



Operating Guidelines

Strategic Recruitment, Assessment, Approval,
Coaching & Funding Process



Core Agreements

- Vision Arizona is a movement of Converge Worldwide churches that work together as a LEAD Team to champion church planting – churches that plant multiplying churches.
- LEAD Team Churches give generously a percentage (minimum 1%) of their General Giving to Vision Arizona.
- LEAD Team Churches will fully disclose any funding intentions for Arizona church plants with a preference that all funding flows through Vision Arizona.
- All potential church planters will be recruited, assessed, approved, coached and funded through Vision Arizona's agreed upon Operating Guidelines.
- Vision Arizona maintains openness to current Church Planting models, i.e. missional, attractional, cultural, urban and suburban, as well as other multiplication methods, i.e. multi-site, satellite, franchise and network churches.



RECRUITMENT



Recruitment Sources

- **Preferred**

- Personal Relationships
- Hiving Within Churches and/or Networks
- Farm System
- Recruitment Specialist (serves on LEAD Team)

- **Secondary**

- Website / Links Converge Southwest & Converge USA
- Own Conferences
- Networking – Scottsdale Bible, Conservative Baptists, Etc.
- Seminaries
- Converge Worldwide, Converge USA and Converge SW Events and Conferences
- Other National Church Planting Events and Conferences
- University Ministries
- Mission Agencies
- Websites (Staffing and Large Church)
- Staff from Large, Independent Churches in Target Cities
- Print Media



Preferred Recruitment Model

Parenting (Farm System)

From A Vision Arizona Church

- Key Characteristics:
 - “A” Planters Only
 - Person Spent Time on Church Staff Prior to Planting
 - High Relational Investment by the Church Planter
 - High Level of Investment By Parent Church
 - Support Raising Conducted Within Parent Church
 - Full Access to Recruit from Funds, Body and Staff/Core group (Hiving)
 - Parent Church Maintains Accountability to LEAD Team
 - Church Plant Location is Strategically Determined by LEAD Team
 - Ministry Sharing and Networking (i.e. Celebrate Recovery)
 - Church Plant Can Come Through Adoption
 - Our Long-term goal is for each LEAD Team church to have one full-time staff position designated to church planting.

- Vision Arizona Examples
 - The Rock Eternal, Iglesia Vida



Secondary Recruitment Model

Interning At A Vision Arizona Church

- Key Characteristics:
 - Recruit Interns At A Vision Arizona Church for One Year
 - Recruit is Responsible for Providing his Personal Funding during Intern Year
 - This Church Planting Track May Be Offered Only to Church Planters with “A” Potential
- An Intern Model Does Not Necessarily Become Parent Model After the 1-Year Internship Has Been Fulfilled



Secondary Recruitment Model

Pioneering

- Key Characteristics:
 - Flagship Nearby
 - What We Have Done
 - Locations
- Vision Arizona Examples
 - Church of Celebration
 - Adventure Community Church



Recruitment Rating System

Essential Characteristics

- Church Planter is able to effectively articulate their call to plant a church and describe specifically how it has been affirmed;
- Theology is in alignment with Converge Worldwide as outlined in “An Affirmation of Faith” adopted in 1951;
- Marriage is healthy;
- Possesses solid Bible training;
- Possesses a strong character and demonstrates competency in the critical areas of leadership, specifically:
 - Vision casting
 - Team building
 - Teaching/Preaching
 - Accountability
- High level of chemistry with members of LEAD Team – belongs at the table; and
- Has or demonstrates potential to assimilate well into Southwest culture.



Recruitment Rating System

“A” Player Characteristics

- Demonstrated ability, strength and track record to plant a successful church with or without Vision Arizona’s assistance;
- Realistic to expect he will lead a greater Phoenix area church of **1000+** within 10 years;
- No significant deficiencies in leadership ability;
- Possesses high level of Woo (as defined in StrengthsFinders);
- Can demonstrate he is a team builder with an established track record of producing something from nothing;
- Thinks strategically and can articulate why things happened (rather than referring to success as “God just showed up”);
- Can specifically identify the individuals he would recruit to his team and demonstrates a willingness to invest in them;
- Track record of *unusual* success – whether in a large or small church; and
- Teachable and an open to constructive feedback.



