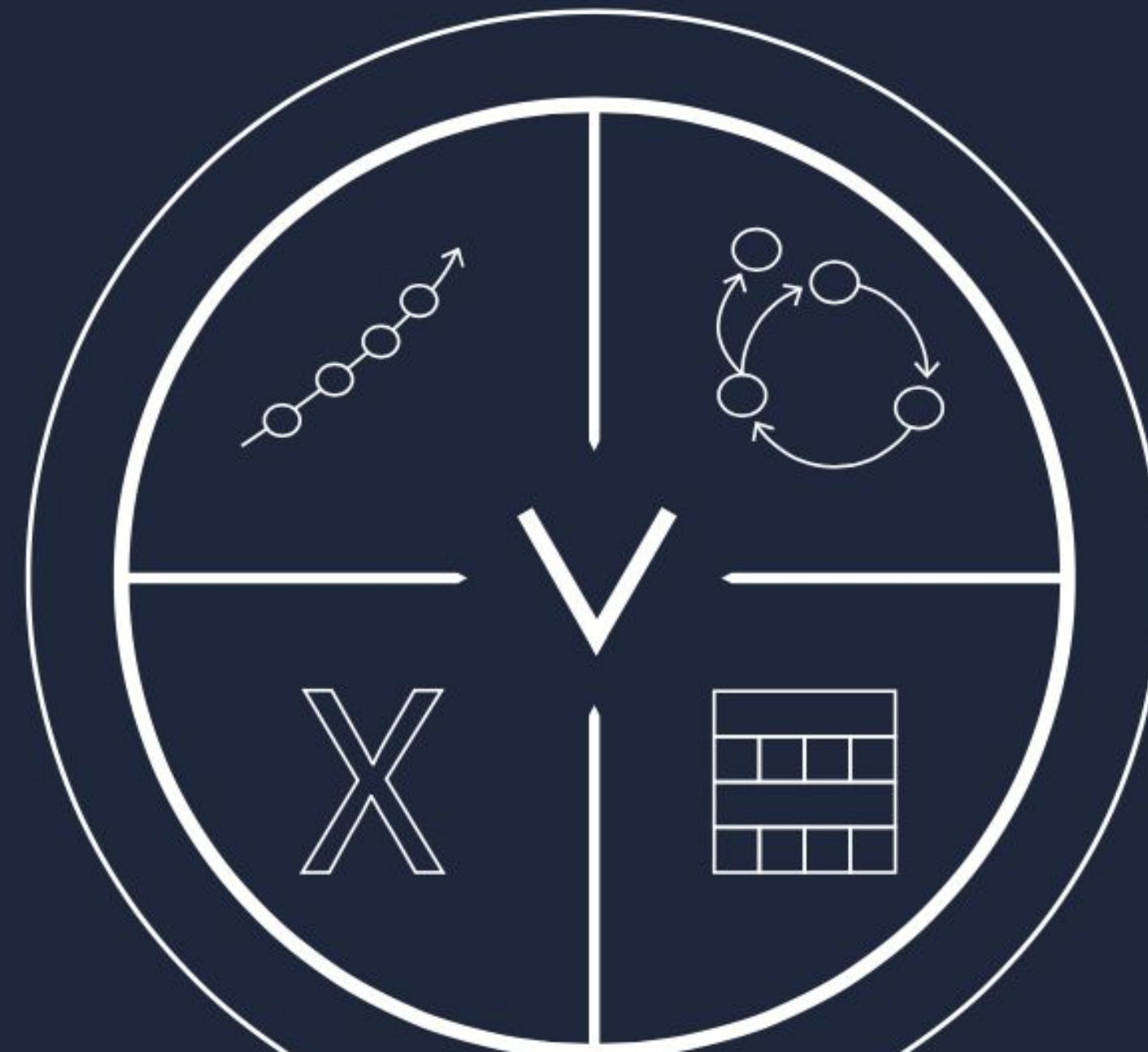


# Multipliers Pathway

CREATING A CHURCH PLANTING  
PLAN FOR YOUR CHURCH



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# Session 1

Introduction and Recap

David Putman

# Gathering Goals

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- A deeper understanding of the Level 5 Framework, including where your church currently is and where you'd like to be in five years
- An excitement about the opportunities/possibilities represented in the 30 Behaviors of Reproducing Churches
- A readiness to move from “could be” to “will be” and start the church-specific strategic planning for a future of increased church planting

# Pathway Goals

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- 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

# Gospel Saturation Vision Scope

## Identity

### 3 Micro Pathways

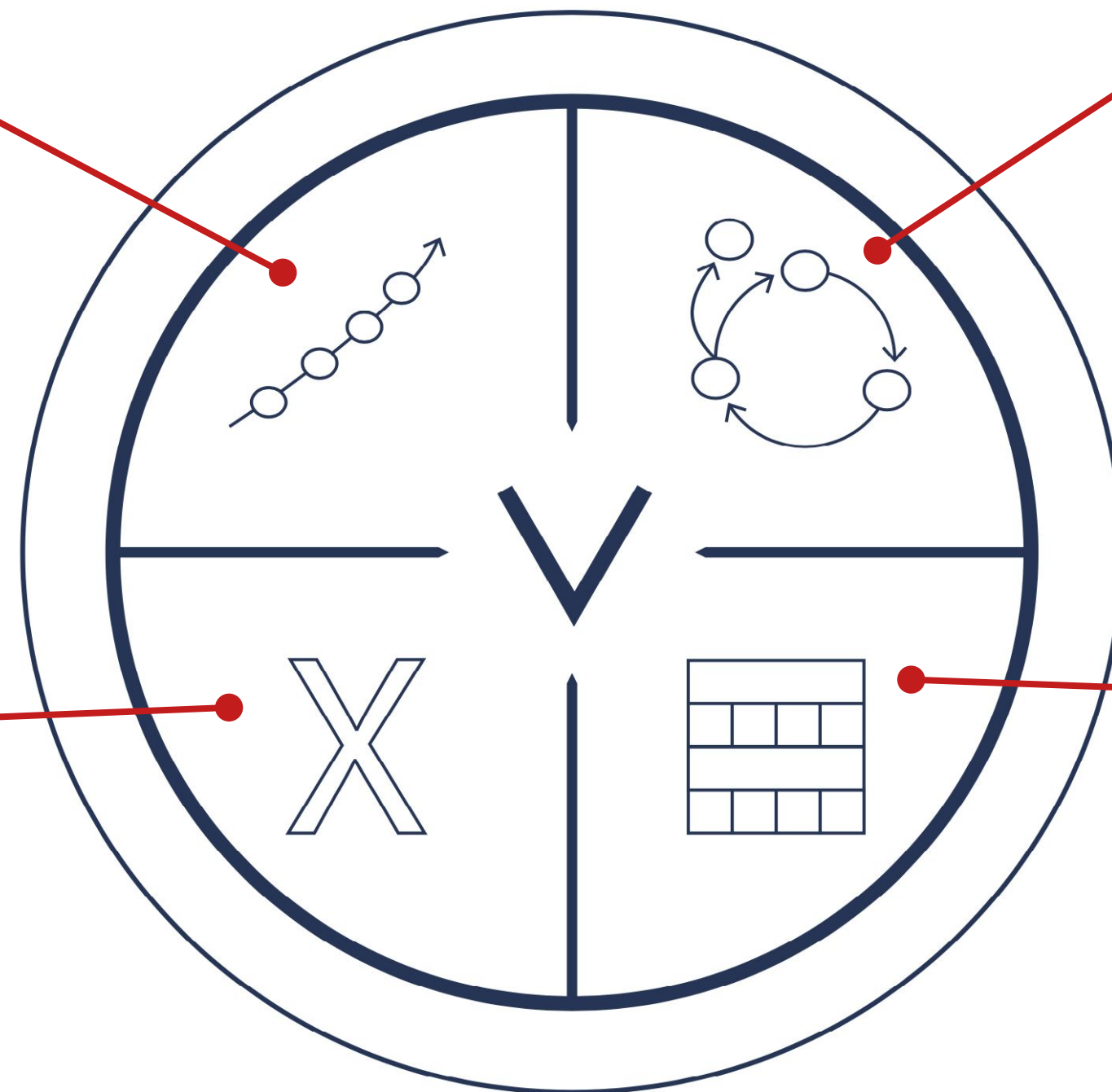
(line up with 3 dimensions of multiplication)

