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# Leadership Training Guide for DBS

A guide for leading Discovery Bible Group

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# Facilitate Discovery

This **Leadership Training Guide** equips new **Discovery Bible leaders** to confidently facilitate, disciple others, and multiply groups. Since **DBS groups should be simple, relational and reproducible**, leaders don't need formal theological training - just a heart to **listen, learn and guide others in discovering the truth.**

- ♦ **KEY Mindset: "I am here to help others learn, not to teach them.**

# Phase 1: Preparation



## 1. Understand Your Role as a Leader

- **You are a guide, not a teacher**  
The goal is to let the Bible speak, not to provide all the answers.
- **You are a facilitator, not a pastor**  
Anyone can lead DBS - your job is to help others explore and apply God's Word..
- **You are modeling reproducibility**  
The goal is not just one group, but groups that multiply through relationships

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**KEY MINDSET: “I am here to help others learn through discovery, not to teach them.”**



**Tip**

Don't allow one person to teach or explain.

A good facilitator doesn't give answers, but asks questions..

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# NO TEACHING OR EXPLAINING! Let people find answers in the Bible.

DISCUSSION: How do I recognize explaining  
during a Discovery Group?



## Tips

Give everyone a chance  
to share

Don't just read the  
passages, put them into  
practice

Obedience is the goal

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# NO BRINGING IN OTHER PASSAGES! Focus on the one central truth of the passage.

DISCUSSION: What are some reasons not to bring in other passages?



## Tips

Share with other people what you are learning about your life in God.

Meet practical needs in the group or community

A memory aid to help

**A LEMON BITE**

**Gathers**

**Many**

**Looks**

Stimulate discussion from the group by asking questions using these words:

**A - Attention**

**L - Like**

**B - Bother**

**G - God**

**M- Mankind**

**L - Life**

**Tip**

Facilitate  
curiosity, seek  
discovery

# Phase 1: Preparation



## 2. Pray for People

Pray for your DBS group

→ **Pray for wisdom, patience and open hearts**

Pray before each session: " Lord, help us **hear your voice today** through your Word."

→ **Person of Peace**

Ask God to **reveal Persons of Peace** who will help spread faith to others.



# Look for:

✓ **Spiritually Curious** – Open to discussions about life's meaning, truth, or spirituality.

✓ **Well-Connected** – Respected in their family, workplace, or social circles.

✓ **Hospitable** – Welcomes you into their home or social space (e.g., work, café, hiking group).

✓ **Willing to Share** – Naturally passes on new ideas or conversations to others.

✓ **Already Seeking** – Asking deep questions about justice, truth, suffering, or purpose.

✓ **Respected Locally** – Others listen to them; they have influence in a social network.

# Persons of Peace (PoP)



## Tip

Discovering a PoP requires patience, deep listening and relational engagement.

They are open to spiritual conversations and able to connect others to Jesus

# Watch for these signs:

- Someone who asks deep **questions about purpose, truth, or suffering**.
- A person who naturally **gathers others around them** (leaders, social connectors).
- Someone who expresses **curiosity about your faith, life, or experiences**.

## Example Questions to Test Openness:

- *"Do you think there's more to life than just work and survival?"*
- *"What do you think happens after we die?"*
- *"Why do you think people search for meaning, even in a secular world?"*

[Watch video on finding Persons of Peace](#)

### Tip

Once you sense **openness**, share a **personal story** about faith in an **authentic, non-preachy** way.

Invite them to a Discovery Group using questions not sermons

# Phase 1: Preparation



## 3. Choose Format

### → Where to Meet?

A **coffee shop, home, store, park, or beach**—choose a place that feels natural.

→ Keep it **relaxed and welcoming** so people feel comfortable sharing.

### → How Many People?

**Ideal size 2-6 people** - encourages deeper discussions

→ If a group gets **too large**, encourage someone to start a new DBS.

### → How Often?

**Weekly or biweekly** is best—regular meetings build trust.

→ Be flexible—allow for **people's schedules and natural rhythms**.

