



Presbyterian Mission
**1001 New Worshiping
Communities**

Coaching Manual







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1001 NWC Coaching

Why Coaching?

Being involved in starting a new worshiping community can be one of the most invigorating places to do ministry in the church, but it also can be one of the most daunting!

That is why I believe coaching is such a valuable tool and resource for the 1001 movement. Our NWC leaders often find themselves trying to sort out 1,001 details in the process of getting their 1001 community up and running!

The coaching relationship provides an important set of eyes that helps guide and nurture the NWC leader as they engage in the day to day work of growing the community. The coach becomes a listening presence who asks guiding questions more than someone who provides ready answers. Those questions help set priorities and bring focus and clarity to the work at hand.

The coach helps navigate the unending process of discerning the “what next” of NWC work. With the Coaching Wheel in hand, a coach will help process all facets facing any budding NWC. Community building, discipleship, denominational connections, outreach, missional practices, self-care, worship and money matters are all parts of building an NWC. The coach helps guide and process all these challenging aspects of starting something from scratch. The coach also acts as an important advocate for the leader and provides much-needed encouragement and exhortation when things are mired in struggle and uncertainty.

I know how important my mentors and coaches were for me in my formative new church pastor years. And a new church leader needs a coach that is the right fit for them and their community. You need a coach you can connect with, who understands the context you are in and the vision you have for your community. That is why I take the time to carefully match the right coach with each NWC.

So, whether it is a leader just getting started, or someone who has been around the proverbial church block a couple times, it is never a bad idea to get a coach involved in their work and their process. Because in this invigorating and daunting work, a coach is not a luxury to be considered, but rather a necessary and valued companion to journey with you on the way.

God's peace,



*Jeff Eddings, Coaching Associate
1001 New Worshiping Communities*

A Coaching Testimony

“Coaching has been a significant stabilizing force during the roller-coaster ride of this first year of church planting. Knowing that every three or four weeks, I would have a conversation in which victories would be celebrated, solutions to problems would be developed and next steps would be identified has been invaluable. I keep a sticky note with this verse on it where I can see it daily: ‘And when you turn to the right or when you turn to the left, your ears shall hear a word behind you, saying, “This is the way; walk in it.”’ (Isa. 30:21). The coaching conversations were very often that voice, helping me to know where to put my feet down next, what to pursue. On one occasion, I was overwhelmed, discouraged and at the end of any internal resources I had. The compassionate, thoughtful words of my coach — which were also challenging me to find and pursue a course of action — kept me going, helped me to discern next steps that got things back on track. I can’t imagine trying to do this kind of work without a coach. I avoided many missteps from having the wisdom of coaching available.”

— Beth Smith McCaw
Telos at Southminster
Nashville, Tennessee



“Ultimately our coaching will be measured by our service, not by our expertise.”

— Brian Clark, former moderator of New Church Coaching Network

1001 NWC Movement

1001 New Worshiping Communities is a churchwide movement launched by the 220th General Assembly (2012) to create 1,001 new worshiping communities by 2022. At a grassroots level, hundreds of diverse new worshiping communities are coming to life coast to coast and in Puerto Rico. Across the PC(USA), God is raising up leaders in churches and presbyteries who are taking on new and varied forms of church for our changing culture. These leaders are making and forming new disciples of Jesus Christ to inspire and equip the wider church. The Presbyterian Mission Agency is coming alongside these new communities to fan the flames of this movement and, ultimately, to transform the world one community at a time.

New Worshiping Community Definition

A New Worshiping Community is ...

Brief Definition

NEW

- Taking on varied forms of church for our changing culture
- Seeking to make and form new disciples of Jesus Christ

WORSHIPING

- Gathered by the Spirit to meet Jesus Christ in Word and Sacrament
- Sent by the Spirit to join God's mission for the transformation of the world

COMMUNITY

- Practicing mutual care and accountability
- Developing sustainability in leadership and finances

Long Definition

NEW

- Taking on varied forms of church for our changing culture
- Living out the Gospel demands ministry that engages today's cultures (John 1:14). New ways of joining Christians together for contextual ministry will use current and historic ways of "being church" as springboards for creative innovation (Matt. 9:17).

- Seeking to make and form new disciples of Jesus Christ
- NWCs witness in word and deed (1 John 3:18), continuing Jesus' own mission of discipling, feeding, teaching, healing, welcoming, crossing boundaries and proclaiming God's coming realm. Those with new and renewed faith join the Spirit's transforming work in the world.

WORSHIPING

- Gathered by the Spirit to meet Jesus Christ in Word and Sacrament
- We seek to hear, come to believe, and are equipped to live the promises of God revealed in the Scriptures of the Old and New Testaments. NWCs welcome new members of the body of Christ (1 Cor. 12:27) through baptism and are nourished by Christ's spiritual presence in the Lord's Supper.
- Sent by the Spirit to join God's mission for the transformation of the world
- The Spirit impels us outward, so that worshipers participate in the redemption of the world in Christ (Col. 1:20). Therefore, the primary beneficiaries of the NWC are not its own members, but rather its community and world.

