



THE MULTIPLIER

BOOK



THE MULTIPLIER

BOOK

BOOK 9: THE MULTIPLIER

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The GLC Program

Global Leadership Center (GLC) is CCF's very own discipleship resource to help you grow in your walk, start a group, and help others start their own group.

ENGAGE

Build relationships
and share Jesus with
others

EDIFY

Grow together in a
Discipleship Group

EQUIP

Start leading a
Discipleship Group

EMPOWER

Help others start their
own Discipleship
Group

A SIMPLE TRAINING ROADMAP
TO GUIDE YOU THROUGH THIS
JOURNEY OF FAITH IN CHRIST

GLC
LEVEL 1

GLC
LEVEL 2

GLC  LEAD



DISCIPLESHIP JOURNEY

engage

build relationships and
share Jesus with others



edify

grow together in a
Discipleship Group



Hey, Sis!
Do you want to
know more about
Jesus and the
Bible?



Disciple/
Member

Okay! When
can we meet?



Guest,
family
or friend

Bro! Are you
interested in
joining a Dgroup?



Disciple/
Member

Game!
Where do
I sign up?



Guest,
family
or friend

TOOLS FOR YOUR JOURNEY:

Best Decision Tract
Real Talk Booklet

TOOLS FOR YOUR JOURNEY:

Real Talk Booklet
True Life Retreat
GLC 1

equip

start leading a
Discipleship Group



**You're ready to
start leading your
own Dgroup, brother.**



Dleader

**Really? But,
how do I
start leading?**



Dmember

TOOL FOR YOUR JOURNEY:

GLC 2

empower

help others start their own
Discipleship Group



**Can you help
your Dmembers start
their own Dgroup?**



Dleader

Sure!



Dleader

TOOL FOR YOUR JOURNEY:

GLC 3

OUR TRAINING

GLC
LEVEL 2

GLC
LEVEL 1

ENTRY
OPEN TO ALL

► GLC LEVEL 1

Trainees at this level are taught basic Biblical truths and how to effectively share the Gospel **(Pray, Care, Share)**



MILESTONES



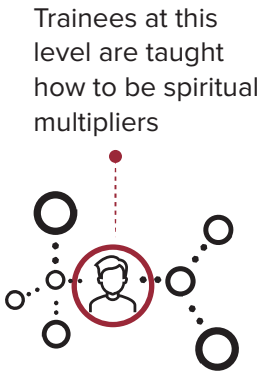
ENTRY
TRAINEES SHOULD BE DISCIPLING
AT LEAST THREE PEOPLE

▶ GLC 3 LEAD

ENTRY
TRAINEES SHOULD BE FOLLOWING
UP AT LEAST TWO PEOPLE

▶ GLC LEVEL 2

Trainees at this level
are taught the right
doctrines and how
to start discipling
through a DGroup



GLC LEVEL 1

OPEN TO ALL

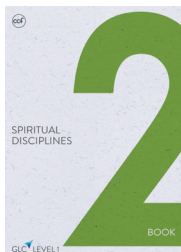
EXPLAINS THE GOSPEL, THE BASICS OF THE CHRISTIAN LIFE, AND CCF'S DNA.

EDIFY



ONE BY ONE

Explore how you can experience lasting change from the inside out through a personal encounter with Jesus Christ. Make a positive impact on the world around you as you discover and live out the truth and grace of the gospel.



SPIRITUAL DISCIPLINES

Learn about spiritual habits that, when practiced diligently will help you know Jesus more. Discover His will for your life through His Word, the Bible.



THE HOLY SPIRIT

Discover who the Holy Spirit is and the importance of the Spirit-filled life for every child of God. Understand the gifts and fruit of the Spirit and learn how to be more dependent on the Lord as you apply the truth about the Holy Spirit in your life.



CCF DNA

See the big picture of what Christ's Commission Fellowship is all about, discover our God-given mission, vision, and core values. Know how you are uniquely designed by God to take part in this lifetime of faith adventure of fulfilling God's Great Commission.

**OPEN TO ALL**

True Life, a two-day spiritual retreat, explores the meaning of a truly fulfilling life. Many seek happiness through worldly success, possessions, and relationships, yet these often leave a void.

The retreat emphasizes that it's faith in Jesus Christ alone that brings true life, one that's filled with joy, hope, and purpose. John 10:10, ("I have come that they may have life and have it to the full") highlights Jesus' promise of abundant life. Participants examine their hearts, share their stories, and discover the victorious life Christ makes available to all who believe in Him.

**OPEN TO ALL**

Coming to know Jesus as our Lord and Savior causes us to experience various changes in our lives, beginning with our hearts. Water Baptism is the outward expression, a symbol of what has taken place inside us when we accepted Jesus as Savior and Lord.

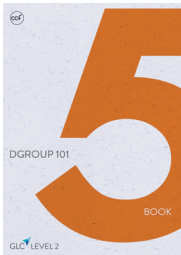
GLC LEVEL 1 COMPLETION REQUIREMENTS

1. Completed Books 1 to 4
2. Registered as a Dgroup Member
3. Attended / Commit to attend a True Life Retreat
4. Accomplished the LifeApp form (signed/attested by Dgroup Leader)

GLC LEVEL 2

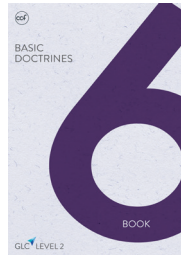
**OPEN TO ALL GLC LEVEL 1 FINISHERS
AND DGROUP LEADERS**

TRAINS YOU HOW TO START A DGROUP,
NURTURE YOUR FAMILY, AND KNOW THE BASIC
DOCTRINES OF OUR FAITH.



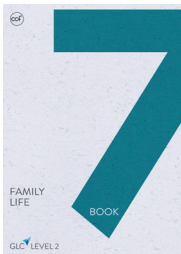
DGROUP 101

Learn about how we grow in a Dgroup that is faithful to Christ's design and is truly transformative.



BASIC DOCTRINES

Discover the foundational doctrines behind the Statement of Faith which we believe and profess.



FAMILY LIFE

Be a blessing to your family and lead them to Jesus as you become a Christ-like spouse, sibling, and child.



BIBLE SURVEY

This module presents an extensive chronological overview of the Bible from Genesis to Revelation.

GLC LEVEL 2 COMPLETION REQUIREMENTS

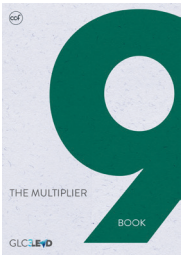
1. Completed all GLC LEVEL 1 requirements
2. Completed Books 5 to 8
3. A Dgroup leader with at least 2 members
4. Accomplished the LifeApp form (signed/attested by Dgroup Leader)

EMPOWER



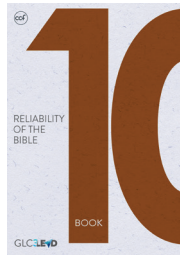
OPEN TO ALL DGROUP LEADERS WITH ACTIVE MEMBERS

TEACHES CCF DGROUP LEADERS HOW TO BETTER MENTOR, COACH, AND EMPOWER THEIR MEMBERS TO START THEIR OWN DGROUP.



THE MULTIPLIER

Be equipped to lead with Christlike character and multiply leaders for God's glory.



RELIABILITY OF THE BIBLE

Discover why the Bible is truly reliable and examine the historical accuracy of Scripture.



SPIRITUAL WARFARE

This module provides an overview of Biblical principles for winning in Spiritual Warfare.



LEADERSHIP SKILLS

Be equipped to lead others Biblically through mentoring, counseling, conflict resolution, and disciple-making relationships.

GLC3 LEAD COMPLETION REQUIREMENTS

1. Completed GLC LEVEL 1 and GLC LEVEL 2 requirements
2. Completed all sessions of books 9 to 12 (*or its equivalent*)
3. A Dgroup Leader with one timothy, discipling 2 members
4. Accomplished the LifeApp form (signed/attested by Dgroup leader)

WHAT'S A GLC LIFEAPP?



The end goal of discipleship is Christ likeness. The Christian life is not a “to-do” list; it is a moment-by-moment loving, relationship with our Heavenly Father. It is a life of faith and obedience as we follow Jesus through the discipleship path He has laid for us.

The GLC training curriculum aims for the life application of God’s Word. The Bible-based lessons are not merely for information, but for transformation. Hence, the GLC Life App is intended to ensure we apply what we learn.

**Download the
GLC LifeApp here:**

go.ccf.org.ph/LifeApp

GLC TRAINING PLATFORMS

GLC training is offered through different learning platforms so you can choose which one best suits your needs.



Make your “on-the-job” training experience more meaningful by joining face-to-face classes and interacting with GLC teachers and other trainees. Check out your local and international CCF satellites announcements and schedules.



Be part of a live online class and learn together in the comfort of your own home, office, or anywhere you are in the world. Check out your local and international CCF satellites announcements and schedules.



Learn together with your DGroup members as you meet for fellowship, accountability, and Bible study using GLC resources.



Can't Attend GLC F2F and Zoom Classes? Choose the GLC E-Learning Self-Paced program that is designed to fit your busy schedule. Start your discipleship journey to be equipped on your own time, at your own place, and at your own pace.



