



# D-GROUP LEADER WORKBOOK



# **building relationships**

**CONNECT OFTEN  
CARE DEEPLY  
CREATE COMMUNITY**

**MULTIPLY  
LEADERS  
MOBILIZE  
GROUP  
MEET NEEDS**

# **living on mission**

**BE TRANSFORMED  
TELL STORIES  
TAKE STEPS**

# **growing spiritually**



# D-GROUP LEADER WORKBOOK

**FELLOWSHIP BIBLE CHURCH 2021**

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**PRE-SESSION**

# **PREPARING TO LEAD A D-GROUP**

# ***Welcome to the D-Group Leader workbook. We are so glad you are taking these steps to lead a group!***

Fellowship Bible Church is committed to “Making disciples who live by God’s grace and for His glory at home and across the world.” The primary way we equip people to make disciples is through what we call discipleship groups or D-Groups.

## ***D-Groups are the place where people build relationships, grow spiritually, and live on mission.***

As a D-Group Leader, you play an essential role in this vision through promoting the values of connection, transformation, and multiplication. You will be helping others live in connection with God and others, leading them to become more like Jesus in attitude and action, and guiding them in how they can make disciples.

Don’t worry, you are not doing this on your own. As a pastoral staff, we are here to encourage, empower, and equip you throughout the year. You will also have a D-Group Elder who you can lean on for help. We are committed to walking with you as you shepherd others.

It is important for all of us as leaders to have the tools and vision for why we do what we do. We know this training will encourage you to lead the people God has entrusted to your care.

We are excited to see God move in and through you as a D-Group Leader!

***Fellowship’s Adult Discipleship Team***

## Goals for This Training

After completing Fellowship's D-Group Leader Workbook, it is our prayer that you will have:

- ▶ Deepened your personal affections for Jesus by becoming more grounded in the gospel.
- ▶ Learned the expectations for making disciples at Fellowship Bible Church.
- ▶ Identified specific ways you can lead your new D-Group.

## What to Expect

Each of the four sessions of this D-Group Leader workbook focuses on the mission and the three values of Fellowship: Connection, Transformation and Multiplication. The first session will examine the mission statement of Fellowship and how it comes from the Great Commission of Jesus. The second session focuses on how we connect to God and through that connection we build relationships with others. Session three speaks to the process of transformation in our hearts through Jesus and how to help your D-Group grow spiritually. The final session shares what it looks like to live on mission with your D-Group.

Each session of the workbook has two components: the session content and discussion questions. There are also helpful tools located in the back of the workbook.



**SESSION 1: THE MISSION**

# **MAKING DISCIPLES**

# FELLOWSHIP BIBLE CHURCH MISSION STATEMENT:

***Making disciples who live by God's  
grace and for His glory at home and  
across the world.***

"And Jesus came and said to them, 'All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.'"

***Matthew 28:18-20***



# What Is a D-Group?

At Fellowship, D-Groups are small groups of people who gather for the purpose of building relationships, growing spiritually, and living on mission. The “D” stands for discipleship because that’s what we want to be about—people who help other people follow Jesus. Our D-Groups walk through life together, study scripture and pray together, and look for ways to reach others with the love of Christ. In other words, D-Groups are where we practice the “one another” passages.

***Our walk with Christ should be personal, but not private.***

D-Groups come in many forms. They may even look a little different from campus to campus, but they all have freedom to live out Fellowship’s mission and values in their given context. We have groups for Everyone, Couples, Men, Women, and Young Adults. Some groups have formed around common areas of ministry or groups of people they want to reach. Your D-Group may not fit into one of these categories, and that is okay.

Remember, no matter what connects your group together, we all have the same mission: making disciples.

<b>Exhort One Another</b>	<b>Heb. 3:13</b>
<b>Encourage One Another</b>	<b>1 Thess. 5:11</b>
<b>Build One Another Up</b>	<b>1 Thess. 5:11</b>
<b>Confess Your Sins to One Another</b>	<b>James 5:16</b>
<b>Stir Up One Another</b>	<b>Heb. 10:24</b>
<b>Encouraging One Another</b>	<b>Heb. 10:25</b>
<b>Love One Another</b>	<b>John 13:34</b>
<b>Outdo One Another in Showing Honor</b>	<b>Rom. 12:10</b>

## On Mission at Fellowship

Being on mission with Fellowship is the most important part of every D-Group. So, what is the mission of Fellowship Bible Church?

***Making disciples who live by God’s grace and for His glory at home and across the world.***

Without the mission in front of you, your D-Group will slowly lose purpose. The good news is that we have been entrusted with the greatest mission possible. The mission statement of Fellowship comes directly from Jesus’s Great Commission. We are commanded by Jesus to make disciples as we go (Matt. 28:19).

# ***D-Groups are the place that people build relationships, grow spiritually, and live on mission.***

Sharing the mission of Fellowship with your group can't be a one-time event. The Nehemiah principle (based off of Neh. 4:6-15) suggests that people should be reminded of the mission every 26 days. That means the mission is a common theme throughout everything that happens in the life of the D-Group. Successful D-Group Leaders own the mission of Fellowship and communicate it often to their D-Group members.

*The only way the corporate Body of Christ will fulfill the mission Christ has given it is for individual Christians to have a vision for fulfilling that mission personally.*

— **David Jeremiah**

Leading your group in the mission of Fellowship is accomplished through creating an atmosphere of love and sacrifice. In a D-Group, members are valued and loved. Each member contributes in a significant way as we make disciples together.

*O God, with all our hearts, we long for You. Come, transform us to be Christ-centered, Spirit-empowered, Mission-focused people, multiplying disciples everywhere.*

— **The Christian & Missionary Alliance Vision Prayer**

## **Who Can Lead a D-Group?**

If you have a heart for God and His mission and want to see others grow in those same ways, then we invite you to join with us as a D-Group Leader. You don't have to be the best teacher, discussion leader, or skilled hostess to lead a group. We can help you along the way with those details. You simply must be living a life submitted to Christ and desire to lead others to grow in Him.

### ***In order to stay on mission together, Fellowship has a few requirements for D-Group leaders:***

- ▶ Committed follower of Jesus
- ▶ Committed member of Fellowship Bible Church or in process of becoming a member
- ▶ Agrees to follow the leadership of the D-Group Pastoral Team

## Getting Started

What is the process of becoming a D-Group Leader at Fellowship? Our desire is to make the process quick and painless while also being thorough in evaluation. If you are ready to start the process of leading a D-Group at Fellowship, follow these steps:

- ▶ **D-Group Leader Application**—Fill out the D-Group Leader Application. You can fill this out online at [www.fellowshipar.com/dgroupleader](http://www.fellowshipar.com/dgroupleader) or fill out the application in the back of this book.
- ▶ **Pastor Connection**—Once you have submitted your application, a pastor will contact you to set up a meeting to get to know you, go over your application, and learn how God is working in your life.
- ▶ **D-Group Leader Training**—Every new D-Group Leader must work through the D-Group Workbook with a pastor either in training or one-on-one.
- ▶ **Establish A Plan**—Work with your pastor to establish a plan for your new D-Group (what day, what time, how often, what kind of group, who will be in your group etc.)
- ▶ **Kick-Off Meeting**—It's time to get started. Plan a kick-off meeting. It is preferable that at least six people, including you, are connected to start this group.

## Resources for D-Group Leaders

We have a ton of resources to help you get started. These resources will encourage, empower, and equip you as you continue to lead your D-Group. Below are just some of the helpful tools you will find on our D-Group Leader webpage, [www.fellowshipar.com/dgroupleaders](http://www.fellowshipar.com/dgroupleaders).