COMMUNITY

- Practicing mutual care and accountability
- We commit ourselves to love one another (John 13:34) in relationships of mutual care and accountability, as faithful disciples of the Lord Jesus Christ. Entrusting ourselves and the church to the Holy Spirit, we seek to grow to maturity in faith and life.
- Developing sustainability in leadership and finances
- As distinct yet connected expressions of the body of Christ, NWCs have local leadership arising from their own community of faith (Exod. 18:21). Pastoral leadership, facilities and programs are all appropriately structured in order to demonstrate good and faithful stewardship.

Responding to Christ's gift and call, we do all these things only by God's grace, seeking — above all else — to glorify God through Jesus Christ in the power of the Holy Spirit.

1001 NWC Coaching Network

The 1001 NWC Coaching Network specifically supports and equips the 1001 movement and NWC leaders. The coaches are leaders who, in most cases, have started new churches or someone who has helped others start new churches. They do not claim to be experts. Instead they are a few steps further along in the journey. As such, they are dedicated to helping those who are starting a new worshiping community learn to depend on the power and insight of the Holy Spirit to guide and clarify where God might be leading them. The goal of coaching is to help answer the question, “How does your community live out the calling of God in your neighborhood and world?”

Role of a Coach

A 1001 NWC coach is not someone who will tell the leadership of a new worshiping community what they should or should not do at a specific time in their context. A 1001 NWC coach is not there for life-coaching the new worshiping community leader. A coach is someone who will come alongside the new worshiping community leader and possibly a few other key leaders and help them to seek God’s direction in and through the Holy Spirit by asking clarifying and powerful questions for the sake of the mission. These questions are asked to help the new worshiping community leader discern the way forward to fulfill God’s mission in and with a particular community.



Coaching is a powerful conversation that facilitates a well-functioning adult to know what they want to achieve and through a supportive, yet challenging, manner helps them along a path toward fulfillment of their goals and dreams. The client always remains the expert!

A coach should provide the new worshiping community leader the margins to reflect and discern God’s agenda for this mission amid the chaos and constant decision-making that is the nature of starting a new worshiping community. Most new worshiping community leaders do not provide enough time in their schedules for reflection. Thus, a coach has both the privilege and the responsibility to provide that time and hold the new worshiping community leader accountable to set aside that time to reflect.

When working with an NWC leader, the coach will:

- Help the NWC leader discover, clarify and align with God’s mission in a particular context.
- Empower the NWC leader and key team members to use their gifts to fulfill the Mission of God in a particular context, developing strategies and key next steps.
- Challenge the NWC leader to rely on prayerful listening and reflection both private and corporate.
- Hold the NWC leader responsible and accountable to the mission of God.

The 1001 NWC coaches also work with teams early in the development of a mission plan. Coaching can help in discerning the NWC leader(s) needed to begin a new worshiping community. The role of a coach when working with a team responsible for starting a new worshiping community is to come alongside the team not as the expert, but as one who will help the team discern God’s mission, mission plan and new worshiping community leaders. The coach will assist the community in accomplishing this by asking clarifying and powerful questions.

When working with a team that is beginning a new worshipping community, the coach will:

- Encourage and challenge the team to discover the identity of this new worshipping community and the people God has placed on the team's hearts who will make up this new worshipping community.
- Challenge the team to discover on their own God's possibilities of witness and service that could lead to the establishment of a new worshipping community.
- Engage the team to generate a mission plan and determine the needed NWC leader and other key leaders.
- Hold the team accountable to fulfill the process of discernment.

- Coaches are not experts and do not come into a coaching situation as an expert, but as one who will help those being coached to fully rely upon God and the power of the Holy Spirit.
- NWC coaches are pastors who have started new churches or those who have helped others start new churches.
- Coaches help others discover their gifts rather than highlight their own talents.
- Coaches are here to wash the feet of those willing to start new worshipping communities; they are to serve, not to be served.
- Coaches will be at their best when they come in weakness and in humility.
- Coaches follow the biblical model of asking clarifying, defining and powerful questions.

Expectations of a Coach

- Understand the role as one of a servant and not an expert.
- Attend new coaching orientation.
- Take on at least one active coaching assignment.
- Attend annual training, typically in January.
- Respond promptly to requests about potential coaching relationships.
- Initiate contact with potential clients and follow up with the coaching associate on the status of the coaching assignment.
- Develop a covenant with the client and send a copy of the completed covenant to the coaching associate.
- Honor the commitments made in the contract.
- Alert the coaching associate when a coaching relationship has come to an end.
- Contact the coaching associate if there are concerns that need to be addressed.
- Follow the ethical guidelines included in this manual.
- Coach for the sake of the mission — which is not life-coaching the leader, but rather coaching a project to be faithful and attentive in its mission.
- Help others discover their gifts, rather than highlighting their own talents.
- Follow the biblical model of asking clarifying and powerful questions.

1 Corin. 2:1–5

“When I came to you, brothers and sisters, I did not come proclaiming the mystery of God to you in lofty words or wisdom. For I decided to know nothing among you except Jesus Christ, and him crucified. And I came to you in weakness and in fear and in much trembling. My speech and my proclamation were not with plausible words of wisdom, but with a demonstration of the Spirit and of power, so that your faith might rest not on human wisdom but on the power of God.”

The goal of 1001 NWC coaches is to be catalysts. They are not the elements that are reacting or forming the final product. They simply provide the conditions that allow all of those involved to react to their full potential, thereby forming something new together.

