



MULTiPLY

COHORT MANUAL

GREAT COMMISSION COLLECTIVE

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INTRODUCTION

GCC is a collective of churches on mission together to plant churches and strengthen leaders. Over time, we have learned that our leadership trends towards accenting the latter over the former. We default towards care. When tallying metrics for local church success, church multiplication is often overlooked.

To aggressively multiply churches, we will become more intentional. Without diminishing the importance of care, we will now expand our vision of local church success to include:

- gathering and scattering
- evangelizing and making disciples
- training and sending leaders
- planting churches

Preliminary steps have already occurred by creating training tools to help catalyze cultures of multiplication. These include (1) the AIC Study Group Guide, (2) the Church Planter Residency Kit, (3) the Church Planter Training 2.0, and (4) the Eldership Training Kit. These resources will seed our future by arming GCC planters and future elders with a multiplication mentality. We have also formed regions within GCC to serve and support our efforts in church planting.

But we are just getting started. The next phase in this exciting process—perhaps our most significant step—is to help **existing** GCC pastors embrace the call to multiply churches and effectively lead their elders towards seeing church planting as a fruit of biblical success.

Towards that glorious end, we offer this Multiplication Kit!

COHORT PRE-WORK ASSIGNMENTS:

- Read *Gaining By Losing* by J.D. Greear.
 - Identify five key takeaways you needed to hear.
- Complete the Multiplication Culture 360.

RECOMMENDED COHORT SCHEDULE

DAY 1

- 5:30pm — Dinner Together M-Kit Guide &
- 7:00pm — Multiplication 360°

DAY 2

- 8:50am — Gather
- 9:00am — Prayer
- 9:15am — Review the Multiply Guide
- 9:30am — **Session 1:** Five Reasons Why Multiplication Matters
- 10:10am — Discussion
- 10:30am — Break
- 10:45am — **Session 2:** Five Reasons Why Churches Don't Multiply
- 11:30am — Discussion
- 12:00pm — Lunch (on-site): Discuss takeaways from Multiplication 360°
- 12:30pm — **Book Discussion: *Gaining by Losing***
- 1:30pm — **Session 3:** Five Specific Marks of a Multiplying Church
- 2:30pm — Break
- 3:00pm — **Discussion:** Multiplication 360°
- 4:00pm — Wrap-Up & Prayer
- 4:15pm — End
- 5:30pm — Dinner Together

DAY 3

- 8:50am — Gather
- 9:00am — Prayer
- 9:30am — **Session 4:** Five Things to Help Create a Planter Pathway
- 10:30am — Break
- 10:45am — **Session 5:** Five Steps GCC Will Take to Support & Connect Pastors
- 11:15am — **Session 6:** Five Action Steps to Take From Here
- Discussion, Ideas, Action Steps
- 12:00pm — Prayer & Close

SESSION 1

FIVE REASONS WHY MULTIPLICATION MATTERS

SESSION 1

FIVE REASONS WHY MULTIPLICATION MATTERS

MAIN IDEA

Multiplication is not a trendy tactic for mission, but a vital part of God's redemptive story and a strategy for flourishing embedded within Creation. Seeing God's priority for multiplication will help leaders create church cultures that plant churches devoted to church planting.

INTRODUCTION

What is a time in your life when multiplication mattered?

REASON #1: MULTIPLICATION IS PART OF GOD'S STORYLINE

A. Multiplication in the Creation Sequence¹

- 1) In the beginning, God created the heavens and the earth.
- 2) After this creative act, the coding moves towards separating or dividing.

"Multiplication lies within the pattern of creation, but it is not the beginning, nor is it the end of the creational sequence. On either side are two other important features: division and thanksgiving." –Mark Brians

B. Multiplication in the Old Testament

- 1) The call upon Abram results in multiplication "that all the families of the earth will be blessed." (Gen. 12:1-5)
- 2) After the Great Flood, Noah is told to "Be fruitful and multiply and fill the earth" (Gen. 9:1-2).
- 3) Joseph is cut off from his people only to become the means of multiple blessings to his father, his family, and all of Egypt (Gen. 37-50).
- 4) God promises to multiply His blessings and people through Israel's covenant-keeping (Deut. 7:12-13; 30:5).
- 5) God showers blessing and illustrates His generosity through multiplication.
- 6) Job suffers extraordinary pain in God's design to make him more fruitful than ever before (Job 42:10-16).
- 7) Isaiah prophesies the increase of God's government and peace through the Messiah (Is. 9:7).

C. Multiplication in the New Testament

- 1) The arrival of Christ reveals God's plan for the death of One to secure the salvation of many (John 12:32). By rising from the dead, Christ becomes the first of many brothers (Rom. 8:29).
- 2) Jesus breaks, then multiplies the fish and loaves (Matt. 14:13-21; Mark 8:1-9).
- 3) The Great Commission issues a command to multiply (Matt. 28:19).
- 4) Fruit-bearing is referred to more than 50 times in the New Testament because Jesus expected multiplication to become an evidence of spiritual flourishing.
- 5) In the book of Acts, the word of God increases and multiplies (Acts 6:7; 12:24); believers multiply (Acts 2:41; 4:4; 5:14; 9:31); churches multiply (Acts 14:21-23).
- 6) Leaders are called to faithfully transfer and multiply gospel ministry (2 Tim. 2:2).
- 7) The ultimate end of multiplication:

***"Missions is not the ultimate goal of the church. Worship is. Missions exist because worship doesn't. Worship is ultimate, not missions, because God is ultimate, not man. When this age is over, and the countless millions of the redeemed fall on their faces before the throne of God, missions will be no more. It is a temporary necessity. But worship abides forever."** –John Piper²*

REASON #2: THE GREAT COMMISSION COMMANDS MULTIPLICATION

A. Christ's authority justifies His command.

- 1) Christ starts the Great Commission confirming His authority.
- 2) Christ's authority becomes the grounding for the command that follows.

B. Christ's command becomes multiplication.

- 1) The Great Commission verses put forward one central imperative: Make disciples.

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“Going is not the goal; making disciples is. Although I argued that the participle πορευθέντες is imperativial in function, the Greek has only one main verb, the imperative “make disciples” (μαθητεύσατε). Thus, the heart of the Great Commission is to make disciples. The three other verbs, which are all participles (go, baptizing, teaching), are all subordinate to this main idea. Going is merely a means to an end.” –Benjamin Merkle³

2) Jesus adapted “disciple” to mean a learner who is called to Him, claims Him, and conforms to Him.

3) Making disciples includes both conversion and formation.

4) In the New Testament, conversion and formation were accomplished through church planting.

(a) Applying the Great Commission meant more than preaching good news—it included creating new communities. Missiology should include ecclesiology, and ecclesiology will result in missiology.

“A careful reading of Acts reveals that the early church implemented the Great Commission mandate primarily by planting churches. A study of the missionary journeys recorded in Acts reveals that they, in fact, were church-planting forays into what was predominantly a pagan culture. As a result of these trips, Paul and others planted high-impact churches in key cities such as Derbe, Lystra, Iconium, Antioch, Philippi, Thessalonica, Berea, Corinth and Ephesus.” –Aubrey Malphurs⁵

(b) Much of contemporary missiology is built only around the biographies of exceptional individual missionaries, not the church.

“The history of the church in missions is in the main the history of great personalities and of missionary societies. Only in exceptional cases has it been the church in missions.” –George Peters⁶

(c) A truly biblical missiology has a sturdy ecclesiology which shapes and guides its methods.

“So that from Jerusalem all the way around to Illyricum I have fulfilled the ministry of the gospel of Christ” (Rom. 15:19).

“He had started strong churches; the churches were in strategic centers; the churches would accept responsibility for their region.” –P.T. O’Brien⁷

“By establishing the church in two or three centres St. Paul claimed that he had evangelized the whole province. Ten years after his first start from Antioch, he told the Romans that he had ‘fully preached the Gospel of Christ from Jerusalem and round about Illyricum, and that he

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had 'no more place in these parts'. In that single sentence we have the explanation and the justification of St. Paul's establishment of the churches in important centres in a province. When he had occupied two or three centres he had really and effectually occupied the province."
 –Roland Allen⁸

(d) Missions in the New Testament is largely a study about churches forming and planting through the help of gifted leaders.

