

# MULTIPLY

New Service/New Site Training Track



## Unit 1 - Getting Started... Big Pieces in the Puzzle

**Welcome to MULTIPLY!**

MULTIPLY includes 10 downloadable training videos and workbooks. Move ahead at your own pace.

MULTIPLY is intended to be used within a coaching relationship. Coaching can be lined up through Gail at [gail.johnson@minnesotaumc.org](mailto:gail.johnson@minnesotaumc.org)

This first session is intended for the pastor only or pastor and a few key leaders.

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**Think about that word MULTIPLY.**

**Jesus was a Multiplier.**

He multiplied in his “doing”. He was an equipper, trainer and commissioner. He also multiplied in his teaching... I am vine you are branches, bear much fruit. Loved agricultural metaphors....sower and seed. Within each seed exists an entire field, orchard. He wanted us to think of multiplying himself through us into others.

Jesus was a multiplier in both word and act.

**Multiplication is our goal.** When you start a new service or site you are doing more than adding more people to your ministry.....by releasing more volunteers into the harvest, you are multiplying your impact.

Apostle Paul he picked up on this and multiplication became integral to his work.

II Timothy 2:2     *"The things you have heard from me with many witnesses, these same things commit to faithful ones who will share with others also."*

Acts 19: 9-10     *For two years Paul lectured in the hall of Tyrannous so all of Asia heard the word of the lord.:*

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### **So why is this picture of multiplying ministry with new congregations so important?**

# 1 way to reach new people....to multiply is starting new faith communities.  
Observation of C. Peter Wagner many years ago validated many times over.

New faith communities are perceived to be more sociologically permeable to outsiders....and they are able to innovate in their methods to be effective.

Innovation is what brings success...study from the Hartford Institute for Religion Research that has looked at mainline denomination growth. Key factor...innovation in worship.

<http://www.faithcommunitiestoday.org/sites/default/files/American-Congregations-2015.pdf>

### **So Why Do This?**

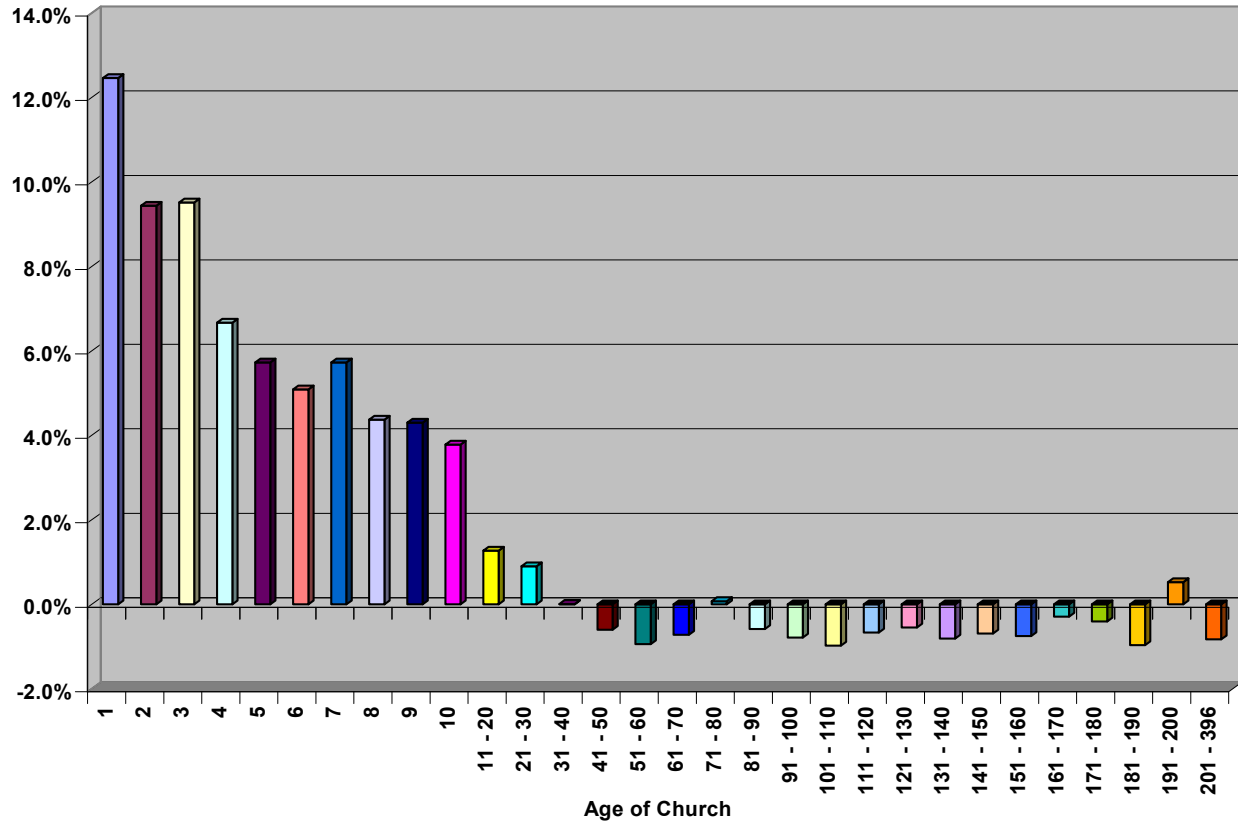
Not to survive! Not "for us". FOR THEM!