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

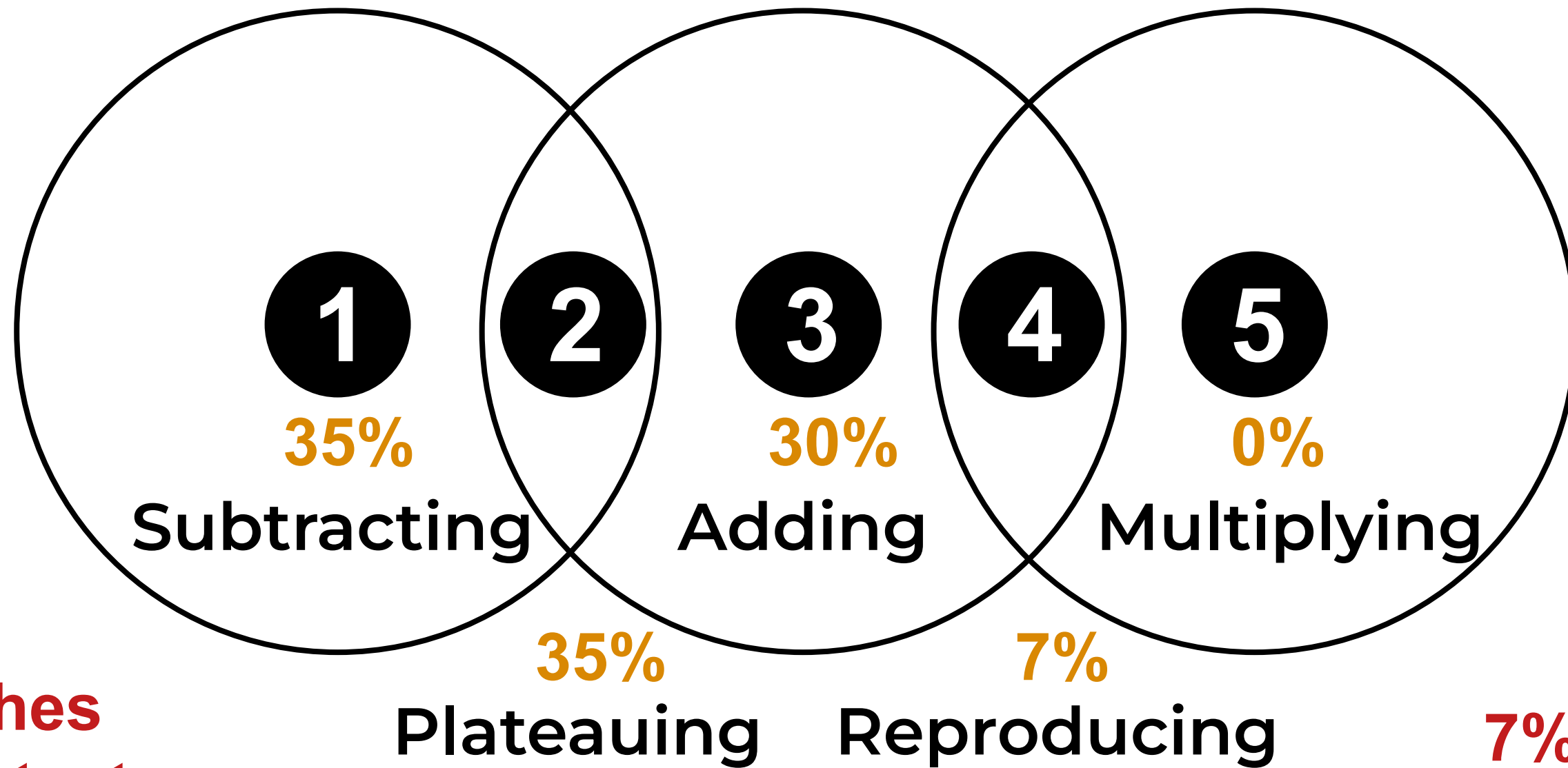
## Intentionality

### Strategic Planning

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

# Level 5 Framework

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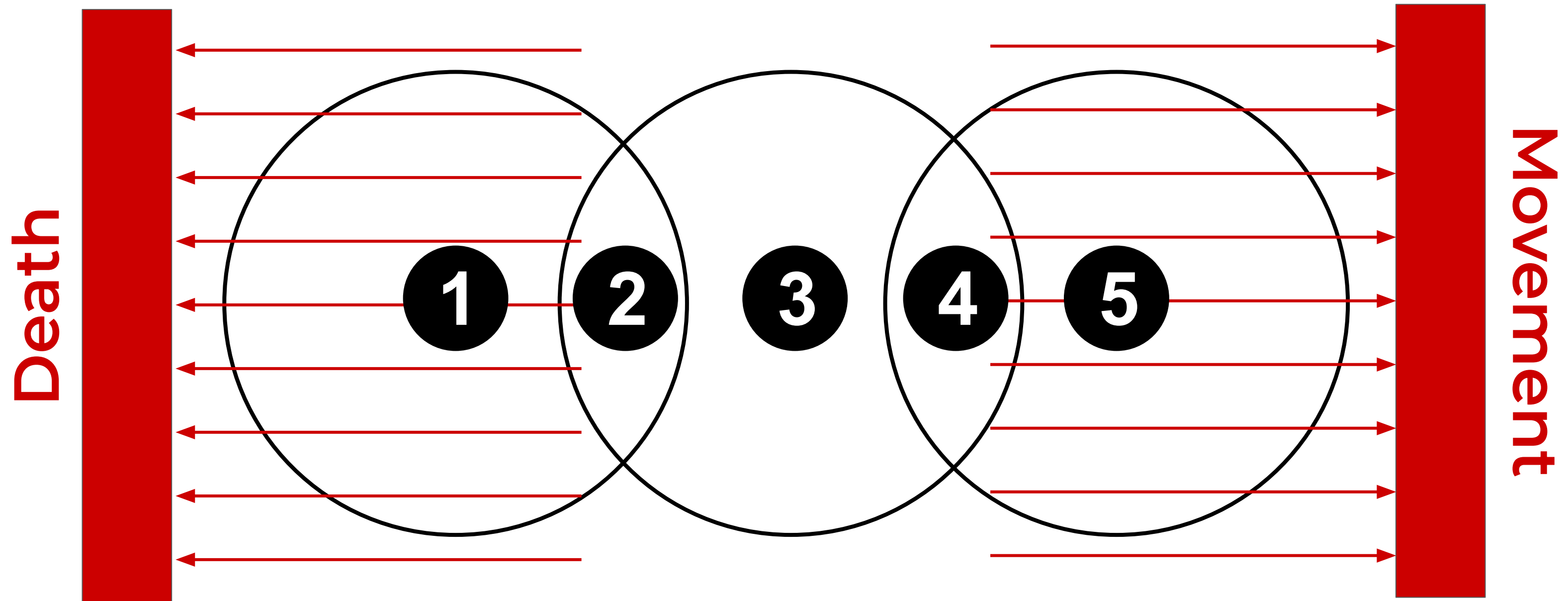


