

FLIP'd Discipleship Workbook LEADER GUIDE

How to Use the Leader Guide

The discipleFLIP Leader Guide is designed to make leading a group simple, intentional, and Spirit-led. Whether you're a seasoned leader or stepping into your first discipleship role, this guide gives you a clear path for facilitating meaningful conversations and guiding others toward living out the F.L.I.P. principles—Find, Listen, Invest, Persist.

1. Prepare Before You Lead

Pray First – Ask the Holy Spirit to guide you and prepare your heart for those you'll be leading.

Read the Session in Advance – Review the week's Scripture, key points, and discussion questions so you're familiar with the flow.

Personalize the Material – Add your own stories, experiences, and examples that will help the group connect the principles to real life.

2. Follow the Session Structure

Each week's session follows the same rhythm for consistency:

Welcome & Connect – Open with a warm welcome, prayer, and a quick check-in.

Review & Recap – Briefly reflect on last week's application challenge and celebrate wins.

Scripture & Insight – Read the selected Scripture aloud and highlight the main truth for the week.

FLIP'd Discussion Questions – Guide participants through the Find, Listen, Invest, Persist questions. Allow space for conversation and authentic sharing.

Application Challenge – Encourage each participant to set one clear action step they will take this week.

Prayer & Commission – Close with prayer, asking God to empower the group to live out what they've learned.

3. Lead with Flexibility

Use the guide as a framework, not a script. You don't have to cover every question if discussion is flowing deeply in one area.

Be sensitive to the Holy Spirit's prompting—sometimes the most powerful moments come from unplanned conversations.

Keep the focus on transformation, not just information.

4. Foster an Environment of Trust

Model authenticity and vulnerability.

Encourage active listening—no interrupting, judging, or rushing responses.

Remind the group that what is shared in the group stays in the group.

5. Multiply Your Impact

The discipleFLIP method is designed for reproducible discipleship. As your group members grow, challenge them to begin leading their own groups, using this same guide, to multiply disciples who make disciples.

Remember: The Leader Guide is a tool—you are the disciple-maker. Let God work through you, stay prayerful, and keep your eyes on Jesus as you lead others to follow Him more closely.

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WEEK 1: Introduction – “Discipleship Isn’t a Program”

Big Idea: Discipleship is not an event or curriculum—it’s a lifestyle of relational pursuit, just like Jesus modeled.

Scripture Focus: Matthew 28:18–20, 1 Thes. 2:8

“Jesus came near and said to them, “All authority has been given to me in heaven and on earth. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age.”” **Matthew 28:18-20 CSB**

“We cared so much for you that we were pleased to share with you not only the gospel of God but also our own lives, because you had become dear to us.” **1 Thessalonians 2:8 CSB**

Key Concepts:

- Discipleship is about people, not processes.
- Jesus didn’t build a program—He invited people into His life.
- A culture of discipleship requires relational investment.

Discipleship is not a program, an event, or a seasonal campaign. It’s a lifestyle that reflects the very heart of Jesus. One of the great misunderstandings in the modern church is the assumption that discipleship can be fully contained within a structured curriculum or six-week study. While tools and resources are helpful, they are never the essence of discipleship. True disciple-making is relational, intentional, and reproducible—it is life on life.

Jesus didn’t hand His disciples a workbook or enroll them in a training course. He invited them to walk with Him, eat with Him, serve with Him, and suffer alongside Him. They saw how He responded to joy, rejection, fatigue, temptation, and conflict. Through everyday rhythms, they learned how to follow, not just with their heads, but with their hearts and habits.

The Apostle Paul echoes this model in 1 Thessalonians 2:8 when he writes, “We cared so much for you that we were pleased to share with you not only the gospel of God but also our own lives, because you had become dear to us.” This verse reveals the core of biblical discipleship: sharing both truth and life. Programs often focus on transferring information, but biblical discipleship prioritizes transformation—and that happens through relationships.

When we treat discipleship as a program, we run the risk of creating passive participants instead of activated followers. We graduate people from classes but fail to equip them for mission. We confuse knowledge with obedience, and in doing so, we reduce the Great Commission to a task list rather than a personal calling.

To shift the culture of a church toward relational discipleship, we must reimagine success. Success is not measured by attendance or completion certificates but by movement—by how many disciples are making disciples. It’s about how many people are walking with others in real life, pointing them toward Jesus with grace and truth.

Discipleship isn’t something we “do” once a week—it’s who we are as followers of Jesus. Every interaction becomes an opportunity to love, teach, model, and encourage. That means you don’t need a title or a degree to make disciples; you simply need to be willing to invite others into your life as you follow Jesus.