## Empower Them to Multiply

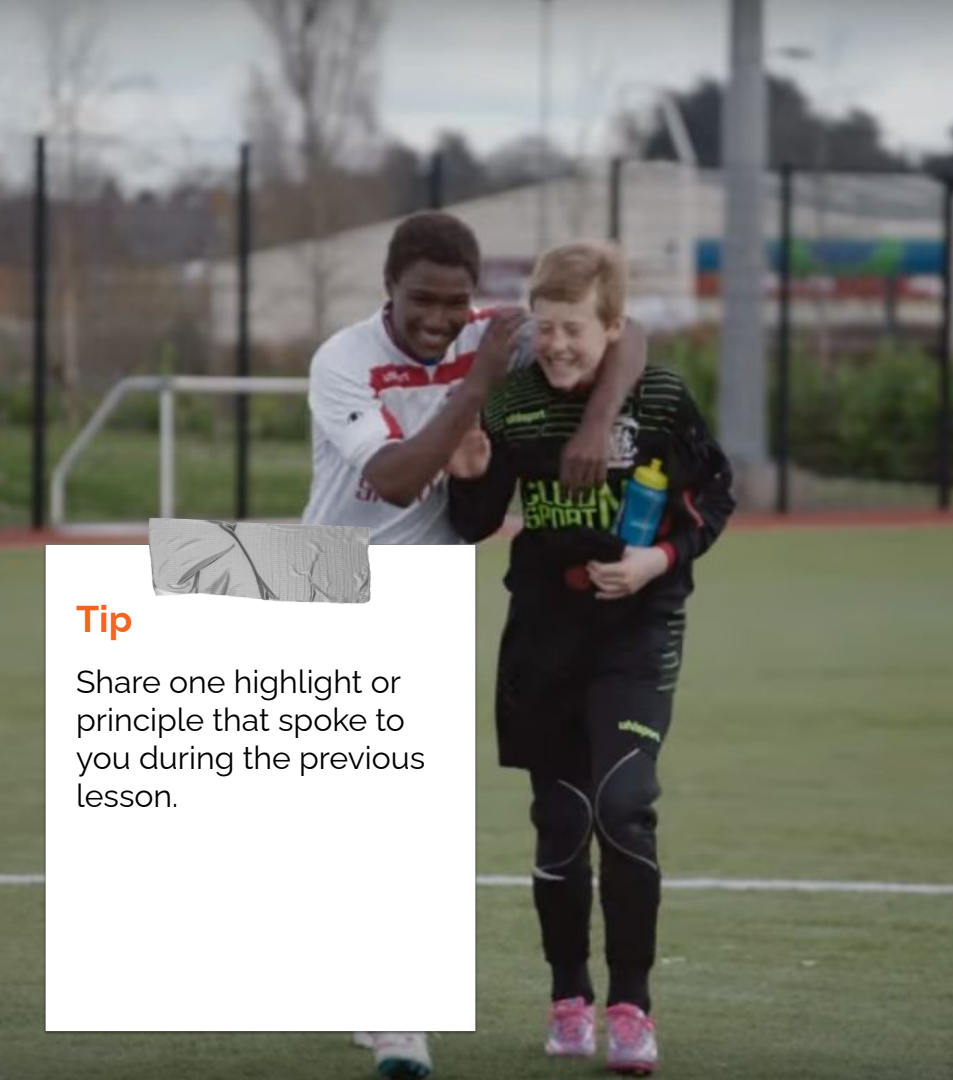
Encourage them to **invite others** - their friends, family or colleagues.

Let them **lead discussions** in a natural way.

Support them but **avoid controlling** - the movement must be local-led







### Tip

Share one highlight or principle that spoke to you during the previous lesson.

## Q & A

# Phase 2: Leading a DBS Session



## 1. Welcome & Connection (5-10 Minutes)

→ **Ask simple life questions to  
build relationships**

What are you thankful for?

What has been difficult lately?

Have you seen a need in the  
community this group could meet?

Did you apply last week's discussion?

# Phase 2: Leading a DBS Session

## 2. Read and Discuss Bible Passage (20-30 Minutes)

### → Read the passage **TWICE**

One person **reads** aloud

Everyone silently **reads again**

(One could repeat the passage in their own words- group could help recall missed main points)

### → Ask Three Simple Questions

1. What does the story teach us about **God**?

2. What does it teach us about **people**?

3. How can we **apply** this in our daily lives?

### → Encourage Participation

Let everyone **share** - there are no wrong answers

Keep it a **discussion**, not a lecture or advise session

What does it say? <i>(Write the text word-for-word.)</i>	What does it mean? <i>(Write it in my own words.)</i>	What must I do to obey? <i>(My "I will..." statement.)</i>
		<p data-bbox="1020 757 1271 779">With whom will I share?</p> <hr data-bbox="1006 805 1271 808"/>

## 3 - Column Study Tool



# Phase 2: Leading a DBS Session

## 3. Apply and Share (10-15 Minutes)

→ **ASK**

How will you live this out this week?