We cannot emphasize this enough. You do not have all the answers for the ministry you are coaching. But you do follow a God who does. The best thing you can bring into a coaching relationship is not expertise, but a willingness to walk alongside, thoughtfully asking questions to help a ministry unfold with attentiveness to God's Spirit and the context in which this ministry is forming.

Definition of Coaching

To the right is our working definition of coaching in our network. It is not meant to be a relationship of advising, mentoring or consulting.

Rather, it is understood to have these elements:

C — Come alongside

O — Observe

A — Ask powerful questions

C — Consider options

H — Hold accountable

Come alongside: Coaching is a relationship, not a transaction. The coach must get to know the client. What do they value? How do they process information? How do they make decisions? What are their hopes and dreams? These are the kinds of things you will get to know over time as you are paying attention.

Observe: Foster the opportunity to observe the current reality carefully and as objectively as possible.

Ask powerful questions: Ask questions that help the client dig into issues and decisions. These are the questions that begin to help a client see possibilities for the future and obstacles to navigate.

Consider options: Through questions, help the client dig deeper beyond obvious answers or first impressions to other viable options.

Hold accountable: Coaching sessions should lead toward some formal action and empower life and ministry.

“Coaching is an incarnational relationship between one leader and another that is intended to empower his or her life and ministry.”

— Ogne and Roehl, Transformational Coaching

“Mentoring is imparting to you what God has given me. Coaching is drawing out of you what God has given you.”

— Dale Stoll



How It Works

The Coach-Matching Process

Each coach is unique and each has different life experiences, training, gifts and passions. The coaching associate for 1001 oversees the network and makes every effort to match teams and NWC leaders with a coach to fits their situation. Those who desire a coaching relationship are asked to complete a brief application describing the project and what they are looking for in a coach. This application sets into motion a process of matching.

- ➔ The coaching associate contacts a coach to consider coaching a project.
- ➔ If the coach is willing, the associate connects him or her to the leader(s) through email, describing the process and asking the coach to set up an initial conversation.
- ➔ The coach facilitates an initial conversation.
- ➔ After that conversation, the coach and client each decide whether they are ready to move forward.
- ➔ If yes, then the associate sends out the coaching covenant to be agreed upon.
- ➔ The covenant is filled out by the coach and leader and signed off by the sponsoring organization (usually the presbytery or a partnering church).
- ➔ The covenant is then sent to the associate.
- ➔ The coach begins coaching and plans a site visit.

The Coaching Covenant

Currently, the investment and growth grants (the second- and third-level New Worshiping Community grants) have a condition that each project has a coach. The investment grant amount was raised to assume the cost of coaching. This is resulting in an uptick in coaching requests, so it is expected that each of our active coaches be prepared to take on at least one assignment.

The covenant is between the coach, the client and often an entity that is paying for the coaching (typically a presbytery or partner church).

The Presbyterian Mission Agency is not involved in the covenant developed between parties. However, the coaching associate should receive from you a copy of each NWC Coaching Covenant after it is signed by all parties. This is for tracking covenant start and end dates, as well as keeping documentation of coaching to verify grant conditions.

In the back of this manual, you will find a sample **Coaching Covenant** that can be copied.

Getting Paid

Once the covenant has been agreed upon, it is up to the coach to submit an invoice to the paying entity as outlined in the covenant agreement to receive payment.

You can find a **Coaching Invoice** form in the back of this manual that can be copied.

The Coaching Relationship

The Initial Conversation

GETTING STARTED: THE INTRODUCTORY COACHING CONVERSATION

Before a contract is developed, the coach will be asked to have an initial conversation with a potential client. The goal of this conversation is to get to know one another, to get a sense of the ministry project, and to describe what a potential client can expect out of the coaching relationship.

GET TO KNOW THE POTENTIAL CLIENT:

Sample questions (see more discovery questions on the next page):

- What is your faith story?
- What led you to this ministry?
- How would you describe your leadership style? Your strengths and growing edges?
- What motivates you/gives you energy?
- Who are the important people around you?

GET TO KNOW THE PROJECT:

Sample questions (see more discovery questions on the next page):

- Tell me about this ministry project.
- What are you most excited about and what are you most challenged by right now?
- Where would you like this ministry to be six months from now? A year from now? Five years from now?
- How will you measure the effectiveness of this ministry?

SHARE THE HEART OF COACHING:

- Coaching is a process of asking questions with the goal of discerning where God is leading by helping you to clarify goals, process current realities and plan for next steps.
- I'm not the expert, you're the expert in your context.
- I'm not here to tell you what you should do or what I would do, I am here to help you discover what God is calling you to do.



- My role is to foster the space for discernment.
- I will often ask you to bring a focus topic for a coaching session. That could be a decision you are trying to make, a strategy you are trying to discern, a challenge you are facing, some clarity you are searching for, an area of leadership you are working on ... Coming up with a topic will help you prepare yourself before our coaching session and facilitate our conversation.
- Coaching is action-oriented. My goal for each session is for you to walk away with action steps. That means that typically in our conversations, I'm going to be moving toward what you will commit to do as a result of the insights gained in the coaching session.
- Coaching is about accountability. I will be following up with you on the action steps to which you have committed. This is meant to help you keep moving the project forward.
- What you share is confidential unless it violates the law and must be reported. When a sponsoring entity asks for any report, you will be consulted for permission to share information about the coaching relationship.