Discussion Questions:

- How has your view of discipleship been shaped by programs or church systems?
- What excites or scares you about discipleship being relational instead of programmatic?
- Why is it important to change our approach to disciple-making?

Reflection Prompt:

Write about a time someone personally discipled or mentored you. How did it impact you?

JOURNALING SPACE

WEEK 2 – F: FIND

Big Idea: Discipleship starts by seeing people through the eyes of Jesus—finding those God is already drawing.

Scripture Focus: John 1:43–46, Luke 19:1–10

“The next day Jesus decided to leave for Galilee. He found Philip and told him, ‘Follow me.’ Now Philip was from Bethsaida, the hometown of Andrew and Peter. Philip found Nathanael and told him, ‘We have found the one Moses wrote about in the law (and so did the prophets): Jesus the son of Joseph, from Nazareth.’ ‘Can anything good come out of Nazareth?’ Nathanael asked him. ‘Come and see,’ Philip answered.” **John 1:43-46 CSB**

“He entered Jericho and was passing through. There was a man named Zacchaeus who was a chief tax collector, and he was rich. He was trying to see who Jesus was, but he was not able because of the crowd, since he was a short man. So running ahead, he climbed up a sycamore tree to see Jesus, since he was about to pass that way. When Jesus came to the place, he looked up and said to him, ‘Zacchaeus, hurry and come down because today it is necessary for me to stay at your house.’ So he quickly came down and welcomed him joyfully. All who saw it began to complain, ‘He’s gone to stay with a sinful man.’ But Zacchaeus stood there and said to the Lord, ‘Look, I’ll give half of my possessions to the poor, Lord. And if I have extorted anything from anyone, I’ll pay back four times as much.’ ‘Today salvation has come to this house,’ Jesus told him, ‘because he too is a son of Abraham. For the Son of Man has come to seek and to save the lost.’” **Luke 19:1-10 CSB**

Key Concepts:

- Be aware of people around you in everyday life.
- Pray for divine appointments.
- Don’t overcomplicate—start with proximity and availability.

Discipleship always begins with intentional pursuit. Jesus didn’t wait for people to come find Him—He went out to find them. In John 1:43, we read, “The next day Jesus decided to leave for Galilee. Finding Philip, he said to him, ‘Follow me.’” This moment is not passive. Jesus took initiative. He sought out Philip. And what does Philip do? He immediately finds Nathanael and invites him as well. This is the beginning of a beautiful pattern of relational multiplication.

To “find” someone in the context of discipleship is to see people the way Jesus sees them—not as projects or statistics, but as image-bearers of God, created for relationship and redemption. This means slowing down enough in our busy lives to actually notice the people around us. Our neighbors, co-workers, classmates, and even the person who serves us coffee—they all matter. They are not interruptions. They are opportunities.

In Luke 19, Jesus finds Zacchaeus hiding in a tree. Zacchaeus was a social outcast, despised for his greed and betrayal of his own people. But Jesus didn’t ignore him—He noticed him. He saw beyond the surface and called him by name: “Zacchaeus, come down immediately. I must stay at your house today.” The result? A transformed heart and a public declaration of repentance and restoration.

Finding people doesn’t mean you have to be extroverted or highly trained. It means being prayerfully available and spiritually aware. It means asking the Holy Spirit each day, “Who are You placing in my path today?” It’s choosing to believe that God is already at work in people’s lives and inviting you to join Him in that work.

Discipleship often begins in the ordinary—over lunch, in a hallway conversation, on a walk, or through a text message that simply says, “How can I pray for you?” The goal is not to force a spiritual conversation but to build genuine connection. People are far more open than we think; they’re just waiting for someone to care enough to notice them.

If you’re unsure where to start, begin with proximity. Who’s already in your circle that you’ve overlooked? Who keeps coming to mind or crossing your path? Finding disciples starts with seeing people and stepping into their lives with intentionality and compassion.

Ask Yourself:

- Have I mentored anyone before?
- Who do I know that would be interested in this this?
- What prevents me from asking them to commit to this with me?

Remember: you don’t need to have all the answers—you just need to show up with a heart like Jesus. Find them. Invite them. Walk with them.

Discussion Questions:

- Who in your current circles might be spiritually searching or open to a conversation?
- What barriers keep you from “finding” people to disciple?
- How did Jesus “find” people in the Gospels?

