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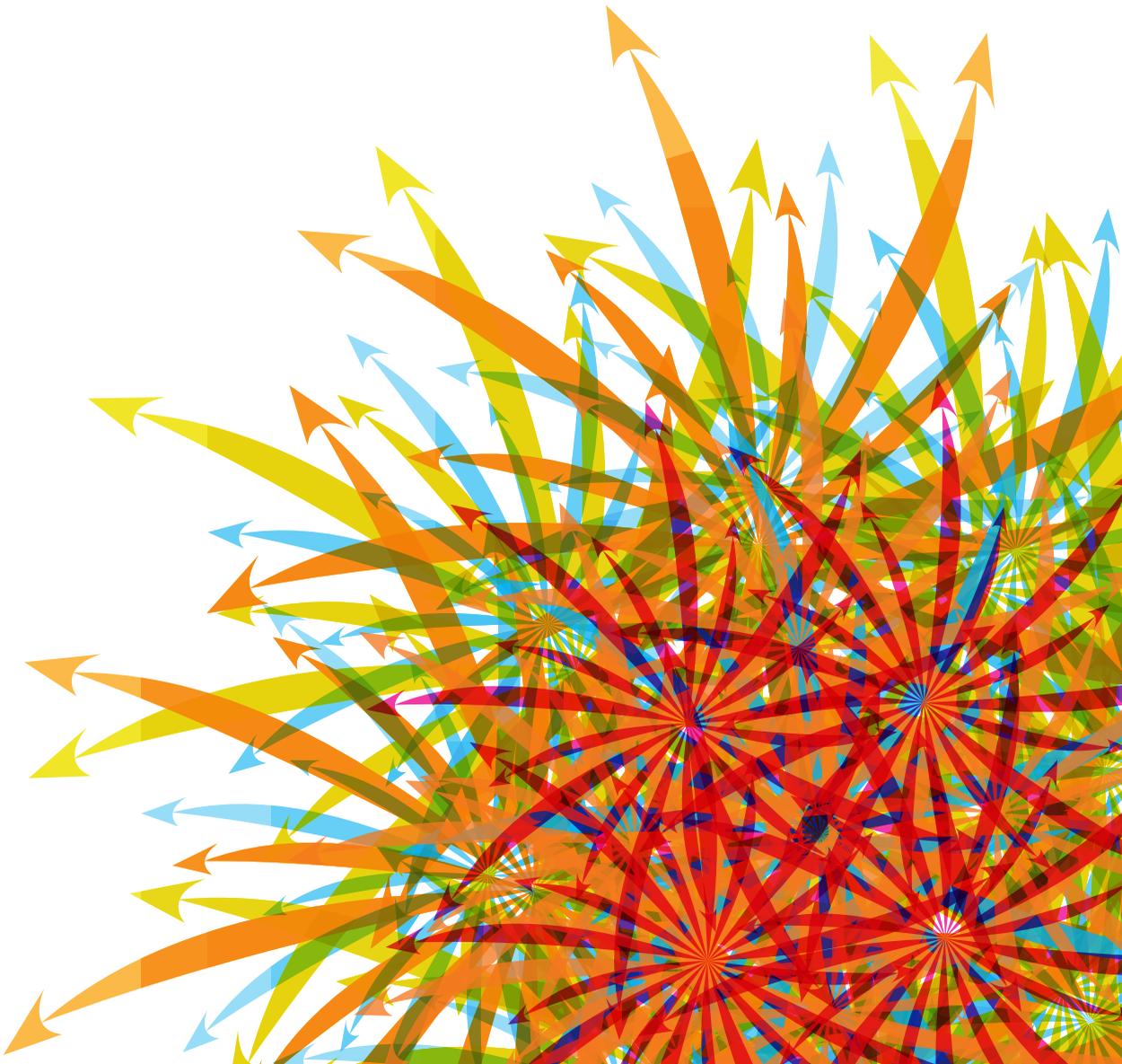
Foreword by Rich DeVos

Multiplication Moves

Ben Ingebretson

With Paul DeVries and Jim Poit

A Field Guide for Churches Parenting Churches



"Multiplication Moves provides a practical framework to help churches actively engage the process of starting new congregations, from motivation to implementation. God designed the church to grow and multiply. May the tribe of church-planting churches increase. Don't just read this book—do it!"