Welcome Wednesday is a weekly Bible study community designed for those who want to grow in their Discipleship Journey.

Whether you're just starting your walk with God, asking questions, or wanting to grow deeper, this is a safe and encouraging place for you.

Through our Biblical Foundation Series, you'll learn more about who God is, what it means to follow Him, and be plugged into a Dgroup.

Biblical Foundations First-Timers Bible Study Series

This series is well-suited for those who are taking baby steps in their walk with Christ, or those who are simply curious and have questions about the Christian faith. Discover life-transforming answers from God's Word about the forgiveness of sins, heaven and hell, and the best decision you can ever make in this life and for eternity.

Biblical Foundations Follow-Up Bible Study Series

Examine more closely what you know and believe about the nature of sin and its effects on us; the characteristics of genuine faith in Christ and why salvation is free for us, yet has a very high cost that we cannot even pay for.

Holy Spirit

Discover who the Holy Spirit is and the importance of the Spirit-filled life for every child of God.

Galatians

The Book of Galatians is as relevant to us today as it was to the first Christians and within its pages we find important Biblical truths for the defense of the true gospel.

Evangelifestyle

A very important part of our relationship with Jesus is to take part in His mission to reconcile people back to our Heavenly Father. Here you will learn how to pray, care and share the love of Christ to family, friends and even strangers as you go about your daily life.

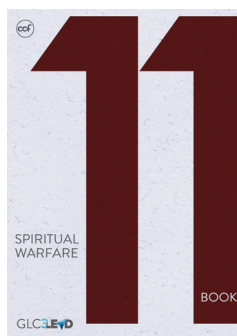
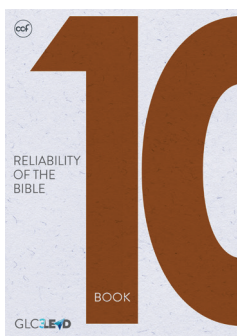
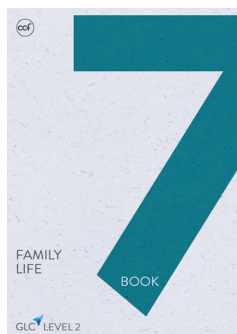
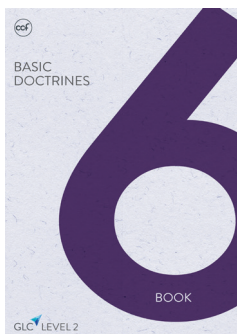
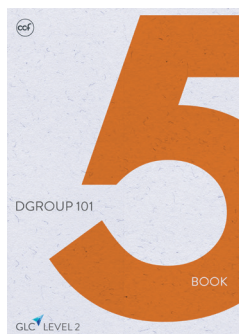
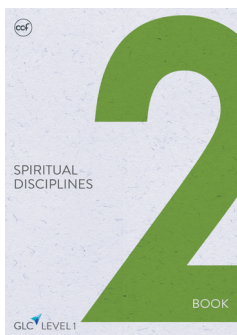
Spiritual Disciplines

Learn about spiritual habits that, when practiced diligently will help you know Jesus more. As you get to know Christ, you will also discover His will for your life through His Word, the Bible.

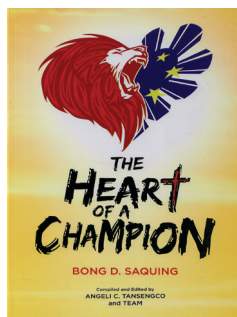
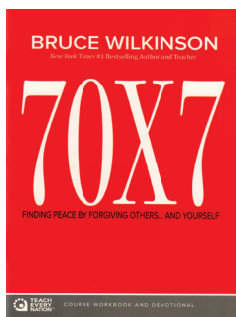
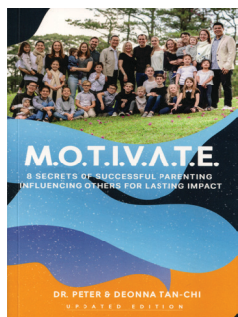
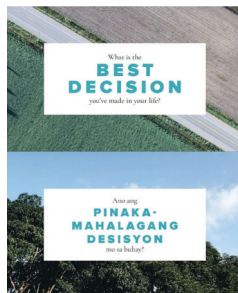
Membership (CCF DNA)

See the big picture of what CCF is all about, discover our God-given mission, vision, and core values. Know how you are uniquely designed take part in this lifetime of faith adventure of fulfilling Christ's Great Commission, and what it means to be a member of God's CCF family.

GLC TRAINING



MATERIALS



Want to get your own copy of the GLC Books?

You may send your request to **glc@ccf.org.ph**, and our team will gladly assist you with the details.

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INTRODUCTION

A quick look at the world around us reveals a growing need for strong, godly leaders. The question is no longer whether leadership matters, but what kind of leaders will rise in times like these.

In a world that often celebrates influence without integrity and success without character, God calls His people to lead differently. Spiritual leadership is not about position, charisma, or recognition. It is about ordinary believers allowing God to work through them to impact others—one life at a time.

This leads us to an important question: Can every believer really make a lasting difference? Can God use ordinary people to disciple others and multiply His work through them? The answer is yes—and this is exactly what The Multiplier is all about.

Welcome to Book 9: The Multiplier. In this workbook, we will explore God's design for every member to be a discipler and a spiritual leader. Through the sessions, we will discover how leadership begins with Christlike character, is strengthened through growing competence, and is sustained by healthy chemistry in relationships.

As you journey through this book, you will see that multiplication is not about doing more, but about becoming the kind of person God can use to influence others for His Kingdom—faithfully, intentionally, and fruitfully.

HOW TO USE THIS WORKBOOK

This workbook is for the GLC Book 9: The Multiplier study. If you are a Dgroup facilitator, please make sure that you do a personal Bible study using this workbook ahead of your Dgroup meeting.

Encourage your group members to have their own workbooks. You may download the PDF version for free at glc.ccf.org.ph. Do not divert from the teaching topic – stick to what is in the workbook.

The workbook includes the Bible lesson, and individual and Dgroup learning activities to help you get the most out of your meetings. There are four parts in every session: Welcome, Talk About It, Apply It and Pray It.

Welcome —

Contains individual and small group activities that help prepare you for the Bible study.

Talk About It —

This is where you go through the Bible lesson with the group. This is also where the members of the group get a chance to express more of their insights, questions, and thoughts about the Bible lesson. They can do it in writing, doodling or drawing, and sharing with the rest of the group.

Apply It —

This section is accomplished outside the group meeting time. There are suggested individual or group Life Apps that will hopefully help you experience life transformation as you apply God's truth in practical ways.

Pray It —

Suggested prayer points based on the lesson asking for the Lord's grace in applying what has been learned after the study.

This workbook is just a tool. We need to depend on the Holy Spirit to teach us God's truth and transform our hearts as we go through the Bible studies.

So, come and discover the One who will change your life!

SESSION ONE

EVERY MEMBER A DISCIPLER (EMAD)



Today, we will explore a powerful and foundational truth: every follower of Jesus is commanded to make disciples—and that includes each one of us.

In this session, our objectives are to:

1. Understand the biblical calling of Every Believer to Make Disciples (Matthew 28:19–20).
2. Identify and Apply the Key Elements of Effective Discipleship — Modeling, Relationship, and Intentionality (MRI).
3. Embrace our Role as Christlike Disciple-Makers by being FAT-FREE (Faithful, Available, Accountable, Teachable, Free from bondage of sin and debt).

Discipleship is central to God’s mission—and it is a command for all believers. The title of this session captures that truth: Every Member a Discippler. That includes you, me, and every follower of Christ.

WELCOME



“Discipleship Connections” (Find a partner and share)

Think of one person who has significantly impacted your spiritual journey—someone who has discipled you, mentored you, encouraged you, or modeled Christlike behavior for you. It could be a pastor, a family member, a friend, or anyone who has helped you grow in your faith.

In one or two sentences, share:

- 1) Who is that person?
- 2) What is one key thing you learned from them or how did they impact your discipleship journey?

Learning Nugget

We grow spiritually through relationships. We learn from those who model faith and invest in our lives. This highlights the importance of both being discipled and intentionally discipling others. Just as we have been blessed by those who have discipled us, we are called to intentionally disciple others for Christ, continuing the cycle of spiritual growth and multiplication. Discipleship is not a solitary journey but a shared path.

WHY IS DISCIPLESHIP IMPORTANT?

TALK ABOUT IT

And Jesus came up and spoke to them, saying, “All authority has been given to Me in heaven and on earth. **(Matthew 28:18)**

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.” **(Matthew 28:19-20)**

1. It is His _____.
2. It results in _____.
3. It brings _____.
4. It results in _____.
5. It is His Strategy for _____.

CCF MISSION

To honor God and make Christ Committed Followers who will make Christ Committed Followers.

