

QUICK FACTS:

STAFFING AND STRUCTURE



AN OVERVIEW OF FIVE DIFFERENT APPROACHES TAKEN BY MULTI-SITE CONGREGATIONS

CHURCH NAME	CHRIST THE KING	COMMUNITY CHRISTIAN CHURCH	FELLOWSHIP CHURCH	ST. LUKE'S UNITED METHODIST CHURCH	NORTH POINT COMMUNITY CHURCH
<i>Original campus location</i>	Mt. Vernon, Wash.	Naperville, Ill.	Grapevine, Tex.	Indianapolis, Ind.	Alpharetta, Ga.
<i>Number of sites (as of April, 2006)</i>	17	8	4	3	2
<i>Denomination</i>	Non-denominational	Non-denominational	Southern Baptist	United Methodist	Non-denominational
<i>Church age</i>	7 years	17 years	17 years	54 years	11 years
<i>Became multi-site</i>	2000	1998	2005	1995	2003
<i>2005 worship attendance at all sites combined, adults and children</i>	3,500	4,500	20,000	3,500	17,000
<i>Internet address</i>	www.ctkonline.com	www.communitychristian.org	www.fellowshipchurch.com	www.stlukesumc.com	www.northpoint.org
<i>Snapshot of church's approach to multi-site</i>	The church began as a multi-site church in a region and now seeks rapid multiplication around the world.	After developing several local, similar-culture campuses, the church now sponsors campuses in several geographies and cultures.	Each location uses on-site worship and videocast teaching, which comes from the original campus.	The Garden, planted in 1995, functions rather separately from the "big church." The Garden has planted its own offshoot, which it oversees.	North Point first developed a two-venues onsite approach. Its next campus was 20 miles away. Meanwhile several strategic partnerships have emerged with churches that want to follow the North Point model.
<i>Typical way new staff are found</i>	The church offers online training for local pastors, making geography irrelevant (they have campuses in Panama and Colorado, for example).	Senior staff are raised from within. Other staff start first as interns and if the fit is strong, stay as staff.	Senior staff are raised from within, both from volunteers and from existing staff.	Several staff have come from the ranks of volunteers or seminary interns.	Senior staff are raised from within, both from volunteers and from existing staff.
<i>Who oversees campus pastors?</i>	They report to an area pastor geographically near them when possible.	They report to a leadership team. If they are too far away to come in person, they join a weekly video conference.	They report directly to the senior pastor.	Each campus pastor reports to the founding pastor at The Garden.	North Point Ministries has been formed as a separate division to oversee all campuses, including strategic partnerships (affiliate churches).
<i>Who oversees celebration arts staff at each campus?</i>	Campus pastor	Celebration arts director for the entire church	Campus pastor	Campus pastor	Service programming director at each campus

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<i>Who oversees children's ministry staff at each campus?</i>	Campus pastor	Children's director for the entire church	Campus pastor	Campus pastor	Pre-school and K-5 director at each campus
<i>Who oversees small groups staff at each campus?</i>	Campus pastor	Campus pastor	Campus pastor	Campus pastor	Groups director at each campus
<i>Existence of central support (bookkeeping, printing, etc.)</i>	It is based at the original campus.	It is based at the original campus.	It is handled at Grapevine campus.	It is based at the original campus.	Accounting, IT, and missions are centralized.
<i>Role of apprentice development in developing new staff</i>	Strongly emphasized	Strongly emphasized	No particular emphasis	Highly organic model involves a relational development of staff	Intentional apprenticing is a core value of North Point.
<i>Role of church board</i>	Centralized church council, with advisory councils at each location	Representing the cluster of campuses near the original campus, the board works primarily with area pastors.	The church is staff-led. The board supports, more than leads, the senior pastor.	The board works primarily with the senior pastor at the original campus.	One elder board governs both campuses.

Leadership Network welcomes your response. The primary writer is Warren Bird, Director of Research for Leadership Network, in consultation with Greg Ligon, Director of Multi-Site Church Leadership Communities, and Dave Travis, Executive Vice President for Church Innovation. Contact them via greg.ligon@leadnet.org.

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