"Church planting is considered the focal point of Great Commission strategy. That is why Leslie Newbigin could insightfully say, 'The mission of the church is missions, the mission of missions is the church.' The two are interrelated and breed each other into existence."
 –Marvin Newell⁹

"We believe that church planting is the most effective way to evangelize any people, and only by the multiplication of churches can any nation be thoroughly evangelized." –Charles Chaney¹⁰

C. Christ's command should form a culture.

- 1) A culture where leaders evangelize.
- 2) A culture where the church multiplies disciples.

"A Great Commission church works to train its members in evangelism, because it knows they will collectively see more non-Christians throughout the week than will ever be able to fit in the church building. So 'success' in evangelism is not simply bringing your non-Christian friends to church so that they hear the gospel. Success is sharing the gospel with your non-Christian neighbors and friends." –Mark Dever¹¹

- 3) A culture where the church unites with other churches for mission.
- 4) A culture where the church sends gifted leaders (extra-local leaders, church planters, missionaries)
- 5) Diagnostic questions¹²

REASON #3: MULTIPLICATION CATALYZES CHURCH RENEWAL

Renewal reality #1: Churches have lifecycles.

- 1) God always intended the local church to be temporal, not eternal. Like Christ, the local church is the grain of wheat that eventually falls and dies in order to bear more fruit.

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“Unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit” (John 12:24).

2) Church leaders often are not wired for mission.

B. Renewal reality #2: Multiplication extends the lifecycle.

1) As we have already learned in our first point, multiplication both reflects and enhances human flourishing.

2) For the local church to be truly “healthy,” it must exist for something outside of itself.

“Multiplication is what the church must continue to do throughout their lifecycle to ensure the gospel goes forward in their country.” –Bob Roberts¹³

3) Multiplication becomes a renewal factor that feeds the health and extends the life of the church.

“No local church can afford to go without the encouragement and nourishment that will come to it by sending away its best people.” –David Penman¹⁴

4) If the church has a lifecycle, we need to think deeply and intentionally about our years of fertility.

C. Renewal reality #3: Multiplication reverses institutionalism.

1) Growing churches often become centripetal, where the energy spins downward and inward.

2) Churches at rest do not remain still. They slide towards institutionalism, where the mission shifts towards protecting the past and satisfying those employed by the ministry.

- (a) Custom consumes vision.
- (b) Security overshadows sacrifice.
- (c) Tenure displaces talent.
- (d) Rules replace relationships.
- (e) Centralization sidelines collaboration.
- (f) Maintenance usurps the mission.

3) One author observed that large organizations seem to have immune systems that attack growth and innovation.

“Sometimes this process is malicious and premeditated, but most of the time it is unconscious. It is simply the nature of an existing system to preserve its operating model.” –Brian Sanders¹⁵

4) Multiplication maintains movement dynamics even while wise steps towards institutionalizing are taken by leaders.

“Organizations should have both institutional characteristics and movement dynamics.” –Timothy Keller¹⁶

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REASON #4: MULTIPLICATION CREATES GROWTH OPPORTUNITIES

A. Multiplication creates opportunities for faith.

- 1) The doorway to multiplication is faith. God invites us to spend and be spent before we can see the return.
- 2) God loves multiplication because it requires us to trust Him for all we do not know.

B. Multiplication sparks opportunities for gifts.

- 1) Roles in the sending church are vacated.
- 2) Roles in the church plant are created.

C. Multiplication creates opportunities to learn how to disciple.

- 1) For multiplication to happen, a convert must begin to disciple another convert.

“Only a disciple can make a disciple.” –A.W. Tozer¹⁷

- 2) Disciples making disciples is one measure of true biblical success for a local church.

“Any ministry’s success should be judged, not by its size, but by how well it raises up disciples who raise up more disciples.” –J.D. Greear¹⁸

D. Multiplication creates opportunities to learn how to lead.

- 1) As a Christian learns how to disciple, they are also being armed with certain leadership skills.

“The great commission is not merely to go to the ends of the earth preaching the Gospel (Mark 16:15), nor to baptize a lot of converts into the Name of the Triune God, nor to teach them the precepts of Christ, but to “make disciples” – to build men like themselves who were so constrained by the commission of Christ that they not only followed, but led others to follow His way.” –Robert Coleman¹⁹

REASON #5: MULTIPLICATION TRANSFERS THE GOSPEL TO THE NEXT GENERATION

A. Multiplication ultimately reaches into the future.

“And what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also” (2 Tim. 2:2).

- 1) The text portrays four generations of transfer.
- 2) We can’t guarantee what our church will look like in 50 years.
- 3) A true test of love for the church is seen in succession—in the health of what we leave behind and in who gets the glory for the health.

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CONCLUSION

Affirm this promise together: Do you promise to begin praying for your ultimate replacement in ministry, with the hope of one day identifying, training, and transferring your responsibilities to him, so that this church may continue to grow and mature in future generations, for the glory and honor of God?

DISCUSSION

1. Discuss one specific way this message helped you to see multiplication in a new way.
2. What specific steps can you take to better cultivate a culture of multiplication among those you lead?
3. In what specific ways did this session help fortify the strengths or remedy the weaknesses uncovered in your Multiply 360 assessment?
4. Without consulting your notes, how does multiplication contribute to church renewal?
5. **Personal Reflection:** Are there any areas where you felt personally convicted while studying this material? How would you categorize the sin, and what steps will you take to repent and lead differently?

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SESSION 2

FIVE REASONS WHY CHURCHES DON'T MULTIPLY

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FIVE REASONS WHY CHURCHES DON'T MULTIPLY

MAIN IDEA

In the family of local church values, multiplication is the middle child—easy to overlook, almost effortless to neglect. Multiplication does not whine when left unattended. But mission is too important to God to be diminished by His bride. Clarifying the reasons multiplication is neglected is the first step towards recovering this value for the glory of God and the enduring health of the local church.

INTRODUCTION

Discuss reasons why healthy married couples postpone having kids.

An Important Word for Pastors and Elders

When we talk on why something is NOT happening, it becomes an implied critique. But “leadership” is not a diagnosis behind the problem, but the prescription for the solution. We need to approach this discussion understanding the realities of local church pastors.

Creating culture and continuity for a local church is an enormous effort. Church plants and established churches often feel fragile, requiring constant attention and care. This process cannot and should not be rushed.

Pastors and elders instinctively focus on drawing people in, connecting them, and building them up. Sending them out can often feel counterintuitive.

Multiplication is easy to neglect because the consequences of not prioritizing it are not immediately apparent. Consider a car that can run thousands of miles without an oil change. While the engine will eventually suffer damage, it does not happen right away. Many miles can be covered before the engine light comes on. Similarly, postponing the mission of multiplication does not deliver immediate negative consequences, making it tempting for leaders to keep delaying the work.

If you see yourself in these descriptions, you are in good company. Remember, our confidence for fruit is not embedded in our motivation or our abilities. It's fueled by what Christ accomplished and the amazing grace now available through that.

This is a wonderful time to be a church leader—God is going to work in powerful ways both through you and in you. This session will help.

REASON #1: WE FEAR RISK

A. Mission requires faith.

- 1) The call to mission is a call to faith. To achieve mission, one must walk through the door of risk.
- 2) When it comes to mission, God withholds some clarity to cultivate dependence upon Him.
- 3) Churches can get so paralyzed by ambiguity that they will not pursue mission. They look for mission without risk.

B. Church leaders are wired more for safety and security (risk-averse).

1) Look at the leadership profile that emerges from 1 Tim. 3 and Titus 1.

(a) The profile for eldership is weighted on the side of caring, leading, protecting, and doctrinal discernment.

2) At times, a desire for safety and security nurtures an unhealthy fear of failure.

“The reality is that the fear of the unknown, of losing friends, of losing tithers, of change, and of failure are all factors that prevent churches from multiplying. For example, fear often drives churches to soothe their growing pains by starting another campus, instead of planting another church. Now don’t get me wrong, I am for multisite, but only when it’s a strategy that comes alongside church planting. For many churches ridden with fear, they never plant a church because they’re afraid it won’t succeed. Multisite needs to be seen as an alternative for building a bigger building, rather than as a replacement for church planting.” –Daniel Im²⁴

REASON #2: WE LACK KINGDOM VISION

A. We need a Kingdom mentality.

1) A Kingdom mentality inspires risk.

(a) The Kingdom is God’s dynamic rule and reign unleashed in creation through the life, death, and resurrection of Christ (Matt. 12:28-29).

