

# NCD Coaching Covenant

**Coach:** \_\_\_\_\_

**NCD:** \_\_\_\_\_

**Presbytery (through NCD Commission)** \_\_\_\_\_

**Covenant Period:** \_\_\_\_/\_\_\_\_/\_\_\_\_ through \_\_\_\_/\_\_\_\_/\_\_\_\_

**Role of coach:** An NCD coach's primary commitment is helping the NCD achieve goals agreed upon by the pastor, presbytery and lay leadership. A coach can help clarify these goals, reach agreements, and focus the leaders' work on reaching the goals. A coach will visit the congregation, talk with the pastor, lay leadership, and presbytery, and maintain regular contact. The coach's primary commitment is to the mission of the particular NCD.

**Expectations of a coach:** The coach will make one extended site visit per year, if possible in the first ¼ of the coaching relationship. The coach and the new church pastor will have regularly scheduled phone conversations. (Twice a month is recommended.) The coach will be available for emergencies via email or phone.

## **Specifics of a Coach's Job:**

- **Primarily:** Ask the right questions, work for clarification, so that the pastor or leadership of a new church project are best able to achieve their God given goals.
- Listens to the dreams and concerns of the Presbytery, the pastor and the lay leadership where appropriate. Assure that all of the leadership is sharing the same dreams and vision.
- Helps all involved parties work together (particularly if called in early to the process) to define a clear and workable VISION (who is to be reached), MISSION DESIGN (how this new church will reach), and MISSIONARY PLAN (who is doing the reaching and what is expected) for the developing church\*.  
\*This should shape the GA grant and/or the church information form.
- If there is a lack of agreement around the vision, mission, or expectations of the missionary the coach will help to gain clarity and unity for all involved in the leadership and oversight of the developing new church.
- If the vision or mission needs to be revised (as might be the case if a coach is called in later in the process), all parties "of power" must be involved in this re-visioning process.
- If the vision and mission is intact, realistic and mutually shared, then the coach works with the pastor and task force on developing strategies to reach and fulfill this vision.
- Maintain a clear reporting relationship to the NCD Steering Committee and Presbytery Commission or NCD oversight council of progress the NCD pastor is making against the vision and goals established in this envisioning process.

**Compensation:** Compensation is paid directly to the coach by the presbytery. \$500.00 is due at the time of the extended visit. A fee of \$250.00 is paid per quarter. In addition, the coach will be reimbursed for all travel and other expenses incurred in the coaching relationship that are mutually agreed upon by the involved parties. Cost is \$1500 plus travel and all expenses.

Signed

Coach: \_\_\_\_\_

Organizing Pastor: \_\_\_\_\_

NCD: \_\_\_\_\_

Presbytery Representative: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_