Who can I share the story with this week?

→ **ENCOURAGE Practical Action**

If discussing forgiveness, ask “Is there someone you need to forgive this week?”

If you are discussing helping others, ask “How can you serve someone this week?”

→ **End with short prayer (if the group is comfortable)**

# KEY DBS RULE

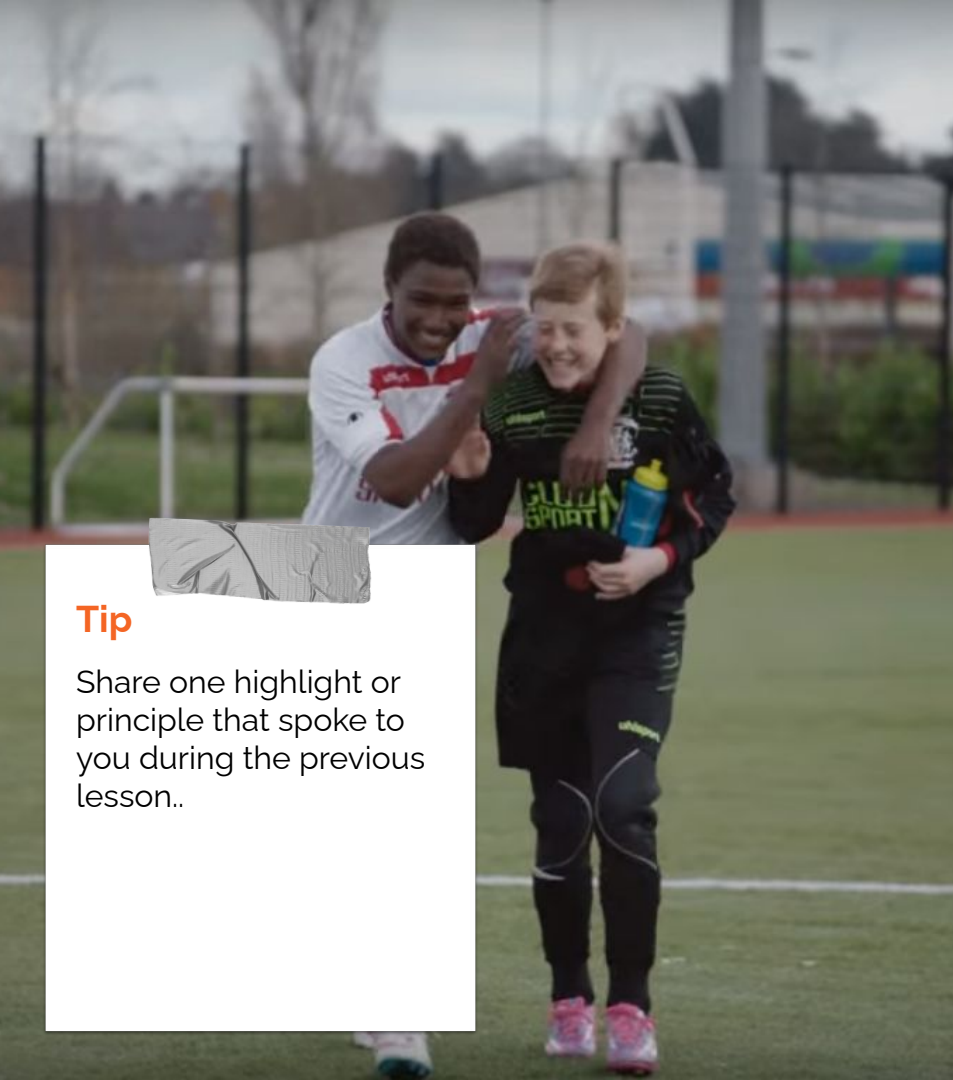
Scripture + Obedience = Transformation

[See a short video](#) [this formula](#)



## Tip

Accountability is critical to keep obedience alive.