—Dr. Bob Logan, president of Logan Leadership

"Wow! I've known Ben Ingebretson to be a great thinker, leader, and writer—and in *Multiplication Moves* he's done it again. This is a persuasive, readable, and extremely practical guide for leaders who are open to seeing their church reproduce. Thanks, Ben, for helping us take the next step in expanding God's kingdom!"

—Dr. Tom Nebel, director of church planting, Converge Worldwide

"Multiplication Moves is a practical guide for teams who want to see the advance of the kingdom of God through church planting. Ben helpfully guides readers through the fine details of what it takes to plant a church. I pray that through this book, and others like it, God will stir the hearts of his people to see every tongue confess Jesus as Lord.

—Dr. Ed Stetzer, president of LifeWay Research

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Grand Rapids, Michigan

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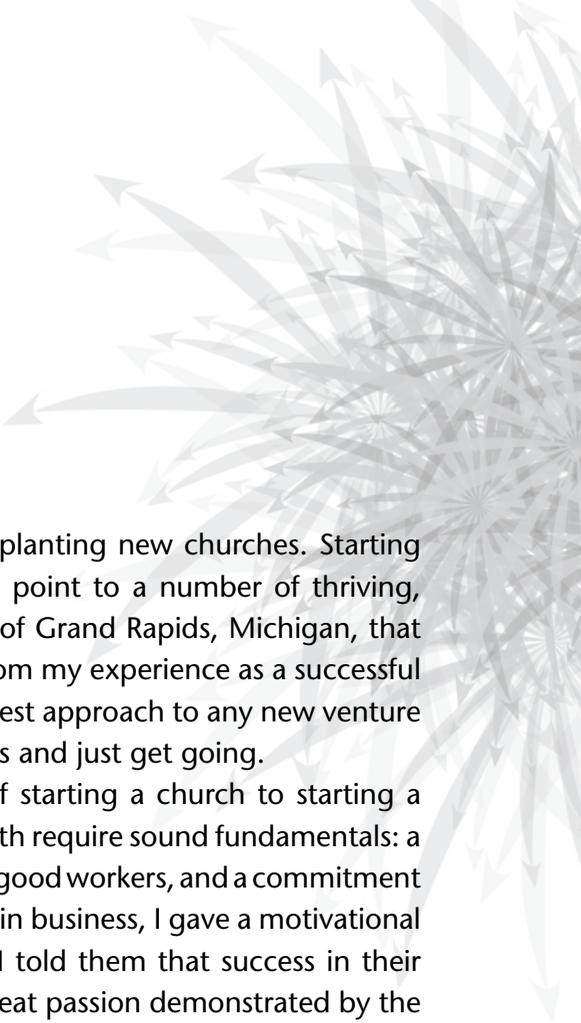
Dedication

This book is dedicated to church multiplication teams at the local, regional, and national levels who seek to stir up a vision and practice of parenting churches—in particular, the Church Multiplication Initiative of the Christian Reformed Church and the Reformed Church in America. We are stronger together!

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Foreword



I'm excited about the topic of this book: planting new churches. Starting any endeavor can be daunting, but I can point to a number of thriving, vibrant churches in my home community of Grand Rapids, Michigan, that were church plants just a few years ago. From my experience as a successful entrepreneur, I also have learned that the best approach to any new venture is to let your dreams overcome your doubts and just get going.

You might question my comparison of starting a church to starting a business, but there are many similarities. Both require sound fundamentals: a vision, a plan, leadership, a dedicated team, good workers, and a commitment to succeed. In fact, when I was starting out in business, I gave a motivational speech to my team called "White Heat." I told them that success in their businesses would require the same white heat passion demonstrated by the apostle Paul as he traveled around the Mediterranean to spread the gospel and start Christian churches.

I think this book will help inspire that same passion among those contemplating planting churches, help them overcome any doubts, and provide a clear roadmap.

