

Vision-Based Staffing Plans



HOW

A Vision-based Staffing Plan is designed to describe the staffing levels needed to fully accomplish our mission and realize our vision. It presents a clear picture that creates passion and engagement as we look to the future.

Although each staffing plan will be unique, this planning process is designed to create *clarity, alignment and unity* of direction without requiring *uniformity*. It is a framework that allows decisions to be made at the field-level with the *flexibility* to best reach coaches and athletes for Christ, while taking into consideration the geographic reach, relational connections, and available resources.

KEY DEFINITIONS

Areas / Positions:

Local Area: A geography comprised of a defined number of High Schools, Middle Schools, Colleges or Universities and Travel/Club/ Rec Sports programs. Local Areas will be led by an Area Director overseeing Area Reps and a Local Leadership Board.

Metro-Area: A geography comprised of a defined number of Local Areas. Metro-Areas will be led by a Metro-Area Director overseeing Area Directors; the Metro-AD will have discretion as to whether a Metro-Area Leadership Board is necessary.

Multi-Area: A geography comprised of a defined number of Metro-Areas and or Local Areas. Multi-Areas will be led by a Multi-Area Director who oversees Metro-ADs and/or Area Directors; the Multi-Area Director will have discretion as to whether a Multi-Area Leadership Board is necessary.

College Campus: A geography comprised of a single (or multiple) College Campus that focuses primarily on reaching the Coaches, Athletes and Teams on that (those) College Campus(es). Our College ministry is designed to be fully integrated into our local ministry as part of the overall team and plan. Staffing plans will be centered primarily around reaching every coach and athlete on the campus(es) you serve. College Campuses can be served by a College Campus Director and Campus Reps OR by Area Reps who have responsibility for local colleges / universities. College Campus Directors will have a Leadership Board.

Environments:

Major Market: A geography comprised of a city and its adjoining communities with an overall population base of 750,000 or more. Major Markets will typically be led by a Multi-Area Director and be comprised of several Local Areas. Depending on the number of Local Areas, Metro-Areas may also need to be formed to increase the leadership capacity in the Multi-Area.

Urban Environment: A geography typically located in a Major Market or within a densely populated area where financial resources are untapped or underdeveloped.

- In the context of creating a Vision Based Staffing Plan, urban environments can be individual Local Areas, or can be divided up to be part of several different Local Areas.

Rural Environment: A geography that is not densely populated, and where there may be great distance between schools.

Suburban Environment: A geography made up primarily of residential communities located on the outside / outskirts of a city.

STEPS to Creating Your Vision-Based Staffing Plan

Step 1 – PRAY – Seek God for His vision for the area. When we diligently seek the heart of God, He is faithful to reveal His desire for our future. Proverbs 29:17 says “My people perish for lack of vision.” One reason we may not experience the ministry we have planned is because we are not asking Him to reveal what He sees.

Step 2 – DEFINE the number of Local Areas within the designated geography by using the following criteria:

- For Major Markets and densely populated areas, use a target of 15 High Schools per local area footprint.
- For Rural Areas with wide geography and less population, use a target of less than 8 High Schools per footprint.
- Each Footprint is likely to include:
 - High Schools
 - Middle Schools
 - Community (Club / Travel) Sports
 - College / University
- It is also important to consider the *roads, relationships, and rivalries* when defining your footprints. It is far easier to develop relationships, cast a vision and raise resources when we seek to grow staff around the natural connections that exist in the communities we serve.

Step 3 - CALCULATE the number of Area Reps needed to effectively serve the local area.

- It is recommended to use a vision-based *Target ratio* of 1 male and 1 female Rep for every 3-4 High Schools in the local footprint.
- These Area Reps will serve coaches and athletes in the HS, MS and Community Sports environments.

Step 4 – If building a Staffing Plan for a large geographical area such as a Region or State, calculate the number of Area Directors needed to grow ministry, then create a staffing plan that will provide the necessary leadership capacity to engage, equip and empower Staff, Boards and Donors. Guidelines are as follows:

- A Multi-Area Director is recommended for every 5 Area Directors
- Should the number of Area Directors in the defined geography exceed 5, consider placing a Metro-Area Director in place between the Multi-Area Director and the Area Directors to increase leadership capacity.

Step 5 – TRANSFER your data to the Area Staff Map Worksheet and complete your Vision-based Staffing Plan.