



2026

Discipleship Group HANDBOOK

"When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus." Acts 4:13



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WELCOME MESSAGE

First and foremost, thank you for your willingness to step into the calling of discipleship leadership. While systems, programs, and ministries all serve an important purpose within the life of the church, disciple-making is the assignment Jesus gave to every believer. Few callings carry greater eternal significance than helping others grow into totally devoted followers of Jesus Christ.

This handbook has been designed to help you understand the heart, vision, values, and expectations of Discipleship Group (DGroup) leadership at DC3. Our goal is to equip you, encourage you, and provide clear direction as you lead others in intentional spiritual formation. We want you to know from the very start, you will not lead alone. Our commitment is to walk with you, support you, and help you thrive as you disciple others.

Leading a DGroup is both a privilege and a responsibility. It requires intentionality, consistency, humility, and dependence on the Holy Spirit. But we believe that when followers of Christ faithfully invest in others, God uses that obedience to produce extraordinary spiritual fruit.

We are honored to partner with you as together we make disciples who make disciples.

-Pastor Eddie Beyer

WHAT WE'RE ABOUT

MISSION & VISION

DGroups exist to help fulfill the command of Jesus to make disciples who make disciples. Jesus' final instruction to His followers was clear: "Therefore go and make disciples of all nations..." — Matthew 28:19–20

At DC3, we believe disciple-making is the calling of every follower of Jesus. While many ministries serve important purposes within the church, DGroups are not a replacement for Circles, discipleship remains central to the mission Jesus gave His Church.

DGroups exist to create intentional environments where spiritual transformation can happen through biblical community, accountability, and spiritual disciplines.

We believe:

- Disciples are made, not merely converted
- Spiritual growth happens best in intentional relationships
- Transformation requires both truth and accountability
- Healthy disciples eventually make disciples of others

Our vision is to see every DGroup become a multiplying environment where disciples are equipped, challenged, and sent to invest in others.

What is a DGROUP?

A Discipleship Group (DGroup) is a small, intentional group designed to help believers grow in their relationship with Jesus and learn to make disciples of others. They are environments specifically created for spiritual formation, accountability, and multiplication.

Disciple-making is what happens when believers do life together, study scripture, pray together, challenge one another toward obedience, and help each other grow in Christ.

Distinctives of a DGroup:

Intentional

DGroups are structured with purpose. Every meeting is designed to foster spiritual growth, accountability, and obedience to God's Word.

Transformational

The goal is not simply gaining biblical knowledge, but experiencing life change through applying scripture.

Accountable

Members commit to honesty, transparency, and encouraging one another in their walk with Christ.

Reproducible

Every DGroup is designed with multiplication in mind. Healthy disciples make disciples.

Covenantal

Participation in a DGroup involves commitment to the group, the disciplines, and the discipleship process through a shared covenant.

What happens in a DGROUP?

Each member commits to practicing five weekly disciplines:

- Accountability
- Bible Reading (1 chapter/day, 5 days per week)
- H.E.A.R. Journaling
- Prayer
- Scripture Memory

These disciplines are discussed weekly in group as members encourage one another toward growth and obedience.

The Goal of Every DGroup

The goal of a DGroup is not merely to complete a curriculum.

The goal is to develop disciples who:

- Love Jesus deeply
- Obey Scripture consistently
- Walk in biblical community
- Engage missionally with others
- Reproduce disciples in others



M.A.R.C.S. of a Disciple

As the Word of God works in a person's life, we expect to see growth in five key areas known as the MARCS of a Disciple.

These MARCS help define the type of disciple we are seeking to develop through DGroups.

- **Missional:** A disciple with a heart for sharing the Gospel with others, investing in others, and living as a witness.
- **Accountable:** A disciple who lives in healthy accountability with others, keeping each other on track in their walk with Christ.
- **Reproducible:** A disciple who is capable of making other disciples, following the command of Jesus.
- **Communal:** A disciple who thrives in community, engaging in fellowship with other believers and serving them.
- **Scriptural:** A disciple who is firmly grounded in the Word of God, studying and obeying it.

As a DGroup Leader, your role is not simply to facilitate weekly discussion. Your role is to help cultivate these MARCS in the lives of those you lead.

