

D Group Leaders were assessed on the following question.:

1. Describe, outline, or list the important components of serving as a **D Group leader**, including the planning and leading of the weekly **small** group meeting.
2. Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?
3. Please choose one spiritual discipline we have looked at this year and explain its relevance and what it offers the spiritual life.

31 Leaders participated in the assessment. This was 100% of D Group leaders for the spring semester. For Question #1, 35% were Advanced, 35% were Proficient, 19% were Basic, and 10% were below basic. For Question #2, 52% were Advanced, 35% Proficient, 13% Basic and none were below basic. For Question #3, 32% were Advanced, 23% Proficient, 35% Basic, and 10% Below Basic. Overall, 39% of D Group Leaders scored Advanced, 31% scored Proficient, 23% scored Basic, and 6% scored Below Basic on the 2016-17 Assessment Questions.

The lowest “Advanced” and “Proficient” percentages were on Question #3. The Director of Discipleship believes this is likely correlated to a decreased emphasis on spiritual disciplines in the Monday night training times for D Group leaders. Under the leadership of the Director and 2 student interns, there was a shift toward more practical small group leadership skills (open ended questions, conflict resolution, redirection, etc).

Question #	Below Basic	Basic	Proficient	Advanced
1	3	6	11	11
2	0	4	11	16
3	3	11	7	10

Alpha Group Leaders were assessed on the following questions:

1. Describe, outline, or list the important components of serving as an **Alpha Group leader**, including the planning and leading of the weekly **small** group meeting.
2. Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?
3. Reflecting on your experience as a co-leader and member of a family group, what have you learned about being an effective team member?

36 of 48 (75%) Alpha Group Leaders completed this assessment.

For question #1, 8% of leaders assessed scored below Below Basic, 28% scored Basic, 39% scored Proficient, and 25% scored Advanced. For question #2, 8% of leaders assessed scored

below Below Basic, 28% scored Basic, 39% scored Proficient, and 25% scored Advanced. For question #3, 6% of leaders assessed scored below Below Basic, 42% scored Basic, 33% scored Proficient, and 17% scored Advanced.

Question #3 was new for this year and we will further assess whether the wording for this question needs to be updated. It was added in order to assess the Spiritual Development learning outcome “d. demonstrate the ability to be effective team members”.

Question #	Below Basic	Basic	Proficient	Advanced
1	3	10	14	9
2	3	10	14	8
3	2	15	12	6

New Alpha Question:

- Reflecting on your experience as a co-leader and member of a family group, what have you learned about being an effective team member?

Tweaked question for both to include aspects of leader community and personal spiritual walk:

- Describe, outline, or list the important components of serving as an **Alpha group leader**, including participation in Monday night leader meetings, planning and leading of the weekly Alpha group, and your personal spiritual walk

Alpha Group leaders will be assessed on the following questions:

1. Describe, outline, or list the important components of serving as an **Alpha Group leader**, including the planning and leading of the weekly **small** group meeting.
2. Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?
3. Reflecting on your experience as a co-leader and member of a family group, what have you learned about being an effective team member?

With the addition of Question #3 for Alpha Group Leaders, a new rubric was created:

QUESTION 3: Reflecting on your experience as a co-leader and member of a family group, what have you learned about being an effective team member?			
<i>Responses will be rated according to the category that holds the majority of matching criteria.</i>			
Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> ● Reflection on team leadership/ lesson insufficiently articulated/ vague details ● Lasting effects of leadership development not probable 	<ul style="list-style-type: none"> ● Reflection on team leadership/ lesson slightly articulated/ few details given ● Lasting effects of leadership development slightly probable 	<ul style="list-style-type: none"> ● Reflection on team leadership/ lesson generally articulated/ several details given ● Lasting effects of leadership development mostly probable 	<ul style="list-style-type: none"> ● Reflection on team leadership/ lesson thoroughly articulated/ many details given ● Lasting effects of leadership development highly probable

April 2017 D Group Leaders will be assessed on the following questions:

1. Describe, outline, or list the important components of serving as a **D group leader**, including the planning and leading of the weekly **small** group meeting.
2. Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?
3. Please choose one spiritual discipline we have looked at this year and explain its relevance and what it offers the spiritual life.

Slight adjustments were made to the rubric for Question #2 for D Group and Alpha Leader assessment since the semantics of question #2 were slightly altered.

QUESTION 2: Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?

Responses will be rated according to the category that holds the majority of matching criteria.

Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> ● Leadership lesson insufficiently articulated/ vague detail ● Lasting effects of leadership development not probable 	<ul style="list-style-type: none"> ● Leadership lesson slightly articulated/ few details given ● Lasting effects of leadership development slightly probable 	<ul style="list-style-type: none"> ● Leadership lesson generally articulated/ several details given ● Lasting effects of leadership development mostly probable 	<ul style="list-style-type: none"> ● Leadership lesson thoroughly articulated/ many details given ● Lasting effects of leadership development highly probable

Describe, outline, or list the important components of serving as an Alpha group leader, including participation in Monday night leader meetings.	Below Basic
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part of alpha group this year. Throughout the leader meetings, alpha meetings, and in my know people through my faith while also challenging and questioning things in my faith. campus, your group and planning each week, and showing up and being prompt. Through transition as smooth as possible. We do this by guiding the groups of freshmen spiritually leaders to feel they had a place to seek advice, refuge, and friendship. Before we met our and being guided in Monday night meetings is important. Planning the meeting and praying It allowed me to have a community of people I could trust.

X

to communicate everyone. You also need to plan ahead and not come unprepared. You our abilities as leaders. An important component is also the responsibility of being a mentor organized, and fellow Alpha group leaders can offer advice and guidance. Planning and Meetings with co-leader, personal prayer time, spending time with alpha girls Responsibilities and components of the position included:

better pour into our alpha hall. My coleader and I sit down and plan our meetings every meetings, communicating well with your co leader and being spiritually fed outside this your heart 4. Attend all meetings 5. Be prepared to speak to your alpha group. Read over a good reminder of the presence alpha has on the entire campus. Being a part of LEAD Meet with co-leader to plan. Meet with co-leader to check up on their well being. Daily Monday leader meetings have impacted my walk with God tremendously. I value this time to grow in my faith with those around me. I also love leading Alpha on my freshman hall. They inspire me and push me to think in new ways. I have created such a connection with these girls that I would not have had the opportunity to otherwise.

As an alpha leader we heave learned the importance and value of commitment, both to relationships and time, this is shown through showing up to Monday leader meetings as well as group meetings with the freshman we're assigned to. We have learned how to be good listeners and in return how to be vulnerable enough to share with others about our own lives. Most importantly we've been able to deepen our faith and invest in our spirituality through alpha.

Having the commitment to the alpha team, the leader meetings, each other and the freshman. Learning the strength of leadership when leading the freshman every week in discussion/prayer/devotional. Challenging out faith as a Christian university and begin the hands and feet of Jesus as we spread His truth and love to those around us.

Being a family group leader taught me a lot about the dynamic between your leadership obligations and making sure that you are fulfilling your own needs. I also learned how to handle a group with varying backgrounds and interests.

X

I believe the most important thing is being there and being able to listen and respond and keep conversations going. The nature of these conversations are pretty real and getting people to discuss these hopes among friends and among peers is very important. The guys on my hall have always been into the conversation and ask and answer questions that have also been on my mind.

X

Dedication is a huge aspect of being a leader. Dedication to fellow leaders, groups, and relationships. Being present, open, and honest. All important things for groups to go well, you to be filled up, learn and grow.

I was an alpha group intern, so my role looked a bit different. I was responsible for organizing our Monday nights leadership meetings, as well as developing curriculum for the freshman meetings. I had a weekly meeting with the other intern as well as Melanie Wolf to do these things.

When serving as a leader in alpha groups, there are three words that come to mind to describe the components of serving as an Alpha group leader: commitment, intention, and trust. These words apply to whatever activity it is that we're doing whether it is Monday night meetings, weekly planning, or our walk. Without commitment, it is very difficult to manage a group of freshmen and have a connection to develop with them an intention of making an impact and growing in our faith, we are wasting our time participating. Lastly with trust it is important that we trust God and ourselves because there will be rough times and our God can provide for us.

