



Multi Site Proposal

02.04.2018

**Presented by Transition Team of Riverview Baptist Church and
Pastoral Leadership Team of the The Journey Church.**



Executive Summary

How do we best fulfill the call of God to love Jesus and love our neighbors as a church in such a changing culture? In recent years Riverview Baptist Church has done a self evaluation which disclosed a serious state of decline and realized radical change was required for it to become a vibrant witness for Christ in Riverview. The Journey Church is committed to a new paradigm of church ministry termed multi site. In the following proposal we are presenting a motion for Riverview Baptist Church to become a third campus of The Journey Church.

This proposal is driven by a vision that through this new multisite relationship we will create a welcoming, neighborhood based, Christ-centered community of faith that shines a bright light in the community of Riverview.

Please take time to digest the document. We describe the established practices of The Journey Church, transition issues that need navigation and how will Day 1 look like. In our Town Hall discussions this document will guide our conversations as we strive to seek God's will.

This is more than a faith step. We believe this is a bold and big move driven by a love for Christ and others. As we look forward in these coming weeks of discussing, discerning and deciding may we do so in *"The grace of the Lord Jesus Christ, the love of God and the fellowship of the Holy Spirit"* (2 Corinthians 13:14)

Overview

How do we best fulfill the call of God to love Jesus and love our neighbors as a church in such a changing culture?

Since the spring of 2017 Riverview Baptist Church (RBC) and The Journey Church (TJC) have been in conversation and active ministry together to determine if God is leading them to a multisite relationship which addresses this question in a new way, for the community of Riverview.

This conversation is prompted in large part due to 3 distinct questions at hand:

1. Could we accomplish more together than separately?
2. Would our community be better served?
3. Could the kingdom of God be further extended by our coming together?

The leadership of both churches are now ready to present a **motion** for each church to decide if this is the time to enter into this fresh expression of a dynamic association with each other as a single, new community that is better together and will experience Christ deeper. It is not institutional glory, survival or finding the easiest course of action that drives us forward, but the mission given to us all to go into all the world and making disciples of Jesus Christ in the most effective way possible

Vision

Therefore, it is our proposal that the Riverview Baptist Church be adopted into the family of The Journey Church and become the third campus of The Journey Church. It is our vision that through this new multisite relationship

we will create a welcoming, neighborhood based, Christ-centered community of faith that shines a bright light in the community of Riverview.

Important Matters

Following are key areas for each church to understand regarding this important decision. Let us consider what the “new day” looks like and the significant implications of a multi site.

Established Practices of The Journey Church

Mission, Vision, Values and Best Behaviors:

- ☐ Mission - Leading People to Follow Jesus, Love God, and Love others
- ☐ Vision - Becoming a Church that Loves like Jesus
- ☐ Emerging Values - Messy Grace, Acting Wisely, Everyone Equipped, Joining God in our Neighborhoods, and Lots of Laughter.
- ☐ Best Behaviors - Honoring one another, giving each other the benefit of the doubt, timely truth telling.

