

Ministry Coach

In recent years ministry coaching has proven to be an effective way of providing ongoing support for church professionals. Unlike mentoring or consulting, coaching is a longer relationship intended to provide the participant with an objective companion who is invested in the participant's success. Unlike the Ninety Day Companion, coaching does not provide answers but rather raises questions that lead the participant into a deeper exploration of his or her goals, strategies and decisions in the practice of presbytery leadership. The agenda for coaching always belongs to the participant. Coaching relationships are confidential and there is no reporting of content or concern to any part of the church system.

Each participant in the Presbytery Leadership Formation Program will be assigned a coach who will walk with them through the three year program. Participants will be provided a list of available coaches and their biographical sketches and will submit three choices to the PLF Coordinator (or Steering Committee) who will make the assignment based on availability and work load of the coaches in the program. A Ministry Coach will be assigned within the first thirty days of the participant's service and a covenant agreement will be developed between the participant and the coach regarding their relationship.

Coaches selected for the Presbytery Leadership Formation Program will be trained by Programs recognized as valid for the International Federation of Coaches certification program. Certification, however, is not required to become a PLF coach. Coaches are expected to provide a minimum of a one hour session per month with participants. Coaches should also be available for additional work should the participant need additional coaching due to a pressing situation or circumstance. Coaches will be paid at the rate of \$100 per hour and those certified by the National Federation of Coaching will receive \$125 per hour. The tuition for the Presbytery Leadership Formation Program will include 14 hours of coaching annually to assure the participant can contact their coach beyond the monthly call. Coaches will submit a quarterly statement to the PLF Coordinator for payment of services. In the event that a coaching relationship is deemed not effective, the participant and the coach can agree to terminate the relationship and the participant will be assigned a new coach.

Presbytery Leadership Formation coaches will meet with the Steering Committee of the Program annually by conference call. The purpose of this call will be to provide any insights, suggestions, etc. to the Steering Committee that might make the entire program more effective. Coaches are the closest ongoing relationship with the new presbytery leader and can glean valuable insight as to needs, problems, and areas for training development. The coaching relationship is confidential so anything shared would be of a generic nature.

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