

DB | groups
DISCOVER, DEVELOP, & DEMONSTRATE LIFE WITH JESUS

LEADER TRAINING

INTRODUCTION TO D3 GROUP LEADER TRAINING

Welcome to D3 Group Leader Training. At Locust Valley Chapel, D3 Groups are one of our primary means of inspiring people to *develop* a deep life with Jesus. We believe they can be an ideal environment for followers of Jesus to discover, develop, and demonstrate their spiritual gifts. If you are participating in this training, it means that we believe in you! 2 Timothy 2:2 says:

And the things **you** have heard **me** say in the presence of many witnesses
entrust to **reliable people** who will also be *qualified to teach* **others**.

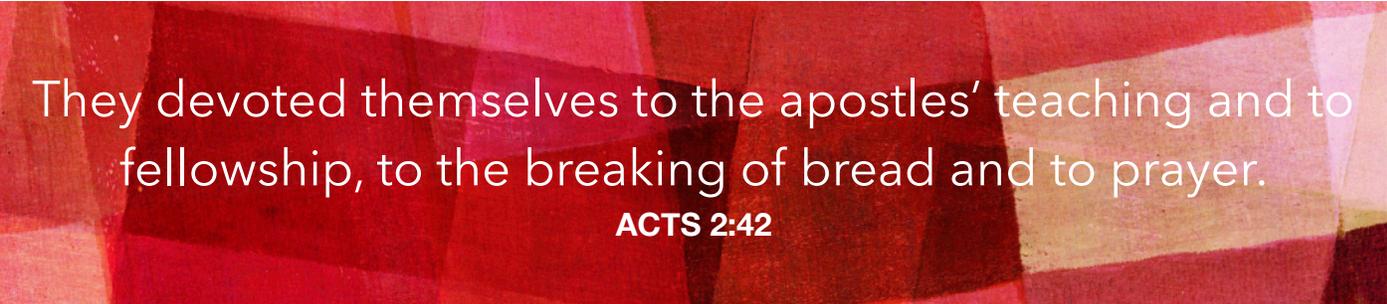
In this one verse, we see four generations of disciple-makers. The “**me**” in this verse is the Apostle Paul (*generation one*), who is writing to his young protege, Timothy, the “**you**” (*generation two*). Paul’s charge to Timothy was to “**entrust**” what he had “**heard**” to “**reliable people**” (*generation three*). These reliable people will, in turn, be qualified to teach **others** (*generation four*).

As a participant in our D3 Group Leader Training, you are one of these **reliable people**. We trust that this training will help you use your gifts effectively and play a vital role in making disciples who make disciples.

The training is divided up into sections. Each section has a video to watch, along with notes to follow along with. These training videos were produced by North Coast Church in California, a church that has a similar vision for their small group ministry that we have. So when you hear terms like “small group” or “life group,” think D3 Group.

As you work through each section, think about how what you are learning can integrate into your group. Take notes. Write down any questions you might have. We are here for you and would love to process any questions and insights you might have. Please complete the brief questionnaire at the end of each section. This will help us track alongside of you in the training.

We are excited to serve alongside you on this journey. We’re praying for you and cheering for you.



They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer.

ACTS 2:42

D3 GROUP LEADER TRAINING SESSION #1

KEY INGREDIENTS IN A D3 GROUP

VIDEO #1

1. MEET _____

2. THE _____

3. TIME TO _____ AND _____

3 TYPES OF QUESTIONS

1. HISTORY _____ QUESTIONS

Questions that give you an opportunity to share a little more about _____ you

If we are not really known, people are constantly making assumptions about what we

