

RAISE UP & SEND OUT

A Leader's Guide to Multiplying Disciple Groups

THE GOAL

Make room for one more by making disciples who make disciples and raising up leaders who raise up leaders.

We are not splitting a group. We are multiplying a group.

When a family welcomes another child, love is not divided - it is multiplied. In the same way, multiplying a disciple group expands community and creates space for more people to discover and deepen a relationship with Jesus.

Why We Multiply

Jesus calls us to make disciples. A healthy disciple group helps people discover and deepen a relationship with Jesus Christ and with fellow brothers and sisters in Christ. As those disciples grow, we intentionally raise up and send out new leaders so that one more can join a group and one more can lead a group.

OUR POSTURE

Our goal is to be prepared to multiply every one or two years as Jesus leads. This is not a deadline or a source of pressure. We focus on faithfully developing leaders and trust God with the timing.

Multiplication Makes Room for One More

- It makes room for one more person to join a disciple group.
- It helps make our big church small through honest, transparent, Christ-centered community.
- It keeps the group a conduit of God's love and grace rather than a cul-de-sac.
- It gives a developing leader the opportunity to obey God's call and make disciples who make disciples.
- It protects healthy group dynamics so everyone can participate, be known, and grow.

Know When to Begin Preparing

Leadership development should begin as soon as a future leader is designated. Group size is one helpful signal that it may be time to prepare for multiplication:

Group type	Active roster	Consistent attendance
Mixed	15 - 20	14 or more
Men's or Women's	10 - 15	12 or more

These numbers are prompts to plan, pray, and talk with your Discipleship Minister or coach - not automatic deadlines.

Cast the Vision. Create the Culture.

A group is most ready to multiply when multiplication has been part of its identity from the beginning. Cast the vision at your first meeting, then reinforce it with the entire group about once each month to create the culture. When multiplication eventually happens, the group should be able to say, “Yes! This is what we’ve been praying for and working toward.”

What to Say

A SIMPLE MONTHLY VISION MOMENT

God is using this group to help us deepen our relationship with Jesus and with one another. We also want to make room for one more to join a group and one more to lead a group. That means we will keep looking for and developing future leaders so that, when Jesus leads, we can multiply into two healthy groups. We are not losing community - we are extending it. This is something we can pray for and celebrate together.

How to Build the Culture

- ☐ Share the multiplication vision during the group's first meeting.
- ☐ Repeat the vision about once each month in a brief, natural way.
- ☐ Connect multiplication to the mission: making room for one more and making disciples who make disciples.
- ☐ Celebrate small steps: someone taking attendance, facilitating a discussion, or leading for the first time.
- ☐ Give different people meaningful opportunities to serve and lead.
- ☐ Speak about multiplication with faith and excitement, while removing pressure and artificial timelines.
- ☐ Remind the group that relationships can continue after multiplication.
- ☐ Invite your campus Discipleship Minister and coach into the process early for prayer, encouragement, and practical guidance.

Culture Check

Ask yourself each month:

- ☐ Have I reminded the group why we multiply?
- ☐ Am I giving people opportunities to grow and lead?
- ☐ Does the group see multiplication as a celebration of God's work?
- ☐ Have I talked with my coach or campus Discipleship Minister about the next step?

Future Leader Development Pathway

Use this pathway as a flexible coaching guide, not a rigid calendar. Some steps may overlap or repeat. Move forward prayerfully, give specific feedback, and trust Jesus with the pace.

☐ 1. Pray for the person

Ask God to place one or more people on your heart who may be called and equipped to lead. Pray for discernment, courage, humility, and the person's continued growth as a disciple.

☐ 2. Invite the whole group to consider leadership

Talk with everyone about the opportunity to grow as a disciple-making disciple. Ask who might be interested in leading someday, and offer low-pressure opportunities to try different responsibilities.

☐ 3. Make a personal invitation

Meet individually with one or two people. Tell each person what leadership qualities you see, share that you have prayed about it, and ask whether they would be willing to explore becoming a future leader. Make clear that there is no forced timeline.

☐ 4. Designate the future leader in Rock

Once the person agrees to enter the development process, designate them as a Future Leader on your group page in Rock. This helps your Discipleship Minister and coach know who you are developing.

☐ 5. Entrust a consistent responsibility

Ask the future leader to begin taking attendance. Then give them responsibility for one or two recurring parts of the group each week, such as welcoming people, sending reminders, coordinating prayer, or preparing for a discussion question.

☐ 6. Co-lead and coach

Ask the future leader to co-lead while you are present. Before the meeting, clarify what they will lead. Afterward, affirm what went well, ask what they learned, and offer one or two specific coaching points.

☐ 7. Let the future leader lead while you support

Ask the future leader to lead the entire group while you are present. Stay available, but allow them to lead on their own. Debrief afterward and continue building their confidence and skill.

☐ 8. Let the future leader lead in your absence

When you are out of town or unable to attend, ask the future leader to lead the group. Follow up afterward to celebrate, listen, and coach.

☐ **9. Establish regular co-leadership**

Invite the future leader to co-lead with you every week. Share planning, communication, care, facilitation, and follow-up so they experience the full rhythm of leadership.

☐ **10. Complete new leader training**

When the future leader is ready to move toward launching, ask them to complete our new leader training and the one-to-one training. The first step is to have them fill out our [Disciple Group Leader Interest Form](#). Coordinate with your coach or Discipleship Minister.

☐ **11. Prepare the group to multiply**

Talk openly with the group about timing, people, meeting details, and next steps. Continue casting vision and give people time to pray. The new leader may launch with at least half of the current group, or with a smaller core when that is the healthiest plan.

☐ **12. Multiply and celebrate**

Launch the new group. Pray over the new leader, celebrate what God has done, communicate clearly with everyone, and keep supporting the new leader after launch. Now there are two healthy groups with room for one more.

Monthly Vision & Coaching Tracker

Continue casting vision throughout the entire process. Use this tracker for the next twelve months.

Month	Vision cast	Future leader coached	Next step / notes
1	☐	☐	
2	☐	☐	
3	☐	☐	
4	☐	☐	
5	☐	☐	
6	☐	☐	
7	☐	☐	
8	☐	☐	
9	☐	☐	
10	☐	☐	
11	☐	☐	
12	☐	☐	

REMEMBER

The focus is not simply sending out a leader. The focus is discipling a person. When we intentionally disciple and develop others, multiplication becomes a natural next step in the relationship - and an opportunity to make room for one more.