

D-GROUP
LEADER
WORKBOOK

D-GROUP LEADER WORKBOOK

FELLOWSHIP BIBLE CHURCH
2018

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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 grow as a leader!*

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 spiritual families who are growing in
Christ together and participating in His 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 your people 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 provide you with resources and support. You will also have a D-Group Coach who you can lean on for help. Our coaches will shepherd 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 D-GROUP TEAM

GOALS FOR THIS STUDY

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

- ▶ Learned the expectations for D-Group Leadership at Fellowship Bible Church
- ▶ Deepened your personal affections for Jesus by becoming more grounded in the gospel
- ▶ Increased your understanding of Fellowship's mission and values
- ▶ Identified specific ways you lead a D-Group in Fellowship's mission and values

WHAT TO EXPECT

Each of the four weeks of this D-Group Leader workbook focuses on the mission of Fellowship and the three values of Fellowship: Connection, Transformation and Multiplication. The first session we 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 also connect with others. Session three speaks to the process of transformation in our hearts through Jesus and how to spiritually lead your D-Group. The final session gives two ways D-Groups multiply their faith.

Each session of the workbook has three components:

1. Read the session
2. Small group discussion concerning the material
3. A D-Group Leader tool to help put an aspect of the session into practice

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SESSION

1

Making Disciples:

The Mission of Our Church

“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

“So when they had come together, they asked him, ‘Lord, will you at this time restore the kingdom to Israel?’ He said to them, ‘It is not for you to know times or seasons that the Father has fixed by his own authority. But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.’ And when he had said these things, as they were looking on, he was lifted up, and a cloud took him out of their sight. And while they were gazing into heaven as he went, behold, two men stood by them in white robes, and said, ‘Men of Galilee, why do you stand looking into heaven? This Jesus, who was taken up from you into heaven, will come in the same way as you saw him go into heaven.’”

ACTS 1:6-11

FELLOWSHIP BIBLE CHURCH MISSION STATEMENT:

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

WHAT IS A D-GROUP?

At Fellowship, D-Groups are spiritual families who are growing in Christ together and participating in His 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.

EXHORT ONE ANOTHER	HEB. 3:13
ENCOURAGE ONE ANOTHER	1 THESS. 5:11
BUILD ONE ANOTHER UP	1 THESS. 5:11
CONFESS YOUR SINS TO ONE ANOTHER	JAMES 5:16
STIR UP ONE ANOTHER	HEB. 10:24
ENCOURAGING ONE ANOTHER	HEB. 10:25
LOVE ONE ANOTHER	JOHN 13:34
OUTDO ONE ANOTHER IN SHOWING HONOR	ROM. 12:10

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. Currently, we have three types of groups: Stage of Life, Multi-Generational, and Gender Specific. 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.

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). We make disciples as we go after, grow up, and send out new followers of Christ.

D-Groups are spiritual families who are growing in Christ together and participating in His 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 a family environment. In a family, 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 us on the journey to becoming 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 have to 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
- ▶ Agrees to follow the leadership of d-group coaching and 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 fellowshiponline.com on the small group page, 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 or coach.
- **ESTABLISH A PLAN**—Work with your pastor/coach 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.

WHAT DO NEW D-GROUPS STUDY?

While there are many great studies to start a D-Group, we recommend a few specific studies that would be good for new D-Groups at Fellowship.

- ▶ **FELLOWSHIP MEMBERSHIP STUDY**—We have workbooks for your new group to get started. This can also be downloaded in digital form from Fellowship's website.
- ▶ **THE MISSION AND VALUES OF FELLOWSHIP**—It would be good to start putting the mission of our church before your new group right away. Take 4-6 weeks to work through conversations around our Mission and Values.
- ▶ **THE GOSPEL-CENTERED COMMUNITY**—This is a study resource written by Robert Thune and Will Walker. Copies for your new group are available from your D-Group Team.

WHO'S GOT YOUR BACK?

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, Elders, and Coaches 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 Coaching and Pastoral Team. You will be assigned a D-Group Coach 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 coach is a check-in to care for your spiritual, emotional, and physical health and 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.

RESOURCE TO DIG DEEPER:

Fellowship Bible Church's Membership Study

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's 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.			