_____, how we _____, and what we _____.



2. INTO THE _____ QUESTIONS

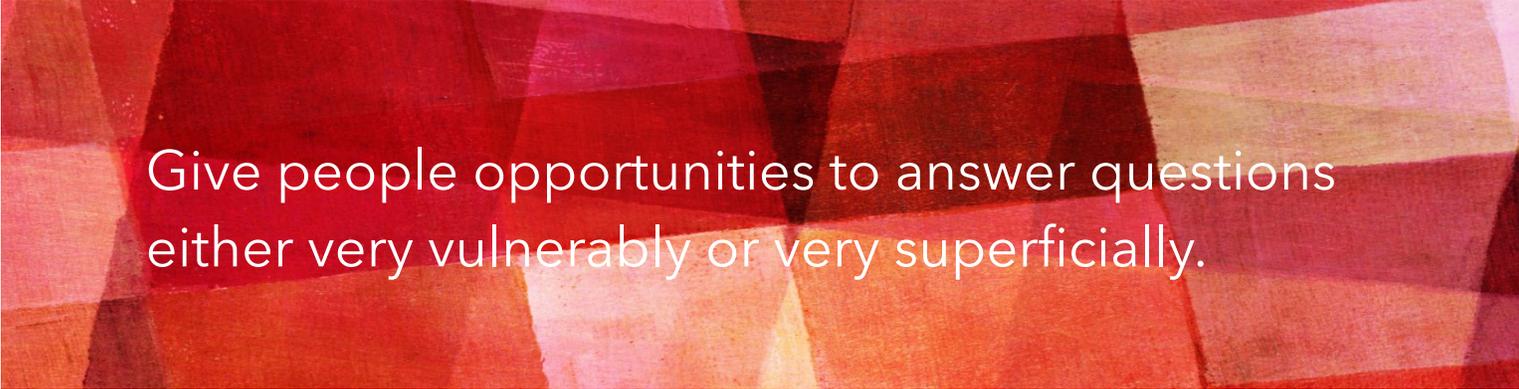
Make sure that these questions are **NOT** just regurgitating the sermon.

Use parallel passages or take on a small part of the message and dig deeper into it.

To grow, people have to be velcroed to _____ and to the
_____ of _____.

3. _____ QUESTIONS

We are changed _____ by _____ over a _____ period of _____



Give people opportunities to answer questions
either very vulnerably or very superficially.

D3 GROUP LEADER TRAINING SESSION #2

D3 GROUP MINISTRY FOCUS

VIDEO # 2

Warmth: The development of _____ Christian relationships

Spiritual growth happens when we connect people to:

- _____
- _____ and _____

A D3 GROUP LEADER'S KEY ROLE

To create an _____ in which significant Christian relationships can be developed.

God's Word is part of it.

"You are not responsible for an individual's growth."

What makes a meeting a great meeting? _____ from everyone

I planted the seed, / others watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow.

1 Corinthians 3:6-7 NIV

WHAT DOES IT TAKE?

It is going to take _____ skills, _____ skills, or
_____ skills on your part **and** the _____ on God's part.

Our goal is not to _____.

Our goal is _____ with one another.

- **PEOPLE NEED A** _____

- **PEOPLE NEED** _____

- **PEOPLE NEED** _____ **THEIR TIME IN THE GROUP**

D3 GROUP LEADER TRAINING SESSION #3

DESIGNING D3 GROUP MEETINGS

VIDEO #3

CREATING LIFE CHANGING CONVERSATIONS

GET THE BIG PICTURE

What a D3 Group Meeting is: _____

And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

HEBREWS 10:24-25 NIV

Our goal is to interact on the issues _____ may be bringing about through _____ with Him by studying the growth guide. Our goal is **NOT** to _____ the questions in the Growth Guide.

HEARING GOD AND PERSONAL PREPARATION

Where it starts...

Listening _____ and _____ and questions that arise.