Success in DGroup leadership is seeing people increasingly reflect the MARCS of a disciple.

DC3 CORE VALUES

Biblical

We believe the Bible is the basis for all we do.

Relational

We believe our relationships are the very essence of existence.

Authentic

We believe authentic people create communities of authentic life change.

Generosity

We believe abundant living comes from abundant giving.

Life Giving

We believe everything we say and do at DC3 should be life-giving.

Creative

We believe God has called us to be uniquely creative in the communication of the gospel.

Excellence

We believe in always giving God our best.



EXPECTATIONS

Leader Expectations

Leading a DGroup is both a privilege and a responsibility. Because DGroup Leaders are helping shape the spiritual lives of others, we hold leadership to a high standard of spiritual maturity, character, and commitment.

Our expectation is not perfection—but faithfulness, humility, and intentionality.

Spiritual Expectations

- Maintain a growing and healthy personal relationship with Jesus
- Model the five weekly disciplines consistently in your own life
- Lead from spiritual overflow, not mere obligation
- Walk in humility, teachability, and dependence on the Holy Spirit
- Demonstrate the M.A.R.C.S. of a disciple in your lifestyle
- Protect confidentiality and foster trust within your group
- Remain aligned with the doctrine, mission, and leadership of DC3

Multiplication Expectations

- Lead with multiplication in mind from the beginning
- Identify and develop future leaders within your group
- Intentionally apprentice emerging leaders
- Help prepare your group for future multiplication
- View reproduction as part of healthy discipleship, not optional expansion
- Follow the Leadership Readiness Process (defined later)

EXPECTATIONS

Leadership Expectations

- Facilitate weekly DGroup gatherings with intentionality and preparation
- Lead accountability with both grace and truth
- Foster an atmosphere of honesty, vulnerability, and spiritual growth
- Follow the DGroup framework and discipleship process established by DC3
- Regularly communicate with your coach or leadership
- Care for the spiritual and relational health of your group members

Commitment Expectations

- Prioritize your weekly DGroup gathering
- Communicate proactively if issues arise
- Remain engaged even during difficult seasons
- Explain and have group members sign the covenant
- Model commitment to the DGroup covenant and disciplines
- Faithfully steward those entrusted to your care



WHAT YOU CAN EXPECT FROM US

At DC3, we believe healthy leaders lead healthy groups. Our desire is to equip, support, and care for you as you fulfill the calling of disciple-making. As a DGroup Leader, you can expect the following from us:

Spiritual Support

We will pray for you, encourage you, and invest in your spiritual health as a leader.

Ongoing Guidance

We will provide coaching, guidance, and leadership support as you navigate the challenges and opportunities of leading a DGroup.

Leadership Development

We will provide ongoing training and development opportunities to help you grow as both a disciple and a leader.

Practical Resources

We will equip you with the tools, materials, and resources needed to lead effectively.

Pastoral Care

We will be available to support you through challenges, conflict, difficult situations, or pastoral concerns that arise within your group.

Partnership in Multiplication

We will help identify, develop, and release new leaders alongside you as your group prepares to multiply.

THE DGROUP FRAMEWORK

The DGroup Meeting Framework

DGroups are designed to create intentional environments for spiritual transformation through accountability, scripture engagement, prayer, and discipleship relationships.

While every group will have its own personality and dynamic, maintaining a consistent framework helps preserve the purpose and DNA of DGroups across DC3.

Weekly Meeting Rhythm

DGroups meet weekly for 60–90 minutes. This is suggested, and not a rule. If DGroups meet for longer than 90 minutes, it is absolutely acceptable.

Each gathering should be structured around the five core disciplines of DGroup discipleship as outlined on the next page.



Suggested Flow

Welcome / Relational Connection (15–20 Minutes)

Take time to connect personally before jumping into the meeting. Healthy discipleship happens in the context of healthy relationships.

Accountability (10–15 Minutes)

Lead members through honest, grace-filled accountability.

Core Weekly Questions:

- How did our H.E.A.R. journaling go this week?
- Did you spend time in memorizing the monthly scripture?

Talk about any barriers to consistency. Identify patterns and help the group overcome them.