**100% of churches have a core context at Levels 1, 2, or 3**

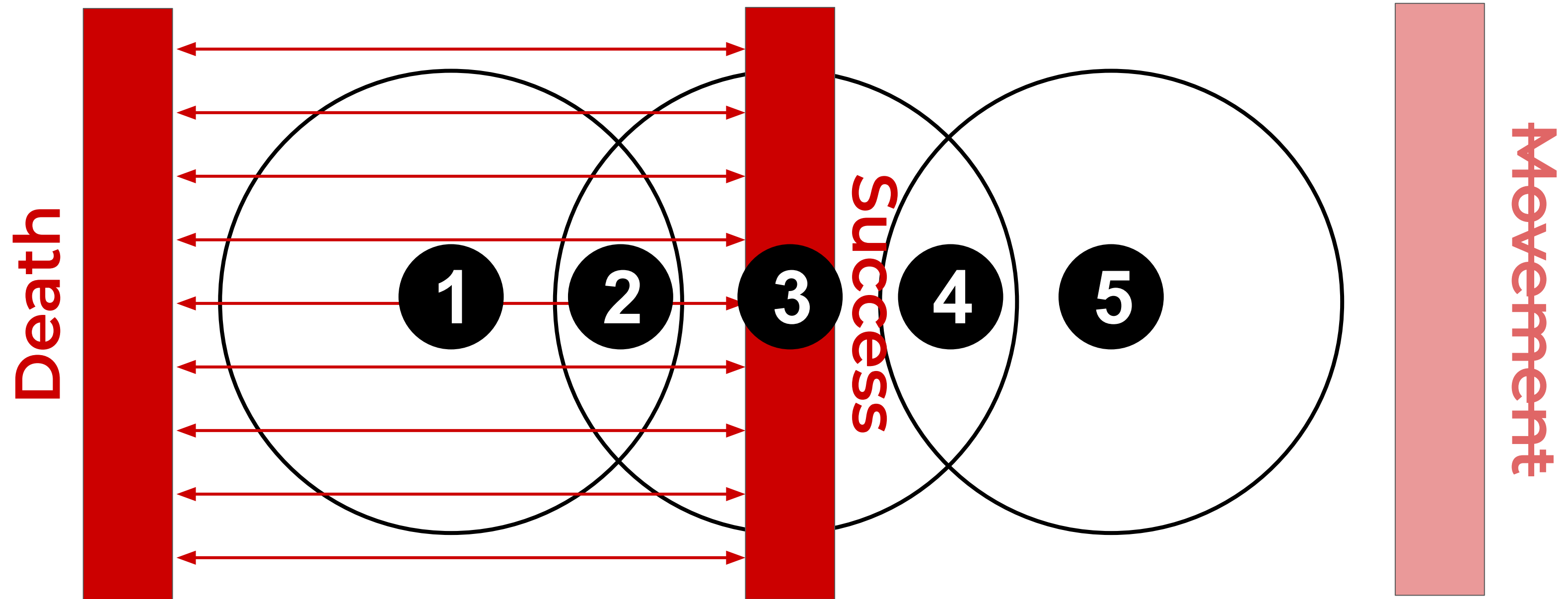
**7% have behaviors at Level 4**

# Our Context

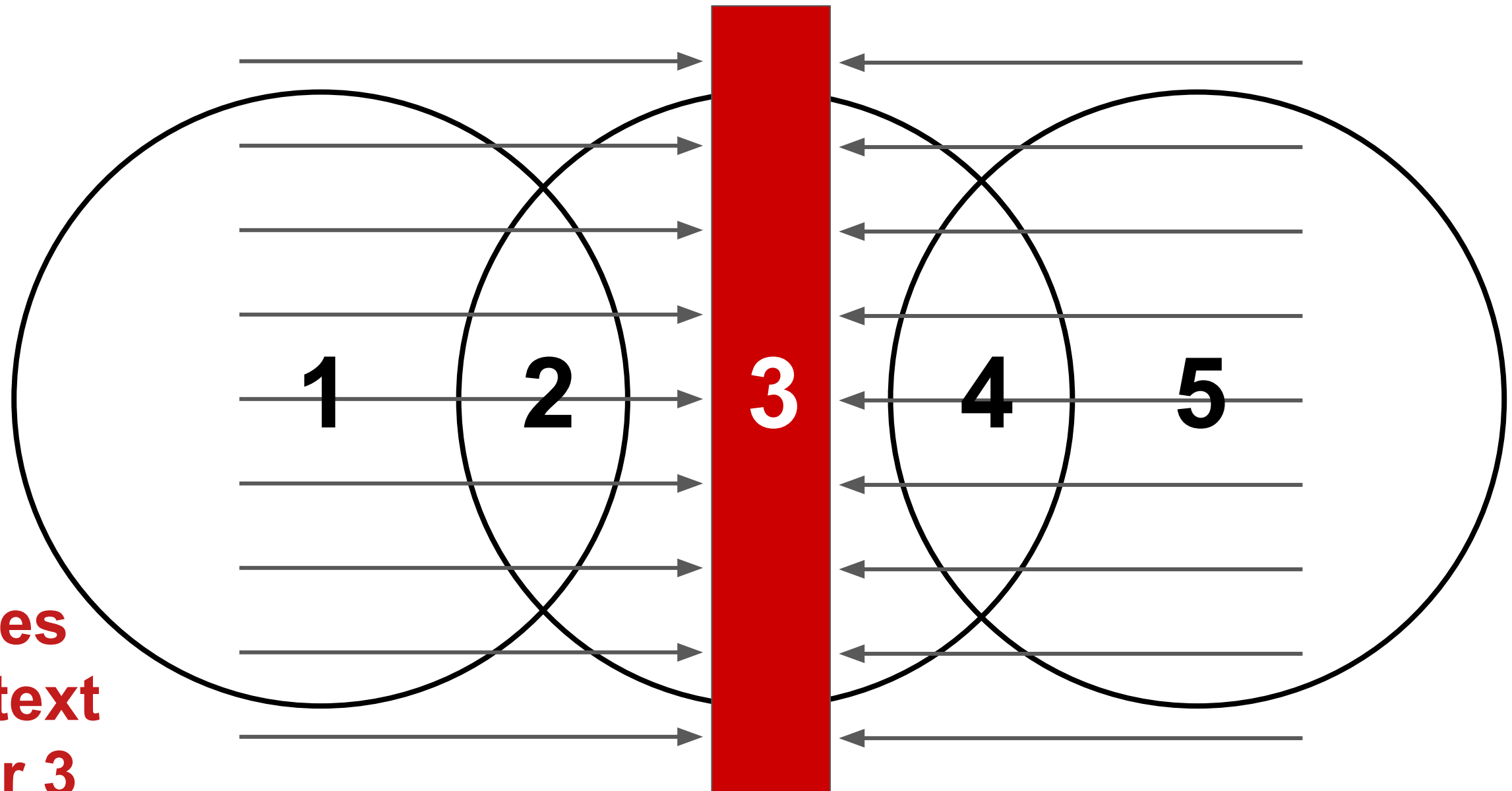
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# Level 3 Magnet



# Disciple-Maker (Applying the Level 3 Magnet)

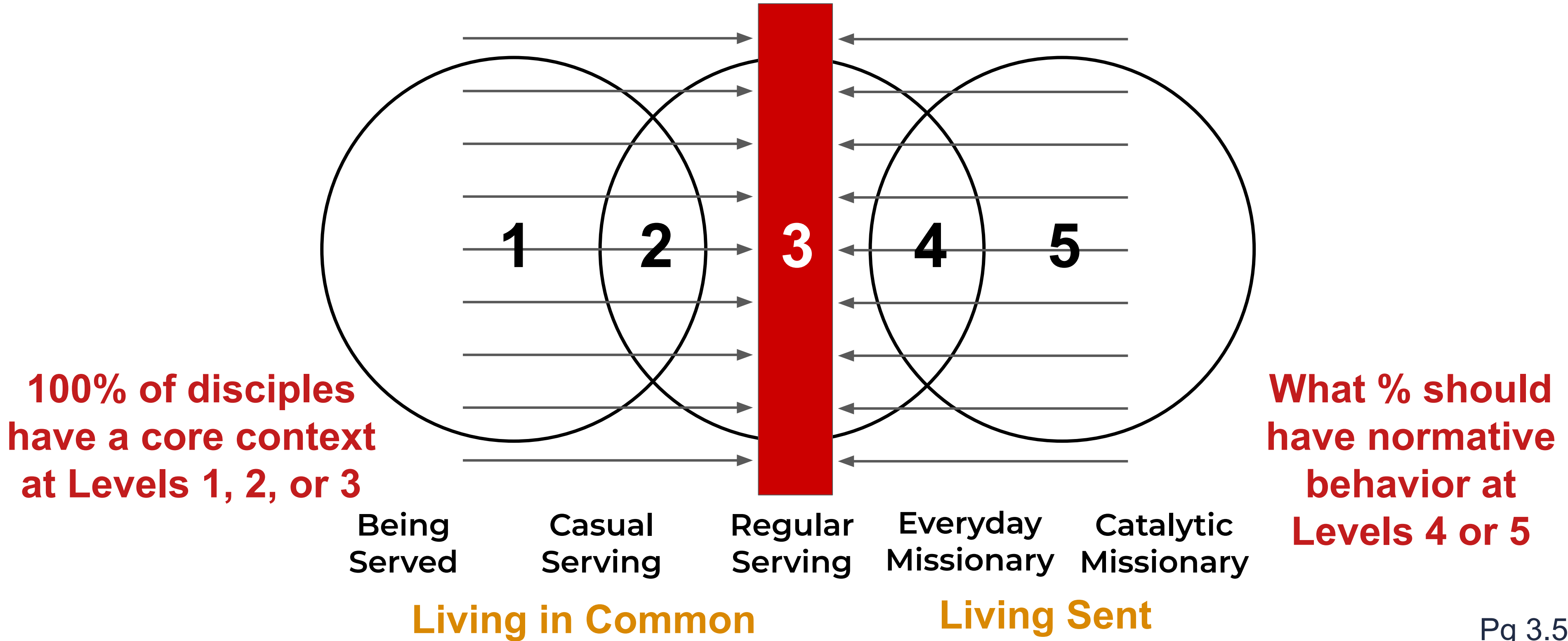


**100% of disciples have a core context at Levels 1, 2, or 3**

Consumer Disciples    Casual Disciples    Growing Disciples    Disciple Makers    Catalytic Disciple Makers