### Tip

Share one highlight or principle that spoke to you during the previous lesson..

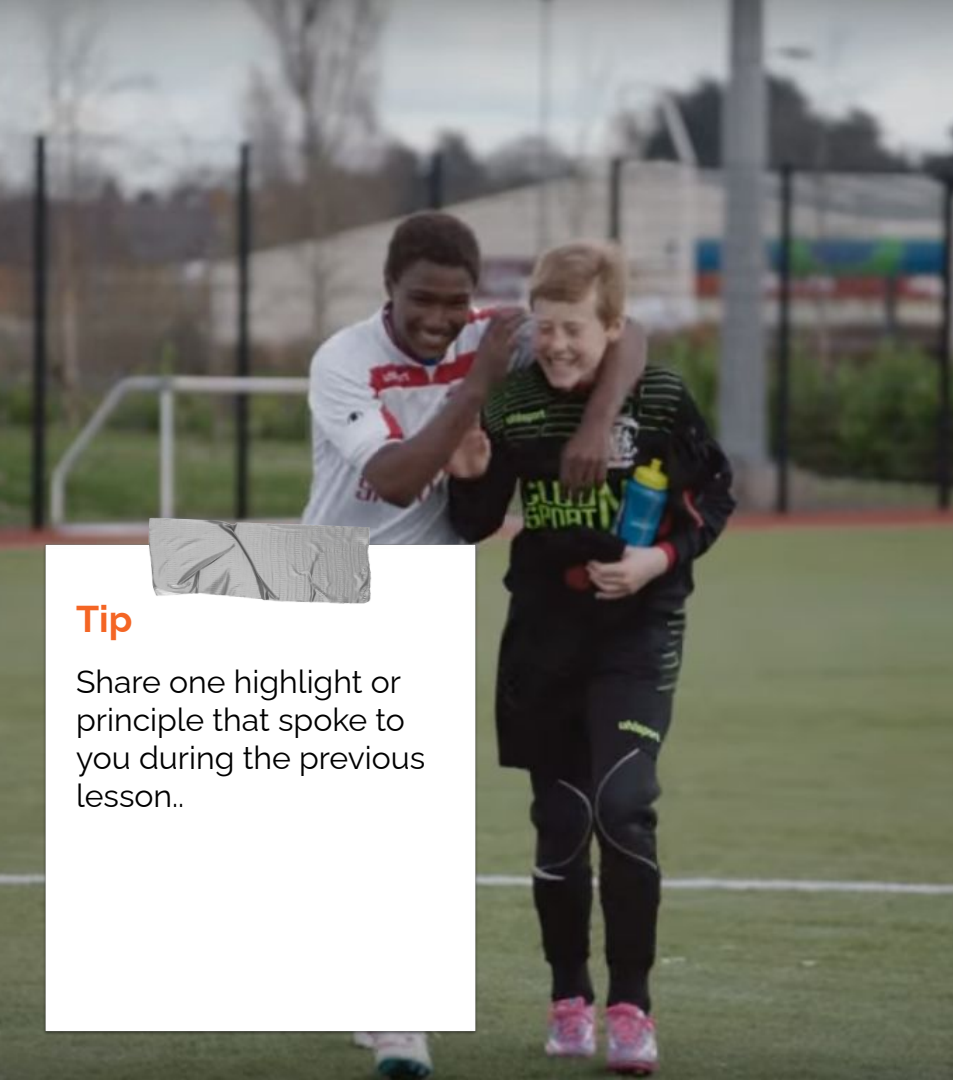
# 15 MINUTE BREAK



# Example Discipleship Timeline

Timeframe	Focus	Action Steps
<b>Weeks 1-4</b>	Foundation	Teach simple prayer & Bible habits
<b>Weeks 5-8</b>	Hearing God	Teach listening prayer & personal Bible study
<b>Weeks 9-12</b>	Living It Out	Apply faith to daily life & relationships
<b>Weeks 13-16</b>	Sharing Faith	Train them to share their story & invite others
<b>4+ Months</b>	Multiplication	Help them start a DBS with friends

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### Tip

Share one highlight or principle that spoke to you during the previous lesson..

