

Exponential

(Ferguson)

Summary

<https://gracelead.co>

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This document contains a summary of “Exponential” by Dave Ferguson and Jon Ferguson

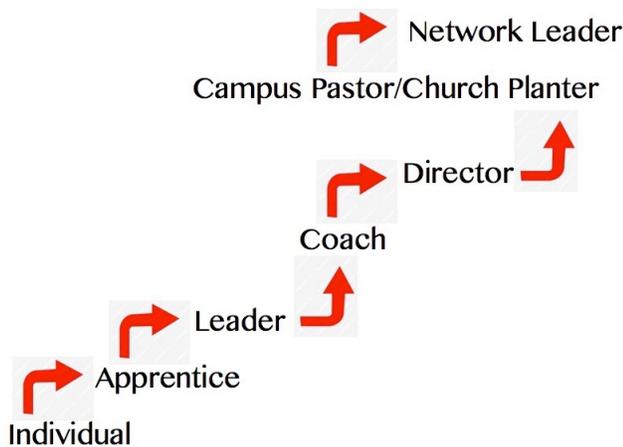
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01-You, the Beginning of a Movement

Five Reproducing Principles:

1. Reproducing requires everyone to have an apprentice.
2. Reproducing is proactive, not reactive.
3. Reproducing is not about size, it's about leader readiness.
4. Reproducing isn't about our kingdom, it's about God's kingdom.
5. Reproducing happens on the edge and at the center.

02-The Leadership Path



The leadership path is a life-on-life process for developing leaders in a missional movement.

Movement = Mass x Velocity

- Apprentice selection: Jesus picked people “he wanted” [[Mark 3:13](#)] around Him.
- Apprentice expectation: Jesus designated them apostles [[Mark 3:14](#)]. He made it clear what He expected.
- Apprentice preparation: Jesus’ disciples were with Him [[Mark 3:14](#)]. Training was life-on-life relationships.
- Apprentice graduation: Jesus concluded their apprenticeship by sending them out [[Mark 3:14-15](#)]. When they could do what He did, they had finished their apprenticeship.

03-Apprentice

True discipleship is like apprenticeship in that it results in missional action.

You can only develop leadership through practice. Leaders must practice in the real world and convert that experience to skill and judgment.

The size of your dream determines the types of questions you ask.

Three Characteristics of a Jesus Apprentice

1. Spirit-Led
 - 1.1. God speaks when you least expect it.
 - 1.2. God speaks through spiritual disciplines.
 - 1.3. God speaks from moment to moment.
2. Missional
3. Reproducing

Definition of Leadership: Influence that God has given you with others.

04-Reproducing Leaders

Reproducing Principle 6: Everything rises and falls on leadership.

Reproducing Leaders need four relationships.

1. Followers
2. Apprentices
3. Peers
4. Coach

See table below to compare the five steps of developing an apprentice that this book recommends with the process that Grace recommends in "How to Find an Apprentice."

<i>Exponential Apprentice Process</i>	<i>First 40 Days with an Apprentice (Grace Apprentice class)</i>
<ol style="list-style-type: none"> 1. I do. You watch. We talk 2. I do. You help. We talk. 3. You do. I help. We talk. 4. You do. I watch. We talk. 5. You do. Someone else watches. 	<ol style="list-style-type: none"> 1. Ask your Apprentice to sit with you while you plan a task. Discuss what you considered in developing the plan and what you hope to achieve with the plan. 2. Ask your Apprentice to watch you implement the plan (do the task). 3. Discuss what your Apprentice observed. Invite your Apprentice to ask questions. 4. Help your Apprentice plan a task. 5. Observe your Apprentice performing the task. 6. Discuss what you observed your Apprentice say and do while performing the task. Discuss reactions you saw from others as your Apprentice performed the task. 7. Agree on next steps. Mutually decide if the Apprentice is ready for a new task, could be helped by a formal learning activity (class, self-study...), or requires repetition of the task to refine skills.

05-Reproducing Artists

To create a culture that attracts artists.

- Take risks.
- Develop relationships.
- Give them a role.
- Plan to reproduce.
- Rock it out!

Five factors for reproducing artists.

1. Think 30 percent. (that many have the background and potential)
2. Say, "We need artists."
3. Insist that your artists recruit other artists.
4. Follow up fast. (no later than day after)
5. Let pagans play.

06-Reproducing Groups

Value 1: Connect the Unconnected

Value 2: Develop 3C Christ Followers

- Celebrate (God-us)
- Connect (church-us)
- Contribute (world-us)

Value 3: Reproduce Groups and Leaders

Factors that DO affect groups reproducing:

- How much time the leader **spends praying for group members.**
- The leader setting a **goal** for reproducing.
- The leader receiving effective **training.**
- The group's focus on bringing new members to the group.
- The group having **fun** together **outside the meetings.**

07-Reproducing Missional Teams

We can no longer be content asking people to come to us. We need to go to them ([Mat 28:19-20](#)).

A missional team is birthed in one of two ways:

1. an affinity with or connection to a particular group of people (Connect)
2. a cause to which you and your friends want to contribute time, talent, and resources (Contribute)

As the team begins to mature, the leader's challenge is to get those who connect to contribute and those who contribute to connect.

Once it achieves a balance of connecting and contributing, the challenge is to help its members find their way back to God by celebrating.