Sample Discovery Questions for the Initial Conversation

1. What do you hope to gain from a coaching relationship?
2. Where have you seen God in this work?
3. What do you value most? What things, people, places and/or experiences fulfill you?
4. What de-motivates you and/or saps your spirit and energy?
5. What are some primary goals you are working toward?
6. What would you like people to say about you at your retirement dinner?
7. If time and resources were not of concern, describe the things you long to do.
8. Think about someone you know who really inspires you. What about them is inspiring?
9. What's missing in your life, the presence of which would make your life more fulfilling?
10. Who are you being when the possibilities in life are limitless?
11. What activities have heart and meaning for you?
12. What needs in the world are you moved to meet?
13. When are you unable to laugh at yourself?
14. When do you give your power away? To whom?
15. What drives you crazy?
16. What do you contribute that is unique?
17. What special knowledge do you have?
18. What can I say to you when you are "stuck" that will return you to action?
19. What else would you like me, as your coach, to know about you?
20. What can I pray about until our next coaching session?



The Typical Coaching Session

STARTING THE COACHING SESSION

At the beginning of the coaching session, you will want to engage your client in a quick check-in, a follow-up on last session's action plans, and establish the focus of the coaching conversation this session. This opening time should take about 10 percent of your coaching session, so about three minutes of a 30-minute session.

1. Checking in

Sample questions:

- "How is your soul?"
- "What are you encouraged/excited about?"
- "What has God been teaching you?"

2. Accountability from the previous session's Action Plan

Sample questions:

- "What have you accomplished on your action plan from last time?"
- "What can we celebrate that has gone well or been a success?"

3. Establishing the focus for this coaching session

This would be the place to use the Coaching Wheel found in the back of this manual. You can use the wheel to help you focus your mind on a topic for the day.

Sample questions:

- "What spoke of the Coaching Wheel should we focus on today?"
- "What would be the best use of our time together?"
- "What would make this a great session for you?"

Remember that if your client suggests a broad topic, it is up to you to help narrow the focus with more questions.

- "Out of everything you mentioned, which is the most important for today?"
- "What seems most urgent to you right now?"
- "What will make the most difference for you?"

It is sometimes appropriate to suggest a coaching topic if you sense a pattern that needs to be named and broken (for example, if the client always suggests a topic related to finance, it is appropriate to name that aloud and ask permission to focus on another spoke of the coaching wheel, perhaps discipleship plans). It is the coach's responsibility to keep the conversation focused on the agenda and to provide boundaries that avoid tangents.

ENDING THE SESSION

As you near the end of the session, specific action items need to be identified.

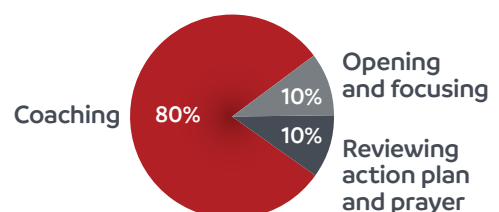
Sample questions:

- "What will you do?"
- "What's next?"
- "Who can help you?"
- "How can I pray for you?"

(It is highly suggested to pray for them, as so few leaders have someone pray for them!)

WHAT IS THE REGULAR RHYTHM OF A COACHING SESSION?

The coach should only be speaking about 20 percent of the coaching session. The person being coached should speak about 80 percent of the time. Be aware of talking too much — give your client the opportunity to explore and discern.



Coach's Phone Log

Each coach is highly encouraged to keep a phone log with vital information from each session. This log will help you more effectively track the progress the NWC leader is making and help you review what happened in the previous call. The following is one possible way of keeping a log. Feel free to use whatever form of log is most helpful to you. (You may have to try a few styles of log-keeping before you find one that works best for you.)

PREPARE FOR THE CALL

It is also a good idea to spend 15 minutes before your call reviewing your log to prepare for the call, and to spend some time in prayer for the NWC and its leader.

QUESTIONS TO ASK YOURSELF

Remember to ask yourself the following questions:

Am I coaching? Listening more than speaking? Encouraging and challenging? Or am I entering this conversation as the expert?

A **Coach's Phone Log** can be found in the back of this manual.

Coaching Site Visits

One of the key aspects of starting new worshiping communities is clarity in identity and vision, which is dependent on paying attention to the ministry context. As a coach, it is helpful to have a good sense of the ministry context, so a coach can ask the kinds of questions that can further the discernment process. A site visit helps the coach get a good read of the mission context, the stakeholders and the partnerships. It also gives the coach some critical face-to-face time with a client and a core team.

When should I schedule a site visit?

It is recommended that you schedule a site visit in the first quarter of the coaching contract. The site visit is a required part of the coaching covenant.



How long should the site visit be?

A site visit is usually conducted over two consecutive days.

What should I do for a site visit?