**15 MINUTE BREAK**

**Optional - Phase 3**  
**could be taught in the**  
**future**

# Phase 3: Multiplication - Training New Leaders



## 1. Identify Who Can Lead Next

### → Look for people who:

- Are **engaged in discussions** and applying lessons.
- Show **natural leadership** (people listen to them).
- Express **curiosity and ask deep questions**.

### → Ask them:

- *“Would you be open to leading a DBS with your friends?”*
- *“I can help you start—let’s do this together.”*

♦ **If hesitant, co-lead with them** until they feel confident.

# Phase 3: Multiplication - Training New Leaders



## 2. Leadership Mentoring

### → Stage 1: Walk With Them

**Goal:** Build confidence by **co-leading with them**.

- ✓ **Meet regularly** over coffee or a meal—build friendship first.
- ✓ Observe their **strengths & challenges** as they begin leading.
- ✓ Encourage them with **small leadership tasks** (e.g., reading Scripture aloud, asking a question).
- ✓ Ask: *"What excites you and what scares you about leading?"*

**Weeks 1-4**

# Phase 3: Multiplication - Training New Leaders



## 2. Leadership Mentoring

### → Stage 2: Guide Them

**Goal:** Strengthen their **facilitation skills** while they lead.

✓ Let them **lead the full DBS session** while you observe.

✓ Give **affirming & constructive feedback** afterward:

- *"What went well?"*
- *"What was challenging?"*
- *"How can we improve next time?"*

✓ Offer **practical coaching** on:

- Keeping discussions **focused & engaging**.
- Encouraging **everyone to participate**.
- Asking **good follow-up questions**.

**Weeks 5-8**



# Phase 3: Multiplication - Training New Leaders



## 2. Leadership Mentoring

### → Stage 3: Release Them

**Goal:** Empower them to **lead independently and disciple others.**

- ✓ **Encourage them to invite 2-3 new people** into a DBS group.
- ✓ Provide **support without controlling**—trust them to lead.
- ✓ Meet periodically for **check-ins & encouragement.**
- ✓ Ask: *"Who in your group do you see as a future leader?"*

#### ◆ **Encourage them to repeat the cycle:**

- Find someone in their group to mentor.
- Start co-leading with them.
- Train them to lead independently.

**Weeks 9-12**

# Phase 3: Multiplication - Training New Leaders

## 2. Leadership Mentoring

### → Stage 4: Multiply Mentorship

**Goal:** Train them to **mentor a new DBS leader**—creating a multiplying movement.

✓ Ask: *"How can you invest in someone the way I invested in you?"*

✓ Encourage them to **repeat the mentorship process** with a new leader.

✓ Offer ongoing **support, encouragement, and problem-solving.**

✓ Keep multiplying the leadership chain:

- 1 First-generation DBS leader (YOU) mentors
- 2 Second-generation DBS leader mentors
- 3 Third-generation DBS leader mentors

✓ Celebrate **each new generation of disciple-makers!**

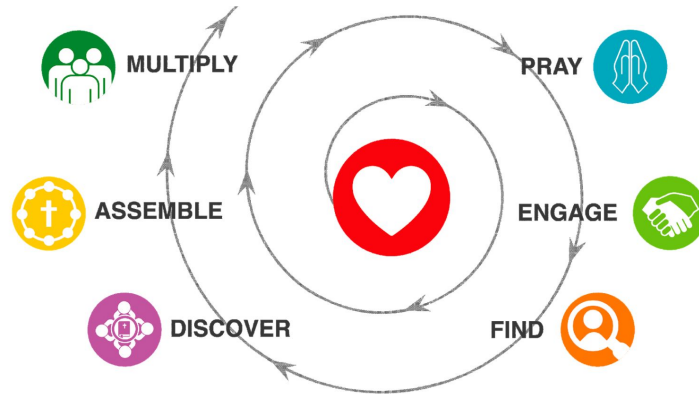
**3-6 Months**



# 4. Closing

→ What's next?

The Habits of a Multiplying Disciple



# Milestones

**March 2025**

Training for DBS  
Launch 2 DBS Groups

**October 2025**

Offer DBS Training  
Launch Discovery Class

2025

**June 2025**

Evaluate Progress  
Determine Future  
Offer DBS Training

**November 2026**

Celebrate  
Mentoring Follow up



# Best of Success!

We hope you'll use these tips to go out and facilitate people in discovering Jesus and his people!

For more about making