(b) An overlapping of ages

“The church lives ‘between the times’...the old age goes on, but the powers of the new age have irrupted [forcibly entered] into the old age.” –George Eldon Ladd²⁵

2) When people enter God’s Kingdom, they come under His loving reign.

3) Kingdom is our most durable identity. Our permanent identity is grounded as Kingdom citizens.

B. Five Kingdom convictions:

1) Firstly, believe God is at work in powerful ways outside our own tribe.

2) Secondly, Kingdom-minded leaders don’t build empires. They work for God’s Kingdom.

3) Thirdly, Kingdom-minded leaders collaborate outside of their tribe.

4) Fourthly, Kingdom-minded leaders make and keep commitments.

5) Lastly, Kingdom-minded leaders witness to the Kingdom.

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REASON #3: MULTIPLICATION IS PARALYZED BY IDEALISM

A. Understandable reasons

- 1) Few leaders disagree that churches need to be planted.
- 2) Like potential parents, they just hold out for “ideal,” the convergence of perfect conditions. It feels principled or maybe spiritualized.

B. “Yes, but FIRST...we must become more healthy and mature!”

- 1) We bifurcate the two in unhelpful ways, making them oppositional instead of complementary.
- 2) Read Acts 14:21-23.
- 3) The danger comes when we ignore how mission and multiplication contribute to health.

C. “Yes, but FIRST...we must achieve a certain size, with a certain attendance or a certain budget!”

“What’s the right size to multiply your church? There’s a rumor out there that goes like this: ‘It’s 25% larger than your current church. So if your church is currently at 100 people, then it’s when you’re 125; or if you’re 1,000, then it’s when your attendance is at 1,250.’ The problem with this ‘statistic’ is that it’s driven by a perceived scarcity mindset, which will ultimately keep your church from multiplying. Let me explain. This mindset says that you cannot multiply until you have enough leaders to fill the potential vacancies, or until you have more than enough tithers to replace those who are leaving. If this is your mindset, then you’ll never have enough to reach that 25% mark because there’ll always be more needs and additional ministry to do.” –Daniel Im²⁸

“Church planting is only expensive because we believe church planting has to be complete with a ‘five-piece band’ or a sophisticated infrastructure to build upon. But how much does it actually cost to share the gospel with your neighbor or meet in your living room? Church planting is about making, baptizing and teaching disciples of Jesus – all of which are absolutely free! Using money in ministry isn’t bad; it enhances ministry. But money is not required to raise leaders or multiply churches. The vast majority of pastors in the world are volunteer and bi-vocational. Yet somehow they are able to conduct ministry with little to no money.” –Clint Clifton²⁹

D. “Yes, but FIRST...we must build a culture of care!”

- 1) Care remains important for GCC, determining the pace of mission efforts.
- 2) Care, however, is a dominant gene in church DNA. It easily dominates other cultural values.

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A study done on church planters found that “...plateaued or declining churches should seriously and prayerfully consider sponsoring a church plant every three to five years in order to create a missional atmosphere in the local church. A missional atmosphere in the church aids the members to be more spiritually mature by being more receptive to the Holy Spirit. The members will see their community from a kingdom perspective rather than a parochial perspective. The result will be a revitalized local church, the expansion of the kingdom, and the glorification of Christ.”³¹

E. “Yes, but FIRST...we must find an outside planter!”

- 1) God can and will grow your church by inside and outside leaders. Both are legitimate.
- 2) Finding your future leaders outside becomes problematic when...
 - (a) We are not attracting potential leaders.
 - (b) We do not have well-defined pathways that result in multiplying leaders.
 - (c) We are seeking to avoid the sacrifice and risk of sending out a valued leader.
- 3) Leaders must stir faith and build a culture that develops and deploys home-grown leaders.

F. The gospel is better than our ideals.

- 1) The gospel frees us from the illusion of the ideal by reminding us that perfection is found in Christ, not in our own efforts.
- 2) Jesus has already lived the perfect life on our behalf and secured our acceptance with God.
- 3) As we rest in grace, we’re empowered to live fully in the real.

REASON #4: WE LACK TRAINING AND CLARITY

A. Pastors lack training.

B. Church leaders don’t view “multiplication” as a success metric.

“Any ministry’s success should be judged, not by its size, but by how well it raises up disciples who raise up more disciples.” –J.D. Greear³³

C. We lack well-defined pathways.

- 1) For multiplication to happen, there must be both conviction and context: specific beliefs we prioritize and specific ways we intend to apply them. This requires intentionality.
- 2) How GCC partners to help provide pathways:

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(a) Disciples

“Local communities provide the context for discipleship in the New Testament. Indeed much of Jesus’ teaching on discipleship only makes sense in the context of community (see Mark 10:17-31 where those who leave all to follow Christ receive much more ‘in this present age’ as well as the age to come as they share the family and possessions of the Christian community).” –Tim Chester³⁴

(b) Leaders

- (i) The Gospel-Shaped Leader program

(c) Elders

- (i) Am I Called (AIC) Assessment
- (ii) Am I Called (AIC) Study Guide and Study Groups
- (iii) Elder Training Kit
- (iv) Plurality Training
- (v) Regional Meetings

(d) Planters/Churches

- (i) Multiplication Kit
- (ii) AIC Assessment
- (iii) AIC Study Guide and Study Groups
- (iv) Church Planter Assessment
- (v) Church Planter Residency Program
- (vi) Church Planter Training
- (vii) Regional Coaching

RESOURCES



REASON #5: WE DON'T EVANGELIZE

“DO THE WORK OF AN EVANGELIST.” –2 TIM. 4:5

A. Pastors and elders must embrace the claim (which Paul made upon Timothy as a leader).

1) Do...

“I generally know, when someone goes into the ministry because they like to work only with Christians and to do church things, that this person probably isn’t called. The person who is usually best is the person who is quite good in a non-Christian work environment but who is willing, for the sake of the kingdom, to be called back ‘behind the lines’ as it were, to spend his life supplying those who are on the front lines of ministry. As a pastor, I am in a position that is both frustrating and privileged. It is frustrating in that I really enjoy opportunities to spend time with non-Christian friends, relatives, and neighbors. Because I am a pastor, I have to work intentionally to create such opportunities. But my position is also a privileged one, in that I get to meet at least weekly with a few hundred people and work to equip them to share the Gospel with their friends and family during the week ahead. Being a minister of the

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Word is a calling that has its price in personal evangelistic opportunities but that also affords great opportunities to encourage others.” –Mark Dever³⁵

2) ...the work...

3) ...of an evangelist.

“Evangelism is at the heart of pastoral ministry. Ministry is not about just dealing with immediate crises or problems, or about building numbers, or about reforming structures. It is fundamentally about preparing souls for death.” –Colin Marshall and Tony Payne³⁷

B. Expand our evangelistic reach.

1) An elder must have a good reputation with outsiders (1 Tim. 3:7).

“The criteria upon which any church should measure its success is not how many new names are added to the role nor how much the budget is increased, but rather how many Christians are actively winning souls and training them to win the multitudes.” –J.D. Greear³⁹

2) An elder must be hospitable (Titus 1:8).

“Radically ordinary hospitality is this: using your Christian home in a daily way that seeks to make strangers neighbors, and neighbors family of God. It brings glory to God as it serves others, and lives out the gospel in word and deed.” –Rosaria Butterfield⁴⁰

3) An elder must teach and counsel in ways that move people towards multiplication.

4) Church leaders must define church success not simply through church growth, but a growth that includes conversions.

5) Read “Do Elders Really Need to Evangelize?”⁴¹ →



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CONCLUSION

Faith is the antidote for most of our obstacles to multiplication. Perhaps you're sitting there, saying, "I'm unmotivated to evangelize. Being Kingdom-minded sounds, quite honestly, exhausting. I fear my faith is flawed—I'm failing even before I start!"

Christ came not for those with perfect faith, but for the weak and doubting. He died so that our faith would never need to be flawless.

And here's the breathtaking part: that record of perfect trust has been imputed to us.

This reality reminds us that faith is not something we muster up in our own strength.

If you feel your faith is weak or you're overwhelmed by doubt, remember this: Christ's perfect faith has already been credited to you. You are fully loved, fully accepted, and fully seen by God.

