Module 3

My Financial Viability

(For Staff candidates and those Ministry Rep candidates who wish to raise ministry expenses.)

Module Description and Purpose

Most field positions with ISI carry the responsibility of inviting financial partners to cover salary, ministry expenses, benefits, and administrative overhead. Ministry Reps may also invite financial partners to cover the above categories, except for a salary. We want to determine along with you, your readiness to begin this process of financial partnership development. The purpose of this module is to help you assess your present financial circumstances and your potential base of support. This assessment will include:

- Looking at your non-mortgage debt (if any)
- Understanding your relationship with your home church
- Making a brief, preliminary financial partner development plan

Assumption and Delivery Method

Anyone beginning this module must have successfully completed Modules 1 and 2. This is a coach-directed module—using email, phone, and, where possible, face-to-face interaction.

Materials Needed

- Candidate Non-Mortgage Debt Form
- Financial Responsibility Issues
- Assessing Your Base for Potential Financial Partnerships
- Creating a Personal Contact List (PCL)

Part One—Preparation for Partnership Development

1. Read *Are You Ready?* and complete the Partnership Development Bible Study. Write a paragraph on how you feel about developing financial partners in light of this document and the Bible study and explain why. Discuss this with your coach.
2. Purchase and read *The God Ask* by Steve Shadrach. Write two paragraphs on your reaction to this resource. Discuss this with your coach.

Part Two—Financial Responsibility & Current Financial State

1. Read this entire module and make sure you have all the materials needed.
2. Complete the Candidate Non-Mortgage Debt Form. Send a copy to your coach. Consider how much credit or other debt you have. How will this impact your ability to develop financial partners? If you do not have much personal debt, how will you maintain a low level of debt once you move into a ministry position?
3. Complete the “Financial Responsibilities Checklist” and answer the questions for yourself.
4. Review the “ISI Health Insurance Requirements.” Feel free to discuss your checklist or insurance questions with your coach.

Part Three—Assessing Your Base for Potential Financial Partnerships Tasks

1. Print the "Assessing Your Base for Potential Financial Partnerships" and use it as a worksheet to help you with your Personal Contact List (PCL). There is no need to send a copy to your coach, unless specifically requested.
2. Create a Personal Contact List (PCL) using the example provided. DO NOT send a copy to your coach.
3. Send your coach a Test PCL with contact information only about yourself (and your spouse if you have one).
4. Send your coach a list with only the following information for each potential financial partner: first name, spouse's name (if any), city and state. Give full name of a church with city, and state.
5. Discuss with your coach:
   - Any weaknesses you see in the quality of relationships you have now
   - Your strengths or weaknesses in the quantity of relationships required to make a full budget. If the position you are applying for is full-time and you have less than 200 potential financial partners (households and churches), how long will it take you to strengthen your list? Share some ideas with your coach regarding ways that you could build your base.
6. Determine a plan with your coach. Is your currently-known base for potential financial partnerships a roadblock to joining ISI staff at this time? Keep in mind that ISI offers both full and part-time staff options. Discuss this with your coach.

Part Four—Relationship with Your Home Church

Discuss your home church relationship with your coach. Consider the following in your discussion:

- Any mentoring and discipling you have received
- Affirmation of your gifts related to the position for which you are applying
- How were you involved in this type of ministry/work prior to applying to ISI?
- How did you involve your church in the process of determining your involvement with ISI? Where should you serve in the church? Will they commend you to minister?
- Write a paragraph about the commitments your church has made to you for prayer and encouragement before and during the application process to ISI. Share this with your coach.
- Write a paragraph about your understanding of the financial commitment your church will make with you if your application is successful. Share this with your coach.

Part Five—Survival While Raising Support

ISI has learned over the years that 10 hours per week is the minimum time commitment for successful partnership development for a full-time position. Consider the following questions:

- How many hours per week will you be able to dedicate to partnership development activities? Discuss your answer with your coach.
- Write a plan, including your weekly time commitment, for how you will make these hours available while you continue to earn income for yourself/your family prior to drawing a salary (through support raised) from ISI. Include in your plan any periods of time (weeks/months) during the coming year when you will be able to devote your full or nearly full-time effort to partnership development activities. Share this plan with your coach.

- **Please be aware that for most people, 12-18 months are needed to raise 100% support for a full budget.** Once you have completed your new staff training, you will be expected to immediately and vigorously pursue Partnership Development until reaching 100% support for your budget.
- Determine whether this is a roadblock for joining ISI staff at this time. Discuss why or why not with your coach.