Alpha group was an incredible experience. It allowed the freshmen to come into college with a little extra help spiritually. Monday nights at both the leaders meetings and freshman hall meetings consisted of deep talks and getting to know one another on a deeper level. Taking care of yourself is important! Actively listening to what people are saying. Do not take over the conversation! Guide where it goes but do not push your own agenda if God is speaking. Do not forget to have fun with the people of your community. Alpha group has been one of the highlights of my year. I was able to form relationships with not only my Alpha group, but also with the other group leaders. It has taught me important leadership skills that I will carry with me for the rest of my college career and my life. And I was able to create friendships that will last a lifetime. Also, it has helped me immensely in my faith.

Some of the most important parts is self-reflection, discernment, and diligence. Attendance to the Monday night leader meetings is key to engaging your group later in the night and allows for the processing of a variety of ideas to express to your group.

There is a lot that goes into Alpha Group. Some important components are the leader retreat, Monday night Meetings, and Alpha group. Leaders must be committed. It takes preparation and time.

Leader Meeting: preparation for the topic of discussion in group with the freshmen, refreshing and renewing as a leader, community building, a safe place for sharing and vulnerability, a positive environment for spiritual growth.

Alpha Meetings: Planning solo has been easier than planning with a partner but leading with a partner was inspiring and insightful! We both brought our different gifts which allowed us to connect with a variety of people and their stories. We had consistent attendance (15-18) of devoted girls eager to share their thoughts.

It is important to me to attend the Monday night meetings, as well as meet with my co-leader to discuss what we plan on talking about in our meeting with the students. As a leader it is important to facilitate conversation, but not to save the talking to only yourself. It is also important to make sure that you not only talk about living a spiritual life but living one as well. Some important components of serving as an Alpha leader are making time for commitments or becoming available to others, being willing to spend time, money, energy on the guys in our group, and navigating through tough times/topics together.

Training/retreat at the beginning of the year - we learned about open communication, active listening, and working as a team. Monday night meetings keep us all on the same page and help us grow in relationships with God and each other, as we address the spiritual disciplines and other topics such as empathy and doubt/faith. Those meetings are planned by interns and family group leader and alpha leaders plan freshman meetings. Spiritual walk is very important in being an alpha leader.

Attend and participate in Monday nights meetings with all of the other leaders. This is a space for us to grow in community with each other and functions as a safe space to talk about whatever is on our hearts and minds. I've learned to collaborate more efficiently through group messaging and emails. I've learned new spiritual practices to help cultivate more intimacy with Jesus. This space is scheduled into my every week which forces me, in the best way, to slow down and appreciate things.

Leader Meeting: Kept us as leaders connected and in relationship with one another, opened communication for how things were going in our individual groups. Family Groups: support for us as individuals with a closer group of peers, kept us from feeling isolated and responsible for everything on our own. Planning: Essential for group to go smoothly. Kept my coleader and i on the same page. Personal Walk: Kept me connected with my own spiritual and mental health and Alpha was a space I could share victories and challenges.

Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?	Below Basic
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I learned more than ever that I am called to reach out to those who are "less noticed". I am comfortable reaching out to them and getting to know them, since I was the shy girl growing up who wanted a leader to reach out to me. I find that I notice those girls and am naturally drawn to them, and I find so much joy in seeing them open up in a comfortable setting. I also learned that I am great at being a friend, rather than just a leader. The times when I had one-on-one's with some of my alpha group students felt just like hanging out with a friend, and it allowed not only me to pour into their lives, but they were able to pour into me and share their wisdom with me as well.

I learned how important it is to be a part of a team. Working alongside a co-leader and other alpha group leaders allowed me to grow more in my ability to relinquish my control over certain things I'd been stressing over and overcome several insecurities I had about leading a group on my own. I used my gift of positivity in various capacities, and learned more about the beauty of my weakness and faults.

Through my experience, I have learned that I am an excellent active listener, which is often an underrated quality of leadership. In a leadership role, we must balance between listening and speaking. My co-leader is great at speaking, so we balance each other out. However, the role of the Alpha Group leader is also to speak into the lives of the people in the groups, so I have been working on speaking with intention in group this semester. God has shown me that if I let him speak through me, my words, though fewer than most others', will be more potent. I don't believe I have the gift of speaking often, but being able to actively listen to the things people in the group have to say makes them feel more accepted, heard, and relaxed.

Plain and simple, show up before God with all you got and He WILL provide. A lot of the time, I feed into the lies that I am not worthy of lots of things, whether that is being an alpha leader or in relationships. I vividly remember walking down to Hendricks on the first night of alpha and I wanted to keep walking down the hill to my dorm. I wanted to run and hide because how can I do this? What do I say to these girls? They aren't going to like me. Despite my constant stream of insecurities, I called out to Jesus that he would meet me where I am and I stayed. It was a very, very good decision and Jesus pulled through. Just like he did every Monday night after that one. We all have different personalities and strengths, and I think when we just bring them to God and let Him use them... only beautiful things will spring forth.

I have learned that there is so much to learn about leadership.

X

I've learned that I love to listen to others which has helped in my leadership to listen to my peers. I love to make others feel good and happy.

X

I've learned my word means a lot that I am important and I have a gift of showing love. My work with Alpha group and homeless ministries has shown how my words affect kids decisions and that I am a role model.

I am an includer - I notice people who do not feel welcome, comfortable, or at home. I am honest - I am not afraid to dive in to deep or tough conversations. I am reliable - there hasn't been a meeting that I have missed.

I've learned that empathy is a skill I have, and it's a skill that allows me to listen and communicate with my peers. I've also learned that it's ok not to have all the answers, but what is important is listening to someone.

It is important to lead by example, it is important to be honest with my co-leader, it is important not to ignore the things God is telling me and teaching me, and to use the gifts He is giving me to help the group

I have learned:

-leading is not always as easy as it seems

-guiding people spiritually takes special qualities and can be difficult if one is not fully confident in their own faith

-listening is an incredibly important component towards being a spiritual leader

I have learned that in no way am I a super qualified person or superior to my girls, but rather I am just there to provide a space for all of us to grow. I get more out of it than they do and I treasure the relationships that have been formed.

I've learned the power of listening. I also have experiences how valuable encouragement can be to both give and receive. Being trustworthy also allows people to feel safe and vulnerable and gives a bigger platform for deep, meaningful conversation.

I have learned that I can work well with others. I don't have to be the most outgoing one in the bunch to make a difference in the freshman's life. I learned that listening was a big thing this year for me because my group wanted to talk and be heard. I learned time management in order to prepare for Monday nights. I learned that Jesus is present and I couldn't have had the strength to lead without him.

I've learned a lot about setting the stage when it comes to leading a small group. There were nights when I was surprised but pleased to watch my freshman answer each others questions. It's cool to be able to take a step back in those moments and remember who I'm leading for, and that's the freshman.

I've learned that I can't control things completely, even if I'm in charge of them and there really is no need to. I just need to let conversations and activities flow the way that they flow in/out always trying to guide/take control. I have also learned that you lead better when you are vulnerable with personable.

I have learned to be a better leader. I stand up for myself and my beliefs much more confidently this year. I have gotten out of my comfort zone and I love it.

I have learned that everyone has a story - that people are dynamic and unique and that chances are they come from a different background than you. This allows you to appreciate people deeply and see the value in hearing their stories. In that, I have found value in my own journey and have realized that I have experience I can share with others. In that, I have seen leadership qualities in me become more developed.

With the use of co-leaders, I have learned to be loyal with planning, meeting, discussion, etc. Being a co-leader is a lot different than a single leader and takes good communication skills and team cooperation. My gift of quality time with people has been more meaningful as I've created a relationship with these girls and have formed deeper roots of community on this campus.

I learned that I have a knack as being someone who seems to be open and receptive for conversations. I had to deal with tough conversations and was trusted.

I have learned that the more people I can talk to and get to know the happier I am. I most certainly a people person. Believing that with self affirmation from me and not others is something I struggle with.

I've learned that my input and guidance is valued. In a leadership roles there can be doubt and feelings of inadequacy that you have to fight and remember that you're a leader for a reason. Also learned that it's not about "leading" but GOING WITH.

