



CHURCH PLANTING EXPECTATIONS INTERVIEW



PURPOSE

The purpose of this Expectations Interview is to ensure that the lines of communication are clear between Vision Arizona (VA), Converge Southwest and the Church Planter as it relates to the policies and procedures that guide the church planting process. This document outlines what Vision Arizona and Converge Southwest will bring to the planting process and what is expected of the Church Planter.

AREA I – RELATIONSHIP AND ACCOUNTABILITY

As one who is approved and called by Vision Arizona to plant a church, the Church Plant Lead Pastor will be accountable and responsible to his VA coach and the LEAD Team until such time as the church plant becomes self-directing and self-supporting and officially affiliates with Converge Southwest. This accountability is not intended to replace any responsibility or relationship the Church Planter has with his parent church.

The accountability and responsibility shall be expressed by:

- A. Communicating Honestly:** The Church Planter will freely and openly communicate needs, concerns, and joys related to his personal life, family, and church planting ministry.
- B. Quarterly Reporting:** Until official affiliation with Converge Southwest or the church plant's give back (Page 4) is completed, whichever occurs last, the Church Planter will submit a monthly report via the VA website, which has two separate report functions – Attendance & Status. This quarterly report will include information regarding attendance at services and meetings, financial information and activity, membership activity, conversions and baptisms, ministry goals, and current challenges/joys.
- C. Consulting Strategically:** All ministries face major decisions. Consulting with your VA coach concerning conflicts, site relocation, financial commitments, and/or other ministry impact decisions will result in additional insight and suggestions.
- D. Praying Consistently:** Prayer is core to church planting. The Church Planter covenants to pray for the leaders of Vision Arizona, Converge Southwest, Converge USA, church planting efforts at large, and specifically for other identified Church Planters and their families and ministries.



AREA II – DISTRICT AND NATIONAL RESOURCES

- A. Assessment:** Through Converge USA, Vision Arizona will provide an Assessment experience for approved Church Planters. The funding for the Assessment experience will be provided by VA. At the signing of this document, the Church Planter would most likely have completed the Assessment Center.
- B. Demographic and Community Studies:** Converge Southwest will provide assistance in demographic and community information, and may offer financial assistance for a Percept profile (www.perceptgroup.com) or similar community profile.
- C. Training Events and Conferences:** Through Converge USA, Vision Arizona will offer proven training materials for the Church Planter, including two seminars - First Steps to Planting a Missional Church and Next Steps for Leading a Missional Church. In addition, Church Planter will be invited to attend Converge USA's Annual Connect Conference and Converge Southwest's Annual Gathering.
- D. Coaching:** Vision Arizona will provide a Certified Church Planting Coach to each Church Plant Lead Pastor. Every VA coach will engage in a meaningful relationship with the Church Planter and their family for a period beginning with attendance at the Assessment Center and continuing through official affiliation with Converge Southwest, or the church plant's give back is completed, whichever occurs last. The VA coach and Church Planter will meet together, in person, at least once per month and will connect weekly by phone.
- E. Financial Development:** The VA coach will review and approve the Church Plant budget, and assist in identifying potential resources to fund the approved budget.
- F. Networking:** Vision Arizona will offer networking opportunities for the Church Planter, their team and their family through local, bi-monthly VA luncheons. In addition, networking is an important part of the Converge USA Connect and Converge Southwest Gathering conferences.
- G. Additional Resources:** Converge Southwest ministry resources are available to every Church Planter, including but not limited to, support systems for pastors and their wives.

AREA III – CHURCH PLANTER EXPECTATIONS

Please read and initial the following:

Expectations Regarding Cooperation with Vision Arizona, Converge Southwest and Converge Worldwide:



- _____ I will lead my church to affiliate with Converge Southwest and Converge Worldwide within our first three years of public worship services (see minimum requirements for Converge Worldwide member churches).
- _____ In the Articles of Incorporation and Bylaws adopted by my church, I will name Converge Southwest in the "Dissolution" and "Division" clauses (see model clauses).
- _____ I will attend the Annual Gatherings of Converge Southwest.
- _____ I will participate in Vision Arizona luncheons and gatherings.
- _____ I agree to be a part of a coaching relationship with one of the certified VA coaches as determined by the LEAD Team.
- _____ I will complete and submit the Monthly Online Reports through the VA website in a timely manner.

Expectations Regarding Character Development and Spiritual Issues

- _____ I agree to have a comprehensive Background Check completed, through the investigative company approved by Converge Southwest, and my signature on this document gives my authorization to do so.
- _____ I will develop a personal Intercession Team and communicate with them and my VA coach regularly.
- _____ I will communicate honestly with my VA coach, the LEAD Team, Converge Southwest, Converge USA and Converge Worldwide.
- _____ I have read and will abide by the Converge Worldwide Ministerial Code of Ethics.