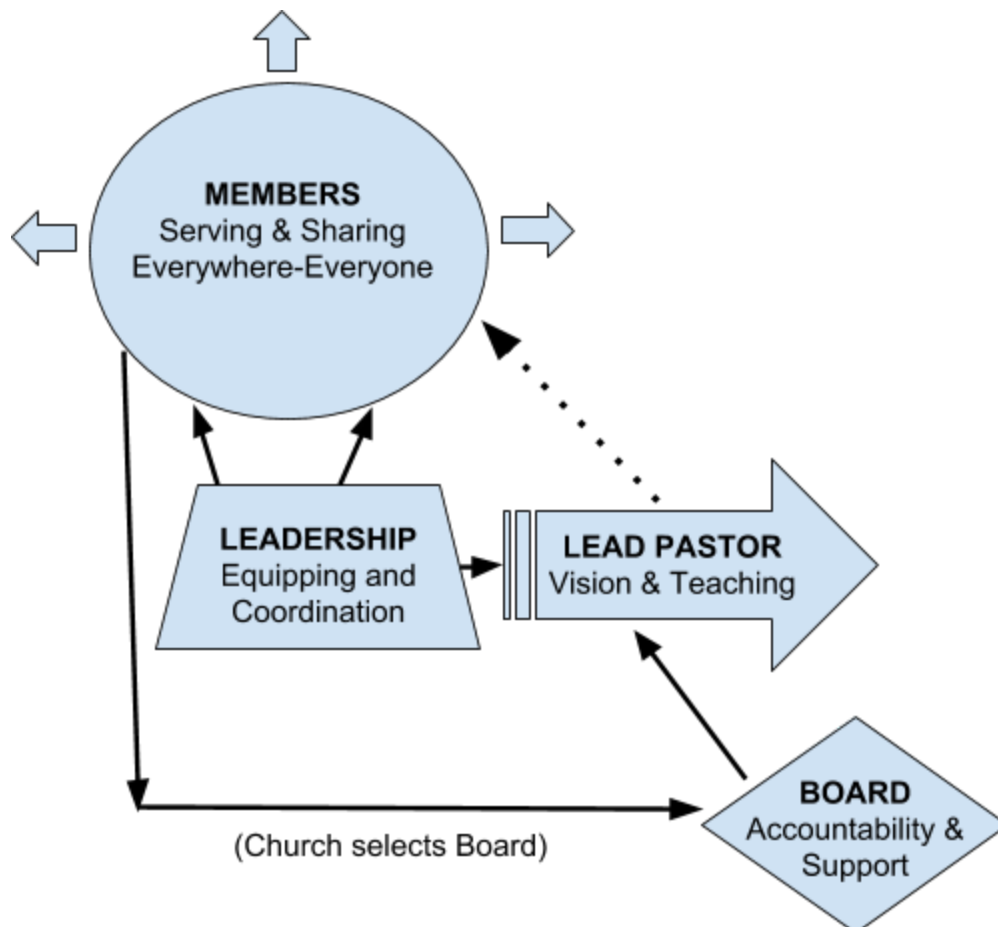
Theology and Doctrine:

- ☐ Basis of “Union 1905-1906”
- ☐ Baptist Distinctives
- ☐ Value of both men and women in ministry leadership positions
- ☐ We recognize there are ongoing issues that require discernment, prayer, conversation and engagement. As a guiding principle we observe: In Essentials *Unity*, In Non Essentials *Liberty*, In All Things *Charity*

Governance:

- ☐ The Governance Documents are Church Bylaws and Guiding Principles - (see TJC website)

- ❑ There is both authority and accountability given to leadership of the church (See “Winning on Purpose” by John Edmund Kaiser)
- ❑ The congregation chooses the Lead Pastor, the board members and approves the budget.
- ❑ One board structure holds the Lead Pastor accountable.
- ❑ All other leadership staff are hired by the Lead Pastor.
- ❑ Management of all ministries are directed by staff or team managers and their teams.
- ❑ The board is made up of 5-7 people. Not more than 9.
- ❑ Two people from RBC will be invited to be observers on the board in the first year of ministry.
- ❑ Following is a simple design of how the church is lead and organized:



Staff Structure:

- ❑ Lead Pastor directs the leadership managers
- ❑ Senior staff direct other staff leadership/key volunteers
- ❑ General Manager of Ministries oversees operational issues
- ❑ Leadership of any given ministry has authority and accountability
- ❑ Present Positions* at TJC (*these paid positions vary from full time, $\frac{3}{4}$ time, half time and part time positions.*)
 - ❑ **Pastoral**
 - ❑ Lead Pastor (FT)
 - ❑ General Manager of Ministries (30hrs/wk)
 - ❑ Associate Pastor of Youth and Young Adults (28hrs/wk)
 - ❑ Pastor of Children and Families (20hrs/wk)
 - ❑ Minister of Worship and Production (35hrs/wk)
 - ❑ Teaching Pastor (16hrs/wk)
 - ❑ Congregational Pastors (x2) (8hrs/wk)
 - ❑ Older Adult Pastor (8hrs/wk)
 - ❑ YLC Students (Per Semester)
 - ❑ **Administrative**
 - ❑ Executive Assistant (24hrs/week)
 - ❑ Office and Next Gen Administrator (20hrs/wk)
 - ❑ Communication, Design and Support (25hrs/wk)
 - ❑ Financial Administrator (10hrs/wk)
 - ❑ Worship Assistants (x2) (Honorariums)
 - ❑ Custodial Cleaning Contract by Moody's

Facilities and Financials:

- ❑ One Budget
- ❑ One Management Team and General Manager of Ministries who provide general facility oversight along with campus based facility teams.