DISCUSSION

1. Of the "Yes, but FIRST..." excuses, which one hits closest to home? Why? What excuses would you add to the list?
2. Describe the connection between a Kingdom mentality and church multiplication. Why is it important for your church leaders to make this connection?
3. In what specific ways did this session help fortify the strengths or remedy the weaknesses uncovered in your Multiply 360 assessment?
4. How would you rate your elders and church in their understanding of "interdependence" and "gifted leaders"?
5. **Personal Reflection:** In view of the material covered in this outline, what is one area of your leadership that needs to grow, and what is one way you can immediately apply yourself to growing?

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SESSION 3

FIVE SPECIFIC MARKS OF A MULTIPLYING CHURCH

SESSION 3:

FIVE SPECIFIC MARKS OF A MULTIPLYING CHURCH

MAIN IDEA

A multiplying church is marked by five essentials: a lead pastor cultivating a culture of reproduction, elders supporting multiplication with prayerful strategies and evaluation, generous resourcing of financial and human contributions, clear leadership development for reproducing disciples and leaders, and fully engaged members active in disciple-making and church planting. Together, these ensure commitment to the Great Commission.

INTRODUCTION

What characteristics do multiplying churches have? What are the marks of a multiplying church?

MARK #1: A LEAD PASTOR CHAMPIONING MULTIPLICATION

A. The lead pastor embraces the responsibility of being the chief culture cultivator and custodian.

1) The challenge is captured in the following quote:

“Church leaders desperately want better leaders faster, but they do not know how to build them because they have overlooked the power of culture...They often tack a leadership pipeline program onto the church, hoping to build a better supply of leaders. Sadly, in the end, the predictable happens: culture trumps the program, and the pipeline fails to produce the desired results.” –Michael Fletcher⁴²

B. The lead pastor models multiplication.

1) He prays for it, personally and corporately.

“The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest” (Matt. 9:38).

C. The lead pastor lives multiplication.

D. The lead pastor communicates multiplication...

1) ...to the entire church.

2) ...with the elders.

E. The lead pastor identifies and encourages right practices and behaviors . . .

- 1) ...for elders and pastoral staff.
- 2)...for areas of ministry.

MARK #2: AN ELDER PLURALITY EVALUATING FOR MULTIPLICATION**A. Elders must not idolize multiplication.****B. Elders must prepare for multiplication with prayerful dependence, vision, and strategy.****C. Elders must be prepared for the healthy tension present in multiplication.⁴⁴**

- 1) Think of ministry as a spectrum: Inward focus ↔ Outward focus

D. Elders must examine for movement in multiplication.

- 1) What do elders measure?

- (a) The degree to which the elders are leading by example

- i. Training for it
 - ii. Praying for it
 - iii. Living it
 - iv. Transferring church leadership to the next generations
 - v. Holding one another accountable to model multiplication

- (b) The degree to which the ministry of the church evidences multiplication

- i. Multiplication is a shared value and culture in all of the ministries of our church.
 - ii. Multiplication is an expectation in our church.

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MARK #3: A GENEROUS RESOURCING OF MULTIPLICATION

A. A multiplying church engages in gospel-centered and Kingdom-oriented giving.

B. A multiplying church is generous with all of its resources.

- 1) People resources
- 2) Financial resources
- 3) Material resources

MARK #4: A CLEAR PROCESS OF LEADERSHIP DEVELOPMENT AND MINISTRY MULTIPLICATION

A. Multiplying churches value raising up and sending leaders to plant churches.

“We are to make disciples and we are to go. If our disciple-making efforts don’t lead to multiplication in the form of creating new communities of faith, then what does that tell us about the health of our efforts? The ‘go’ in Jesus’ Great Commission is inseparable from the multiplication of new churches.” –Todd Wilson⁴⁵

B. The process of most churches

- 1) Many churches simply exist.
- 2) Some churches connect people through a discipleship pathway.

Step 1: Meet and give a basic overview of the church.

Step 2: Dive deeper into doctrine, mission, history (our story), values, attributes—the kind of church we aspire to be. Are we a good fit for one another?

Step 3: Participate in the discipleship pathway, get involved in a small community group, and start serving in the church.

Step 4: Membership

Step 5: Serving and leadership roles

- 3) Be wary of assimilating people into programs and positions vs. forming disciples.

C. The process for a multiplying church

- 1) Multiplying churches do not just recruit people to serve in positions—they develop/form people through ministry multiplication pathways.

(a) A leadership pipeline or a growth process for various kinds of people in the church⁴⁶

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“A well-structured, simple, but effective leadership-development pipeline is the key to continued growth” (and multiplication). –Michael Fletcher⁴⁷

2) How a multiplying church sees leadership development:

- (a) Lead self (in a group)
- (b) Lead others (lead a group)
- (c) Lead leaders (shepherd group leaders)
- (d) Lead ministries (direct a ministry)
- (e) Lead churches (elder-like oversight)⁴⁸

MARK #5: MEMBERS EXPECTING AND ENGAGING IN MULTIPLICATION

A. Members are anticipating multiplication.

B. Members are praying for multiplication.

C. Members are engaged in multiplication.

- 1) Members are disciple-making.
- 2) Members are equipped for multiplication.
- 3) Members are engaged in church planting.

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CONCLUSION

DISCUSSION

1. How can a lead pastor practically embody the role of a “chief culture cultivator” to create a church environment that prioritizes multiplication?

What specific steps can be taken before and after the church’s launch to instill this culture?

2. How can elders balance pursuing multiplication as a key goal while avoiding idolizing growth?

How can they effectively lead by example in fostering a culture of multiplication?

3. What challenges might a new church plant face in dedicating significant resources (financial, people, and material) to multiplication?

How can those challenges be addressed in the early stages of growth?

4. How can a church cultivate an expectation of multiplication among its members from the moment they join?

What strategies can help inspire members to actively engage in disciple-making, leadership development, and church planting efforts?

5. In your own life and ministry, how are you contributing to the multiplication of disciples, leaders, and faith communities?

What steps can you take to grow in this role?

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SESSION 4

FIVE STEPS TO CREATE A PLANTER PATHWAY

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MAIN IDEA

Churches naturally trend toward comfort-driven consumerism. This occurs in every body of believers. It requires ongoing, intentional efforts to maintain a church's focus on a Christ-centered, gospel-driven mission of multiplying disciples and planting churches. This approach will foster renewal and participation in God's mission.

INTRODUCTION

There is a godly tension between shepherding the flock of God among you (1 Pet. 5:2) and multiplying the gospel beyond your church, including planting new churches. This isn't an "either-or" decision but a "both-and" calling. These two responsibilities are like the wings of a plane—building up and sending out, receiving and giving, caring and commissioning. If one wing is shorter than the other, the aircraft flies in circles. But when both are strong and balanced, the church soars to new heights, propelled by God's mission.

A sending culture doesn't just fulfill the Great Commission; it invigorates every aspect of the church, transforming it from a smoldering ember into a blazing fire for God's glory. With this urgent mission in mind, we'll explore five practical ways to cultivate a planter pathway in your church— steps that lead to sending, multiplying, and ultimately renewing the congregation through both internal care and external mission.

STEP #1: RELENTLESSLY PURSUE A SENDING CULTURE

A. The first step in creating a planter pathway is cultivating a relentless focus on sending.

1) In *The Great Dechurching*, authors Jim Davis and Michael Graham claim that 40 million adult Americans have left the church in the last 25 years. That's 15% of the population.⁵⁰

(a) What are some reasons people are leaving the church?

(b) How can we respond?

B. Studies show that 90% of all churches reach their peak in attendance, outreach, and giving by their 12th birthday. Among evangelical churches:⁵¹

1) Those under 3 years old will win 10 people to Christ annually for every 100 church members.

2) Those 3 to 15 years old will win five people per year.

3) After age 15, the number drops to three per year.

C. Multiplication is not optional. It is not one function or ministry of the many the church offers.

“The church exists by mission as fire exists by burning.” –Emil Brunner⁵³

1) Multiplication must remain at the church’s heart as we build, teach, care, and counsel.

(a) A church committed to multiplication is a gospel-centered community of mature, doctrinally sound disciple-makers who have entered into a covenant with God and one another to seek mission opportunities around them, proactively sending their best members into His harvest while supporting, encouraging, and developing them.

2) John Stott said consumer Christianity sees the church as a place that’s all about me, my wants and needs, and a place of goods and services instead of a place where we are challenged to grow, serve, give, and be sent to the world in mission.⁵⁴

(a) How accurate is Stott’s comment?

