

# Gathering 5 - Culture Alignment

FEBRUARY 24, 2026

9:00 - 12:00PM CST VIA ZOOM



# Agenda At-a-Glance

---

**9:00 - 12:00 pm Central**

**Session 1:** Welcome and Review

**Session 2:** Homework Presentations

**Session 3:** Attune Your Leaders

**Session 4:** Articulate Your Multiplication Scorecard

**Session 5:** Closing 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

- Assess & attune your values to support multiplication
- Understand how definitions affect cultural alignment
- Develop a simple multiplication scorecard
- Develop specific plans to build out your four Foreground Action Initiatives in detail



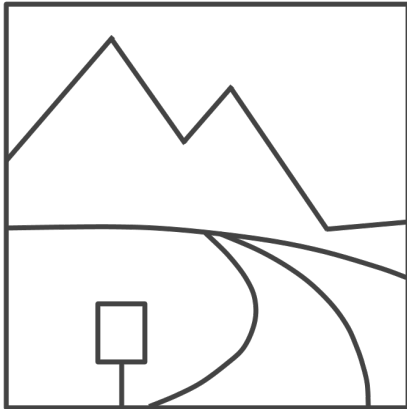
Multipliers Pathway Resources

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

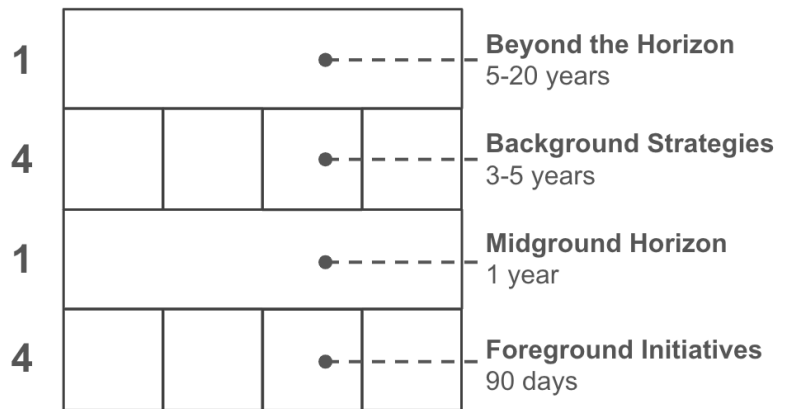
**MULTIPLIERS.ORG/MP/RESOURCES**

# Review

## Overview of the 1414 Tool



The mountain picture contains our time horizons as we consider where “God is taking us”.



The Horizon Storyline is the most complete picture providing the right amount of vision content at the right amount of time in the culture for the entire leadership team.

## SESSION 2: HOMEWORK PRESENTATIONS

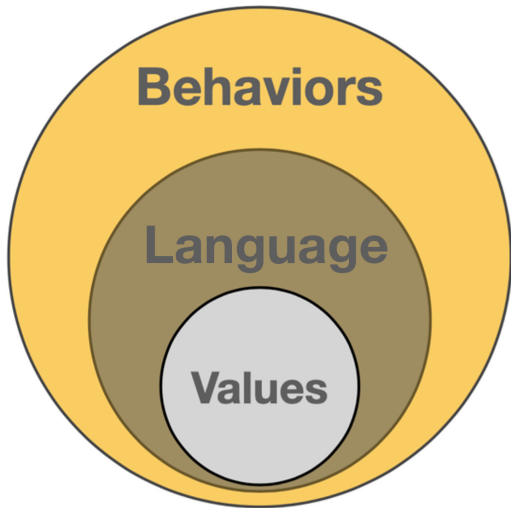
### Homework Presentations

---

#### Values Assessment Presentations (20 min)

In your groups of three churches, take 5-minute turns sharing your church's *Values Assessment Worksheet* (homework from Gathering 4).

# The Culture Alignment Model



**BEHAVIORS**

- What we do
- How we live out the values

**LANGUAGE**

- How we talk about it
- Consistency of words
- Story telling

**VALUES**

- What is important to us
- Spoken and unspoken
- More caught than taught

**STRONG CULTURES HAVE:**

1. CONGRUENCY
2. INTENTIONALITY



[multipliers.org/mp/culture](https://multipliers.org/mp/culture) (training on Culture Alignment Model)



## Defining Values

---

- Values are **beliefs** and **convictions** that motivate people one way or the other
- Values are an articulation of our core **convictions**
- Values are not *what* we do, but they shape *how* we do **everything** we do
- Shared values are essential to **shaping** and **forming** our organizational culture
- Actual **behaviors** demonstrate what we value
- What we **measure** is an indication of what we value most
- We should limit our values to **4 to 6**

# Refining Values

Step 1 - **Adding** a missing value or **renaming** an existing value.

Step 2 - **Defining** your value by developing a **"Because"** statement for each value.

Step 3 - **Develop** two or three **"Demonstrated by..."** statements for each value.

Step 4 - **Anchoring** your value in **Scripture** reference.

## A Sample Multiplication Value

### Name It & Define It

Kingdom Collaboration – Because it is impossible to saturate our city with the gospel without working together.

