

Gathering 3

DECEMBER 9, 2025

1:00 - 4:00PM CST VIA ZOOM



Agenda At-a-Glance

1:00 - 4:00 pm Central

Session 1: Introduction and Review

Session 2: Homework Presentations

Session 3: Integrating the 3 Dimensions

Session 4: The Mobilization Flywheel

Session 5: 30 Behaviors of Reproducing Churches

Session 6: Closing Thoughts and Homework



Multipliers Pathway Goals

Goals for the Whole Pathway

- A better understanding of multiplication
- A customized multiplication scorecard
- A new vision for multiplication
- A customized multiplication strategy
- Enthusiasm for implementing the plan
- A unifying and aligning team experience
- Tools for aligning your culture with multiplication

Goals for This Gathering

- A deeper understanding of the Mobilization Flywheel Framework
- An excitement about the opportunities/possibilities represented in the 30 behaviors of Reproducing Churches



Multipliers Pathway Resources

For additional resources, simply scan the QR code, or visit:

MULTIPLIERS.ORG/MP/RESOURCES

Review

Gospel Saturation Vision Scope

Identity

3 Micro Pathways

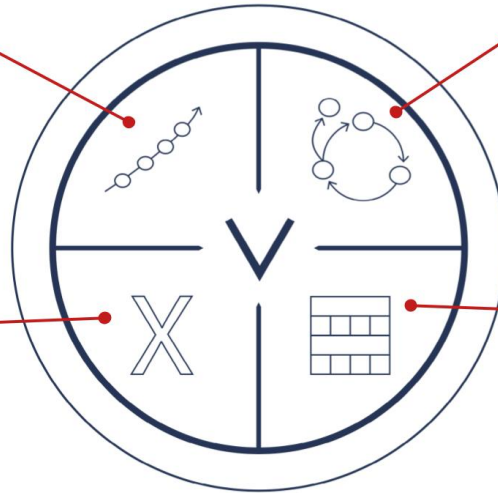
(line up with 3 dimensions of multiplication)

1. Disciple-Maker
2. Missionary
3. Leader

Impact

Scorecard

Measuring success and moving from good intentions to desired results and impact



Integration

Mobilization Flywheel

(integrates 3 micro pathways into a single flywheel)

The integrated macro pathway for equipping and mobilizing disciple-making missionaries

Intentionality

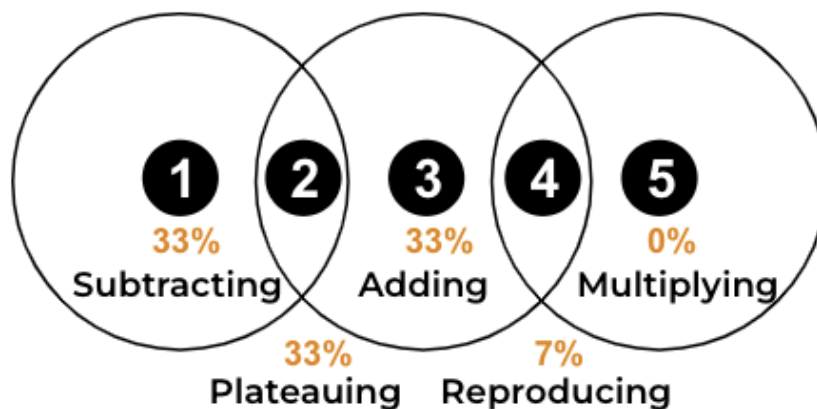
Strategic Planning

Using the 1414 planning tool for designing and implementing increased sending capacity

 multipliers.org/mp/GSVS (training on Gospel Saturation Vision Scope)



Level 5 Framework

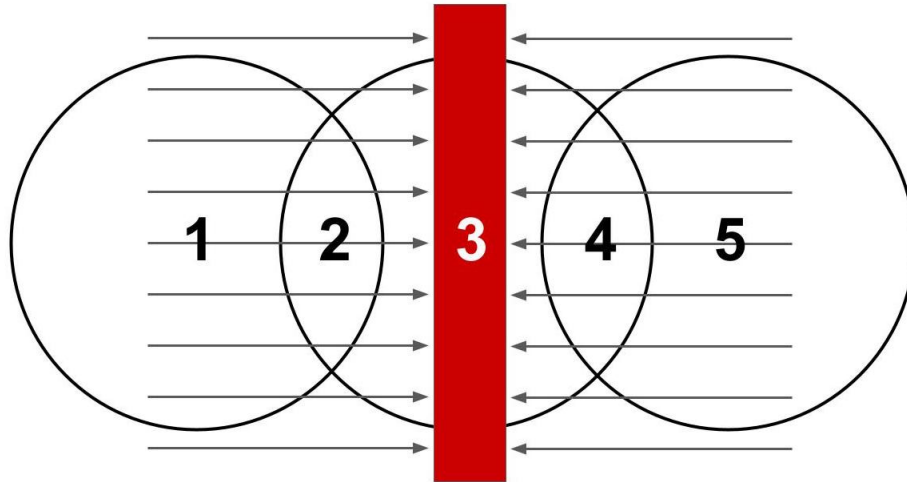


 multipliers.org/mp/L5 (training on Level 5 Frameworks)

