they can help them develop by facilitating them getting involved in service and ministry.
- They do a weekly meeting with some breaks and special meetings or events.

Months 4-6

The second three months, in addition to leading great meetings, the leaders need to begin recruiting and training assistant leaders.

- After the group finishes the *Destiny Finder Small Group Program* they can use almost any topic as long as the group leadership team is continuing to develop people according to their calling as discovered via Destiny Finder.
- The leaders have been able to observe and identify gifting and calling in the first three months, and now they begin identifying, recruiting and training assistant leaders.
- The leaders also 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 focuses more on people development and getting ready to multiply.

- 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 presenting the vision of spiritual reproduction and multiplication.
- 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 Growth Coach helps any new people who do join the group to catch up.
- The leaders begin to prepare to multiply, making plans for how the new groups will be structure. See the section on evangelism.

Months 10-12 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, although the group won’t be meeting every week, you can still 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 and breaks can be used for that.
- The new teams need to prepare to launch; follow pre-launch activities.

Multiplication

Before the end of the nine months, the announcement and promotion of the new groups begin.

- The groups have a definite end point.
- After a break of 1-2 months, 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.

Developing Leaders

Development Is the Key

Development takes place primarily through personal interaction and service; leaders can facilitate that process, similar to the parents facilitating the maturing of children.

- 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 or at least every other 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.

Developmental Meeting Model

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

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.

Team Health

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

- **Vision** is where we are 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.

For Pastors: Mobilizing Every Member

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

Getting Started

1. Overview

- Read this entire document.

2. Documents

- Download the rest of the documents: *Workbook*, *Handout*, *Flyer*, *Email Templates*, *Profiler Assessment Questions and Gift Descriptions*, and the *Destiny Finder Book*
- Print copies of the *Leader Guide* for each member of each group leadership team. We suggest you use three-ring binders.
- Print copies of the *Workbook* for each leader and member. Insert in the binders.
- The *Destiny Finder Book* is NOT to be copied. You can purchase the physical book on Amazon.

3. Videos

- **Videos:** Download the eight *Workshop Videos* by opening each Course Lesson and using the Download link. We suggest you copy them onto a USB drive, one for each group.

4. The Free *Profiler*

- Check your email; you should have received an email with a coupon code for one free *Destiny Profiler* (for yourself or give the code to another person). To use the coupon code, go to <https://DestinyFinder.com/redeem/> and enter the coupon code and other info.
- When you do this it will set up your account. You will receive an email with your username (your email address) and initial password.

5. Prepare to Launch

- Follow the instructions in the *Leader Guide* for promoting the group and preparing to launch.

6. *Profiler* for Each Member

Each participant will need access to the *Destiny Profiler* with their own account by the end of Week 1. This can happen in one of several ways:

- Each participant can purchase the *Profiler* online tool on the *Destiny Finder* website <https://destinyfinder.com/product/profiler/>.
- OR your church or group can purchase the *Profiler* for participants (and there are discounts for quantity purchases): the purchaser will receive an email with a coupon code to give to participants to use to get the *Profiler* themselves for free. But then you have to manage that process; it's up to you.
- OR if you are purchasing a significant number of *Profilers* at once or regularly, you can make the group purchase with us, and provide us with the names and email addresses of participants, and we can do a mass account creation to set up the users; and enable the feature for "coaches" to view the results of their "team." Contact us for more info.