- ▶ Recommendations for your first study
- ▶ Sermon Curriculum Discussion Questions
- ▶ D-Group Leader Curriculum Guide
- ▶ Videos with Tips on leading D-Groups



## Who's on Your Team?

As a D-Group Leader at Fellowship, you need to know that you are not alone. There are hundreds of other D-Group Leaders at Fellowship walking the same journey as you. There is also a team of D-Group Pastors and Elders who will walk with you as you lead your D-Group.

As a D-Group Leader, you are agreeing to follow the leadership of the Fellowship D-Group Pastoral Team.

You will be assigned a D-Group Pastor who will meet with you at least three times a year. This meeting is not a checklist to make sure you are doing everything right (believe us, you won't be. We don't either). There is no such thing as a perfect D-Group Leader or group.

The meeting with your pastor is to

1.) check in to care for your spiritual, emotional, and physical health, and

2.) to ensure that your D-Group is still focused on the mission of our church.



The D-Group Team also sponsors several D-Group Leader events throughout the year for additional equipping and so you can rub shoulders with the other leaders in the church. You are not a lone ranger. We are all in this together!

## WHAT'S NEXT?

Fellowship Bible Church's three values are Connection, Transformation, and Multiplication.

- ▶ **Connection**—with God and others
- ▶ **Transformation**—Becoming like Jesus in attitude in action
- ▶ **Multiplication**—Be and make disciples at home and across the world

These are instrumental in helping us become D-Groups that reflect the mission of our church. The next three sessions will dive into each of these values in a deeper way and examine their influence in the life of a D-Group.

We don't just want people's names on a roster; rather, we want their lives to count for the Kingdom of God. D-Group Leaders model our mission and values and graciously press them into the lives of those in their group. You help others consistently live out these values in their lives and homes.

# D-Group Leader Training Questions

- ▶ What has been your experience with D-Groups at Fellowship Bible Church?

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- ▶ Why are you considering being a D-Group Leader?

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- ▶ What excites you about leading a D-Group? What scares you?

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- ▶ In what ways is having a D-Group Pastor beneficial to you?

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- ▶ What are a few ways that you could communicate the mission of Fellowship to your new D-Group? At the start of your group? Throughout the life of your group?

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## NOTES

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## **SESSION 2: CONNECTION**

# **BUILDING RELATIONSHIPS**

“So then you are no longer strangers and aliens, but you are fellow citizens with the saints and members of the household of God, built on the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone, in whom the whole structure, being joined together, grows into a holy temple in the Lord. In him you also are being built together into a dwelling place for God by the Spirit.”

— ***Ephesians 2:19-22***

*Christianity is not an individual sport. We are part of a team. Sanctification is not an individual fight, it is one we fight as a community. By speaking the gospel to one another and living out its implications, we participate in a corporate sanctification process.*

— ***Brad House, Community***

# Connecting with God and Others

We start life disconnected from God, dead in our sins. Our first and greatest priority in life is to be connected to God through His son, Jesus Christ (John 17:3). All of life flows from this continuous, abiding relationship with Jesus. It is initiated by His love and sustained by His grace. We must first *be* with Jesus before we ever *do* for Jesus.

The gospel is the good news about Jesus. We connect with God when we turn from the values of the world and look to Jesus for joy and satisfaction.

Through this we also see that we were created for connection with others. God did not design us to do life on our own. He made us to know and be known. We believe this happens best in the context of spiritual community, or D-Groups, where we can engage in the one another commands of Scripture and grow in the knowledge and grace of Jesus Christ. Our connection with others should flow naturally out of our connection with God.

***D-Group Leaders  
don't lead from  
their own competence, but from  
their identity  
in Christ.***

## WHY WE NEED COMMUNITY

- ▶ **Outside of community (isolation) sin runs rampant in our lives.**
- ▶ **Community is where we can truly be known and loved.**
- ▶ **Jesus intentionally pursued others, bringing them into community.**

## What Makes a D-Group Unique?

A D-Group is a group of people who come together to encourage one another as they follow Jesus (Eph. 2:19). This is where we grow in Christ together and participate in His mission by inviting others to join us. Many people meet Jesus because they were invited into, and loved by, a D-Group.

A D-Group may not be biological family, but they are connected to each other through the love of Jesus. "One of the most remarkable blessings of our salvation is our adoption into God's new family. We are now children of the living God, restored to an intimate and loving relationship with our creator. We now have all the rights, privileges, and status of God's sons and daughters. This is our new, and true identity."<sup>1</sup> As identity grows, the level of trust, confidentiality, and transparency within the group also grows.

<sup>1</sup> Serge. Gospel Identity: Discovering who you really are. (2012). (p. 33).

D-Groups have the opportunity to paint a beautiful picture of God's love to a watching world. However, D-Groups are made up of people, and people bring mess. Your group will have people who are struggling with health issues, divorce, arrogance, problems with children, school...The list could go on and on. A healthy, growing D-Group is not a group that has the absence of these things, but a group of people who embrace these things. It's a safe place where people can be authentic. It's where we proclaim that being a part of a family is more about loving each other than it is about ourselves.

## **D-Groups Care for Each Other**

Healthy D-Groups care for one another in the highs and lows of life. Often, our tendency is to step back because we're unsure what to do or are afraid we'll do or say the wrong thing. D-Group Leaders need to step forward with compassion and courage. They call group members to be actively present in one another's lives to encourage, exhort, and care for one another. Some practical ways to do this are through celebrations, hospital visits, weddings, births, attending funerals, sending notes of encouragement, challenging unbelief, providing meals, babysitting, and just being there to listen.

Your D-Group is a defense against the attack of Satan as you encourage each other to follow Jesus (Rom. 16:17-18). We feel safe to be honest about our struggles. We trust one another because we know we are loved. As members of a spiritual family, we pursue one another and don't give up on each other.

If one of your group members is struggling in an area of sin and not responding to your efforts to engage with them, go to your D-Group Pastor. Your D-Group is the front line, but you lead under the authority of the church. You are not alone in this. Don't wait until a situation is out of control before reaching out to your D-Group Pastor. We will come alongside and support you with the help of the Elders of the church to pursue repentance and restoration.

### **THOSE WE LEAD WANT TO KNOW THREE THINGS:**

- ▶ **CAN I TRUST YOU?**
- ▶ **DO YOU CARE?**
- ▶ **CAN YOU HELP?**

## **Creating a Rhythm for Your Group Meeting**

The most important part of creating connection as a D-Group is creating a stable rhythm for your group meeting. Each D-Group should meet regularly to stay connected and build relationships.

As the Leader, don't be afraid to take charge of this. The group will look to you for consistency. Make a plan (day, time, how often) and stick with it. Encourage your group members to make it a priority. You may want to use the Group Guidelines tool to help establish the values of your D-Group early in the year.

We want to encourage you to be flexible while maintaining a consistent rhythm. This will help your group grow in their connection with God and with each other. Below are a few possible meeting rhythms for your D-Group.

RHYTHM A	RHYTHM B	RHYTHM C
WEEK 1 Group Meeting	WEEK 1 Group Meeting	WEEK 1 Group Meeting
WEEK 2 No Group Meeting	WEEK 2 Men Only	WEEK 2 Group Meeting
WEEK 3 Group Meeting	WEEK 3 Group Meeting	WEEK 3 Group Meeting
WEEK 4 No Group Meeting	WEEK 4 Women Only	WEEK 4 Flex Week, Dinner, Serving

### Common Issues that D-Group Leaders Face:

- **Attendance**—If attendance is an issue in your group, it needs to be addressed (maybe individually). There are often very good reasons why people are not attending, but sometimes group members lose sight of the importance of their D-Group. Help them see their role in the group and how the group is lacking without them. Don't let low attendance discourage you from meeting. Even if only one other person/couple can attend, it's a great opportunity to go deeper with them.
- **Childcare**—There are many options when it comes to involving children in D-Groups. Some groups may not include children (many couples just need a night away from their kids). Some groups fully involve children in the practices of D-Group. Other groups might section the children off to one room of the house. Whatever your group solution, the Leader needs to communicate clearly and compassionately. Children are one of the biggest challenges for people getting involved with D-Groups, so we need to address this issue in a winsome way.