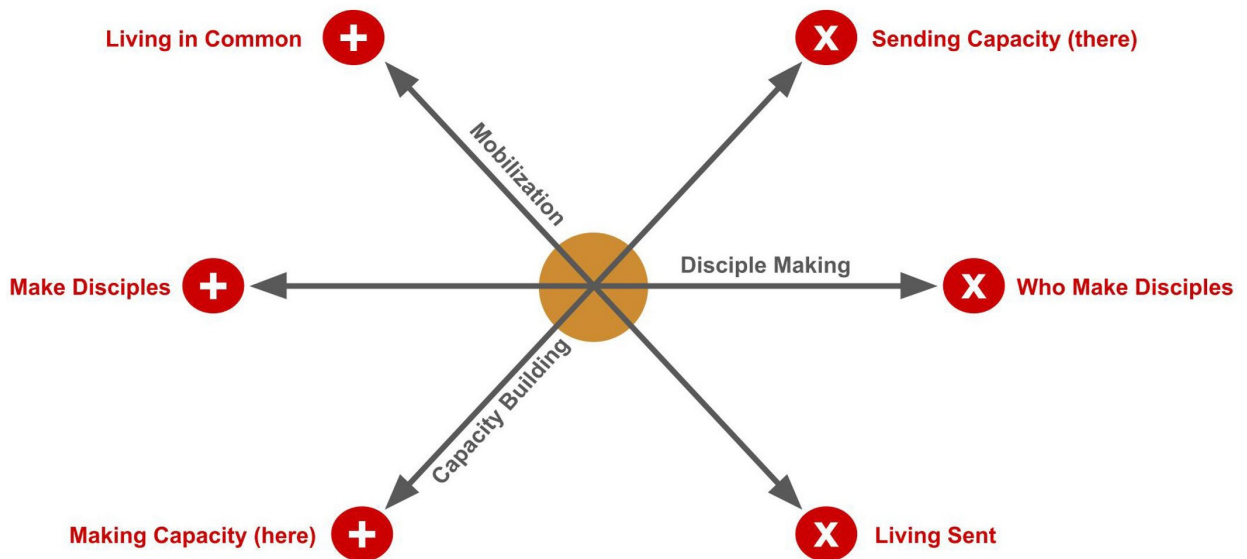


Review

Level 3 Magnet

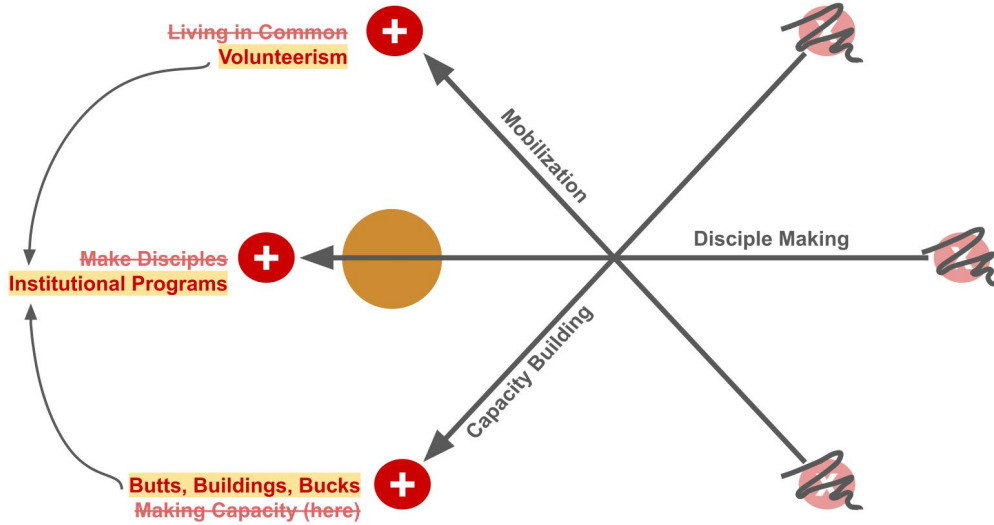


3 Dimensions of Multiplication... Jesus' Way



Review

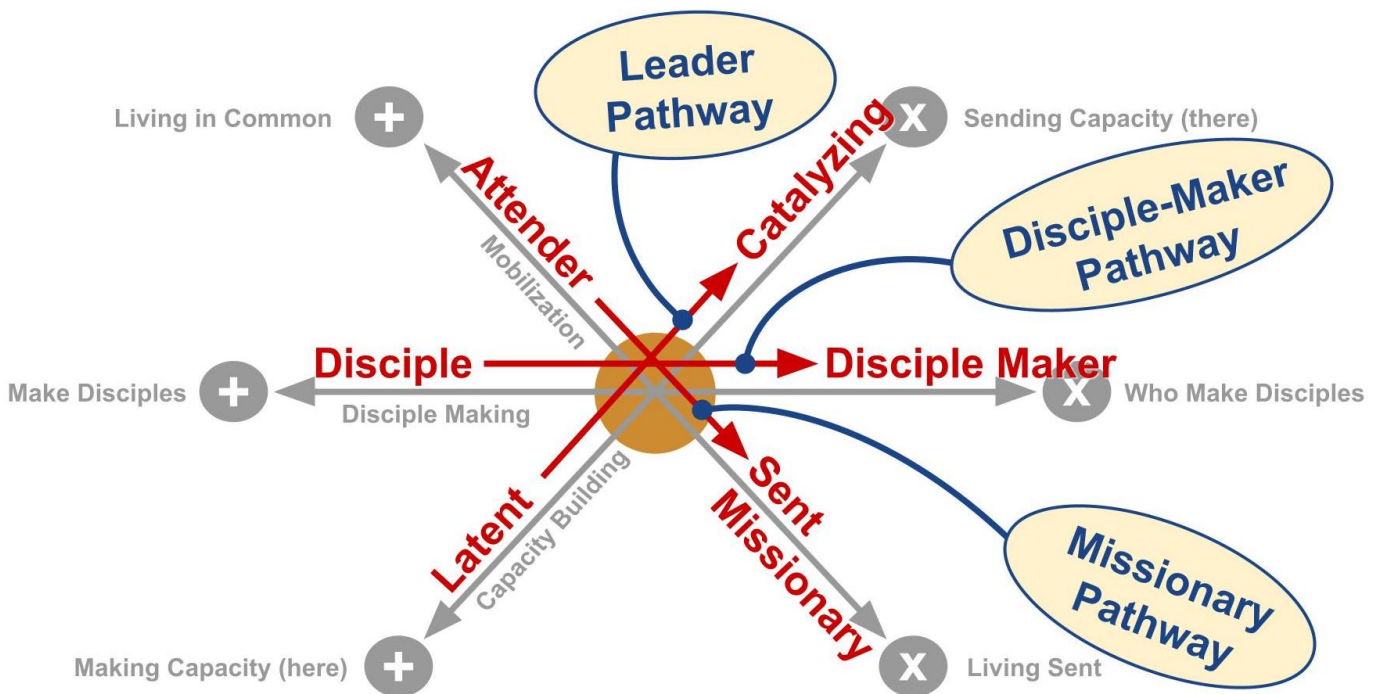
3 Dimensions of Multiplication... Hijacked



 multipliers.org/mp/3D (training on 3Dimensions of Multiplication)



3 Dimensions, Pathways, and Roles



Homework Presentations

Review: The Disciple-Maker Pathway

Stage	Identity	Focus	Key Behaviors
Pre-Disciple	Spiritually Curious	Exploration	Curious, relational bridges, ask questions
New Disciple	Follower of Jesus	Foundation	Obeys, belongs, learns rhythms
Growing Disciple	Maturing Believer	Formation	Serves, practices habits, joins groups
Reproducing Disciple Maker	Missionary Disciple	Reproduction	Shares gospel, discipled others, lives sent
Catalytic Disciple Maker	Movement Catalyst	Multiplication	Coaches others, multiplies groups/churches

Review: The Missionary Pathway

Stage	Identity	Focus	Key Behaviors
Attender	Spectator	Self	Consumes, observes, passive
Member	Participant	Belonging	Attends, supports, identifies
Volunteer	Helper	Church Activity	Serves in programs, loyal to roles
Everyday Missionary	Ambassador	Harvest Field	Lives sent, shares, relationally intentional
Sent Missionary	Mobilizer	Saturation	Catalyzes new faith-motivated initiatives and churches, leads others

Review: The Leader Pathway

Stage	Identity	Focus	Key Behaviors
Latent	Follower	Spectating	Observing and receiving
Stuck	Frustrated Member	Surviving	Waiting and discerning
Activated	Leader (Champion)	Serving	Leads groups, teams, and programs
Reproducing	Heromaker	Investing	Identifying, equipping, and mobilizing other leaders
Catalyzing	Sage	Multipling	Generational Reproduction

Homework Presentations

Group Breakout: Micro Pathways Presentation (20 min)

In your groups of three churches, take 5-minute turns sharing your church's *Micro Pathways Worksheet* (homework from Gathering 2).