COMMON MYTHS OF SPIRITUAL MATURITY

(Common Misconceptions of Discipleship)

1. Myth of _____.

We know that “We all possess knowledge.” But knowledge puffs up while love builds up. **(1 Corinthians 8:1b)**

2. Myth of _____.

But after Uzziah became powerful, his pride led to his downfall. He was unfaithful to the Lord his God, and entered the temple of the Lord to burn incense on the altar of incense. **(2 Chronicles 26:16)**

3. Myth of _____.

“Be careful not to practice your righteousness in front of others to be seen by them. If you do, you will have no reward from your Father in heaven. **(Matthew 6:1)**

4. Myth of _____.

For I can testify about them that they are zealous for God, but their zeal is not based on knowledge. **(Romans 10:2)**

Your notes here..

5. Myth of _____.

Woe to you Pharisees! For you love the chief seats in the synagogues and the respectful greetings in the market places. **(Luke 11:43)**

6. Myth of _____.

¹ If I speak in the tongues of men or of angels, but do not have love, I am only a resounding gong or a clanging cymbal. ² If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but do not have love, I am nothing. **(1 Cor. 13:1-2)**

I. WHAT IS MEANT BY "MAKE DISCIPLES"?

Disciple-making is the **process** of **bringing people to Christ**, and building them up in the faith toward **Christlikeness**, for the purpose of spiritual **multiplication**, resulting in the **glory of God**.

And He was saying to them all, "If anyone wishes to come after Me, he must deny himself, and take up his cross daily and follow Me. **(Luke 9:23)**

II. WHAT IS THE END GOAL OF DISCIPLESHIP?

THE END GOAL OF DISCIPLESHIP IS *CHRISTLIKENESS*

Christlikeness is not a destination, it is a journey.



Christlikeness is the eternal predestinating purpose of God.

John Stott



And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose. For those whom He foreknew, He also predestined to become conformed to the image of His Son. **(Romans 8:28, 29)**

A. WHAT DOES IT MEAN TO BE CHRISTLIKE?

- Christlike in character
- Christlike in mission
- Christlike in method
- Christlike in manner

III. HOW TO DEVELOP LEADERS:

A. _____

B. _____

C. _____

QUALITIES OF A DGROUP LEADER

A DGROUP LEADER IS _____.

1. FAITHFUL

- A Dleader has a heart for God.
- Someone who seeks God regularly for direction in life and eager to follow the clear will of God.
- Someone who is faithful in performing the responsibilities given to him or her, whether ministry or work.

2. AVAILABLE

- A Dgroup leader has set aside time to serve.
- He knows his priorities.
- Someone who is faithful in performing the responsibilities given to him or her, whether ministry or work.

3. ACCOUNTABLE

- A Dleader must be available and willing to make time for life-on-life discipleship and responds positively to godly counsel and Biblical wisdom.
- There is evident openness and transparency in various areas of life, willing to be corrected and makes actual changes.
- He or she submits to God-given authorities with respect and a positive attitude.

4. TEACHABLE

- Someone who demonstrates submission to God's Word, walks in obedience to God, evidenced by growth towards Christlikeness.
- Who should display consistent humility, willingly accepts criticism, correction and suggestions.

5. Free from the Bondage of sin

- Free from addiction
- Is not willfully sinning or not engaging in activities that lead to eventual or potential sin or compromise.
- He or she has the moral authority to impart God's laws and principles to others.
- He or she shows discipline in safeguarding oneself from possible compromises.

6. Free from unmanaged debt

- Free from financial bondage
- A Dleader must practice faithful stewardship over personal and business finances.

Your notes here..

B. Develop

3 INGREDIENTS OF DISCIPLESHIP:

M_____

R_____

I_____

MRI Principles: Deuteronomy 6:1-7

1. MODELLING

Modeling is the most effective way of teaching a principle to learn and a behavior you want to impart.

Brethren, join in following my example, and observe those who walk according to the pattern you have in us. **(Philippians 3:17)**

Be imitators of me, just as I also am of Christ. **(1 Corinthians 11:1)**

For you yourselves know how you ought to follow our example. We did this, not because we do not have the right to such help, but in order to offer ourselves as a model for you to imitate. **(2 Thessalonians 3:7,9)**

-
- Modeling is not perfection.
 - Modeling is authenticity.
 - Modeling is admitting when you make mistakes.
 - Modeling requires presence, intentionality, and time.

a. What to model?

- How to react under stress, criticism
- Role of husband and wife
- How to treat your wife and each other
- How to react under stress, criticism
- How to love God and serve others
- Attitude towards money, things and authorities

THE PRINCIPLE OF MODELLING IN DISCIPLESHIP

You must be what you want your DGroup members to be because they will become what you are.



Your notes here..

2. RELATIONSHIP (build relationship)

Jesus taught His disciples to love one another. Dleader builds relationship with Dmembers and cultivates the relationship of Dmembers to each other.

THE PRINCIPLE OF RELATIONSHIP:

The closer the relationship, the greater the influence.
The power of influence is proportionate to the closeness of the relationship.

And He appointed twelve, so that they could **be with Him** and He could send them out. **(Mark 3:14)**

Do not be deceived: “**Bad company corrupts good morals.**”
(1 Corinthians 15:33)

⁷ But we proved to be gentle among you, as a nursing mother tenderly cares for her own children. ⁸ Having so fond an **affection for you**, we were well-pleased **to impart to you not only the gospel of God but also our own lives, because you had become very dear to us.** **(1 Thessalonians 2:7-8)**

Your notes here..

¹⁰ **You are witnesses, and so is God**, how devoutly and uprightly and blamelessly we behaved toward you believers; ¹¹ just as **you know** how we were exhorting and encouraging and imploring each one of you as a father would his own children, ¹² so that you would walk in a manner worthy of the God who calls you into His own kingdom and glory. **(1 Thessalonians 2:10-12)**



Testimony of Building Relationship in Discipleship:

The depth of our relationship determines the strength of your influence.

Your notes here..



3. INTENTIONALITY

Intentional comes from the word deliberate, something planned, something that is not by accident, something purposeful, where you consider the end result. Your choices and what you do are aligned with your purpose.

THE PRINCIPLE OF INTENTIONALITY:
Good results seldom happen by chance.
They are a by-product of intentionality.
Destination is never determined by intention
but by direction.

¹³ Jesus went up on a mountainside and called to him those he wanted, and they came to him. ¹⁴ He appointed twelve — designating them apostles — that they might be with him and that he might send them out to preach. **(Mark 3:13–14)**

The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.
(2 Timothy 2:2)

³ Suffer hardship with me, as a good soldier of Christ Jesus. ⁴ No soldier in active service entangles himself in the affairs of everyday life, so that he may please the one who enlisted him as a soldier.
(2 Timothy 2:3-4)

Testimony of Intentionality in Discipleship:

Discipleship doesn't happen by accident—it's done on purpose.

HOW CAN I DISCIPLE INTENTIONALLY?

a. Cast Vision

2 Timothy 2:2

Proverbs 29:18

b. Intentional to Create ministry opportunities and Empower future leaders.

- Love
- Time
- Affirm
- Correct
- Authentic and transparent
- Practice accountability using CCF accountability questions.



Create ministry opportunities and Empower Future Leaders

And the things you have heard me says in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. **(2 Timothy 2:2)**

WORKSHOP: Discover, Develop, Deploy Potential Leaders

DISCOVER - is finding someone from among your Dgroup Members you would intentionally invest in to develop as a Timothy to lead his/her own Dgroup.

Group yourselves in 3 and take 2 minutes to discuss this question: What are some practical ways to discover your Timothy?

DEVELOP - is guiding and training your Timothy to be equipped with the right heart and skills of a Dgroup Leader.

What best practices, materials, and programs would you use to develop your Timothy in becoming a Dgroup Leader? Group yourselves in 3 and take 2 minutes to discuss this question.

DEPLOY - is empowering and releasing your Timothy to assume the role of serving as a Dgroup Leader.

How do you deploy and release your Timothy to handle their own Dgroup? Group yourselves in 3 and take 2 minutes to discuss this question.

APPLY IT

1. As a Discipler, am I applying all three aspects of discipleship
MODELLING - RELATIONSHIP - How am I making a difference in the lives of others? How can I improve? - INTENTIONALITY and not just going through the motions.

2. How do I develop and deploy my Dmembers to multiply spiritually and begin to lead their own dgroups?

3. What one step can I take this week to grow in the area I find most challenging?

PRAY IT

Lord, our Father in heaven, we worship You and thank You for giving us a clear mandate to disciple others. Help us to be obedient to Your command of making disciples by faithfully and intentionally discipling our members.

Grant us the integrity and humility to live as examples for them to follow. As we invest our lives in them, may it encourage them to disciple others as well.

In Jesus' name, Amen.

SESSION TWO

THE CHARACTER OF A SPIRITUAL LEADER



In this session, we will explore into a foundational aspect of effective spiritual leadership: character.

Think about it: what truly sustains a leader's influence and impact? Skills and actions may be visible, but the core foundation lies in the leader's **character**.

Today, we will explore the following:

1. Identify the foundational role of character in spiritual leadership.
2. Recognize key character qualities, specifically humility and integrity, essential for spiritual leaders.
3. Understand that godly character in leaders is developed over time through a relationship with God and various life experiences.

Our goal is to recognize that **character is core** – it shapes our influence and enables us to lead in a way that honors God and serves others effectively. Let's begin by reflecting on what truly lies beneath the surface of leadership.