► **Group Growth**—As you make connections and your group grows, new people will want to join the D-Group. This is healthy, but sometimes it can feel awkward to D-Group members. They may feel like the group chemistry is disturbed. Some may feel isolated because they don't know the new person. You need to speak life into these situations, intentionally reminding everyone of our mission. Encourage the members of your D-Group to pursue your new members as a way to connect and grow.

## Sharing Life as a D-Group

The apostle Paul spent important time with his own disciples and encouraged them to imitate him as he imitated Christ (1 Cor. 11:1). Discipling (helping others follow Jesus) the people in your D-Group means getting to know the people in your group. This means you have an opportunity to spend time with them. Community gives context for our second Fellowship value; transformation (more on this is Session 3). Below are some ideas. Feel free to add your own thoughts.

### AT GROUP MEETING

- **Share life stories of each person in the group**
- **Have meals together**
- **Split up by gender**
- **Have your meeting in a different location**
- **Spend time playing games and laughing**

### OUTSIDE MEETING

- **Texting—Make a point to text with at least one group member every day**
- **Incorporate them into normal life routine**
- **Ask good, open ended questions**
- **Encourage your group to be family to one another**

## D-Group Leader Connection Practices

- Review the value of connection with your D-Group regularly.
- Grow in your personal relationship with God.
- Intentionally get to know the members in your group.
- Create a consistent rhythm for your group meeting.
- Step forward into the messy issues of people's lives instead of stepping back.
- Meet with your D-Group Pastor at least three times a year.

# D-Group Leader Training Questions

- ▶ Share about someone who has been intentional to know you. Why was that person impactful to you?

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- ▶ What is challenging about trying to connect with someone else?

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- ▶ How is your connection with God?

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- ▶ What messy issues of life are you nervous about stepping into? Why? How does the gospel speak into those issues?

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- ▶ What common group issue have you experienced before (attendance, childcare, group growth)? How was it handled?

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- ▶ What is the value of trust, confidentiality, and transparency in a D-Group?

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## NOTES

[illegible]



## SESSION 3: TRANSFORMATION

# GROWING SPIRITUALLY

*Your pursuit of Christ begins with the gospel and continues with the gospel. As you believe the gospel, you come to understand that Christ has been pursuing you all along and that he has pursued you to the point of salvation. And now you joyfully respond and pursue him in return, growing in the sweet relationship you share with him.*

**— Tim Challies & Josh Byers, *Visual Theology***

## Becoming Like Jesus in Attitude and Action

***“Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.” — Rom. 12:2***

A disciple is someone who follows Jesus in every part of his or her life, seeking to be transformed, becoming more like Jesus in attitude and action. True transformation occurs as a gift of God's grace and is empowered by the Holy Spirit as we surrender our lives to Jesus. Our individual role is to be continually aware of our ongoing need for Jesus to work in our lives and to have faith that God will finish the work He has begun in us. Our role as D-Group Leaders is to walk with others as they allow God to transform their lives as well.

*Jesus is a teacher who doesn't just inform our intellect but forms our very loves. He isn't content to simply deposit new ideas into your mind; he is after nothing less than your wants, your loves, your longings.*

**— James K.A. Smith**

Transformation is our journey to become more like Jesus and it must be something more than a religious checklist. We grow spiritually through our connection with God as we learn to love God (John 14:15) and love other people (John 13:35).

## Abiding in Christ

At Fellowship, we believe that the church cannot truly live out her mission to make disciples unless we are fully in awe of who God is. Our mission must start with loving God with all our heart, soul, and mind (Matt. 22:37). Our discipleship of others should be an outpouring of our own communion with God. It's recognizing that apart from Christ we can do nothing.

*“You search the Scriptures because you think that in them you have eternal life; and it is they that bear witness about me, yet you refuse to come to me that you may have life.”*

**— John 5:39-40**

*I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing. If anyone does not abide in me, he is thrown away like a branch and withers; and the branches are gathered, thrown into the fire, and burned. If you abide in me, and my words abide in you, ask whatever you wish, and it will be done for you. By this my Father is glorified, that you bear much fruit and so prove to be my disciples. As the Father has loved me, so have I loved you. Abide in my love.*

— **John 15:5-9**

## **4 ESSENTIAL SPIRITUAL PRACTICES FOR D-GROUPS**

**1. Scripture**

**2. Prayer**

**3. Worship**

**4. Serving**

## **How Do We Grow Spiritually?**

D-Groups are transformed by Jesus as they corporately read Scripture, spend time in prayer, worship God for who He is, and participate in His mission. Some refer to these practices as spiritual rhythms or disciplines. Other spiritual practices found in the Bible include fellowship, evangelism, stewardship, fasting, and solitude.

As D-Groups engage in these spiritual practices, they experience the Holy Spirit guiding and teaching them about who God is and what He is doing. They are also able to recognize areas in their life where they are not fully believing in who God is and through repentance can turn to Him in belief.

*Think of the Spiritual Disciplines as ways by which we can spiritually place ourselves in the path of God's grace and seek Him, much like Zacchaeus placed himself physically in Jesus' path and sought Him.*

— **Donald Whitney**

Growing spiritually is about relating to God with joy, freedom, and simplicity. Remember, we are meeting with God, not accomplishing a task. Below are spiritual practices that should be a regular part of your group meetings. This doesn't mean that you have to fit them into every meeting, but maybe you incorporate different aspects of these each week. Be creative and have fun!

## Practice of Scripture

The Bible tells us who God is and who we are. By spending time together in God's Word, we grow in our love for God and our love for each other. The Word of God is the basis for the hope that we have. As the D-Group Leader, you should be prepared for your passage of discussion. You could even chart out a few questions for your group to walk through, but don't feel the pressure of having to be the expert in the room. Below are a few ways you can do this:

**Sermon Discussion Questions**—Each week, Sermon Discussion Questions are emailed to D-Group Leaders. These are a great way to dig deeper and process the scripture passages from Sunday. You may have people who don't attend Fellowship, so don't make the discussion about the sermon, make it about the passage. You can also find these weekly Sermon Discussion Questions available online at [www.fellowshipar.com/dgroupleader](http://www.fellowshipar.com/dgroupleader).

**Topical Study**—As the D-Group Leader, you have the freedom to lead through a topical study that will benefit the group. Studies on books of the Bible, marriage, parenting, spiritual growth, etc. are always great options.

- ▶ Check out Fellowship D-Group Curriculum Recommendations. You can find this resource at [www.fellowshipar.com/dgroupleader](http://www.fellowshipar.com/dgroupleader).
- ▶ Check out RightNow Media. It is a platform with tons of great video-based studies. Everyone at Fellowship has FREE access: [www.fellowshipar.com/rightnow](http://www.fellowshipar.com/rightnow)

**Church Wide Study**—From time to time, Fellowship will have all D-Groups go through a church-wide study for a short time together.

### QUESTIONS TO ASK WHEN STUDYING SCRIPTURE

- Who Is God?
- What Has He Done?
- Who Am I?
- How Should I Live?