**What % should have normative behavior at Levels 4 or 5**

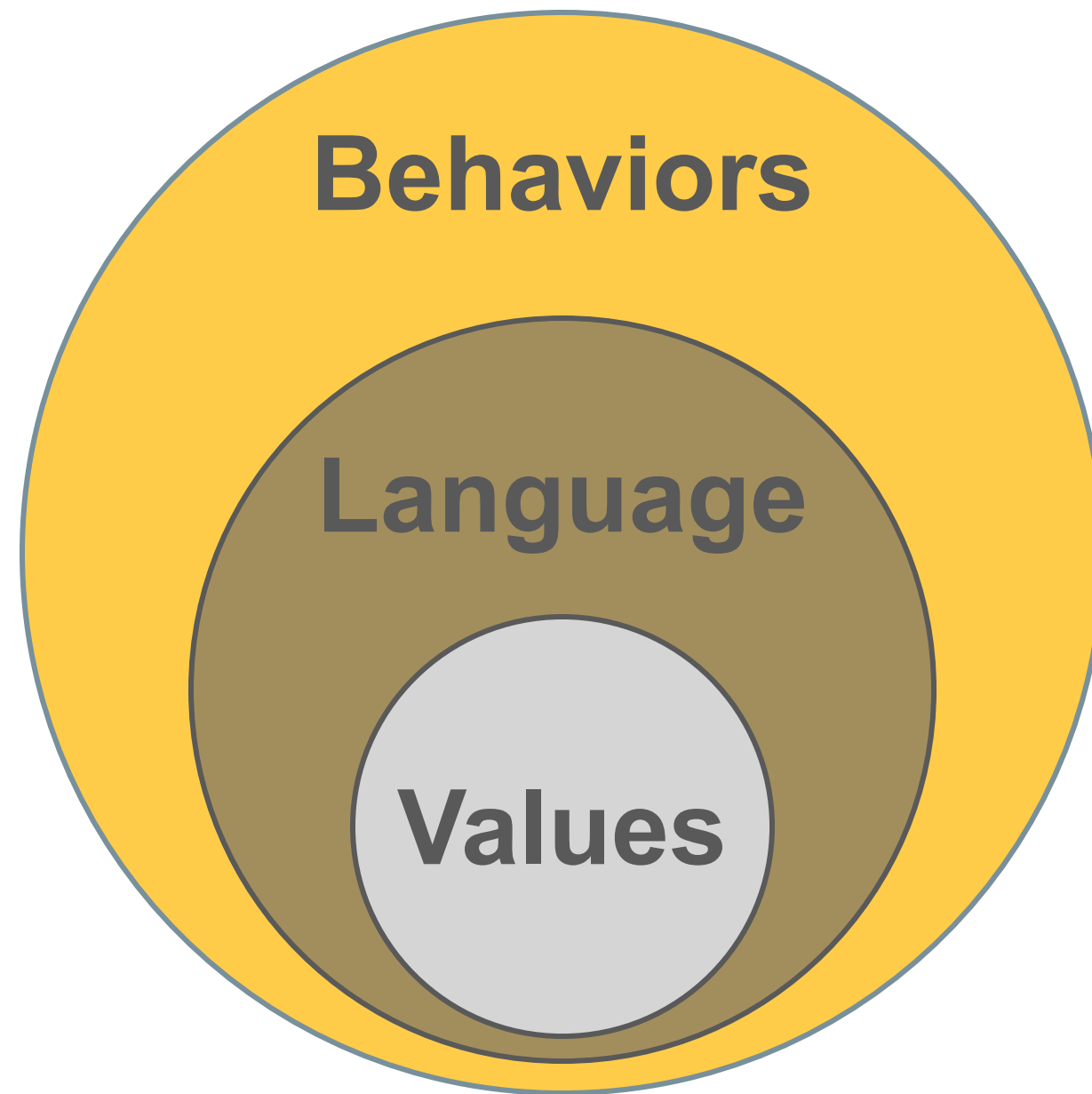
# Missionary (Applying the Level 3 Magnet)





# Culture Alignment Model

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## **BEHAVIORS**

- What we do
- How we live out the values

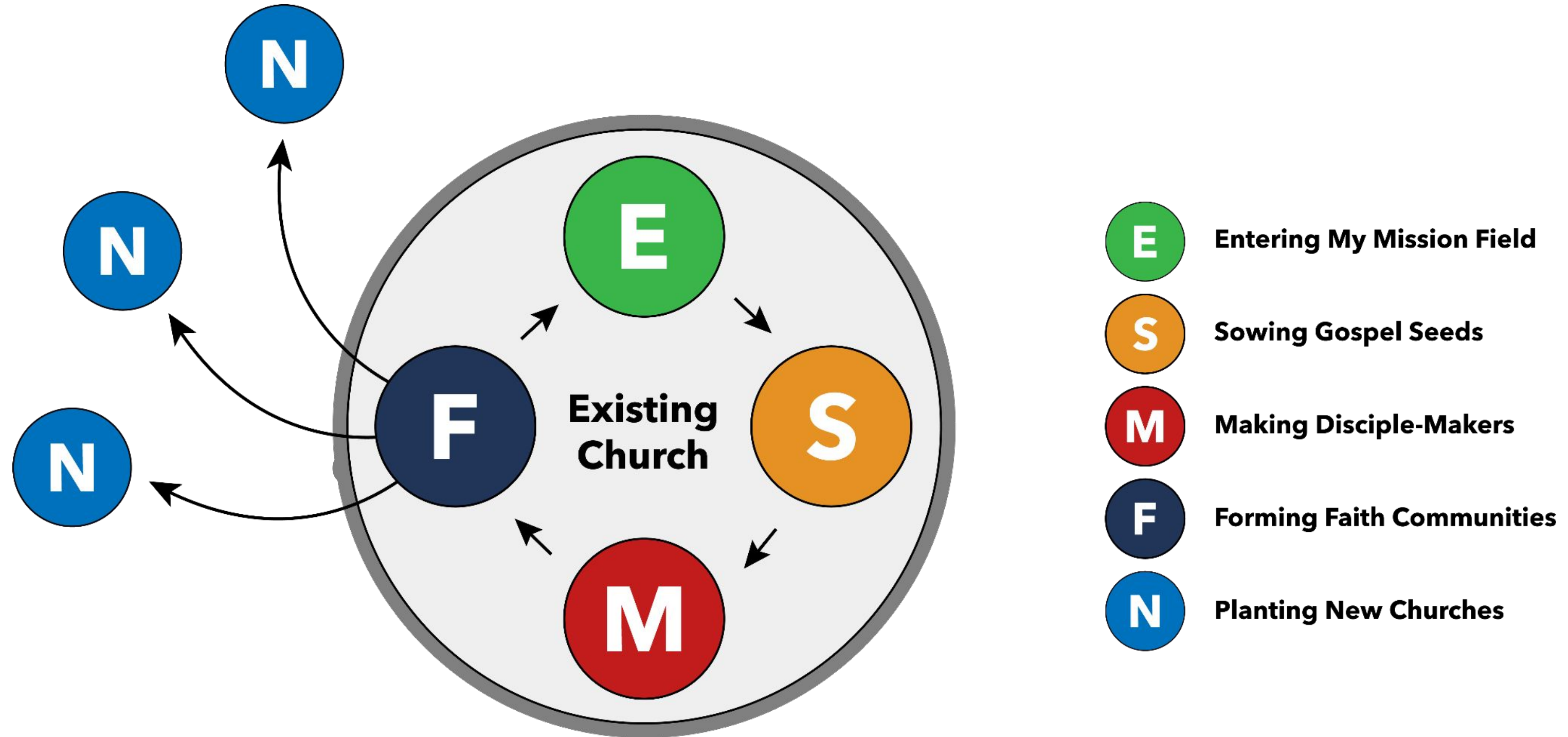
## **LANGUAGE**

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

## **VALUES**

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

# The Mobilization Flywheel



You can do it, we can help!

---

# Session 2

## Group Breakout

Mobilization Flywheel Presentations,  
Feedback, and Conversations

# Group Breakout Instructions

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## Part 1 - Presentations (15 min)

Take 5 minutes to present your custom Mobilization Flywheel chart with micro & macro elements.

# Group Conversation

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## Part 2 - Presentation Conversation (10 min)

What are you challenged with in nailing down your custom flywheel?