I've learned that there was somethings that I am definitely good at as well as things that I suck at. Moving forward I've learned to not ignore those weaknesses, but to tend to them and work on improving.

My experience has been great. I have loved working with the freshman and at the same time I have been able to improve with my walk with God. I've learned to trust in him no matter the circumstance and to use my gift of speaking to impact others.

I learned that I am naturally a leader and was unsure about that beforehand. I also learned how to form strong friendships with many different types of people and just give them an open ear. I believe sometimes all someone needs is a person to talk to.

I have learned that I do not need to have all of the answers. I can use my gifts to connect people to one another.

I have learned how to use my gifts and abilities to lead others by encouraging them and helping them to use their gifts just like I believe I'm using mine. This position has helped me pinpoint my gifts and use them to hopefully inspire others.

Discipleship Ministries has taught me to foster leadership potential and engage my own ideas, to pour out and reflect on them with a group of people and recognize the possibility of growth.

I have learned that it is extremely important to know your strengths (gifts) and weakness to lead your peers, it makes it easier to know your strengths so you can work/lead to the best of your abilities.

Yes! I have learned so much about leadership and how to facilitate spiritual growth for other people in a group setting. More than anything, I have learned to empathize. To step back and listen and give advice when asked. I also looked introspectively to listen to what my freshman year self would have need to learn and hear. I had great feedback from a mini-relationship series where we looked at romantic relationships in college.

One of the things that I learned is that I really enjoy listening to people. Listening is not just simply hearing what they have to say, but taking the time to truly pay attention to the words that they have to say and engage with them. I have also learned that I am extremely passionate about forming relationships with people, I enjoy watching others grow.

I've learned that it is essential to seek out people and what it means to be a good listener. I've really needed someone who is willing to hear me at times and am thankful to practice that with others.

I've learned that I am capable of more leadership than I used to think and that God can equip me to be bold and confident in him and the gifts he's given me. In using those to lead and support my peers. I've learned a lot about vulnerability, communication, community, and the spirit's ability to work in and through us.

I have learned so much about myself over the past two years being a part of Alpha. I have realized that I need tools to help me grow in my relationship with God and Alpha has provided me with those. The community of Alpha has welcomed me and made me feel worthy and listened to. Being a leader I have been able to walk alongside people who are hurting or even thriving. I have learned how to be a better listener and just meet people where they are at. I have been able to offer encouragement to people and love on them. I learned that I can be an effective communicator and one of my strengths as a leader is bringing people together. I was able to step out of my comfort zone which was a times a challenge, to further make connections and invest in relationships with others that made Alpha group a place that they wanted to be on Monday Nights. I also learned, so I practiced stepping back and opening space for others to ask questions of each other and discuss things relevant to them.

Reflecting on your experience as a co-leader and member of a family group, what have you learned about being an effective team member?

Below Basic

In this particular setting, being vulnerable and honest was a huge part of being a team member. Our family group was pretty close and felt very comfortable sharing the raw emotions of life with each other. I didn't feel like any of us ever tried to hide the real, perhaps sometimes shameful, feelings. There were tough times we all went through this past year, and having a few people simply just knowing that things weren't okay was a huge part of the push to get through.

its helpful to have someone to lean on and to be someone to lean on.

X

Because I had my co-leader to bounce ideas off of and work with, I didn't ever feel like I was walking into a Monday night Alpha group alone. I trusted her and she did the same. By being a part of a family group, I learned how to listen intently and be a good friend when it was necessary. Having a meeting with fellow leaders and family group before Alpha every week gave me courage to be bold and share what was on my heart or be encouraged.

I have learned that you must be willing to speak up, but you also must be willing to stop talking about yourself and to listen to what others have to say or to actively engage them. There were a few people in family group who would continually talk about themselves and their problems, and through this I was often unable to speak up about what was going on in my life. I learned that a combination or balance of assertiveness and respect are vital to being the most effective team member possible.

Diversity is KEY! Different backgrounds, different parts of the nation (even the world), different family dynamics, different sexualities, different skin color, different walks with Jesus all should be celebrated! When you bring all of this together, something magical happens and people expand and grow!

To be an effective team member, like a co-leader or a member of a family group, you should try your absolute hardest to welcome different ways of looking at life and provide a safe place where people feel they can truly express their thoughts and personality.

I also really saw the power in words of encouragement during alpha activities. When you respect the people around you and those people lift you up, it means so so much! The people we respects can sway the way we see ourselves, so whether it was an anonymous note or an upfront compliment, people flourish when loving words are spoken to them.

I've learned how to communicate more effectively and to hear out the needs of others. It's taught me to put others needs before my own.

Without an effective team nothing is structure and the passion you've held on to is lost. A coleader helps you a lot on good days and bad.

Learning from others is so crucial and vital to being a leader, a team member, and a friend. It is so easy once we open our eyes and our ears and turn our hearts to someone else, to be blessed by the stories, ideas and sentiments of others.

Being an effective team member means willing to sacrifice your own time and desires ion order to help someone else. Communication is also really important when trying to work through conflict.

COMMUNICATION is key. Talk, talk, and talk with your co-leaders and group about what you are dealing with and what you need from them. It is also important to continue to show love and support to your co-leader so that they feel welcome and competent.

Being an effective team member often involves being able to be vulnerable and open to sharing your experiences with one another in order to be able to grow together. My family group was a place that I could come each week to share in the joys and struggles of being an alpha leader, something that each of those people was also going through. I learned to be supportive, and like I said earlier, how important listening is to spiritual growth in community.

I have learned the importance of listening. Sometimes you may think you have the best idea, but if you just take the time to listen to others, you will see the value they all bring and how much better you can learn.

To be an effective team member it's important to be honest and communicate well which also involves a great deal of listening.

Supporting one another is key. There were a lot of encouraging meetings where people could bring up their strengths and others could pray for them. I loved family group meetings because it was a chance to fellowship and connect with God before Alpha.

My experience as a co leader was super encouraging. It required a little more effort/planning but I was also able to see how our group benefited from that extra time. Being vulnerable often encouraged additional vulnerability and trust from those around you and that was something I continued to find this year through Alpha.

Always, always communicate. It is best to stop and give constructive feedback if things aren't going well instead of just trying to passively fix them.

I learned how important community is. I used to hold everything inside of me, but through having peers genuinely care about my life and well being, I have grown so much.

It is essential to listen before you speak. We miss out on so much when we are more consumed with our own thoughts than other's words. I have been blessed by the ways my co-leader and family group have talked me through really hard times and have sat with me just as a comforting presence when I needed support.

I've learned that communication is very important and respectful of each other's time and efforts. Also finding a common ground for discussion topics or activities to do has been very important. I've learned to have patience and realize how co leading is so effective and efficient, as different girls/boys can connect in a different and needed way with body of us. I learned that it is a lot of work to maintain an effective family group, but it pays off if the time is well invested.

X

Me and my co-leader work really well together and the give and take that we have been able to develop has been helpful for the messages we want to get across. The family groups are good times to walk amongst peers.

As a family group leader, I have learned that in a group it's important that all members feel heard. That also goes for being a part of the group and making sure that I hear everyone out and there is value to opinions and conversations.

I've learned how different people truly are and how this is reflected in the way they think and what they need. I've learned that regardless of how I am feeling, even if it doesn't make sense to me, I need to be open to where others are coming from.

Communication is very important. Without communicating, no one is ever on the same page and that makes things hectic. With good communication, things run smoothly and effectively.

I learned that people will always be there to pick you up when you fall down. Also my co-leaders were able to connect with the people I couldn't connect with and vice versa.

In a healthy and effective team people are there for one another and go through difficult time with each other. The job of the team is to support each other.

I have learned that team work takes time, practice, patience, and openness. You have to be able to carefully work through any issues that may arise. You have to listen to each other and work to make the group the best it can be.

I have learned that community is an essential part of being human. And that in order to understand another person truly, you have to consider where they have come from.

I have learned to work well with people, I need to be a good listener. Also it is important to work off of other people's strengths and my own.

Being an effective team member means consistently learning from your team. Whether it is the successes, failures, ideas, desires, or hesitations, we are consistently growing and changing. I was always inspired on Monday nights when my leader would part ways. She would listen and add humor and connect with the girls so well that it would push me to contribute my own gifts to the group.