Before you get into the book, let me share some thoughts on what you might want to watch for as you lead a congregation into a multiplication move. I call it "The Four Stages," and it's a dangerous cycle that any organization can fall into. When the church changes from an organization concerned with evangelism to one of "busy work," it is going through these four stages. They are the building stage, the managing stage, the defending stage, and the blaming stage.

Every church, including yours, started with the building stage: an exciting and challenging time of creating something from nothing, getting out and talking with people, encouraging them to be part of a new church community, and inspiring growth.

Next is the managing stage: after achieving some success, more energy is focused on internal matters like finances, budget, staffing, titles, offices,

and musicians. Much more time is spent in the office with people coming to you to solve their problems—and, as a result, growth slows.

In the defending stage, the primary concern becomes justifying what already has been gained and staying busy with staffing, counseling, visiting the sick, and conducting funerals. The church spends more time “feeding the flock” and little time reaching new converts.

The blaming stage is when the energies of the group are turned inward, and defending the lack of growth becomes much more personal. It typically results in members bickering among themselves, blaming others for the church not growing, and forgetting what it’s like to be out there creating and building from nothing.

Church planters can look forward to the excitement and rewards of creating, and their focus will naturally be on evangelism. I salute them for that. But I hope new and older congregations will recognize when the excitement of creation might start getting bogged down in organization or sidetracked by defending or division. If you start to sense the downward spiral of these other stages, you have a simple answer: go back to stage one. Refocus on your original purpose. Get out and start winning new people for Christ and start new churches!

I was thrilled when I was asked in 2009 to speak at a joint conference of Christian Reformed and Reformed Church pastors who were seeking a stronger, more unified witness to the gospel of Jesus Christ. I heartily applaud all efforts to multiply churches and reach more people with this Good News. We need to combine efforts to introduce more new believers and seekers, most of whom likely are not even aware of the history of denominational differences but are simply inspired to worship God together. Through established and new churches, we can engage our communities together and aspire to be a strong and unified Reformed voice that is relevant in today’s culture.

If you picked up this book because you were serious about knowing the best practices of church planting, I thank you and I admire your mission and conviction. With this knowledge and God’s help, you will have everything needed to get started. My experience and advice have always been that you can never wait until you have all the education, wisdom, and knowledge you think you need to get started. Sooner or later, you need the courage and conviction to just do it. And I know you can do it!

May God bless you and guide you as you embark on his purpose of spreading the Good News.

—Rich DeVos

Introduction

“Are you an accidental diminisher?” That question came to me in a book by Liz Wiseman titled *Multipliers: How the Best Leaders Make Everyone Smarter* (HarperCollins, 2010). I quickly browsed the contents and made my way to the back of the book, where I found a link to an online assessment of my “multiplication quotient.” The self-assessment drew me in like a powerful magnet. In hindsight, I should have known I would be provoked by the question of whether I was an accidental diminisher. It pokes at something deep in the soul.

“Generativity” is a word developmental psychologists use to describe a phase of our human journey. Erik Erikson first used the term in the 1950s to describe a maturity level that comes when we are eager to see others thrive, not just ourselves. Erikson understood the human developmental process to be a series of conflicts. On our life journey we eventually come to the conflict of generativity versus stagnation, according to Erikson. Do we focus our energies and our accumulated wisdom on the next generation, or do we fiercely hold on to what we have?

Obviously, our best contributions are those of giving away our wisdom, handing off new opportunities, distributing precious resources, and releasing our energy to those better prepared to take a leap into the future. We may have climbed mountains and crossed divides, but one day it becomes clear to us that we might not take the next territory. Like Moses, we look over Jordan and see a great opportunity, recognizing that sending new leaders off to make the next advance is our best hope. Our new role is to launch them. That is generativity.

The alternate pathway Erikson labels as “stagnation.” Like a pool of water with nothing new coming in or flowing out, we grow fetid, hoarding resources, clutching opportunity, keeping ourselves at center stage. In so doing we become diminishers of the next generation or the next visionary poised to stand on our shoulders and surge ahead.