Large Group: Micro Pathway Debrief (5 min)

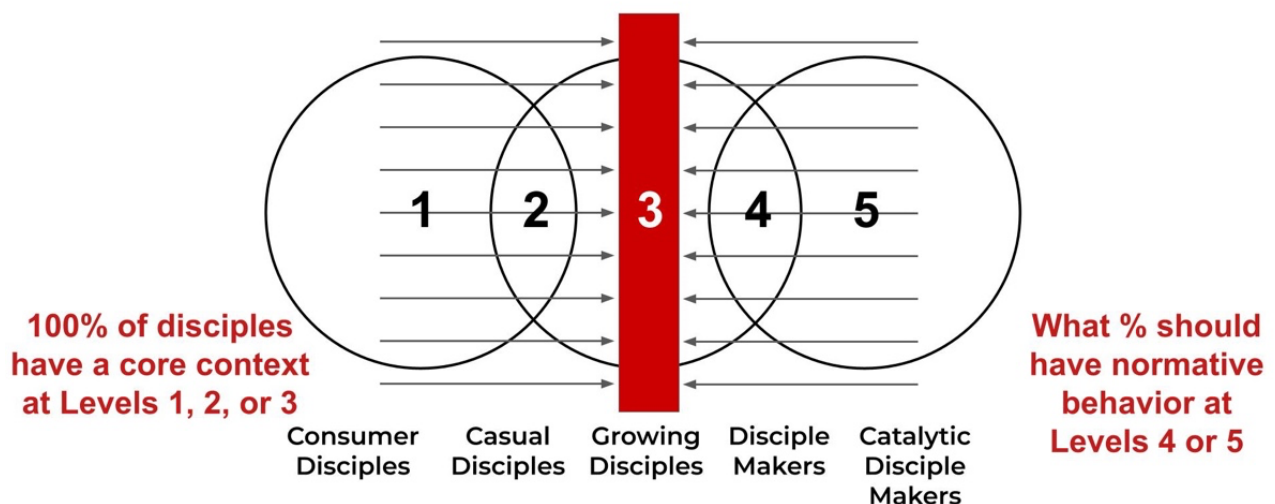
What is your biggest 'aha' from the Micro Pathways homework?

What is your biggest tension with the three Micro Pathways?