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, coaches 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? (some follow-up questions: How does that change the nature of our time and relationships 3. 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 us growing in that area look like this year?

D-GROUP LEADER TRAINING QUESTIONS

- ▶ What has been your experience with D-Groups at Fellowship Bible Church?
- ▶ Why are you considering being a D-Group Leader?
- ▶ What excites you about leading a D-Group? What scares you?
- ▶ In what ways is having a D-Group Coach beneficial to you?
- ▶ 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?

QUESTIONS TO REVIEW WITH D-GROUP COACH

- ▶ Is every member of your D-Group focused 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?
- ▶ Is your group staying consistent with your meeting times?
- ▶ Are you experiencing any issues in your D-Group that need pastoral or elder oversight?
- ▶ Take a look at the D-Group Dashboard together.

NOTES

SESSION

2

Sharing Life as
Spiritual Family

“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. A gospel-centered community will find their identity in Jesus individually and corporately. We are to be sanctified by living lives together that are honoring to God and marked by growth and maturation. A life-giving community is one that is continuously being transformed by the gospel as a people.

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

“We need to call our people back to the truth when they are wanting to believe lies from the enemy. In these times, we need to point them back to God and his promises.

Amidst hard times, God is with us and for us. We need to remind people of this good news. We want to challenge them to ask the question, “What do you think the lie promises you that Jesus has not already promised you?”

SCOTT THOMAS & TOM WOOD, GOSPEL COACH

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 family, 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 will flow naturally out of our connection with God.

To go after the one, we must first be connected with the One.

WHAT IS A SPIRITUAL FAMILY?

A spiritual family 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 spiritual family.

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.”¹ As identity grows, the level of trust, confidentiality, and transparency within the group also grows.

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.

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

D-Groups (spiritual families) 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 is where we proclaim that being a part of a family is more about loving each other than it is about ourselves.

SPIRITUAL FAMILIES CARE FOR EACH OTHER

Healthy D-Groups care for one another. 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 hospital visits, attending funerals, sending notes of encouragement, challenging unbelief, providing meals, babysitting, and just being there to listen.

Our spiritual family is our defense against the attack of Satan as we encourage one another to follow Jesus (Rom. 16:17-18). In a healthy family, 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 Coach or 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 completely out of control before reaching out to your D-Group Coach or Pastor. We will come alongside and support you with the help of the D-Group Team 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 spiritual family is creating a stable rhythm for your group meeting. Each D-Group should meet regularly throughout the year.

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.

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.

RHYTHM A	RHYTHM B	RHYTHM C
WEEK 1 Group Meeting	WEEK 1 Group Meeting	WEEK 1 Group Meeting
WEEK 2 Off Week	WEEK 2 Men only	WEEK 2 Group Meeting
WEEK 3 Group Meeting	WEEK 3 Group Meeting	WEEK 3 Group Meeting
WEEK 4 Off Week	WEEK 4 Women only	WEEK 4 Off Week, Dinner, Serving

THERE ARE SOME COMMONS ISSUES THAT NEED TO BE ADDRESSED WITH MOST GROUPS:

- ▶ **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 community. 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 (young 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.

- ▶ **NEW PEOPLE** – As a group begins to grow, new people will come to the D-Group. Sometimes it can feel awkward to D-Group members when a new person comes in. 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, reminding everyone of our mission. Encourage the members of your D-Group to pursue your new members as a way to connect and grow. New people are healthy for a growing D-Group.

SHARING LIFE IN SPIRITUAL FAMILY

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 to spend time with them. Community gives context for our second Fellowship value, transformation. Below are some ideas, feel free to add your own thoughts.

AT GROUP MEETING	OUTSIDE MEETING
Share life stories of each person in the group	Texting – Make a point to text with at least one group member every day
Have meals together	Incorporate them into normal life routine
Split up by gender	Ask good, open ended questions
Have your meeting in a different location	Encourage your group to be family to one another
Spend time playing games and laughing	

RESOURCE TO DIG DEEPER:

The Essential Guide for Small Group Leaders by Bill Search

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?

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?