F.L.I.P.’d Journal Prompt: Who is someone you’re beginning to notice as a potential disciple?
What’s one small step you could take this week toward connection?

JOURNALING SPACE

WEEK 3 – L: LISTEN

Big Idea: Discipleship flows from relationship—and relationships grow through intentional listening.

Scripture Focus: James 1:19, Proverbs 20:5, Luke 24:13–32

“My dear brothers and sisters, understand this: Everyone should be quick to listen, slow to speak, and slow to anger,” **James 1:19 CSB**

“Counsel in a person’s heart is deep water; but a person of understanding draws it out.”
Proverbs 20:5 CSB

“Now that same day two of them were on their way to a village called Emmaus, which was about seven miles, from Jerusalem. Together they were discussing everything that had taken place. And while they were discussing and arguing, Jesus himself came near and began to walk along with them. But they were prevented from recognizing him. Then he asked them, “What is this dispute that you’re having with each other as you are walking?” And they stopped walking and looked discouraged. The one named Cleopas answered him, “Are you the only visitor in Jerusalem who doesn’t know the things that happened there in these days?” “What things?” he asked them. So they said to him, “The things concerning Jesus of Nazareth, who was a prophet powerful in action and speech before God and all the people, and how our chief priests and leaders handed him over to be sentenced to death, and they crucified him. But we were hoping that he was the one who was about to redeem Israel. Besides all this, it’s the third day since these things happened. Moreover, some women from our group astounded us. They arrived early at the tomb, and when they didn’t find his body, they came and reported that they had seen a vision of angels who said he was alive. Some of those who were with us went to the tomb and found it just as the women had said, but they didn’t see him.” He said to them, “How foolish you are, and how slow to believe all that the prophets have spoken! Wasn’t it necessary for the Messiah to suffer these things and enter into his glory?” Then beginning with Moses and all the Prophets, he interpreted for them the things concerning himself in all the Scriptures. They came near the village where they were going, and he gave the impression that he was going farther. But they urged him, “Stay with us, because it’s almost evening, and now the day is almost over.” So he went in to stay with them. It was as he reclined at the table with them that he took the bread,

blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him, but he disappeared from their sight. They said to each other, “Weren’t our hearts burning within us while he was talking with us on the road and explaining the Scriptures to us?””

Luke 24:13-32 CSB

Key Concepts:

- Listening creates trust and safety.
- Ask good questions, not just give answers.
- People are more likely to follow Jesus when they feel heard.

One of the most overlooked yet powerful tools in discipleship is listening. We often think that making disciples requires us to speak well, teach with clarity, or answer every question. But some of the most transformative moments happen not when we talk—but when we listen.

James 1:19 reminds us to be “quick to listen, slow to speak, and slow to anger.” Listening is more than waiting for your turn to talk; it is an act of love. It shows others they are seen, heard, and valued. In a culture obsessed with broadcasting opinions, deep listening is a radical form of discipleship.

Proverbs 20:5 says, “The purposes of a person’s heart are deep waters, but one who has insight draws them out.” A wise disciple-maker learns to ask thoughtful questions and wait patiently for the answers. You’re not just listening to words—you’re listening for what’s beneath them: wounds, hopes, lies, fears, longings. Listening is how we discover what disciples really need—not just spiritually, but relationally and emotionally.

One of the most beautiful examples of Jesus’ listening heart is found in Luke 24 on the road to Emmaus. Two discouraged disciples are walking away from Jerusalem, confused and heartbroken over Jesus’ death. Jesus joins them, but He doesn’t immediately reveal who He is. He asks a question: “What are you discussing together as you walk along?” And then... He listens. He lets them pour out their confusion and grief. He walks with them in their pain before gently guiding them toward truth.

This is a model for us. Don't rush to correct or counsel. Don't be so eager to share your story that you miss theirs. Sometimes the most healing thing you can offer is your presence and attention. Listening creates trust, and trust opens the door to spiritual conversations that matter.

Discipleship is never one-sided. When we truly listen, we invite someone into a relationship of mutual respect and spiritual growth. And often, we learn just as much as we teach.

Ask yourself:

- Am I listening to respond, or listening to understand?
- Do I allow space for silence, or do I rush to fill it?
- Do I ask questions that invite the heart to speak?

To disciple well, we must learn to listen like Jesus—with patience, compassion, and attentiveness. Because when people feel heard, they're more likely to hear the voice of the One we represent.

Discussion Questions:

- How well do you listen during spiritual conversations?
- Why is listening such a powerful form of love and presence?
- What did Jesus model on the road to Emmaus (Luke 24)?