TAKING WHAT YOU HAVE LEARNED TO YOUR GROUP

WHAT YOU NEED TO KNOW ABOUT EMPOWERING INTERACTION

#1 THE SMALL TO LARGE GROUP PRINCIPLE

_____ in groups of two, three or four before sharing with the _____ group.

What this principle accomplishes:

- 1) Gets them ready to _____ to the whole group
- 2) Helps people _____ what they want to say
- 3) Ensures everyone is getting a chance to _____

#2 DIFFERENT WAYS TO ASK QUESTIONS:

(REMEMBER: The goal is to get others to share, not ourselves)

- Anyone _____
- Go _____
- Directed _____
- Piggyback _____



**ONE KEY:
TIME LIMITS**

#1 problem in groups: the dominator.



#3 UNDERSTAND THE RISK LEVEL OF THE QUESTIONS ASKED:

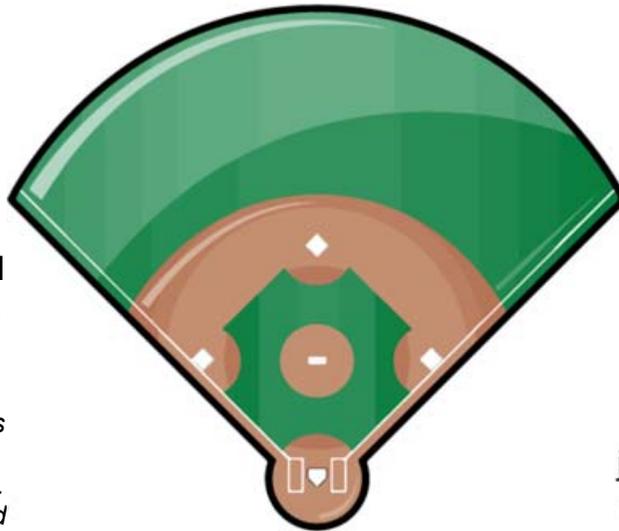
- **Low Risk:** _____ get-to-know-you type questions (hobbies, interests, etc.)
- **Medium Risk:** _____ — _____, beliefs, points of view, interpretations of situations, what did you find and what do you think—usually dealing with Scripture, issue or topic.
- **Higher Risk:** _____, weaknesses, _____, areas to change, accountability, how does it apply to you?
(give them options)

BUILDING A CONNECTION: LIFE'S MOST IMPORTANT PRINCIPLE

2nd BASE Characteristics:

Positive feedback, specific appreciation

1 Thess. 5:11 Therefore encourage one another and build each other up, just as in fact you are doing.



3rd BASE Characteristics:

Problem solving, goal setting, opportunities for growth

Col. 3:16, 17 Let the words of Christ ...live in your hearts and make you wise. Use his words to teach and counsel each other ...with thankful hearts. ¹⁷ And whatever you do or say, let it be as a representative of the Lord Jesus

James 5:16 Confess your sins to each other and pray for each other so that you may be healed. The earnest prayer of a righteous person has great power and wonderful results.

Phil 1:6 He who began a good work in you will carry it on to completion until the day of Christ Jesus.

1st BASE Characteristics:

Present and past journey
likes, dislikes, hopes, dreams, fears, spiritual journey, where I am right now with God, etc.

Rom. 15:7 Accept one another, then, just as Christ accepted you, in order to bring praise to God.

HOME PLATE Characteristics:

Deep caring community.
Affirming and confirming the next risky steps in your journey.

