



# More specifics concerning Multi-site ministry!

A multi-site church is one church meeting in multiple locations that operates under the direction of one vision, one budget and one Governing Board.



## Architectural Firm's responsibility for due diligence (continued)

One of their first steps was to contact the city of Clive to determine any zoning restrictions and was informed that a Special Use Permit is not required by the City, as the C-2 zoning already allows for churches. The architectural firm will continue with the due diligence process by a thorough investigation of all the visible and invisible components of the building, such as the structural, electrical, plumbing and mechanical systems, along with other considerations.

## What's next

The Ministry, Facilities and Finance MATs will continue their work with the Governing Board to ensure that the Hickman site will meet our needs and fit into the financial model prepared by the Finance MAT.

If everything is positive from the architect's due diligence report, due by the end of October, the Governing Board will bring a comprehensive plan to the congregation in November. The plan will include the details concerning purchasing and renovating the Hickman campus, improvements to the Aurora campus, the financial model, as well as details concerning a congregational vote in December, before the option to buy expires.

In addition to the written comprehensive plan, Cottage meetings will be held in November to explain and answer questions on the comprehensive plan. Please make every effort to stay abreast of developments as we lead up to the comprehensive plan and congregational vote.

## Town Hall meetings

Meanwhile, plan to attend one of the following Town Hall meetings where Pastor Burcham, the Governing Board and MAT members will be available to answer questions and receive verbal and written feedback from the congregation:

Wednesday, Oct. 19 from 10-11 a.m. in rooms 131/133

Wednesday, Oct. 19 at 6:15-7:15 p.m. in the Narthex

Saturday, Oct. 22 from 6:30-7:30 p.m. in the FLC

Sunday, Oct. 23 at 9-10 a.m. in room 134

Sunday, Oct. 23 at 10:15-11:15 a.m. in room 134

## Communication

As always, we will make every attempt to communicate all the exciting news of becoming a multi-site ministry by videos, articles and handouts. To further clarify any questions you may have, a frequently-asked-question page is posted on our Web site. If you have additional questions, please e-mail them to: govboard@gloriadeionline.com.

## Exciting News from the Governing Board

God continues to answer prayers and open doors for Gloria Dei to fulfill its mission of bringing Jesus Christ to people for the first time and for a lifetime. To that end, the Governing Board is excited to announce that a site has been identified for our second campus, moving us into multi-site ministry. The site is located at 9060 Hickman (the previously-owned Mitsubishi dealership), just minutes away from our current campus. The Governing Board believes this site has the potential to provide great opportunities for serving both current and future members of Gloria Dei.

The specifics of the research and the suggestions from each of the Ministry Action Teams (MATs) will be found on the following pages. In short though, based upon their findings, the Board has proposed the following:

- To relocate the main youth rooms and the office of the Director of Youth Ministry to the Hickman campus.
- To hold full worship services and weekend programming at both campuses.
- To offer Wednesday's elementary programs (grades prek-5) at the Aurora campus while all the youth (grades 6-12) will convene at the Hickman campus.



The previously-owned Mitsubishi dealership at 9060 Hickman has been identified as a potential site for our second campus.

## The Vision of our ministry

We have been pursuing multi-site ministry as a way to bring Jesus Christ to people for the first time and for a lifetime. Multi-site ministry is one congregation meeting in multiple locations. It is a way in which we can retain our current facility and still grow.

First, we need a long-range strategic direction for our congregation. We want to make sure that Gloria Dei has a vibrant and effective ministry for many years, certainly past our time. Second, we have a current space issue. On certain days and times our building is over capacity and we need to find a solution, so we can accomplish our ministry.

Four Ministry Action Teams have been working very hard since the beginning of the year addressing these needs. The Ministry MAT has recommended and the Governing Board has agreed the best first step into multi-site ministry is to launch a campus very close to our current campus, which addresses our current space needs. This second campus is just the first step—the next step would be to launch a third campus in an area where we have a group of members already living with the potential of reaching new people with the Gospel. More than likely this third campus would be north and west of our current campus.

*“Multi-site ministry is one congregation meeting in multiple locations. It is a way in which we can retain our current facility and still grow.”*

## The work of the Ministry MAT

The Ministry MAT has the great responsibility to see how multi-site ministry will fulfill our mission of bringing Jesus Christ to people for the first time and for a lifetime. Since multi-site ministry is a new concept for most of us, it was important to establish the following terminology:

- **Multi-site:** A church that meets in multiple locations.
- **Campus:** A location where a complete ministry takes place.
- **Venue:** A place where a worship service takes place. (We currently have two venues: the Sanctuary and the Family Life Center.)

## The progress of the Ministry MAT

To gain insight about multi-site ministry, the Ministry MAT conducted extensive phone interviews with 14 multi-site churches with similar demographics to Gloria Dei and visited a church in Illinois. The MAT's intention was to find out what worked well, so as to replicate their successes, as well as what didn't work, so as to avoid their mistakes.

