FiREFLY Fundamentals

Fundamental Conversations About Faith and Work

8-Week Small Group Discussion Guide

Session 1 - The Main Thing

Missio Dei + All God's People

Aim: Establish the big story of God's mission and dignify the calling of all God's people (not only "professional Christians").

Pre-Work

Key passage: 2 Corinthians 5:17–21 (ambassadors of reconciliation)

Memory verse: 2 Corinthians 5:20

Suggested reading:
- Genesis 1–2
- 1 Peter 2:4-12

Reflect (write 1–2 sentences each):

1. Where do you feel "alone" as a serious Christian in your professional world?

2. Where might you have assumed God's mission is for others to carry out (for instance, pastors and missionaries)?

Group Discussion

Open with Prayer

Introduce the Group! – Name, job, what brought you here today?

Invitation to Engage: We don't talk enough about how our faith and work intersect. And I need people who understand me, my work, and my faith, to journey with.

What we'll be doing - 8 weeks overview

Key idea:
Today we're going to talk about God's mission and how all God's people have a role in it – and it might be bigger and more important than you think!

Content – The Main Thing

Read together
Content Guide Session 1: The Main Thing

"In this series we're not trying to make you 'more religious at work.' We're asking: if God has a mission, and your work is part of it – how might that impact how you approach your work over time?"

Discussion questions

1. Maybe this is old news for you, or maybe these are new ideas - what could you share that would help us know and walk alongside you better?

2. What would you want to share (from Scripture or your experience) that might add value for others in the group around this topic?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 2 - The Gospel at Work

Aim: Ground the series in the gospel itself, how it changes how we view our work, then help people name which part of the gospel they need most in their work life right now.

Pre-Work

Key passage: 1 Corinthians 15:1–5 (the gospel summary)

Memory verse: 1 Corinthians 15:3–4 (or 15:3)

Suggested reading:
- Ephesians 2
- Romans 7:21 – 8:39

Reflect (write 1–2 sentences each):

1. If a colleague asked, “What is the gospel?”, what would you say in 2–3 sentences?

2. What would you add to these Gospel truths?
   - God is good
   - We’re not
   - He came to us
   - He died for us
   - He rose from the dead
   - He gave us His Spirit
   - What else?

3. What is a specific work situation that reveals a need for one of these Gospel truths (conflict, fear, ambition, burnout, integrity, failure, loneliness, etc)?

Group Discussion

Open with Prayer

Key idea:
Today we're going to talk about how the gospel is not only the door into Christianity. It is the center that reshapes our whole life—including how we work.

Content – The Gospel Isn't Just How You Get Saved

Read together
Content Guide Session 2: The Gospel at Work

"Today, we're not committing to being 'better Christians at work.' We're practicing naming what we truly need from Jesus. If we trust Him more, we believe our impact will grow."

Discussion questions

1. Besides the Gospel truths we have listed here – what else would you add?
   Hint: The Gospel is big! We'll need to move on before we cover all of it.

2. Which gospel truth do you need most at work right now and in what situation?
   This could be something you need to trust Jesus for, or you might be inspired to act in a Gospel way to someone else, like Jesus did for you, trusting Him to be enough for you in that situation.

5. What worries might keep you from more fully trusting Jesus in that situation?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 3 - Transforming Presence

Aim: Seek the good of the city—cultivate faithful, wise, loving presence at work—especially as “outsiders,” across cultures, or in secular spaces.

Pre-Work

Key passage: Jeremiah 29:4–7

Memory verse: Jeremiah 29:7

Suggested reading:

- Genesis 26
- Daniel 1
- 1 Corinthians 9:19-27

Reflect (write 1–2 sentences each):

1. Where do you feel like an outsider (culture, role, faith)?

2. What might it mean to “seek the good” of your workplace this week?

3. Gospel lens: how does the Gospel truth that “**He came to us”** shape how you show up with coworkers?

Group Discussion

Open with Prayer
Since we met last time, how has our conversation impacted you or your community?

Key idea:
God has sent us into ordinary places—often the workplace—to **live out the gospel** by seeking the good of the people and places around us.

Content – Seek the Good Where You Are

Read together
Content Guide Session 3: Transforming Presence

"God has sent you, as you are, into a specific place, with specific people, at this time. Seeking the good there is part of how you live out the gospel."

Discussion questions

1. What is unique about the place God has placed you to work?
2. What would it look like to "seek the good" of your workplace?
3. When might that get complicated, like it did for Daniel, Shadrach, Meshach, and Abednego (cf. Daniel 3)?
4. Who might God have placed in or around your workplace that could join you as you "seek the good of the city"?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 4 - Authentic Wholeness

Aim: Strengthen consistency: faith shapes every area of life, and every area of life matters to faith - especially work.

Pre-Work

Key passage: Colossians 3:12–17

Memory verse: Colossians 3:17

Suggested reading:
- Isaiah 58
- Matthew 5–7 (Sermon on the Mount)
- James 1

Reflect (write 1–2 sentences each):

1. Where is your faith most visible? Where is it least visible?

2. What do you do well spiritually in one area of your life that could be transferred into another weaker area?

Group Discussion

Open with Prayer
Since we met last time, how has our conversation impacted you or your community?

Key idea:
God is big enough for your whole life and for your whole mess.

Content – Growth at the Edges

Read together
Content Guide Session 4: Authentic Wholeness

Today we're not aiming for perfection. We're aiming for alignment—inviting Jesus into the places we might otherwise keep separate.

Discussion questions

1. Where is it easiest for you to live like a disciple? Where is it hardest?
2. What makes that hard?
3. What strength from your walk with God could you bring into that hard spot this week?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 5 - Dependence

Whatever You've Got, Jesus Has More

Aim: Move from self-reliance to dependence on Christ first, and then humbly to how much we also depend on other people every day.

