

CONGREGATIONAL COACH COVENANT

Between _____ and _____

Date: From _____ to _____ (three-year term)

Responsibilities of the Coach:

- Meet one-on-one with all pastors at least once a year.
- Meet with other congregational leaders on an as-needed basis.
- Talk with pastors about their short 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 Leadership Enhancement Team through the Conference Minister. Suggested submissions: January and July.
- Attend the semi-annual training and sharing sessions and other meetings called by the Leadership Enhancement Team.

Responsibilities of the Congregation:

- Include the Congregational Coach on the 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
- Remunerate the Congregational Coach for services and expenses including meeting time reimbursement of a minimum \$25 per hour of work and 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.)

Responsibilities of the Conference/Leadership Enhancement Team:

- Remind congregations in advance of expiring Coach terms.
- Provide staffing logistics, as needed, in processing, recruitment, selection, review, installment and considering Congregation/Coach reaffirmations.
- Coordinate coach training and support, including receiving six-month updates.

Pastor/s _____ Date _____

Coach _____ Date _____

Conference Pastor _____ Date _____

(Each of the above parties should have a copy of this covenant.)

Draft April 16, 2020