Succession:

- ❑ The board is committed to working with the Lead Pastor for the next three years to have intentional conversations about a succession plan.

- ❑ Will put in place an emergency transition plan in the event of death or injury of Lead Pastor where 2 senior leadership staff understand the complete function of the church

Transition Issues for Riverview Baptist Church

Membership Merger

1. There will be the moving of the RBC membership list (active and inactive) by “grandfathering” it into the The Journey Church membership list.


Merging and Empowering Existing Local Ministries and Affiliations:

We appreciate that RBC has maintained several local ministries of value. It is not our goal to end successful ministries, but we also see a value in merging some of these ministries into our own. With that said there are also campus specific ministries that may run autonomously. (ie. campus specific prayer groups vs. larger church wide prayer initiatives, a specific discipleship group vs a church wide small group study) Therefore we will:

1. Assess current ministry initiatives based on missional needs and level of support for this campus based ministry.
2. Equip, train and encourage RC attenders to run ministry initiatives in the Riverview neighbourhood.
3. Merge redundant/repetitive ministries (ie. one worship ministry, one youth group, etc.)
4. Support and encourage specific autonomous ministries (i.e. WMS)

Staffing Transitions:

If RBC votes to embrace TJC’s vision, all current RBC staff will conclude their employment status with the church at a predetermined and agreed upon date. RBC will be responsible for managing all employer



responsibilities for all current staff (including, but not limited to, paying all time worked, accrued vacation pay, and ending/suspending benefits and completing Record of Employment forms). Any new possible job opportunities at TJC will be posted publicly and a due diligence search process will be undertaken.

Financials, Facility and Legal

Facility

TJC assumes responsibility for building maintenance, upkeep, future improvements and repair. Based on a building assessment and recommendations; we will leverage/invest the existing cash reserves of RBC to increase the missional impact of RC on the community.

1. There will be initial investments made to upgrade RC, this may include, but not be limited to, necessary structural repairs, sound system upgrades, seating, signage.
2. Deed is signed over to TJC on a mutually agreed upon date.

Financials:

We recognize the entire first ministry year will be a time to find our way in terms of finances, staff and operations. Furthermore, as TJC undergoes this multisite merger with RBC it is necessary to recognize the financial risks associated with it. (ie. loss of giving members, etc.) This new day incurs several new realities for RBC.

1. Weekly giving of the 3 campuses goes to one church budget.
2. We will honour all present ministry and mission commitments within our first fiscal year together and will assess, in a patient way, how best to continue these responsibilities recognizing the distinction

between long and short term commitments; which will mirror the giving.

3. We recommend that all designated/restricted funds within the present church budget are dispersed before RBC dissolves with CRA.

Cash reserves

Furthermore, we recognize the tremendous opportunity RBC's cash reserves create for ministry/mission initiatives.

The intended use of RBC cash reserves will address 3 key areas:

1. Building in Riverview - Giving the site strategic, missional, and necessary upgrades
2. Merger costs
3. Contingency Fund addressing future obstacles and opportunities


Legal

1. Legal counsel will be sought to cover issues related to deed transfer, charitable status, and all other such matters related to transfer concerns.

Transition Action Steps

The initial transitions are intended to occur by the end of summer/early fall of 2018. The following are a list of actions that will be completed

1. RBC resolves with CRA their status as a charity and the dissolution of their status as a not for profit corporation.
2. Bank account closed as of closing date

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3. All RBC paid present staff will end and all general membership grandfathered in.
 4. New staff hired
 5. Create a timeline a plan for dealing with building renovations
 6. Misc. operational transitions (ie. phone number, insurance, vendors, etc.)
 7. Inform key stakeholders (ie. CBAC) of new status

Day 1

Among the various questions surrounding this new dynamic are what The Journey Church and the Riverview Campus will look like on Day 1. Here are some broad and specific realities.

