



The United Methodist Church of Greater New Jersey

Clergy Coaching Covenant

A covenant is not a contract, but a carefully laid out commitment made between two or more people fulfilled in their ongoing relationship with each other. The goal of a covenant participant is to bless the other towards the larger goal of building the kingdom of God.

The following is our coaching covenant established by _____, serving as coach and _____ as the clergy person.

The Coaching Relationship

Coaching is based on an ongoing relationship between a pastor and the Coach. It proceeds from the belief that the person being coached is creative, resourceful and whole. In affirmation of these qualities, co-active coaching helps the clergy person discover new possibilities, address and change personal attitudes and outlooks, and commit to changing personal habits and behaviors, while setting and keeping personal goals, which furthers his/her mission. Coaching helps to bring clarity, focus, confidence and renewed passion to the Pastor. As a result, changes are often dramatic to the clergy person's leadership potential.

Coaching is a designed alliance between the Coach and Pastor. The Pastor identifies areas of leadership/personal/spiritual development to be strengthened and through reflective listening, carefully asked questions, and observations, the Coach walks with the Pastor through his own journey of discovery, focus, and commitment. The process and outcomes belong to the Pastor, facilitated by the Coach. This is not a supervisory relationship, and in instances when a supervisor is acting as a coach, areas that would normally move into the normal day to day supervision of ministry will be handled apart from the coaching relationship.

Coaching Procedures

Coaching sessions may be conducted in person, by phone, or video conferencing. This will be arranged as part of the coaching covenant. For coaching by phone or video conferencing, the Coach will contact the clergy person at the designated time.

At each session, the Pastor will be prepared to identify an area on which to focus for coaching while also being prepared to discuss progress and challenges he/she has experienced. The Coach commits to being fully present (intellectually, emotionally, and spiritually) to the Pastor during each session.

A season of coaching is for 8 hours. This can be accomplished in 8 one hour

sessions, of 16 half hour sessions. This will be negotiated at the start of the coaching season. The Pastor and the Coach agree to start and finish each session on time. If the Pastor cannot be reached at the designated time/number or does not call back within 10 minutes of the agreed upon time, the session will be considered forfeited *or* the time will be limited so that the session will still end at the agreed upon time. In the event of a cancellation, the Clergy Person or the Coach agrees to call or e-mail to reschedule at least 24-hours in advance of the scheduled session.

In between sessions, the Clergy Person may feel free to contact the Coach by e-mail or phone for targeted coaching. Calls made for coaching persons will be at the availability and discretion of the Coach. Pastor and Coach agree to keep these calls to 5 minutes or less. This is exclusive of other business for which the pastor may need to talk with his/her District Superintendent.

Confidentiality

The coaching relationship is built on trust. All coaching calls are confidential. The Coach will keep in strict confidence any of the Pastor’s ideas, information, or thoughts, unless explicit, prior permission is given is by the clergy person.

Note: There may be rare times in which the Coach needs to carefully share vital information that comes up in a coaching call, for the Pastor’s well-being and the well-being of others. This will be disclosed during the coaching call. There are two such cases:

- 1) If there is information the Pastor shares that could impact or jeopardize his or her leadership effectiveness, the Coach will work with the Pastor to share this information with his/her District Superintendent. The Pastor or Coach would carry out this sharing of information as determined between them.
- 2) If the Pastor has shared that he/she has done or intends to do significant harm (violence or abuse) to himself/herself or to anyone else, the Coach will share this information with the appropriate authorities.

Scheduling for Coaching Sessions

The Coach will e-mail Pastors with available dates and times, or with a link for Sign-Up Genius to schedule coaching calls. Coaching will be provided for _____ sessions from _____ for the following period:

From _____ to _____

Signed,

(Coach) (Date)

(Client) (Date)