WELCOME



“What’s Below the Surface?”

Leadership is like an iceberg—what we see on the surface (skills, actions, achievements) is just a small part.

The larger, unseen part beneath the surface represents a leader’s character, motives, and heart.

In your small groups, briefly answer: “What’s one unseen quality (a character trait or heart attitude) that you believe is essential for a spiritual leader—and why?”

Learning Nugget

Just as an iceberg’s strength lies beneath the surface, a leader’s true stability comes from inner character. Qualities like humility, integrity, and a heart surrendered to God are foundational for lasting spiritual leadership.

Today, we’ll learn how God shapes the heart of a spiritual leader and why character is not just important—it’s essential.

THE CHARACTER OF A LEADER

TALK ABOUT IT

*So goes the leader, so goes the battle
Everything rises and fall on leadership.*

I. IN SPIRITUAL LEADERSHIP, CHARACTER IS CORE

The character of a leader is central and foundational.

Character is essential in life, especially in leading our families and God's people. We need to develop our character as servant-leaders because it affects everything we are, everything we do and everyone we influence.

Leaders begin to influence others **functionally** through what is visible like their training, knowledge, skills and giftedness (**Capacity**).

But leaders influence people **foundationally** through what is not commonly visible - our deep and extensive experiences of God, our relationships and involvement with others (**Character**).

A. BIBLICAL IMPORTANCE OF CHARACTER

Choose seven men among you who are **known to be full of the Spirit and wisdom. (Acts 6:3)**

He (Barnabas) was a **good man, full of the Holy Spirit and faith. (Acts 11:24)**

...must **be above reproach** (in the church), husband of one wife, **temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money...**He must not be a recent convert. He must also have a **good reputation** with outsiders (of church).”(1 Tim. 3:2-3,6-7)

But the Lord said to Samuel, “Do not look at his appearance or at the height of his stature, because I have rejected him; for God sees not as man sees, for man looks at the outward appearance, but the Lord looks at the heart.” (1 Samuel 16:7)

Watch over your heart with all diligence, for from it flow the springs of life. (Proverbs 4:23)

²³Search me, O God, and know my heart; Try me and know my anxious thoughts; ²⁴And see if there be any hurtful way in me, And lead me in the everlasting way. (Psalm 139:23-24)

“

What a man does when he is taken off his guard is the best evidence for what sort of a man he is.

- C.S. Lewis

”

“

Talent can move you to the top, but only character can keep you at the top.

- Craig Groeschel

”

Question

Who is responsible for building your Character?
You or God

Answer: BOTH

- We build our own character through obedience.
- We build each other's character through mutual encouragement and accountability.
- God builds our character through inner transformation.

How does God build our character?

God's Word + God's Spirit + situations & people + prayer
+ worship + God's people + time = **Christlikeness**

Your notes here..

II. 2 KEY CHARACTER QUALITIES FOR SPIRITUAL LEADERS

A. HUMILITY

How do you describe a humble person?

There is no hint nor indication of pride and selfish ambition. There is no drive to push for one's agenda nor any desire to control. They remain humble despite their achievements and recognition. They are not changed by their position and achievement.

Read: 2 Corinthians 5:9; Mark 10:33-37, 41-45

The Dreaded Leadership Disease By Dr. Bill Lawrence

1. Drive for _____
2. Drive for _____ (recognition)
3. Drive for _____ (control)
4. Drive for _____ agenda

Your notes here..

What is the cure from this Dreaded Disease?

³ Jesus, knowing that the Father had given all things into His hands, and that He had come forth from God and was going back to God, ⁴*got up from supper, and *laid aside His garments; and taking a towel, He girded Himself. **(John 13:3-4)**

⁵ In your relationships with one another, have the same mindset as Christ Jesus: ⁶ Who, being in very nature God, did not consider equality with God something to be used to his own advantage, ⁷ rather, **he made himself nothing by taking the very nature of a servant**, being made in human likeness, ⁸ And being found in appearance as a man, **he humbled himself by becoming obedient to death**—even death on a cross! **(Philippians 2:5-8)**

PROUD PERSON	HUMBLE PERSON
Reacts when criticized	Listens to criticism
Blames others	Assumes responsibility
Insists on own rights	Surrendered rights
Wants recognition	Content behind the scenes
“Know it all” / “I have arrived”	Teachable/Accountable
Critical of others	Thinks the best in others
Wants to be served	Serves others

⁵ You younger men, likewise, be subject to your elders; and all of you, clothe yourselves with humility toward one another, for God is opposed to the proud, but gives grace to the humble.

⁶ Therefore humble yourselves under the mighty hand of God, that He may exalt you at the proper time, **(1 Peter 5:5-6)**

B. INTEGRITY

The word “**integrity**” in the Bible comes from the Hebrew word *tummah*, which means moral wholeness or blamelessness. In the Old Testament, the Hebrew word translated “integrity” means **“the condition of being without blemish, completeness, perfection, sincerity, soundness, uprightness, wholeness.”** In the New Testament, integrity means **“honesty and adherence to a pattern of good works”**.

“——
| You're looking for three things, generally, in a person," says
| Buffet. "Intelligence, energy, and integrity. And if they don't
| have the last one, don't even bother with the first two.
|
| ————”

- Warren Buffet



1. Biblical Importance of Integrity:

Whoever walks in **integrity** walks securely, but he who makes his ways crooked will be found out. (**Proverbs 10:9**)

Your notes here..

The **integrity** of the upright will guide them, But the crookedness of the treacherous will destroy them. (**Proverbs 11:3**)

Your notes here..

Better is a poor man who walks in his **integrity** than a rich man who is crooked in his ways. (**Proverbs 28:6**)

Your notes here..

Blessed are those whose lives have **integrity**, those who follow the teachings of the LORD. (**Psalms 119:1**)

Your notes here..

2. Impact of Integrity in Leadership

a. Leadership functions on the basis of integrity.

**In order to be a leader a man must have followers.
And to have followers, a man must have their confidence.
Hence the supreme quality for a leader is
unquestionably integrity.”**

- Dwight Eisenhower

Your notes here..

b. Integrity has high influence value.

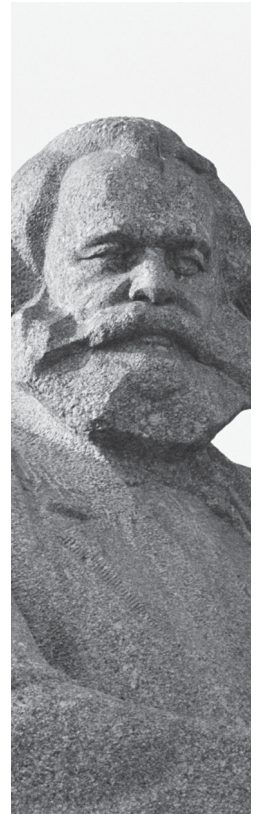
— In the business place

- According to a survey of **1,300 top executives** integrity is the human quality most necessary for business success.
- **71%** put it at the top of a list of **16 traits** responsible for enhancing an executive effectiveness.

At home (Illustration: Karl Marx)

Karl Marx – A Jewish boy grew up in Germany, admired his father for being religious and faithful to the Jewish beliefs. The father always brought the family to the synagogue. When he reached his teenage years, the family left for another town with no synagogue and the life of the community revolved around the Lutheran Church.

Then one day, the father announced that they will abandon the Jewish beliefs and become Lutherans. When asked, “why?” The father said, “It is good for the business.” The lad became confused and bewildered. He left Germany, went to England and formulated and introduced a whole new worldview that influenced a lot of people. He committed the people who followed him to a life without God.



INFLUENCE



RELATIONSHIP



TRUST



INTEGRITY

c. Leaders are to live by a higher standard

⁵ Now for this very reason also, applying all diligence, in your faith supply moral excellence, and in your moral excellence, knowledge, ⁶ and in your knowledge, self-control, and in your self-control, perseverance, and in your perseverance, godliness, ⁷ and in your godliness, brotherly kindness, and in your brotherly kindness, love. **(2 Peter 1:5-7)**

“—

Too often leaders look to the organization to make people responsible to follow or to have authority over people. Sadly, they never get enough authority to become effective. The reason for their lack of authority is their lack of integrity.

—”

- John Maxwell

d. Our tendency is to work harder on our images than on our integrity.

Image is what people think we are. Integrity is what we really are. **Image promises much but produces little. Integrity never disappoints.**

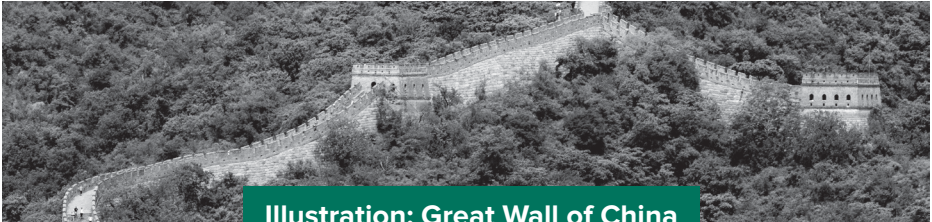


Illustration: Great Wall of China

Great Wall of China – China decided to make a wall to protect them from being invaded by the barbaric people from the north.