SESSION 3: INTEGRATING THE 3 DIMENSIONS

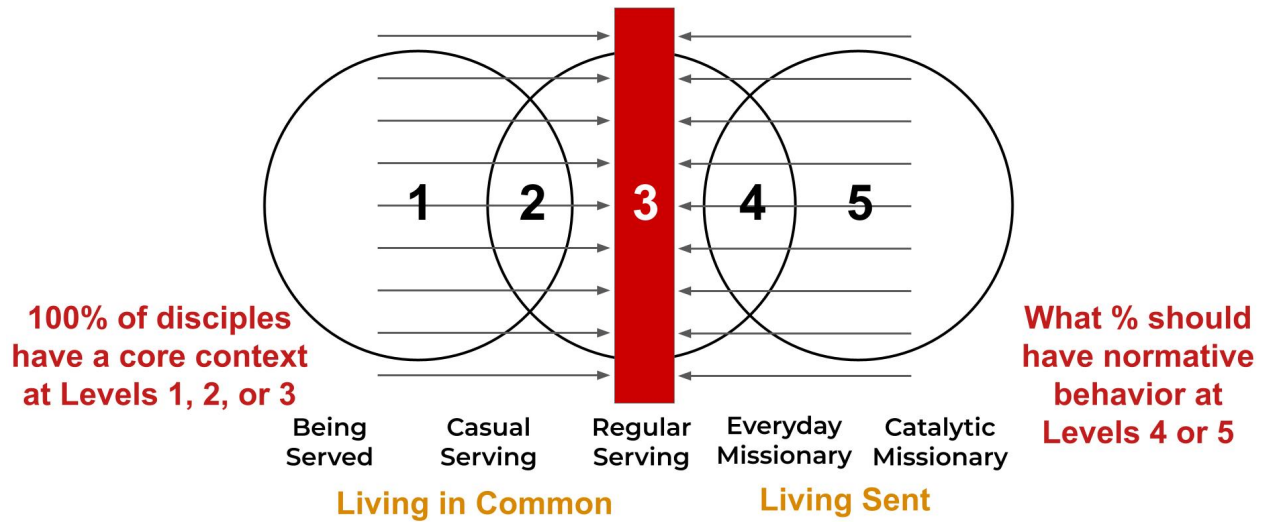
Applying the Level 3 Magnet

Disciple-Maker

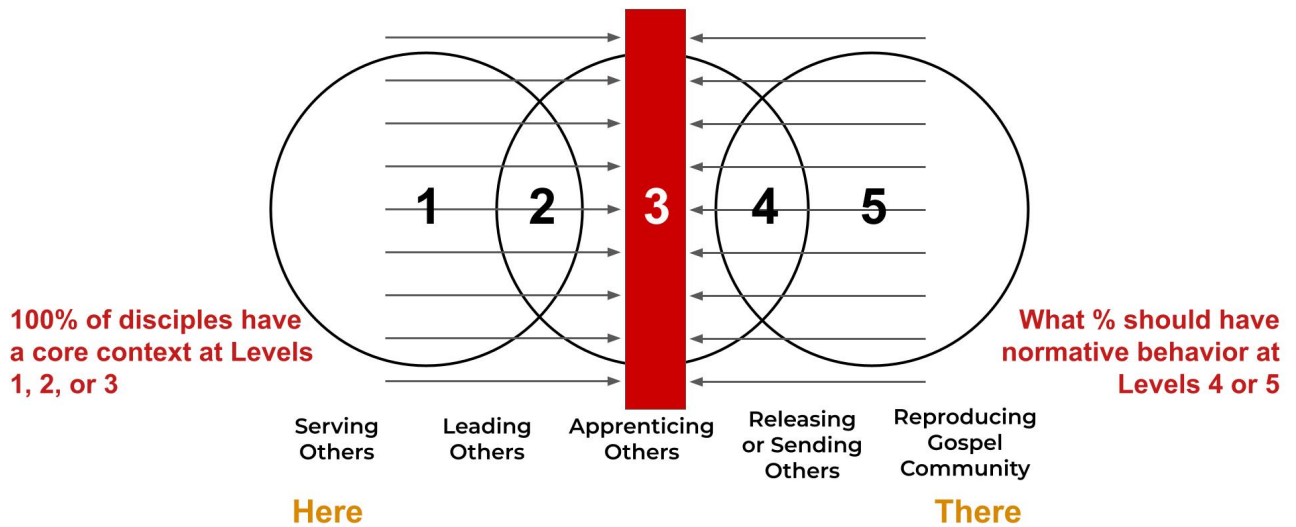


Applying the Level 3 Magnet

Missionary



Leader



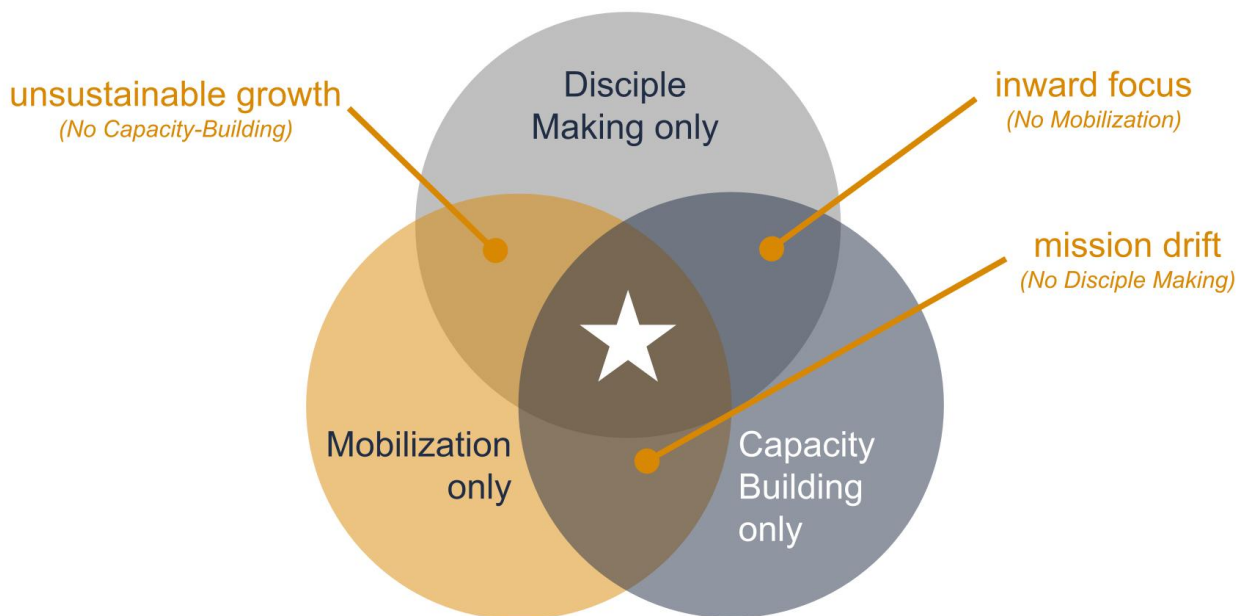
3D Integration

3 Integrated Micro Pathways



A missionary disciple-maker

- Disciple-Maker Pathway
- Missionary Pathway
- Leader Pathway



3D Integration

Large Group: 3D Integration Debrief (10 min)

1. Which of these warning zones shows up in our church/ministry right now?
 - Unsustainable growth (*No capacity-building*)
 - Inward focus (*No mobilization*)
 - Mission drift (*No disciple-making*)
2. What has contributed to this imbalance?
3. If you fully integrated all three dimensions, what would change?

SESSION 3: THE MOBILIZATION FLYWHEEL

Gospel Saturation Vision Scope

Identity

3 Micro Pathways

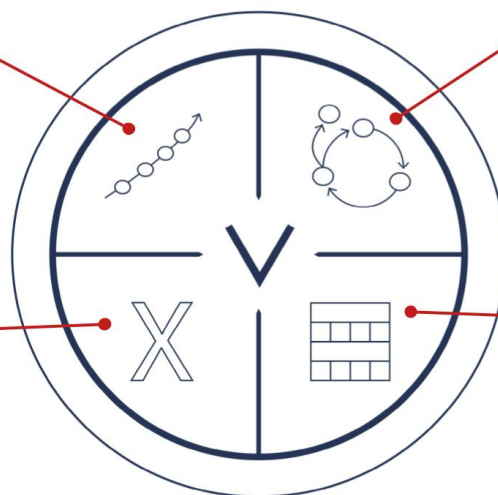
(line up with 3 dimensions of multiplication)

1. Disciple-Maker
2. Missionary
3. Leader

Impact

Scorecard

Measuring success and moving from good intentions to desired results and impact



Integration

Mobilization Flywheel

(integrates 3 micro pathways into a single flywheel)

The integrated macro pathway for equipping and mobilizing disciple-making missionaries

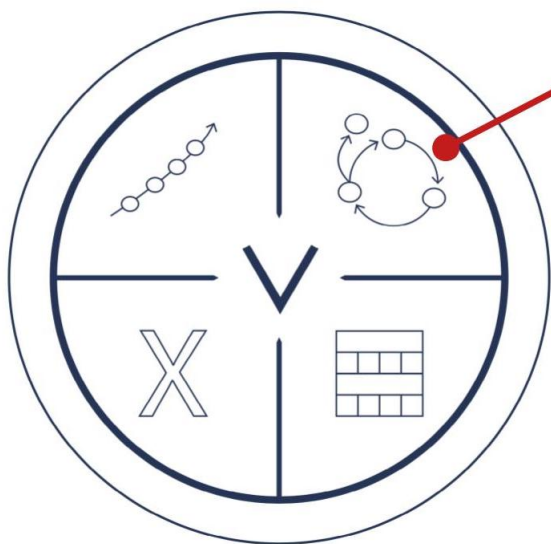
Intentionality

Strategic Planning

Using the 1414 planning tool for designing and implementing increased sending capacity

The Mobilization Flywheel

Integration



Mobilization Flywheel

(integrates 3 micro pathways into a single flywheel seeding church plants)

The integrated pathway for equipping and mobilizing disciple-making missionaries

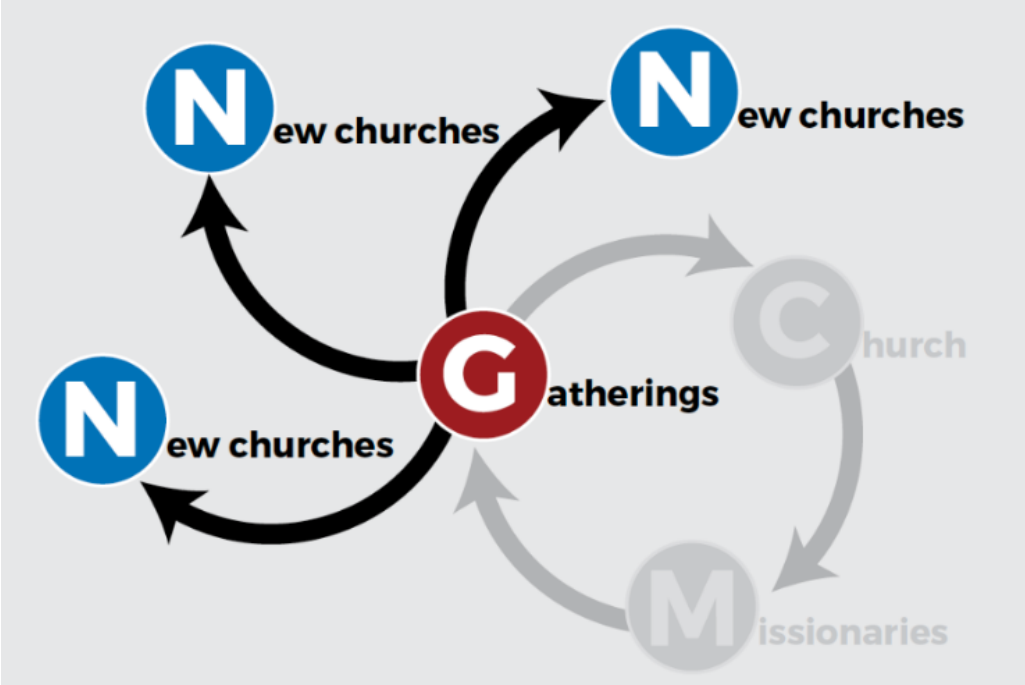
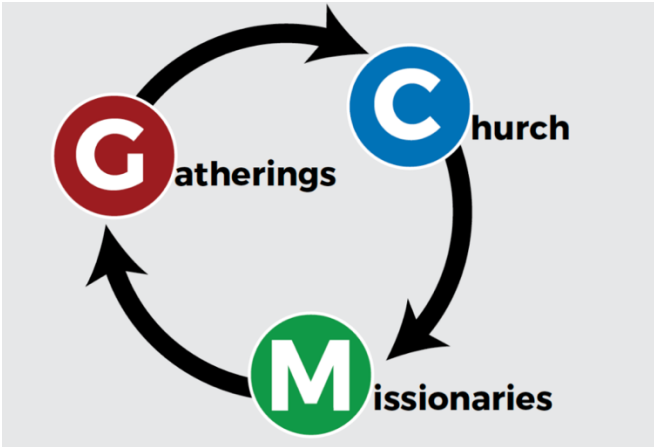
The Mobilization Flywheel