Pre-Work

Key passage: John 15:1–17

Memory verse: John 15:5

Suggested reading:
- Colossians 1
- 2 Corinthians 12
- Matthew 14:13–21

Reflect (write 1–2 sentences each):

1. Where do you feel the most pressure to be competent and self-sufficient?

2. What makes it hard to abide in Christ?

Group Discussion

Open with Prayer
Since we met last time, how has our conversation impacted you or your community?

Key idea:
Our primary dependence is on Christ, and as we abide in Him, we learn to receive and give help in transforming ways among the people God has placed around us.

Content – Five Loaves, Two Fish, and Abiding

Read together
Content Guide Session 5: Dependence

This week, we'll practice dependence as faith: bringing our limits to Christ and, recognizing that dependence, begin to let ourselves receive and give help (and love!) in new ways.

Discussion questions

1. Where do you feel the most pressure to be competent and self-sufficient?
2. What makes it hard to abide in Christ?
3. What are your 'five loaves and two fish' right now? Where do you need to trust God to do more with the little you have?
4. What would greater dependence on Christ look like in your life this week?
5. What would greater dependence on others look like?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 6 - Pursuit of Excellence

Sanctification from Security

Aim: Hold the paradox: we grow and improve, but we do that from security in God's love—not to earn it.

Pre-Work

Key passage: Colossians 3:22–24

Memory verse: Colossians 3:23

Suggested reading:
- Philippians 2
- Psalm 51

Reflect (write 1–2 sentences each):

1. Which pulls you more: comfort, people-pleasing, or perfectionism?

2. How do you respond to failure: hide, blame, spiral, justify—or get dismissive/apathetic ("it doesn't matter," "whatever," "not my problem")?

3. What about success?

4. Gospel lens: how do the truths that He died (forgiveness) and He rose (newness) reshape growth at work?

Group Discussion

Open with Prayer
Since we met last time, how has our conversation impacted you or your community?

Key idea:
We pursue excellence as love and worship from security, not as a way to earn worth.

Content – Sanctification from Security

Read together
Content Guide Session 6: Pursuit of Excellence

We pursue excellence as love and worship from a place of security and hope, not as a way to earn worth.

Discussion questions

1. What does excellence look like in your role when it's motivated by love and gratitude?
2. When you succeed, how does the Gospel speak to that?
3. When you fail, how does the Gospel speak to that?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 7 - Healthy Rhythms

as an act of faith in God's goodness

Aim: Build sustainable rhythms for high-demand lives; integrate rest, limits, and abiding with Christ.

Pre-Work

Key passage: Matthew 11:28–30

Memory verse: Matthew 11:28

Suggested reading:

- John 15
- Mark 6
- Genesis 2:1–3
- 1 Kings 19

Reflect (write 1–2 sentences each):

1. Which rhythm is most broken right now (sleep, hurry, screens, isolation, overwork)?

2. What does Jesus' "easy yoke" not mean—and what might it mean?

3. How could abiding (John 15) fit into a high-stress week?

Group Discussion

Open with Prayer
Since we met last time, how has our conversation impacted you or your community?

Key idea:
Rhythms are not rules to impress God. They are loving structures that keep you close to Jesus and available to people.

Content – An Act of Faith in God's Goodness

Read together
Content Guide Session 7: Healthy Rhythms

Healthy rhythms are a gift. Keeping them is an act of faith in God's Goodness.

Discussion questions

1. Which rhythm level do you most need to adjust: daily, weekly, monthly, yearly?

2. What do you fear will happen if you rest or slow down (or for some of you – work harder and speed up)?

3. What is one small rhythm change you could try?

Looking forward: What's one thing you want to take with you into this week?
- An insight
- An action (who, what, by when, what accountability or support do you need?)
- Where might more exploration, learning, or experimentation be needed? What do you hope to discover?

Close in prayer for each other

Session 8 - Transformed Minds

Renewing our minds about work and what's next

Aim: Integrate learning, name growth, identify obstacles, and invite next steps (and network pathways).

Pre-Work

Key passage: Romans 12:1–2

Memory verse: Romans 12:2

Suggested reading:
- Romans 12
- Philippians 1

Reflect (write 1–2 sentences each):

1. Where has God renewed your mind about work during these weeks?

2. What has changed in your actions or relationships?

3. Where do you most need transformation next?

Group Discussion

Open with Prayer
Since we met last time, how has our conversation impacted you or your community?

Key idea:
"You will know the truth and the truth will set you free." John 8:32

Content – Renewing Our Minds About Work and What's Next

Read together
Content Guide Session 8: Transformed Minds

As Christians, we don't need to be afraid of the truth. Rather we should pursue it, because at the end of all truth we'll find Jesus.

Discussion questions
For each of the following questions, take some time for individual reflection and then share in small groups of 3-5 before moving on to the next question.

1. What is one change you want to make based on this journey, that feels like it might be difficult to make?

2. If you imagine yourself living out that change 100% today and this week, what worries you about that?

3. What assumptions are you making that drive those worries?

4. How might you test those assumptions, keeping your experiments simple and safe?

Next Steps - *Four Invitations*

- **Keep meeting** with this group for 8 more weeks – you choose what you want to study.
- **Become a Firefly Fundamentals facilitator** and start a new group.
- **Join a follow-on study** about how God uses ordinary work in His global mission.
- If you are living among people unlike yourself (cross-culturally, internationally, socio-economically): **join the Firefly Project network** of people practicing these principles to connect, equip, and empower one another to impact the world for Christ.

To follow up on any of these items
and to share feedback on your experience with
Firefly Fundamentals please get in touch:

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