# 1 way to reach new people is starting new churches/congregations.

Over the course of this training series you will be asked to recruit more people into the process...equip them to reach into the harvest.

Another way to look at the importance of starting new faith communities....

## Yearly Growth Rate by Age of Church



Source: [www.theamericanchurch.org](http://www.theamericanchurch.org)

For a more detailed resource to “make the case” for starting new congregations see Multiplication Moves: A field guide for churches starting churches; Ben Ingebretson, Faith Alive 2011



### STOP THE VIDEO AND REFLECT/DISCUSS:

Do some reflection and research on the history of the effectiveness of your church.  
 When was it planted? When was the growth most dynamic? What has the attendance pattern been in recent years? What stories from the past can be motivational for this season?

## Variables and Constants

Any given multiplication project has a range of variables that are unique to that setting and a range of constants that are basic to the work.

### 1. Variables

*Readiness....*

*Underserved people...*

*Model...*

*Resources...*

*Worship style...*

*Launch timing/calendar....*

*Community impact methods*

*Staffing*

*Service or site. ... come back to that.*

NOTE: a major variable is your communicator/preacher. If you intend on hiring a new preacher/leader tell your coach!

### 2. Constants THESE 5 AREAS ARE DEVELOPED CONCURRENTLY

Leading change: Session # 2

Values based leadership, change process in congregations, leadership essentials.

Strategic/launch planning: Sessions # 3, 5

Discerning opportunity in your community, aligning resources to reach your goal.

Team building: Sessions # 7, 10

Developing key teams and small groups coaching leaders and equipping them

Community networking and invitation: Sessions # 4, 9

Gathering strategies and personal evangelism equipping.

Worship impact: Sessions # 6, 8

Getting music, hospitality and kids ministry right, previewing and preaching

The graph below gives a “project at a glance” overview of our work for the next 9 sessions. It is a reminder that this work requires concurrent activity along the way.

SESSION 1: Getting Started	SESSION 2: Leading change	SESSION 3: Your Impact Area	SESSION 4: Gospel Transformation	SESSION 5: Aligning For Impact	SESSION 6: Internal Readiness	SESSION 7: Internal Readiness	SESSION 8: Refining Readiness	SESSION 9: External Readiness	SESSION 10: Equipping for growth
Overview, and how to recognize dynamics	Leading thru change strategy; why and how	Who is God really calling you to reach out to?	Leverage your gospel story.	Single focus to achieve the Mission	3 BIG WOWS; welcoming in your context	Teams & Groups: Systems that deliver	Optimal worship experience	Gathering a crowd	Apprentice and hand off
<b>Adaptive Change</b>	Pushback; steady focus	Turning our eyes outward.	Can't give what we don't got	Process ministry changes	Reframing worship for them.	Deepen infrastructure	Widen Infrastructure	Presenting a new image	Multiplication
<b>Network and Invitation</b>	Putting the mission back at the center	Forming community partners	Making my personal prayer list. The first 100.	Prayer partners The next 50 (total 150)	Prayer partners The next 50 (total 200)	Keep praying: The next 50 (total 250)	Prayer Next 50 (total 300) Community partnership	Prayer Next 50 (total 350) Bridge events	Personal Invites & promotion
<b>Strategic planning</b>	Developing trust and multiplication values.	Get clear about WHO Everything flows from WHO?	Praying and developing the art of neighboring.	Sync up model, resources with WHO	Best worship, hospitality kids min for target	Identifying teams and team/small group leaders.	Preaching team, preview services & local impact	Promotions planning and bridge events.	Everyone equips others for ministry
<b>Team building</b>	Form your LEAD team.	First LAUNCH team tasks	Connecting prayer partners	Add the right WHO to launch team	Initial ministry teams forming	Beginning coaching relationships.	Empower leaders to develop disciples	Every team is oriented outward.	Develop new teams
<b>Worship Impact</b>	Preaching on vision and values.	Public prayer for a new mission	Preach on neighboring and evangelism	Keep preaching vision & values	Refine first worship impression	Empower leaders for quality.	Speaking so new people will listen.	Sustainable worship excellence.	Launching this new thing!
Launch Team #'s	5	10	15-20	20-25	25-30	30-35	35-40	40-45	40-50