(b) How can we combat this subtle drift?

D. Just as the Father sent Jesus to seek and save the lost (Luke 19:10), Jesus now commissions us to continue His mission of rescuing a world in desperate need, rebelling against Him, and facing His righteous judgment. We are committed to this mission until God’s salvation reaches the ends of the earth.

***“The Lord of the Scriptures is a missionary God who reaches out to the lost and sends his servants, particularly his beloved Son, to achieve his gracious purpose of salvation.”
–Professor Andreas Kostenberger⁵⁵***

STEP #2: REGULARLY ENCOURAGE CHURCH PLANTING

A. Be generous with your best members.

1) Charles Spurgeon was Kingdom-minded with his church members.

“We gladly send out our twelves, twenties, and fifties to establish new churches. We don’t just allow our members to leave for this purpose—we encourage them and even urge them. We ask them to spread across the land like good seed, trusting that God will bless their efforts. As long as we continue this mission, I believe we will thrive.” –Charles Spurgeon⁵⁶

(a) What stands out from Spurgeon’s discourse to his church?

B. Give, and it will be given unto you.

1) Research supports this harvest principle.

(a) Dr. Jeff Farmer analyzed the statistics of 624 Southern Baptist Churches that planted

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churches. The results of planting a church on the sponsoring church over five years showed an increase in regular offerings by 48.4% and designated gifts by 77.4%. Worship attendance rose by 21.5%. The author of the PhD dissertation concluded that common excuses regarding money and attendance are not valid. Dr. Farmer stated that every church should prayerfully consider planting a new church every three to five years to rejuvenate the local church's spiritual vitality and expand the gospel to new areas.⁵⁸

(b) Acts 20:28 urges elders to diligently oversee the entire flock that the Holy Spirit has appointed them to care for. Pastors and elders are responsible for stewarding those God has placed in their care.

2) Reflect on the following promises and consider how they might relate to sowing people for Kingdom multiplication.

"Whoever brings blessing will be enriched, and one who waters will himself be watered" (Prov. 11:25).

"Give, and it will be given to you. Good measure, pressed down, shaken together, running over, will be put into your lap. The measure you use will be measured back to you" (Luke 6:38).

C. Don't bury your best leaders.

1) The parable of the talents (Matt. 25:14-30) applies to material *and* human resources. The "wicked and slothful servant" was afraid and hid his talent in the ground instead of investing it as the other two had for the master.

2) Churches have potential leaders stifled by a lack of experience, education, age, opportunity, and other factors.

3) Find ways to develop young people to lead, teach, and shepherd, or they will become atrophied members or sidelined leaders instead of healthy multipliers.

STEP #3: COMPASSIONATELY SEE THE NEED

A. Many churches focus on the secondary needs without seeing the most essential needs.

1) A "Martha Syndrome" is when a church gets so busy with ministry that it fails to see the greatest needs. Martha was "distracted" (drawn away) by all her preparations while Jesus was in the house (Luke 10:38-42).

(a) What things distract your church from seeing the spiritual needs in your neighborhoods?

2) Multiplication occurs only when the pastor(s), elders, staff, and most of the congregation recognize God's call to grow in maturity and simultaneously reach an underserved city or part of a town. A repeatedly shared vision will help people see the need.

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B. Look up to see the helpless and harassed sheep without a shepherd (Matt. 9:36).

1) When Jesus saw the crowds, He had compassion for them. The Greek word "saw" (horáō) means "to stare at" or "discern clearly" (physically or mentally).

(a) Jesus didn't accidentally see these people; He likely looked intently to discern their condition.

(b) The Savior of the world, the all-powerful, all-knowing co-Creator of the universe, felt compassion (Matt. 9:38).

2) Nehemiah saw the need and the remedy.

(a) When Nehemiah learned about the state of the walls in Jerusalem, he mourned, prayed, and fasted for days over the plight of his fellow Jews (Neh. 1:3-11). He requested resources and permission from the king to rebuild (2:1-8). Then, he examined the shattered rubble and developed a plan to address the issue (2:9-20).

(b) Our vision does not need to shrink to accommodate the reality of our limited funds, knowledge, experience, or leaders. Instead, reality expands to embrace our vision.

3) Discuss the specific needs that exist in your community.

(a) Are there unreached ethnic groups?

(b) What are the unique family dynamics?

(c) How do the socioeconomic factors lead to needs?

(d) What religions are present?

(e) What universities or colleges are in spiritual need?

(f) What drugs or addictions are prevalent?

(g) Where is there a population without a gospel witness?

STEP #4: COURAGEOUSLY COMMIT TO MULTIPLY

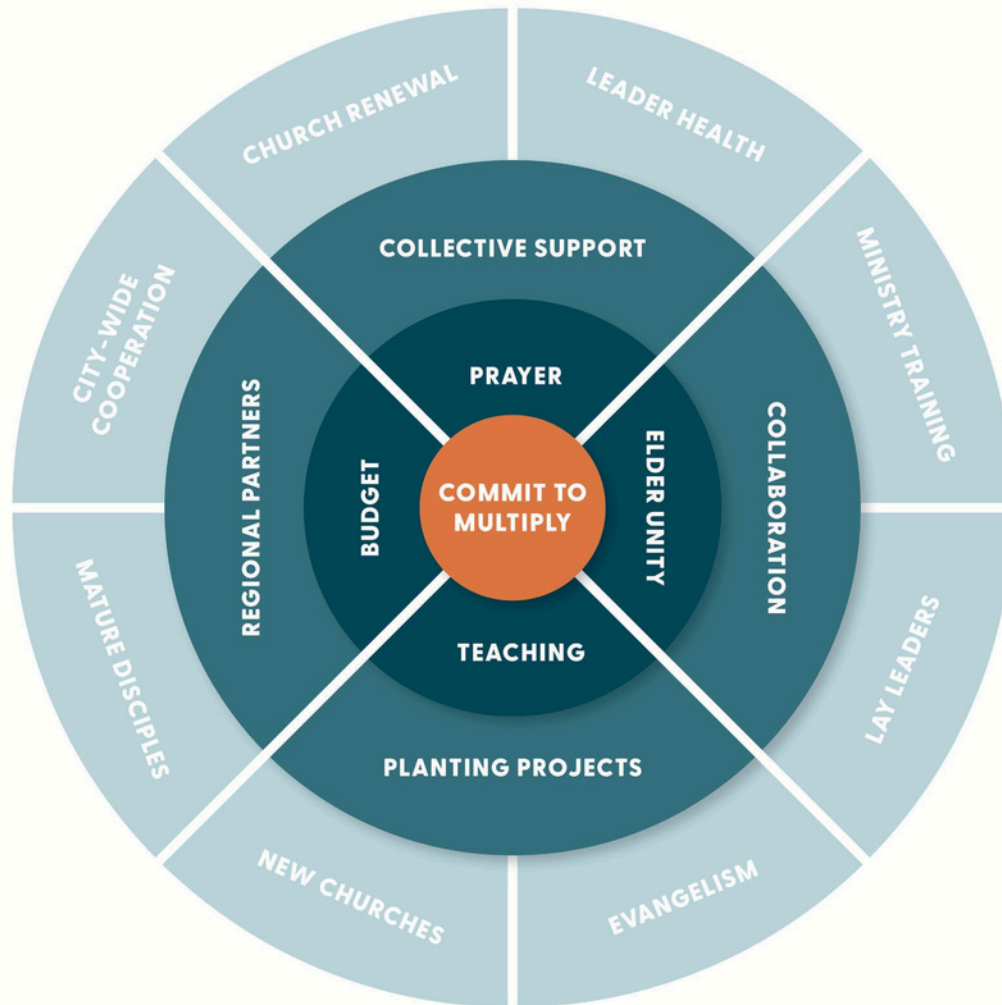
A. Every church that seeks to make a lasting impact must begin with a commitment to multiplication.

B. Examine the illustration on the next page with four concentric circles.

1) **Ring #1:** Start by committing to multiply (inner circle).

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(a) Following Jesus' command begins as a deep commitment that the pastors and elders obey (Matt. 28:16-20).

(b) To reinforce this commitment, review Session 1 with your elders, read through the Book of Acts, and pray for a more profound commitment to multiply.

2) **Ring #2:** Create a strategic plan within your church.

(a) **Unite elders** around multiplication.

