

Indiana-Michigan Mennonite Conference Congregational Coach Ministry Description

The Congregational Coach works with pastors and their congregations to **cultivate a culture of mission-oriented churches** as well as **encourage healthy pastor-congregation relationships**. The relationship between Coach and congregation provides an opportunity for Coaches to offer counsel, resourcing, discernment, and general encouragement.

1. *Qualifications.* Congregational Coaches will:

- embody the six core competencies as stated by MC USA and MC Canada
- be experienced in ministerial leadership (pastoral leadership preferred)
- be credentialed in Mennonite Church USA
- maintain up-to-date trainings (i.e. healthy boundaries)
- demonstrate a spiritual and emotional maturity
- be committed to Anabaptist understandings of discipleship, church life, and servant leadership
- exhibit stability in areas of life and work
- possess an ability to work with people
- be attentive to growth opportunities for themselves
- be capable of taking initiative

2. *Appointments.* The Leadership Enhancement Team (LET) will work with Conference Staff to select and affirm persons to recommend to congregations as Coaches for 3-year renewable terms. Coaches will be appointed and reaffirmed by the LET in consultation with the congregation served. Terms will be noted each year in the Conference Directory.

Congregational Coaches:

- will serve in congregations other than those where they have/had pastoral responsibilities
- may serve multiple congregations
- may be appointed for multiple terms at the discretion of all involved (while continuity of relationship is valued, our commitment is to vibrant, mission-oriented congregations and covenants)

3. *Functions of Congregational Coaches.*

- Meet one-on-one with all pastors of that congregation at least once a year.
- Meet regularly with lead pastor and/or pastoral team
- Meet with other congregational leaders on an as-needed basis (elders, PCRC, etc.)
- Connect and be visible to the broader congregation on an annual basis (preaching, congregational meeting, retreats, etc.)
- Talk with pastors about their short-term and long-term goals, hopes, and dreams.
- Be proactive in resourcing, counseling and consulting with pastors and congregational leaders.
- Be available to congregations in times of need (pastoral transitions, pastor/congregation reviews, missional discernment, etc.) at either the congregation's or coach's initiative.

- Meet with the leadership team to review the congregation's goals, mission and life together, at least once every 5 years.
 - Submit semi-annual updates to the LET through the Conference Minister.
 - Attend the semi-annual training and sharing sessions/other meetings called by the LET.
4. *Administration and Implementation.* The LET, in collaboration with the Conference Pastor, will coordinate the program. This includes planning for initial orientation and periodic training sessions for all Congregational Coaches.
5. *Congregation/Pastor Responsibilities*
- Include the Congregational Coach on church's email list and other forms of communication
 - Keep the Congregational Coach apprised of significant discussions, decisions, and/or happenings in the congregation that affect the pastor/congregation relationship or missional endeavors of the congregation
 - The congregation is responsible to remunerate the Congregational Coach for services and expenses. This includes meeting time reimbursement of a minimum \$25 per hour of work, the Coach's mileage and any additional costs incurred.
 - Annually plan for how and when the Coach will be involved for the upcoming year (congregational/leadership team meetings, PCRC, pastor and congregation growth reviews, licensing or ordination conversations, etc.)
6. *Leadership Enhancement Team Responsibilities (supported by Conference Staff)*
- Include an up to date listing of Coaches and terms in the IMMC Directory.
 - Remind congregations in advance of Coach terms coming up for possible renewal.
 - Provide staffing logistics, as needed, in processing, recruitment, selection, review, installment and considering Congregation/Coach reaffirmations.
 - Coordinate, as needed, the semi-annual and other Coaches' meetings and training.