From a developmental perspective, generativity is a natural and predictable life stage to enter and experience. I believe it is also a level of spiritual maturity that can develop without respect to our age. Tom De Vries, general secretary of the Reformed Church in America, pointed out that Jesus challenges us to “. . . go and bear fruit—fruit that will last” (John 15:16). These words must have sounded strange to the disciples, who knew that fruit has a short shelf life. After providing various reasons why fruit does not “last” (it gets eaten by ravenous teens or health-conscious adults or, if left alone, it eventually rots), Tom said that the only way fruit can last is through the seeds it produces. When we open our eyes, we see generativity all around us in God’s design.

Generativity is not only a developmental task we are designed for; it is the example of Jesus, who wants to see lasting fruitfulness and who trained up his disciples and then released them, saying, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit” (Matt. 28:18, 19) and “. . . Whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father” (John 14:12). Jesus showed us what generativity looks like!

Up Close and Personal

One of my greatest joys is working with pastors who challenge each other to walk boldly in the path of Jesus and move toward multiplication. Peter, for example, is a pastor of a declining urban congregation that has faced the fact that it will likely not survive. The neighborhood around the church is changing, and dramatic action is needed. Peter is a young leader who does not chronologically fit the “generativity” life stage described by Erik Erikson. Still, he has made it his passion to find a leader who does fit the changing milieu of the church neighborhood and set that person up for success in “nesting” a new congregation within the congregation’s existing building. Peter is committed to making a multiplication move, knowing full well the new congregation will probably outshine the group he pastors. I marvel at his maturity.

Multipliers are unique leaders. Liz Wiseman analyzed the practices that distinguish 150 leaders and found a number of areas in which multipliers differ from diminishers. Her list of “The Five Disciplines of a Multiplier” can be summed up this way:

- ❖ Attract and optimize talent. The diminisher is an empire builder. The multiplier is a talent magnet.
- ❖ Create intensity that requires best thinking. The diminisher is a tyrant. The multiplier is a liberator.
- ❖ Extend challenges. The diminisher is a know-it-all. The multiplier is a challenger.
- ❖ Debate decisions. The diminisher is a decision maker. The multiplier is a debate maker.
- ❖ Instill ownership and accountability. The diminisher is a micromanager. The multiplier is an investor.

—from *Multipliers*, pp. 21-22

It isn't hard to see how these qualities relate to ministry leaders who are serious about being on mission with Jesus. Our Savior embodied many of the qualities identified by Wiseman's research.

This book is intended to motivate and empower leaders to multiply their congregations. No two situations are identical, so read it as a collection of best practices that your church will probably need to engage if you want to multiply churches. They're not meant to be a wooden sequence of exercises but a collection of suggestions based on a broad cross-section of multiplication experiences.

Ministry presents too many variables and surprises for us to "lock in" a one-size-fits-all multiplication process. Our hope is that you can use these chapters as tools for planning a multiplication project and as a guide for leading your congregation. This book can help you align your team, engage thinking, and lead your church into a multiplication experience. At a deeper level, however, this book is about living gratefully in God's grace and blessing, so that we open our hands and release our resources into the harvest God will gather unto himself.

I am grateful for the Church Multiplication Initiative of the Christian Reformed Church and Reformed Church in America, which has made this book possible. Special thanks go to Leonard Vander Zee and Sandy Swartzentruber for their care and skill in editing the text. I also am thankful for Jim Poit and Paul DeVries, who tested each of these chapters in our monthly church parenting webinar. You'll see notes from them throughout. Without their partnership, this book would not be possible.

—Ben Ingebretson

Chapter 1

Mapping Your Starting Point

"I do things I have never done before so that I might learn how to do them."
—Pablo Picasso

When my friend Dan gets a smile on his face he lights up the room, and on this occasion his smile was nearly blinding. Dan had felt a deep call to move his congregation toward planting another church but wondered how to share that call with the leadership team. One day he discovered a written history that revealed that the church had parented multiple congregations over the years. So birthing a new congregation was not alien to the church, as Dan had thought it was; that vital history was simply unknown to the current members. Dan had found his leverage point, and the smile on his face seemed to predict a favorable turn.

Many leadership teams considering a multiplication move through church planting are in settings where there is no collective memory of church planting. They ask, "We have never done this before—where would we begin?" Just as an athlete is able to move instinctively through muscle memory, it is possible for an organization to move with confidence using organizational memory. But, given time and leadership turnover, that memory often becomes dull or altogether lost. The thought of church planting seems risky. Parenting seems like a herculean effort rather than a reflex.