# Level 3 Flywheel

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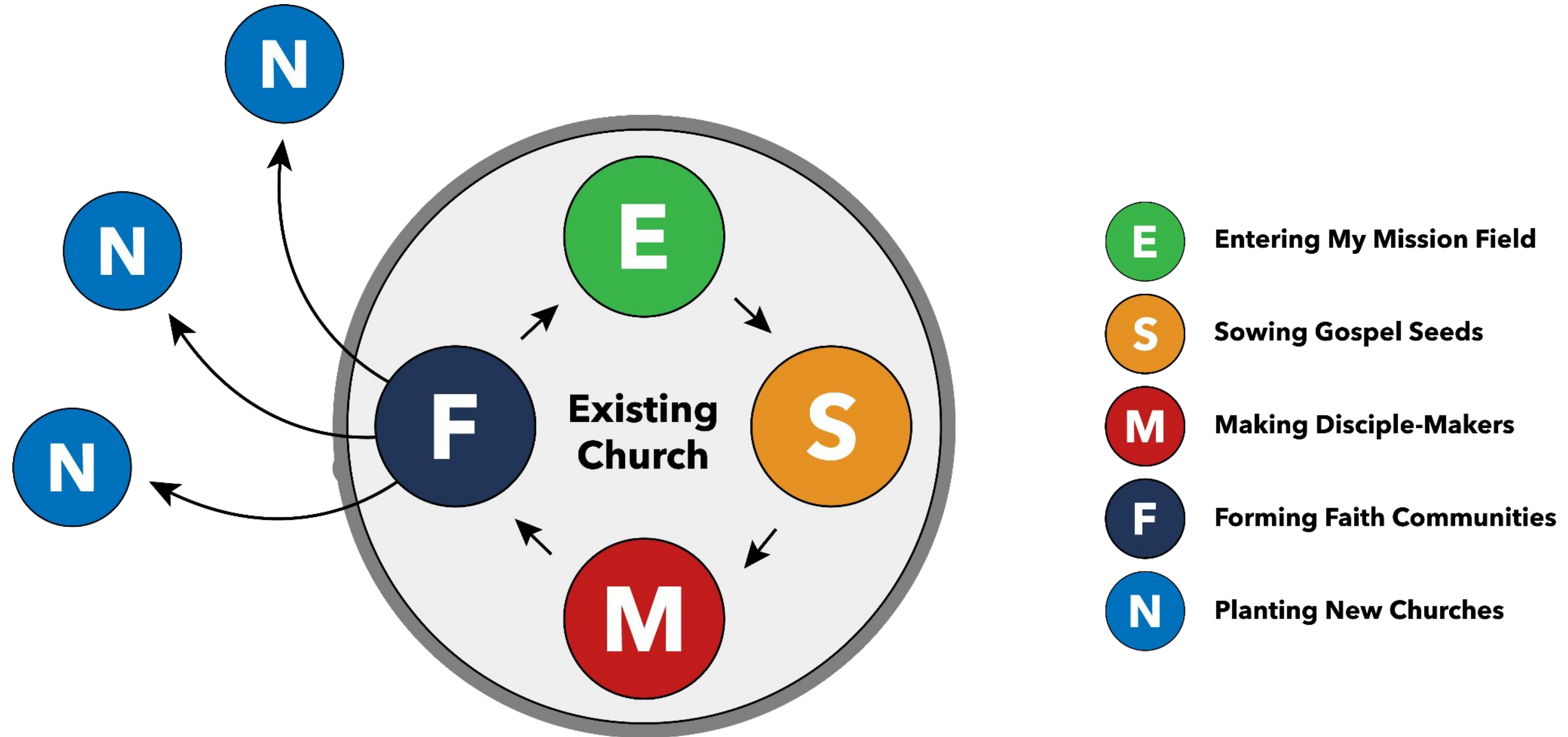


**We can do it, you can help!**

## **Part 3 - Group Conversation (15 min)**

- Where does this Flywheel lead?
- How does this reinforce a Level 3 operating system?
- How does it lead to Gospel Saturation?
- What are you wrestling with on the Mobilization Flywheel?

# The Mobilization Flywheel



You can do it, we can help!

---

# Large Group Feedback

David Putman

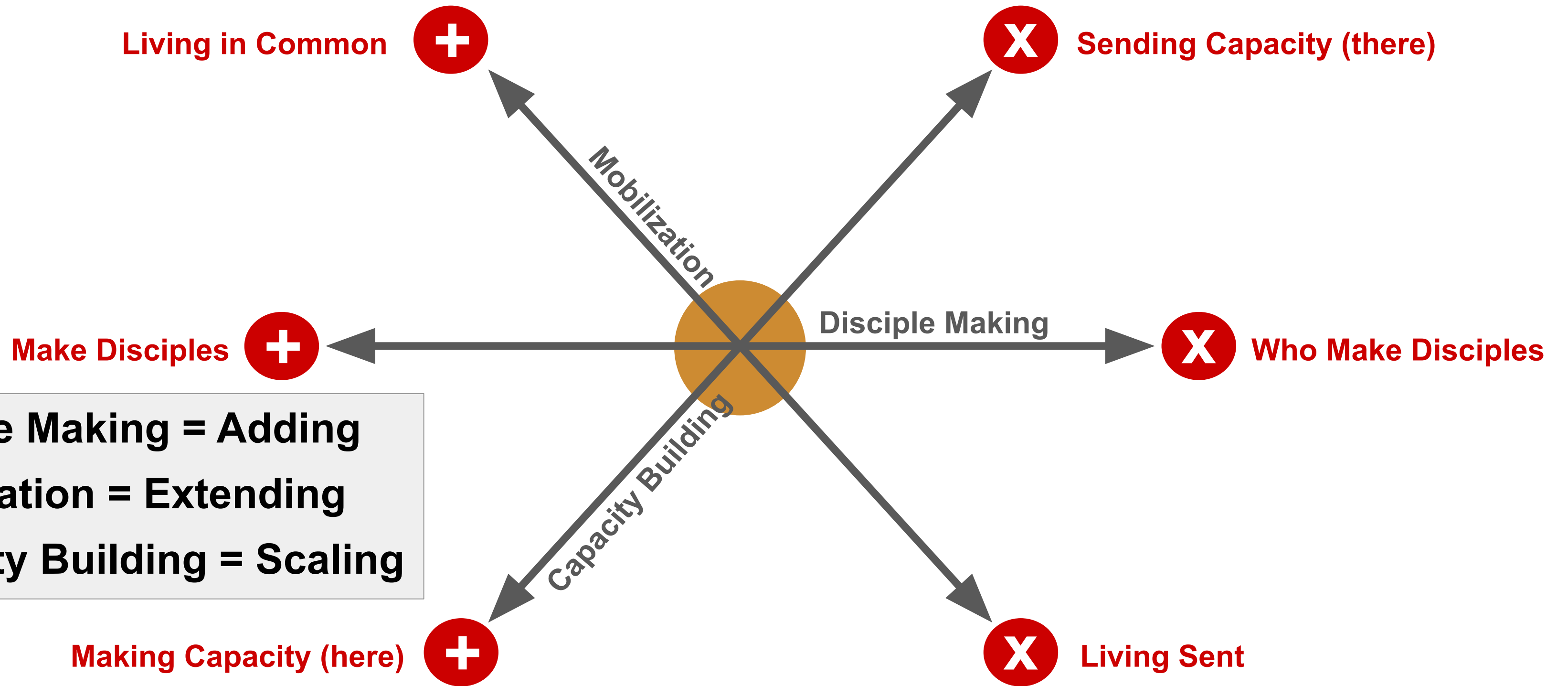
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# Session 3