## Practice of Prayer

Prayer is so powerful! It can be woven throughout your time together. Many D-Groups will share prayer requests with the group and pray for each other throughout the week. During your time of prayer, you can also praise God for who He is and what He has done, as well as name out loud the attributes of God. Be purposeful to respond to God's Word in prayer. You can use this time to rest in who God is by talking with Him.



Prayer is a powerful weapon for a D-Group Leader. As you lead your group, you should also be praying for each of your members through the week. Prayer involves listening to God. Be quiet—hear Him. Ask questions like, “Where do you see God moving?” Don’t rush through prayer. Allow the space for your D-Group to be with God. Be mindful of thanking God for how He is working. Through prayer, we are strengthened as our focus is turned from our struggles to God and His sovereignty.

*[Prayer] is the main way we experience deep change—the reordering of our loves. It is the way we know God, the way we finally treat God as God. Prayer is simply the key to everything we need to do and be in life.*

— **Tim Keller**

## Practice of Worship

Worship naturally flows from our time in God’s Word and prayer. Singing is a beautiful part of worship. Invite members of your group to play instruments, sing or use YouTube to play a song for everyone. Maybe your group has a hard time singing, that’s okay. You can pray through a chapter of Psalms together. You can simply reflect as a group about the goodness of God.

As much as you can, try engaging in worship together as a group. Sit together for services. Celebrate together with communion and baptism. Go serve somewhere together. Join with another D-Group or two for an in-home worship night. Be purposeful about declaring the glory of God.

“The heavens declare the glory of God, and the sky above proclaims His handiwork.”

— **Psalm 19:1**

## Serving Others

Participating in the spiritual practice of serving others is about having eyes open to what God is doing all around you. Spend time as a group talking about God’s work all around the world. Share about God’s work right here in Central Arkansas. Create an open and inviting place for new people to visit.

Fellowship is a church that pursues and welcomes the one who needs Jesus and invites them into community. Serving others is a gateway to sharing the gospel. Share your experience of Jesus with others. Tell what He has done in your life. This practice of serving others flows out from us as we spend time with God personally and experience His love.

## **D-Group Leader Transformation Practices**

- ▶ Review the value of transformation with your D-Group regularly.
- ▶ Grow in your understanding of God's grace and how it shapes all of life.
- ▶ Develop rhythms of spiritual practice in your personal life.
- ▶ Make the spiritual disciplines a regular part of your D-Group meeting.
- ▶ Passionately pursue those in your D-Group and encourage them to grow in the grace and love of Jesus.
- ▶ Consider using the Bible Study Guide tool as a resource to help your D-Group dig deeper into God's word.

# D-Group Leader Training Questions

- ▶ Read Acts 2:42-47. What practices do you observe in the early church?

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- ▶ Share with the group your conversion and how Jesus is transforming your heart.

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- ▶ If your D-Group embraced spiritual practice, how might this change your D-Group experience?

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- ▶ What ideas do you have about incorporating these spiritual practices into your D-Group?

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- ▶ Which of the spiritual practices do you think would be harder for you to lead?

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## NOTES

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## NOTES

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## SESSION 4: MULTIPLICATION

# LIVING ON MISSION

“Love one another with brotherly affection. Outdo one another in showing honor. Do not be slothful in zeal, be fervent in spirit, serve the Lord. Rejoice in hope, be patient in tribulation, be constant in prayer. Contribute to the needs of the saints and seek to show hospitality.”

— **Romans 12: 10-13**

*When the church scatters, the ministry of teaching and oversight should continue in the lives of members. This happens over weeknight dinners or Saturday morning breakfasts, while folding laundry or taking trips to the grocery store. Discipling lasts all week as members meet to talk, pray, encourage, and assist one another in the fight for love and holiness.*

— **Mark Dever, Discipling**

## Becoming Disciples Who Make Disciples

In session one, we learned that the mission statement of Fellowship comes directly from Jesus's Great Commission. We are commanded by Jesus to make disciples as we go (Matt. 28:19). We participate in this mission both individually and collectively as the body of Christ.

Living on mission is what results when we live connected to Christ, connected to each other, and are being transformed to be more like Jesus. God's desire is to advance His gospel, and the chief way He does so is through His people. We are the instruments. God loves us, so we live demonstrating His love for other people and joyfully enter His work of making disciples.

*"We were made to be disciples who make disciples until the day when we see the face of the One we follow, and together with all nations we experience His satisfaction for all of eternity."*

— **David Platt, Multiply**

D-Groups are one of the primary ways that Fellowship is collectively making disciples. In this session, we will look at how our D-Groups fit into the overall mission of Fellowship. Our D-Groups are living on mission by caring for and discipling group members, mobilizing them to be involved in local and global missions opportunities, and by multiplying leaders to start new D-Groups or to co-lead in their current group.

*So, being affectionately desirous of you, we were ready to share with you not only the gospel of God but also our own selves, because you had become very dear to us.*

— **1 Thessalonians 2:8**

## How Do We Live On Mission?

### 1. Inviting & Investing

We want to create an environment that is inviting for others to participate with us while investing in the people who are already in the group to become more like Jesus in attitude and action. Leading a D-Group can be uncomfortable at times as others are being connected and growing in Christlikeness. But this is a good thing!

#### — **Create an Inviting Environment**

Creating an inviting environment is more about your heart than it is about the condition of your house. We want to practice hospitality and that means creating a space for others where they are comfortable



and willing to be vulnerable with their struggles. People grow spiritually when they feel the ability to let their guard down and be with others who love them no matter what. As leaders, we first need to model what authentic Christianity looks like to the group. It means considering your D-Group to be more about the growth of others than it is about yourself. Healthy groups are great at biblical hospitality.

*The heart of hospitality is about creating space for someone to feel seen, heard, and loved.*

— **Shauna Niequist**

### — **Adding People to Your Group**

Fellowship's desire is for every D-Group to be open to new group members. In order to fulfill our mission of making disciples, we must be willing to invite new people into our D-Groups. D-Groups can be a great initial connection to the church for a lost and unbelieving world to begin a journey to faith in Christ. This connection typically happens in two ways:

► Fellowship's Group Finder ([www.fellowshippar.com/groups](http://www.fellowshippar.com/groups)) is one way people will connect with your group for the first time. As a practice, a D-Group Leader will regularly work with their D-Group Pastor to update their group profile so the most accurate information will be displayed online to potential new group members. We want to regularly update your profile picture, group information, and the day, time, and rhythm of your meeting. People searching for a D-Group to connect with will have the opportunity to send you an email to inquire about your group. Please reply as quickly as possible with information about your group and an invitation to come visit you and/or other leaders/members. Visiting with a potential new group member is a great way to help them feel welcome and comfortable before they come to their first group meeting.

► Personal invitation is another way people will connect with your D-Group for the first time. This practice of inviting should be routinely talked about with your group. A good question to ask is, "How can we create space for others to come into our D-Group?" or "Are there others around us that we should invite?". Inviting new people into your group should be on the hearts and minds of every group member. We want all our D-Groups to have an inviting culture. Intentionally pursue others and invite them to experience life with Jesus and community with believers. Healthy groups excel at receiving new people!

## — *Investing in Your Group Members*

As a D-Group Leader, your role requires investing in your group members. One of the best things you can do is to pray for the people in your D-Group. Pray they will be willing for others to join your group as you build the culture of inviting and investing.

Texting your group members to let them know you are praying for them is always a good investment. Investment is also about time. What does it look like for you to spend time with your group members outside of the formal group meeting? It may take some time to be able to meet with everyone, but be intentional in getting to know your members outside of the group.