Whether or not church multiplication is part of the history of your congregation, it is certainly part of the DNA of the church of Jesus Christ. The book of Acts tells us that the first church of Antioch prayerfully deployed church planting missionaries to Cyprus (Acts 13). That was the beginning of a multiplication move that, within a few hundred years, resulted in Christianity saturating the Roman Empire. Churches planting churches was God's original pattern. It begins with one disciple making another disciple, as Paul coached Timothy: "The things you have heard me say in the presence of many witnesses entrust to reliable people who will also be

qualified to teach others" (2 Tim. 2:2). The multiplication of believers leads to the multiplication of leaders, ministries, and congregations.

When this natural multiplication movement becomes the domain of denominations and agencies rather than the local church body, the local muscle memory is lost. Today there is a strong movement to return to the local congregation as the prime agency in church planting. We are getting back to multiplication!

Where do we start? On our knees? For sure. With a planter? In time. Reaching underserved people? Of course. Facing our "risk avoidance"? Yes. There are all kinds of strategies and no shortage of pitfalls; this is not a linear, assembly-line process. However, we have discovered through experience that certain tasks need to be accomplished in order to successfully birth a new congregation, and there is a common (though not rigid) sequence to those tasks.

As with any endeavor, the first step can be the toughest. What is *your* starting point? This question is one we can all wrestle with, though leaders, and particularly the lead pastor, must especially engage here. In this initial chapter we take a look at a few guiding questions to help you discover that starting point for your congregation. The answers you give will help you plot your present position and discern your next steps.

What Is Your Commitment Level?

In my conversations with leaders and congregational teams who are exploring parenting a new church, the question of commitment surfaces early. It comes down to this: how deeply are you devoted to the vision of a new church, and what are you willing to do to achieve that outcome? What are your deepest commitments in ministry? I first ask this question of the leadership, not the congregation.

Peter Senge captures this question in a powerful way when he says, "Ultimately, leaders intent on building shared visions must be willing to continually share their *personal visions*. They must be prepared to ask, 'Will you follow me?'" (*The Fifth Discipline*, Doubleday, 1990, p. 200). We are talking here about the "fire in your belly." This is where leadership begins. I have never seen successful church parenting apart from a lead pastor who is committed to it. Parenting is not, first of all, about a time frame to pull it off or a particular method to make it happen or the problems and attitudes

we will face. The single most crucial factor for churches planting churches is a God-inspired vision that has a taproot into our soul and spirit.

What are your core commitments? This is a good question for the pastor, but it applies to anyone with leadership responsibilities. If you are fortunate to serve with others who share your desire to parent a new church, you will benefit from their developing support. If not, you will need to dig a deep well to feed your heart and mind as you wait on others to catch the vision. You will need to seek God's power through prayer. Books and colleagues can provoke you toward multiplication, but it takes time with God to sustain your vision and burn a contagious leadership commitment into your spirit. There is no other way to sift your core values and ignite your soul. Church planting is God's mission, and entering that mission means that we need to seek God's face. Prayer will not only be a screen that sifts your motives, values, and priorities; it will also be a place where God will meet you and speak to you from the heart of his mission.

Having this vision does not mean that you will have all the answers or see a clear path to follow. It does mean that you will have a picture of a preferred future to pursue with God's help. When a leader or leadership team is clear and united in commitment to the vision God has for them, a spark ignites into a flame. Neglecting to gain clarity about your values and the commitment level required for church planting can easily lead to failure down the road.

From Paul



My first pastoral experience in church planting was a failure. Although the leadership of our congregation agreed to be the calling church for the pastor of a new church plant, we never did anything to build or develop a system of values, a rationale, or a prayerful commitment for church planting. Even as I agreed to serve as a pastoral mentor for the planter, there was no clear vision and certainly no unified support. In short, we simply said "Yes" without ever mapping out the commitment level or developing the values necessary for such an endeavor to be blessed. Not surprisingly, the plant and the pastor both struggled. In hindsight, it is clear that our failure to be more proactive and patient in developing a shared commitment and energy for planting hindered the ministry from the start.