D-GROUP LEADER CONNECTION PRACTICES

- ▶ Review the value of connection with your D-Group regularly.
- ▶ Growing in your personal relationship with God.
- ▶ Intentionally getting to know the others 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.
- ▶ Meeting with your D-Group Coach 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?
- ▶ What is challenging about trying to connect with someone else?
- ▶ How is your connection with God?
- ▶ What messy issues of life are you nervous about stepping into? Why? How does the gospel speak into those issues?
- ▶ What common group issue have you experienced before (attendance, childcare, new people)? How was it handled?
- ▶ What is the value of trust, confidentiality, and transparency in a D-Group?

QUESTIONS TO REVIEW WITH D-GROUP COACH

- ▶ How is your D-Group living out the 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?
- ▶ Take a look at the "Knowing Your Group Tool" together.

NOTES

SESSION

3

Growing in
Spiritual Practice

“And they devoted themselves to the apostles’ teaching and the fellowship, to these breaking of bread and the prayers. And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people.

And the Lord added to their number day by day those who were being saved.”

ACTS 2:42-47

“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 religious activities (like going to church, reading your Bible, or spending 30 seconds in prayer). These are good things to do but checking boxes doesn't get us any closer to Jesus. Hearts are sincerely changed through their connection with God as they 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 of 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

Mission

WHAT ARE SPIRITUAL PRACTICES?

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.

We do not make ourselves more godly through the disciplines, but God works through the disciplines to conform us to the image of Christ.

– DONALD WHITNEY

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

Bringing spiritual practice into your D-Group meeting 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 in us. 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:

PASSAGE STUDY QUESTIONS – Each week, passage study 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.

TOPICAL STUDY – As the D-Group Leader, you have the freedom to take the temperature of the group and lead through a topical study that will benefit the group. Here are a few good ideas:

- ▶ **RENEW:** how the gospel makes us new (by Jim Hudson)
- ▶ **RIGHTNOW MEDIA** (everyone at Fellowship has FREE access)
- ▶ Marriage, parenting, spiritual growth, etc.

CAMPUS CLASSES – Fellowship offers classes on its campuses throughout the year. These classes are a good way to join together as a group around a specific topic for a short time period.

CHURCH-WIDE STUDY – From time to time, Fellowship will have all D-Groups go through a church-wide study for a short time together.

PRACTICE OF PRAYER

The traditional theory of small group prayer is taking requests (maybe more gossip than request) and having one person pray for three minutes as people are putting on their jackets. Prayer is so much more! It can be woven throughout your time together. Lead your D-Group through prayer – praise God for who He is and what He has done. Name out loud the attributes of God. Be purposeful to respond to God's Word in prayer. Prayer is not just about our words to God, it is about resting in who He is.

QUESTIONS TO ASK WHEN STUDYING SCRIPTURE

WHO IS GOD?

WHAT HAS HE DONE?

WHO AM I?

HOW SHOULD I LIVE?

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 an obvious part of worship, but it doesn’t have to be everything. It’s great for some groups, but other groups have a hard time singing. Keep in mind that worship encompasses so much more than song. You can pray through a chapter of Psalms together. You can simply reflect as a group about the goodness of God. Go serve somewhere together. Join with another D-Group or two for an in-home worship night. Be purposeful about practicing communion and baptism as a D-Group at our Sunday services.

The heavens declare the glory of God, and the sky above proclaims his handiwork.

— PSALM 19:1

PRACTICE OF MISSION

Participating in the spiritual practice of mission 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. The spiritual practice of mission is about being an open and inviting place for new people. Hospitality is not about having a nice home or having all the right food, it is about being welcoming to others even if we don’t see a lot of commonality at first. Fellowship is a church that pursues and welcomes the one who needs Jesus and invites them into community. Mission is about evangelism. Share your experience of Jesus with others. Tell what He has done in your life. Give pictures of how He has transformed your heart. As we spend time with God personally, this practice of mission flows out from us as we experience the love of God.

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

RESOURCE TO DIG DEEPER:

Spiritual Disciplines for the Christian Life by Donald Whitney

Bible Study Guide

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 prayer/thoughts.

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.

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?

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?

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 practices 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.
- ▶ Regularly remind your group of Fellowship's mission.

D-GROUP LEADER TRAINING QUESTIONS

- ▶ Read Acts 2:42-47. What practices do you observe in the early church?
- ▶ Share with the group your conversion and how Jesus is transforming your heart.
- ▶ If your D-Group embraced spiritual practice, how might this change your D-Group experience?
- ▶ What ideas do you have about incorporating these spiritual practices into your D-Group?
- ▶ Which of the spiritual practices do you think would be harder for you to lead?