- i. Are the elders in entirety "standing firm in one spirit, with one mind striving side by side for the faith of the gospel" (Phil. 1:27)?
- ii. What prevents elders from uniting around multiplication, and how can you address it?

(b) **Teach** about multiplication repeatedly (Matt. 13:1-23; 25:14-30; Acts 6:1, 7; 9:31).

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(c) **Pray** dependently.

i. One of the greatest preachers of English Methodism said:

“The one concern of the devil is to keep Christians from praying. He fears nothing from prayerless studies, prayerless work, and prayerless religion. He laughs at our toil, mocks at our wisdom, but trembles when we pray.” –Samuel Chadwick⁷³

(d) **Budget** for multiplication. Commit your next budget year to include an extraordinary multiplication budget.

“God’s goal for your church budget is that your congregation be found faithful in their calling to the great commission.” –Jamie Dunlop⁶⁰

3) **Ring #3:** Work together with GCC and your region.

(a) Regional partnership strengthens leaders through care, connection, and coaching and to plant multiplying churches. (2 Cor. 8:1-15; Eph. 4:12-16; 1 Cor. 3:6-7).

(b) Collaboration with other pastors and churches in their region. (1 Cor. 12:21; Acts 15:6, 7; Col. 4:16; 2 Cor 9:1-2; 1 Thess. 1:6-10)

(c) Collective support

(d) GCC provides multiple resources:

- i. An online presence (website/social media) directing potential planters and churches to inquire about partnerships
- ii. Pre-assessment screening and formal assessment
- iii. Coach training
- iv. Written resources about planting
- v. Formal church planting training (CPT)
- vi. Residency Kit, Elder Kit, Multiplication Kit
- vii. National Leadership Conference and Senior Pastors and Wives Retreat

(e) Support church planting projects where your church can BLESS a planting couple or team:

- B - Belonging (to our church family)
- L - Loving (the whole planting family)
- E - Encouraging (repeatedly)
- S - Supporting (financially)
- S - Supplicating (praying for their needs: personally and corporately)

4) **Ring #4:** Reap the fruit of a multiplication focus (see outer circle).

(a) **Church renewal** results from planting new ones

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i. Tim Keller defines church renewal as an intensification of conviction of sin, regeneration, and sanctification through the ordinary means of grace: preaching, prayer, and the sacraments.⁷⁵

ii. A struggling church on a mission is more likely to experience renewal than a self-sufficient church.

“Authentic renewal will only come with a return to the church’s theological roots in Scripture and missionary engagement with its culture.”

–Wilbert R. Shenk, professor of mission history at Fuller Theological Seminary⁶¹

(b) Leader health

i. Paul warned Timothy to keep a close watch on his life and doctrine (1 Tim. 4:6).

“We need the grace of God and the grace of others to grow in accurate self-knowledge.” –Paul David Tripp

c) City-wide collaboration to support a gospel movement and reach an entire city

i. Churches need a citywide movement of churches to support a gospel movement, Keller says. One kind of church cannot reach an entire city, requiring a willingness to work together. Territorialism will diminish the impact of the gospel in a city. Our goal is for more people to come to faith in Jesus.

“They must be more concerned about reaching the whole city and growing the whole body of Christ than about increasing their own tribe and kingdom.” –Tim Keller⁶²

(d) Ministry training to evangelize, disciple, and plant churches

i. Planters are attracted to cities and regions that offer practical training, internships, and church planting residencies.

(e) Mature disciples grow from “infants in Christ” (1 Cor. 3:1-2) to spiritual adults to “present everyone mature in Christ” (Col. 1:28-29)

i. Mature disciples are simultaneously the result and the means of more disciples. Being a disciple who is “perfect and complete, lacking in nothing” (James 1:4) is incomplete if they are not using their gifts to raise the spiritual children to maturity (see also Eph. 4:11-13).

(f) Evangelism carried out by ordinary Christians empowered by the Holy Spirit creates disciples everywhere (Acts 6:1, 7; 9:31; 12:24).⁶²

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(g) **Lay leaders** take responsibility for evangelizing and making disciples.

“Every layperson has a responsibility to evangelize and make disciples.”

–Colin Marshall and Tony Payne⁶⁵

i. Why do we quickly assume people don’t have time to get involved in ministry?

(h) **New churches** formed as a natural result of evangelism, discipleship, community, and leader development found in the Book of Acts

5) We aspire to embody all the traits of a multiplying church.

(a) However, we can only achieve these outcomes by focusing on the inner core principle: a commitment to multiply founded in the theological principles of Scripture.

(b) To sustain this momentum, churches need a dedicated team to guide the planter pathway forward.



STEP #5: STRATEGICALLY FORM A PLANTER PATHWAY TEAM

A. This team will be comprised of mission-minded people led by the pastor.

B. Review your church’s mission, vision, and values. Do they reflect a multiplication purpose?

C. Pray for a planter (Luke 10:2).

1) Who is the best candidate in your congregation currently? This potential planter will likely be the person you would hate to lose out of your church.

- (a) Is he godly?
- (b) Is his home healthy?
- (c) Can he preach or be trained?
- (d) Does he have a shepherd’s heart?
- (e) Does he love the lost?
- (f) Is he teachable and humble?
- (g) Is he discipling others?

D. Identify areas in your city or another city where a church is needed.

E. Explore the needed funding.

F. Cast a vision for the church tied to the theology of multiplication.

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SAMPLE CHURCH PLANTING PATHWAY

SELECTING	<ul style="list-style-type: none"> • Teach about multiplication and church planting • Include vision for planting in new member orientation • Develop a leadership pipeline: volunteer, small group leader, disciple maker, deacon, elder • Assess calling with AIC resource • Invite potential couples to consider planting
SHAPING	<ul style="list-style-type: none"> • One-year residency • Mentored by lead pastor or senior leader • Lead a ministry • Teach and preach • Study, learn, theological training • Lead and multiply a small group
STRENGTHENING	<ul style="list-style-type: none"> • Assessment by GCC • Church Planter Training (CPT) • Coached • Prepare to launch • Gather core group
SENDING	<ul style="list-style-type: none"> • Formal church commissioning of church planting couple • Affirm character, calling, competence • Prayer in sending • Provide members for their core group
SUSTAINING	<ul style="list-style-type: none"> • Support financially • Pastoral care • Regular communication • Celebrate milestones • Evaluate health and growth • Assist as they multiply

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CONCLUSION

DISCUSSION

1. How can our church reorient its resources and energy toward multiplication instead of maintenance? How would it affect our budget?
2. What steps can we take to replace the fear of losing a quality leader?
3. In what specific ways did the content of this session help either to fortify the strengths or to remedy the weaknesses uncovered in your Multiplication 360 assessment?
4. How can our church begin or deepen a partnership with other churches in our city or collective to pursue a shared mission of planting new churches?
5. **Personal Reflection:** In what ways has your personal comfort or fear hindered your participation in Christ's mission of multiplication? How might God be calling you to repent and reorient your life toward His mission?

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SESSION 5

**FIVE WAYS GCC SUPPORTS & CONNECTS
PASTORS THROUGH REGIONS**

SESSION 5:

FIVE WAYS GCC SUPPORTS & CONNECTS PASTORS THROUGH REGIONS**MAIN IDEA**

Regions represent a central strategy in GCC's mission to plant churches and strengthen leaders. This session will help connect the dots between the regional vision and the concrete ways GCC supports the regions so pastors and elders can be missionally catalyzed and personally nourished.

INTRODUCTION

Scientists estimate that the wheel has been with us for five millennia, first used for milling and irrigation. Today, the wheel lies near the center of modern production and technology.

With regions, GCC is not pioneering a new idea—rather, it's a reinvention of Paul's wheel.

GCC is not improving upon Paul's methodology—just applying it in new locations. This session covers five ways GCC supports and connects pastors through regions.

WAY #1: PROVIDING THE REGIONAL FRAMEWORK FOR CONNECTION**A. The theological architecture**

- 1) Theological grounding for extra-local leaders
- 2) Leadership-gifted
- 3) Elder-authorized
- 4) Kingdom-minded
- 5) Model-based
- 6) Discuss *"From Where Will the Workers Come?"* →

**B. The functional architecture**

- 1) The Hub Church MOU
- 2) The Regional Leader Job Description
- 3) Sample Docs on Regional Leaders

C. Defining our outcomes (outcomes are drawn from the Multiplication Vision)

1) Every church annually:

- (a) Communicating and celebrating GCC's church planting process and progress in North America and internationally.
- (b) Accessing (applying) GCC's clear pathway and concise resources for a step-by-step guide to church planting partnerships (national and international)
- (c) Contributing up to 1% annually to the GC Fund
- (d) Encouraging people in their church to join church planting core teams
- (e) Participating once a year in a regional event
- (f) Recruiting planters and churches into their region.

