

Preparing a

Crisis Response Plan

Strategy Lab 2017

There may come a time when a planter or planter couple encounters a life crisis. This document provides guidance for preparing a Crisis Response Plan (CRP). In the event of a life crisis for a church planter couple, Kairos asks them to have a plan for receiving the necessary support. The purpose of the CRP is to facilitate quick and compassionate care in order to minimize long-term hurts and maximize the healing process.

Instructions: Read through the following and prepare your CRP. Send a copy of it to Kairos.

Partner Church

- a. This document outlines what Kairos Church Planting will do, and does not intend to dictate what the partner church will or should do.
- b. The planter is urged to share his/her completed document with the partner church.
- c. The planter is urged to use this completed document, or something similar, with the partner church as a means of determining a course of action in the event of an integrity failure or a catastrophic accident, illness or death.
- d. Kairos will ask to see this document as part of the work agreement with the planter.

Prevention

We believe that preventing crisis is the most effective course of action. To encourage prevention, Kairos recommends the following actions:

1. Each year the planter and spouse read and sign the Kairos Ethical Conduct Agreement (ECA); Because we believe a couple's marriage is important, the wife, Kairos and the partner church will each keep a copy of the ECA on file.
2. Check-ups by the planter's coach and mentor(s) regarding the marriage;
3. Reading of marriage/parenting books by the couple.
4. Regular, scheduled time off;
5. Other prevention measures are in exploration or planning stages.

First Steps

1. In their first year the planter will prepare a Crisis Response Plan (CRP) that will provide instructions for specific actions to be taken in case of a crisis.
2. Each planter couple should prepare a living will with advice from their local attorney and/or health provider.

Open dialogue is crucial between the planter couple, their partner church, and Kairos. This does not preclude the new church and other interested persons from participating in the conversation.

Integrity Crises

Integrity crises include events such as sexually inappropriate behavior, substance abuse, financial dishonesty, and interpersonal abuse. We believe that early and transparent intervention is the best approach to a crisis of integrity. Kairos will work with the planter couple's partner church, the new church and the family in the event of an integrity failure in the items listed above.

Kairos encourages counseling, recovery groups and probation – depending on the situation – as appropriate interventions for an integrity crisis. We encourage personal accountability, healing and/or recovery as the desired outcomes of intervention.

In the event of an integrity failure a spouse, someone from the partner church or someone from the church plant should immediately inform one of the Kairos staff or the planter's coach.

Kairos, in the event of an integrity failure, offers the following:

- initiation and monitoring of an intervention process until the partner church, Kairos and involved health care professionals determine a course of action and/or a decision is made about the future of the planter's work with the new church;
- emotional and spiritual support of the spouse and/or the child(ren);
- on-site visit(s) to the family in accordance with the CRP;
- ministry to the church plant, in cooperation with the partner church.

Catastrophic Accident, Illness or Death

With the Affordable Care Act all US citizens are required to carry some form of health insurance. Work with your state provider or private insurance carrier to purchase your family's health coverage.

Kairos, in the event of a catastrophic event, offers the following:

- quick communication with those listed in the CRP;
- emotional and spiritual support to the spouse(s) and/or the child(ren).
- Kairos will visit according to the time stated in the couple's CRP.
- Kairos will work with the partner church to minister to the church plant.

Writing a Crisis Response Plan

In developing a CRP, the planter couple is to discuss and identify responses they will make and that they others to make.

In the event of an integrity failure:

- a. Who do you want to visit you and how soon?
- b. What is your plan for communicating this failure?

- c. Who do you want to take the lead in preparing an appropriate response to the failure? (This response will include one or more of the following: on-site visit(s), intervention, counseling, recovery, probation, termination and/or other actions deemed appropriate by Kairos and/or the partner church.)
- d. Will you submit to a plan devised for you by your partner church, the new church and Kairos?
- e. Other: _____

In the event of a catastrophic accident, illness or death:

- a. Who do you want to visit you and how soon?
- b. What is your plan for communicating this situation?
- c. Who do you want to take the lead in preparing an appropriate response to the situation? (This response will include one or more of the following: on-site visit(s), counseling and/or other actions deemed appropriate by Kairos and/or the partner church.)
- d. Determine the amount you want made public.
- e. Other: _____

Termination

Termination as a church planter due to integrity failure is a decision that lies outside the control of the church planter couple. Kairos suggests that this decision is best determined with consultation between Kairos, the partner church and health professionals.

If termination is decided to be the most appropriate action, Kairos will communicate with the church plant, and work with the partner church and the church plant to decide the most appropriate course of action for the benefit of the church plant.