



CHURCH MERGERS AND/OR ACQUISITIONS

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Jim Tomberlin & Warren Bird. Book: Better Together: Making Church Mergers Work. * Theunstuckgroup.com

Getting Started

How Healthy are we in Moving in Vision, Outreach & Growth?

- | | |
|------------|-----------------|
| 1. Running | 5. Wandering |
| 2. Jogging | 6. Wounded/Sick |
| 3. Walking | 7. Hospitalized |
| 4. Limping | 8. Life Support |

Which Pastor Type is Best for Us?

1. **Chaplain** - Preach; Visit; Maintain
2. **Teacher** - Preach; Educate; Admin.
3. **Healer** - Preach; Counsel; Prepare
4. **Builder** - Preach; Charge; Change

4 Basic Transition Options

1. **Search for a new pastor**
2. **Equally merge with a church**
Share pastors, staff, assets
Name change for both
3. **Be acquired by a large church**
Dissolve; Transfer property/assets
Join large church; New DNA & site
4. **Sell or Transfer property/assets**
Give proceeds to 501(c)3's

4 Key Questions

1. Which is best for our church?
2. Which helps us accomplish more?
3. Which serves our community best?
4. Which best builds God's Kingdom?

9 Reasons to Merge

1. To become a more vibrant & impactful church
2. To strengthen our financial status
3. To better sustain and utilize our facilities
4. To strengthen a growing partner church
5. To rescue a struggling partner church
6. To provide needed space & be revitalized
7. To fill the gap left by waves of retiring pastors
8. To heal from painful past, wounds, and splits
9. To assist church plants and multi-ethnic works

6 Common Merger Mistakes

1. **Undefined Relationship.** Marriage? Adoption? Rebirth? Replant? Acquisition? Franchise?
2. **Unclear Mission.** New identity? Destination?
3. **Backward Focus.** Focus forward, glance back.
4. **Shakey Control.** Who leads now? Who is out?
5. **Poor Communication.** Constantly clarify!
6. **Ignoring member grief.** Loss breeds grief's 5 stages (denial, bargaining, anger, depression, acceptance). Take years to work through.

6 Keys for Multi-site Acquisitions

1. **Clarify Purpose.** Replicate our brand; Franchise
2. **Define Why.** Reach more; Maximize resources
3. **Choose Model.** One church/many sites; Video?
4. **Hire Campus Pastor.** Most critical!!
☐ Aligned vision/mission? ☐ Relational skills?
☐ 2nd Chair leader? ☐ Proactive work?
☐ Leads through others? ☐ Passion for city?
5. **Confirm Location**
☐ 15-30 min. drive time? ☐ Workable venue?
☐ Willing & ready folks? ☐ Have a presence?
6. **Build a Team**
☐ Current staff and volunteer capacity?
☐ Able to start with 50 core + 50 participants?
☐ Strategic empowering of staff & volunteers?
☐ Ample goals, structure, training & resources?

DIFFUSION OF INNOVATION

How quickly people accept and adapt to change.

