

VISION, MISSION & STRATEGY

Element	Recommended Approach for Estrella BA
Vision	Arizona's West Valley transformed by the Gospel
Mission	Transforming the West Valley with the Gospel is done by strengthening and multiplying churches. We accomplish this by encouraging pastors, revitalizing churches, planting new churches, evangelizing the West Valley, and stewarding our resources
Ministry Teams	Administration, Finance, Personnel; Church Planting, Church Revitalization, Community Outreach, Pastor/Staff Encouragement

Best Practice: We align each team's mission statement and Key Progress Indicators (KPIs) to the association's vision—e.g., how many new churches planted, pastors trained, outreach events hosted, or revitalizations completed.

Organizational Structure & Governance

1. Team Composition

- Small teams (3–7 members) with diverse skill sets—administrative, pastoral, outreach, finance, HR—to ensure shared leadership.
- Appoint a Team Leader and Associate Team Leader, Team Members are recruited and vetted. Any EBA church member in good standing may attend team meetings and give input, volunteer to help implement initiatives of the team. Administrative Team consists of EBA officers, AMS, EBA Office Manager, plus two at large members.

2. Decision-Making Model

- Shared leadership: teams develop initiatives in consultation with Association Mission Strategist (AMS) and vote to recommend actions to the Executive Board.

- Use consensus when possible; if no consensus, empowered team leaders with majority support of team members can make recommendations to the Executive Board. Teams will structure their own work, study, projects, and initiative development within objectives and parameters of EBA.

3. Accountability & Oversight

- Regular reporting to AMS and Executive Board in writing prior to meetings, recommendations made in person for consideration and approval at Executive Board and Annual meetings.
- Annual review (“ministry audit”) of effectiveness—strategic alignment, KPIs, development plans.

Team Processes & Operations

1. Regular Rhythms

- Each team will meet quarterly during the first hour of the Executive Board meeting. The second hour of the Executive Board meeting each team will report and make recommendations to the Board.
- Teams may meet in person or by zoom to plan and coordinate their work, make assignments to team members, and advance their work as the team deems best in between Executive Board meetings.

2. Goal Setting & KPIs

- Each team sets 1–3 SMART goals per year, aligned to broader strategy.
- E.g. Church Planting team: launches 1-2 plants/year;
Encouragement/Equipping team: hosts 4 cohorts with 80% completion rate.

3. Resource & Training Framework

- Use network resources: Peer-to-peer mentoring; Leadership Network toolkits (multisite, generational leaders); “Sticky Church” small-group training; AMS church consultation/coaching process, Arizona Baptist Mission Network, Seminaries, and NAMB staff and resources.
- Offer credentialed personnel training: job descriptions, performance reviews, legal compliance

4. Communication & Collaboration

- Use centralized project tracker and shared workspace (e.g., Google Drive).
- Sharing at Executive Board Meetings for cross fertilization

5. Team Development

- Provide coaching, retreats, and peer accountability.
- Assess team dynamics through feedback and reflection.

Outcomes & Measurement

Team	Sample KPIs
Admin–Finance	Budget variance \leq 5%, financial compliance, timely audits
Personnel	Written job descriptions for all team roles; + performance reviews conducted
Admin Support	Office processes → stewardship and communication gains; 90% satisfaction with admin support
Church Planting	Launch 1-2 new churches; one-year survival rate \geq 85%
Church Revitalization	Support 3 churches; increase attendance by 15% in 12 months
Community Outreach	Host 4 events; engage 500+ non-church participants; 20 new professions of faith
Pastor/Staff Equipping	4 cohorts trained; 80% report improved confidence; 10 peer coaching relationships formed

Action Steps

- 1. Onboard Team Leaders**
 - Clarify mission, composition, accountability structure.
- 2. Set Annual Metrics**
 - Each team defines 1–3 impact goals & KPIs by Q1 of 2026.
- 3. Develop Process Agreements**
 - Write and ratify team charters: decision authority, budget, reporting.
- 4. Kickoff Training**
 - Launch first cohort for personnel, finance and admin teams.
- 5. Run Quarterly Reviews**
 - Share scorecards, celebrate wins, troubleshoot obstacles.
- 6. Refine Calendar**
 - Publish annual meeting schedule and sync across teams.
- 7. Annual Gathering**
 - Host an all-association ministry teams retreat to evaluate performance and set next year.