They made a wall that is tall, thick and long that they are confined that no one can break, climb, and go around the wall to conquer them. In one hundred years of the wall's existence, China was invaded three times. They didn't climb, go around, or break the wall, they entered through the gate and each time they bribed a gatekeeper. They were so busy relying on walls of stone they forgot to teach integrity to their children.

Integrity is not a given factor in everyone's life. It is a result of self-discipline, inner trust, and a decision to be relentlessly honest in all situations in our lives.

“—
|

The measure of a man's real character is what he would do
if he would never be found out.

—”
|



Illustration: Lance Armstrong

Lance Armstrong began his professional cycling career at 21. Young, strong, determined, and knowledgeable, he quickly showed potential to be one of the best. But in 1996, at age 25, he was diagnosed with stage three testicular cancer and given less than a 50% chance of survival. A year after his last chemotherapy, he returned to cycling and won the Tour de France seven consecutive times.

Since 1999, the media accused him of using performance-enhancing drugs, which he denied. He retired in 2005 as the government prepared stricter measures on doping. In 2009, he returned but only finished 3rd. In 2012, a government investigation led to his lifetime ban and the stripping of his seven Tour de France titles.

On January 14, 2013, Armstrong admitted the allegations were true. All his sponsors dropped him, and he lost \$75 million in a day. His attempt to justify his lies and regain public trust failed. Like the boy who cried wolf, no one wanted to believe him anymore.

Source: Britannica, T. Editors of Encyclopedia (2026, February 7). Lance Armstrong. Encyclopedia Britannica. <https://www.britannica.com/biography/Lance-Armstrong>

e. Integrity in our world today implies moral incorruptibility.

- Christians should be those who cannot be bribed or compromised because we serve God rather than men (**Colossians 3:17, 23; Acts 5:29**).
- We are to be people who keep our word. (**Matthew 5:37; James 5:12**).
- We are to love those around us in both word and deed (**1 John 3:17–18; James 2:17–18; Ephesians 4:29**).
- Our lives should align with our belief in God because we trust that His ways are best (**Proverbs 3:5–6**).
- To live with integrity is to follow the example of Christ. And we can only live with true integrity by His power, which He graciously and freely gives to all who are His (**John 16:33; Philippians 1:6; Ephesians 1:13–14**).

JESUS:

ultimate example of *integrity*

Read: Matthew 26:63-66

Your notes here..

PAUSE, SHARE, PONDER

Pause – (3 minutes - Individual Reflection):

Based on what we've discussed about the character of a spiritual leader:

- Which character quality discussed (humility, integrity) means the most to you? Why?

- Where do you need to improve, and how will you specifically do it?

Share - 7 minutes - Small Group Discussion

Briefly share 1-2 reflections from your 'Pause' time. Listen to others and note any common insights.

Ponder - 5 minutes (Optional: Open for Sharing)

If anyone feels led to share a key insight or something they learned from their small group discussion, you're welcome to do so. If not, that's perfectly fine too.

APPLY IT

1. **Consistency Test:** Are you the same person no matter who you are with?

Think about this: Do people experience the same behavior, language, and values from you in different settings (Dgroup, friends, work, etc.)? What does this consistency (or lack thereof) reveal about your character?

2. **Choices Test:** Do you make decisions that are best for others when another choice benefits you?

Have you faced decisions where your benefit conflicted with others' well-being? Did you prioritize them? What principles guided your choice, and what does that reveal about your leadership?

3. **Credit Test:** Are you quick to recognize others for their efforts and contributions to your success? How can you improve in this area?

When working with your Dgroup, at work, or in other collaborations, are you intentional about giving credit for others' help? Why is recognizing contributions important for leadership and relationships?

PRAY IT

Heavenly Father,

Thank you for this lesson on the crucial role of character in spiritual leadership. We ask for your help in cultivating hearts of humility and integrity within us. Guide us to live with consistency to prioritize others in our decisions, and to readily acknowledge their contributions. May our leadership reflect a character that honors you and serves those we lead.

In Jesus' name, Amen.

SESSION THREE

THE COMPETENCE OF A SPIRITUAL LEADER



Learning Objectives:

By the end of this session, participants will be able to:

1. Identify key soft skills and hard skills necessary for effective spiritual leadership.
2. Reflect on their own strengths and areas for growth.
3. Develop a personal action plan to apply one soft skill and one hard skill as a Dleader.

Competence in spiritual leadership is more than knowledge—it's about applying biblical truth with wisdom, and skill to shepherd God's people (1 Timothy 3, Titus 1). In this session, we will define spiritual competence, explore key soft and hard skills and reflect on our own strengths and growth areas.

More than that, we will develop a personal action plan to apply at least one soft skill and one hard skill as a Dleader. The goal is to leave with a clear action plan to grow in competence, always remembering that “our adequacy is from God” (2 Corinthians 3:5).

WELCOME

Toolbox Check: What's in Your Competence Kit?

Instructions:

1. (1 minute) Ask participants to find a partner
2. (3 minutes sharing in pairs) Each person will answer the following:

Leadership Strength:

a. What is one leadership skill you believe God has equipped you with?

- Example: *"I'm good at listening and making others feel heard."*
- Example: *"I'm able to organize events and keep things running smoothly."*

b. What is one area you feel you need to improve on as a leader?

- Example: *"I want to learn how to delegate better instead of doing everything myself."*

Example: *"I find it hard to confront or correct others when needed."*

Learning Nugget

All leaders have a mix of strengths and growth areas. Competence in spiritual leadership isn't about knowing everything, but humbly and intentionally growing in what God has called us to do. Today, we'll explore what it means to lead with both skill and Christlike character.

WHAT IS COMPETENCE IN SPIRITUAL LEADERSHIP?

TALK ABOUT IT

Competence in Spiritual Leadership means having the skills, knowledge and wisdom to shepherd God's people effectively in fulfilling God's purpose for God's glory. **(1 Timothy 3, Titus 1)**

It emphasizes **on-the-job training and hands-on discipleship** more than just classroom instruction as leaders learn by doing, supported by mentors, and evaluated in real ministry settings.

(Practical Learning Competence)

Competence is developed through **real-life mentoring**—leading small groups, growing others, and multiplying leadership through influence and relationship-based disciple-making.

SPIRITUAL LEADERSHIP KNOWLEDGE

Spiritual Leadership knowledge is essential and widely accessible today through books, seminars, and other resources. However, **competence in spiritual leadership goes beyond knowledge—it is more about applying what is learned.** True leadership shows in our action and attitude especially in difficult situations.

SPIRITUAL LEADERSHIP SKILLS

Spiritual leadership requires both hard and soft skills—some learned, some innate. These include technical and relational abilities essential for effectiveness. Everyone has some skills and can develop more over time. Successful leadership depends on growing and applying both types.

I. Soft skills for Spiritual Leaders:

The term **“soft skills,”** coined by the U.S. military over 50 years ago, **refers to inherent qualities that improve workflow and learning efficiency** – not signs of fragility.

According to Collins English Dictionary, soft skills refer to a range of interpersonal leadership qualities and personal attributes that are necessary for building strong relationships, fostering an encouraging environment, and promoting personal and collective growth.

Leaders must cultivate and model soft skills to effectively build up, retain, engage, and motivate their group members.

List of Soft skills for Spiritual Leaders:

Empathy

Communication

Character

Active listening

Adaptability & flexibility

Emotional intelligence

Interpersonal skills

Collaborative Teamwork

Self-awareness & management

A. Interpersonal Skills

⁸ Having so fond an affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us.

(1 Thessalonians 2:8)

²⁰ “I do not ask on behalf of these alone, but for those also who believe in Me through their word; ²¹ that they may all be one; even as You, Father, are in Me and I in You, that they also may be in Us, so that the world may believe that You sent Me. ²⁶ and I have made Your name known to them, and will make it known, so that the love with which You loved Me may be in them, and I in them.”

(John 17:20-21, 26)

1. Key Aspects of Interpersonal Skills:

a. _____: is the ability to understand and share the feelings of others - to appreciate their perspective, recognize where they are coming from and respond to their experience.

Leaders need to connect on a personal level to give the appropriate support and guidance their members need.

Rejoice with those who rejoice, and weep with those who weep.

(Romans 12:15)

Look not only to your own interests.... **(Philippians 2:4)**

b. _____: Trust is the foundation of strong relationships built through consistency, reliability, and honesty. **Leaders build trust by modeling accountability, transparency, and genuine care before expecting it from others.**

² with all humility and gentleness, with patience, showing tolerance for one another in love, ³ being diligent to preserve the unity of the Spirit in the bond of peace. **(Ephesians 4:2-3)**

²⁵ Therefore, laying aside falsehood, speak truth each one of you with his neighbor, for we are members of one another. **(Ephesians 4:25)**

c. Communication involves:

• _____: Fully focusing on and understanding the speaker, demonstrating genuine interest and responding thoughtfully to ensure understanding.

This you know, my beloved brethren. But everyone must be quick to hear, slow to speak and slow to anger; **(James 1:19)**

• _____: Strive for clarity by asking good questions, not interrupting, judging, or formulating a response while the other is speaking.

