

The Salvation Army Cell Coalition

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Preparing a cell for multiplication

Scenario: Our cell has grown to 12. How should we prepare for multiplication?

- Remember the “golden rule” - Change the Values first, then change the Structures?
- Ensure that multiplication is in the value system as a good thing despite the apparent costs
- Have multiplication as an objective from meeting 1 in the cell’s life. (maybe use the cell statement idea?)
- In the witness section of the cell meeting spend some time over a number of weeks discussing what will be the good and difficult things when you multiply.
- Remember when you multiply you will be going back to square one on the forming-storming-norming-performing cycle in *both* your new groups.
- It can be helpful when reforming groups to go back through the basics - e.g. “Moving to cells” just to make sure the DNA of the new cells is on course from the beginning.
- If relevant emphasise that the previous cell group had to multiply so that this existing cell could begin.
- Be sure that the cell understands that not to multiply will eventually lead to the demise of the group. (Our experience is that resistance to multiplication is usually connected to a distorted community value - i.e. community, and our closeness is overpowering the evangelistic values)
- Identify (or get the cell to identify) who will be the new cell leader/servant, preferably 2 or 3 months in advance of the multiplication date. Spend as much time as possible nurturing and supporting and preparing this new leader - the success of the new group will largely depend on their capability. Remember in choosing the new leader(s) that you are not looking for a house group leader - make a list of qualities you think are essential and a second list of what is desirable and use this to help you prayerfully discuss and decide.
- Set a multiplication target date - with no target multiplication can be talked to death. Avoid multiplying at the end of a term or at the summer holidays. People have had a very good community life (presumably) so multiply the group at a time when there is still a month or so to re-build the group dynamics before a holiday period.