2) Half of GCC churches within 5 years:

- (a) Hosting church planting residencies and/or ramp up internships, and/or
- (b) Sending planters but not core group, and/or
- (c) Planting a church with a planter and core group

3) Hub Churches within 18 months

- (a) The Hub Church is a GCC church where the senior pastor and eldership have been invited by the GCC president (our country ED) to form GCC churches into a geographic region.
- (b) The vision for regionalizing: Collaborating together regionally shares the ownership and multiplies our impact in planting churches devoted to church planting.

WAY #2: SUPPLYING REGIONAL TRAINING

A. Helping lead pastors become regional leaders

B. Clarifying your role

C. Supplying Multiplication Tools

- 1) Regions should reinforce the utility of multiplication content.
- 2) Am I Called Study Guide
- 3) CP Residency Kit

RESOURCES



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- 4) Eldership Residency Kit
- 5) CPT 2.0
- 6) Gospel-Centered Leadership Pathway
- 7) Multiplication Kit (Multiplication Vision)
- 8) GCC Grants for residency and planting

WAY #3: PROVIDING REGIONAL SUPPORT

A. Providing support to plant

- 1) Recruiting – Following up and vetting leads as they come to us to recommend qualified candidates and churches to the regions
- 2) CP Residency – Training kit and funding
- 3) Assessment – For residency and church planting within the region
- 4) Funding – For residency and church planting within the region

B. Providing a pathway for coaching and care

- 1) We want the regions to concentrate on helping churches multiply and connecting elders and pastors together.
- 2) Coaching will happen as a trained coach coordinates the coaching efforts of each region.
- 3) Care will inevitably flow from relational connection.
- 4) When a pastor's problems move towards trouble or trauma, GCC does not want the region to bear the burden.
 - (a) Contact our Director of Pastoral Care (This role can be seen as a first responder for triage.)
 - (b) Contact our member care director

C. Providing a pathway for Plurality Triage Service

- 1) Plurality training
- 2) Plurality trouble
- 3) Plurality trauma

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D. Providing experienced leadership to service the regional leaders

- 1) Scott Thomas: Regional Leader Czar (not his real title)
 - (a) Scott will host a quarterly call with regional leaders for training, feedback, and collaboration on ideas towards developing the Collective.
- 2) Ryan and Dave: Leadership Support
- 3) GCC Team: Office Support

WAY #4: DECENTRALIZING THROUGH POWER SHARING

A. Power sharing says: "You have permission."

- 1) Power should not first be thought of in its fallen form: domination, exploitation, or coercion.
- 2) Redeemed power bestows the authority to act, capacity to create, and impulse to share and reproduce.
- 3) What do we do with power? First, push it back down to other leaders.
- 4) Imagine Reformed World as a Fortune 500 company. What department would GCC be?
- 5) Why is GCC starting regions? Because we believe in the power-sharing loop: Collaboration sparks innovation, and power multiplies when it is shared.

B. Power sharing says: "You have a pathway."

- 1) The composition of your region
- 2) Convening power
- 3) Coaching
- 4) Receiving new planters and pastors into the region
- 5) Revoking membership

C. Power-sharing says: "You share burdens and value reciprocity."

"One feature of Paul's missionary activity was to link his various missionary churches together on a regional basis so that they would provide mutual support."
—Charles Wanamaker⁶⁷

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- 1) Local church leaders foster generous cultures in their lives, homes, churches, and regions by reflecting Kingdom priorities.
- 2) Reciprocity involves mutual exchanges of service and support that lead to flourishing partnerships.
 - (a) Consider Paul's generosity.
 - (b) Consider the Philippians' generosity.
- 3) Principle: Reciprocity is essential in church partnerships, fostering mutual support and shared burdens across regional connections.
- 4) Practical reciprocity.
- 5) Call to action.
- 6) Story of Benjamin Franklin: "A republic, ma'am, if you can keep it."

WAY #5: CATALYZING CHURCHES FOR REGIONAL PARTICIPATION

- A. GCC events programmed to reinforce regional identity
- B. Marketing support from GCC team and parable
- C. Member care calls
- D. Extra-local travel and vision-casting
 - 1) Scotty, Corey, Ryan, and Dave
- E. Communication through regions
- F. Celebrating the value of reciprocity

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CONCLUSION

DISCUSSION

1. What aspects from "From Where Will the Workers Come?" seem most important to discussion? What concrete questions does the paper raise for you?
2. When it comes to the two features of power sharing (permission and pathway), what questions does it raise for you about the regional goals?
3. In what specific ways did this session help fortify the strengths or remedy the weaknesses uncovered in your Multiply 360 assessment?
4. In what practical ways can we raise the profile of the Church Planter Residency Kit (and the Elder Kit) within the regions?
5. **Personal Reflection:** Where do you see God inviting you to stretch your faith regarding regional involvement and fruitfulness?

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SESSION 6

FIVE ACTION STEPS TO TAKE FROM HERE

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FIVE ACTION STEPS TO TAKE FROM HERE

MAIN IDEA

Churches are called to embrace multiplication as their mission by committing to prayer, fostering a culture of transformation, investing in regional and international partnerships, teaching multiplication, and equipping the next generation of leaders—answering Jesus’ mandate to seek and save the lost. Here are five practical steps to take from here.

INTRODUCTION

What unfolds when a church designed to multiply disciples turns inward?

STEP #1: PRAY FOR PLANTERS – FUELING THE MISSION WITH EXTRAORDINARY PRAYER

A. Pray specific prayers for multiplication.

- 1) As a church, pray earnestly, regularly, and explicitly for multiplication.
- 2) Pray for funds, opportunities, and a unified multiplication vision.
- 3) Pray that God will send young couples to plant (Luke 10:2).

B. Pray frontline prayers.

- 1) Maintenance prayers focus on the routine well-being of the church, while frontline prayers are urgent and specific, aimed at supporting the church’s mission.⁶⁸
- 2) Lord, free us from our self-centeredness as a church. Lord of the harvest, please send church planters to rescue the lost and the unchurched in their cities. Allow us to seek and save the lost in our town (Luke 19:10).

C. Pray extraordinary prayers.

- 1) A consistent theme of a multiplication movement is what Jonathan Edwards called “extraordinary prayer.”
- 2) Prayer aligns our hearts with God’s mission and opens the door for His Spirit to work. For a church to multiply effectively, it must use the power of prayer to build a culture prioritizing life change, discipleship, leadership development, and church planting.
- 3) What would it take for our churches to begin experiencing extraordinary, dependent, and urgent frontline prayer for the church’s mission?
- 4) What would it take for you?

STEP #2: PREACH AND TEACH MULTIPLICATION

A. Consider the following as teasers for a possible preaching series on multiplication:

- 1) Multiplication through personal witness (Acts 1:6-11):** The mission of multiplication begins with personal witness empowered by the Holy Spirit.
- 2) Multiplication through community growth (Acts 2:42-47):** Multiplication happens when believers commit to studying God's Word, fellowship, worship, prayer, generosity, unity, community, and service.
- 3) Multiplication to all nations (Acts 10:34-48):** Multiplication requires the church to break cultural barriers and embrace all people with the Gospel.
- 4) Multiplication through church planting (Acts 13:1-5):** Church planting is a Spirit-led strategy for multiplying disciples and expanding God's Kingdom.
- 5) Multiplication through church collaboration (Acts 15:1-35):** Collaboration between churches fosters unity and multiplies the Kingdom by expanding regional mission efforts.
- 6) Multiplication through leadership development (Acts 16:1-5):** Multiplication happens when churches intentionally raise and send out new leaders.
- 7) Multiplication through intentional mission steps:⁷⁰** The local church is the mission agency (Acts 15:22), the Scriptures are the foundation (Acts 15:1-5), the Holy Spirit is the Director (Acts 13:2, 52), and prayer is the engine (Acts 13:1-4).
 - (a) Compel the lost (Acts 18:19; 19:1, 8-9; Luke 14:23; 2 Cor. 5:11).
 - (b) Communicate the gospel (Acts 19:4, 9-10).
 - (c) Convert the repentant (Acts 19:5, 18).
 - (d) Congregate the believers (Acts 19:9-10).
 - (e) Catechize the disciples (Acts 20:20, 27).
 - (f) Consecrate the leaders (Acts 20:17, 28; 1 Tim. 1:3-4; 2:2).
 - (g) Commend the believers (Acts 20:1, 25, 32).
 - (h) Continue the relationships (Acts 20:17; Eph. 1:1-3, 15-16).