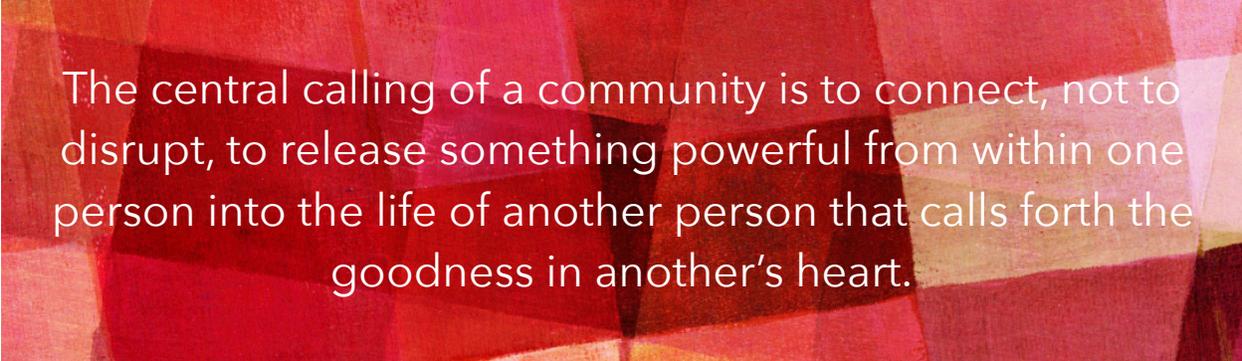
Gal 5:13, 16 For you have been called to live in freedom—not freedom to satisfy your sinful nature, but freedom to serve one another in love. So I advise you to live according to your new life in the Holy Spirit.



DEVELOP A FLOW FOR THE NIGHT

Through prayer and preparation, decide where you want to go and take the group there.

- Which questions am I going to _____?
- _____ are we going to spend on each question?
- _____ do we need to hear from and _____ will I ask them?



The central calling of a community is to connect, not to disrupt, to release something powerful from within one person into the life of another person that calls forth the goodness in another's heart.

D3 GROUP LEADER TRAINING SESSION #4

RUN TOWARD THE CHALLENGES

VIDEO #4

**Where there are no oxen, the manger is empty,
but from the strength of an ox come abundant harvests.**
—Proverbs 14:4

**Consider it pure joy, my brothers and sisters, whenever you face trials of many kinds,
because you know that the testing of your faith produces perseverance. Let
perseverance finish its work so that you may be mature and complete, not lacking
anything. If any of you lacks wisdom, you should ask God, who gives generously to all
without finding fault, and it will be given to you.**
—James 1:2-5 NIV

PERSPECTIVE ON CHALLENGES

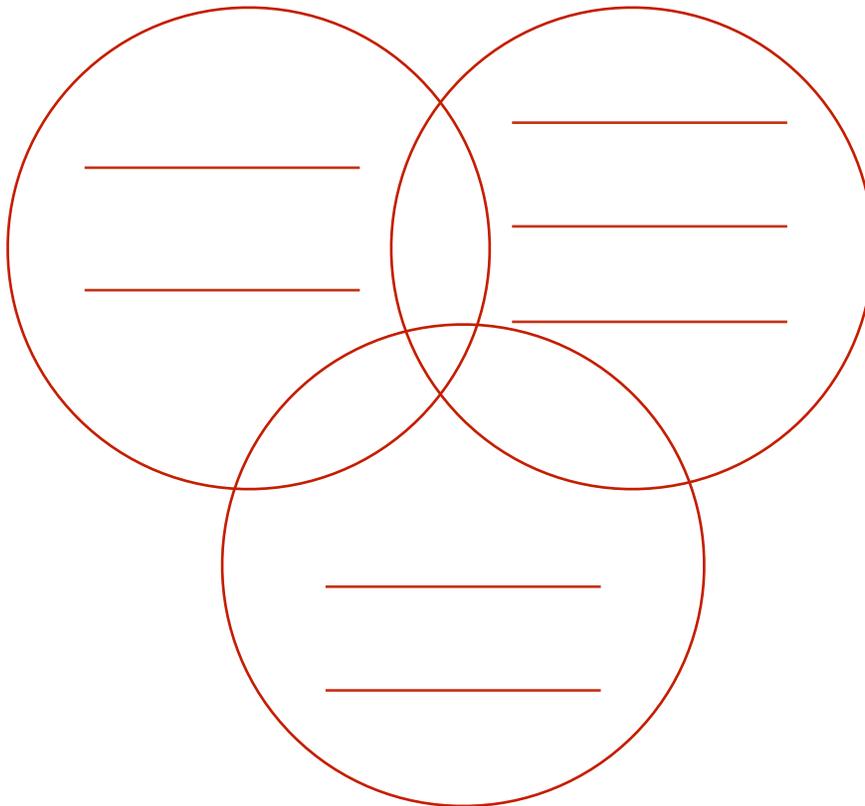
**And we urge you, brothers and sisters, warn those who are idle and disruptive,
encourage the disheartened, help the weak, be patient with everyone.**
—1 Thessalonians. 5:14 NIV

