

* Background info on Howard Frist: family, business background, how Perry asked him to come to NewSpring

Highlights of GVL campus

- GVL campus opened July 13, 2008
- opened with 1,710 people in attendance
- 350-400 signed for commitment and we were told to double this # for est. attendance on opening Sunday
- Christmas attendance-2,800
- 11 staff, 1 part time and 10 full time
- video teaching-Howard does not teach, live worship (referred to Tom Pellerin who is our worship leader)
- Volunteer led: Volunteers don't just do tasks, but they LEAD. About 30% of our weekly attendance is actively volunteering.
- currently have 3 services (9:15 and 11:15 am, 6:00 pm)

Other Notes

* learned a lot over the past two years of being on staff, more in the last year as we prepared to open and since opening

* leader type personality, not a manager, which has been challenge

o leaders create chaos, while managers try to maintain order

o since Howard is wired to create chaos and try new things and always looking for new ways to reach people and grow, it is a challenge to be in the first campus pastor role at NewSpring

o told to execute an already determined way to do it-in other words, be a manager

o many of those ways don't work because MULTI-SITE CHANGES EVERYTHING.

With that said, some things learned:

+ God is ultimately in control-trust issue, trust Him

things will happen that you do not agree with and you know will hurt the campus you lead, but trust that God is still in control

+ pray for your leaders!

They will be held accountable for decisions they make, and that is heavy

+ always try and make sure your campus is a blessing to senior pastor

he will hear of problems from others, so you need to work to let him know what IS working, encourage him, keep LOTS relevant life change stories to share with him

+ speak highly in public and with staff of senior pastor

remind people: "our senior pastor said this" or "he told me he is excited about what is going on".
Go out of your way to build that connection with your people (Perry has only been to the Greenville campus one time in over 8 months, but people still act like they know him).

+ campus pastor life is very lonely because only you will know the struggle of living life on the campus, and then having to fight battles for your campus

people will tell you how to do it, yet have no clue what it's like on a campus level; you cannot pass that on to people at the campus

goes back to the trust issue

+ don't say "main campus" because it creates a tier system

+ don't say "well they have this/that and we don't", don't compare campus/es

+ "Leadership is stewardship"-Andy Stanley. Matthew 25 and story of the talents-be a steward of what YOU have been given. You were given a campus, how are you doubling what you were given? Don't wait until you have more...make due and double it!

* volunteers-volunteering creates ownership

o "Where your treasure is, there your heart will be also"-time is a treasure, ask people to own a role, and then lead them (Hard Ask)

o If you want more growth, this is a key to making it happen-150 volunteers at opening, now over 600 in 8 months

o may have to find another roll for some of them

* need to check DNA of campus all the time-YOU are the defender of the church's vision, and no one will protect it if you don't

o know vision of church and senior pastor

o take pulse from very bottom volunteer

* Excellence is core value of NewSpring

o Malachi-He requires excellence in the sacrifice

o excellence doesn't come naturally to most people, you need to build it and transfer it into people

o Howard-OCD about how things look around the campus, sees things that no one else sees, but he still needs to press to get it right. In the process, train why we need it to look so amazing

* "Tribes" by Seth Godin-recommended read

o talks about connecting people

o talks about power of connecting people where they are and leading them

* as a CP, you probably don't control a lot of stuff such as content, media, structure of specific ministries, etc. But you CAN control and are responsible for the people you lead

* Share life change stories!!!

o look for life change all the time, point to that, focus on that, and help others to look for it

o focus on "did you hear this story?" or "can you believe YOU all made this happen?", that helps them see they are vital and keeps the bought into the vision

* Systems that got church to work in the beginning probably won't work for multi-site, YOU may be the only one to see and understand that

- o speak the truth about challenges, but be there to pick up the pieces if it fails-part of building trust with senior pastor and other leaders

- * be aware you are the face of change, people don't like change, and they may not like you-that is OK and part of being a CP

- o you still need to fight through the issues

- o Tony Morgan suggested ask questions

- * Our GVL campus had success at beginning-all star staff, growth. About November-challenges of getting frustrated with Anderson

- o 1 Corinthians 13-lead in LOVE. Howard had to admit failure in this, and we went on a crusade to love on teammates

- o John 15-Love like I love: If Jesus could love by dying on a cross, then we can love our fellow staff members and volunteers

Questions and Answers from breakout session

1. What is an example of a system that didn't work for multi-site

A: production, live speaker-don't necessarily need back up plan with a live speaker except for mic. You do need back up plan for video teaching, we've had to use a back-up DVD a few times

live video-timing and planning are very critical

length of song and welcome time

creative planning of message

2. How does communication between staff work?

CP attitude-sets tone for campus staff

we encourage communication b/w like teams at our campuses

certain set meetings

weekly production meetings to review creativity meetings and production

executive pastor (Jason Wilson) is Howard's boss. weekly CP meeting via video chat to talk about wins/fails/long range plans/etc

3. How are campuses organized and what is the structure?

some are in place by necessity, has changed

we are slowly establishing central office teams

ex: Children's Ministry has tried to define central roles, such as Cherie Duffey

ex: communications team

challenge is that they're all at the Anderson campus, which creates a priority challenge

4. Do you ever have the desire to lead from the pulpit?

Howard-no, very good at rallying troops

hasn't been an issue

5. How does the live band work?

A: Justin Land came on staff to lead all of production
Tom Pellerin-worship leader, audition process, rehearsals
lighting guys, sound
sometimes we do a live video song via Anderson (ex: Rose song)

6. Do you have a CP in Anderson?

A: no, the culture isn't there yet

7. What process do you use to decide where to launch?

A: combination of necessity and outreach
our core value is evangelism-bring your friends, hard to do if far away
GVL- # of people attending in AND from area, and population
FLO-Michael Brown had a burden for area
COL-Perry had vision, Alden (CP) had connections
WEB-gives ability to see where large groups are
--facilities
GVL was a miracle/blessing-great location
FLO-load in/load out at university
COL-Alden still in process

8. As a CP, a lot of people look to you for crises and missions. How does this work?

A: Missions
everything we do IS a mission
started local, now spreading (state, web, Kenya)
A: Care
began as Howard and assistant-this didn't work well
Alden came on staff to help and learn CP role
volunteers-many are former pastors, goes back to the "hard ask"

9. How do small groups work?

A: we're in the process of changing/re-evaluating
we're getting away from assembling small groups
we encourage hanging out with people you know or volunteer with
we don't want to pull people out of their community (that they need to be ministering to) to get them into a
"churchy" community

10. How does administration work?

A: office volunteers

Chip-full time volunteer

receptionist desk-steady flow of volunteers, have a weekly schedule for them, they get to know DNA of church and can answer questions just as well as we can

Sherry-volunteer who runs/plans membership (all details: food, books, paperwork, volunteers, set-up, etc)

Maintenance work has grown-we've recently been working on finding volunteers who are gifted in these areas

11. How does welcome/offering/announcements work?

A: sometimes from Perry-he will often dismiss campuses

normally we do offering at a campus level

Perry gives the vision to campuses-offering is a part of worship, amount of time is given

Howard teaches membership class and often does welcome/offering on Sundays

Also do welcome/offering: student pastor, Alden (assoc CP), volunteer, worship leader

12. How does communication in each campus work?

A: growing process, Howard loves team/very close knit

Howard is more passionate about mission/vision

Howard or other will confront vol or staff member if they aren't on board

Perry is HUGE on spirit of unity