QUESTIONS TO REVIEW WITH D-GROUP COACH

- ▶ How is your D-Group living out the value of 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?

NOTES

SESSION

4

Participating in
His 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

“When we trust in Jesus, we are released from sin’s condemnation and from its bondage. We are free to say “no” to sin and “yes” to God. We are free to die to ourselves and live for Christ and his purposes. We are free to work for justice in the world. We are free to stop living for our own glory and start living for the glory of God. We are free to love God and others in the way we live.”

— ROBERT THUNE & WILL WALKER, THE GOSPEL-CENTERED LIFE

BECOMING DISCIPLES WHO MAKE DISCIPLES

Multiplication, or discipleship, 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 into His work of making disciples.

The cross calls us to a much more radical and costly kind of evangelism than most churches have begun to consider.

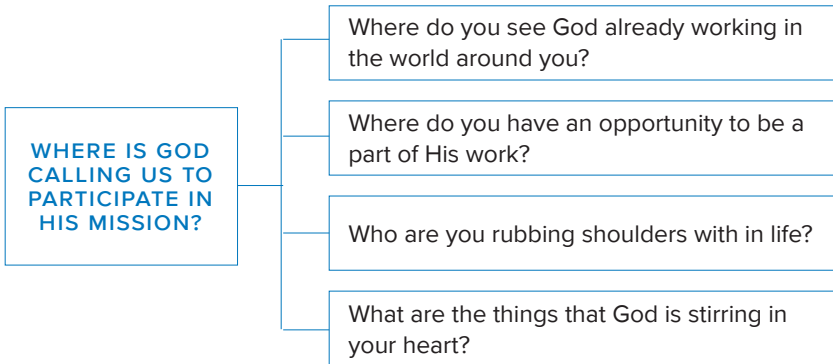
—JOHN STOTT

Multiplication happens at home and across the world. By home we mean where we live and do life with others. It's in the context of these significant relationships where we have the greatest opportunity to multiply disciples who follow Jesus and live by His grace. Multiplication also carries 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).

Multiplication within a D-Group typically takes place in two ways: The first is by intentionally discipling those who are already in the group. The second is by turning our focus to those who are outside our group and inviting them in.

HOW DO WE PARTICIPATE IN HIS MISSION?

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 make disciples as we go after, grow up, and send out new followers of Christ. We participate in this mission both individually and together as the body of Christ.



D-GROUPS ON MISSION

D-Groups on mission with Fellowship are “going after the one”. These groups are not only open to new people, but intentionally pursue others and invite them to experience life with Jesus and community with believers.

What man of you, having a hundred sheep, if he has lost one of them, does not leave the ninety-nine in the open country, and go after the one that is lost, until he finds it?

– JESUS (LUKE 15:4)

Going after the one means being willing to make ourselves uncomfortable. It means considering our D-Group to be more about others than it is about ourselves. It means looking for ways to contribute to the needs of others and making room for new relationships. We need to see our D-Groups as an evangelistic tool. In Luke 15, the Pharisees and scribes were upset with Jesus because he devoted so much of his time to being with sinners. May the same be said of us!

D-Groups with a mindset of pursuing others (living our mission) will be groups that grow and, in time, multiply to make room for more people.

MULTIPLICATION HAS A HEART OF HOSPITALITY

Inviting new people into your group is not the job of the pastor or church staff. It isn't even your primary responsibility as the D-Group Leader. Inviting new people into the group should be on the hearts and minds of every member of the group. Everyone should feel the freedom to invite others into the group. Healthy groups excel at receiving new people. Healthy groups are experts in biblical hospitality.

*Hospitality is not
about your house.
It is about your heart.*

One way to remind your group of their mission is to place an empty chair in the room as you meet together. Talk about how the chair serves as a reminder to pray for and reach out to someone who is not there and needs to experience the love of Jesus Christ.

You can also give your D-Group a picture of going after those around them. Start by having your group stand shoulder to shoulder in a circle and lock arms. Now ask everyone to turn and face outside the circle and lock arms again. Talk about how you are still linked together, but you've just turned your perspective outward instead of keeping it focused inward. We are able to multiply when we look outside of ourselves to those around us who also need Jesus.