I have learned that everyone has different strengths and uses them accordingly. Just because someone does things different than you doesn't mean that they are wrong. It is important to play off each others strengths to form a more cohesive team. It is also important to understand a team is not a group of individuals doing their own thing, but people coming together to accomplish a goal.

I've learned that showing up is very important. To constantly be there is very important and people notice that. Also being able to give your best guess/insight even though you admit to not having the answer. Being humble is key.

I've learned how important it is that everyone on the team is committed, and also that everyone is honest, good at listening, supportive, and compassionate. In a team, we lift each other up - encourage and sit with each other in hard times and celebrate each others successes and joys. We are all very different, but are all here for the same reason and that is bonding and has allowed us to learn from each other.

Being a family group leader has helped me learn how to take a step back and be more of a facilitator and support for people. I have learned how to communicate with people better, even when we disagree on something. I also think my creativity has been encouraged as well.

I have learned the importance of communication in co-leadership and also as a member of the larger team. Group time was so much more smooth and productive when my coleader and i have planned out questions and topics for the night and we were on the same page for our discussion. I also experienced how communication makes the team more effective during busy seasons if people were out of touch it felt as if us leaders were more isolated - stressing the importance of staying connected via meetings or just fellowship.

Basic	Proficient	Advanced
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Question #	Below Basic
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Basic	proficient	Advanced
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Basic	proficient	Advanced
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Basic	Proficient	Advanced
10	14	9
10	14	8
15	12	6

Timestamp	Describe, outline, or list the important components of serv
4/11/2017 10:47:40	
4/11/2017 10:54:59	Planning a discussion around things that are relevant, and
4/11/2017 14:10:31	Being an Alpha Group Leader has been such an honor. It
4/12/2017 8:44:49	As an Alpha group leader, you must take full responsibility
4/12/2017 19:08:21	Helping to assimilate incoming freshmen into their new er
4/24/2017 12:13:29	Monday night leader meetings were so important in the fo
5/9/2017 11:37:09	I think it's true that you can't give what you don't have so p
5/9/2017 12:10:37	Alpha group taught me leadership qualities and helped m
5/9/2017 13:32:43	Serving as an alpha leader you need to be willing to go ou
5/9/2017 13:39:53	It is a time to pause and reflect, build community, give Go
5/9/2017 13:46:26	By participating in the Monday night meetings, a sense of
5/10/2017 11:48:59	Meetings with co-leader, personal prayer time, spending t
5/10/2017 11:52:05	Serving as an alpha leader was an important spiritual life
5/11/2017 13:36:55	On Monday nights we attend leader meetings where we p
5/11/2017 13:44:11	Being an alpha leader requires planning and organizing m
5/11/2017 14:54:40	1. Follow the school rules. 2. Be in communication with yc
5/11/2017 15:02:02	Attending Monday night leader meetings was a big part of
5/11/2017 15:06:19	Monday night leader meetings (5-6:15). Family group part
5/11/2017 15:09:27	Monday leader meetings have impacted my walk with Go
5/11/2017 15:17:56	As an alpha leader we heave learned the importance and
5/11/2017 15:25:20	Having the commitment to the alpha team, the leader me
5/11/2017 15:27:26	Being a family group leader taught me a lot about the dyn
5/11/2017 15:39:47	I believe the most important thing is being there and being
5/11/2017 15:42:40	Dedication is a huge aspect of being a leader. Dedication
5/11/2017 15:46:36	I was an alpha group intern, so my role looked a bit differe
5/11/2017 15:53:26	When serving as a leader in alpha groups, there are three
5/11/2017 15:57:41	Alpha group was an incredible experience. It allowed the f
5/11/2017 16:00:25	Taking care of yourself is important! Actively listening to w
5/11/2017 16:03:51	Alpha group has been one of the highlights of my year. I v
5/11/2017 16:07:15	some of the most important parts is self-reflection, discern
5/11/2017 16:09:48	There is a lot that goes into Alpha Group. Some importan
5/11/2017 16:15:18	Leader Meeting: preparation for the topic of discussion in
5/11/2017 16:19:56	It is important to me to attend the Monday night meetings,
5/11/2017 16:22:40	Some important components of serving as an Alpha lead
5/11/2017 16:27:55	Training/retreat at the beginning of the year - we learned :
5/11/2017 16:33:07	Attend and participate in Monday nights meetings with all
5/11/2017 16:38:33	Leader Meeting: Kept us as leaders connected and in rela
4/28/2017 11:20:30	I think it's true that you can't give what you don't have so p

Through your experience in Discipleship Ministries, what have you learned? Reflecting on your experience as a co-leader and member...

I learned more than ever that I am called to reach out to others. In this particular setting, being vulnerable and honest has been a great way of getting to know people through relationships. It's helpful to have someone to lean on and to be someone who can lean on. I learned how important it is to be a part of a team. Working with my co-leader to bounce ideas off of and working together through my experience, I have learned that I am an excellent listener. I have learned that you must be willing to speak up, but you must be plain and simple, show up before God with all you got and be authentic. Diversity is KEY! Different backgrounds, different parts of the world, different experiences. I have learned that there is so much to learn about leadership.

I've learned that I love to listen to others which has helped me grow. I've learned how to communicate more effectively and to be a better listener. I've learned my word means a lot that I am important and that I am not. Without an effective team nothing is structure and the past is the past. I am an includer - I notice people who do not feel welcomed. Learning from others is so crucial and vital to being a leader. I've learned that empathy is a skill I have, and it's a skill that I can learn. Being an effective team member means willing to sacrifice. It is important to lead by example, it is important to be honest. COMMUNICATION is key. Talk, talk, and talk with your co-leader. I have learned: leading is not always as easy as it seems. Being an effective team member often involves being able to listen. I have learned that in no way am I a super qualified person. I have learned the importance of listening. Sometimes you have to listen. I've learned the power of listening. I also have experience. To be an effective team member it's important to be honest. I have learned that I can work well with others. I don't have to. Supporting one another is key. There were a lot of encouraging words. I've learned a lot about setting the stage when it comes to leadership. My experience as a co-leader was super encouraging. It reminded me that I can't control things completely, even if I try. Always, always communicate. It is best to stop and give others a chance to speak. I have learned to be a better leader. I stand up for myself. I learned how important community is. I used to hold everyone else back. I have learned that everyone has a story - that people are not just numbers. It is essential to listen before you speak. We miss out on so much. With the use of co-leaders, I have learned to be loyal with my co-leader. I've learned that communication is very important and respectful. I learned that I have a knack as being someone who sees the big picture. I learned that it is a lot of work to maintain an effective team. I have learned that the more people I can talk to and get to know, the better. Me and my co-leader work really well together and the group is thriving. I've learned that my input and guidance is valued. In a leadership role, as a family group leader, I have learned that in a group setting, I've learned that there are some things that I am definitely not doing. I've learned how different people truly are and how this is a good thing. My experience has been great. I have loved working with my co-leader. Communication is very important. Without communicating, I learned that I am naturally a leader and was unsure about it. I learned that people will always be there to pick you up when you fall. I have learned that I do not need to have all of the answers. In a healthy and effective team, people are there for one another. I have learned how to use my gifts and abilities to lead others. I have learned that team work takes time, practice, patience, and grace. Discipleship Ministries has taught me to foster leadership. I have learned that community is an essential part of being a leader. I have learned that it is extremely important to know your team. I have learned to work well with people, I need to be a good listener. Yes! I have learned so much about leadership and how to be a leader. Being an effective team member means consistently learning from others. One of the things that I learned is that I really enjoy listening. I have learned that everyone has different strengths and weaknesses. I've learned that it is essential to seek out people and work with them. I've learned that showing up is very important. To constantly show up. I've learned that I am capable of more leadership than I realize. I've learned how important it is that everyone on the team shows up. I have learned so much about myself over the past two years. Being a family group leader has helped me learn how to lead. I learned that I can be an effective communicator and one who listens. I have learned the importance of communication in co-leadership. I have learned that there is so much to learn about leadership.

r of a family group, what have you learned about being an effective team member?

a huge part of being a team member. Our family group was pretty close and felt very comfortable sharing the
to lean on.