- Walk the ministry area with the leader/leaders. Let them share with you as you walk what they've discovered about the community. Let them introduce you to people they may know along the way — store owners, neighbors, baristas, school principals, etc. Ask questions about what you're seeing. Pay attention to whether your client seems to have a good read on the community. Pay attention to whether what you know about the ministry makes sense for the context you are seeing.
- Foster some extended conversation with the ministry leaders around the Coaching Wheel. This is a great time to work around the Coaching Wheel, asking two or three of the key questions for each category. Reflect on the answers in light of the ministry context.
- Engage in a conversation with the core team. Do they share an understanding of the new community's identity with the mission leader(s)? What is the core team's understanding of the mission plan and does it align with the new worshiping community leader(s)? Why are they involved? How do they understand their role? What are they excited about? What are they discouraged about? How do they work together as a team?

What are their strengths as a team? What are they missing on the current team, and how might they address missing strengths? (You might even want everyone on the team to take the Gallup StrengthsFinder assessment online and come prepared to talk about their top five strengths. Does this affect the way they work as a team?)

- Does this ministry have partner churches or other partner entities? Have a meeting with these leaders. Get a sense of how they understand partnership. What are they excited about? What challenges have they experienced or what do they project could be some challenges down the road? Does this seem like a healthy partnership, or are there some concerns that you need to address by asking questions that could help clarify a healthy way forward?
- Are there presbytery leaders or an oversight team you need to meet with? This could be an administrative commission, a presbytery staff person, a presbytery committee or a session tasked with overseeing the work of this ministry. How are the lines of communication working? How do they develop goals and expectations for this ministry? What accountability practices are in place? What does support look like? How is this ministry encouraged and visible in the presbytery or local church? Does the local oversight entity have any concerns about this ministry? How would they describe “success” for this ministry?
- The site visit is a great time to talk about family. If possible, spend some time with the leader’s family. Get to know the spouse of the ministry leader. How do they see themselves involved in this ministry? What are they excited about and concerned about? How are they navigating the impact of this ministry on their home life? Are there any tensions that need to be talked through?

What is my role and what is the role of the leader for the site visit?

Your role is to take the lead in developing the schedule, ensuring there is time set aside to work through each part of the site visit. Your role is also to be truly present while you are there. Pay attention. Ask good questions. Spend time getting to know the people involved in this ministry.

The NWC leader’s role is to set up meetings in advance with appropriate people. The NWC should identify the groups that need to spend time with you and set up the conversations. Your role is to engage in those conversations and be prepared to facilitate those conversations.

Who pays for the site visit?

In your contract, you should have set up the expectation that travel expenses are in addition to the \$1,500 contract. You should book your flight and hotel accommodations and submit all travel receipts for reimbursement to the community, congregation or presbytery with whom you have contracted.

You can use the **Coaching Invoice** form in the back of this manual. Please be mindful that most of these ministries are on shoestring budgets, and they likely want to try to save money where possible. (For example, the ministry leader might want to pick you up from the airport, saving the cost of a rental vehicle, or serve you dinner at their home, saving restaurant costs.) Please be gracious and receive their hospitality.

In the back of this manual, there is a list of questions and considerations to help you prepare for the visit (see the **Coaching Log Site Visit** form).

Coaching Site Visit Report

At the end of your visit, you will be expected to prepare a two- to three-page report about the visit to share with the NWC leader, the NWC team, presbytery representatives and any other partnering organization. A copy of this report also will need to be sent to the 1001 NWC coaching associate.

This is vital information that helps us check in with our 1001 NWCs and assess the importance and value of the coaching network itself.

You may prepare the report in any manner that works for you as a coach.

The back of this manual contains a sample **Coaching Log Site Visit Report** form you can copy. If you would like to see actual examples of site visit reports, please contact the coaching associate.

Ending Well

CONCLUDING THE COACHING RELATIONSHIP

It is important for you as the coach to foster a healthy ending at the conclusion of a coaching relationship. There could be several reasons to end a coaching relationship.

- You may have concluded the time of the contract and no new contract has been negotiated.
- You may find that your client continually cancels coaching sessions.
- You may find that your client is not engaging in the coaching sessions.
- You may find that the relationship seems forced and no rapport has developed.
- You may agree that the goals of coaching have been completed and it's time for both of you to move on.

It is your responsibility as a coach to name the situation and foster discernment about a potential ending. Please do not just let a coaching relationship drift to an unintentional ending.

An ending can be a powerful time of reviewing the journey. Take the opportunity to coach your client to reflect on the experience, capture key learnings, consider the growth and reflect on what your client will take with him or her into the future.

Final Survey

When a coaching relationship is at an end, you will be expected to let the 1001 coaching associate know.

The coaching associate will then send a brief survey to both the coach and the client to be filled out about your time together.

This will provide helpful feedback that can be used to assess and improve the network for both coaches and clients.

Powerful Questions

Coaching is not a backward-looking discipline; it focuses on honestly and thoughtfully assessing the present context, faithfully attending to the Spirit's leading and intentionally committing to move into the future. NWC coaches occasionally must give their input or share their insight but coaching is best accomplished through asking powerful questions that:

- Evoke clarity, action, discovery, insight or commitment.
- Create greater possibility, new learning or clearer vision.
- Are open-ended (do not elicit a yes or no response).
- Are simple and short but impactful.
- Advance the client's action or deepen their learning.
- Cause them to dig deeper, reflect and/or commit.
- Are nonjudgmental and don't create defensiveness.

