

Converge MidAtlantic Church Planting Expectations Interview

Purpose: The purpose of the Expectations Interview is to assure that the lines of communication are clear between CMA and our church planters regarding policies and procedures during the church planting process. We want to insure mutual understanding about what the District will provide and about what is expected of the Church Planter.

Part I - District and National Resources for Every Church Planter and New Church

A) Assessment – Converge MidAtlantic will provide an Assessment experience for all church planters, either through the Converge Worldwide Assessment Center or similar experience. Converge MidAtlantic may assist with some of the costs of the Assessment process.

B) Demographic and Community Studies and Ministry Project Development - Converge MidAtlantic will provide assistance in demographic and community information, and may offer financial assistance for the Percept or similar community profile. Guidance and coaching will also be provided in the initial church planting ministry plan/project proposal.

C) Training Events and Conferences - Converge MidAtlantic will offer a proven training event for all district church planters. Ongoing Church Planting Conferences will also be available through the CMA and TeAmerica.

D) Coaching - Converge MidAtlantic will provide a trained Church Planting Coach for every district church planter. Every coach will provide a meaningful face to face relationship with church planters and their families for a period beginning with deployment, and up to 2 years after public launch.

E) Financial Development - Converge MidAtlantic will develop an agreed upon financial plan for every district church planter. Some financial resources may be available through our Seed Money grant program. Coaching and assistance will be provided at every point to assist in developing all of the needed financial resources for each district church planting project.

F) Networking - Converge MidAtlantic will offer meaningful networking for every church planter and family through LEAD Teams, LEADNet Teams, Pastors and Spouses retreats, and through TeAmerica Conferences.

G) Additional District Resources - Additional district resources are available to every church planter and new church, as a part of the CWW and CMA's ministry to all member churches. These resources include support systems for pastors and spouses, strategic resources for all member churches including income expansion, planning and assessment tools, youth, women's, camping, and other group ministry resources, loan funds, pastoral benefit programs, and additional training and resourcing

Part II - Expectations for Church Planters and New Churches

A) Character Development and Spiritual Awareness

Value: Spiritual vitality and spiritual awareness are at the core of our church planting movement. We deeply value prayer, godly character development, and we recognize the reality that we are engaged in spiritual battles. For these reasons:

_____ I will develop a personal Intercession Team and communicate regularly with them.

_____ I will communicate honestly with my Church Planting Coach and with the broader movement in the CMA and CWW.

_____ I have read and will abide by the CWW Ministerial Code of Ethics. (attached)

B) Partnership and Mutual Accountability

Value: We value partnership and mutual accountability as a movement, believing that we can do more together than we can do alone. We value serving the whole and working together in a cooperative way. As a result of this value:

_____ I will lead my church to affiliate with Converge MidAtlantic and Converge Worldwide

_____ In the Articles of Incorporation and Constitution which we adopt, I will assure that Converge MidAtlantic is named in the "Dissolution" and "Division" clauses (see model constitution on CMA web site)

_____ I will attend the Annual Leadership Conference of the CMA in May of each year.

_____ I will participate in the CMA LEAD Team meetings in our area, and I will encourage my spouse to participate in the LEADNet Team in our area.

_____ I agree to be a part of a coaching relationship with one of the CMA Church Planting Coaches as determined by our Executive Minister.

_____ I will complete and submit the "Church Planters Monthly Report" through the ConvergeUSA tracking web site each month, sending an email notification to my coach and the CMA office.

C) Church Planting Movement

Value: We value movement thinking, and see ourselves as a part of a worldwide church planting movement. We value our CMA/CWW movement, and consider it a great privilege to play a part in the work that God is doing in our region. As a result of this:

_____ It is our intention to have our church parent or assist in parenting a new church before our 5th birthday.

_____ Our church will invest significantly in the parenting of a new church before we invest significantly in major facility development (i.e. we will insure that building development needs do not deter us from active involvement in the parenting of a new church)

_____ Within 6 months of our church's public launch, I will help facilitate a meeting between my church's leadership/advisory team and my church planting coach or Executive Minister, to review these expectations for our church, and to build a healthy understanding and relationship between our church and the CMA/CWW.

D) Financial Involvement

Value: We affirm that all that we have belongs to God, and that giving back to God demonstrates our trust and commitment to Him and His work. As a result of this value,

_____ Within 3 months of public launch, our church will begin to direct a tithe (10%) of its offering income to the CMA mission, such support to continue at least up to the period of time the church planter is receiving financial support from the CMA. When our church reaches self supporting status, our church leadership will meet with my coach or CMA Exec Minister to discuss an agreed upon level of financial support for CMA/CWW missions.

_____ While receiving financial help from the CMA or CMA churches, our church will not contribute financially to any other mission agency without the consent of my Coach, or the CMA Executive Minister

_____ I understand that excess funds remaining in my account at the conclusion of my support agreement with the CMA are owned and directed by the CMA, and will be utilized for other church planting projects in the CMA.

_____ After three years of public ministry, our church will participate in the annual Seed Money Offering for church planting in Converge MidAtlantic.

_____ I understand that there is a 5% fee which Converge MidAtlantic will charge from my support account to help defray administrative costs for personal support that is processed through the Converge MidAtlantic office.

E) Doctrinal Statement

Value: We value our heritage as a people with a commitment to the Word of God. We believe the CWW affirmation of faith is a sound expression of the basic tenets of the Christian faith. Because of this:

_____ I have read and affirm the CWW Affirmation of Faith. It will serve as the theological base for our church.

_____ In keeping with the current practice of the CWW, our church will teach and practice believer's baptism by immersion, and open participation in the Lord's Supper.

F) Accountability

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

- 1) Moral failure
- 2) Church leadership request, or a congregational vote to remove me as pastor of the church.
- 3) A perpetual unteachable attitude, and/or routine failure to live up to my commitments with the CMA as determined by the Church Planting Director or Executive Minister.

_____ Should my church dissolve its affiliation/relationship with the CMA/CWW, we will fully reimburse Converge MidAtlantic for monies and services given during the formation of the new church.

Areas of Question, Concern, or Other Comments

SIGNED

DATE _____

(signed by Church Planter)

(signed by Interviewer for the CMA)