Recruitment Rating System

“B+” Player Characteristics

- Same as “A” Player with the following exceptions:
 - Realistic to expect he will lead a greater Phoenix area church of **750-800** within 10 years; and
 - May require Participation in Internship Model
 - May have only average leadership abilities
 - May lack experience and track record



Recruitment Rating System

“B” Player Characteristics

- Without Vision Arizona’s assistance, success is questionable;
- Will need significant coaching;
- Will require help in gaining experience and knowledge;
- Although there may be deficiencies in his competency, there are none in his character;
- Is sharp enough to recognize his competency deficiencies and works to compensate for them;
- Realistic to expect he will grow a greater Phoenix area church to **500** within 10 years, but not certain he can grow it beyond that (500 builds a building);
- Desires success enough to earnestly seek answers rather than offer excuses;
- Expected to learn from mistakes and demonstrates tenacity and hunger;
- Understands overall Church Planting strategies, but lacks ability to effectively execute action plans;
- Demonstrates ability to learn and process information; and
- Can implement well-defined strategies, but is not capable of being a pioneer.



Recruitment Rating System

“C” Player Characteristics

- Cannot articulate steps to success;
- Places blame and offers excuses for past failures – does not take ownership for outcomes;
- Abdicates leadership;
- Demonstrates a lack of understanding of a process from inception to completion;
- Is not easily teachable nor open to constructive feedback;
- Expect he will grow a greater Phoenix area church to **200 - 250** within 10 years;
- Lacks chemistry and does not seem to fit with Vision Arizona LEAD Team Churches; and
- Unlikely he would achieve success without long-term, intensive coaching.



PRE-ASSESSMENT STEPS





Strategic Assessment Process

Pre-Assessment Steps

1. Recruit submits Resume, References & Photo @ www.visionarizona.org
2. Recruitment Specialist reviews submission, contacts recruit by phone or in person & may or may not forward to LEAD Team Recruiter.
3. LEAD Team Recruiter Interviews
 - If no, regret email/letter sent
 - If yes, moves to LEAD Team Assessment Phase



Strategic Assessment Process

LEAD Team Assessment Steps

1. LEAD Team Administrative Assistant coordinates acquisition of full Application Packet, including Background & Credit Checks
2. LEAD Team Recruiter reviews Application Packet
3. LEAD Team Hosts *Meet & Greet* With Recruit at next Vision Arizona luncheon
4. LEAD Team Assigns Potential Coach



Strategic Assessment Process

Assessment Center Steps

1. Vision Arizona to Pay for Recruit, Spouse and Potential Coach (or other VA Assessor) To Attend Assessment Center
2. LEAD Team Administrative Assistant coordinates all Assessment Center Registration & Travel
3. Coach Completes Reference Checks
4. Recruit only moves to Coaching Phase upon a “Full Recommendation” from the Assessment Center



Strategic Assessment Process

Coaching Steps

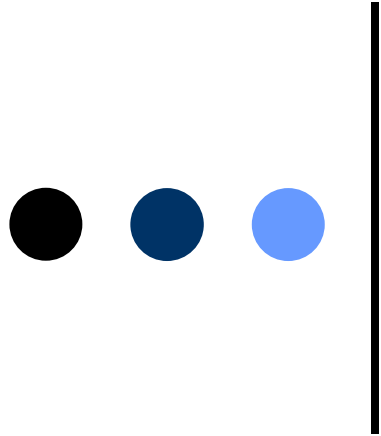
1. Recruit Officially Becomes a Vision Arizona Church Planter;
2. Coach and Church Planter Review and Sign Vision Arizona/Converge Southwest Church Planting Expectation Interview
 - Document Outlines Financial Package to be Offered
3. Location of Church is Finalized;
4. Coach & Church Planter (Senior Pastor Only - Not Team) Meet on Monthly Basis;
5. Church Planter Attends Quarterly Vision Arizona Luncheons;
6. Church Planter completes First Steps Course prior to launch and Next Steps Course during first year; and
7. Coaching Begins Before Assessment Center and Continues for One Year After Official Launch.



Strategic Assessment Process

Public Launch Steps

1. Measurements of Health As Outlined in Expectation Interview Have Been Met;
2. Church Planter Formally Presents Launch Plan at Vision Arizona Quarterly Luncheon;
3. Members of Vision Arizona Attend Significant Milestones for Church Plant;
4. Members of Vision Arizona Provide Support as Needed with People, Equipment, Etc.;
5. Church Planter Formally Invited To Join Vision Arizona LEAD Team after Coaching concludes; and
6. Church Plant affiliates with Converge Southwest within three years of public launch.