ork with, I didn't ever feel like I was walking into a Monday night Alpha group alone. I trusted her and she did t
ou also must be willing to stop talking about yourself and to listen to what others have to say or to actively eng
the nation (even the world), different family dynamics, different sexualities, different skin color, different walks

near out the needs of others. It's taught me to put others needs before my own.

ision you've held on to is lost. A coleader helps you a lot on good days and bad.

ler, a team member, and a friend. It is so easy once we open our eyes and our ears and turn our hearts to soi
to your own time and desires ion order to help someone else. Communication is also really important when try
o-leaders and group about what you are dealing with and what you need from them. It is also important to cor
to be vulnerable and open to sharing your experiences with one another in order to be able to grow together
I may think you have the best idea, but if you just take the time to listen to others, you will see the value they
st and communicate well which also involves a great deal of listening.

aging meetings where people could bring up their strengths and others could pray for them. I loved family grou
required a little more effort/planning but I was also able to see how our group benefited from that extra time. B
onstructive feedback if things aren't going well instead of just trying to passively fix them.

othing inside of me, but through have peers genuinely care about my life and well being, I have grown so muc
so much when we are more consumed with our own thoughts than other's words. I have been blessed by the
pectful of each other's time and efforts. Also finding a common ground for discussion topics or activities to do
nily group, but it pays off if the time is well invested.

e and take that we have been able to develop has been helpful for the messages we want to get across. the l
its important that all members feel heard. That also goes for being a apart of the group and making sure that
reflected in the way they think and what they need. I've learned that regardless of how I am feeling, even if it c
, no one is ever on the same page and that makes things hectic. With good communication, things run smoo
hen you fall down. Also my co-leaders was able to connect with the people I couldn't connect with and vice ve
another and go through difficult time with each other. The job of the team is to support each other.

ce, and openness. you have to be able to carefully work through any issues that may arise. you have to listen
g human. And that in order to understand another person truly, you have to consider where they have come fr
od listener. Also it is important to work off of other people's strengths and my own.

ring from your team. Whether it is the successes, failures, idea, desires, or hesitations, we are consistently gr
ises them accordingly. Just because someone does things different than you doesn't mean that they are wror
tly be there is very important and people notice that. Also being able to give your best guess/insight even thou
is committed, and also that everyone is honest, good at listening, supportive, and compassionate. In a team,
ake a step back and be more of a facilitator and support for people. I have learned how to communicate with
dership and also as a member of the larger team. Group time was so much more smooth and productive whe

raw emotions of life with each other. I didn't feel like any of us ever tried to hide the real, perhaps sometimes

he same. By being a part of a family group, I learned how to listen intently and be a good friend when it was n
age them. There were a few people in family group who would continually talk about themselves and their prc
; with Jesus all should be celebrated! When you bring all of this together, something magical happens and per

meone else, to be blessed by the stories, ideas and sentiments of others.

ing to work through conflict.

ntinue to show love and support to your co-leader so that they feel welcome and competent.

. My family group was a place that I could come each week to share in the joys and struggles of being an alpt
all bring and how much better you can learn.

up meetings because it was a chance to fellowship and connect with God before Alpha.

eing vulnerable often encouraged additional vulnerability and trust from those around you and that was some

h.

ways my co-leader and family group have talked me through really hard times and have sat with me just as a
has been very important. I've learned to have patience and realize how co leading is so effective and efficien

family groups are good times to walk amongst peers.

I hear everyone out and there is value to opinions and conversations.

doesn't make sense to me, I need to be open to where others are coming from.

thly and effectively.

rsa.

to each other and work to make the group the best it can be.

om.

owing and changing. I was always inspired on Monday nights when my leader would part ways. She would lis
ng. It is important to play off each others strengths to form a more cohesive team. It is also important to under
ugh you admit to not having the answer. Being humble is key.

we lift each other up - encourage and sit with each other in hard times and celebrate each others successes
people better, even when we disagree on something. I also think my creativity has been encouraged as well.

an my coleader and i have planned out questions and topics for the night and we were on the same page for c

s shameful, feelings. There were tough times we all went through this past year, and having a few people sim

ecessary. Having a meeting with fellow leaders and family group before Alpha every week gave me courage
blems, and through this I was often unable to speak up about what was going on in my life. I learned that a c
ople expand and grow! To be an effective team member, like a co-leader or a member of a family group, you :

na leader, something that each of those people was also going through. I learned to be supportive, and like I s

thing I continued o find this year through alpha.

i comforting presence when I needed support.
t, as different girls/boys can connect in a different and needed way with body of us.

sten and ad humor and connect with the girls so well that it would push me to contribute my own gifts to the gr
stand a team is not a group of individuals doing their own thing, but people coming together to accomplish a g
and joys. We are all very different, but are all here for the same reason and that is bonding and has allowed t
out discussion. I also experienced how communication makes the team more effective during busy seasons if

ply just knowing that things weren't okay was a huge part of the push to get through.

to be bold and share what was on my heart or be encouraged.

ombination or balance of assertiveness and respect are vital to being the most effective team member possib
should try your absolute hardest to welcome different ways of looking at life and provide a safe place where p

said earlier, how important listening is to spiritual growth in community.

oup.
goal.

us to learn from each other.

f people were out of touch it felt as is us leaders were more isolated - stressing the importance of staying con

le.

people feel they can truly express their thoughts and personality. I also really saw the power in words of encou

nected via meetings or just fellowship.

agement during alpha activities. When you respect the people around you and those people lift you up, it me

means so so much! The people we respect can sway the way we see ourselves, so whether it was an anonym

ous note or an upfront compliment, people flourish when loving words are spoken to them.

Describe, outline, or list the important components of serving as a D group leader, including participation in Monday night leader meetings, planning and leading of the weekly small group meeting, and your personal spiritual walk.

We grow and share in life together, helping each other when necessary and leaning on one another for support. College is a challenging time in a person's life. There is much growth and change that occurs during this time period and the ability to come together and talk about struggles is essential for a healthy and striving student.

Serving as a D group leader has given me the ability to interact with others who share the same faith values and desire for growth. This has allowed me to grow and develop in my faith while also strengthening my leadership roles. I live the sense of community that D groups gives, and I feel like I am always supported

Discipleship ministries as a whole has had a huge impact on my life. It has provided me with a family and a community of support that has helped me in extreme ways. The Monday night meetings provide a space for like-minded people to come together and discuss shared experiences and insight. The individual d groups provide spaces and opportunities for friendship and spiritual growth. Leading a d group is a ton of work and can be really really hard. We need to plan and organize the meetings and provide support for our group members. It can get totally overwhelming but that is why the leader meetings are so helpful. Overall, being a leader is super rewarding and totally worth it.

Being a D-Group leader is about helping serve your community. Whether that be on weekly Monday night meetings, with your own small group, or just in the classroom, it doesn't matter the location, but how to react and reach out to those around you. Being a D-Group leader is about creating a place that you can be yourself and inviting others to be themselves in that environment as well. Planning events for your small group to talk about is a great way to keep you focused on others and what they are feeling that week. Participating in Monday night meetings helps keep leaders connected to each other, and helps us as leaders have a healthy environment where we can discuss places where we may be struggling and how to help our small groups grow. Keeping up a curriculum helps keep leaders engaged in the Word and growing in our spiritual walk as we help others in theirs.

D group has been a great opportunity to reach out to other believers and connect into a network of integrated small groups. It has been a very satisfying time in D group.

Be flexible on schedule when leading a dgroup. Try to plan ahead. Be able to relate to people's everyday life. Be committed

Monday night meetings: participation, honesty. Weekly small group: enthusiasm, flexibility. Personal walk : vulnerability, reflection

I think being a dgroup leader requires commitment to serving your group members consistently with a caring heart, assessing your leadership strategy/using input from others experiences members of the leader family, and maintaining a strong personal walk with God

It is important to gather your dgroup regularly. It is important to have a plan going into a meeting with your d group. It is important to be honest/vulnerable. It is important to be a part of the leader community going to the Monday meetings and connecting with each other.

Components: spiritual Practice - helps keep God in the center of y decisions. Humility and Humbleness - Sometimes people don't show up to my family group and that has helped me to stay humble. Self Care- Meeting with the overall group of leaders focus on the leaders self care. Planning - Helps understand capabilities and time management.