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

—SHAUNA NIEQUIST

WHAT IS D-GROUP MULTIPLICATION?

Fellowship's desire is for every D-Group to be open to new members. In order to go after our mission, we must be willing to invite new people into our D-Groups. This traditionally happens through organizational growth and organic growth. There may be clear seasons where it isn't practical to have organizational growth (because a group is physically too big and needs to concentrate on multiplying into two groups). However, this should not stop a group from organic growth. Our groups are always open to organic growth.

Multiplication

Growing physically in numbers and spiritually in Christ to a place where creating two groups from the existing group is necessary. It is also sending or launching group members to start new groups to reach more.

Organizational Growth

D-Group Team (Elders, Coaches, Pastors) help place new people into existing D-Groups.

Organic Growth

D-Groups members have freedom to invite others to join or visit a D-Group meeting.

Open Groups

Groups that have room to add more people Organizationally with the larger goal of multiplication. These groups also remain active in seeking organic growth. Some groups will grow large and may need to pause their organizational growth but remain active in seeking organic growth.

Every group member is encouraged to invite new people without feeling the need to check with the group first. This is the what it means to be open to going after the one. D-Group Leaders should consider their D-Groups as a front door to the church for a lost and unbelieving world.

HOW TO MULTIPLY A D-GROUP

Talking about multiplication and actually multiplying a D-Group can be a scary process for both the D-Group Leaders and the members. Most of this is fear of the unknown and of losing friendships.

But D-Group multiplication is the opposite of losing friendships. It is gaining new and more friendships. Reach out for help from your D-Group Team during this process. Your D-Group Coach and Pastors are always ready to walk with you during the process of multiplying a group.

3 WAYS TO RAISE A NEW LEADER AND MULTIPLY A GROUP

1

Identify, disciple, and train a new leader
from within your group.

2

Pray and seek a leader from outside your group
who joins your group with the goal of multiplication.

3

D-Group Leader starts a group then hands it
off to another leader after a period of time.

Below are a few steps to keep in mind.

- ▶ **PRAY** – Start your group from day one with prayer and discussions about multiplication. Continually seek direction from God in multiplication. As the reality of multiplication comes into shape, lead your group to pray together about what the next steps will be.
- ▶ **GIVE VISION** – Give vision for multiplication from day one. Lead your D-Group in the mission and values of Fellowship will result in D-Groups that multiply. Tell stories of other groups who have multiplied. Share the vision for why multiplication is good in your group. Show how God can use just a few people to become several groups with many people.
- ▶ **CONTINUALLY REMIND** – Multiplication can be a scary and painful concept to many people. Paint a beautiful picture of multiplication and how it fits with the mission to proclaim the gospel and make disciples. There will be times when some of your people lose focus. They may need encouragement or correction to refocus their hearts toward God. Regularly show your members their part of going after the vision. Help them see their unique role in the church and its eternal significance. You can create this environment by intentionally sharing the vision of the group, encouraging growth and welcoming new members.
- ▶ **TRAIN/RECRUIT ANOTHER LEADER** – Begin looking for others who can lead and take responsibility from day one. As the group grows in numbers to around 20 people it is time to begin considering multiplication. Multiplication is not possible without more leaders, but it is important that the leaders feel called by God to lead a group. We don't want to force or pressure people into leading a D-Group. Ask God to show you who can lead. Challenge them to consider leading a D-Group and take an active part in multiplying your D-Group.
- ▶ **CELEBRATE AND COMMISSION** – At your final meeting as one group, have a party. Celebrate all that God has done in your group. Lay hands on the group going out and commission them to go with their new group. Pray over those who are remaining. This is an exciting time; your D-Group is becoming two D-Groups living on mission at Fellowship.

RESOURCE TO DIG DEEPER:

Discipling: How to Help Others Follow Jesus by Mark Dever

LIVING ON MISSION QUIZ

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

D-GROUP LEADER MULTIPLICATION PRACTICES

- ▶ Review the value of multiplication regularly with your D-Group.
- ▶ From day one, pray about multiplication in your D-Group.
- ▶ Make multiplication a normal conversation in your D-Group.
- ▶ Encourage your D-Group to “go after the one” all around them and invite others into your group.
- ▶ Demonstrate this value to your D-Group by inviting unchurched to your meetings.
- ▶ Identify leaders who are willing to lead a D-Group.