As people guided by Scripture, we recognize that the Bible is filled with accounts of powerful questions that provide a model for our work with leaders. Questions acknowledge the mystery of God that cannot be contained in one perspective. Questions rather than advice make it clear that the NWC leader is the one God has placed in that community to seek and discern God's mission, not the coach. Questions provide the space for the NWC leader to reflect and then "own" his or her answer. That ownership empowers the NWC leader to develop habits and practices that will allow the leader to develop his or her gifts rather than rely on a coach for the future mission of this new community.

Biblical Model of Questions

- But the Lord God called to the man, and said to him, "Where are you?" (Gen. 3:9)
- "What are you doing here, Elijah?" (1 Kings 19:13)
- To whom then will you compare me, or who is my equal? says the Holy One. (Isa. 40:25)
- And should I not be concerned about Nineveh, that great city, in which there are more than a hundred and twenty thousand persons who do not know their right hand from their left, and also many animals?" (Jonah 4:11)
- Lift up your eyes on high and see: Who created these? (Isa. 40:26)
- "Where were you when I laid the foundation of the earth? (Job 38:4)
- He asked them, "But who do you say that I am?" (Mark 8:29)
- For what will it profit them to gain the whole world and forfeit their life? (Mark 8:36)

Coaches understand that Job's three friends felt compelled to give answers and direction, but God chose to ask two chapters of questions to allow Job to gain a deeper understanding of God.

Jesus Questions

Our most important guide in how to ask questions is Jesus himself. Jesus asked 324 questions in the New Testament. Of those, 236 were unique.

Jesus was asked 183 questions. And of those, he only answered five directly. He answered three indirectly and the rest he did not answer, but rather responded with questions of his own!

When Jesus was found in the temple after several days of searching by his frantic parents, they responded the way most parents would, by shouting, "Why have you done this to us?!" Jesus then responded in a way most children would not, by saying, "Why were you searching for me? Did you not know I'd be in my Father's house?"

Jesus' most asked questions were:

- What do you want me to do for you? (four times)
- Why do you doubt, where is your faith? (10 times)
- Have you not read? Is it not written? (10 times)
- So, what do you think? (four times)*

Powerful questions like the ones Jesus asked open us up to new ways of thinking and assume that the answer is within us. Again, the NWC leader is the expert in their context, not the coach! The powerful question sends us on a journey in search of something deeper that does not lie on the surface.

Questions serve to keep coaches from becoming the experts and serve to allow the NWC leaders to discover their own relationship with God and the God-given gifts and insights they need to own and live into.

Powerful Questions to Ask

- What do you truly want?
- What about this is important to you?
- Who are you becoming?
- What are the possibilities?
- What impact does it have on you?
- What is stopping you?
- What does that cost you?
- What makes you feel _____?
- What is most challenging?
- What other perspectives could there be?
- What would you like people to remember you for?
- What will this get you?
- What will you do?
- What's next?
- What's important for you to remember?
- What are you willing to risk?
- What do you need to let go of?

"The leader of the past may have been the person who knows how to tell, but the leader of the future may be the one who knows how to ask."

— Peter Drucker

- What would you do if you knew you wouldn't fail?
- In six months, if things were going exactly the way you want, what would you see?
- What would be your next goal after you achieve your current one?
- What would you do if you had unlimited resources?
- What would be the impact on you (and others) if things don't change?
- What can you accomplish that doesn't depend on others?
- What needs to be accomplished that depends on the help of others?
- What is your current biggest problem or challenge?
- What is working well?
- What has contributed to your success so far?
- Follow up: How might it get in your way?
- What might keep you from getting where you want to go?
- What obstacles have you faced, what did you do, and what did you learn?
- What obstacles do you expect to face? How do you plan to approach them?
- What resources do you have access to?
- What are your biggest mistakes and what did you learn from them?
- If a friend were in your shoes, what advice would you offer?
- What is one step you could take right now that would indicate you were moving forward?

*Stats provided by kairospartnerships.org

Deep Listening

To ask powerful questions, a coach must first be a great listening presence. Coaching beckons us to be attentive to our client at a deep level. Coaching invites us to be genuinely curious to understand the context/ministry/person, which invites deeper levels of sharing.

Active listening is key to the coaching relationship. The coach listens for the client's vision, values, commitment and purpose in their words and demeanor. To listen **for** is to listen **in search of something**. The coach listens with a consciousness, with a purpose and focus that comes from the alliance that was designed with the client. The coach is listening for the client's sake and not the coach's agenda for the client. The coach is listening for signs of life, the choices the client is making, and how those choices move them toward fulfillment or away. And do not neglect this key element: the coach listens to the Spirit of God. **Prayer is crucial to the coaching relationship**, so keep this relationship and your coaching time in prayer.

THE THREE LEVELS OF LISTENING

Level 1: Internal Listening — This is listening to what is said and thinking about how the information is affecting me.

- This is distracted listening.
- Attention is on ourselves — on the sound of our own inner voice.
- Listening to our own inner thoughts, opinions, judgments, feelings and conclusions.
- Thinking about how to respond when the client stops talking.
- This often turns into a focus on the coach's agenda.

Level 2: Focused Listening — This is listening that is more focused on the other person, beyond what is said to what is being expressed without words.

- This is deep listening.
- This level of listening fosters strong connection with the client.

