

### Behaviors in a Reproducing Church Culture

The following characteristics are descriptive and not intended to be prescriptive. Creating a reproducing church culture happens over time, with each church embracing some combination of practices like the ones described below. A church can be reproducing with just a few of these behaviors in place. However, a reproducing church culture that produces Level 5 multiplication requires a more comprehensive and integrated approach similar to the description below.

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.
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 us.

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.
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.
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.
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.
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.
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.
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.