### Demonstrated by:

1. Our commitment to champion city-wide prayer
2. Our commitment to participate in city-wide events designed to reach our city
3. Our commitment to work across denominational and network lines in our city

### Anchor It

"...that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me..." (John 17:21, NIV)

## Refining Values

---

### Team Breakout: Values Buildout (20 min)

**Part 1:** Based on the values you decided to keep, drop, or refine, compile your list of Multiplication Values. Add any you may need to ensure that multiplication is reflected in your values.

**Part 2:** Refine each value by giving it a:

- Definition
- "Demonstrated By" list
- Anchor scripture

## Why are definitions so important?

---

- Language creates worlds
- Language brings clarity
- Clarity isn't everything, but it changes everything

If you asked 100 people in your church to define "disciple", how many definitions would you get back?



[multipliers.org/mp/definitions](https://multipliers.org/mp/definitions) (session training video)



### Large Group: Disciple-Making Language Reflections (5 mins)

What definitions do you need to clarify/add to create a disciple-making culture in your church?

# Scorecard Frameworks

Category	Prevailing Scorecard Focus	Multiplication Scorecard Focus
What We Do	Attendance, giving, programs, decisions, buildings, staffing, social media	Disciple-making practices (sowing the gospel, micro-groups, prayer)
Who We're Becoming	Sunday Attender, weekend volunteer, percentage giver, and regular group member	The qualities and characteristics of a reproducing disciple and disciple-maker
Where We Are Advancing	Growing Attendance, expanding programs, and additional campuses	Where the gospel is taking root - places reached, people engaged, and generations multiplied

## Scorecard Frameworks

### The Typical 'Addition' Scorecard

Category	What We Measure	Why We Measure It	What It Reveals	Teaching point
Attendance	Weekend worship and attendance numbers	To track growth and engagement	Shows how many are coming to us	Attendance measures crowds, not disciples
Giving	Offerings and tithes	To assess financial health	Indicates donor participation	Giving is important, but it doesn't prove transformation
Facilities	Building size, utilization	To measure capacity	Reflects our footprint and reach	Buildings are tools, not the mission
Programs	Event and ministry participation	To gauge involvement	Reveals activity levels	Activity ≠ obedience; programs can replace relationships
Staffing	Paid staff and volunteers	To manage operations	Shows organizational sustainability	We staff for ministry, but rarely for multiplication

### Summary

The addition scorecard measures inputs and activity. It asks, 'How many are we gathering?' but fails to ask, 'How many are we sending?'

### Large Group: Addition Scorecard Reflections (5 min)

1. Which of these metrics dominates our current scorecard?
2. What do these numbers really tell us about our disciple-making effectiveness?
3. How might these metrics unintentionally work against multiplication?
4. What stories lie behind these numbers?

## Scorecard Frameworks

### The 'Multiplication' Scorecard

Category	What We Measure	Why We Measure It	What It Reveals	Teaching point
Disciple Makers	People actively discipling others	To track obedience to the Great Commission	Reveals who is living as a missionary	Every believer is called to multiply, not just the pastor
Micro-Groups	Simple 2-4 person discipling groups	To measure relational environments of transformation	Shows where disciple making is happening	Micro-groups are the engine of movement
Generations	2 <sup>nd</sup> , 3 <sup>rd</sup> , and 4 <sup>th</sup> generation disciples	To gauge reproduction and legacy	Measures multiplication depths	True success is generational- spiritual grandchildren
Micro-Churches	New simple churches forming	To track missional expansion	Reveals movement beyond walls	The church is a family mission, not a Sunday event
Leaders Developed	New disciple makers and trainers	To sustain and multiply movement	Shows leadership reproduction	Leaders emerge from disciple making, not classrooms
Prayer Movements	Consistent rhythms of extraordinary prayer	To measure dependence on God	Reveals spiritual vitality	Movements are birthed and sustained in prayer

### Summary

The multiplication scorecard measures output and impact. It asks, 'How many are we sending?' and 'How far is the gospel multiplying through us?'

## Scorecard Frameworks

---

### Large Group: Multiplication Scorecard Reflections (5 min)

1. Which of these metrics dominates our current scorecard?
2. What do these numbers really tell us about our disciple-making effectiveness?
3. How might these metrics unintentionally work against multiplication?
4. What stories lie behind these numbers?

### Team Breakout: Draft a Multiplication Scorecard (20 min)

Using the Multiplication Scorecard Worksheet on the next page, draft a new scorecard that reflects your multiplication plan.

Also consider:

- What will you communicate to help produce a culture of multiplication?
- How will you communicate this scorecard to help produce a culture of multiplication?

# Scorecard Frameworks

## Multiplication Scorecard Worksheet

Category	What We Measure	Why We Measure It	What It Reveals	Teaching point

# Homework

---

1. Complete your final Multiplication Strategy and prepare to present it in 10 minutes or less:
  - a. Use a presentation template that follows the outline of the Strategy Template
  - b. Integrate work already done
  - c. Finalize and pull in the Multiplication Scorecard from today's Gathering
  - d. Present it March 24 (virtual Gathering 6)

Your Multiplication Strategy and slide deck become the core content for creating a final, polished presentation to key church leaders

2. Upload your draft Custom Multiplication Strategy/Presentation prior to the next gathering



[multipliers.org/mp/homework5](https://multipliers.org/mp/homework5)





**Multipliers Pathway Resources**

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