Plant the gospel before starting a group or church.
Christology > Missiology > Ecclesiology

Refrain from making any cultural assumptions. Plant the gospel and see what form of ecclesia emerges from the transformed community.

Biggest Mistake

The biggest mistake we make is in not providing the necessary infrastructure to support missional teams. They need:

- Coaching
- Training

08-Reproducing Coaches

Developing coaches may be the single most overlooked yet vital task in spreading a missional movement.

The key things a coach does for leaders is to: encourage them, challenge them, and hold them accountable. A coach checks a leader's RPMS [Luke 2:52](#)). RPMS = Relational, Physical, Mental, Spiritual

Meaningful Coaching Conversations

More than anything, a coach must have meaningful conversations with the leader.

I-C-N-U "I see in you..." are powerful words a coach can use to strengthen and encourage a leader.

Six Key Coaching Questions

1. How are you?
2. What are you celebrating?
3. What challenges are you experiencing?
4. What do you plan to do about those challenges?
5. How can I help you?
6. How can I pray for you?

09-Reproducing Venues & Sites

VENUE: Focus on demographic outreach. Offer the same message in a different cultural package. On-site video venues can offer different music, different levels of volume, and different seating arrangements while sharing the message, adult classes, and children's ministry.

MULTISITE: Focus on geographical outreach.

Seven Moves to Multisite

1. Be sure God is at work and you get His confirmation before you go forward with a site.
2. Get a compelling vision for the site.
3. Select a leader who will pray like crazy, cast the vision, and develop the launch team.
4. Select the team. Take a look at the whole church and decide what paid staff you need to make all locations more effective. Some staff can support

multiple locations. Also find the unpaid staff and volunteers for the new site.

5. Get the finances in place. Ask for outside funding. Ask the new staff to help raise money. Make sure you get the finances on time.
6. Maintain alignment of the new site. Regularly meet with leaders from all sites. Figure out how to handle the Big Idea. Will all sites use the same theme or develop their own? Will sites be one week behind on a message and rotate worship leaders and creative teams or will sites have their own?
7. Be unstoppable. Be determined to work through major issues and setbacks.

10-Reproducing Multiple Sites

Benefits of New Campus vs. New Church

Starting a new campus costs LESS and reaches MORE people than starting a new church. The cost differential is the amount of time it takes for a church to become self-supporting (36+ months) versus the amount of time it takes a new campus to become self-supporting (18-24 months). Retention rates tend to be driven by level of excellence and quality of a newcomer's experience.

Benefits of Multisite vs. Large Church

Compared to a large church, a multisite church has more ethnic and socioeconomic diversity. Geography is another advantage of multisite because it reduces drive time for people. Shorter drive time translates to more participation.

Crisis at Four Sites

More than three sites requires different systems, infrastructure, and organizational design.

Eight Most Important Questions

1. What is the dream? You need to think through what to decentralize and what to centralize. (decision making, curriculum development, finances)
2. What is essential to your brand? Which ministries are essential and which are optional?
3. What is your organizational design?
4. Will you use video teaching, a team of teachers, or both? (Use a teaching gift assessment to decide who should teach. Not all campus pastors should teach.) If you don't use video teaching, you'll need three teachers for every two campuses.
5. What is your leadership farm system? Developing leaders works better long term than continuing to bring in leaders from other churches.
6. What is your plan for artist development?
7. Will you have enough money in time? Have a portion of the ongoing budget that goes to new sites.
8. How are you going to keep the mission on target?

11-Reproducing Churches

1. Ask people to move where God is moving.
2. Insist on a leadership residency for church planters.
3. Start with a winning team.
4. Plant with multiple partners.

As a Lead Pastor, send well.

- Let go.
- Be available.
- Celebrate publicly.
- Stay connected.

As a Church Planter, go well.

- Talk early. (when you first sense God moving you)
- Give credit. (express appreciation for the investment others have made in you)
- Keep communicating.
- Identify a successor. (If you've developed an apprentice, your leaving should not be traumatic)

12-Reproducing Networks

A reproducing church network is a group of churches in partnership that reproduces new churches and new sites.

What makes a reproducing network work?

- Apostolic Leadership: These leaders see the future clearly. They are able to start something from nothing. They embed and guard the truth.
- Shared Dream: The dream awakens something latent in the human spirit.
- Common Ideology: They must have the same foundational beliefs and goals.
- Communitas: Each member exists for the community and the community exists for the world. There is a unifying mission and trust. Trust:
 - ▶ Integrity: You know their character.
 - ▶ Intent: You know their agenda.
 - ▶ Capabilities: You know their gifts/talents.
 - ▶ Results: You know their performance.
- Rapid Reproduction

13-A Reproducing Movement

If you ask those who have experienced rapid reproduction, what led to their success, they are likely to say prayer and training leaders. While those are critical, there is something else most don't express. There is power in the movement itself. There is an invisible dynamic at work similar to the pull that geese get in a V-formation from those moving the air in front of them.

1. Movement **increases influence**. Some sociologists believe that 17 percent is where you reach the tipping point of influence.
2. Movement **decreases resistance**. This is the drafting effect of almost being pulled along by the vacuum created by the car in front of you (providing you are skillful enough to be in the right spot). You get greater velocity while exerting less energy.

To Lead a Movement, you need:

1. Vivid Vision
2. Simple Systems (not necessarily easy, but always understandable and easy to explain)
3. Rapid Reproduction