FIGURING OUT WHAT'S GOING ON: THE FOUR QUESTIONS

1. How _____ been dealing with this? (Duration of issue)
When did this first occur?
2. Who _____? (Involvement of others) Have you talked to
anyone else about this? If so, who? How often? Any other people know? When was the last
time you talked to someone about it? How did they respond?
3. Have you received _____ on how to deal with this?
What have those you've talked to said about it? Have you sought any other help or
resources regarding this issue?

4. Do you have any _____ for your _____? What do you think might be your next step? Would you like me to check on some other resources? (Don't make the calls but give them referrals, etc.)

MAJOR D3 GROUP CHALLENGES



E _____ G _____ R _____

PROCESS OF DEALING WITH ISSUES

R _____ to people.

R _____ to what's going on.

R _____ to them.

RESPONDING TO THE CHALLENGES

- Watch for _____ that something deeper is going on.
- Recognize the _____ that work to keep you from responding.
- Make use of the _____ and _____ available to you.

- Keep your eyes on the _____ and when necessary, set
_____.

TROUBLE SHOOTING GUIDE

The following are some possible responses to frequent situations:

SITUATION: *Someone leads the conversation off track every week.*

OPTIONS:

1. Immediately following the person's response redirect the group back to the original question by restating it.
2. Have a private chat and bring the matter to the person's attention. Ask them to stick to the subject at hand when they respond to a question.
3. When the person's response derails or gets off track, redirect them, even if you have to gently cut the person off.

SITUATION: *You have a critical person in your Group*

OPTIONS:

1. Take the person aside and remind them of the purpose of D3 Groups and what the consequences are of their critical spirit.
2. Help this person to see that their critical spirit hurts people and doesn't help make D3 Group a safe place to build healthy relationships.

SITUATION: *Someone has a hard time opening up*

OPTIONS:

1. Take some time as a leader to talk one-on-one with this person.
2. Invite them to share and state again the covenant that we will make D3 Group a safe place.
3. Create smaller groups from time to time for this person to share in.
4. Take some time to call this person and let them know you are glad they come to your D3 Group. This may help them feel a part of the group and help them feel safer.

SITUATION: *You have an EGR (Extra Grace Required) Person.*

OPTIONS:

1. It is important to establish clear boundaries with the person early. For example, when they phone you, immediately let them know you only have a few minutes to talk. After a few minutes gently let them know you appreciate the call but you have to go now.
2. Address the situation. Pull them aside and gently bring the situation to their attention with a suggestion and an offer to help solve it. Let them know you are bringing the issue up because you love them.
3. Understand that some issues such as sexual abuse, alcoholism or drug abuse require professional help. Help that person get in touch with the appropriate resources that can truly help them.

SITUATION: *Someone is talking too much*

OPTIONS:

1. Take this person aside and address the issue. Explain to them that when any one person dominates the discussion it doesn't allow those who are more introverted to share in the discussion. Ask them to limit their input.
2. Share what the vision of D3 Group is and help them contribute accordingly
3. After you pose the question, ask someone else specifically to answer so the talker doesn't have time to interject.



SITUATION: *Someone is consistently late to the group*

OPTIONS:

1. Address that person in private. Ask them what keeps them from getting to D3 Group on time and how you or the D3 Group can help them make it there on time. They might have a very legitimate reason. If so, ask permission to share that reason with the rest of the group so that everyone is aware of what is happening.
2. Remind the group of the starting time.
3. Explain to this person how being on time shows respect to everyone in the group.