F.L.I.P.'d Journal Prompt:

Reflect on a recent conversation where you could have listened better. What will you do differently next time?

JOURNALING SPACE

WEEK 4 – I: INVEST

Big Idea: Discipleship requires intentional time, energy, and relational effort—just like Jesus did. Investing in others is the Great Commission (Matt.28:18-20), commissioning all disciples to be disciple makers, not members, followers, or even believers.

Scripture Focus: 2 Timothy 2:2, John 15:13-15

“What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also.” **2 Timothy 2:2 CSB**

“No one has greater love than this: to lay down his life for his friends. You are my friends if you do what I command you. I do not call you servants anymore, because a servant doesn’t know what his master is doing. I have called you friends, because I have made known to you everything I have heard from my Father.” **John 15:13-15 CSB**

Key Concepts:

- Discipleship costs something.
- Invest in a few, deeply—not many, shallowly.
- Be present, available, and prayerful.

True discipleship is never accidental—it’s always intentional. To invest in someone’s life means we pour in time, energy, and spiritual focus for the sake of their growth in Christ. Jesus modeled this in every moment with His disciples. He didn’t simply gather a crowd or deliver teachings from a distance—He invited a few close followers into the daily, gritty, beautiful rhythm of His life. That’s what investment looks like.

In 2 Timothy 2:2, Paul exhorts his spiritual son: “What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also.” This is the heartbeat of investment—passing on what has been entrusted to you, with the expectation that it

will be multiplied through others. Paul didn't just teach Timothy; he walked with him, mentored him, and prepared him to do the same for others.

Investment takes commitment. It's choosing to be inconvenienced for the sake of someone else's spiritual growth. It's coffee conversations, early morning prayers, late-night texts, and showing up when life gets messy. It's not flashy, and it often goes unnoticed by the crowd—but that's how the kingdom of God grows. Quietly. Deeply. Relationally.

In John 15:13–15, Jesus calls His disciples not just servants but friends. He says, “Greater love has no one than this: to lay down one's life for one's friends.” When we invest in others, we imitate this sacrificial love. We lay down our agenda to help someone else walk with Jesus. This kind of investment can't be outsourced or automated. It requires presence—being there consistently, even when progress is slow or unseen.

You don't have to be a Bible expert to invest in someone. You just need to be one step ahead and willing to walk alongside them. Share what God is teaching you. Be honest about your struggles. Invite them into your life, not just your church service. That's where real transformation happens.

Ask yourself:

- Who am I intentionally investing in right now?
- What does that investment look like practically?
- What time, habits, or resources can I reallocate to prioritize disciple-making?

Investment always costs something—but the return is eternal. Don't underestimate the impact of your availability. In God's economy, showing up is the beginning of legacy.

Discussion Questions:

- What does it practically look like to invest in someone's spiritual growth?
- What obstacles do you face in carving out space to disciple others?
- How did Jesus model relational investment?

F.L.I.P.'d Journal Prompt:

What are 2–3 specific ways you can invest in someone you're discipling this week?

JOURNALING SPACE

WEEK 5 – P: PERSIST

Big Idea: Discipleship takes time and commitment. Persistence reflects the faithfulness of Christ.

Scripture Focus: Galatians 6:9–10, Hebrews 10:24–25

“Let us not get tired of doing good, for we will reap at the proper time if we don’t give up. Therefore, as we have opportunity, let us work for the good of all, especially for those who belong to the household of faith.” **Galatians 6:9-10 CSB**

“And let us consider one another in order to provoke love and good works, not neglecting to gather together, as some are in the habit of doing, but encouraging each other, and all the more as you see the day approaching.” **Hebrews 10:24-25 CSB**

Key Concepts:

- Don’t give up—discipleship is a long obedience in the same direction.
- Growth isn’t linear.
- Encourage through hardship and setbacks.

Discipleship is not a quick fix—it’s a long journey. It’s not about spiritual speed dating or microwave results. It requires persistence—faithful, loving endurance even when there’s no immediate payoff. In a world of instant gratification and fast-paced ministry models, persistent discipleship is a prophetic act of faith.

Galatians 6:9 exhorts us: “Let us not grow weary of doing good, for in due season we will reap, if we do not give up.” Discipleship often feels like sowing seeds into hard soil. There are seasons where you see no growth, no gratitude, no change—and yet God calls you to remain. Why? Because we don’t control the harvest—He does. Our job is to stay faithful, to keep planting, watering, and trusting Him with the outcome.