Show up and participate on Monday nights. Figure out what to do during Dgroup and then follow through. Be at dgroup

I think participating in the Monday night leader meetings were the most helpful for me because they gave me a sense of community when I have to go back a give a sense of community for my group. It helped me also be a better leader by giving me a sense of direction for each weekly meeting.

Having and keeping a plan is very important. It is easy to be excited about the content at the beginning of the year, but as the year goes on that plan is important to keep the group alive.

Communicating throughout the week with the members of my group. Planning meetings. Getting feedback from attendees. Organizing fun events to do together each semester. Partnering in prayer with group members. communicating with other leaders for support/ideas.

As a D group leader, it is important to attend weekly meetings, plan/lead weekly small group meeting, and maintain your walk with God as you grow in Him. It is also important to try to remain a light and friend on campus or whatever.

1. Monday night leader meeting 2. Planning activities for small group 3. Hosting small group 4. Daily devotions 5. Or one-on-one meetings with Melanie and family group leader

One of the most important part of being apart of dgroups and all that it encompasses, is to be a stand out leader on campus 24/7

Personal growth from the experiences and conversation that occur inside the designated d-group time and outside that period. The time spent leading the group consistently leaves me feeling refreshed and rejuvenated, this is a two way street in which I have gained value also.

Being intentional in both your group and the leader group helps you to grow personally. Being open to what is said in both groups also can help to strengthen your faith and your walk. For planning meetings, be open to what God is saying to you and don't be afraid to share that.

Monday nights are a time of being filled after pouring out, a time of being led after leading, a time of being listened to after listening. I am a family group leader and my girls have poured into me just as much as I have poured into them. I have developed a wonderful friendship with them! I was touched by my family group leader last year, so it was a blessing to be a famous group leader this year.

Spending time with God in prayer and in scripture. Taking time to plan your group's meeting for each week. Attending Monday meetings with all the leaders. Being intentional about investing in your relationship. Being intentional about investing in your relationships (with people in your group, friends, mentors, other dgroup leaders) Approaching life with an attitude of openness and a desire to find God in unexpected places.

Attending weekly meetings ready to listen and learn. Invest in relationship with fellow leaders and also small group members. Prayerfully consider the direction and motivation for your group. Be flexible in meeting the needs of those around you. Be open, vulnerable and honest in your interactions and conversations with others.

My leadership skills have developed a ton through being a d group leader. I've learned how to facilitate discussion, manage group dynamics, plan ahead, etc. I take time to pray for those in my group. I have to be responsible and take initiative. I've had more motivation and resources to foster my own spiritual walk.

Serving as a Dgroup leader includes getting to know your fellow dgroup leaders through NSO, weekly meetings, and outside activities so that you have a solid group of people to lean on and grow with in terms of spiritual development. Then with that foundation we are able to bounce ideas off one another and plan together in order to put together our own dgroups and pour into other people around campus spiritually.

Rest. Basic understanding of Bible. Support system. Confidence. Prayer.

The components of Dgroup are attending Monday meetings in order to connect with other leaders and renew myself spiritually, planning and meeting with my group, and most importantly, praying for them throughout the week and meeting up outside of dgroup to check in on them.

the weekly meetings of dgroup leaders was a good time to get together as a team, and live life together. It served as an opportunity to fill myself after a long week. Another important component is being a leader outside of your dgroup. what I mean by this is being open to engaging in conversations with those who don't attend your/a group but still need encouragement, love and support.

Relationships: Ability to be of faith and yet completely willing to encounter struggling faiths. Build meaningful spiritually based relationships that facilitate deeper connection to other believers. Leadership: learn how to accept Q's, views, and new perspectives of faith that challenger tradition. Use feedback to be receptive of spiritual needs and plan accordingly. Faith: grow in your own faith through weekly discussion. Call upon past personal experiences of a faith journey to assist/be helpful to someone in your group

It is important that the dgroup leader is a born again believer in Jesus Christ. It is important that when meeting with groups on Monday night or small group meetings, that one is filled with the Holy spirit by confession known sins (1 John 1:9). This way the holy spirit guides our learning, teaching, listening, and loving. It is important to give Bible Doctrine when asked about solutions to challenges we face in life. It is important to prepare even briefly before meeting with others as God's ambassador.

Monday nights have been a time set apart and generally rejuvenating. they have provided diverse opportunities to share and hear from fellow leaders, to be challenged by various activities/exercises, and to have fun and find a moment of rest. Planning for Dgroup has encouraged thoughtfulness and prayer as well as a need to be in tune with the lives and hearts of those in my group. It has required humility, patience, and compassion.

I think that participating in D group meetings and talking with your family group, are all ways of community to help fill you before you pour out on others around you. Planning and leading small group meetings also help cultivate skills of seeing that world in a way that helps you notice God in more intentional ways. when you're looking for God, you'll find Him. Being a leader is a great way of retraining your brain.

Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?

I have learned that leading a group is actually very difficult for me. I am usually the type of person who will lead by example and not step outside of my comfort zone to be the one to take charge. I learned how to push myself outside of my comfort zone a bit more and to rely more on God to get me through whatever situation I am facing. I have learned when it is important to say yes to people even though it is out of my comfort zone, and when to say no so that I can have time to take care of myself

I have learned that I have a lot to offer and people like having me around! That has been really huge for me. I love reaching out to people and talking with them and walking through life with them. I have learned that I do have a lot to offer but I also have a lot to learn. I have learned so much through this process and by being a part of this community. I have definitely learned and been shown how essential community is in my faith journey.

I am a very outgoing person, so D-Groups has taught me how to use my extroverted personality to help build people up, give them energy and break the ice letting other people speak their minds and open the doorway for conversations to be had. I have learned that my extroverted personality is not always suited for every situation, so sometimes I need to tone it down a little bit and take a step back, so I can see how God is working through the situation.

During Discipleship Ministries I have learned that it is important to practice self reflection more often. I have also learned that in order to lead peers to truth, you have to align people's passions in a group environment to connect different people together.

I have learned to listen to others' stories and use it as a reflection on my own life. I learned to put myself in others' shoes and to be more understanding toward people.

I have learned that I like to facilitate small groups, but also that sometimes a leader needs the support of their peers and group members more than vice-versa. It's important to stay humble and recognize that.

I have found that catering a group to the needs of a diverse group of individuals is hard and requires planning and research. I found out that right now, I might not be the right individual to lead a group

I have learned that I am more suited for this than I thought. I have led people younger than me in the past but never my peers. I realize now that I had nothing to worry about.

I've learned a lot about self-care spiritually and physically. I've always invested most my time in others, but Dgroup is a time to self reflect and manage my own life with me peers doing the same thing.

I don't think I am naturally a leader, but dgroup has helped me to figure out how I can use my strengths - such as consistency and art - to lead a group. It has been fun to explore ways to worship God without the traditional read the Bible, pray formula (although that is necessary too), such as praying without words or doing hot seat prayer.

I have learned that sometimes people really need spiritual direction and sometimes people are doing good by themselves. I have also realized how important it is to be discipled by someone else (as in having a family group leader) in order to disciple others.

I have learned that I am an excellent listener and a decent transistioner. Through leading I have learned that I listen to truly learn, not to respond. In fact, sometimes when I have to respond it takes me a while to formulate a response, because I had been focused on the stay.

I have learned that sometimes the most valuable thing that you can do as a leader is show up - be there consistently to invest in the lives of group members. That means the most to them.

I have learned that you do not have to be perfect to be used by God. In fact, His power is shown in our weakness. He wants us to serve humbly and openly. As long as you remain open and in communication with God, He can work in you and through you.

I have learned that leading peers can be challenging and requires humility. I have found that I am gifted when it comes to planning activities/curriculum.

I have learned when to keep quiet a let a conversation grow and when to intervene and get discussion back on track.

I have learned that I am extrovert but that doesn't mean I cannot be quiet or not take on the role as the listener in any given situation. sometimes I do spend enough (or what I reflect on as enough) time in devotion with god, having people I lead keeps me accountable for that growth.

I have learned to have confidence in what I have to say about my faith. I have also learned to listen deeper to what others are saying to me, and trust myself to respond in a way that is positive and helpful.