SITUATION: *Someone rarely works through their Growth Guide*

OPTIONS:

1. Offer to meet before D3 Group and work through the growth guide together over coffee.
2. Discuss the Growth Guide questions with the group in such a way that they need to do the questions. Doing this consistently sends a message to the group that doing the Growth Guide is important. (Again, do not try to cover all the questions in the Growth Guide and do not only use questions that are in the Growth Guide).
3. Explain that the Growth Guide is one key element in having an effective D3 Group.

SITUATION: *The group takes a long time with prayer requests*

OPTIONS:

1. Break down D3 Group into smaller groups so that people can share and take time to pray.
2. Practice praying "one sentence prayers" that are short and direct.
3. Suggest that each person bring a prayer request written on a 3x5 card. Exchange cards and pray.

SITUATION: *Someone is dominating group discussions*

OPTIONS:

1. Take some time to get to know this person. It could be that this person is a natural leader who needs some coaching on how to balance their leadership and people skills.
2. Remind them that their style can come across as challenging to people in the group. Ask them to monitor themselves.

D3 GROUP LEADER TRAINING SESSION #5

LET GOD GROW YOU

VIDEO #5

LEADING FOR THE LONG HAUL

Question: How might God want to grow you through your D3 Group Leading Experience?

THREE AREAS:

1. _____

2. _____

“Which of these three do you think was a neighbor to the man who fell into the hands of robbers?” The expert in the law replied, “The one who had mercy on him.” Jesus told him, “Go and do likewise.”
LUKE 10:36-37

3. _____

As Jesus and his disciples were on their way, he came to a village where a woman named Martha opened her home to him. She had a sister called Mary, who sat at the Lord’s feet listening to what he said. But Martha was distracted by all the preparations that had to be made. She came to him and asked, “Lord, don’t you care that my sister has left me to do the work by myself? Tell her to help me!” “Martha, Martha,” the Lord answered, “you are worried and upset about many things, but few things are needed—or indeed only one. Mary has chosen what is better, and it will not be taken away from her.”

LUKE 10:38-42

D3 GROUP LEADER TRAINING SESSION #6

MAKE YOUR FIRST MEETING GREAT

VIDEO #6

THE UNIQUENESS OF YOUR FIRST MEETING

CONTACT YOUR GROUP IN ADVANCE

- Share a meal together at the first meeting
- Contact all members one week before the first meeting to welcome them to the group and inform them of the location and time of your group, as well as any dishes to bring for dinner.
- Check your roster online.

ITEMS NEEDED FOR THE FIRST MEETING

- Dinner / Desert plans decided
- Group covenants for everyone
- Name tags (these would be helpful with new people)

GOALS OF THE FIRST MEETING...

- Rekindle relationships and meet new members
- Clarify your group's direction, expectations, commitments using the covenant
- Briefly discuss the sermon topic (if there is time)

3 ESSENTIAL PARTS OF THE FIRST MEETING

1. Welcome, mingle and talk while you _____.
2. Think through the _____ of your first group discussion.
 - During this time:
 - Have some fun questions to ask.
 - Include this question: "What do you want out of this group?"
 - Go over the covenant.
3. Know that your _____ conversations are just as important as your meeting discussions. Your goal after a meeting is to mingle/connect with those you know the least!

NOTE: Hand out this page along with the next page at the beginning of the session and discuss.

D3 GROUP COVENANT DETAILS

SIX MARKS OF A HEALTHY GROUP..

1. Make spiritual growth our number one priority (Romans 8:29).
2. Accept one another (Romans 15:7).
3. Take care of one another (John 13:34).
4. Treat each other with respect (Ephesians 4:25-5:2)
 - No discussions on topics that will divide (i.e. music, politics).
 - No talking over someone.
 - Our goal is to listen and not give advice.
5. Keep our commitments to the group (Psalm 15:1-2, 4b).
6. Confidentiality will be kept depending on what is shared.