Broad:

1. We get to know everyone (embrace people's strengths, gifts, values and dreams)
2. All our hands are on deck (we work together, to make our ministries thrive in the new day)
3. Family time (we unite the church family relationally)
4. New look, New sound, New feel (Embracing Journeys model of worship sunday service)
5. We embrace the leadership model- Staff leaders are deployed to support a disciple-making process that grows Christians and equips leaders, rather than managing all the churches programs. (Under this model, leaders lead, and everyone embraces mission together.)

Specific:

NEXT GENERATIONS

Children and Family Ministry - under the leadership and coordination of our Pastor of Children and Families

1. Weekly Sunday Morning worship/teaching experience will occur called Journey Kids
2. Other ministry events will be planned and coordinated for all 3 campuses - ie Family Adventure Days and Life Seminars

Youth (Gen Z) - Under the leadership of our Associate Pastor of Youth and Young Adults

1. Riverview Campus as a primary site for weekly youth gathering
2. Equipping youth to be actively involved in each campus
3. Recruit and develop volunteers for Youth Team from each campus including RC

Young Adults (Millennials) - Equip and Engage YA to participate at RC

1. Equipping (giving responsibility)
2. Small Groups and Events (relationships)
3. Intergenerational Connections (mentoring)
4. Engage Millennials to participate at RC

PASTORAL LEADERSHIP AT RIVERVIEW CAMPUS

1. Congregational Pastor (We anticipate Interim Pastor role ending in 2018.) - Key Areas: Communicate, Connect, Care, Catalyst.
2. Pastoral Leadership Team - Crossover presence in light of ministry and mission needs on site.

CARE


It is understood that care for a congregation especially for those who are aging is a critical concern. Who will do hospital visits, attend to funerals and other major life milestone moments? Up front let us declare that care in any church model is challenging. Some people may declare that they never have received enough care.

However, in our structure people need to embrace that care starts with one another (congregational-centered). The scripture teaches - “through love serve one another” (Galatians 5:13). Calling, visiting, and helping one another is absolutely central and needs to be consistently affirmed. Let’s go one step further: when people finally have learned to develop *deep spiritual friendships* with one another, care will happen organically and spontaneously.

Making this the beginning point of care addresses a needed shift in mindset. ***The pastor is not the center point of care for members in the church.*** The responsibility of the pastoral leadership is to encourage and equip members to care for “one another”. Therefore the complaint, “the pastor never visited me” is filtered with the question, “How is this person experiencing care during this time?”

With that said the more formal structures of care that are presently developing within TJC are as follows:

1. Journey Groups - where group members look out for each other, pray for each other and develop spiritual friendships.
2. Older Adult Care Initiative - People become a care connector with specific older adults, where weekly phone calls and/or other care connections occur.
3. Prayer Line - Where members/attendees sign up to receive prayer updates on needs of others.

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4. Congregational Pastor provides presence, communication and mobilization of congregation.
 5. Older Adult Ministries Pastor provides presence and connection and events.
 6. Pastoral Leadership Team provides oversight, accountability and presence as needed. All pastors - Lead Pastor, Associate, Congregational, and the Pastoral Lead Team will have crossover presence for weekly services, urgent visitation, funerals and weddings.


When care inside is happening, the blessing is the freedom to now ***care for our community***, where the congregation and pastor leadership look for opportunities to show the love of Jesus in meeting real needs.

Perhaps it is helpful to remind ourselves of how we must keep the two areas of care in a tension as we do the mission of Christ.

1. **Community Care** - Intentional neighborhood care (ie: Reaching local schools) organized by Pastoral leadership team whereby the congregational pastor is a key presence.
2. **Congregational Care** - We will champion and encourage biblical community to care for one another.

WORSHIP MUSIC AND SERVICE - A common approach contextualized for each campus. We value participation over performance. We value developing people at each campus and also sharing worship arts talent strategically among our campuses.

PREACHING - Because of geographical proximity the approach will primarily be live single and multi voice teaching with ongoing development in digital videocasting. Initially we forecast a variety of live preaching



possibilities (including, congregational pastor, Lead Pastor, associate pastor, other voices, HD live-streaming video). *One implication is the shifting of service times for all respective campuses*

Motion

“We move to embrace the vision that the Riverview Baptist Church be adopted into the family of The Journey Church and become the third campus of The Journey Church. Through this new multi site relationship we will create a welcoming, neighborhood based, Christ-centered community of faith that shines a bright light in the community of Riverview.”