

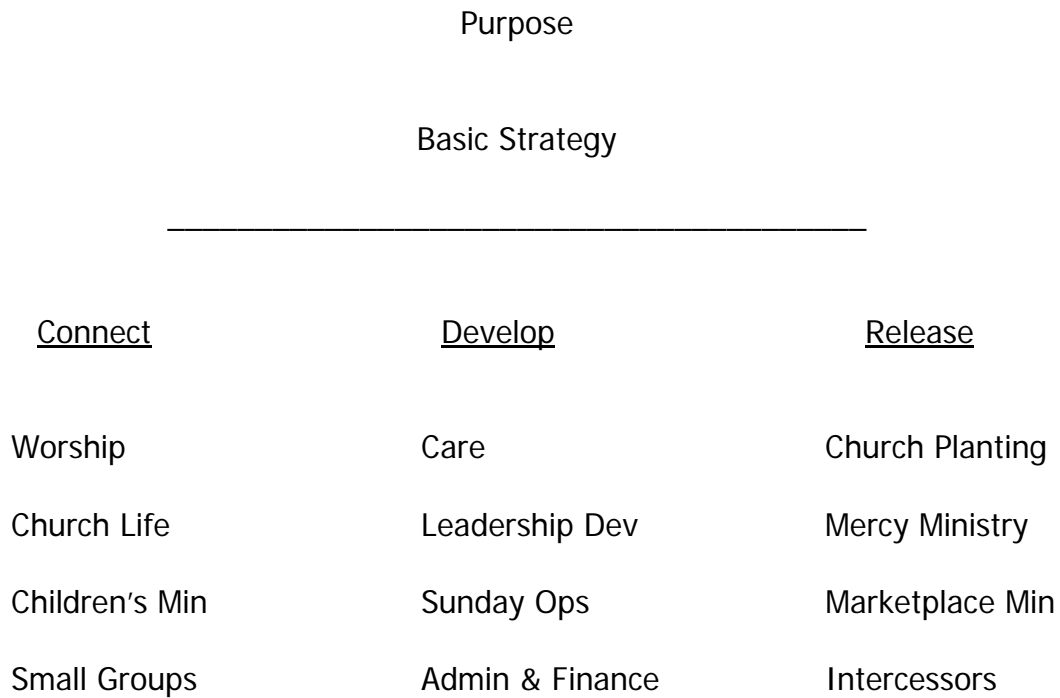
**Multi-Site Conference
Multi-Site Model
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Introduction

- a. Case Study: Redeemer—NYC

- b. Case Study: Harbor—Center-City Congregation

1. Clarify one-site “ideal” structure.

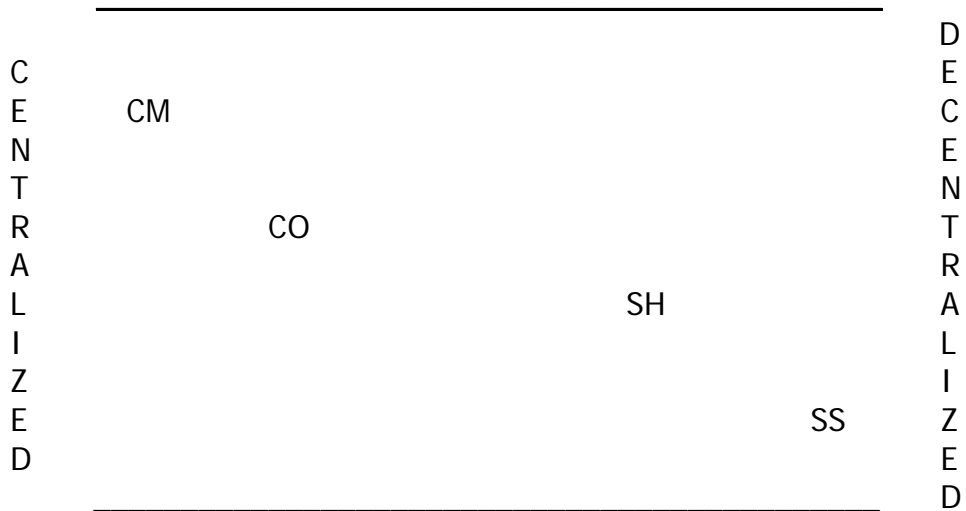


2. Have in place a strong small group ministry.

3. Determine if you will staff “backward”, “forward”, or both.

- a. Who will do the preaching—same preacher, team, or different preacher?
- b. Who will be the “go-to pastor” at each site—preacher, site pastor, other?
- c. What are your relative strengths? What are their relative strengths?
- d. What is the most strategic deployment of gifts—backward, forward, both?