Real people are messy. They disappoint. They walk away. They struggle with the same things again and again. But Jesus never gave up on His disciples—even when they doubted, denied, and deserted Him. His persistence wasn't rooted in their potential but in His perfect love. If we are to disciple like Jesus, we must adopt that same posture of patience and perseverance.

Hebrews 10:24–25 adds, “Let us consider how we may spur one another on toward love and good deeds... encouraging one another—and all the more as you see the Day approaching.” To persist in discipleship is to keep showing up for someone, even when it's hard. It's calling out who they are becoming in Christ, even when they can't see it. It's continuing to walk with them through the valleys, not just the mountaintops.

Persistence also means staying committed to the mission when you yourself feel discouraged. There will be times when you'll want to quit—when you'll question if it's worth the effort, if you're making any difference. But remember: even Jesus was misunderstood and rejected. If He experienced resistance, we will too.

Ask yourself:

- Have I given up on someone that God may be calling me to revisit?
- Where have I grown weary in the process of disciple-making?
- What spiritual disciplines or support do I need to stay encouraged and energized?

Don't confuse slow progress with failure. Persistence is the posture of faithful disciple-makers. Stay the course. Be the constant. Reflect the steadfast love of Christ. And in time, the fruit will come—often in ways you didn't expect and through lives you thought were unreachable.

Discussion Questions:

- Why is persistence important in relationships and discipleship?
- How can we support one another when it gets hard?
- Where have you been tempted to give up in the disciple-making process?

F.L.I.P.'d Journal Prompt:

Identify one area where you're tempted to quit. Write a prayer asking God to give you strength to persist.

JOURNALING SPACE

WEEK 6 – COMMISSION & CONNECTION

Big Idea: Every disciple is a disciple-maker. Commissioning is about multiplication, not just maturity.

Scripture Focus: Matthew 28:18–20, Acts 1:8

“Jesus came near and said to them, “All authority has been given to me in heaven and on earth. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age.”” **Matthew 28:18-20 CSB**

“But you will receive power when the Holy Spirit has come on you, and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth.”” **Acts 1:8 CSB**

Key Concepts:

- Commission people into the mission.
- Encourage them to find, listen, invest, and persist with others.
- Celebrate connection and fruit.

Discipleship doesn’t end with personal growth—it multiplies. Jesus didn’t call us to become better versions of ourselves and stop there. He called us to go. The goal of relational discipleship is not merely maturity but movement—disciples who make disciples. This final week is all about helping people see themselves not just as followers of Jesus, but as commissioned ambassadors for His mission.

In Matthew 28:19–20, Jesus gives us the Great Commission: “Go therefore and make disciples of all nations...” The command is clear—and it wasn’t just for pastors, missionaries, or church staff. It was for every disciple. The same Jesus who walked with His followers, listened, taught, corrected, and loved them, now sends them to do the same for others. He didn’t just give them a message—He gave them a mission.

Acts 1:8 reinforces this when Jesus says, “You will receive power when the Holy Spirit has come upon you, and you will be my witnesses...” Every believer is equipped with the Spirit of God to testify to what they’ve seen, experienced, and come to believe. You don’t have to be perfect, just willing. You’ve been commissioned—not to impress people with theology, but to connect them to Jesus through your life, your story, and your love.

Connection is the bridge to multiplication. When you stay relationally connected to those you’ve disciples, and they stay connected to others, a movement begins. It’s not about growing your group—it’s about reproducing the heart of Jesus in others who will carry it forward. Connection keeps us grounded in community. Commission sends us outward in obedience.

This is the moment in the journey when we turn from being receivers of discipleship to being intentional disciplers of others. It’s not the end—it’s the launching pad. Commission and connection together ensure the work continues long after a class ends or a workbook is finished.

Ask yourself:

- Who can I now invest in the way someone has invested in me?
- What does it look like for me to live sent in my daily life?
- Who do I need to stay connected to for encouragement and accountability?

Take time this week to celebrate what God has done—and then take your next step. Don’t wait to feel ready. Go. Start small. Stay connected. Make disciples who will make disciples.

Because Jesus’ mission isn’t finished—and now, He’s sending you.

Discussion Questions:

How has your view of discipleship shifted during these six weeks?

Who will you now walk alongside in a disciple-making relationship?

What would it look like to launch your own disciple-making journey from here?

This is my ONE: _____ (Write Name Here)

Commissioning Prayer:

Pray over one another, asking God to anoint your steps as disciple-makers who multiply disciples like Jesus did.