The Principle of the Flywheel

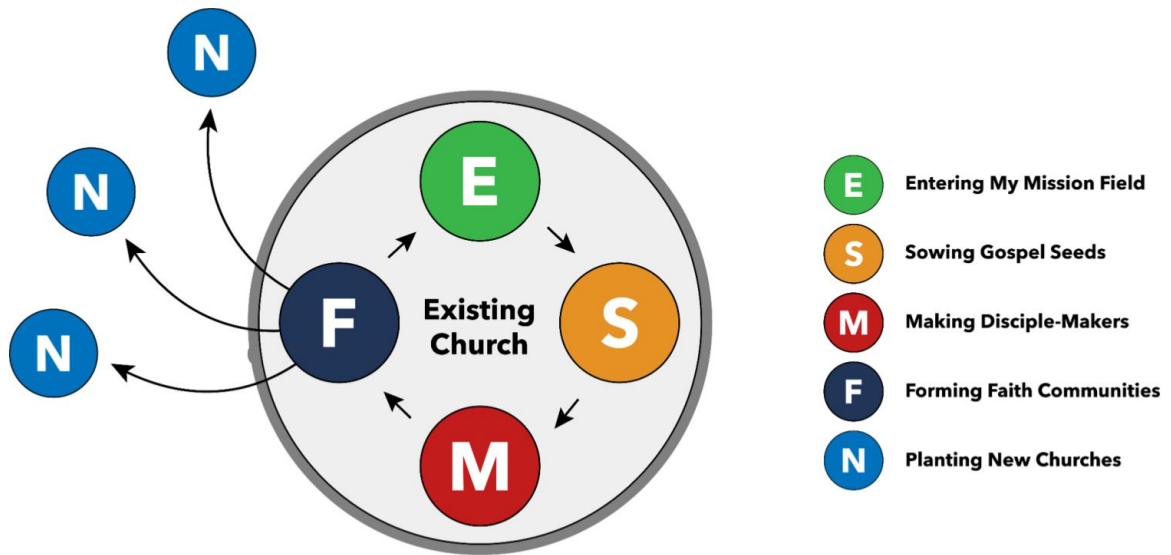
The Flywheel is difficult to turn at first, requiring extra focus and energy. It must turn against the position of rest, the status quo, inertia. The Flywheel turns slowly at first but begins to acquire increased momentum with each revolution until it is not only easily turning, but actually increasing the momentum.

The Mobilization Flywheel

from the book, *The Mobilization Flywheel*



The Mobilization Flywheel



<p>Entering My Mission Field</p> <ul style="list-style-type: none"> • Embrace my role as an everyday missionary • Understand General and Special Calling • Discover My Unique Special Calling • Re-envision My Mission Field (BE-DO-GO Sweet spot Framework) 	<p>Sowing Gospel Seeds</p> <ul style="list-style-type: none"> • Prayer Walking • Strategic Engagement With "Place" • Intentionality in Relationship Building • Being a Person of Peace, Finding Persons of Peace
<p>Making Disciple-Makers</p> <ul style="list-style-type: none"> • Simple Enough to Reproduce • Gospel is Our Curriculum • Holy Spirit is Our Teacher • Following Jesus is Our Objective • Relationships Are Our Vehicle 	<p>Forming Faith-Driven Community</p> <ul style="list-style-type: none"> • New Faith-Driven Groups, Causes, or Organizations within My Mission Field • Relational Community Amidst Disciple-Making • Contributes to Gospel Saturation • Some Catalyze New Churches

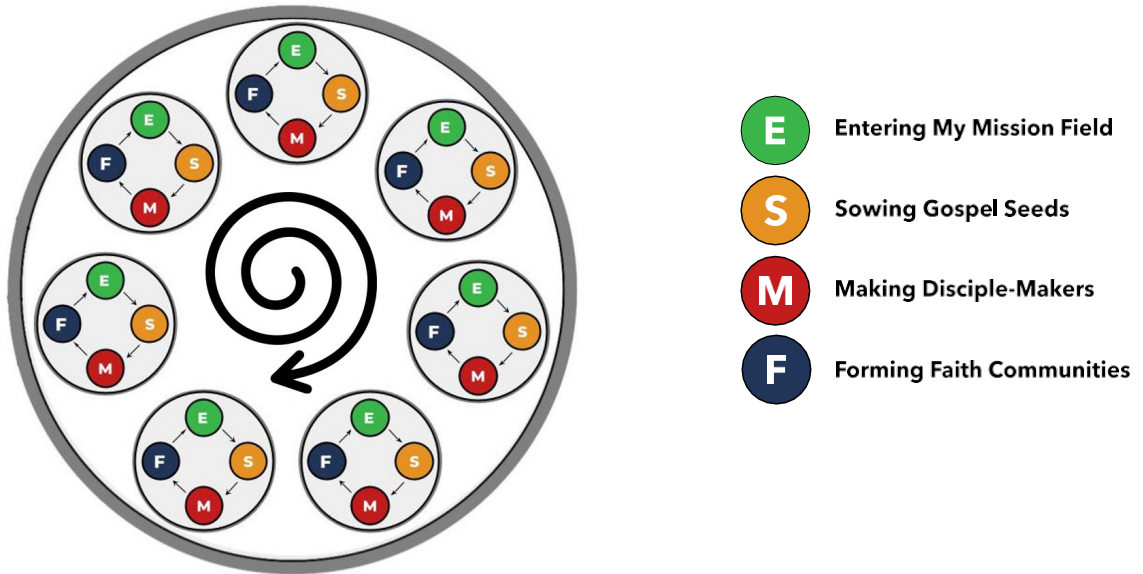


multipliers.org/mp/flywheel (training on the Mobilization Flywheel)