Developing clear-headed commitment to the vision by congregational leadership is step one. The next question relates to the kind of ministry environment that leaders and congregation share. Getting the answer right makes the difference between a faltering and a flowing parenting experience.

What Is Your Trust Quotient?

Parenting a new ministry stirs up plenty of anxiety in people. They will ask questions like these: Will people leave our church? Why we are doing this crazy thing? Where will the new ministry be located? How will we pay for it? and on and on. In order to embark on what seems like a risky venture, people need steady, trustworthy leaders and lead teams who are walking closely with God. Building trust is, therefore, part of the advance work leaders need to accomplish before they cast a vision or move out into action.

In his excellent book *The Speed of Trust* (Free Press, 2006, p. xxii), Stephen Covey outlines a series of trust-building moves that can have a profound impact on progress. They include these:

- talk straight
- demonstrate respect
- create transparency
- right wrongs
- show loyalty
- deliver results
- get better
- confront reality
- clarify expectations
- practice accountability
- listen first
- keep commitments
- extend trust.

This list makes it clear that building trust takes time. It also reveals the importance of a *mutual* trust between two parties—in this case between leaders and their congregations. Parenting church pastor Paul DeVries says that, in his experience, too many leaders lack trust in those they lead, even while asking the congregation to trust them. Likewise, leaders too often demand commitment to their vision, while failing to give the same

commitment in return. Simply put, to get trust and commitment you have to give trust and commitment.

But what does that look like? This is where Covey's list comes in. As you read through the list, ask yourself whether it describes how leadership individuals and teams in your church relate to the congregation. If not, you now know where to start. None of us will be perfect in this, but we should be working on the process of trust development. Building trust is a foundation to leading a congregation through a high-impact multiplication move like parenting a new church. The level of trust is also an indicator of your starting point. This is a good place to turn off your clock and make trust a goal unto itself for a season. When you have confirmation that trust runs deep between your leadership and the congregation, you may be ready to take the next step.

Can You Focus on the Process?

There are usually two approaches to leadership that pulse just below the surface when congregations contemplate a multiplication move. In almost every board, council, or consistory room that I visit, these two perspectives compete for priority.

One perspective insists that before any action is taken every question be answered, every detail addressed, and every potential outcome anticipated. Until all the possibilities have been dealt with, there is no willingness to commit to the goal. The problem with this approach is that the number of variables involved in planting a church makes it impossible to move ahead at all.

The alternate approach involves working through the process one step at a time, moving ahead unless and until something happens that requires a stop. Some call this "building the bridge while we cross it." It is not an excuse for carelessness, but it does hold open some future decisions. For example, a congregation may proceed with a church planting project without knowing who the planter will be, because they are not yet ready to search and make a hire. A lot of important groundwork can and will take place before any church knows who its church planter will be or what shape the plant will take. Insisting on seeing every detail of the project from the beginning will douse many good sparks of the Spirit in church planting. Completing each step, one at a time, produces a forward momentum to the next step in the process. It's the difference between making a commitment to the whole

project in one moment versus making a deliberate commitment to the process.

Being a parent church will probably stretch your faith like never before. For most, those earliest steps in the process seem most difficult. Like a rocket breaks the restraining force of gravity at liftoff, congregations can feel like they are moving at a snail's pace while expending great energy. One helpful reality is that, unlike biological birthing, the incubation time in church parenting can be slowed or accelerated based on how the process is going and on the church's overall readiness. Early steps in the process do not necessarily lock us in to exact timelines or outcomes. The option of a "pause" in the process almost always exists, up until the planter is hired and finite prelaunch funding sources begin to be used. That said, commitment to the process means moving ahead whenever possible.

Will You "Stick It Out"?

The next question applies especially to the senior pastor and is particularly critical in midsized or smaller congregations where there is solo pastoral leadership: is the pastor committed to staying with the parenting project until the church plant is launched?

Some time ago I was coaching a pastor who was seeking to lead the congregation toward parenting, but he was actively exploring another ministry call at the same time. Parenting a new church does not absolutely demand that the same pastor champion the cause from start to finish, but in most cases that is best. As mentioned previously, the process of parenting can be "paused" at several early junctures. For example, if a parent church experiences a pastoral transition during the year prior to hiring the planter and releasing the core group, pausing the process is probably wise.