² In this case, moreover, it is required of stewards that one be found trustworthy. ³ But to me it is a very small thing that I may be examined by you, or by any human court; in fact, I do not even examine myself. ⁴ For I am conscious of nothing against myself, yet I am not by this acquitted; but the one who examines me is the Lord. **(1 Corinthians 4:2-4)**

- _____: Despite barriers and problems, excellent communication should spark enthusiasm and commitment. Inspire others be the best they can be for God.

¹⁰ Thus in Judah it was said, the strength of the burden bearers is failing, **yet there is much rubbish; and we ourselves are unable to rebuild the wall.** ¹¹ Our enemies said, “They will not know or see until we come among them, **kill them and put a stop to the work.**” ¹² When the Jews who lived near them came and told us ten times, “**They will come up against us** from every place where you may turn,” ¹³ then I stationed men in the lowest parts of the space behind the wall, the exposed places, and I stationed the people in families with their swords, spears and bows. ¹⁴ When I saw their fear, I rose and spoke to the nobles, the officials and the rest of the people: “Do not be afraid of them; remember the Lord who is great and awesome, and fight for your brothers, your sons, your daughters, your wives and your houses.” **(Nehemiah 4:10-14)**

B. Self Awareness & Management (Self-Leadership)

² For I am jealous for you with a godly jealousy; for I betrothed you to one husband, so that to Christ I might present you as a pure virgin. ³ But I am afraid that, as the serpent deceived Eve by his craftiness, your minds will be led astray from the simplicity and purity of devotion to Christ. ⁶ But even if I am unskilled in speech, yet I am not so in knowledge; in fact, in every way we have made this evident to you in all things. ²⁹ Who is weak without my being weak? Who is led into sin without my intense concern? ³⁰ If I have to boast, I will boast of what pertains to my weakness.

(2 Corinthians 11:2-3, 6, 29-30)

1. Self-awareness is leading from within.

-  You cannot lead others if you cannot lead yourself — it starts with self-awareness. It means intentionally influencing your own thinking, feelings, and actions before influencing others with direction and decisions.
-  Self-awareness **is the ability to recognize and understand** your own strengths and weaknesses, values, moods, emotional reactions and biases.

Your notes here..

a. How to develop self-awareness?

- Self _____: Regularly reflect on your experiences, emotions, and behaviors. Journaling can be a helpful tool for this.
- Seeking _____: Ask trusted individuals for input on how you come across.
- Observing _____: Be aware of your emotional and physical responses
- Identifying _____: Recognizing recurring thoughts, feelings, and behaviors.

2. Self-Management Skills:

Self-management **is the ability to manage thoughts, emotions, and behaviors effectively.** It is essential for personal growth and success in life, work and relationships.

a. Benefits of Self-management:

- Composure & Rational _____:
Help maintain composure and make sound decisions in stressful situations.
- Relationship & people _____:
Help the leader develop interpersonal awareness and relationship management skills by training how to interact with others and understand their moods, behavior, motives, and tendencies.



- Flexibility & _____:

Enables leaders to adjust to changing circumstances and learn from both success and failure.

- Team dynamic & _____:

Builds a safe environment, inspires others, and fosters trust by demonstrating calmness and positivity.

Examples of Self-Aware & Self-Managed Leaders:

- A leader who remains calm and focused during a crisis, rather than blaming others.
- A leader who seeks feedback, reflects and adjusts to improve.
- A leader who manages time well and ensures tasks are completed effectively.

II. Hard Skills for Spiritual Leaders:

These skills are necessary for executing leadership tasks and multiplying leaders:

- Crafting and Casting Vision - ability to lead people toward God's mission.
- Conflict Resolution and Management - wisdom and skill in handling disagreements with grace and truth.
- Problem Solving - ability to assess and find solutions to problems and dilemma.
- Developing Leaders- ability to discover and develop other leaders.
- Public Speaking or communication skills
- Administrative and Stewardship skills - competence in managing resources, planning and accountability.
- Team management - ability to lead a group with harmony and chemistry for high impact.
- Teaching and Preaching - ability to communicate God's Word faithfully and clearly.
- Shepherding - skills in counseling, discipling and caring for members

TWO HARD SKILLS

A. CREATING AND CASTING VISION

Without a vision, the people will run wild. (**Proverbs 29:18**)

“—

Vision is a clear mental image of a preferable future imparted by God to His chosen servant, based on an accurate understanding of God, self, and circumstances.

— George Barna

—”

The Importance of Vision:

a. (Acts 26:12-23) – Paul’s heavenly vision.

- Vision _____ (26:12-18)
- Vision _____ (26:19-20)
- Vision _____ (26:21-23)

A godly leader sees where God is leading and invite others to follow.

Effective leaders must be visionaries. A well-articulated vision instills excitement, anticipation, and enthusiasm—not fear. But it has no impact unless it spreads from the visionary to the visionless, and it must come from a base of reality and truth. Our concept of God determines the extent of the vision.



Pause and Reflect

What is your vision for your Dgroup members?

Have you communicated your vision to your Dgroup members?

B. EMPOWERING AND DEVELOPING LEADERS

You then, my son, be strong in the grace that is in Christ Jesus. ² And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. ³ Join with me in suffering, like a good soldier of Christ Jesus. **(2 Timothy 2:1-3)**

A self-aware leader understands **they cannot succeed alone**. They must **develop potential leaders in their Dgroup and ministry teams** to help get the vision understood and implemented.

Effective leaders are leader developers

- They actively mentor and train others to become future leaders.
- Empowering leadership raises up young leaders by trusting, enabling and giving them space to take ownership of their responsibilities.

1. Benefits of Empowering and Developing Leaders:

- a. _____ motivation, engagement, satisfaction, and retention.
- b. _____ creativity, innovation, decision-making, and problem-solving.
- c. _____ stronger team performance and results.

Leaders should provide growth opportunities

To cultivate in your people a deeper sense of purpose, meaning, and a more fulfilling life, lead them to seek out chances to maximize their calling, talents, and skills.

Your notes here..

2. Five Convictions in Developing Leaders

a. The extent of your growth is dependent on how many leaders you have empowered and developed.

(Matt. 9:37-38)

b. We should prepare the next generation. Leadership succession is a must. **(Psalm 71:18)**

c. Identify the leaders around you and take them to God in prayer. **(Numbers 11:18)**

d. Develop leaders in a balanced area of character, calling, chemistry and competence.

e. Develop leaders intentionally through a transferable, sustainable program that is part of the church culture. (Ex. GLC)

Pause and Reflect

Stop for a moment and think of the three or five people closest to you in your Dgroup. Are you developing them? Do you have a game plan for them? Are they growing? Have they been growing?

FAITHFUL SERVICE TO FINISH WELL

- Faithfulness refers to the concept of unshakeable dedication, and unwavering loyalty to God and His teachings, even in challenges.
- Faithfulness means constant commitment to obey God's will, despite uncertainty or absence of rewards. Faithfulness is enduring through struggles, staying true to your calling, and finishing well till the end.

Whoever is faithful in a very little is faithful also in much, and whoever is dishonest in a very little is dishonest also in much.

(Luke 16:10)

From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked. **(Luke 12:48b)**

His lord said to him, 'Well done, good and faithful servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord. **(Matthew 25:21)**

I have fought a good fight, I have finished the race, I have kept the faith. **(2 Timothy 4:7)**

How can you improve your Leadership Competency?

S_____ honest feedback

P_____ self-reflection

I_____ in personal and professional development

L_____ after growth mindset. Keep on improving, keep on learning.

L_____ by example.

Pause and Reflect

Do you have these qualities of leadership in you? What needs to improve, how do you plan of improving them?

⁵Not that we are adequate in ourselves to consider anything as coming from ourselves, but our adequacy is from God.
(2 Corinthians 3:5)

PAUSE, PONDER, SHARE

Part 1: Personal Reflection

1. Self-Assessment:

- Based on the lesson, how would you rate yourself in these three areas of leadership competence? Use a scale of 1-5 (1 = low, 5 = high) and give a short explanation for each.
 - **Knowledge** (Biblical and leadership principles)
 - **Skills** (Hard and soft skills: communication, empathy, etc.)
 - **Qualities** (Christ-like character, servanthood, faithfulness)

2. Reflection Questions:

- Which area do you believe you are strongest in? Why?
- Which area do you believe you need to grow in the most? Why?
- Do you have a clear vision for your Dgroup? Have you communicated to them?
- Are you intentionally developing new leaders in your Dgroup? How?

Your notes here..

Share what you discovered in your personal reflection with your breakout group.

APPLY IT

Part 1: Personal Reflection (answer in your journal or notebook)

1. Self-Assessment:

Based on the lesson, how would you rate yourself in these three areas of leadership competence? Use a scale of 1–5 (1 = low, 5 = high) and give a short explanation for each.

- Knowledge (Biblical and leadership principles)
- Skills (Hard and soft skills: communication, empathy, etc.)
- Qualities (Christ-like character, servanthood, faithfulness)

2. Reflection Questions:

- Which area do you believe you are strongest in? Why?
- Which area do you believe you need to grow in the most? Why?
- Do you have a clear vision for your Dgroup? Have you communicated it to them?
- Are you intentionally developing new leaders in your Dgroup? How?