- Listening for words, expression, emotion, what they don't say, values, vision and what makes them energetic.
- Paying attention to the impact on the client — are they coming alive (resonance) or are they becoming withdrawn (dissonance)?
- This level of listening pays deep attention to the client's agenda.

Level 3: Global Listening — This level of listening captures the full environment and emotions of the client.

- Listening at 360 degrees.
- Awareness includes everything: what you see, hear, smell, feel.
- Gives greater access to your intuition.

The coach should aim to stay with level 2 and level 3 listening.

Hints for deep listening:

- Remove distractions. Be fully present — this is not the time for you to be reading your email!
- Listen for what is being said and what is not being said.
- Listen for themes — is there a common thread you are noticing?
- Allow for silence.
- Listen for emotion — what are you hearing in your client's voice, or in the silence?
- Be curious — what else? Create the space for honesty.

“Be patient toward all that is unsolved in your heart and try to love the questions themselves, like locked rooms and like books that are now written in a very foreign tongue. Do not now seek the answers, which cannot be given you because you would not be able to live them. And the point is, to live everything. Live the questions now. Perhaps you will then gradually, without noticing it, live along some distant day into the answer.”
—Rainer Maria Rilke

Coaching Questions for Sustainability

The question that all NWC leaders would love to have answered is, “How in the world do we make this crazy thing I have started and that I am passionate about last longer than a year?” In other words, how can this become a financially sustainable community?

To help unpack that question, here is a whole list of other questions you can ask your NWC leader or team:

What is your annual budget?

How confident are you that it reflects reality?

What would have to happen to improve your confidence?

What is your vision for funding your NWC this year?

How far into the future are you funded?

Are you comfortable with that?

Are you comfortable talking with people about money?

What would it take to make you comfortable?

What value does your NWC offer to outside supporters?

Are you comfortable talking about that value?

Have all your leaders made a financial commitment to your NWC? Have you?

What do you want to do about that situation?

Who are your most enthusiastic supporters?

What would an invitation for them to participate in your NWC look like?

What would you like to receive from your partner congregation?

What gifts can you give to a partner congregation?

What needs to happen to make this a reality?

Do you have a presentation to use when asking prospects for money?

What arrangements are you using to receive and receipt gifts?

How much time are you spending on financial sustainability activities?

How much time do you need to spend?

Your budget is a worship document. What are you worshipping?

Contact Jon Moore, mission engagement advisor, for more questions and help on coaching for sustainability, at jon.moore@pcusa.org.

The Coaching Wheel

The Coaching Wheel is a tool developed through the 1001 NWC Coaching Network that is very effective at helping an NWC leader reflect on their ministry, mission and leadership.

The Coaching Wheel contains nine of the marks of a well-developed worshiping community leader. The mission of God is in the axle, and the other eight marks are spokes. Prayer is the rim that encompasses the entire wheel.

Rolling Along with the Coaching Wheel

THE AXLE: *The Mission of God*

A missionary God is calling and sending a new worshiping community out into the community and world. It is the very nature of God to reach out to others in love, and we are invited to join in what God is doing. In other words, we participate in the missio Dei (the mission of God) (John 17:18–23).

We gain clarity in what God is doing through a process of listening and discernment. (See “Starting New Worshiping Communities: A Process of Discernment”).

A community of people faithfully:

Establishing their identity

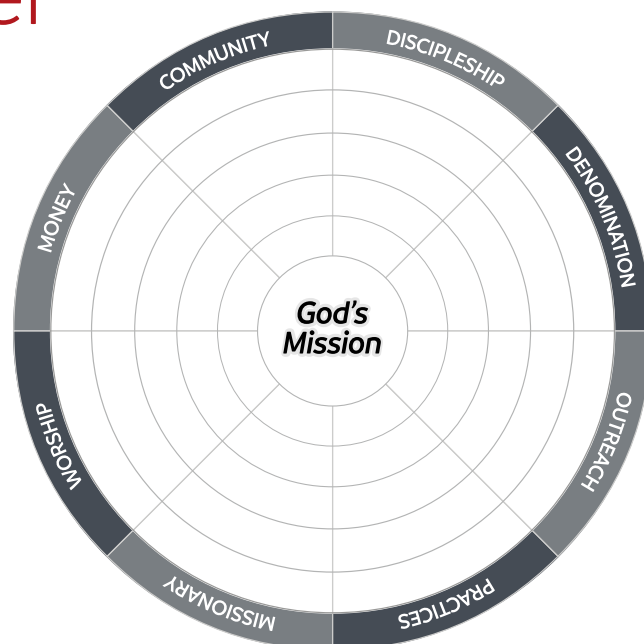
- Sharing core beliefs
- Sharing understanding of the mission of God for this community

Discerning the Vision

- Clearly articulating who this new worshiping community is called to engage
- Clearly articulating the need for this new worshiping community
- Clearly understanding their context and the unique way the good news is heard and shared in their context.

Questions:

- What is God up to in you, in your new church, in the community/culture(s) around you?



- How does your church live out the calling of God in your community?
- What is the gospel (good news) you are proclaiming?

