

**Multi-Site Conference
Leadership Structure
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Introduction

1. Clarify one-site “ideal” structure.

Purpose

Basic Strategy

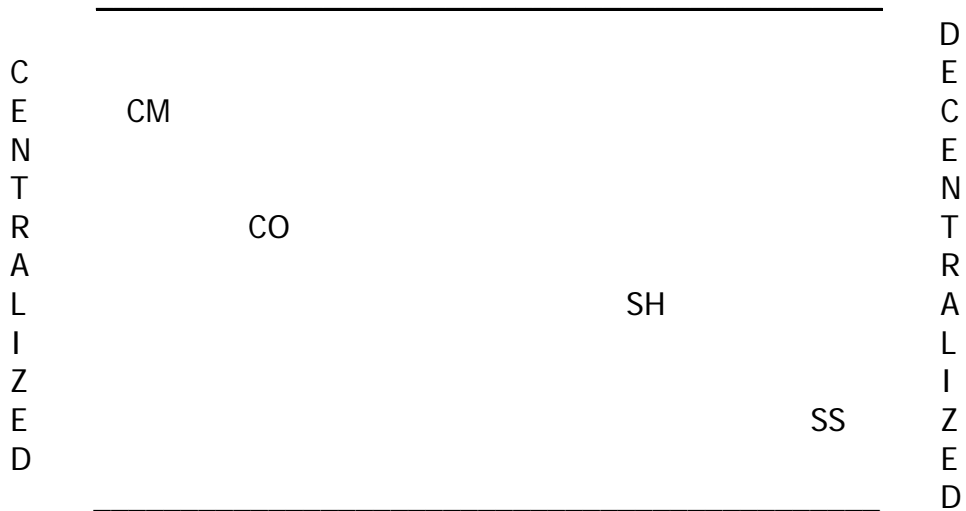
<u>Connect</u>	<u>Develop</u>	<u>Release</u>
Worship	Care	Church Planting
Church Life	Leadership Dev	Mercy Ministry
Children's Min	Sunday Ops	Marketplace Min
Small Groups	Admin & Finance	Intercessors

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-person” at each site—preacher, site pastor, other?
- c. What are your relative strengths? What are their strengths?
- d. What is the most strategic deployment of gifts?

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)

d. What is “functional” trust?

7. Determine meetings and agendas needed to accomplish purpose.

a. Session

b. Church Planter with Site Pastors, Central Services, and Coordinated Ministries Directors

c. Site Pastors with Site-Specific Directors

d. Directors with Ministry Team and Small Group Leaders

e. Church-wide Leadership Meetings.

8. Work hard to preserve and promote unity of leaders.

One of the greatest challenges of “multi-site” and “multi-congregational” ministry is protecting and enjoying the unity we have in Christ! The most important thing we can do to this end is preach the gospel to ourselves, so that pride and distrust are driven out; and we are enabled by Jesus to sincerely listen and value the perspectives and input of others, especially when we disagree. What else can we do? Here are some three things we think help us to cultivate unity among leaders at Harbor.

- a. Team ownership of the vision and values
- b. Leadership structure that fosters functional trust
- c. Commitment to building relationships with one another

9. Take time with team to reflect on leadership structure.

- a. Evaluate
- b. Celebrate
- c. Recalibrate