

## Converge IM Pathway

### **Our One Mission: We start and strengthen churches worldwide**

We are committed to developing communities of Jesus followers who regularly meet and fellowship in reproducing multiplying movements that holistically impact individuals, communities and regions through the power of the Gospel.

#### MARKERS:

- Number of Churches planted with direct Converge staff involvement
- Number of Churches Planted through Converge Partners
- Number of Churches strengthened to reproductive health

### **Eight Values that Guide Us:**

#### **1. We are Bible-based and Spirit-empowered.**

The Bible is the final authority for everything that we believe and do, motivating us to be diligent and careful students of the Word. By this and prayer, we humbly seek the presence and power of the Holy Spirit in order to impact the world beyond our best human ability.

*“When the Spirit of truth comes, he will guide you into all the truth,” John 16:13.*

#### MARKERS:

- Staff take a monthly day of personal reflection, prayer and Bible study
- All official Converge meetings will include a time in the word and in prayer
- Spiritual gifts are being used in the power of the Spirit
- Spiritual vitality is evident in Converge personnel

#### **2. We prioritize least-reached peoples.**

Least reached peoples are those who, because of geographical, religious, or social isolation, have not heard a credible presentation of the good news of Jesus. We prioritize these peoples because God desires that all people have an opportunity to hear and respond to the Gospel.

*“And this gospel of the kingdom will be proclaimed throughout the whole world as a testimony to all nations, and then the end will come,” Matthew 24:14.*

#### MARKERS:

- 75% of Converge staff are focusing on least reached peoples
- 90% of new Converge candidates focus on least reached peoples

### 3. We pursue strategies for multiplication.

Multiplication is God's demonstrated and declared strategy to reach the world with the Gospel. With rapid population growth and the global diaspora, knowing that the fields are white unto harvest, we are compelled to equip our personnel to integrate multiplication strategies in all that we do.

*"What you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also," 2 Timothy 2.*

#### MARKERS:

- Multiplication strategies are being implemented by each staff person
- All multiplication strategies are connected to the development of transformational communities
- Candidates have been trained in multiplication strategies before deployment

### 4. We are results-oriented.

We believe that our efforts should result in individuals saved, leaders deployed, churches started and strengthened. Activity without effectiveness dishonors God. With grace, understanding the uniqueness of each ministry setting, we will hold one another accountable for what we said we would achieve.

*"And the hand of the Lord was with them, and a great number who believed turned to the Lord. Barnabas...exhorted them...and a great many people were added to the Lord. For a whole year they met with the church and taught a great many people." Acts 11:21-26*

#### MARKERS:

- Every staff person has annual result goals connected to a long-range plan
- Staff are managing their calendar to achieve their stated results
- Each staff is evaluated annually and held accountable for their stated results
- Each person is receiving monthly coaching for effective ministry

### 5. We resource for effectiveness.

We strive to eliminate the barriers to personal well-being and ministry success for all our personnel. A lack of leadership, finances, tools, ministry partners, and more will keep us from reaching our greatest degree of influence. We are committed to developing and implementing systems of support that will enable us to reach our best health and maximum influence.

*"If your gift is serving others, serve them well. If you are a teacher, teach well. If your gift is to encourage others, be encouraging. If it is giving, give generously. If God has given you leadership ability, take the responsibility seriously." Romans 12:7-8*

## MARKERS:

- Each missionary has a prayer team
- Each missionary is adequately funded
- Each missionary is trained for effectiveness
- Converge has enough leaders to effectively accomplish its vision
- The technology and financial systems are effective for missionary success
- Converge has enough missionary personnel to accomplish its vision

## **6. We are sensitive to other cultural points of view.**

Out of love and mutual respect for all people, recognizing that we are all created in the image of God, we value the diversity of other cultures, worldviews and belief systems. We do this in order to effectively communicate the Gospel and to have a more fully-orbed understanding of the Gospel through the culture's impact on our own lives.

*"I have become all things to all people that by all means I might save some," 1 Corinthians 9:22*

## MARKERS:

- Mutual trust is evident in all our relationships
- We joyfully accommodate diverse cultures without violating Scripture
- We leverage the distinctives of other cultures when communicating the gospel

## **7. We deploy within local support networks.**

We are committed to seeing our missionaries succeed. A crucial part of this includes not sending or leaving missionaries isolated on the field. We will help them identify support networks at the local level to provide valuable care for their personal and ministry lives.