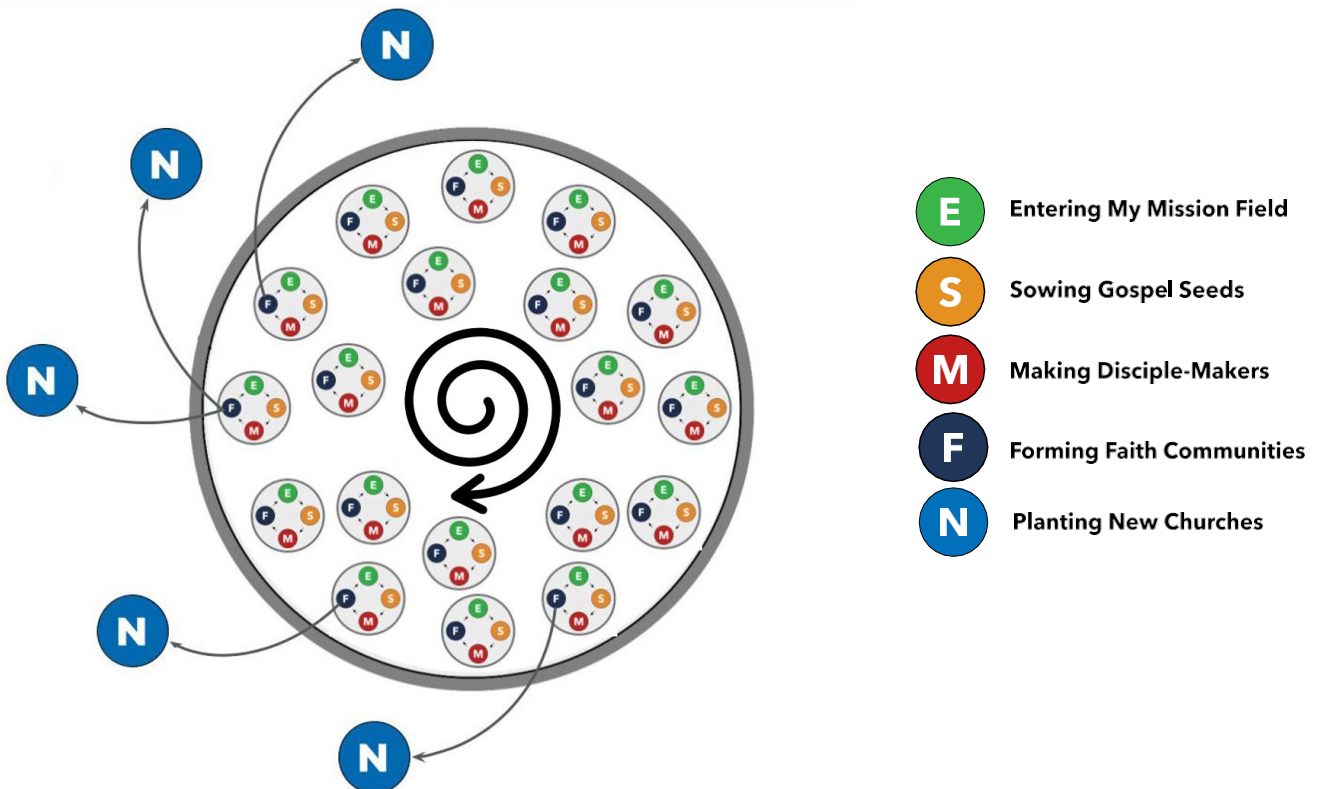


The Mobilization Flywheel

MACRO Context – Multiplication of mobilization in the church



New churches are formed



The Mobilization Flywheel

Team Breakout: Level 3 Flywheel Exercise (15 min)



We can do it, you can help!

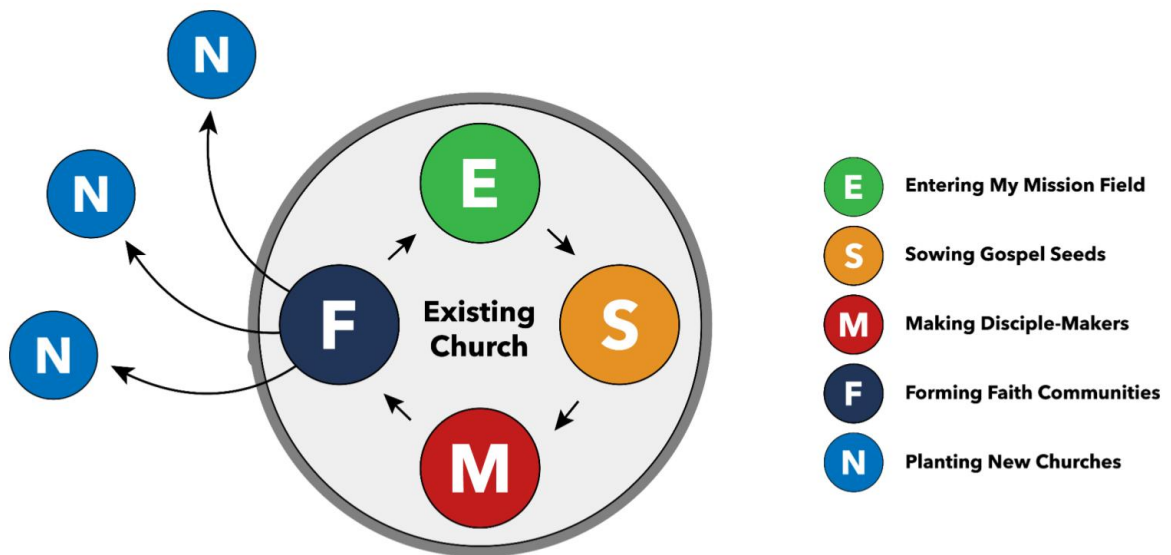
Review this prototypical Level 3 Flywheel and answer:

- Where does this Flywheel lead?
- How similar is this to your church's functional flywheel/strategy?
- How does this reinforce a Level 3 operating system?
- In what ways does it lead to Gospel Saturation?

The Mobilization Flywheel

Team Breakout: Flywheel Adaptation Exercise (10 min)

Discuss the key steps of a flywheel that would be effective at mobilizing 'missionary disciple-makers' who form new expressions of faith that could potentially become new churches.



Mark up this sample Mobilization Flywheel with:

- What you would keep
- What you would drop
- What you would add
- What you would change

The Mobilization Flywheel

Group Breakout: Flywheel Adaptations (15 min)

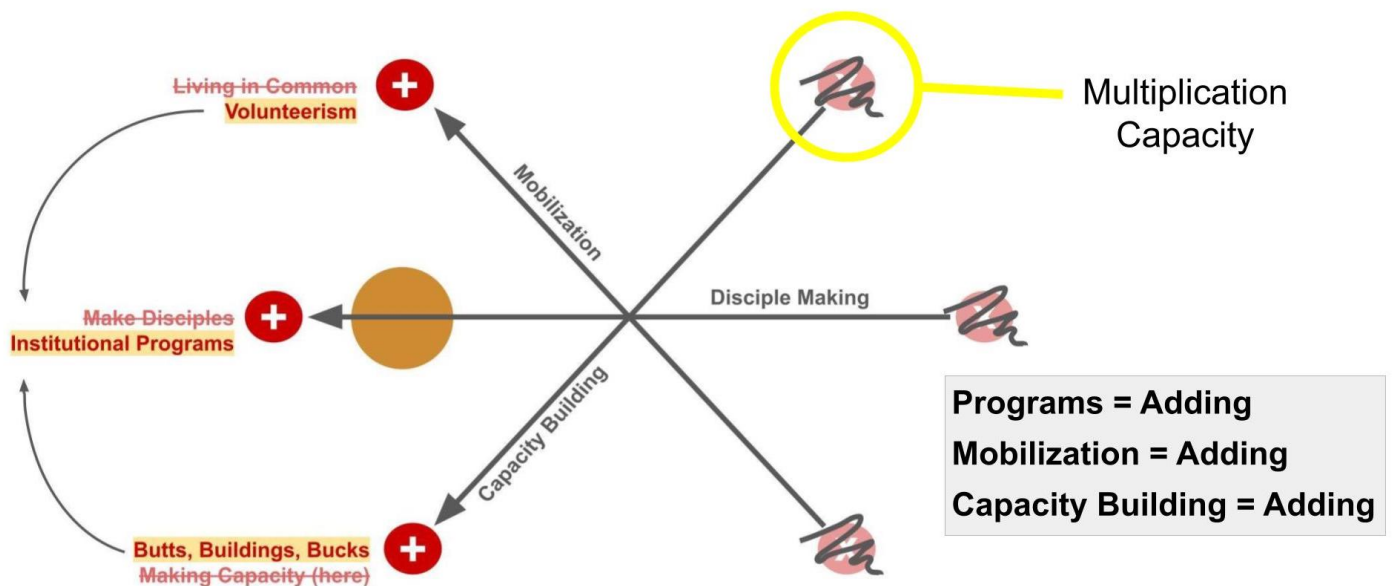
In your groups of three churches, present your marked up Sample Mobilization Flywheel and explain why you'd make those changes.

