

## EastLake Church Network

### WHAT WE DO

***Our Mission*** – People helping people find and follow Jesus.

***Our Vision*** – A rapidly reproducing multi-site church (one church in many locations) with simple systems and structure

***Our Vibe (Church Culture & Style)*** –

- *Come as you are culture* – we don't expect non-believers to live like or act like Jesus followers. People can belong before they believe regardless of background or current life choices.
- *Simple structure, schedule, and systems* – Our mission is too great and the time is too short so we don't complicate or try to do everything. We'd rather be a fire hose than a sprinkler.
- *Essentials we have unity in the non-essentials we have liberty* – We major on the majors and don't sweat the small stuff. Where the Bible is clear so are we, but we don't put personal or cultural expectations on others that are not Biblical mandates.
- *Attractional and Missional* – we are both and, not either or, both deep and wide, we don't see an option in scripture that the Church can be one or the other. We are attractional in our services to keep people long enough to gain a relationship for the purpose of discipleship. We are missional in our intentional relationship building with unbelievers to show and share the Gospel.
- *Reproducing disciples & leaders* – clear discipleship system & steps, clear leadership ladder in all ministry teams.
- *Measurements and accountability* – both are important for Kingdom impact; whether it's conversions, baptisms, serving, membership, groups, leaders, outreach, budgets, giving, or attendance, all are important and tell a story.
- *Work hard, have fun* – We have fun and don't take ourselves too seriously. But we take God and Jesus mission very seriously and give our best for it.

### HOW WE DO IT

- *Reproduce*- we make disciples & apprentice leaders
- *Release*- we send out disciples who can make disciples & apprentice leaders
- *Reach*- we start new church campuses to reach new people
- *Resource* – we share systems, creation, learning, content, etc...
- *Relationship* - we have an environment of collaboration and stay alongside because “We>Me”

### **3 ways to Network with us**

1. ***Church Campus Launch*** – A point leader (pastor) looking to start a new church in a specific community to reach unchurched people who wants to partner with ELC to share in full resources, systems, strategies, structures and stay in constant relationship.
2. ***Church Campus Merge*** – A pastor or group of church leaders who transition an existing church into a ELC church campus to share in full resources, systems, strategies, structures and stay in constant relationship.
3. ***Network Partner*** – A church or ministry that retains autonomy but wants to share in some resources (mainly church planting and missions efforts) and relationship.

*\*All three of these are about being part of a movement that is making a Kingdom of God impact together that is so much bigger than any one could make alone.*

### **Understanding a ELC Church Campus (1&2)**

#### ***What are the advantages of being a multi-site church?***

- *Shared DNA* – Keeping the mission, vision and values intact with greater effectiveness.
- *Organizational Strength* – The systems, skills, and strengths of individuals functioning as a team allows greater efficiency for all.
- *Greater Opportunities* – to reach into new communities and reach more people with Christ, multiplies ministry and leadership opportunities, and broader local outreach.
- *Bigger Kingdom Awareness* - Churches often become myopic: They focus too much on themselves or what is right in front of them. Multi-site churches more often become hyperopic; looking out for what is ahead and beyond themselves.
- *Reproduction & Multiplication* – our goal is not to simply grow one large church or have one high capacity leader. We want to reproduce and multiply leaders and churches. Multi-site gives us a ramp for doing this efficiently and effectively.

#### ***What is “one” about our Church Campus strategy?***

- *Shared Curriculum & Content* – each campus follows the same series and big idea each weekend – kids, students and adults. The process to get there is very collaborative and each church campus lead has opportunities to not only contribute, but also take lead on series and weekend content creation as well as presentation.
- *Network Resources* – this includes shared staff & systems for administrative processes – Finance (banking, budgets, payroll, etc), HR (benefits, staffing, etc), Assimilation (F1, guest & new believer follow up, etc), Discipleship & Leadership (Real Life Discipleship apprentice structure), Weekend Presentation (Music, Tech, Video, etc) , Kids & Students.
- *Finances* – ELC assumes full financial responsibility and accountability for all church campuses. All finances are managed through the office and systems of our Business Department.

- *Leadership Structure* – all church campuses come under one leadership structure. We have a Pastor led, Elder oversight structure. This means day-to-day operations & decisions are made by the pastors. Spiritual covering, financial oversight and pastor accountability by the Elders.
- *Ministry Systems* – We are always open to try new things & learn better ways of doing, but we don't have to learn the hard way. So we share ministry systems across church campuses (first Impressions, groups, baptism, membership, volunteer recruiting & scheduling, etc...)
- *Global Outreach* – We have a few global partnerships and initiatives we all share. We want to go really deep with a few partnerships we feel led by the Holy Spirit to join with in their mission.

