

Do We Have the People for Multisite?

Episode 461

Multisite doesn't just stretch your building. It stretches your *bench*.

You can have clear DNA, full buy-in and real growth and still not be ready because you *don't have the leaders to pull it off*.

Before you launch a new location, you need to assess whether you have enough of the **right leaders, healthy leaders and a deep enough volunteer bench**.

In this episode, we're looking at three checkpoints that focus on your team: **staff leadership capacity, staff health and volunteer strength**.

Key Quotes

- “Good leaders figure out a way to deprioritize the less important things in order to get the most important thing done.”
- “Your best campus pastor candidate is your best developer of people.”
- “When you go multisite, you replicate your strengths *and* your dysfunction.”
- “You have to have the depth to actually send people and stay healthy where you're sending from.”
- “If you're making optimistic assumptions about your volunteer culture simply because you have a lot of people attending, get ready for a rude awakening in the multisite world.”
- “Multisite is a people thing before it's a building thing.”
- “The inefficiency a lack of honesty creates on a team is really costly over time. So just have the hard conversation.”

Self-Assessment: How Are We Doing?

If you're considering going multisite, work through the next three checkpoints below to review your readiness.

1. **Staff Leadership Capacity:** Do we have “leaders of leaders” on staff? Is our staff-to-attendance ratio at the benchmark of 75:1? Is our volunteer-leader-to-attendance ratio at the benchmark of 1:10?
2. **Staff Health:** Thinking about Patrick Lencioni's *The Five Dysfunctions of a Team*, how healthy is our team? If we've had our team take the Unstuck Teams Assessment, what did the results reveal about us and what we need to work on to get healthy?
3. **Volunteer Strength:** What percentage of our people are serving? Do we have a measurable leadership pipeline defined? How deep is our bench?

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