## 2. Serving

We live on mission as we serve at home and across the world. “Home” is where we live and spend the most time doing life with others. It’s in the context of these relationships where we have the greatest opportunity to multiply disciples who follow Jesus and live by His grace. Multiplication also takes place around the world. God has a heart for people of all nations, and He desires to see His gospel advance across the world for His glory (Acts 1:8). There are many opportunities for you and your D-Group to serve, including serving within a ministry at Fellowship, with local mission partners, and on global mission trips.

### REASON & SEASON

**There may occasionally be a “reason and season” that your D-Group needs to be closed to new group members.**

- **A group is considered full when there are 20 or more members. Close your D-Group and talk with your D-Group Pastor about next steps.**
- **You may need to close your D-Group as your group gives specific spiritual or soul care to one or more of your group members. Stay connected with your D-Group Pastor as you navigate through this season.**

As a church, and an active D-Group, it is important to be involved by serving in three ways:

► **Serve on Your Local Campus—**

There are many ways to get involved on your local campus. One of the best ways to serve is by jumping in with your D-Group and doing it together. You can find more information by visiting the Connection Center on your campus or check out Fellowship's website at [fellowshipar.com/serve](http://fellowshipar.com/serve).

► **Local Partners—**

We encourage every D-Group to volunteer and serve together in your local community throughout the year. Serving others is an opportunity to demonstrate the love of Christ to the world in a tangible way. Whether it's delivering a meal, building a fence, or mentoring a student—service meets a physical need that builds bridges for spiritual conversations and transformation.

► **Adopt a Global Partner—**

Fellowship is very involved with missionaries all around the world. We love when our D-Groups are connected to a global missions partner too. Every D-Group should “adopt” a global missions partner that you can pray for on a regular basis. You can work with our missions team to find a missions partner. Through the missions team, you will have opportunity to talk with the missionaries and get regular updates from them.

### 3. Sending

Our desire is to raise up new leaders, train them, and send them to disciple others. As we increase the number of leaders, we are creating more space to connect to a D-Group and experience the love and care that results. We do this by identifying and training new leaders who can co-lead with us.

It is important to give vision in your D-Group for multiplying leaders from the early days of your D-Group meetings. Tell stories about how you started leading. Share the vision for our culture of discipleship and growth by making disciples by God's grace and for His glory in our church. Talk about how God used others in your life to disciple you. A D-Group that shares these stories is a D-Group that will be passionate about seeing others build relationships, grow spiritually, and live on mission.

#### WHERE IS GOD CALLING US TO LIVE ON MISSION?

- Where do you see God already working in the world around you?
- Where do you have an opportunity to be a part of His work?
- Who are you rubbing shoulders with in life?
- What are the things that God is stirring in your heart?

So how do you help others become D-Group Leaders? Do you randomly pick someone from your D-Group and tell them they are leading next week, so they better be ready? Maybe yes, but probably no. We want to identify others who have a heart and gifting for leadership and who have an openness to how God will work in their lives.

This leader identification should always start with prayer. Pray for those in your D-Group that they will desire to be a disciple who makes disciples. Continually seek God's direction as you look for someone who could lead a D-Group someday. Be active in asking your group members what their next step of faith might be and if it may include leading a group.

## Step One: Identify and Raise Up Co-Leaders

The first step in multiplying leaders is beginning to identify others in your D-Group that have leadership potential. This will be someone who is developing into a mature believer and is showing signs of taking more ownership in the group. You can start by inviting them to lead with you. This person or couple will become co-leaders in your D-Group and will support and assist you as the D-Group Leader. It can be challenging to identify others who can co-lead with you, so here are four C's that be helpful as you begin to identify co-leaders.

**Character**—Look for someone who is worth following. They are not perfect, but they are living a life that is open and submitted to the Lord. There are not any blatant and ongoing sin issues seen in this person. You want to look for someone who is actively growing in their faith and encouraging others with what they share.

**Competence**—Look for someone who would be good at leading a D-Group. Sometimes others need you to recognize their potential before they see it themselves. This will be someone who listens, who is organized, who is at least a bit extroverted, someone who seems to have natural influence on others, and has a positive attitude. They have good people skills and evident spiritual gifts.

**Culture**—Look for someone who believes in the vision of Fellowship. They need to believe that being disciples of Jesus who help others do the same is important. They need to have a theological commitment to the belief that life-change happens when groups are interactive and not based on teaching or lecturing. There is a church in Atlanta that routinely tells their groups that "Circles are better than rows." The point is that the co-leader should have a belief that the community as a whole helps develop spiritual growth. They need to believe in the power and ability of the Holy Spirit to work through others to help their spiritual growth.

**Chemistry**—Look for someone you enjoy being around. You want to identify someone that you will work with easily and get along with. Will they make a good co-leader? Do they naturally have a place to lead in your group?

Once you identify someone, you can begin to invite them into a co-leader position. This is something you will want to work on together with your D-Group pastor. It is an exciting time, and it is important to take time to celebrate with your D-Group what God is doing.

## **Step Two: Train Your Co-Leaders in Leadership Development**

So now that you have identified someone to co-lead your D-Group, it is time to begin training them. Encourage them to facilitate the group a few times during the semester. Invite them to pray daily for the D-Group with you. Look for other opportunities in your D-Group to let them lead.

The goal in this training process is to replace yourself. You will want to train your co-leader to be able to step into your shoes and take your place. This is the example that Christ set in the New Testament. He identified disciples, then spent time with them, training them to take on the mission after he left.

### **HOW TO TRAIN YOUR CO-LEADER**

- 1. I do. You watch. We talk.**
- 2. I do. You help. We talk.**
- 3. You do. I help. We talk.**
- 4. You do. I watch. We talk.**
- 5. You do. I encourage and applaud.**

## **Step Three: Be Open to How God Will Work**

The best step in this journey of identifying and training a co-leader is the final step. This is where you get to let God lead. When we step out of the way, God works! This is where you get to demonstrate to everyone how to be open to where God is leading you and your D-Group. Again, your D-Group Pastor is ready to help you work through these questions and transitions.

1. Is God leading your co-leaders to step out and lead their own D-Group?
2. Is God leading you to step away from your D-Group to start a new one?

## Celebrate and Commission

Multiplying leaders is one of the most exciting parts of leading a D-Group because you have a front row seat to watch God work! Celebrate all that God has done in your group. Pray for and lay hands on those who are going out to lead a new D-Group. This is what discipling others is all about. We are helping others follow Jesus. This is an exciting time—your D-Group is living on mission at Fellowship!

### D-Group Leader Multiplication Practices

- ▶ Review the value of multiplication regularly with your D-Group.
- ▶ From the beginning of your D-Group, pray about the growth of your members.
- ▶ Encourage your D-Group to grow spiritually and invite new members.
- ▶ Make group involvement in Serving a normal conversation in your D-Group.
- ▶ Identify others in your D-Group that you could recruit as co-leaders.

# D-Group Leader Training Questions

► In your own words, explain the Fellowship value of Multiplication.

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► Multiplication involves discipling those in your D-Group and inviting new people into your D-Group. Which of these is more challenging for you?

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► What does true biblical hospitality look like?

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► What fears or questions do you have about multiplying leaders?

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► Which step of multiplying a co-leader do you feel the most confident in? The least confident?