I have learned about the importance of rest. I have learned when to speak and when to just listen and be present with someone who may be in a hard situation. I've learned about being a leader even when you don't feel like it, and about being consistent. My spiritual gifts have grown and been shaped. I think I have developed strong shepherding gift.

I am good at focusing a conversation on a particular person and asking questions to direct their thoughts and our conversation towards matters of their spiritual life. I enjoy being in positions where I can work with a team to plan activities or events. Empowering people to lead is very special. You may be encouraging and impacting people way more deeply than you think - and you may never know unless they tell you.

I have learned so much about myself this year! It has been amazing to see the way God has been moving. I have really begun to learn the value of self care and how that affects the people around us. I learned that taking time or making decisions for myself is necessary in being able to truly help others. If we are not well we cannot adequately meet with our peers and find them in their need.

I've learned that my style of leading is different than many others, but no less valuable. I've learned to listen, be empathetic and not just sympathetic, and keep persisting in developing connections with others. And I've learned to give myself grace and not expect too much of myself sometimes.

I've learned that community is a huge part of my spiritual life and that one of my most important gifts is my ability to listen to and empathize with my peers in such a way that we can walk together in faith. My strengths lie more in 1 on 1 interactions and communication.

I learned how even though I'm a generally confident person, speaking in front of groups of any size is not my strong suite. I found that I'm better equipped to have one on one conversations. I feel very much on display in a group setting where I need to lead a lesson. I've also embraced being a listening ear and recognizing how important that is.

I am normally a shy and quiet person, but I've learned that I have the ability to be a leader and that being a leader looks different for everyone. I've learned that listening and being intentional are ways I can lead my peers through their spiritual journeys.

What I have learned about myself is that I really love to listen to people. This is a gift because some people really just want to be heard. Discipleship Ministries has helped me learn how to best use this gift in group settings to best lead and listen to my peers.

I have consistently been reminded that God makes all things work together for my good. My past struggles which I maybe thought wouldn't mean much, mean so much now. I have learned that I'm still learning or questioning myself about, and even how I might plan to introduce and pass faith on to my kids/others

I have learned to just go for things. I was blessed enough to have the D-group opportunity fall in my lap but after my wonderful experience here I will try to be active in my search for ways to serve.

I have learned that it is essential to listen actively and with a heart that is prepared to listen. Only by listening in such a way can I offer response that is helpful or genuine. This response usually takes the form of questions as I try not to jump to conclusions, but also requires discernment to know when a more direct response is what is needed. I have learned through the course of this year better ways of leading a small group. Allowing for space between questions and being okay with silence. I've learned that I work really well, and enjoy leading when I have a partner. That it's okay to share the load.

Please choose one spiritual discipline we have looked at this year and explain its relevance and what it offers the spiritual life.

I really enjoyed the times of rest that we had in our D-Group meetings on Monday nights. They really allowed me to slow down and to remember that God is in control and that He is really the most important thing in my life. It is necessary to practice rest as part of the spiritual life because it is restorative and refreshing. It allows one to recharge so that he or she can then go back to leading and serving to the best of his or her abilities.

Slowing has been a really important spiritual discipline that we have talked about this year. I have been so busy and stressed that the practice of slowing has really helped me to cope with this.

SELF CARE!! Self care is so important and through discipleship ministries we have been presented with tons of different ways to provide that care for ourselves. Even though I know how important it is I constantly try forget and put it on the back burner. The weekly meetings have not only given us skills to better care for ourselves, but they have also provided and space and time to actually do it.

Prayer. Prayer is one of the most powerful things we can do if we truly believe in the strength of it. Prayer allows us to speak directly to God and just have genuine conversation with Him about how we are doing and how we feel. Prayer keeps me focused on God's love which helps me in return show that love to others.

The spiritual discipline that I have looked the most into this year in D group has been the theme of care and establishment. When we planted plants in the beginning of the spring, it opened my mind to the thought of the creator holding our lives in his hands. This shows a loving and creative perspective that is overlooked often in the common perspective of God.

Sharing with each other in my opinion is the most important spiritual discipline this year. It helps people to grow together in their spiritual lives.

Celebration is important because it validates who we are. It gives us a space to honor positive things and lift each other up.

The discipline of fellowship with your brothers and sisters in Christ helps keep you connected and is important to making sure you know you are not alone in your walk with God

Patience/Slowing Down - It is important to not always rush through life. This is something American cultures encourages. Take time to slow and be still.

The discipline of rest. It is talked about so often in the Bible to get rest. It's not a selfish thing to do because it recharges you and helps you tackle the day with energy. Rest looks different for everybody and figuring out that has helped me this year and the years to come.

Presence is always a good one. How can I connect with God if my mind is always somewhere else? I always enjoy the practice of eating/enjoying an apple slowly and fully.

I enjoyed the days we got to draw/color in order for us as leaders to find peace in that hopefully we can offer others peace throughout the week.

Community prayer or praying for each other after sharing. This offers up a neat way to engage in communal worship that reminds us that we aren't in this alone. Typically prayer is done in private, but this is a way to remind us that don't have to be done are way.

We have looked at visio divina and the practice of reflecting on and creating art as a form of worship and communication with God.

Lectio Divina is a way of meditating and reflecting on a particular passage of scripture. This spiritual discipline helps you to "be still" and truly ponder the word of God. It causes you to reflect on words that significantly stood out to you and respond in prayer.

The spiritual practice that I have benefited the most from is the questions about the "living giving" and life "throwing part" of the day. It helps to call out the darkness in the day and recognize the good parts.

I liked visio divino where we looked at art for a long time then had personal reflection time.

The visual reflections we have practiced this year I have begun to implant in my own life. Taking time to look over the ocean, or at pieces of art and using that space of beauty to make a connection with God has been very valuable in my life.

I like the quiet times of reflection we have had. I have found they allow me to get better in touch with how I am feeling and what God is trying to communicate with me. I am trying to get better at doing that in my personal life, because I definitely feel like I have spiritually during those quiet moments.

the simple spiritual discipline of prayer has been a huge theme at Dgroup. The meetings are structured around prayer. I've learned that prayer looks different. sometimes prayer can be done in art, meditation, silence, and singing.

Examen: Taking time every so often to reflect on the day (or the week, the month, or the semester) and when you felt the closest to/most distant from God is really helpful in deepening your spiritual life by making you more aware of what God might be doing in your life as well as more aware of your feelings/motivations.

The spiritual discipline of journaling and writing to God is one I think is very important. This has helped to put thoughts and prayers in writing and to make them tangible. It is also a way to look back and see how God has been moving and working.

Just the practice of resting has been so helpful to me, whether it's through coloring or listening to music or lying down and closing my eyes. Resting has opened me up to simply BE and not to spend all my time DOING.

We looked at Lectio Divinia this semester. This is a great method to use to read the bible in a deeper, more meaningful way by looking at a passage several times over with a different focus each time. It allows for time to spend listening and waiting on God, as well as encourages prayers to God. It gives the reader the opportunity to better know the characteristics of God and grow in a deeper understanding with Him.

I think self-care is so important. This year we took a week to just eat with each other and have fun, it was much needed. In our busy world it's so important to take time for oneself too so we can continue to help others.

Simply sitting and taking time to be still has been one of my favorite practices we've done. Intentionally sitting and talking with God amidst my seemingly hectic and busy life has been so rewarding. It taught me to see God as a friend and talk to him about this life he's given me and thank him for it. It has produced patience, graciousness, and serenity.

A spiritual practice that we did this year was Visio Divina. The discipline to stop and look at the beauty of something really helps a soul slow down and heal itself and enjoy the world God created.

The spiritual discipline of stillness and seeing has given a bit of insight into the positive art of spirituality and appreciation for God's creation.

Spiritual discipline: Meditation on the word of God. Has helped me slow down and pay close attention to the word of God. Has helped me create this habit when studying the Word.

Rest! This semester I have started taking a 24-hour Sabbath. It has taught me to not identify myself and meaning and purpose in my life as equal to my work or what I produce. This has provided space to consider where my hope and purpose comes from. Lastly, I am learning what it means to work from my rest rather than simply rest from my work.