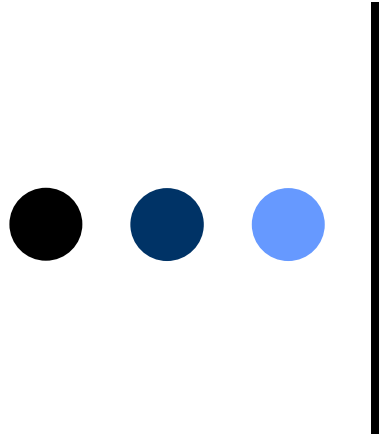
FUNDING GUIDELINES





Funding Guidelines

- Vision Arizona may provide \$25,000 to \$100,000 of financial support to a Church Plant
- The funding provided is to be designated toward:
 - Marketing (minimum of 25%)
 - Equipment
 - Facility Rental
- Specific funding plan will be reviewed and approved by LEAD Team in Post-Assessment Phase
- The Church Planter's budget must be reviewed and approved by his Coach
- Vision Arizona funding does not provide salary support



LEAD TEAM ROLES & RESPONSIBILITIES





Director

- Develop and support church leaders who mobilize and multiply reproducing churches;
- Provide cooperative leadership to VA LEAD Team;
- Establish and refine guidelines, structure and systems for Vision Arizona;
- Monitor Give Back to Ensure LEAD Team Churches Consistently Meet 1% Minimum; and
- Plan, Facilitate and Follow-Up on LEAD Team Meetings.



LEAD Coach

- Provide support to all LEAD Team Coaches
- Ensure Coaches Complete both First Steps and Next Steps Certifications
- Ensure Coaches are meeting regularly with their Planters



LEAD Fund-Raiser

- Develop and Implement Comprehensive Fund-Raising Plan for Vision Arizona



LEAD Recruiter

- Provide Initial Assessment of All Vision Arizona Recruits
- Assign Recruitment Rating to All Vision Arizona Recruits (A, B+, B or C)
- Recommends Planters for Assessment Center



LEAD Recruitment Specialist

- Reviews all resumes, references & photos of all recruits brought to the LEAD Team
- Makes contact with all recruits by phone or in person for initial interview
- May or may not forward to LEAD Team Recruiter



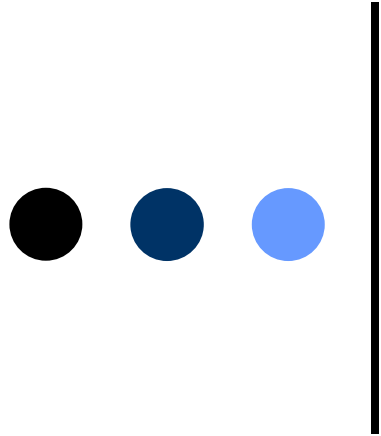
Coach

- Meets with Church Planter (Lead Pastor only) on weekly basis, including face-to-face at least monthly to:
 - Provide Spiritual Guidance and Emotional Support;
 - Give Direction In Developing Ministry Skills;
 - Ensure Accountability to Church Planting Expectation Interview; and
 - Report back to LEAD Team.



Administrative Assistant

- Coordinates Luncheons and LEAD Team meetings;
- Provide Administrative Support to Director;
- Provide Administrative Support To Complete Steps in Operating Guidelines; and
- Publishes and archives all meeting minutes.



SUPPLEMENTAL DOCUMENTS





Application Packet

- Converge USA Application
- Background Authorization Form
- Credit Report Authorization Form
- Signed “Affirmation of Our Faith”
including statement about Charismatic
Gifts and Ordination of Women



Post-Assessment Packet

- Church Planting Expectations Interview, administered by the Coach
 - Area I - Relationship and Accountability
 - Area II – District and National Resources
 - Area III – Church Planter Expectations regarding
 - Cooperation with Vision Arizona, Converge Southwest and Converge Worldwide
 - Character Development and Spiritual Issues
 - Financial Issues
 - Public Launch
 - Movement Issues
 - Doctrinal Issues
 - Termination
- COACHNET Resources