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## NOTES

[illegible]



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# FELLOWSHIP'S MISSION & VALUES

# FELLOWSHIP'S MISSION:

***Making disciples who live by God's grace and for His glory at home and across the world.***

Two of the most important words that Jesus ever spoke were: "Follow Me." A statement filled with clarity and mystery that invite a person to leave behind His personal agenda and become a disciple of Jesus Christ. Disciples are those who want to become like Jesus in both attitude and action. Jesus did not spend His time on the earth glorifying Himself by flaunting His perfection to the world. But He laid down His rights to give humanity the grace that we did not deserve to glorify His heavenly Father instead. And He did this while equipping and empowering 12 disciples to follow in His footsteps making disciples in Judea, Samaria, and even to the ends of the earth. This is our prayer. This is our desire. Fellowship's mission is directly linked to Jesus' Great Commission. We desire to be a people who are making disciples who live by God's grace and for His glory at home and across the world.

## **Why & How We Make Disciples**

One reason we make disciples is, of course, to be obedient to the commands of Jesus. But why do we want to obey? To glorify God. The reason we do anything as a disciple is to glorify God. Our desire to glorify God is how we respond when we truly see the majesty of God manifested in His righteous rule over everything and His incredible grace toward those who have faith in His Son Jesus Christ.

God not only provides our motives to make disciples (His glory), but He also gives us the means: grace. Grace is God's initiative to save us at great cost to Himself, specifically the death of His Son. The grace-dependent disciple understands the overwhelming cost of grace to God and the unmerited generosity He has shown man. Ultimately, it is God who makes and sustains the disciple.

## **What Is a Disciple?**

Jesus' first disciples were apprentice-students (not classroom students) who learned and applied His teachings in their everyday lives as they literally followed Him throughout His public ministry. Within the context of the modern church, a disciple is someone who becomes an apprentice-student of Jesus by following Him through believing in the gospel and seeking to become like Him in all areas of the disciple's life. All Christians should be disciples of Jesus.

Here at Fellowship, we define a disciple as a person who by God's grace:

- ▶ Connects with God and others
- ▶ Becomes transformed in attitude and action
- ▶ Multiplies disciples at home and across the world

# **FELLOWSHIP'S VALUES**

## **Connection**

Disconnected. This is how we start life, dead in our sins, and until we respond in faith to the grace of God in Jesus Christ, this is how we will live. Our first and greatest priority in life is to be connected to God through His Son, Jesus Christ. All of life flows from this continuous, abiding relationship with Jesus and is initiated by His love and sustained by His grace. We must first BE with Jesus before we ever DO for Jesus. Through this connection we also see that we were created for connection with others. God did not design us to do life on our own. He made us to know and be known. We believe this happens best in the context of spiritual community, which we call D-Groups, where we can engage in the one another commands of Scripture and grow in the knowledge and grace of Jesus Christ.

## **Transformation**

A disciple of Jesus is not someone who just knows a lot about Jesus or someone who just attends church. Instead, a disciple is someone who follows Jesus in every part of his or her life, seeking to become more and more like Jesus in attitude and action. And since transformation is about our similarity to Christ, then discipleship must be something more than religious activities like attending Sunday worship or being a part of a Bible study (which are good things to do). True transformation occurs as a gift of God's grace and is empowered by the Holy Spirit. Our role is to be continually aware of our ongoing need for transformation and faith that God will finish the work He has begun in us.

## **Multiplication**

Multiplication is what results when people live connected to Christ, connected to each other and are being transformed into His likeness by grace. God's desire is to advance the gospel and the chief way He does so is through multiplication. God has been intentional in directing our lives so we should live with intentionality in looking for opportunities to enter into His work of multiplication, making disciples. While there are a lot of places to make disciples, the two primary places are at home and across the world. By home, we mean the place where each of us live and do life with others. Within our home is a sphere of key relationships—a spouse, children, friends, co-workers—and it's in the context of these significant relationships where perhaps we have the greatest opportunity to multiply disciples who follow Jesus. But, the ministry of multiplication doesn't stop in the home—it carries around the world. God has a heart for people of all nations and desires to see His gospel advance across the world through His people being disciples, who make disciples with intentionality all across the world for the glory and fame of God.

# GETTING STARTED

# GETTING STARTED AS A NEW D-GROUP LEADER

Follow these steps to begin your journey as a D-Group Leader at Fellowship. Our desire is to make the process quick and painless while also being thorough in evaluation. You are well on your way to joining an excellent D-Group Team at Fellowship!

## ☐ **D-Group Leader Application**

Fill out the D-Group Leader Application. You can fill this out online at [www.fellowshipar.com/dgroupleader](http://www.fellowshipar.com/dgroupleader) or fill out the application in the back of this book.

## ☐ **PASTOR CONNECTION**

Once you have submitted your application, a pastor will contact you to set up a meeting to get to know you, go over your application, and learn how God is working in your life.

## ☐ **D- GROUP LEADER TRAINING**

Every new D-Group Leader must work through the D-Group Workbook with a pastor either in training or one on one.

## ☐ **ESTABLISH A PLAN**

Work with your pastor to establish a plan for your new D-Group (what day, what time, how often, what kind of group, who will be in your group, etc.)

## ☐ **KICK-OFF MEETING**

It's time to get started. Plan a kick-off meeting. It is preferable that at least six people, including you, are connected to start this group.

# GETTING STARTED AS A NEW D-GROUP

Below are three simple steps to start your D-Group off strong:

## **Give Vision**

Talk about the mission and values of Fellowship and how you hope to see those lived out in your D-Group. Describe what it means to build relationships, grow spiritually and live on mission together. This is the perfect time to encourage your group to invite other people and create vision for future multiplication of leaders.

## **Set Expectations**

Create a safe environment by communicating your D-Group expectations including: consistent attendance, participation, confidentiality, respect, and accountability. Consider using the Group Guidelines Tool to assist you with laying out expectations.

## **Get To Know Each Other**

Create opportunities for the group members to get to know one another. It takes time to build relationships, so be sure to create space for fellowship and interaction with one another. Share a meal, play a game, or just have a hangout night together.

You are well on your way to starting your D-Group strong. Don't forget to check out the recommended resources for brand new D-Groups.

## **Resources for D-Group Leaders**

We have a ton of resources to help you get started. These resources will encourage, empower, and equip you as you continue to lead your D-Group. Below are some of the helpful tools you will find on our D-Group Leader webpage, **[www.fellowshipar.com/dgroupleaders](http://www.fellowshipar.com/dgroupleaders)**.

- ▶ Recommendations for your first study
- ▶ Sermon Curriculum Discussion Questions
- ▶ D-Group Leader Curriculum Guide
- ▶ Videos with Tips on leading D-Groups



# MEETING WITH YOUR D-GROUP PASTOR

We ask every D-Group Leader to meet with your D-Group Pastor in person at least three times a year. At this meeting, you will have the opportunity to share about what God is doing in your D-Group, ask any questions that you may have about leading your D-Group, and learn about upcoming resources from Fellowship made specifically for D-Group Leaders.

Below are questions that will help you and your D-Group Pastor talk about how your group is doing. There are questions provided from each session of this workbook that may be discussed when you get together.

## Making Disciples

- ▶ How can you help every member of your D-Group focus on the mission of Fellowship Bible Church?
- ▶ How are you doing spiritually, emotionally, and physically in life?
- ▶ What has God been teaching you about leading a D-Group?
- ▶ Describe how you have seen God working in your D-Group.
- ▶ Are you experiencing any issues in your D-Group that need pastoral/elder support?
- ▶ Look at the D-Group Dashboard tool with your D-Group Pastor.

## Building Relationships

- ▶ How is your D-Group living out Fellowship's value of connection? How could your D-Group improve?
- ▶ How are you doing spiritually, emotionally, and physically in life?
- ▶ Are there any issues around connection in your group that you aren't sure how to address?
- ▶ Are you experiencing any issues in your D-Group that need pastoral/elder oversight?
- ▶ Consider using the KNOW Tool in the resources section to get an idea of how well you know the people in your D-Group.

