

Men of the Shepherd

Church & Group Leader Guide

Using 100 Days of Shepherding in Your Church, Men's Group, or Personal Discipleship

Men of the Shepherd was created to help men grow deeper in their walk with Jesus while leading and serving their families, churches, workplaces, and communities with intentional faith.

This devotional can be used individually, in small groups, in churches, or through online gatherings. The goal is not perfection or pressure. The goal is consistency, reflection, growth, and Christ-centered discussion among men.

This guide contains three sections designed to help churches, leaders, groups, and individual men use *Men of the Shepherd* more intentionally and effectively.

Section 1. Church & Group Setup

Practical ways churches, men's groups, and accountability groups can structure and use *100 Days of Shepherding*.

Section 2. Group Leader Guide

Simple guidance for leading healthy, authentic, Christ-centered men's discussions and accountability groups.

Section 3. Expanded Discussion & Reflection Questions

Additional reflection, discipleship, accountability, and triad discussion questions for personal study or group use. This section is also available as a separate free download from the Men of the Shepherd website, or leaders may copy and distribute this section directly to participants as a group handout.

Section 1: Church & Group Setup

Flexible Ways to Use Men of the Shepherd

Option 1. 20-Week Men's Group Format

Recommended format.

- Read 5 devotionals per week
- Meet once weekly
- 60 to 90 minute discussion
- Men complete readings independently before meeting

This format provides flexibility while maintaining consistency and accountability.

Suggested Weekly Flow

1. Open in prayer
2. Discuss the five devotionals from the week
3. Share personal reflections and practical application
4. Encourage one another
5. Close in prayer

Option 2. 100-Day Challenge

- Men read one devotional daily
- Group meets weekly or biweekly
- Encourages consistency and accountability

This works well for churches wanting a church-wide men's challenge.

Option 3. 100-Week Format

- Read one devotional each week
- Discuss together weekly or monthly
- Slower pace with deeper reflection

This option works well for ongoing men's ministries.

Option 4. Morning Zoom or Online Group

- Monday through Friday
- 20 to 30 minute online discussion
- One devotional each day

This works well for busy men seeking daily accountability and encouragement.

Option 5. Short-Term Men's Group Series

- Select 15 to 30 devotionals
- Run a 4 to 6 week study
- Great introduction for churches or men's ministries

This format allows leaders to introduce Men of the Shepherd without committing to the full 100 days immediately.

Triads & Smaller Accountability Groups

As discussed near the end of *100 Days of Shepherding*, some men may benefit from forming smaller triads or accountability groups.

Triads are smaller groups of approximately three men who intentionally encourage, support, challenge, and pray for one another consistently.

Some churches may choose to:

- Begin with triads immediately
- Form triads during the study
- Launch triads after completing the larger group study

Triads often create deeper accountability, stronger relationships, and more consistent spiritual encouragement over time.

The discussion questions and reflection prompts throughout this guide may also be used within triads for ongoing discipleship and personal growth.

Section 2: Group Leader Guide

Suggested Group Discussion Flow

Each participant should:

- Read the assigned devotionals before meeting
- Reflect honestly
- Write down key thoughts or Scriptures
- Be prepared to share one takeaway or challenge

The goal is not polished answers. The goal is honest growth and Christ-centered conversation.

Leading the Group Well

- Keep discussions honest and practical
 - Encourage participation, not perfection
 - Allow men to share personal testimony and struggles
 - Focus on growth, accountability, and encouragement
 - Avoid turning discussions into lectures
 - Give men room to process and respond
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Helping Men Participate

Some men will talk easily. Others may take time to open up.

Good discussion starters include:

- What stood out to you this week?
- What challenged you most?
- What was hardest to apply?
- Which devotional connected with you personally?
- What practical step can you take this week?

Avoid putting pressure on men to immediately share deeply personal struggles.

Create a healthy, safe, Christ-centered environment where men can grow at different speeds.

Some men process internally before speaking publicly. Others may connect more naturally through shared experiences, prayer, accountability, humor, service, or consistent weekly presence.