Through all the interviews, two themes emerged. First was the vital component of ownership for multi-site ministry. It is imperative for the congregation and staff to recognize and grasp the kingdom-reaching possibilities of multi-site ministry. Take the potential Hickman site, we would create a presence, impacting another part of our community with the Gospel. Growth will not only occur within this new segment of the population, but within our congregation as more members will have the opportunity to use their gifts and talents. Exponential growth will also occur with the launch of a third, fourth and fifth site. As one can see, multi-site ministry requires a community of dedicated believers singularly focused in reaching people with the Gospel.

The second theme emphasized was the value of planning for all the conceivable ministry details for each campus—the more details thought through, the smoother the transition to multi-site ministry. With that discovery, every detail of our organization will need to be closely examined, i.e. nursery, baptisms, confirmations, educational times, hours of each campus, staffing, etc.

## Ministry MAT's recommendations

The Ministry MAT spent hours discussing how specific ministries would function at each campus. The following are the reasons behind their recommendations to the Governing Board:

### Creating two large rooms for the youth

With a second campus close to the Aurora campus, we have the opportunity to further our ministry for all ages. Separate rooms will be designated at the Hickman campus for junior high youth as well as for senior high youth. This will allow more room for our youth to worship, study and fellowship. It would also open up nine classrooms at the Aurora campus, allowing more room for our children's and adult ministry to grow.

### Wednesday recommendation

The Hickman campus would be the center hub for all junior and senior high ministry activities on Wednesday nights, and the Aurora campus would host all elementary midweek programs. Since the transportation needs of families who will have children at both campuses are an important consideration, a plan is being devised that will be conducive for all families. For example, the Hickman campus would open earlier and close later than the Aurora campus. A family could drop off their youth at the Hickman campus before taking their children to the Aurora campus. This same family could then pick up their children from Faith Alive before picking up their youth at the Hickman campus. Of course, each campus would have thorough adult supervision at all times.

### Weekend recommendation

Families should have the opportunity to worship together and still be able to participate in the educational times; therefore, each campus will offer worship and educational opportunities for all ages on the weekends. The message, curriculum and discipleship process will be the same at both campuses.

## Plan to attend a Town Hall meeting.

- **Wednesday, Oct. 19 at 10 a.m.** • **Wednesday, Oct. 19 at 6:15 p.m.**
- **Saturday, Oct. 22 at 6:30 p.m.** • **Sunday, Oct. 23 at 9 a.m.** • **Sunday, Oct. 23 at 10:15 a.m.**

## Updates from the Facilities MAT

The Facilities MAT has addressed questions such as: What are the multi-site space needs? How can we be a beacon to our community? What improvements need to be done at our current facility?

They expanded the building search by looking for buildings with more square footage that would accommodate multi-site ministry. They reviewed such properties as the Parkwood Plaza, the Cobblestone Market, K's Merchandise and a church in Clive. Each property was considered, but presented challenges by not offering enough space, requiring significant remodeling to the existing space, not ideal because of the uncertainty of who might lease the neighboring space, or being unable to negotiate a reasonable price.

## Site identified

In July, they learned the Mitsubishi dealership building on Hickman was for sale. They eagerly toured the building and were excited about the possibilities the building and property possessed. It seemed like a good fit for a second campus.

In the months since their initial tour, they worked on preliminary drawings to see if the Hickman building would work, and agreed that it appears to fit our needs. For example, by designating the youth rooms at a campus close to the Aurora campus, we could convert the Youth Center to a chapel and open up nine classrooms on Wednesday nights. The Facilities MAT will continue to identify and prioritize potential updates to our Aurora campus. They also conducted interviews with two architectural firms before selecting the RDG architectural firm to do preliminary work on the Hickman site as well as to explore potential improvements and the necessary maintenance to the Aurora campus.

## Finance MAT develops a financial model

Working concurrently with the Ministry and Facilities MATs, the Finance MAT has further developed a financial model to help plan and allocate the needed resources to carry out the ministry that God has given to Gloria Dei. With copious attention to the details from the Facilities MAT as well as being attentive to the heart projected from the Ministry MAT, they have calculated a possible project cost, studied the current financial state of the church and researched how to implement a successful Capital Campaign. They also contacted the Lutheran Church Extension Fund, Thrivent and our bank, all of which have been favorable of the plans. As more details are solidified, they will present a concrete financial model to the Governing Board next month. It is their desire that the financial model will show how to realistically accomplish a successful launch of a second site, as well as the future plan for a third site.

## Negotiating the purchase price

When it became evident that the Hickman site could be a viable option, the owner was contacted. Through negotiations, the price of \$950,000 has been settled on for the Hickman site, down from the asking price of \$1.8 million. This agreed-upon price, according to the preliminary estimates, fits into the total project budget of \$4-4.5 million that was set by the Finance MAT. The total project includes purchasing the property, renovations of the new property and improvements to the Aurora campus.

## What does all this mean?

With the price agreed upon, we have the option to buy by the end of December, when the option expires and the owners can raise the price. We are not obligated to purchase the property. If an insurmountable obstacle becomes apparent, or the congregation does not approve the purchase of the property through a written ballot vote, we simply start over.

## Architectural firm's responsibility for due diligence

During this initial stage, the architectural firm is responsible for due diligence. Due diligence is a process which identifies any possible structural, governmental, environmental or financial roadblocks to purchase the building.