Some Learning Leads & Models

- **Leadership Network / Generis** – multisite strategy and church multiplication toolkits
- **Together for the Gospel / TGC** – council governance with diversified voices, centralized resource development
- **Church Revitalization Team and SEND Network at NAMB**
- **Shared Leadership Theory** – foster decision ownership across diverse teams

Summary

- Organize **seven small, focused teams** anchored to the association's vision.
- Empower **shared leadership**, with clear roles, authority, and accountability.
- Implement **monthly operating rhythm** plus quarterly cross-team governance.
- Drive impact through **SMART goals and KPIs** in every team.
- Invest in **ongoing training and team development**.
- Evaluate with **annual retreat, performance scorecards, and ministry audit**.

With this model—blending associative autonomy, network resourcing, and distributed leadership—we will cultivate a robust structure for strengthening and starting churches, encouraging and equipping pastors, and gospel fruitfulness across Estrella Baptist Association.

SEVEN MINISTRY TEAMS

Administration Teams

1. Finance
2. Personnel
3. Administrative

Ministry Teams

4. Church Planting
5. Church Revitalization
6. Community Outreach
7. Pastor/Staff Equipping & Encouragement

JOB DESCRIPTIONS

1. Team Leader (All Teams)

Primary Role: Provide vision, strategic leadership, and coordination.

Key Duties:

- Facilitate monthly team meetings
- Develop annual SMART goals
- Coordinate ministry activities and timelines
- Report quarterly to Associational Mission Strategist, Exec Board
- Ensure team alignment with EBA mission and strategic outcomes

Ideal Qualities:

- Proven ministry leadership
- Collaborative spirit
- Clear communicator
- Passion for the team's ministry focus

2. Associate Team Leader (All Teams)

Primary Role: Support the Team Leader and ensure smooth logistics and execution.

Key Duties:

- Serve as team secretary and timekeeper
- Lead meetings when Team Leader is unavailable
- Maintain meeting notes, rosters, and task updates
- Track progress toward goals and report updates

Ideal Qualities:

- Detail-oriented
- Relational and reliable
- Servant leader mindset

3. Team Member (All Teams)

Primary Role: Contribute ideas, expertise, and effort to achieve the team's goals.

Key Duties:

- Attend team meetings
- Pray, plan, and execute initiatives

- Offer insights from your ministry context
- Commit to at least one active project per year

Ideal Qualities:

- Active church member
- Aligned with EBA mission and values
- Committed, flexible, and teachable

APPLICATION FORMS

Team Leader Application

Name: _____

Email/Phone: _____

Church Affiliation: _____

1. Which team are you applying to lead?
2. Briefly share your salvation testimony.
3. Describe your experience in ministry and team leadership.
4. What is your vision for this team's impact over the next 12 months?
5. How will you foster collaboration and accountability in the team?
6. Name of your pastor or another reference:

Associate Team Leader Application

Name: _____

Email/Phone: _____

Church Affiliation: _____

1. Which team are you applying to lead?

2. Briefly share your salvation testimony.

3. Describe your experience in ministry and team leadership.

4. What is your vision for this team's impact over the next 12 months?

5. How will you foster collaboration and accountability in the team?

6. Name of your pastor or another reference:

7. How do you understand the role of a second-chair leader?

8. How do you support vision while managing details and people?

Team Member Application

Name: _____

Email/Phone: _____

Church Affiliation: _____

1. Which team are you interested in joining?

2. What are your ministry gifts or areas of experience?

3. What interests you most about this team's focus?

4. Are you able to commit to regular meetings and at least one annual project?
☐ Yes ☐ No