*"Carry each other's burdens, and in this way you will fulfill the law of Christ," Galatians 6:2.*

## MARKERS:

- All staff are working within a support network
- Candidates are only deployed to places where support networks are in place

## **8. We are partnership-driven.**

We value working together in relationships with individuals, churches, or groups who are like-minded in strategy and theology. As varying members of Christ's body, we are better together than alone. This includes working with local Christians, churches and mission agencies on our fields, as well as collaborating closely with districts and churches in the United States.

*"I pray that your partnership with us in the faith may be effective in deepening your understanding of every good thing we share for the sake of Christ," Philemon 1:6.*

**MARKERS:** February 2015

- Valued partnerships exist with districts and churches stateside
- Effective partnerships exist on all fields
- Each staff is working in effective partnerships

### **Central Ministry Focus: Develop Transformational Leaders**

*Transformational leaders are those who embrace God's distinct calling, gifting, and opportunities for eternal impact. They are empowered by the Spirit of God, do all things for the glory of God, and maximize their influence to grow the Kingdom of God. Transformational leaders know that only when they are being transformed will they be effective in the life transformation of others.*

**MARKERS:**

- Number of leaders developed formally (degree program)
- Number of leaders developed informally (seminars, structured teaching, etc.)
- Number of leaders developed non-formally (coaching, personal development, etc.)
- Number of partner leaders who are developing other leaders

### **A Permeating Culture of Transformation:**

#### **1. We are Jesus focused**

*We are committed to letting Christ live in and through us by His Spirit. The more we become like Jesus, the more the world will experience Jesus through us. He is our example, model, and inspiration in all dimensions of life.*

**MARKERS:**

- Christ is honored by our behavior toward each other
- We display the compassion of Jesus for the lost and disadvantaged
- The gospel informs how we think, act and work

#### **2. We have a holy dissatisfaction with what is**

*Because of the great price paid for our salvation, God's love for the whole world, and the urgent task entrusted to us, we are driven to always find better and more effective ways to accomplish our mission. Good enough is never good enough.*

**MARKERS:**

- We keep working toward ever greater effectiveness
- We consistently evaluate what is and what could be

- We expect God to give us clear vision and strategy

### **3. We practice humble reliance on God**

*We deny self-sufficiency knowing that God's greatest strength is found in our acknowledged weakness. We are convinced that a desperate dependence upon God's empowerment is the only way we can accomplish God's work God's way for God glory. This is demonstrated by studying the Word, prioritizing prayer, and practicing other spiritual disciplines that align us with God's heart and will.*

#### **MARKERS:**

- We pray a lot
- We are students of the Scriptures
- We expect great things of God

### **4. We celebrate God's work**

*We take delight in recognizing God's hand at work among us. We honor Him as we joyfully identify victories achieved, milestones attained, and goals accomplished.*

#### **MARKERS:**

- God's work is highlighted regularly
- We affirm one another's accomplishments
- We acknowledge achievements and milestones from our fields

### **5. We value constructive input**

*We release our defensive postures for the sake of gaining greater insight, receiving correction, and harnessing wisdom from those around us. There is great wisdom in the abundance of counselors.*

#### **MARKERS:**

- We receive constructive input non-defensively
- We have an atmosphere of speaking the truth in love
- We highly value the wisdom and insights of others
- All issues can be discussed as long as there is no personal attack or hidden agenda

### **6. We are permeated by Grace**

*We allow our fellow team members to be human, recognizing the weakness of our fallen condition, demonstrating unconditional kindness and acceptance when it is least deserved.*

#### **MARKERS:**

- We forgive one another readily
- We don't keep account of wrongs suffered

### **7. We act redemptively in times of failure**

*We recognize the innate value of our brothers and sisters in Christ knowing that God's love surpasses all our sin and failure. We desire to be agents of God's redemptive plan for those who fall, helping them step into God's best ongoing plan for their lives.*

**MARKERS:** February 2015

- We do autopsy without blame when things don't work
- We seek restoration rather than separation
- We seek the best for all concerned parties