4. Decide what will be central, coordinated, shared, & site-specific.



- CM = Centralized Ministry
Serves all sites
Example: Central Services (Admin. Fin. Etc.)
- CO = Coordinated Ministry
Church-wide Value
Led by staff of one or more sites with coordinator at each site
Example: Mercy Ministry
- SH = Shared Ministry
Contextualized Value Application
Led by one or more sites with others invited to participate
Example: College Ministry
- SS = Site Specific
Church-wide Values & Contextualized Value Applications
Led by staff or team of volunteers at specific site
Example: Any and all of the ministries listed in #1 above

Key Factors Affecting Degree of Centralization vs. Decentralization

- a. Multi-Site vs. Multi-Congregational
- b. Same Culture vs. Different Cultures
- c. Paid Staff vs. Volunteers
- d. Timing of Services: Good Cushion vs. Very Tight

Sorting it Out

	CM	CO	SH	SS
Worship				
Church Life				
Children's Min				
Small Groups				
Care				
Leadership Dev				
Sunday Ops				
Admin & Finance				
Church Planting				
Mercy Ministry				
Marketplace Ministry				
Intercessors				

5. Establish new "multi-site" "ideal" structure.

The following example is Redeemer - NYC
(Simplified)

Session

Senior Pastor

Executive Pastor

Executive Team

(Senior Directors)

Worship

Church Life

Children

Small Groups

Care

Leadership Dev

Sunday Ops

Admin & Fin

Church Planting (CM)

Mercy Ministry

Marketplace Ministry

Intercessors

Pastor/Small Groups Director

Pastor/Small Groups Director

Small Group Leaders

Ministry Team Leaders

Small Group Leaders

The following example is Harbor – Center-City Congregation

Session

Church Planter

D/T Site Pastor

U/T Site Pastor

Directors of:

Directors of:

Worship
Church Life
Children
Small Groups
Care (?)
Leadership Dev (SS-CM)
Sunday Ops
Admin & Fin (CM)
Church Planting (CM)
Mercy Ministry (CO)
Marketplace Ministry (CO)
Intercessors (?)

Worship
Church Life
Children
Small Groups
Care (?)
Leadership Dev (SS-CM)
Sunday Ops
Admin & Fin (CM)
Church Planting (CM)
Mercy Ministry (CO)
Marketplace Ministry (CO)
Intercessors (?)

Ministry Team/Small Group Leaders

Ministry Team/Small Group Leaders

6. Clarify leadership roles and cultivate “functional” trust.

a. Vision and Values – Session (Redeemer and Harbor)

b. Strategy – Senior Staff

Redeemer: Sen. Pastor, Exec. Pastor, Exec. Team, Sen. Directors

Harbor: Church Planter, Site Pastors & Site Directors

c. Tactics – Ministry Teams/Small Groups – (Redeemer and Harbor)

7. Consider “Vision Campaign” fund raising.

a. Advance vision in non-monetary ways

b. Raise money for multi-site expenses

c. Raise money for future church planting/additional sites

d. Raise money for staff/initiatives to advance vision

8. Gather a “Launch Team” and cultivate on-going grace renewal.

On going-grace renewal involves:

a. Preaching the gospel to yourself

b. Loving your neighbor

c. Praying it forward

9. Develop and work a “One-Year Church Planting Plan”.

See Appendix A

10. Evaluate & goal-set using “One-Year Plan” & “Ministry Design”.

See Appendix B

**Appendix A
Harbor-Uptown
One Year Action Plan
As of September 2004**

Phase 1 – Conception: Vision & Support (9/03-12/03)

1. Do research – **DONE**
2. Bring elders, pastors, staff & leaders (MCM) on board – **DONE**
3. Recruit staff (backward and forward) – **DONE**
4. Mobilize prayer partners – **DONE**
5. Raise financial support – **DONE**
6. Enlist a launch team – **DONE**

Phase 2 – Pre-Natal: Networking & Community Building (1/04-4/04)

1. Mobilize launch team for prayer, evangelism, and mercy – **DONE**
2. Activate webs of relationships—network and evangelize – **DONE**
3. Love neighbors and “extended family” thru authentic friendship – **DONE**
4. Gather people into various groups and meetings – **DONE**
5. Serve the community through mercy ministries – **DONE**
6. Clarify vision and ministry design (visit other models) – **DONE**

Phase 3 – Labor: Team Building (5/04-8/04)

1. Clarify “launch indicators” – **DONE**
2. Establish site-specific ministry teams – **DONE**
3. Hold “momentum-building” Prayer Meetings and Vision Parties - **DONE**
4. Obtain facility for weekly worship services – **DONE**
5. Revise Ministry Design – **DONE**
6. Train small group leaders – **DONE**

Phase 4 – Birth: Weekly Worship (9/04)

1. Conduct several worship services with the “committed” – **DONE**
2. Begin Sunday worship services – **DONE**
3. Offer child-care at all services and events – **DONE**
4. Offer Mercy Ministry opportunities when services begin – **DONE**
5. Offer Community Groups when services begin – **DONE**
6. Offer Q&A class – **DONE**

Phase 5 – Growth and Reproduction (10/04→)

1. Continue to focus on “gathering” initiatives – **DOING**
2. Site-specific ministry team leaders meet with Leadership Teams at MCM - *******
3. Evaluate progress in light of Ministry Design – set quarterly goals - **DOING**
4. Add new teams for new ministries when appropriate – **DOING**
5. Continue to train new small group leaders (turbo groups) – **RE-BOOTING**
6. Begin to plan for next site - **DOING**