Multiplying ministry in a new service effort is integrative work.

This may be the largest single ministry undertaking you pursue.

Unless your church has done this one or more times, put it at the top of your project list for a year.

It's not the only thing, but it is a priority thing!



## **STOP THE VIDEO AND REFLECT/DISCUSS:**

**What other projects are you managing as a congregation at this time? Are you able to make this effort a priority for a year? How might you need to manage existing commitments so as to make priority time and energy for this effort?**

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### **New Service or Multi-site? Or either?**

You can consider starting a....

1. Service or Site if your existing ministry is growing. If not, Service before Site
2. Service or Site if your governance is “single board/team” Carver style. If not, Service before Site
3. Service or site if your leadership style is equipping and empowering. If not, Service before Site.
4. Service or Site if you have already started a second service. If not, service before site.

You are probably not prepared to start a new site if your ministry is currently plateaued or declining, your governance is “top heavy”, your leadership style is not characterized by equipping and you have not yet started a new service.

Another big picture item for this first session...

Think about how this is going to work on your church calendar....

### **Basic Calendar**

1. 12-18 month process Launch window October through January
2. Long process for the sake of good planning and for the sake of good promotion. Easy to put together service, hard to create a crowd.
3. All of the CONSTANTS are being developed simultaneously. This especially true of Community Networking, team building and change leadership.
4. Calendar of training. Think 4 unequal quarters.

Basic outline as follows with areas of project emphasis:

September through December.... (First quarter)

1. Leading change
2. Strategic planning
3. Community networking

January through May.... (Second quarter)

1. Team building
2. Worship design
3. Community networking

June through August (Third quarter)

1. Team building
2. Community networking
3. Previews?

September through October (Fourth quarter)

1. Community networking
2. Previews
3. Launch

Notice.... Community networking is a constant. Biggest mistake is idea that you can build it and they will come. Take a year to network.

You advance through the 10 trainings when you and your coach agree you're ready.

### Counting the Cost

1. Time. 3-5 hours per week for lead pastor for 1 year Volunteers 3-5 hours per month.
2. Putting the mission at the center. More on this next time. Means everything aligns around the mission.
3. Finances. Get thinking here early on.

Potential cost areas:

- Staffing (worship leadership, nursery help, other?)
- Space rental (multi-site)
- Upgrades (existing or new to accommodate a new style)
- Equipment (band, children's, technology)
- Promotion (budget 3-5k)
- Worship resources (online memberships)
- Hospitality, good coffee etc.



#### **STOP THE VIDEO AND REFLECT/DISCUSS:**

**It is not uncommon for leaders to face a challenge where they do not have the immediate resources. How will this stretch your faith? Who is in your congregation with the gift of faith that will share this trust building exercise with you?**

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### **ACTION STEPS:**

- How clear are you with your own motivation to lead this effort?
  - Which variables and which constants will challenge you most in this process?
1. Are you clear on service or site?
  2. Design your own calendar. When is launch? Fall or winter? What is your desired pace? One session per month? Set a goal.
  3. What do you project as a cost from what you know today? What will you need to do to be sure that the cost you project (plus 25% extra) is available for this project? Develop initial budget.
  4. Bring 3-5 key leadership people to next session. Get their commitment for this 2-year process. (1 year to launch and 1 year to establish)

### **ADDITIONAL RESOURCES:**

1. **How To Start A New Service**, Charles Arn, Baker Books, 1977
2. **Multiplication Moves: A Field Guide for Churches Planting Churches**, Ben Ingebretson, Faith Alive, 2012