Expectations Regarding Financial Issues

- _____ I agree to have a Credit Check completed, through the investigative company approved by Converge Southwest, and my signature on this document gives my authorization to do so.



- _____ I am aware my church will be covered by the liability insurance policy of Converge Southwest, but that we are responsible to reimburse them for the cost of this coverage. This procedure is followed to insure that each church receives adequate coverage at an affordable rate.
- _____ If my church acquires or utilizes any vehicles or trailers, I am aware that separate insurance coverage must be acquired, and that this is not covered under the general liability insurance policy.
- _____ I am aware that assistance with financial administration and procedures are available through my coach's church, Vision Arizona and/or Converge Southwest. If requested, Converge Southwest will provide these services, for a fee, for a mutually agreed upon period of time.
- _____ I understand that the Vision Arizona LEAD Team has agreed to allocate a total of \$_____ for my church plant. I understand that the VA allocation is to be designated toward marketing (minimum of 25% of total funding provided), equipment, and facility rentals. I further understand that VA funding can not be used to pay any salaries.
- _____ I will discuss with my VA coach any decisions concerning pay raises, cost of living increases, cost of adjustments in benefits and work funds. I am aware my church will assume financial responsibility for these costs.
- _____ I agree to give back from the General Giving received by my church. The minimum give back for the first three years will be:
2% to Converge Southwest
1% to Vision Arizona
Following the initial three year period, the minimum give back will be:
1% to Vision Arizona
In addition, it is further recommend that my church continue giving back at least 1% to Converge Southwest upon our official affiliation
- _____ While receiving financial assistance from Vision Arizona, Converge Southwest, and/or its member churches, my church will not contribute financially to any other mission agency without the consent of my VA coach.
- _____ I understand that while our church is receiving funds from Vision Arizona, Converge Southwest and/or its member churches, no unbudgeted item in excess of \$500 will be contracted without prior approval from my VA coach.



- _____ I understand that I am responsible to maintain adequate health insurance for myself and my family. Converge Southwest offers group rates through Double Honor Insurance.

- _____ I understand that funds remaining in my Converge Southwest account at the conclusion of my support agreement with Converge Southwest, may revert to Converge Southwest to be utilized for other church plants.

- _____ If our church withdraws from Vision Arizona, Converge Southwest and/or Converge Worldwide at any time within five years of having received financial support from them, all funds received shall be repaid in full.

Expectations Regarding Public Launch

- _____ I agree that, prior to public launch, our team will have raised three full-time salaries for three years: the Lead Pastor, an Executive/Associate Pastor, and one additional full-time equivalent staff position. The full-time equivalent staff position may be split between two or three people.

- _____ I agree that the Lead Pastor, the Executive/Associate Pastor and the one additional full-time equivalent staff will NOT be bi-vocational.

- _____ I agree that if funding is received from a parent church, it can be allocated toward staff members.

- _____ I agree that I will not receive more than 50% of the total support needed from any one donor.

- _____ I agree that my launch team will be comprised of 50 committed, giving and serving adults.

Expectations Regarding Movement Issues

- _____ In keeping with the values of Vision Arizona and Converge USA, it is my intent to have my church either parent or significantly assist in partnering a new church before our 5th anniversary.

- _____ My church will invest significantly in the parenting of a new church before we invest significantly in securing a major permanent facility, abiding by the principle of "birthing before building."

Expectations Regarding Doctrinal Issues



_____ I have read and affirm the BGC Affirmation of Faith (which includes a statement about charismatic gifts and the ordination of women). It will serve as the theological basis for our church.

_____ In keeping with the current practices of Converge Worldwide, our church will teach and practice only believer's baptism by immersion, and open participation in the Lord's Supper (Communion).

Expectations Regarding Termination

_____ I understand that my position as a church planter with Vision Arizona and Converge Southwest may be terminated under, though not limited to, the following conditions:

1. Moral failure;
2. Church leadership or a congregational vote to remove me as pastor of the church; and
3. A perpetual unteachable attitude and/or routine failure to live up to my commitments.

AREAS OF QUESTIONS, CONCERNS AND/OR OTHER COMMENTS:

Signature: _____ DATE: _____
Church Planter

Signature: _____ DATE: _____
Vision Arizona Coach

Signature: _____ DATE: _____
Vision Arizona Director

Signature: _____ DATE: _____
Converge Southwest Director of Church Planting