***What is “many or multiple” about our Church Campus strategy?***

- *Local budgets* – Each church campus operates within its own budget specific to their giving.
- *Local staffing* – hard line (responsibility and supervision) of all staff goes to their Campus Pastor. Dotted line (resourcing) of some staff goes to a network resource lead.
- *Local & Regional Outreach* – all ministry is local. Each church campus serves a unique call to a unique community and people. Find and form partnerships with a few organizations doing great work in your community for the Glory of God. Work to make His name great, not yours or even our churches.
- *Teaching/Preaching* – We are not a celebrity pastor style or structure, we have a teaching team model – multiple speakers through multiple mediums. Depending on the gifting and skill development of a Pastor they can speak up to 35 times a year. Leaving other weekends to develop other speakers and hear from other teachers.
- *Musical Worship* – depending on the gifting & skill development of a local church campus there is some creative freedom in music.

***What are the advantages to launching an ELC church campus rather than planting an autonomous church?***

*\*We are all for planting autonomous churches and have partnered and planted a dozen. The purpose is not to talk you out of planting a new totally independent church if that is something God is calling you to do. The goal here is simply to put on the table what we believe to be some unique advantages to joining in as an ELC church campus.*

- *Leadership development plan* – we have a specific apprentice system for those feeling called to launch a church campus. It exposes you and trains you in each facet of our church systems, DNA and leadership over a 6-12 month “Pastor in Residence” program.
- *Financial jump-start* – as a church campus we fully fund a launch and assume full financial responsibility. The amount of money spent on a church launch & salary of the local church pastor depends on many factors - the community starting in, potential of that community, size of launch team as it builds, and many other factors.

- *Part of a team* – Many church planters talk about the loneliness of planting. Launching as a church campus gives you a team of people and resources to stay alongside you in the journey. We share in the struggles and in the victories together.
- *Ongoing coaching* – as a network of church campuses someone has most likely already been where you are. We have pastors who know what it takes to build a launch team, what mistakes to avoid in first 6 months, how to mobilize set-up tear-down teams, how to start a 2<sup>nd</sup> service, how to break the 200 barrier, etc... Not only will you benefit from others learning's you will join the tribe and help others with your learning's.

***How is it decided where a new church campus will be?***

- *Pastor calling and community connection* – Where is God calling you to live and what group of people is He telling you reach? We don't want to be a culture of executives in a room somewhere deciding where we think a church campus would do well. We want to partner with leaders who feel called to a specific community and people.
- *Right and ready leader* - You share the calling, the community and burden you have, then we'll affirm that and figure out when to go.

***Would a church campus ever become an autonomous church?***

- *Maybe, but why* – we view each church campus as a church. We do not have an “all serve one mother-ship” model, it is a “we all serve each other” model.
- *Terms of the divorce* – if agreed by current Pastors & Elders, a church campus will pay back all launch cost of their campus plus another campus launch cost at current campus launch budget. This allows us to launch 2 more unique local church campuses.

## Understanding a Network Partner Church (3)

### *What does “Network Partner Church” look like?*

- *Retains Autonomy* - ELC takes on no authority or responsibility over that leader or local church.
- *Some Shared Resources* – we will share what we have when we can. You get access to all our systems creation & documentation (assimilations, ministry teams, leadership ladders, discipleship path, baptism, new believers, etc...), but implementation is all yours!
- *Relationship & Learning Opportunities* – each year there will be a conference or two that we will invite the network churches to join in on. We will also host a network think tank & learning in San Diego (who doesn't want an excuse to come here).
- *Church Planting & Global outreach impact* – let me be honest, this is really what it's about. Together as a network of churches we can get behind a church planter financially and relationally and help them go farther faster. We can also really go deep in our investments with a few organizations making an enormous global impact. One is with Bright Hope orphanage & school in Uganda. We've partnered with them for 8 years and have watched the great work they are doing with more than 500 orphans. We've built wells, dorms, a library, a church worship building, and pay for children's educational & medical needs. 90% of their funding is from our network of churches. The other is an agency fighting Human trafficking on the boarder of Mexico and San Diego. BSCC (Bilateral Safety Corridor Coalition) has been rescuing, preventing and educating those caught in the sex slave industry for 20 years. We partnered with them in 2013 to establish the first safe house in Southern California for girls rescued off the streets. We do all the legwork and assume all the administration cost. 100% of giving to them goes to them. You will be supplied with monthly updates including pictures, videos & stories to share with your church that inspire and show they are part of a work so much bigger than themselves or one congregation.

### **Next Steps if interested in any of this:**

- Email James Grogan ([james@eastlakechurch.com](mailto:james@eastlakechurch.com)), and let us know what aspect you are interested in – Church Campus Launch, Church Campus Merge, Network Partner. We look forward to talking with you from here.