

WHAT MAKES MULTIPOINT PARISHES WORK

Cooperation, Coordination & Collaboration

A Table Describing the Elements of Each¹

Essential Elements	Cooperation	Coordination	Collaboration
<i>Vision and Relationships</i>	<ul style="list-style-type: none"> ~ congregational missions and goals are not taken into account ~ interaction is on an as needed basis, may last indefinitely 	<ul style="list-style-type: none"> ~ missions and goals of the individual congregations are reviewed for compatibility ~ interaction is usually around one specific project or task of definable length 	<ul style="list-style-type: none"> ~ common, new mission and goals are created ~ one or more ministries are undertaken for longer term results
<i>Structure, Responsibilities & Communication</i>	<ul style="list-style-type: none"> ~ relationships are informal; each congregation functions separately ~ no joint planning is required ~ information is conveyed as needed 	<ul style="list-style-type: none"> ~ congregations involved take on needed roles, but function relatively independently of each other ~ some project-specific planning is required ~ communication roles are established and definite channels are created for interaction 	<ul style="list-style-type: none"> ~ new organizational structure and/or clearly defined and interrelated roles that constitute a formal division of labor are created ~ more comprehensive planning is required that includes developing joint strategies and measuring success in terms of impact on the needs of those served ~ beyond communication roles and channels for interaction, many 'levels' of communication are created as clear information is a keystone of success
<i>Authority & Accountability</i>	<ul style="list-style-type: none"> ~ authority rests solely with individual congregations ~ leadership is unilateral and control is central ~ all authority and accountability rests with the individual congregation which acts independently 	<ul style="list-style-type: none"> ~ authority rests with the individual congregations but there is coordination among participants ~ some sharing of leadership and control ~ there is some shared risk, but most of the authority and accountability falls to the individual congregations 	<ul style="list-style-type: none"> ~ authority is determined by the collaboration to balance ownership by the individual congregations with expediency to accomplish purpose ~ leadership is dispersed, and control is shared and mutual ~ equal risk is shared by all congregations in the collaboration
<i>Resources and Blessings</i>	<ul style="list-style-type: none"> ~ resources (staff time, dollars and capabilities) are separate, serving the individual congregations' needs 	<ul style="list-style-type: none"> ~ resources are acknowledged and can be made available to others for a specific ministry ~ blessings are mutually acknowledged 	<ul style="list-style-type: none"> ~ resources are pooled or jointly secured for a longer-term effort that is managed by the collaborative structure ~ congregations share in the fruits of labor, more is accomplished jointly than could have been individually

¹ Adapted from the works of Martin Blank, Sharon Kagan, Atelia Melville and Karen Ray