I really enjoy Korean style praying. It's a good reminder that God is big enough to hear our individual prayers. He hears through the chaos. It's a powerful image.

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Question #	Below Basic	Basic	Proficient	Advanced
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2	0	4	11	16
3	3	11	7	10

Timestamp Describe, outline, or list the important components of serving as a D group leader

We grow and share in life together, helping each other when necessary and leaning on c
Serving as a D group leader has given me the ability to interact with others who share th
Discipleship ministries as a whole has had a huge impact on my life. It has provided me
Being a D-Group leader is about helping serve your community. Whether that be on wee
D group has been a great opportunity to reach out to other believers and connect into a l
Be flexible on schedule when leading a dgroup. Try to plan ahead. Be able to relate to pe
Monday night meetings: participation, honesty. Weekly small group: enthusiasm, flexibili
I think being a dgroup leader requires commitment to serving your group members cons
It is important to gather your dgroup regularly. It is important to have a plan going into a l
Components: spiritual Practice - helps keep God in the center of y decisions. Humility ar
Show up and participate on Monday nights. Figure out what to do during Dgroup and the
I think participating in the Monday night leader meetings were the most helpful for me be
Having and keeping a plan is very important. It is easy to be excited about the content at
Communicating throughout the week with the members of my group. Planning meetings
As a D group leader, it is important to attend weekly meetings, plan/lead weekly small gr
1. Monday night leader meeting 2. Planning activities for small group 3. Hosting small gr
One of the most important part of being apart of dgroups and all that it encompasses, is
Personal growth from the experiences and conversation that occur inside the designate
Being intentional in both your group and the leader group helps you to grow personally. E
Monday nights are a time of being filled after pouring out, a time of being led after leadin
Spending time with God in prayer and in scripture. Taking time to plan your group's mee
Attending weekly meetings ready to listen and learn. Invest in relationship with fellow lea
My leadership skills have developed a ton through being a d group leader. I've learned h
Serving as a Dgroup leader includes getting to know your fellow dgroup leaders through
Rest. Basic understanding of Bible. Support system. Confidence. Prayer.
The components of Dgroup are attending Monday meetings in order to connect with othe
the weekly meetings of dgroup leaders was a good time to get together as a team, and I
Relationships: Ability to be of faith and yet completely willing to encounter struggling faith
It is important that the dgroup leader is a born again believer in Jesus Christ. It is import
Monday nights have been a time set apart and generally rejuvenating. they have provide
I think that participating in D group meetings and talking with your family group, are all w

Through your experience in Discipleship Ministries, what have you learned about yourself and about us

I have learned that leading a group is actually very difficult for me. I am usually the type of person who will lead. I have learned when it is important to say yes to people even though it is out of my comfort zone, and when to say no. I have learned that I have a lot to offer and people like having me around! That has been really huge for me. I love leading. I am a very outgoing person, so D-Groups has taught me how to use my extroverted personality to help build people. During Discipleship Ministries I have learned that it is important to practice self reflection more often. I have also learned to listen to others' stories and use it as a reflection on my own life. I learned to put myself in other people's shoes. I have learned that I like to facilitate small groups, but also that sometimes a leader needs the support of their peers. I have found that catering a group to the needs of a diverse group of individuals is hard and requires planning and communication. I have learned that I am more suited for this than I thought. I have lead people younger than me in the past but now I've learned a lot about self-care spiritually and physically. I've always invested most my time in others, but Dgroups has helped me to figure out how I can use my strengths - such as listening and being a good listener. I don't think I am naturally a leader, but dgroup has helped me to figure out how I can use my strengths - such as listening and being a good listener. I have learned that sometimes people really need spiritual direction and sometimes people are doing good by themselves. I have learned that I am an excellent listener and a decent transistioner. Through leading I have learned that I listen. I have learned that sometimes the most valuable thing that you can do as a leader is show up - be there consistently. I have learned that you do not have to be perfect to be used by God. In fact, His power is shown in our weaknesses. I have learned that leading peers can be challenging and requires humility. I have found that I am gifted when it comes to listening. I have learned when to keep quiet a let a conversation grow and when to intervene and get discussion back on track. I have learned that I am extrovert but that doesn't mean I cannot be quiet or not take on the role as the listener in a group. I have learned to have confidence in what I have to say about my faith. I have also learned to listen deeper to what others are saying. I have learned about the importance of rest. I have learned when to speak and when to just listen and be present. I am good at focusing a conversation on a particular person and asking questions to direct their thoughts and our conversation. I have learned so much about myself this year! It has been amazing to see the way God has been moving. I have learned that my style of leading is different than many others, but no less valuable. I've learned to listen, be present, and be a good listener. I've learned that community is a huge part of my spiritual life and that one of my most important gifts is my ability to listen. I learned how even though I'm a generally confident person, speaking in front of groups of any size is not my strength. I am normally a shy and quiet person, but I've learned that I have the ability to be a leader and that being a leader is a gift. What I have learned about myself is that I really love to listen to people. this is a gift because some people really need to be heard. I have consistently been reminded that God makes all things work together for my good. My past struggles which I have learned to just go for things. I was blessed enough to have the Dgroup opportunity fall in my lap but after a year I have learned that it is essential to listen actively and with a heart that is prepared to listen. Only by listening in silence can we truly hear. I have learned through the course of this year better ways of leading a small group. allowing for space between c

Please choose one spiritual discipline we have looked at this year and explain its relevance and what it offers.

I really enjoyed the times of rest that we had in our D-Group meetings on Monday nights. They really allowed me to slow down. Slowing has been a really important spiritual discipline that we have talked about this year. I have been so busy and SELF CARE!! Self care is so important and through discipleship ministries we have been presented with tons of different practices. Prayer. Prayer is one of the most powerful things we can do if we truly believe in the strength of it. Prayer allows us to connect with God. The spiritual discipline that I have looked the most into this year in D group has been the theme of care and establishing relationships. Sharing with each other in my opinion is the most important spiritual discipline this year. It helps people to grow together. Celebration is important because it validates who we are. It gives us a space to honor positive things and lift each other up. The discipline of fellowship with your brothers and sisters in Christ helps keep you connected and is important to maintain. Patience/Slowing Down - It is important to not always rush through life. This is something American cultures encourage. The discipline of rest. It is talked about so often in the Bible to get rest. It's not a selfish thing to do because it recharges. Presence is always a good one. How can I connect with God if my mind is always somewhere else? I always enjoy taking time. I enjoyed the days we got to draw/color in order for us as leaders to find peace in that hopefully we can offer others peace. Community prayer or praying for each other after sharing. This offers up a neat way to engage in communal worship. We have looked at visio divina and the practice of reflecting on and creating art as a form of worship and communication. Lectio Divina is a way of meditating and reflecting on a particular passage of scripture. This spiritual discipline helps us grow. The spiritual practice that I have benefited the most from is the questions about the "living giving" and life "throwing" practices. I liked visio divino where we looked at art for a long time then had personal reflection time.

The visual reflections we have practiced this year I have begun to implant in my own life. Taking time to look over the things I like. I like the quiet times of reflection we have had. I have found they allow me to get better in touch with how I am feeling. The simple spiritual discipline of prayer has been a huge theme at Dgroup. The meetings are structured around prayer. Examen: Taking time every so often to reflect on the day (or the week, the month, or the semester) and when you feel. The spiritual discipline of journaling and writing to God is one I think is very important. This has helped to put thoughts on paper. Just the practice of resting has been so helpful to me, whether it's through coloring or listening to music or lying down. We looked at Lectio Divinia this semester. This is a great method to use to read the bible in a deeper, more meaningful way. I think self-care is so important. This year we took a week to just eat with each other and have fun, it was much needed. Simply sitting and taking time to be still has been one of my favorite practices we've done. Intentionally sitting and talking. A spiritual practice that we did this year was Visio Divina. The discipline to stop and look at the beauty of something. The spiritual discipline of stillness and seeing has given a bit of insight into positive art of spirituality and appreciation. Spiritual discipline: Meditation on the word of God. Has helped me slow down and pay close attention to the word of God. Rest! This semester I have started taking a 24-hour Sabbath. It has taught me to not identify myself and meaning as much. I really enjoy Korean style praying. It's a good reminder that God is big enough to hear our individual prayers. He hears.

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