The goal is not forced vulnerability.
The goal is authentic discipleship and intentional growth over time.

Shepherding Men Well

- Maintain confidentiality
- Encourage honesty
- Avoid judgment
- Keep discussions Christ-centered
- Focus on practical application
- Encourage consistency over perfection

Men often need time before they fully open up, trust others, or share honestly.

As the leader, set the tone early.

Be authentic.

Be approachable.

Be consistent.

Men are more likely to open up when they see humility, honesty, and genuine transparency from the leader first.

You do not need to pretend to have everything together. In many cases, authentic leadership creates deeper trust than polished leadership.

Allow relationships and trust to grow naturally over time.

Some men may speak openly immediately. Others may take weeks before they begin sharing more personally. Consistency, grace, and patience matter.

Optional Accountability Ideas

- Prayer partners
- Weekly check-ins
- Morning Zoom groups
- Group texting
- Scripture memorization together
- Family leadership challenges
- Triad accountability groups

Triads can become a powerful next step for men who want deeper accountability, encouragement, discipleship, and long-term spiritual growth together.

Common Group Challenges

Low Participation

Ask simple, practical questions and give men time to respond.

One Person Dominating

Gently redirect discussion toward others in the group.

Men Falling Behind

Encourage consistency without creating guilt or pressure.

Awkward Silence

Allow brief silence before jumping in too quickly.

Rabbit Trails

Bring discussion back to the devotional focus naturally and respectfully.

Final Encouragement to Leaders

You do not need to be a pastor or Bible teacher to lead a group well.

Lead with humility.

Lead with consistency.

Lead with authenticity.

The goal is not perfect leadership.

The goal is helping men grow together while following Jesus faithfully.

Replace the opening paragraph of that section with this:

Establishing Group Purpose & Ground Rules

One of the most important parts of starting a men's group or forming smaller triads is establishing the purpose, expectations, and basic ground rules early.

This should be discussed before the larger group begins and again before men separate into smaller accountability triads.

Do not assume everyone shares the same expectations automatically.

Before beginning the group or triad, take a few minutes to clearly explain:

- the purpose of the group
- the desired atmosphere
- expectations for honesty and participation
- confidentiality and trust
- respect for one another
- commitment to encourage rather than tear down

This does not need to become overly formal or complicated.

In many cases, a simple conversation and agreement among the men is enough.

A handshake, shared understanding, and mutual commitment can create a strong foundation for healthy discussion, accountability, and long-term trust.

Without clear purpose and healthy boundaries, groups and triads can easily drift away from meaningful discipleship and accountability.

Healthy groups are built intentionally.

Trust is built intentionally.

Brotherhood is built intentionally.

Section 3: Expanded Discussion & Reflection Questions

These questions are designed for personal study, group reflection, or triad discussions. They may be used individually, within a men's group, during church discussions, or as part of deeper discipleship and accountability conversations.

The reflection questions throughout *100 Days of Shepherding* follow three consistent themes:

1. Personal Reflection
2. Following Jesus
3. Shepherding Others

The questions below are designed to help men go deeper in those areas.

Personal Reflection Questions

- What challenged me most this week?
 - What conviction stood out most strongly?
 - What habits or attitudes need to change?
 - What distractions may be pulling me away from intentional living?
 - Where am I struggling with consistency?
 - What fears, frustrations, or weaknesses surfaced this week?
 - What practical step do I need to take this week?
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Following Jesus Questions

- What does this teach me about Jesus?
 - How can I better reflect Christ in my home and daily life?
 - Where is God calling me to trust Him more deeply?
 - What area of obedience is God pressing on my heart?
 - What would greater surrender look like this week?
 - How can I become more intentional in prayer and Scripture?
 - What spiritual habits need strengthening?
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Shepherding Others Questions

- How can I better lead, serve, or encourage others?
 - How can I shepherd my family more intentionally?
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- Who needs encouragement or accountability from me?
- What conversations may I need to initiate?
- How can I demonstrate Christlike leadership this week?
- Where do I need greater patience, grace, or intentionality with others?
- What practical action can I take to serve someone this week?