Teaching: Going Deeper  
on the Level 5 Framework

Todd Wilson

# 3 Dimensions... Jesus' Way



**Disciple Making = Adding**  
**Mobilization = Extending**  
**Capacity Building = Scaling**

**How we add makes all the difference!**

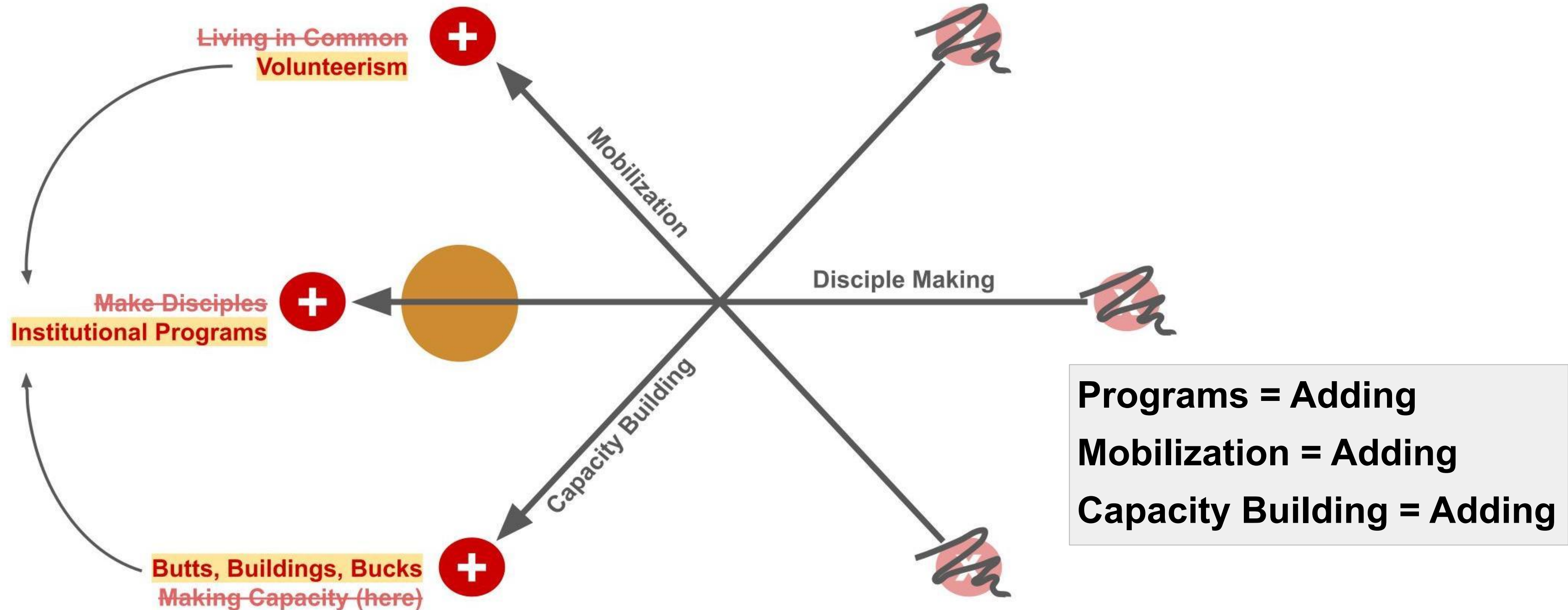
# Relational Disciple-Making OS

---

- The way Jesus added and modelled a relational disciple-making operating system for the Church
- It can, but will not automatically...
  - Avoid the hijacking of the “3 Dimensions”
  - Overcome the L3 Magnet
  - Produce natural reproduction
- It is very uncommon in the Western Christian context

***It is not our current prevailing reality...***

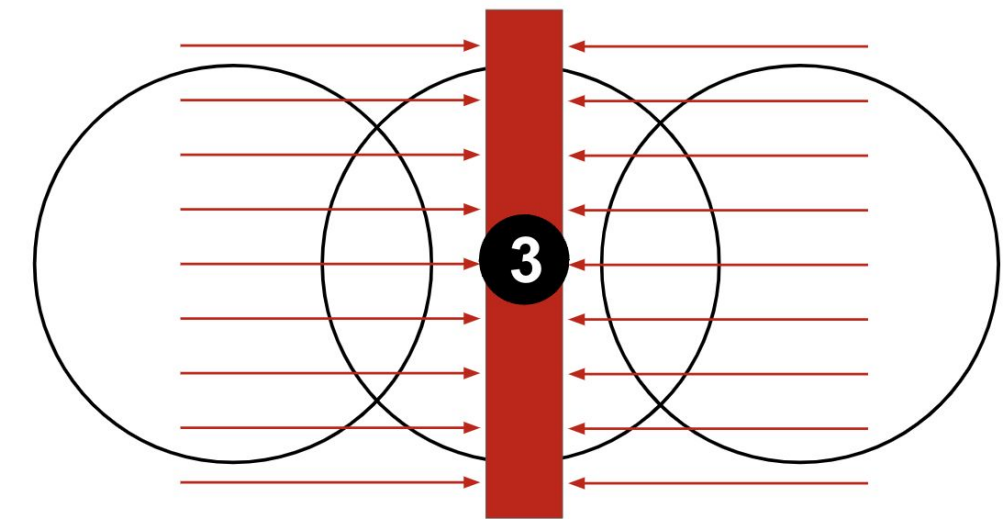
# 3 Dimensions Hijacked



How we add makes all the difference!

# Programmatic OS

- The way we add in the prevailing or “consumer-driven” operating system of church
- Works in making converts and growing large churches in the consumer-driven, Western Christian context
- Consequences...
  - Hijacks the “3 Dimensions”
  - Fuels the Level 3 Magnet
  - Produces “programmatically reproduction” vs. “natural reproduction”



**It is our current reality... like it or not!**

# Programmatic = OS “a”

---

- 100% of programmatic “a” churches are L1a, L2a or L3a and under the control of the Level 3 Magnet
  - 35% L1a
  - 35% L2a
  - 30% L3a
- 7% are L4a = **reproducing programmatically** vs. organically
- L4a+ = maximize their programmatic influence beyond writing checks
- L5a = a family of programmatically reproducing churches (L4a churches)

**Programmatic reproduction (L4a)  
is better than no reproduction**

# Relational Disciple-Making = OS “b”

---

- 100% of programmatic “b” churches are L1b, L2b or L3b and generally not controlled by the Level 3 Magnet. Following are assumptions (no studies and very few churches):
  - 33% L1b
  - 33% L2b
  - 33% L3b
- ??% are L4b = **reproducing naturally/organically** (via generational disciple-making)
- L4b+ = a different type of support engagement (yet to be understood)
- L5b = multiplying family of organically reproducing churches (L4b)

**Organic reproduction is inherently more viral!**

# What Are Our Viable Pathways?

---

## Keep our programmatic “a” OS

- Legacy (Remain a, Plant a)
- Evolutionary (Become a+, Plant a)
- Pioneering (Remain a/a+, Plant b)

## Shift toward disciple-making “b” OS

- Hybrid (Become ab, Plant a, ab, or b)
- Revolutionary (Become b, Plant b)

# Legacy

---

## Remain 4a, Plant “a”

- Plant as many churches as we can afford
- Churches planted will primarily have our “a” operating system
- Minimal involvement beyond writing checks
- Safest pathway. Mostly a financial decision

# Evolutionary

---

## From 4a to 4a+, Plant 4a

- 4a+ means engagement beyond check writing to support and fuel church planting
- 4a+ is capacity building for programmatic church planting
- Critical in establishing a “culture of reproduction”
- Examples in the *30 Characteristics of Reproducing Churches*
- Not a formula. Distinctive for each church

# Pioneering

---

## Remain 4a / 4a+, Plant 4b

- Most church plants inherit the operating system of their parents.
- How do we plant autonomous “b” churches if our operating system is “a”?

**Doing something new and significant  
that we don't know how to do!**

# Hybrid

---

## From “a” to “ab”, Plant “a, ab or b”

### Why?

- We want the benefits of pioneering without the risk
- ‘Block and tackle’ for the next generation of planters
- Create a culture of disciple-making

### Issues to consider...

- What does “ab” (hybrid) mean in our context?
- Scope of change? Entire church or an R&D project
- Governance/autonomy?
- Risks vs. benefits, and opportunity costs