The process of parenting, from the dream through to the release of a new church plant, is a two- to four-year experience for most first-time parenting congregations. A senior leader who commits to staying with the parenting congregation through the entire experience, particularly if it is their first planting experience, significantly increases the chances for a positive outcome.

Who Will Support the Parenting Vision?

A Native American proverb says, “If you seek to make a fast journey, travel alone. But if you seek to make a long journey, travel with others.” Parenting a new church is, more often than not, a longer journey than expected. It takes longer to align leadership, longer to prepare the parenting congregation, longer to find the right planter, longer to arrive at a winning strategy, and longer to raise the needed funds than first expected. Given the likelihood of a long haul, it’s crucial to build a good team to travel with along the way.

A few trusted core leaders may be united in this vision at the start, or you may be standing alone with the dream. Whatever the case, it is critical to recruit and develop others who will share the parenting church vision. For most it will begin in the circles of influence closest to the congregation’s leadership, such as other formal leaders in the church. Then there are also the “informal” leaders, who carry considerable weight in many congregations. They may have held leadership roles in the past, or they may simply command the respect of their fellow congregation members. In one congregation I served we stood poised to parent a new ministry, but there was lots of hesitation in the congregation. Bob, an older former council leader, had had a positive experience many years back with church planting. When he spoke to support the vision, it carried a lot of weight! When Bob shared the transforming effect that church planting had made in his life, people sat up and listened.

From Paul

A friend once asked me, “Was the church plant your idea or Dirk’s idea?” Dirk is our congregation’s church planter. He had been serving with us as a staff person. He rose up from within our church with his planting dream and tipped the opinion scales toward parenting. I answered, “Well, I think it was God’s idea and then my vision, but ultimately it was Dirk’s presence within the congregation that made it all come together.” In other words, sometimes a certain individual comes along at just the right time, with just the right gifts, and with a willing heart and spirit—and that individual will win the commitment of others. If God presents you with such a person, praise God and walk through the open door!

Another sphere of potential partners would be colleagues and ministry peers who have either parented in the past or are supportive of your vision. Fellow congregational leaders from diverse settings who pull for one another can bolster a sagging vision. For some leaders, a network of learning, support, and accountability is exactly what they need to keep pressing toward the multiplication vision. As a member of my network commented, “I want to do this, but I need the discipline of others to keep me focused.”

The reality is that congregations naturally turn inward over time, which lessens the time and energy they spend on outward focus and action. A group of kindred spirits who spark each other’s vision and hold each other accountable is often a crucial component in moving against the gravitational pull of congregational inwardness.

One smart strategy is to engage one or two “partner parent” congregations in your efforts, as those who could learn from your lead parenting role. They would be asked to consider a commitment of finances or people to help out. Triad parenting can be very effective when one takes the lead and others help where they can as “apprentice parents.” The result is a stronger support for the new church and additional future parent churches.

Finally, consultants and denominational leaders can help keep the vision alive. Because they are aware of the pitfalls and mistakes of the parenting process, they can offer seasoned insights. They can help in gathering the resources necessary for the task—and this is no small matter. Today, more than ever, denominations are giving prime energy to church plant staffing and resourcing. Don’t miss out on these experienced counselors!

With a network of supportive partners in place, you can plot more precisely your starting point in parenting. Ideally you have support in each sphere I have outlined: formal and informal leaders in your church, area pastors and leadership peers, denominational consultants and coaches. If not, you might need to widen your partnership circle. In the coming chapters you will gain some insights into how to do that. In the long run, that wider circle will help you go farther down the road to a successful parenting experience.

How Does the Parent Assess?

Assessment is a critical element in church planting, and is usually thought of in relation to the church planter: is he or she right for the job? The same question should be asked of the parent. Parenting a new church may be

your deep desire, but there are factors that can give you an early indication as to whether doing so is wise or not.