STEP #3: INTENTIONALLY TRANSFER THE CONVICTION TO THOSE YOU LEAD

A. Transfer a culture of prioritizing changed lives.

- 1) A transformed life reflects a change through God's Word from beginning to end (2 Cor. 5:17; Rom. 5:1).

NOTES


This image shows a single page from a notebook or ledger. It features a series of evenly spaced, horizontal light blue lines running across the width of the page. The lines are thin and consistent in color and thickness. There are no vertical margin lines, text, or other markings present on the page. The background is a solid off-white or cream color.

- 2) We are justified by grace alone through faith alone in Christ alone, and this grace (Eph. 2:8-10; Heb. 12:1-2) drives us into a life of sanctification (Rom. 8:29; Phil. 2:12-13).
- 3) Our union with Christ (Gal. 2:20; Col. 3:1-3) equips us with the power for change, as does the indwelling Holy Spirit (Titus 3:5-6; Gal. 5:22-23).
- 4) The goal of our transformation is not self-improvement or corporate advancement but rather to glorify God and bear witness to the gospel (1 Cor. 10:31; Matt 5:16).

B. Transfer a culture of discipleship.

- 1) It is a church environment where members actively learn and grow in their faith (Eph. 4:10-16). People attend small groups, classes, and church services. These are important. We don't need people to attend less but to engage more.
- 2) However, it's not just about attending services and classes. It's about intentional, relational training that leads to personal transformation and a deeper understanding of the gospel.
- 3) Discipleship starts with a genuine friendship or a desire for one.

C. Transfer a culture of leader development.

- 1) Invest in the next generation, who will invest in others, to the fourth generation (2 Tim. 2:1-2).
 - (a) If each generation nurtured the next, it would spark an unstoppable movement.
- 2) Equip young men not only to do the work of the ministry but also to take on the responsibility of building up the body of Christ (Eph. 4:11-12).
- 3) Every pastor and every elder can disciple others and develop the next generation as an example to the flock (1 Pet. 5:3).
- 4) Review the GCC Leadership Training Track for multiplying elders, deacons, small group leaders, and disciple-makers.⁷² → 

D. Transfer a culture of missional focus that leads to new ministries and churches.

- 1) God designed the church as...
 - (a) the fruit of His mission.
 - (b) the force for His mission.
- 2) A healthy multiplication culture transforms lives within the church, but the mission doesn't stop there. To make a lasting impact, churches must look outward and invest their time, energy, and resources into the region around them.

NOTES

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STEP #4: INVEST REGIONALLY AND GLOBALLY

A. We will do the following as brothers on a mission together in a region.

- 1) Multiply leaders
- 2) Develop leaders
- 3) Raise elders
- 4) Equip church planters—creating a ripple effect beyond our individual church efforts.
- 5) Enjoy the relational encouragement of one another.

B. GCC is committed to strengthening and multiplying church planting networks globally—not just in North America.

- 1) Sign up for the regular GCC international newsletter to pray and stay current on ministry opportunities. Email corey@gccollective.org.
- 2) As a region, consider adopting an indigenous, theologically aligned GCC global network to encourage, support, and build.
- 3) GCC currently has three Member Networks and two Associate Networks:
 - (a) Member Networks
 - i. Romania/Moldova (training and coaching for church planting candidates in the pipeline)
 - ii. Caribbean (short-term teams)
 - iii. East Africa (training and equipping of future and current pastors)
 - (b) Associate Networks
 - i. India (short-term teams)
 - ii. Middle East and Africa (teaching/training for their Leadership Institute)
 - (c) Developing Networks
 - i. Scotland
- 4) Connect with the Regional Leader who will serve as the Hub Church.
- 5) Connect with the Regional Coaching Coordinator.
- 6) Make it a priority to know, encourage, and support the church planters in your region.
- 7) Recruit pastors and planters to explore a GCC partnership.
- 8) Interview potential planters to assess their readiness to plant.
- 9) Offer your skills, resources, staff, elders, or facilities for regional advancement.

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STEP #5: MAKE IT CONCRETE

- A. We must invest heavily in developing the next generation to lead the mission.
- B. Use the M-Kit to bring awareness to your church and its calling to make disciples and plant churches.
- C. Encourage your staff and elders to attend the 2025 GCC Leaders Conference, which will be held in Dallas, Texas, October 27–30. The theme is “Multiply.”
- D. Schedule a cohort with the pastors in your region between March and October.
- E. Encourage each pastor to walk their elders through the M-Kit content. See the following for two different ways.

WEEKEND RETREAT		MONTHLY ELDER MEETING	
Fri 5:00	Dinner Together	Sept	Session 1
Fri 7:00	Session 1 & Discussion	Oct	Session 2
Sat 9:00	Session 2	Nov	Session 3
Sat 10:30	Session 3	Dec	Discuss <i>Gaining by Losing</i>
Sat 11:30	Lunch & Discuss <i>Gaining by Losing</i>	Jan	Session 4
Sat 1:00	Session 4	Feb	Session 5
Sat 2:30	Session 5	Mar	Session 6
Sat 3:30	Break	Apr	Discuss Implementation
Sat 4:00	Session 6		
A hybrid model, which might be the most impactful, combines a weekend retreat with a monthly follow-up of the content.			

CONCLUSION

These five steps—prayer, culture-building, regional investment, teaching, and leadership development—work together to create a multiplying church. But the real challenge lies in taking action. Will you and your church commit to seeking and saving the lost, as Jesus did, and make multiplication the heart of your church’s mission?

Multiplication is the mission. It’s not an option but a mandate from our Lord. Will you commit to praying, developing leaders, creating a culture of multiplication, and investing in regional impact? The lost are waiting, and the harvest is plentiful. Let’s move forward together in faith and obedience.

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DISCUSSION

1. Why do you think Jesus explicitly tied mission to prayer in Luke 10:2? How does this challenge or encourage your church's current prayer practices?
2. What barriers keep churches from fully embracing discipleship, leadership development, and a missional focus? Are these barriers theological, cultural, or practical?
3. In what specific ways did the content of this session help either fortify strengths or remedy weaknesses uncovered in your Multiply 360 assessment?
4. What would it look like for your church to prioritize the next generation of leaders over institutional maintenance? What sacrifices might this require?
5. **Personal Reflection:** What happens to the church's identity and mission when it turns inward rather than outward? How do you see this tension in your church and your own life today?

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APPENDIX

Use the QR code to access the tools mentioned in the manual.



1. Am I Called (AIC) Assessment

A free assessment provided by the Great Commission Collective to help you discern a call to church planting.

2. Am I Called (AIC) Study Guide

Deepen your discernment with this free study guide for groups by Dave Harvey.

3. Residency Kit

Start a pipeline to develop ministry leaders in your church with these residency modules.

4. Elder Training Kit

Includes 12 training sessions with curriculum, recommended reading, templates, assessments, and more.

5. Church Planter Training Process Guide

An overview of the church planting process and curriculum.

6. CP Residency Kit Program Summary

7. Multiplication 360

A free assessment designed to help church leaders evaluate their effectiveness in fostering a culture of biblical multiplication. Email Laura@gccollective.org to get your assessment code.

8. Do Elders Really Need to Evangelize?

9. From Where Will the Workers Come?

Drawing from biblical examples and historical success, this paper by Dave Harvey argues for collective leadership roles populated by men who are leadership-gifted, elder-authorized, kingdom-minded, and model-proven.

10. Partnership Sunday Package

These items for April/May each year include:

- Church handout
- Social media resources
- Planter slides
- Sermon video
- Short videos
- Coloring pages and prayer info for children's ministries
- Talking points

11. The Hub Church MOU

12. The Regional Leader Job Description

13. Sample Docs on Regional Leaders

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ENDNOTES

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GREAT COMMISSION COLLECTIVE