## **Growing Spiritually**

- ▶ How is your D-Group living out Fellowship's value transformation? How could your D-Group improve?
- ▶ How are you doing spiritually, emotionally, and physically in life?
- ▶ Are you healthy in your own relationship with God?
- ▶ Are there any issues around transformation in your group that you aren't sure how to address?
- ▶ Are you experiencing any issues in your D-Group that need pastoral/elder oversight?

## **Living on Mission**

- ▶ How is your D-Group living out Fellowship's value of multiplication? How could your D-Group improve?
- ▶ Is your group reflecting a heart of biblical hospitality?
- ▶ How are you doing spiritually, emotionally, and physically in life?
- ▶ Are you healthy in your own relationship with God?
- ▶ Are there any issues around multiplication in your group that you aren't sure how to address?
- ▶ Are you experiencing any issues in your D-Group that need pastoral/elder oversight?

# D-GROUP LEADER COMMITMENT

We are so thankful that God is leading you to be a D-Group Leader at Fellowship Bible Church. We are excited to join with you in a shared commitment to one another. We are committing to follow Jesus Christ and bring glory to His name as we seek to live out together the Fellowship mission and values. We are committing by the power of the Holy Spirit and through the grace found in Jesus Christ to be connected to God and others, live transformed in attitude and action, and multiply disciples together at home and across the world.

## **As a D-Group Team, We Will:**

- ▶ Care for you as a D-Group Leader
- ▶ Connect you with a D-Group Elder who will help care for you
- ▶ Assist you with challenging issues that face your D-Group
- ▶ Regularly train and grow your D-Group Leader skills
- ▶ Consistently remind and encourage you in the Mission and Values of Fellowship

## **As a D-Group Leader, You Will:**

- ▶ Make Disciples
- ▶ Help others follow Jesus
- ▶ Keep your D-Group focused on the mission of Fellowship

## **Connect — Build Relationships**

- ▶ Spend time with God through Scripture reading, prayer, and other spiritual practices.
- ▶ Pursue, know, and shepherd those in your D-Group.

## **Transform — Grow Spiritually**

- ▶ Include the spiritual practices of scripture, prayer, worship, and mission in the life of your D-Group.

- ▶ Encourage and shepherd those in your D-Group to grow in Christ together.

**Multiply — Live on Mission**

- ▶ Intentionally disciple those who are in your D-Group.
- ▶ Identify and train someone in your D-Group to become your co-leader.

D-Group Leader (print) \_\_\_\_\_

Pastor/Elder (print) \_\_\_\_\_

D-Group Leader (signature) \_\_\_\_\_

Pastor/Elder (signature) \_\_\_\_\_

Date \_\_\_\_\_

# TOOLS

# D-Group Dashboard

We believe there are three values present in the life of any disciple: Connection (with God and others), Transformation (becoming like Jesus in attitude and action) and Multiplication (making disciples at home and across the world). Since groups are the means by which we want to make disciples at Fellowship, this “Dashboard” is meant to help you assess these three values in your group. This is not a score-board, and no group is perfect! However, by thinking through these areas, you will be able to identify some areas that you can help lead your group toward a greater discipleship mindset this year.

## Leader Reflection Questions

1. How does reflecting on these areas cause you to think differently about your group’s purpose?
2. Which of the three values (Connection, Transformation, Multiplication) is most present in your group?
3. What is the one area where change is most needed? What could be the greatest challenge toward growth in that area?
4. How can other group leaders, elders, or staff help you this year?

## D-Group Discussion Questions

Consider taking one of your first meetings to discuss these questions as a group.

1. What would you say the purpose of this group is?
2. What does it mean to you that we are a “Discipleship” group? Ask these follow-up questions: How does that change the nature of our time and relationships with one another? How does it differ from other groups you’ve been a part of here at Fellowship, other churches, or even outside of church?
3. Read the scriptures listed next to the three values. How do you see that specific value expressed in each of those passages? What would it look like for our group to grow in that area?

# Connection with God and with Others

**Hebrews 10:19-25, Acts 2:41-47,  
Galatians 6:2**

Not Present	Somewhat Present	Present
----------------	---------------------	---------

- |   |       |
|---|-------|
| 1. People in our group know each other's life stories and Jesus' ongoing role in them.  | _____ |
| 2. We have fun together and intentionally pursue one other outside of group meetings.   | _____ |
| 3. Our group meetings include times of scripture, prayer, and discussions reminding one another of our need for Jesus.                          | _____ |
| 4. People participate in discussions being transparent about their lives, graciously listening to & challenging each other to repent & believe. | _____ |
| 5. We practice the "one anothers" of the NT, especially caring for one another in times of need.  | _____ |

# Transformation—Becoming Like Jesus in Attitude and Action

**Ephesians 4:3, Colossians 1:28,  
Romans 8:29, Romans 12:1-2,  
2 Corinthians 5:17, 2 Peter 3:18**

Not Present	Somewhat Present	Present
----------------	---------------------	---------

- |  |       |
|--|-------|
| 1. People are growing by realizing their sinfulness, growing and experiencing God's holiness, and experiencing their need for grace. | _____ |
| 2. People are seeing and applying the gospel to all aspects of life (i.e., work, parenting, relationships, finances, etc).           | _____ |
| 3. People respond to conflict with one another by seeking forgiveness and building trust towards unity.                              | _____ |
| 4. People are experiencing and growing in the practice of spiritual disciplines like prayer, daily Bible reading, or fasting.        | _____ |
| 5. People are discovering their gifts/abilities, and are using those to serve one another and the church.                            | _____ |

Multiplication—Be & Make Disciples at Home & Across the World

John 17:15-18, Matthew 28:18-20,  
Matthew 5:13-16, 1 Peter 2:1-12

Not Present      Somewhat Present      Present

- 1. Our group embraces Fellowship’s mission of discipleship by encouraging one another to disciple people to and in faith. \_\_\_\_\_
- 2. We are eager to grow and multiply by bringing in new people, raising up new leaders from within, and multiplying new groups. \_\_\_\_\_
- 3. Our times of prayer have an outward focus on unbelievers in our city, the needs of our city, as well as those around the world. \_\_\_\_\_
- 4. Our group has identified a specific way to engage, serve, and disciple those in our neighborhood, city, or world. \_\_\_\_\_
- 5. Our group is eager to multiply itself one day through discipleship of new leaders from within the group. \_\_\_\_\_



# Knowing Your Group

Use this grid to write down what you know about each of the members in your D-Group. How can you continue to get to know the members of your D-Group?

Name of D-Group Member	Connection: How is their connection with God (scripture study and prayer) and their connection with others (relationships)?	Transformation: What is God changing in them, and/or what have you observed needs transformation in their lives?	Multiplication: Where are they intentionally engaged in making disciples in a role keeping with their level of maturity? How can I encourage/equip them?



# BIBLE STUDY GUIDE

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## 4 Simple Steps for Studying any Passage of Scripture

**Passage:**

### **1. PRAY: God Will Reveal Himself Through Scripture and Be Your Teacher.**

Ask God to reveal Himself in this passage. Ask Him to reveal your need. Write your prayers/thoughts.

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### **2. OBSERVE: Read Through the Passage & Consider the Theme.**

Who was this written to? What is happening in the passage? When and where did this take place?

Why did the author write this? What does this passage tell us about who God is? Look for repeated words, themes, and commands.

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### 3. INTERPRET: What Does This Passage Mean?

What was the intended message for the original audience? How does this passage fit within the greater story of the Bible (Creation, Fall, Redemption, Restoration)? Are there other parts of Scripture that help you understand this passage?

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### 4. APPLY: What Does This Passage Tell Us About How We Should Live?