The following indicators should give you pause as a potential parent:

- ❖ General poor congregational health. Parenting out of pain is rarely a good idea, as it is likely to cause large numbers of people to flee the parent church. Church splits are not God's design for kingdom advancement! Healthy congregations are united in the Great Commission and Great Commandment. They are multiplying believers, leaders, and ministries.
- ❖ Attendance decline. Parenting usually involves the home congregation sending off people (ideally 40 adults) to form a core group to launch the new church. Churches that have declining attendance are likely to be damaged by that loss of people. Starting a second, alternate-style service or nesting a new congregation within the walls of the parent may be better ways to respond to a declining congregation.
- ❖ Financial stress. Parenting usually involves providing funding help to the new church. Doing so can tax givers at the sending church beyond their capacity; the loss of offerings from those who leave to form the core group can also be a blow. While it is important for the parent church to help provide funding when needed (see Chapter 5), it is also important to not overextend the parent church financially.

The following indicators should give you a nudge forward to parent:

- ❖ Your ministry is seeing evidence of multiplication. New vision, new believers, new leaders, and new ministries are springing up. If your congregation is already holding multiple services, that demonstrates that sub-multiplication (disciples, leaders, ministries) is already taking place.
- ❖ Underleveraged resources are evident. "Asset mapping" is a great exercise to use to identify financial, facility, creative, and volunteer assets that could be used in a church plant. Perhaps you have leaders who are underchallenged. Ministry "bench strength" is a great thing until those who are on the bench begin to feel they never see the field!
- ❖ Multiplication values are evident in your congregation. When your existing values are congruent with the values that tend to identify a parenting church, you are likely to parent naturally with little

impact on the health of your congregation. Those values are likely to motivate your leadership to align easily around a parenting methodology. Check out the Values Assessment scale in Appendix B, and see Chapter 4 where those values are identified.

Where Is God Moving?

Our greatest challenge is to find out where God is moving and get on board. This is especially true in the vision of parenting a new church. You and I can read the best demographic studies of our communities, interview the most successful church planters and multiplying leaders, read all the books, and attend conferences—and we *should* do all those things. But there is no substitute for quiet reflection and listening in prayer before the Lord.

There is a striking expression that echoes through the book of Acts: “It seemed good to us and to the Holy Spirit. . . .” Practicing collective spiritual discernment from the earliest stages should be the goal. When done humbly, spiritual discernment aligns leadership and bends personal agendas toward God’s purposes.

Where is God moving in your community? To answer that question, do some spiritual mapping by asking these questions:

- ❖ Where do you see redemption, health, and wholeness?
- ❖ Where do you see brokenness, division, struggle, or godlessness?
- ❖ What is the pulse of other key spiritual leaders? Where are they seeing hope?
- ❖ Where is significant change taking place? What changes do you see in neighborhoods, businesses, entertainment, ethnicity, population, family structure? All are indicators of a community’s spiritual geography.
- ❖ What is proving effective in other ministries in the community? Without being hostage to fashion, what can you humbly learn and accept as local ministry wisdom from other ministry leaders?

Discovering where God is at work in your community requires seeking out people who are not in your normal relational “bandwidth.” Bill Easum describes how for several years he regularly visited a local pub so he could stay grounded with the people who were in his community and hear their questions and concerns. In so doing he was better able to see how the Spirit was working.



There's a movement happening right now that is changing the face of God's kingdom: churches planting churches. If you're a pastor or a church leader and you're wondering if your church should parent another congregation, this book is an invaluable resource for you.

Join the *Multiplication Moves* parenting conversation and engage your congregation with an online small group study guide at www.m-moves.com.

Multiplication Moves helpfully guides readers through the fine details of what it takes to parent a new church.

—Dr. Ed Stetzer, president of LifeWay Research

This is a persuasive, readable, and extremely practical guide for leaders who are open to seeing their church reproduce. Thanks for helping us take another step in expanding the kingdom!

—Dr. Tom Nebel, director of church planting, Converge Worldwide

Multiplication Moves provides a practical framework to help churches actively engage the process of starting new congregations, from motivation to implementation. Don't just read this book, do it!

—Dr. Bob Logan, president of Logan Leadership



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Paul DeVries, pastor of Brookside Christian Reformed Church in Grand Rapids, Michigan; and **Jim Poit**, pastor of New Hope Community Church (RCA) in Gilbert, Arizona, are experienced parent church leaders.