D3 groups thrive on participation! The purpose of this covenant is to help you to discuss and clarify our group's goals, expectations, and commitments.

D3 GROUPS: THEIR PURPOSE

D3 Groups exist to promote spiritual maturity and personal growth through meaningful Christian relationships and study of God's Word (Romans 8:29 & Hebrews 10:24, 25). We'll do this by focusing on four primary activities:

SHARE

Each week we'll take time to share what is happening in our lives. At first this sharing will include planned "sharing questions". But after the first few weeks, it will become more informal and personal as we feel more comfortable.

STUDY

Each week we'll study a section from God's Word that relates to the previous weekend's sermon or an appropriate personal growth topic. Our goal is to learn how to live out our Christianity in everyday life.

SUPPORT / SPIRITUAL GIFTS

Each week we'll learn how to take care of one another as Christ commanded (John 15:9-13). This care can take many forms such as *prayer, encouragement, listening, challenging one another, and meeting real needs.*

SERVE

Spiritual growth is fostered not only by what we gain through the support and input of others, but also through service to others. The role each of us fills is important to the health of the church and for us to be the hands and feet of Jesus to our community (Ephesians 4:11-16). Throughout the quarter, it is our hope that you can find and/or be affirmed in the ways God has designed you to serve, and make a difference in God's Kingdom.

D3 Group Covenant Details

This agreement is reviewed and signed at the beginning of each D3 Group Season.

Our group will meet from _____ (mm/yyyy) through _____ (mm/yyyy).

Our group will meet on _____ (day of week). It will begin at _____ (am/pm) and end at _____ (am/pm).

Our group time will *typically* consist of _____ minutes of sharing, _____ minutes of study and discussion (of previous weekend sermon) along with the application of the sermon, _____ minutes of prayer and _____ minutes of refreshments (dessert and socializing).

Refreshments will be handled by _____

Our group will provide an opportunity to include new members at the end of each season. This will be discussed and agreed upon by all members of our group.

At the end of each 10-week season, each member will fill out an evaluation form and choose:

1. I will continue with the group.
2. I will be taking a break.
3. I would like to try a new group.

Anyone new to our group will have the first 3 weeks to decide and choose one of the above options.

Our group will handle childcare by _____.

Our group will study the same topic covered in the previous weekend sermon.

Our group will be praying for 'one another' and specific missions requests.

Our group will decide on a service project that will be done within the year.

Our group will abide by the 6 marks of a healthy group.

Joining our group requires a commitment to attend each week and to complete the growth guide ahead of time. Allowances are made for sickness, vacation, work conflicts and other circumstances. Commitment to attendance is key to our group's health.

Most weeks the growth guide will require from twenty to thirty minutes to adequately prepare for the group study and discussion.

D3 GROUP LEADER TRAINING SESSION #7

WHY ATTENDANCE IS SO IMPORTANT

VIDEO #7

REASON FOR ATTENDANCE

If there are no people there is no reason to to be there.

Attendance is the best way to find out what's happening in a group

Attendance allows follow-up with Pastoral Care.

Attendance helps us to care for people in a greater capacity.

Attendance allows us to see where we can get more people involved in groups.

D3 GROUP LEADER TRAINING SESSION #8

CREATE THE ENVIRONMENT

VIDEO #8

YOUR MEETING PLACE IS A MINISTRY!

YOUR PLACE IS A PLACE WHERE:

God's Word can be studied

Relationships can be built

Life application can occur

Spiritual gifts can be utilized

Life can be shared

FOR THIS TO OCCUR:

Make sure the home is clean and picked up

Make sure you have enough seating (chairs)

Make sure there is enough light

Make sure it smells good (Odors have a way of causing us to be 'nose blind')

Make sure there are no interruptions (i.e. cell phone, etc.)

Create a warm and friendly environment

Make sure people can see each other

Organize for social and service project