Part 2: Growth Action (Develop)

Choose one area of leadership competency to improve this week and commit to one specific action.

Select from below or write your own:

- Read or listen to one podcast or teaching on spiritual leadership.
- Practice active listening during your next Dgroup meeting.
- Ask a trusted friend or co-leader for feedback on your leadership.
- Identify one Dgroup member you will begin intentionally mentoring (start developing their leadership).

Write down your commitment below:

This week, I will grow in the area of:

My specific action step will be:

Part 3: Taking Action in Ministry (Deploy)

Live It, Lead It, Pass It On

- Begin equipping your potential Timothy to serve or lead in a small way (e.g., *lead prayer, facilitate discussion, or share a testimony*).
- Be intentional to pass on what God is teaching you.



PRAY IT

Lord God, thank You for the chance to lead and serve others.

Please help me grow in knowledge, skills, and character so I can lead in a way that honors You. Teach me to be caring, honest, and wise in how I relate with others. Help me to speak clearly, listen well, and live with integrity.

Make me a faithful example to those I lead. Help me develop and encourage others, to trust and empower them, just as You have done for me. I want to lead with a servant's heart, staying strong in hard times, and always pointing people to Jesus.

In Jesus' name, Amen.



SESSION FOUR

The Spiritual Leader: Chemistry



Discipleship is ‘life-on-life’ growth in Christ through authentic relationships. These bonds are vital for spiritual growth and reaching others, though they can be challenging in diverse groups.

This session explores ‘Chemistry’ in DGroups—the unity built on authenticity and shared mission. Learn the role of Christlike character, key elements like trust and unity, and practical ways to cultivate spiritual chemistry for impactful discipleship.

Learning Objectives

By the end of this session, trainees will be able to:

1. Understand the importance of Christlike character and relational depth in discipleship.
2. Identify the role of authenticity, trust, and unity in developing chemistry within Dgroups.
3. Learn practical ways to cultivate healthy and harmonious Dgroup relationships.
4. Commit to applying relational principles that build spiritual chemistry among members.

WELCOME



The Common Thread (5-minutes)

Objective:

To build connection and relational warmth by discovering unexpected things in common, helping reinforce the value of unity and shared life in a Dgroup.

Instructions:

1. Form small groups of 3–4 people.
2. In the next 2–3 minutes, your group must discover at least three things all of you have in common.

Be creative and intentional—no generic answers like:

- “We all go to GLC”
- “We’re all Christians”

Try to go deeper:

- Same hometown or province
- Favorite Filipino dish
- Same birth month
- Same hobby or sport
- Same family setup (e.g., bunso, single parent, etc.)
- Same spiritual struggle or season of life

3. Be ready to share your most surprising or meaningful “common thread” with the class.

Learning Nugget

Even in a short time, we begin to see how God creates opportunities for connection. The same openness that helps us find common ground in a group will help us build deeper relationships in our Dgroup. This exercise reminds us that intentional discovery and listening is the foundation of spiritual chemistry.

DEVELOPING CHRISTLIKE CHARACTER

TALK ABOUT IT

I. THE GOAL OF DISCIPLESHIP

The primary goal of discipleship is **developing Christlike character**.

II. HOW IMPORTANT IS RELATIONSHIP IN DISCIPLESHIP?

³⁴ A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. ³⁵ By this **all men will know that you are My disciples, if you have love for one another.**” (John 13:34-35)

RELATIONSHIP IS MESSY

Relationships have the **capacity to help us** — and the **capacity to hurt us**. So many of us are walking wounded because of the effects of sin in relationships.

We have different people from different family backgrounds, different religious orientations, different life stages, maturity levels, different relational issues and personal agenda in our Dgroup.

People join our Dgroup with relational wounds resulting in:

- Trust issues
- Communication issues
- Attachment issues
- Rejection issues
- Abandonment issues
- Narcissistic issues

III. CHEMISTRY IS WHAT WE AIM FOR.

“**Chemistry** is the **harmony** we hope to achieve in our relationships while being **united** in doing the mission given by God.”

⁷ But **we proved to be gentle among you**, as a nursing mother **tenderly cares for her own children**. ⁸ **Having so fond an affection for you**, we were well-pleased to **impart to you** not only the gospel of God but also **our own lives, because you had become very dear to us.**
(1 Thessalonians 2:7-8)

¹¹ just as you know how we were exhorting and encouraging and imploring each one of you **as a father would his own children**,
¹² **so that you would** walk in a manner worthy of the God who calls you into His own kingdom and glory. (1 Thessalonians 2:11-12)

Paul's discipleship was a balance of care and commission.



IV. CHEMISTRY IN DGROUP RELATIONSHIPS

The deeper and the more authentic the **RELATIONSHIP** is, **THE GREATER THE INFLUENCE OF DISCIPLESHIP** can take place.



The more **UNITY** (despite differences) each member has towards pursuing a **COMMON PURPOSE**, the more **HARMONIOUS** and effective your members will be in the ministry — **this is CHEMISTRY (the intimate unity of a shared life).**

V. HOW DO YOU CULTIVATE CHEMISTRY IN YOUR DGROUP? (DEEP UNITY IN SHARED LIFE)

A. ENSURE _____.

Confidentiality creates an environment of **safety**. People will feel **secured** and **at home** when they are not judged and betrayed.

Be devoted to one another in love. Honor one another above yourselves. **(Romans 12:10)**

B. MODEL _____.

Honesty is Authenticity. It means they can be **real, transparent,** and **vulnerable.** But you need to **initiate** and **model** honesty first before you expect them to be honest.

Therefore, laying aside falsehood, speak truth each one of you with his neighbor, for we are members of one another.
(Ephesians 4:25)

Your notes here..

PAUSE, PONDER, SHARE

a. What have you done **to create** an environment of safety in your Dgroup? What are indicators that your Dgroup members feel **at home** and **secured** knowing that they will not be judged and betrayed?

b. As the Dleader, do you **model transparency and honesty** to your members? Are your members **free to be themselves** in your Dgroup without pretenses, even when they are not “doing okay”, or reveal their worst sins to you?

c. (In 2 minutes) Turn to someone beside you and share: **What are you doing – or can start doing** - to help make your Dgroup a safe, honest, and welcoming place?

C. GIVE _____.

Respect is **acceptance** of each other **regardless** of differences, disagreements and unmet expectations.

Therefore, **accept** one another, just as **Christ also accepted us** to the glory of God. (**Romans 15:7**)

- The Apostle Paul made clear to the Roman church that **Bible knowledge should be practiced in real life in the context of relationships**. In Romans chapters 1-11 he talked about this **belief** (truth) and in chapters 12-16 he talked about the **behavior** necessary to prove the belief.

People go where they feel welcomed but stay where they feel valued.

It is one thing to tolerate differences but now I appreciate differences.

(Ptr. Peter Tan-Chi)



PAUSE, PONDER, SHARE

a. How do you make your Dgroup members **feel genuinely welcomed** – even when they have different personalities, opinions, or struggles, and even when they fall short of your expectations? Are they **free** to disagree, make mistakes, and be their unique selves?

b. Can you recall any **incident** when you disrespected the view or opinion of your Dmember? Share your story.



D. PRIORITIZE _____.

We need to be preoccupied with **praying** for each other and not in gossiping or slandering one another.

Therefore, confess your sins to one another, and **pray for one another** so that you may be healed. The effective prayer of a righteous man can accomplish much. **(James 5:16)**

E. PRACTICE _____.

We show our **love** in ways by **serving each other** in practical ways. We love not in words but in deeds.

Bear one another's burdens, and thereby fulfill the law of Christ. **(Galatians 6:2)**

So then, while we have opportunity, let us do good to all people, and **especially to those who are of the household of the faith.**
(Galatians 6:10)

Concrete practical ways we serve the need of our Dmembers:

1. Emotional support for the lonely
2. Practical support for the needy
3. Faith during seasons of doubt
4. Encouragement during seasons of pain
5. Empathy for our brokenness
6. Guidance for our blind spots

Your notes here..

ILLUSTRATION:

The Navy Seals are one of the highest performing organizations in the world. A former Navy Seal was asked, “Who makes it through the selection process to become a Navy Seal?”. He said, “I can’t tell you who gets through or who makes it. But I can tell you the kind of people who don’t make it.

One is the star college athlete that never has been tested to the core of their being. None of them make it through. The assuming leaders who likes to delegate everything. None of them make it through. The big tough guys who come in with huge muscles covered in tattoos who wants to prove to everyone how tough they are.

None of them make it through.” He said, “some of the guys who make it through the selection process are skinny and lean.

You see them shivering out of fear. But every single one of them who makes it through, when they are physically and emotionally exhausted. Someway and somehow, they are able to dig down deep inside themselves to find the energy to help the person next to them.” Service. Giving to another.

Having their back is what makes the highest performing teams in the world. Not their strength and not their intelligence. But their willingness to be there for each other. **Be there for each other.**

Source: Simon Sinek, "Leaders Eat Last" (2014)

In our Dgroup, are we willing to be there for each other?

