

It Begins with Roles & Relationships

Traditional Roles – Hierarchy & Authority

Senior Pastor (Jessica)

- A Funnel
- A Controller
- A Visionary
- A Leader
- A Multi-Dimensional Person

Associate Pastor (Craig)

- An Untested Leader
- A Detached Visionary
- An Interchangeable Player
- A Mono-Dimensional Leader
- A Signpost

Multiple Worship Experiences & Sites (Jessica)

- Singular Vision
- Singular Leadership
- Singular Context & Culture

Roles Redefined – Partnership & Mutuality

Mutual Accountability (Jessica)

- Co-Learners
- Co-Leaders
- Co-Workers

Coherent Vision (Singular) – First Church Vision Statement (Craig)

- Covenant Discipleship
- Overall Vision Statement

Contextual Vision (Diverse) – Water's Edge Vision Statement (Jessica)

- What is the whole purpose of a new campus?
- What is the whole purpose of a unique leader at that campus?
- What is the whole purpose of being incarnational?

Warning Signs: Leadership Development-Mentoring

Healthy Models (Craig)

- Co-Learners
- Mentoring – Leading: 2 Timothy 2:2
- Self-Discovery as Superior, Teaching as Inferior

Unhealthy Models (Jessica)

- Teaching as Inferior, Preaching as Patronizing
- Power Differentials & Shrinking Your Team to the Size of Ego

Ego, Gravity, & Mission Assumptions (Craig)

- This is not about who gets credit or who people know.
- This is about the gravity of reaching lost people.
- This is not about propping up dying institutions and organizations.
- This is about joining what God is birthing in new places.
- This is about losing everything to gain it all.

The Story of First San Diego & Point Loma UMC

First Church- Storied History & Pulpit, Steeple Church, Attractional (Craig)

Water's Edge- Inspired Beginnings, Red-Headed-Step-Child, Alternative (Jessica)

Point Loma UMC- A Familiar Story of Decline, Struggle & Denial (Craig)

What happens when all three die? (Jessica)

What happens when all three are resurrected?

Cause and effect: There is only one requirement for resurrection to happen.

BREAK

Key Strategies for New Church Development at Existing Locations

1. Dealing with Existing Community – Shuddering Essential (RSM vs. PL) - Craig
 - a. Death & Resurrection as a Congregational Narrative
 - b. Mastering Pastoral Clarity & Slivers of False Hope
 - c. The Spiritual Discipline of Disappointing People
2. Cooperative Parish – A Fitting Room - Jessica
 - a. Number of Different Models (*Book of Discipline*, para. 206)
 - b. Look for Low-Hanging Fruit & Easy Wins
 - c. Give Space for the Spirit to Speak
3. Recasting Vision & DNA – Resetting the Future - Craig
 - a. The Relationship Between Mission & Vision
 - b. All Theology is Contextual
4. Launch Team – Inspired Invitation - Jessica
 - a. Set High & Clear Expectations
 - b. Model Good Leadership & Self-Care by DOING NOT TALKING
 - c. Curate Leaders & Create Leadership Opportunities
5. Discipleship Center & Ministry Center – The Difference - Craig
 - a. Is there foundational discipleship happening at this location?
 - b. Chicken or the Egg: Worship/Discipleship & Mission/Outreach
6. Matrix Organization & Accountability – Working Together - Jessica
 - a. Systems of Authority – By Site
 - b. Systems of Influence – By Role
7. Revenue Models – Sustaining the Work - Craig
 - a. Launch Team Tithing
 - b. Congregation Giving
 - c. Building Use: A Double-Edged Sword
8. Community Organizing – Networking - Jessica
 - a. Penny Conversations
 - b. One-to-One Conversations
 - c. Community Engagement
 - d. Issues of Justice & Compassion
9. Communication Strategies – Telling the Story – Craig
 - a. At All Sites
 - b. In the Community
 - c. Word of Mouth & Marketing
 - d. Tribes & Networks