D-GROUP LEADER TRAINING QUESTIONS

- ▶ In your own words, explain the Fellowship value of Multiplication.
- ▶ Multiplication involves discipling those in your D-Group and inviting new people into your D-Group. Which of these is more challenging for you?
- ▶ What does true biblical hospitality look like?
- ▶ What fears or questions do you have about multiplying a D-Group?
- ▶ Which step of multiplying a D-Group do you feel the most confident in? The least confident?

QUESTIONS TO REVIEW WITH D-GROUP COACH

- ▶ How is your D-Group living out the 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?

NOTES

SUMMARY NOTES

Appendices

Fellowship's Mission

Making disciples who live by God's grace & for His glory at home & 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 who long 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 disciples 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 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 find this at fellowshiponline.com by looking on the small group page.

□ **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 or coach.

□ **ESTABLISH A PLAN**

Work with your pastor/coach 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 6 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 be a spiritual family, growing in Christ together and participating in His mission. This is the perfect time to encourage your group to invite other people and create vision for future multiplication.

SET EXPECTATIONS

Create a safe environment by communicating your D-Group expectations including: consistent attendance, participation, confidentiality, respect, and accountability.

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 studies for brand new D-Groups.

FELLOWSHIP MEMBERSHIP STUDY – We have plenty of workbooks for your new group to get started. This can also be downloaded in digital form from Fellowship's website.

THE MISSION AND VALUES OF FELLOWSHIP – It would be good to start putting the mission of our church before your new group right away. Take 4-6 weeks to work through conversations around our Mission and Values.

THE GOSPEL-CENTERED COMMUNITY – This is a study resource written by Robert Thune and Will Walker. Copies for your new group are available from your D-Group Team.

Applications

D-GROUP LEADER APPLICATION

Thank you for your interest in being a D-Group leader! We believe that a D-Group leader is one of the main disciple-makers in our church. They lead their groups to embody and live out the mission and values of Fellowship Bible Church. Please complete the form below to help us get to know you better!

If you are married and will be leading a group with your spouse, you must both complete an application.

PERSONAL INFORMATION

Name _____

Email _____ Phone (____) _____ - _____

How long have you been at Fellowship? _____

Are you a member? _____

From which Fellowship campus will you lead a D-Group? _____

GROUP INVOLVEMENT

Current D-Group leader _____

I am applying to lead the following type of group:

Multigenerational Young Adult MidLife Young Married

Sageworks Women Men Other _____

Why are you interested in leading a D-Group?

How would you describe your recent or current D-Group experience?

Have you ever led a group before?

If so, what did you learn from the experience?
What did you learn about yourself?

SPIRITUAL GROWTH & LEADERSHIP

Briefly share your spiritual journey. Describe your life before you trusted Christ, how you surrendered to him, and the difference since you've been walking with him.

How are you growing in Christ? What people, studies, classes or materials are currently influencing your growth?

What previous small group leader training have you experienced?

Are there any concerns or challenges you anticipate as you think about leading a group?

Please list any strengths you might have and potential weaknesses.

If you have already begun inviting people to be in your group, please list the names of anyone who is planning to participate.

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

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 Coach who will meet with you regularly
- ▶ 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 my D-Group focused on the mission of Fellowship

CONNECT – BE CONNECTED WITH GOD AND OTHERS

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

TRANSFORM – BE TRANSFORMED IN ATTITUDE AND ACTION

- ▶ Include the spiritual practices of scripture, prayer, worship, and mission in the life of my D-Group
- ▶ Encourage and shepherd those in my D-Group to grow in Christ together

MULTIPLY – BE A DISCIPLE WHO MULTIPLIES DISCIPLES

- ▶ Intentionally disciples those who are in my D-Group
- ▶ Focus my D-Group to those who are outside our group and invite them to join

D-GROUP LEADER (PRINT) _____

PASTOR/ELDER (PRINT) _____

D-GROUP LEADER (SIGNATURE) _____

PASTOR/ELDER (SIGNATURE) _____

DATE _____



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