What does this tell you about your sin and need for a Savior? What has God done about what has gone wrong? What does He expect of us? How should we live? How do these truths transform your life today?

# LIVING ON MISSION QUIZ

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## Is Your D-Group Living on Mission?

D-Groups at Fellowship actively participate in God's mission. They exist not only for themselves, but also for God's redemptive purposes. But living on mission is more than just serving in the community or having an empty seat. Answer the following questions to see if your D-Group is living out the value of multiplication.

### 1. We Have a Clear Sense of Mission, and We're Passionate about that Mission.

☐ True   ☐ False

### 2. We Regularly Discuss the Value of Multiplication.

☐ True   ☐ False

### 3. We Pray on a Regular Basis for Missional Opportunities and for People We Can Connect With.

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

### 4. Group Members (Individually or as a Group) Intentionally Place Themselves in Situations, Gatherings, and Places Where They Can Connect with People for God's Purposes.

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

### 5. We Have Non-Members Join Us in Our Meetings & Activities.

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**6. Group Members Look for Ways to Live Missionally in Their Natural Rhythms—Soccer Practice, After-School Pick Up, Stops at the Coffee Shop, Work Meetings, Etc.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**7. Conversations of Biblical Hospitality Scare Our D-Group.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**8. We Sacrifice Time, Energy, Belongings and Money for Each Other and for Those We Are Trying to Reach.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**9. We Take Time to Experience God Together and Invite Visitors to Do the Same.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**10. We Frequently Share Meals Together.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**11. If Our D-Group Disappeared Tonight, People Would Notice.**

☐ True   ☐ False

**12. When We Serve, We Focus on Relationally Connecting with People Far from God, Not Just Providing Goods or Money.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

**13. We Share Stories of How God Has Changed and Is Changing Our Lives with Others—in Our Group and Outside Our Group.**

☐ Not True   ☐ Rarely True   ☐ Somewhat True   ☐ Very True

# GROUP GUIDELINES

DISCIPLES GROUPS

This group is committed to helping each other grow to become more like Christ as we build relationships with each other, challenge each other to grow spiritually, and live on mission together. We are disciples of Jesus who make disciples of Jesus by God's grace and for his glory.

*To be a healthy group, we want to have some shared values together. **WE VALUE:***

<b>ENGAGEMENT</b>	We give priority to meeting together and maintaining a regular rhythm. Day & Time: _____ How Often: _____
<b>SAFE PLACE</b>	We create a safe environment where people can be heard and feel loved. We can trust that what is said in the group stays in the group.
<b>CONFLICT RESOLUTION</b>	We avoid gossip and immediately resolve concerns by following the principles of Matt. 18:15-17.
<b>SPIRITUAL HEALTH</b>	We give group members permission to speak into our lives and help each other live a healthy spiritual life.
<b>SCRIPTURE</b>	We will ultimately rely on the truth of Scripture as our final authority while encouraging the thoughts and opinions of everyone.
<b>AUTHENTICITY</b>	We don't need to act like we have it all together. We will be accepting of each other when confessing sin and help each other move toward Jesus.
<b>GROUP CULTURE</b>	We are actively looking to grow as disciples of Jesus and make room for others to join us.
<b>SERVING</b>	We will connect and serve with both local and global mission partners throughout the year.
<b>GROWTH &amp; MULTIPLICATION</b>	We celebrate the sending out of our own to lead other groups who make disciples. Healthy things grow.

# LEADER APPLICATION





## FELLOWSHIP BIBLE CHURCH

# Group Leader Application

Thank you for your interest in being a Group Leader at Fellowship Bible Church! Groups are an integral part of what we do at Fellowship. We believe that a Group Leader is one of the main disciple-makers in our church and provides more influence at Fellowship than just about any other volunteer role. We have put together this application process because our desire is to put people in a position of leadership who demonstrate a life of loving God and loving others.

### **Role of a Group Leader**

Group Leaders at Fellowship are responsible for helping the people in their group build relationships, grow spiritually, and live on mission.

**Building Relationships**—We believe people were created for connection with God and others. God did not design us to do life on our own. He created us to know and be known. Group Leaders will demonstrate a relationship with God and others that is loving, vulnerable, and accepting.

**Growing Spiritually**—A disciple of Jesus is someone who follows Jesus in every part of his or her life, seeking to become more and more like Jesus in attitude and action. Group Leaders will be continually aware of their ongoing need for God's transformation in their lives through the work of the Holy Spirit and encourage others in their own spiritual growth.

**Living on Mission**—God's desire is to advance the Gospel and the chief way He does this is through His people. Group Leaders encourage those in their group to live on mission by discipling those in their group, partnering with local and global mission partners, and identifying others who can become Group Leaders.

## Qualifications of a Group Leader

- ▶ Is a Christian and has a growing personal relationship with Jesus.
- ▶ Committed member of Fellowship Bible Church
- ▶ Recognizes the Bible as the authority in their life
- ▶ Has the time, emotional capacity, and biblical discernment to lead a group
- ▶ Agrees to follow the leadership of the Discipleship Pastoral Team

## Expectations of a Group Leader

- ▶ Lead the group by facilitating (not just teaching) meetings, monitoring its health, and promoting participation among group members
- ▶ Commit to engage in leadership development opportunities provided by Fellowship's Discipleship Team
- ▶ Keep their group focused on the mission of Fellowship Bible Church
- ▶ Help those in their group build relationships, grow spiritually, and live on mission

Please complete the form below to help us get to know you better. If you have any questions about this application or serving as a Group Leader, you may submit them at the end of this application. One of our Discipleship Pastors will follow up with you upon completion of this application. Please complete one application per person.

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### Which campus do you attend?

- ☐ West Little Rock
- ☐ Benton
- ☐ Cabot
- ☐ Midtown
- ☐ Español

### What type of Group are you interested in leading?

- ☐ D-Group
- ☐ Men's Group
- ☐ Women's Group
- ☐ Young Adult

**Personal Information**

Name \_\_\_\_\_

Email \_\_\_\_\_

Phone Number \_\_\_\_\_

Are you a member? \_\_\_\_\_

How long have you attended Fellowship? \_\_\_\_\_

Do you serve in any other capacity at Fellowship? \_\_\_\_\_

\_\_\_\_\_

Have you been talking with a specific pastor about leading a Group?

If so, who? \_\_\_\_\_

Do you have someone you plan to co-lead with?

If so, who? \_\_\_\_\_

**Spiritual Growth**

How did you become a Christian? Share your story.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Briefly share what is necessary for someone to become a Christian?

\_\_\_\_\_

\_\_\_\_\_

What people, studies, classes, or materials have been or currently are an influence in your spiritual life?

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In what ways are you currently growing in your faith?

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How do you feel God has gifted you to serve the church?

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**Group Experience**

Are you currently in a Group of some kind at Fellowship or another church? If so, who is the Group Leader?

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How would you describe your recent or current Group experience? What did you like about it? What would you change?

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What sparked your interest in leading a Group?

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Have you ever led a Group of some kind at Fellowship or another church?

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What qualities/characteristics define a healthy Group Leader?

### **Your Commitment as a Group Leader**

- ☐ I acknowledge the Lordship of Jesus Christ in my life and have a personal relationship with him.
- ☐ I fully support and agree with the Confession of Faith set forth by Fellowship Bible Church.
- ☐ I am committed toward growing and maturing my relationship with God through personal study, active church attendance, and working with the Discipleship Pastoral Team.

Do you have any questions about leading or anything else that you would like to share with us?

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Thank you for taking the time to help us get to know you better. One of our Discipleship Pastors will be in touch with you soon to talk more about next steps!





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