# Revolutionary

---

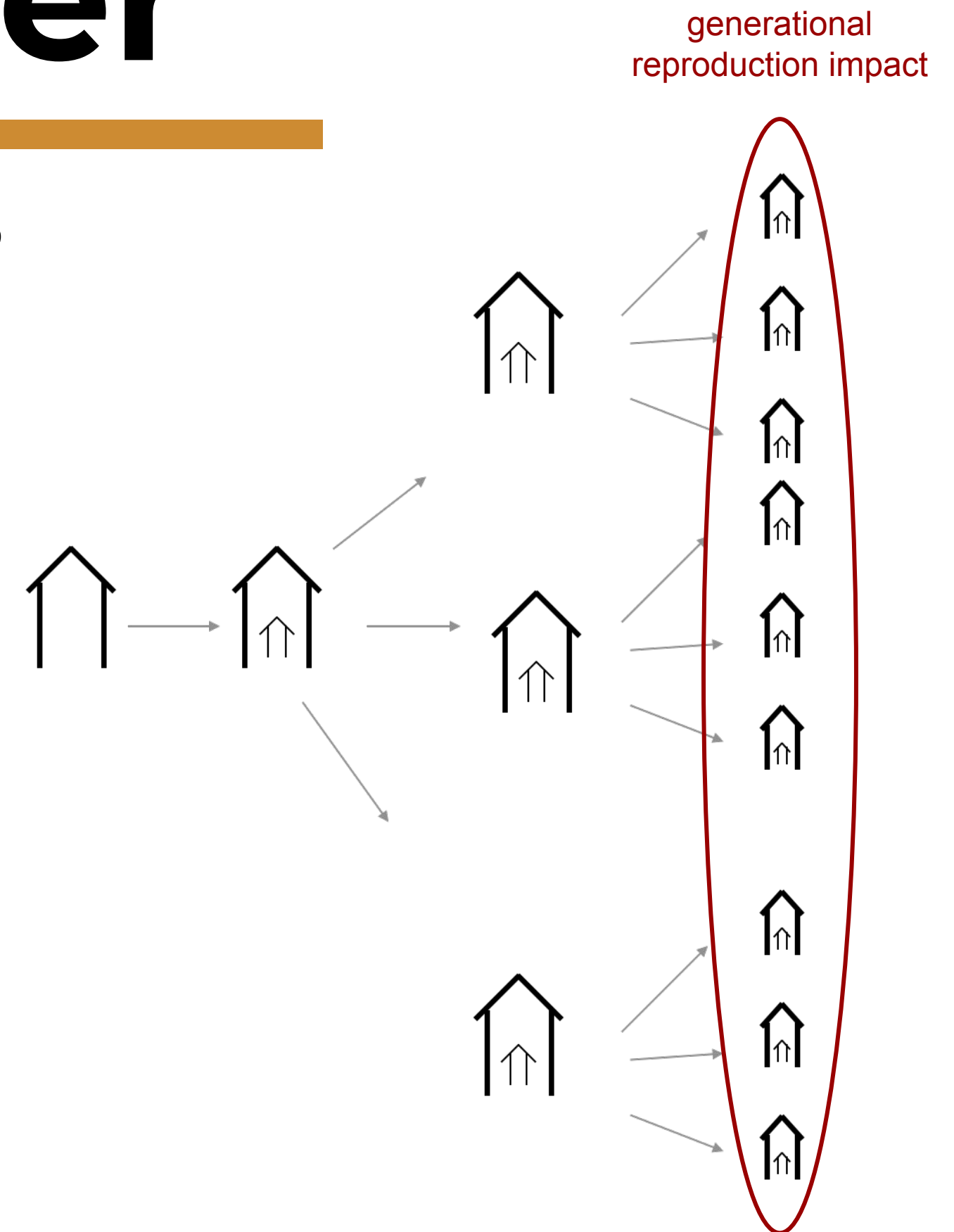
## From “a” to “b”, Plant “b”

- Replacing our own operating system (a → b)
- Creating a new culture
- Checking our motives
- Weighing the cost and understanding opportunity costs
- Being wise

There is wisdom in Evolutionary, Pioneering, & Hybrid

# The Game Changer

- What is a Level 5 family of churches?
- You can't proclaim yourself a great-grandfather
- Game changer: from "planting a church" to "planting generational church planting churches"
- Organic/Spontaneous family of churches (5b) reproduce at a much higher rate than programmatic/planned reproduction (5a)



**But... 4a → 5a, and 4b → 5b**

# Key Questions

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- Who do we want to become?
  - Core: 4a, 4a+, or 4b
- What do we want to be part of?
  - Family: 5a or 5b
- What do we want to plant?
  - Plant: 4a, 4a+, or 4b

---

# Session 4

## Team Breakouts

Where are we? Where are we going?

# Team Breakout Instructions

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## Part 1 - Where are we? Where are we headed? (15 min)

Working as a church team, complete the following statements below based on the 5 Levels of Multiplication:

- a. We are currently a Level 1 2 3 4a 4a+ 4b 4b+ church.
- b. If we're a Level 1/2/3, what's our biggest obstacle in moving to Level 4?
- c. Do we want to optimize our evolutionary "a" culture, or embark on revolutionary change to attain "b" culture, or a hybrid "ab"?

# Team Breakout Instructions

---

## Part 1 (continued)

- d. Based on our understanding of multiplication, we intend to become a 4a 4a+ 4b 4b+ church.
- e. Based on our understanding of multiplication, we are believing God to become a 5a 5b family of churches.

# Team Breakout Instructions

---

## Part 2 - Becoming a Level 5 Family of Churches (10 min)

1. Draw a simple picture/map of your geography
2. Write your answers from questions (d) and (e) above on the picture
3. Starting with your church, draw a picture of what a Level 5a/5b family of churches would look like to support Gospel Saturation in your geography

[We suggest employing the Zoom whiteboard (in your toolbar), or screen sharing any other app you're accustomed to using for drawing/diagraming]

---

# Session 5

## Group Breakouts

Where are we? Where are we going?

# Group Breakout Instructions

---

## Part 1 - Level 5 Family of Churches Picture (5 min)

- **In one minute or less**, explain the picture of your family of churches to the other churches in your breakout.
- As a church team, quickly share any insights you may have had during this exercise.

# Group Breakout Instructions

---

## Part 2 - Becoming a Level 5 Family of Churches (5 min)

As a breakout group, discuss how and why the “family of churches” concept is essential to Gospel Saturation.

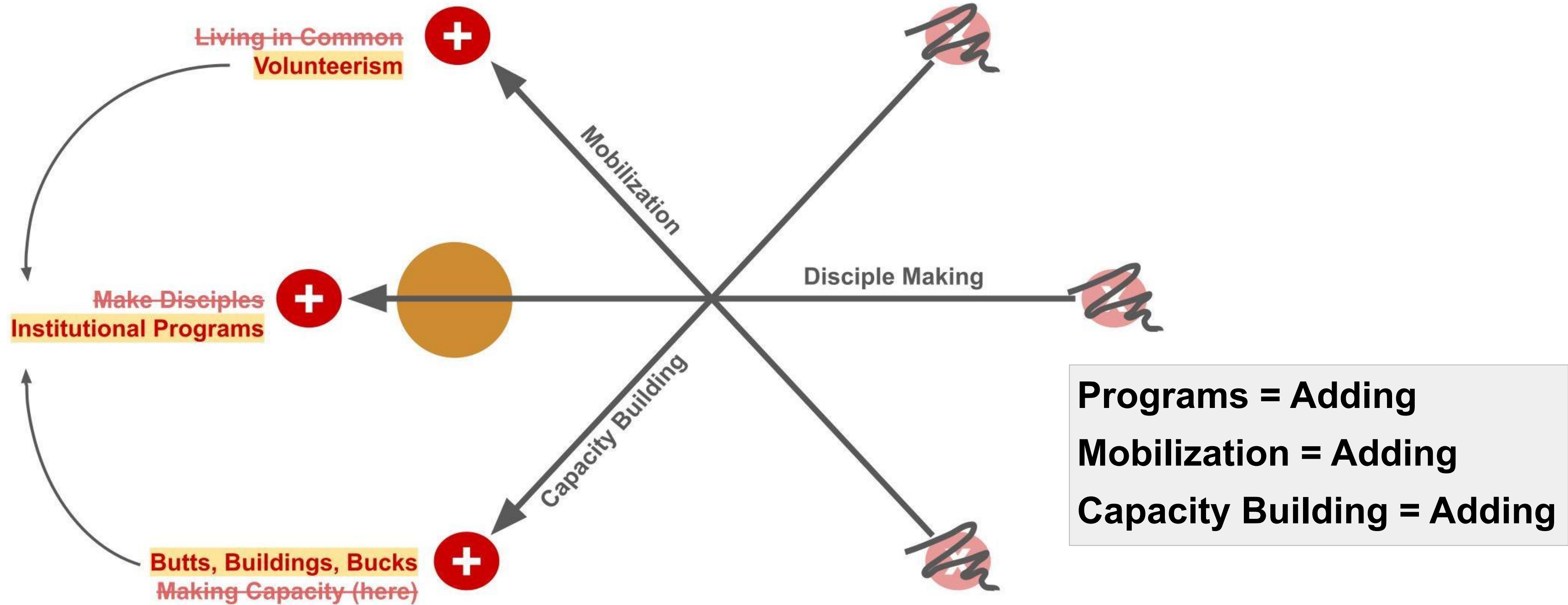
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# Session 6

Teaching: 30 Behaviors of  
Reproducing Churches

Todd Wilson

# 3 Dimensions Hijacked



How we add makes all the difference!

# Behaviors of Multiplying Churches

---

## Priority

Finances

Generosity

Direct Involvement

Strategy / Plan

Leadership Alignment

Staff Hiring / Sending

Residency / Internship

Values Alignment

## Scorecard

Collective Attendance

ICNU (“I see in you..”)