F. BUILD _____.

Trust is built slowly over time but can be **quickly and easily broken** in a moment of dishonesty and carelessness.

Trust is a choice. It is a decision that people make; but **it is earned.**

Once trust is betrayed it may take a long time for a person to trust again.

“——
Trust is at the **core and foundation** of any team’s chance for success.
- Patrick Lencioni, author of
“The 5 Dysfunctions of
A Team
——”

What does TRUST in a Dgroup look like?

- **Confidence** among members is that their leader’s and peers’ intentions are for the best.
- There is no reason to be self-protective or **cautious.**
- It is not characterized by competition but **cooperation.**
- There is no need to **second** guess every step, motive and approach of the leader and members.

The presence or absence of trust is usually revealed when there is failure to fulfill commitments and meet expectations.

Trust is the foundation of authentic relationships.

Trust is built through relationships cultivated in an environment of grace.

How do you build trust?

- Authenticity
- Integrity
- Approachability
- Active listening
- Presence
- Being trustworthy

1. How did Jesus build trust?

a. Jesus demonstrated _____.

For the Law was given through Moses; grace and truth were realized through Jesus Christ. **(John 1:17)**

Trust is built when people experience both honesty (truth) and compassion (grace) in your words and actions.

¹⁰ Straightening up, Jesus said to her, “Woman, where are they? Did no one condemn you?” ¹¹ She said, “No one, Lord.” And Jesus said, “I do not condemn you, either. Go. From now on sin no more.” **(John 8:10-11)**

Jesus extended **forgiveness** (grace) but also **addressed her sin** (truth).



b. Jesus invited others into

³⁸ And Jesus turned and saw them following, and said to them, “What do you seek?” They said to Him, “Rabbi (which translated means Teacher), where are You staying?” ³⁹ He said to them, **“Come, and you will see.” So they came and saw where He was staying;** and they stayed with Him that day, for it was about the tenth hour. **(John 1:38-39)**

Trust grows when we **let people in**—when we are open, accessible, and present.

c. Jesus showed emotional

³⁷ And He took with Him Peter and the two sons of Zebedee, and began to be grieved and distressed. ³⁸ Then He said to them, **“My soul is deeply grieved, to the point of death; remain here and keep watch with Me.” (Matthew 26:37-38)**

Trust deepens when leaders are **real** about their struggles. Vulnerability invites **connection**.

d. Jesus proved His love through _____.

He who did not spare His own Son, but **delivered** Him over for us all, how will He not also with Him freely give us all things?
(Romans 8:32)

Trust is solidified through **consistent, selfless sacrificial love**.
People trust those who genuinely give of themselves.

PAUSE, PONDER, SHARE

a. How would you rate the level of trust in your Dgroup in scale of 1-10, with 10 as the highest rating?

b. What are you doing to build the level of trust among your Dmembers?

c. Would you consider yourself to be a trustworthy Dleader?

GROUP DISCUSSION

1. Looking at the qualities of a healthy, authentic, and deep Dgroup relationship, how would you describe your group? Which area needs the most growth?

2. Which areas do you believe is your Dgroup already strong in and doing well?

- ☐ Confidentiality
- ☐ Honesty
- ☐ Respect
- ☐ Intercession
- ☐ Serving one another
- ☐ Trust

Your notes here..



APPLY IT

1. This week, reflect on your Dgroup's CHEMISTRY based on how you and your Dmembers...

-  Ensure confidentiality
-  Model honesty
-  Give respect
-  Prioritize intercession
-  Practice serving one another
-  Build trust

On a scale of 1 to 10, grade yourself as the Dleader based on the strength or weakness of chemistry you have in your Dgroup?

Identify 1-2 potential leaders in your group who demonstrate any of these Chemistry qualities and write their names and what you observed about them.

2. Do one intentional act to help build better Chemistry in your Dgroup.

Example: If you choose 'Model honesty', start by opening up about your own struggles/weakness in your next Dgroup session before you ask them what theirs are.

If possible, involve one or both of your potential leaders in your chosen action step so they can learn through example.

Your notes here..

Please take time to do this homework, as each step you take not only brings you closer to fulfilling your GLC3 LEAD Life App but also helps you answer its questions more effectively.

PRAY IT

Lord Jesus,

Thank You for reminding us that discipleship is not just about what we know, but how we love. Help us to grow in Christlike character and to build deeper relationships marked by authenticity, trust, and unity.

Teach us how to cultivate true chemistry in our Dgroups—a harmony that reflects Your love and brings us together in Your mission. May our relationships be a testimony of Your grace towards us, reflected in how we treat one another, drawing others closer to You.

Give us the courage to apply what we've learned, and the humility to keep growing in the way we lead and serve.

In Jesus' name, Amen.





WHAT'S NEXT?

Book 10: Reliability of the Bible

Congratulations! You have completed Book 9.

As you continue growing in your relationship with Christ, and making disciples, it is important to build a strong conviction about the reason for your faith. God's Word is the foundation of what we believe and one of the most important questions every believer must face is this: Can I trust the Bible?

Just as every meaningful relationship is built on trust, our walk with God is grounded in confidence in His Word. The Bible shapes what we believe, how we live, and how we respond to life's challenges. When we are confident that God's Word is true and reliable, we are better equipped to follow Him with faith and obedience. As a Dgroup leader, part of our responsibility is to help our Dgroup members know that the Bible we read, study and obey is the unchanging Word of God.

But how do we know the Bible we read today is trustworthy? Can it be relied upon in a changing world? What evidence supports its accuracy and authority? These and other important questions will be addressed in **Book 10: The Reliability of the Bible**.

Our hope is that as you go through this book, your confidence in God's Word will deepen, your faith will be strengthened, and you will grow in your desire to know and live out the truth of Scripture.

ANSWER KEY

SESSION 1

.....

Why is Discipleship Important:

1. command
2. Christlikeness
3. unity
4. God's glory
5. World evangelism

Common Myths of Spiritual Maturity

1. Knowledge
2. Success
3. Service
4. Zeal
5. Position
6. Spiritual gifts

How to Develop Leaders

1. Discover
2. Develop
 - a. Modeling
 - b. Relationship
 - c. Intentionality
3. Deploy

SESSION 2

.....

The Dreaded Leadership Disease

1. Drive for Position
2. Drive for Prestige
3. Drive for Power
4. Drive for Personal Agenda

SESSION 3

.....

Key Aspects of Interpersonal Skills

- a. Empathy
- b. Trust
- c. Communication
 - Active Listening
 - Clarity of messaging
 - Inspiring and motivating

How to Develop Self-Awareness?

- a. Self-Reflection
- b. Seeking Feedback
- c. Observing Reactions
- d. Identifying Patterns

Benefits of Self-Management:

- a. Decisions
- b. management
- c. adaptability
- d. ownership

The Importance of Vision

- Vision Directs
- Vision Motivates
- Vision Strengthens

Benefits of Empowering and Developing Leaders

- Increases
- Enhance
- Promotes

How can you improve your Leadership Competency?

- Seeking
- Practicing
- Investing
- Look
- Leading

SESSION 4

.....

How do you Cultivate Chemistry in Dgroup?

C.H.R.I.S.T.

1. Confidentiality
2. Honesty
3. Respect
4. Intercession
5. Serving One Another
6. Trust

How did Jesus build trust?

1. grace and truth
2. His life
3. vulnerability
4. sacrifice



Appendix A:

ACCOUNTABILITY

Guidelines for a fruitful accountability time:

- a. Questions are designed for transparent life-on-life conversation.
- b. This is not simply a checklist of 'to do's' but a guide for in-depth sharing.
- c. Establish a safe environment where confidentiality and acceptance is assured.
- d. Take down notes for follow-up in your next meeting.
- e. Budget your time wisely. All questions may not be covered in one meeting.

Accountability Questions

1

What are your highs, lows, victories, and difficulties this week?

2

Kindly describe your love relationship with the Lord presently.

3

How are you in your spiritual disciplines of worship, bible reading, meditation, prayer, obedience?

4

Kindly describe your relationship with your family members, co-workers, and Dgroup family.

5

How's your emotional well-being? Any depression, anxiety, anger that need to be addressed? Any form of addictions that you may be struggling with?

6

How are you doing in your moral and sexual purity? Any unconfessed sins?

7

Describe your current financial condition? How are you addressing areas of concern if any?

8

When was the last time you did Pray, Care, Share? How was it and with whom?

9

(For Dleaders) How are your Dgroup members? Any progress in their Discipleship Journey? Any setbacks?

10

How can I help you live the Spirit-filled life more consistently?

Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective. **James 5:16**

Family Accountability Questions

1

What have you observed about my temper, financial habits, use of time this week/month? How can I improve?

2

Did you feel loved and respected by me as your husband/ wife/parent/child/sibling/ this past week/month? How can I improve?

3

How did I encourage or discourage you this week? How can I improve?

4

How have I helped or hindered you in your relationship with Christ this week/month? How can I improve?

5

How have I modeled loving Jesus and others this week/month? How can I improve?

Develop mutual accountability and transparency with your Dmembers in all areas of life:

Family life

Husband and wife relationships

Career and work opportunities and challenges

Emotional development

Finances

Thought life
and purity

STAY UPDATED!

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