

It's Us vs. Them – Episode 395

If you've got multiple locations and your team feels divided, this episode is for you. The dreaded "us vs. them" mentality can creep into any multisite church, creating unhealthy competition and fractured relationships between campus and central teams.

Amy, Sean and special guest Carlos Cardenas share their battle-tested wisdom on preventing and addressing this division before it derails your mission. You'll learn practical steps to foster unity, establish clear decision-making frameworks and build the communication rhythms that keep everyone rowing in the same direction. Whether you're just starting your multisite journey or need to course-correct an existing divide, this conversation delivers the straight talk you need to build a healthy multisite culture.

Key Quotes

1. AMY: "To have a healthy multisite church, there should be a pervasive 'we' language, not 'us and them.'"
2. CARLOS: "Culture starts from the top. As the leadership team, we constantly need to be casting vision that we are all one team. We're one church and one team."
3. AMY: "The senior leadership team needs to ensure that all campuses are being considered as high-level decisions are made. Otherwise, the lead pastor could inadvertently cause division through their various actions and decisions."
4. AMY: "If there's a fracture between central strategists and campus pastors, you are going to have a rainstorm of just schisms throughout the organization."
5. AMY: "If you have clarity around decision-making, communication and your scorecards, your multisite is going to hum."
6. CARLOS: "As much as possible as a lead pastor or an executive pastor, create an environment where you're building trust, collaboration, comradery and relational equity between these team members."

Self-Assessment: How Are We Doing?

Using a red/yellow/green scale, let's rate our unity as a multisite church using the following statements. A heavy amount of yellow and red may mean we need to make some changes, like auditing our language, decision rights and meetings.

1. Our campus and central leaders get along well.
2. Our campus leaders feel empowered.
3. Our campus leaders are regularly invited to provide feedback.
4. Our central ministry team frequently visits our other campuses.
5. Central and campus leaders have a full understanding of our decision rights process.
6. The differences between central and campus roles are well defined.
7. Each campus team knows what the specific wins for their ministry area.

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