Plants vs. Campuses

Spontaneous Reproduction

Family of Churches

Special Giving

Affirmed in Bylaws

Web Site Visibility

## Main Stage Celebration

Generational  
Disciple-Making

Gospel Saturation Vision

Generational DNA

Generational Planting

Prayer and Fasting

Continuous Improvement

Leadership

# Behaviors of Multiplying Churches

---

## PRIORITY

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

# Behaviors of Multiplying Churches

---

## FINANCES

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

# Behaviors of Multiplying Churches

---

## GENEROSITY

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

# Behaviors of Multiplying 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.

# Behaviors of Multiplying Churches

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## STRATEGY / PLAN

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

# Behaviors of Multiplying Churches

---

## LEADERSHIP ALIGNMENT

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

# Behaviors of Multiplying 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.

# Behaviors of Multiplying Churches

---

## RESIDENCY / INTERNSHIP

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

# Behaviors of Multiplying 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.

# Behaviors of Multiplying Churches

---

## VALUES ALIGNMENT

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

# Behaviors of Multiplying Churches

---

## 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).

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying 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 Multiplying 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.

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying Churches

---

## FINANCIAL PRIORITY

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

# Behaviors of Multiplying Churches

---

## 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)

# Behaviors of Multiplying Churches

---

## FAMILY OF CHURCHES

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

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying Churches

---

## AFFIRMED IN 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.

# Behaviors of Multiplying Churches

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## WEBSITE VISIBILITY

22. Our website 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 Multiplying 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.

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying Churches

---

## GOSPEL SATURATION VISION

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.

# Behaviors of Multiplying Churches

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## 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.

# Behaviors of Multiplying Churches

---

## 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 Multiplying 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.

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying Churches

---

## 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.

# Behaviors of Multiplying Churches

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## OTHER?

What other reproducing behaviors  
can you think of?

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# Session 7

## Team Breakout

What “could be” in church planting  
in our church?

# Team Breakout Instructions

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## Exercise: Behaviors of a Reproducing Church (20 min)

As a team, work through the “30 Behaviors of a Reproducing Church” worksheet. For each behavior (row), mark each as a:

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

# Team Breakout Instructions

## Exercise: Behaviors of a Reproducing Church

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.	X		
2. We invest at least 10% of the first fruits of our budget into planting autonomous churches each year.			X
3. We invest at least 10% of the first fruits of any capital fundraising campaigns into planting autonomous churches.		X	

---

# Large Group Feedback

David Putman

# Large Group Feedback

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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 doing?

---

# Session 8

Closing Thoughts and  
Homework

# Closing Thoughts

## Identity

### 3 Micro Pathways

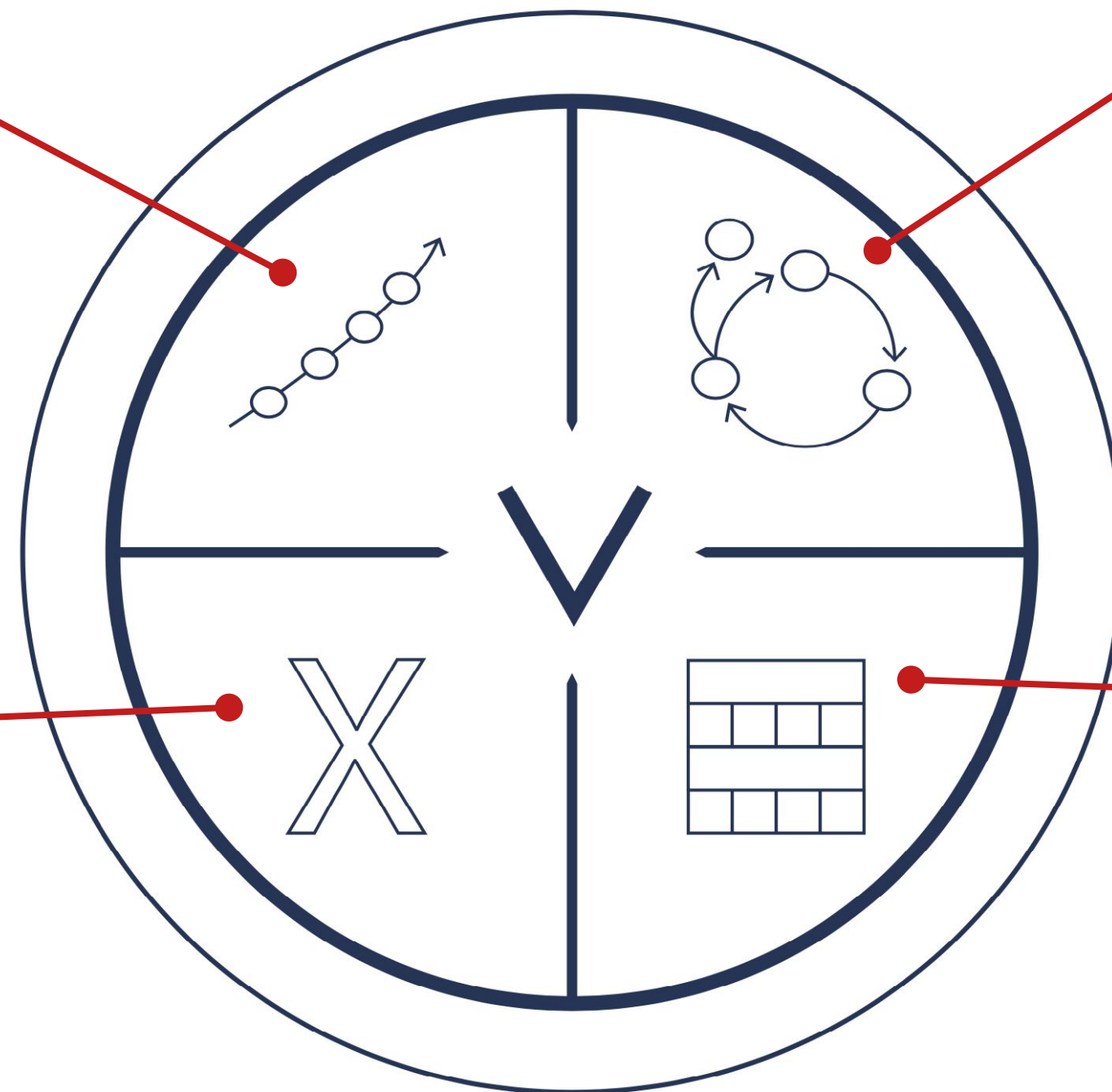
(line up with 3 dimensions of multiplication)

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

---



1. Review the new concepts from Gathering 3:
  - a. Level 3 Flywheel vs Mobilization Flywheel
  - b. a vs b Operating Systems
  - c. a vs a+ Behaviors
  - d. ab Hybrid Operating System
  - e. Viable Church Planting Pathways
  - f. Family of Churches (5a & 5b)
  - g. 30 Behaviors and Macro Capacity-Building

These are available through the Workbook and soon through replaying the recording of today's lessons (will send hyperlink ASAP).

# Homework

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**2. 30 Behaviors of Reproducing Churches:** As a team, discern where you'd like your church to be in church planting in 5 to 7 years:

- a. Will you be affiliated with a family of churches with Level 5 potential?
- b. Are there any behaviors missing from the list of 30 that you believe should be considered in your context?
- c. From the list of 30 Behaviors (and any additional you identify), what are the minimums you'd need to implement to consider yourself a Level 4a church?
- d. What additional behaviors would move you to become a Level 4a+ church?
- e. Which behaviors are we most passionate about?
- f. Complete the Table of 30 Behaviors of Reproducing Churches through the lens of what "will be" in your church in 5 to 7 years.

# Homework

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3. **Watch Video** [Required]: Overview of the 1:4:1:4 Strategic Planning Process (David Putman)
4. **Watch the optional Supplementary Videos** [Optional]:
  - a. Micro-Capacity Building: Five Characteristics of Heromaking (Ralph Moore and David Putman)
  - b. Church Planting Models (Ralph Moore and David Putman)
  - c. Church Planting 101: Frequently Asked Questions for Becoming a Church Planting Church (Patrick Bradley and Chris Pasik)
  - d. Church Planting Support: Four Critical Services (Patrick Bradley)
  - e. Minimum Ecclesiology (Larry Walkemeyer)

# Homework

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## **5. Complete all previous homework and bring to Raleigh:**

- a. List of Multiplication Values (“could be” from our work)
- b. Gospel Saturation Vision statement (“could be” from our work)
- c. Disciple-Maker Pathway (“could be” from our work)
- d. Mobilization Flywheel (“could be” from our work)
- e. Picture of your church as part of a Level 5 family of churches (“could be”)
- f. Completed Table of 30 Behaviors of Reproducing Churches (“will be” from Homework Part 1 above)

# Homework

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**6. Book your Travel Plans:** January 15-16, 2025, in Raleigh NC

**7. Enjoy Christmas!**

# See You in Raleigh

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January 15-16, 2025

Devoted City Church