Large Group: Mobilization Flywheel Debrief (10 min)

Popcorn share: What are you challenged with as you consider crafting your church's custom Mobilization Flywheel?

SESSION 5: 30 BEHAVIORS OF REPRODUCING CHURCHES

3 Dimensions Hijacked



How we add makes all the difference!

Behaviors of Reproducing Churches

Research Reveals what Reproducing Churches Do



multipliers.org/mp/behaviors (list of 30 reproducing behaviors)



Priority

1. We embrace and value planting autonomous churches with at least the same importance and urgency as we do local church growth.

Finances

2. We invest at least 10% of the first fruits of our budget into planting autonomous churches each year.

Generosity

3. We invest at least 10% of the first fruits of any capital fundraising campaigns into planting autonomous churches.

Direct Involvement

4. We are actively involved beyond just giving financially. We seek to be directly involved in things like recruiting, assessing, training, and coaching church planters, providing support services, connecting and affiliating with other churches who are committed to church multiplication, staying connected with the latest trends and approaches, etc.

Strategy/Plan

5. We have a specific strategy and plan for increasing our church planting activity. We hold ourselves accountable to the plan.

Leadership Alignment

6. Our Elders and staff are enthusiastically united, aligned, and committed to our church planting vision and strategy.

Behaviors of Reproducing Churches

Staff Hiring/Sending

7. We often hire staff through the lens of their potential to plant churches. We encourage staff to be part of church planting teams.

Residency/Internship

8. We have a church planting intern/resident program for training and preparing leaders to plant autonomous churches.

Residency/Internship

9. We seek to continuously have church planting interns/residents in training who are being equipped and sent to launch new autonomous churches.

Value Alignment

10. Our values align with the priority of church planting and enhance our involvement and impact.

Scorecard

11. We include planting autonomous churches on our primary performance scorecard with at least the same priority as attendance, giving, and spiritual conversions (e.g., baptisms).

Collective Attendance

12. We value and celebrate the collective attendance of all our church plants with at least the same energy that we prioritize our own attendance growth. We define momentum through this broader collective rather than our own growth.

ICNU ("I see in you")

13. We see each member as a potential church planter (or church planting team member) and seek to encourage specific people to get involved in planting autonomous churches.

Plants vs. Campuses

14. We are more aggressive in planting autonomous churches than we are in starting new campuses and multi-sites.

Behaviors of Reproducing Churches

Sending Culture

15. We seek to be as aggressive in sending leaders to start new churches as we are in accumulating our own staff members locally. We encourage our best leaders to go and be part of autonomous church plants.

Sending Culture

16. We encourage and give permission for our church planters to recruit and take as many of our members as they can to be part of their church plant.

Financial Priority

17. We prioritize funding of planting new autonomous churches above taking on our own mortgage debt.

Spontaneous Reproduction

18. We implement simple reproduction strategies with a strong sending culture that is characterized by spontaneous multiplication from within the church (i.e. lay leaders mobilized into church planting without reliance on church staff or programs).

Family of Churches

19. We participate with other churches in a church planting network or affiliation (or denominational initiative) that is pursuing increased multiplication.

Special Giving

20. We publicly and regularly encourage our members to give sacrificially above and beyond their tithe to the local church to support specific church plants.

Affirmed in Our Bylaws

21. Our Bylaws (or equivalent governance documents) mandate that church planting will be a core dimension of the vision, mission, and strategy of our church. Our commitment to church planting will transcend the succession of lead pastors.

Website Visibility

22. Our web site prominently features our church planting priority and activity. The average visitor to our site knows we place a high priority on church planting.

Behaviors of Reproducing Churches

Main Stage Celebration

23. We regularly and visibly celebrate and tell stories of our church planters and their church plants from the main stage and other prominent communication channels. We also visibly and regularly cast vision for our members to go and be part of teams that are planting autonomous churches. Our members know church planting is a priority for us.

Generational Disciple-Making

24. We see disciple making as the core mission and growth engine of the church and are pursuing a strong culture of disciple-making that penetrates all ministries of the church. Our decision-making is through the primary lens of generational disciple making with the dream of seeing “disciples who make disciples, who plant churches that plant churches.” We have a simple, ninth-grade level disciple making pathway that our staff and elders are modeling for the rest of the church.

Generational Disciple-Making

25. We are taking ownership for our role in Gospel Saturation within our geographical sphere of influence. We’ve embraced a vision for a culture of mobilization that seeks to mobilize everyday missionaries into the unique mission fields where they work, live, study, and play. We understand the effectiveness of generational church planting is built on the foundation of a strong culture of disciple-making and culture of mobilization.

Generational Planting DNA

26. We are committed to generational church planting characterized by churches that plant churches that plant churches as the only viable pathway to multiplication. We are committed to embedding the DNA of reproduction into our church plants.

Plants Immediately Plant

27. We seek to plant churches that immediately engage in planting churches, including tithing the first fruits of their finances to church planting and developing a church planting resident/apprentice who will plant within three years of a new church’s launch. We help our church plants to overcome the “someday when” syndrome, characterized by scarcity and the bias to, “We will plant our first church when [fill in the blank]!” Unfortunately, that “someday” never comes for over 75% of church plants.

Behaviors of Reproducing Churches

Prayer and Fasting

28. We regularly and consistently pray and fast as a church for our church planters, church plants, and future impact. We have a dedicated prayer team who prays daily for our church planting ministry.

Continuous Improvement

29. We actively measure the stewardship and effectiveness of our church planting efforts, including having a lessons-learned and feedback process to inform our future plants.

Leadership

30. We have a team leader for church planting who networks with other planting leaders, recruits leaders and churches to collaborate, seeks to understand models, best practices, cultural trends, and planting opportunities, and feels ownership for implementing the church's planting strategy.

What other reproducing behaviors can you think of?

Behaviors of Reproducing Churches Worksheet

Behavior	Currently Doing	Could Start Right Away	Could Work Toward
1. We embrace and value planting autonomous churches with at least the same importance and urgency as we do local church growth.			
2. We invest at least 10% of the first fruits of our budget into planting autonomous churches each year.			
3. We invest at least 10% of the first fruits of any capital fundraising campaigns into planting autonomous churches.			
4. We are actively involved beyond just giving financially. We seek to be directly involved in things like recruiting, assessing, training, and coaching church planters, providing support services, connecting and affiliating with other churches who are committed to church multiplication, staying connected with the latest trends and approaches, etc.			
5. We have a specific strategy and plan for increasing our church planting activity. We hold ourselves accountable to the plan.			
6. Our Elders and staff are enthusiastically united, aligned, and committed to our church planting vision and strategy.			
7. We often hire staff through the lens of their potential to plant churches. We encourage staff to be part of church planting teams.			
8. We have a church planting intern/resident program for training and preparing leaders to plant autonomous churches.			
9. We seek to continuously have church planting interns/residents in training who are being equipped and sent to launch new autonomous churches.			
10. Our values align with the priority of church planting and enhance our involvement and impact.			
11. We include planting autonomous churches on our primary performance scorecard with at least the same priority as attendance, giving, and spiritual conversions (e.g., baptisms).			
12. We value and celebrate the collective attendance of all our church plants with at least the same energy that we prioritize our own attendance growth. We define momentum through this broader collective rather than our own growth.			