H.E.A.R. Journal Discussion (20–30 Minutes)

Allow each member to share what God is teaching them through Scripture. Encourage thoughtful discussion and practical application.

Scripture Memory Check-In (5–10 Minutes)

Discuss current memory verses and encourage members in their progress. The goal is not performance, but storing God's Word in the heart.

Prayer / Ministry Time (10–15 Minutes)

Spend intentional time praying for the group and any requests the group may have. Follow up throughout the week and check in on any needs.

While this framework should remain consistent, leaders have freedom to adapt timing and flow based on group dynamics and needs.



MULTIPLICATION

From the beginning, every DGroup should exist with the expectation that healthy disciples will eventually reproduce and help form new groups. Multiplication is not an optional add-on to discipleship—it is one of its intended outcomes.

Cast Vision Early

Multiplication should never surprise the group.

Leaders should regularly remind members:

- DGroups are designed to multiply
- Our goal is disciples who make disciples
- We celebrate sending, not just gathering

When multiplication is normalized early, resistance decreases later.

Leader Responsibility in Multiplication

- Pray for future leaders
- Develop future leaders
- Prepare your group for multiplication
- Embrace multiplication over comfort
- Partner with the DC3 Rediness Process in launching new groups

LAUNCHING A NEW GROUP

Leadership in a DGroup is not automatic upon completion of one year. While all members are developed with multiplication in mind, launching a new DGroup requires demonstrated spiritual maturity, readiness, and approval through the DC3 DGroup leadership readiness process. As a DGroup Leader, you are expected to follow the Leadership Readiness Grid.

Spiritual Maturity

- Consistent walk with Jesus
- Faithful to disciplines
- Evident spiritual growth

Character

- Humility
- Teachability
- Emotional maturity
- Integrity

Relational Leadership

- Can shepherd others well
- Builds trust naturally
- Handles conflict maturely

Reproducibility

- Invests in others naturally
- Demonstrates disciple-making mindset

Alignment

- Supports the DC3 mission, vision and values
- Is aligned with the DNA and theology of DC3 (what we believe)



THE LEADERSHIP READINESS PROCESS

The Assessment Process should begin in month 10 of the Discipleship Group timeline.

Leader begins evaluating each member:

- Who is on pace to lead?
- Who may benefit from co-leadership?
- Who may need another year of formation?

Each participant falls into one of three categories:

Category A: Ready to Launch

Approved to lead new DGroup.

Category B: Ready for Apprentice / Co-Lead Season

Ready in some areas but would benefit from further development.

Category C: Needs Another Formation Year

Not ready for leadership. Returns to a DGroup as a participant.

Another year of development/formation is not failure. If this is not handled well people may feel rejected and potentially even embarrassed. This is a critical grace and truth conversation. Language should be encouraging and uplifting speaking of the benefits of another year in a group. Another year in a group is not a setback, it is an investment in the individual as well as in the groups they will lead in the future.

LEADERSHIP READINESS ASSESSMENT

Suggested Year-End Assessment Flow

Month 10:

Leader begins readiness evaluation

Month 11:

Leader submits recommendations via assessment form

Month 12:

Final decisions made / launch planning begin

The following resources can be found at <https://circles.dc3.tv/> :

“What is a Discipleship Group” Training Video

Resources Tab:

- DGroup Acts and the Prison Epistles.pdf
- DGroup New Testament Plan.pdf
- DGroup Old Testament Plan.pdf
- DGroups Covenant.pdf

THANK YOU

Thank you for taking the time to read through this handbook. More importantly, thank you for your willingness to step into the calling of disciple-making.

Leading a DGroup is an invitation to participate in one of the most important assignments Jesus gave His Church: making disciples who make disciples.

The investment you make in others may not always be immediately visible, but never underestimate the eternal impact of faithful discipleship.

Every prayer prayed
Every H.E.A.R. Journal discussed
Every moment of accountability
Every disciple developed
Every relationship built
God uses it all

We are grateful for your willingness to lead, serve, and invest in others.

We believe God will use your faithfulness to produce fruit far beyond what you can see today.

Everybody Always,
Pastor Eddie Beyer





2 TIMOTHY 2:2

"You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others."