Behavior	Currently Doing	Could Start Right Away	Could Work Toward
13. We see each member as a potential church planter (or church planting team member) and seek to encourage specific people to get involved in planting autonomous churches.			
14. We are more aggressive in planting autonomous churches than we are in starting new campuses and multi-sites.			
15. We seek to be as aggressive in sending leaders to start new churches as we are in accumulating our own staff members locally. We encourage our best leaders to go and be part of autonomous church plants.			
16. We encourage and give permission for our church planters to recruit and take as many of our members as they can to be part of their church plant.			
17. We prioritize funding of planting new autonomous churches above taking on our own mortgage debt.			
18. We implement simple reproduction strategies with a strong sending culture that is characterized by spontaneous multiplication from within the church (i.e. lay leaders mobilized into church planting without reliance on church staff or programs).			
19. We participate with other churches in a church planting network or affiliation (or denominational initiative) that is pursuing increased multiplication.			
20. We publicly and regularly encourage our members to give sacrificially above and beyond their tithe to the local church to support specific church plants.			
21. Our Bylaws (or equivalent governance documents) mandate that church planting will be a core dimension of the vision, mission, and strategy of our church. Our commitment to church planting will transcend the succession of lead pastors.			
22. Our web site prominently features our church planting priority and activity. The average visitor to our site knows we place a high priority on church planting.			
23. We regularly and visibly celebrate and tell stories of our church planters and their church plants from the main stage and other prominent communication channels. We also visibly and regularly cast vision for our members to go and be part of teams that are planting autonomous churches. Our members know church planting is a priority for			

Behavior	Currently Doing	Could Start Right Away	Could Work Toward
<p>24. We see disciple making as the core mission and growth engine of the church and are pursuing a strong culture of disciple-making that penetrates all ministries of the church. Our decision-making is through the primary lens of generational disciple making with the dream of seeing "disciples who make disciples, who plant churches that plant churches." We have a simple, ninth-grade level disciple making pathway that our staff and elders are modeling for the rest of the church.</p>			
<p>25. We are taking ownership for our role in Gospel Saturation within our geographical sphere of influence. We've embraced a vision for a culture of mobilization that seeks to mobilize everyday missionaries into the unique mission fields where they work, live, study, and play. We understand the effectiveness of generational church planting is built on the foundation of a strong culture of disciple-making and culture of mobilization.</p>			
<p>26. We are committed to generational church planting characterized by churches that plant churches that plant churches as the only viable pathway to multiplication. We are committed to embedding the DNA of reproduction into our church plants.</p>			
<p>27. We seek to plant churches that immediately engage in planting churches, including tithing the first fruits of their finances to church planting and developing a church planting resident/apprentice who will plant within three years of a new church's launch. We help our church plants to overcome the "someday when" syndrome, characterized by scarcity and the bias to, "We will plant our first church when [fill in the blank]!" Unfortunately, that "someday" never comes for over 75% of church plants.</p>			
<p>28. We regularly and consistently pray and fast as a church for our church planters, church plants, and future impact. We have a dedicated prayer team who prays daily for our church planting ministry.</p>			
<p>29. We actively measure the stewardship and effectiveness of our church planting efforts, including having a lessons-learned and feedback process to inform our future plants.</p>			
<p>30. We have a team leader for church planting who networks with other planting leaders, recruits leaders and churches to collaborate, seeks to understand models, best practices, cultural trends, and planting opportunities, and feels ownership for implementing the church's planting strategy.</p>			

Behaviors of Reproducing Churches

Team Breakout: Behaviors of a Reproducing Church Exercise (30 min)

As a team, work through the “Behaviors of a Reproducing Church” worksheet above. For each behavior (row), mark each as a:

- 4. behavior you are currently doing and could continue, or
- 5. behavior you are not doing, but could:
 - a. start doing right away, or
 - b. work toward doing in the future.



multipliers.org/mp/behaviors-worksheet



Sample Behaviors of a Reproducing Church Worksheet

Behavior	Currently Doing	Could Start Right Away	Could Work Toward
11. We embrace and value planting autonomous churches with at least the same importance and urgency as we do local church growth.	X		
12. We invest at least 10% of the first fruits of our budget into planting autonomous churches each year.			X
13. We invest at least 10% of the first fruits of any capital fundraising campaigns into planting autonomous churches.		X	

Behaviors of Reproducing Churches

Large Group: Behaviors Debrief (10 min)

Share one idea from the list below with the entire group:

1. What is one thing you are already doing?
2. What is one thing you can start doing immediately?
3. What is one thing you can start working toward that will have the greatest impact for church planting?

SESSION 6: CLOSING AND HOMEWORK

Closing Thoughts

Identity

3 Micro Pathways

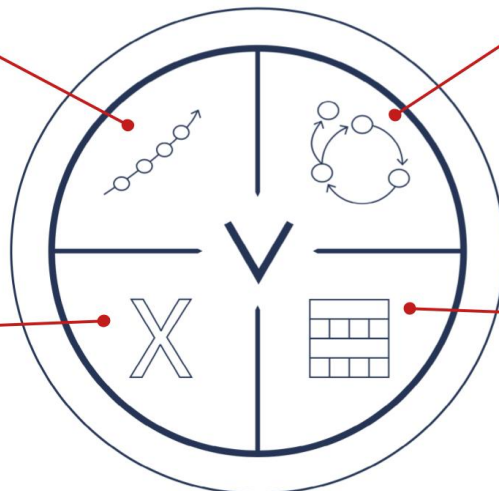
(line up with 3 dimensions of multiplication)

1. Disciple-Maker
2. Missionary
3. Leader

Impact

Scorecard

Measuring success and moving from good intentions to desired results and impact



Integration

Mobilization Flywheel

(integrates 3 micro pathways into a single flywheel)

The integrated macro pathway for equipping and mobilizing disciple-making missionaries

Intentionality

Strategic Planning

Using the 1414 planning tool for designing and implementing increased sending capacity

Homework



What to Accomplish Before the Next Gathering

1. Finalize/agree on your church's *Viable Pathway* and be ready to explain why
2. Based on your finalized *Viable Pathway*:
 - a) Create **next draft** of your *Gospel Saturation Vision*



multipliers.org/mp/beyond-the-horizon



- b) Create a **first draft** of your Mobilization Flywheel and be ready to present it



multipliers.org/mp/custom-flywheel



- c) Finalize the *30 Behaviors Worksheet*, discuss your future priority for church planting, and identify your church planting pathway



multipliers.org/mp/behaviors-worksheet



3. Watch *Overview of the 1.4./1.4. Strategic Planning Process* **[Required]**:



multipliers.org/mp/1414



4. Continue filling in your *Custom Multiplication Strategy Template*:
 - Fill in completed work as you go
 - This will be the basis of your final presentation at Gathering 6
5. Complete all previous homework and bring to Bourbonnais

6. Book your travel plans

Start Time: 1 pm CST on Tuesday, January 13th. Please check in by 12:30 CST so you can grab a snack/water, meet people, and get settled in. We will start promptly at 1 pm in the auditorium.

End Time: 5 pm CST on Wednesday, January 14th. We have programming scheduled right up until 5 pm. Please avoid the temptation to slide out early.

Location: Adventure Christian Church
70 Ken Hayes Blvd
Bourbonnais, IL 60914



Multipliers Pathway Resources

For additional resources, simply scan the QR code, or visit:
MULTIPLIERS.ORG/MP/RESOURCES