THE SPOKES: *The Mission Plan, The Missionaries*

I. **Discipleship** (Matt. 28:16–19)

The primary focus of this passage is the imperative to “make disciples.” The helping participles in the passage (go, baptize, teach) supplement our primary call to make disciples. New worshiping communities exist to disciple people in practices, rhythms and priorities that reflect the heart of God. Exploring discipleship is not something that is added on later. There must be intentionality to make disciples, and intentionality in the developmentally appropriate practices and conversations that invite people to grow spiritually.

Questions:

- How do you articulate what it means to be a disciple?
- What are you doing as a congregation to “make disciples” and to mentor fully devoted disciples?
- Who is discipling you?
- Where is the pushback to discipleship?

II. Denomination (Acts 8:14)

New worshiping communities are connected to a larger “tribe” whose actions can greatly help the ministry and work. There are always dynamics at play in these relationships that can be both affirming and challenging. Fostering relationships, good communication and shared expectations can go a long way to reducing the frictions that can occur at the intersection of institution and innovation.

Questions:

- What is your relationship with your presbytery? Describe the support you receive and any obstacles you encounter.
- How can you nurture your denominational relationships?
- What letter would Paul or John write about your church?
- How is the presbytery assisting you with the *Book of Order* issues concerning receiving new members, administering the sacraments, establishing a steering committee and working out finances?

III. Money (1 Timothy 6:18–19)

Money is a touchy topic. But let’s be clear — God doesn’t need money to release a witness into the world. However, God does ask us to do good, be generous, trust in God’s provisions and be willing to share. Part of discipleship is joyful giving. New worshiping communities who fail to engage conversations and teaching about money on the front end will find it very difficult to ever find an appropriate time to add it in. Thoughtful discernment of how and when to talk about money, how to share the life of the ministry that invites people’s participation, and how to develop a financial plan are important to the health of the NWC.

Questions:

- What is your financial plan and how does it reflect your mission?
- What do you communicate to your congregation about money and giving?
- Does your budget reflect your stated mission? How? If not, why not?

IV. Missionary (Phil. 3:12–14)

News flash: The NWC leader is an imperfect person who makes mistakes, and has family needs and personal problems. NWC leaders need to have spiritual practices and emotional support to navigate the complexities of life and ministry. We all need trusted advisors, people who will lovingly speak truth to us, and an active, vital relationship with God.

Questions:

- Tell me about your practice of spiritual life/disciplines, and your life with God.
- Describe the people in your life who have access to you and who remind you who you are.
- What do your self-care practices look like?
- Are you preaching anything you are not practicing?

V. Outreach (Acts 17:16–23)

Paul took seriously his context and expressed the good news in a way that was relatable for the people in that context. It takes attentiveness and awareness to effectively incarnate the gospel in a particular context.

Questions:

- What are the hurts and joys of your community?
- What intentional contacts do you make/have outside the already-gathered church?
- What would be the good news for the people you are reaching?
- How do you empower the people of your community to embody the good news?
- Who has come into your NWC spaces in the past month?

VI. Worship (Ps. 150)

“As worship draws creation into the conversation within God, the world is caught up in the divine mission.” (Moynagh, Church for Every Context, p. 354)

Worship is not about the personal tastes of the NWC leader, nor a statement against traditional worship. Worship is giving praise and glory to God. We acknowledge God’s presence in our world and lives, we respond

to what God has done for us, we offer ourselves to God, and we are equipped for God's service in the world. For worship to be truly missional, it needs to be fused with contemporary life, shaped by the context in which worship is being lived out.

Questions:

- Describe your vision for worship.
- How does your worship connect with your community?
- How does your worship connect with your mission?

VII. Community Life (*Acts 2:43–47*)

Community life is where people connect with each other. It is important to be attentive to intersection points in which new people can connect. It is important to develop good practices of “loving one another” and “bearing with one another.” Relationships can be messy, and it is important to develop healthy practices of care, support and conflict resolution. It is important to be intentional about congregational care, so that patterns don't develop that put the NWC leader at the center of all care and discipleship.

Questions:

- How does “congregational” care take place?
- Who besides the new worshiping community leader or missionaries are publicly empowered to carry out the care of the community?
- What does your community do together?
- What transformation have you seen lately?

VIII. Leadership Practices (*1 Thess. 1:4–10*)

The practice of leadership must be incarnational. How the NWC leader spends his or her time needs to be intentional and reflect the priorities and the core values of the ministry. In addition, there must be attention given to identifying and developing leaders or the ministry will be constrained and unable to grow in impact and faithfulness.

Questions:

- Walk me through your appointments and schedule for last week. Was that week typical?
- Tell me about one or more leaders you helped develop. How have you followed up with them?
- What is your plan for developing new leaders?
- How does your community empower everyone to be sent out into the community as witnesses?

THE RIM: Prayer (*Acts 14:23*)

Surrounding all the plans, actions, activities and practices of a new worshiping community must be prayer. Prayer is the acknowledgement that this is not any person's work but the moving of God in this world. Prayer is more than asking God to bless our plans — it is listening intently to God as we seek to live into this mission. It is critical to develop deep rhythms of prayer as a community and as leaders.

Questions:

- Is there a plan in place to help your leaders become prayer/fasting leaders?
- Does your leadership team spend more time talking about God or talking with God?

THE WHEEL: Where the rubber meets the road — make disciples! (*Matt. 28:19*)

“Go therefore and make disciples of all nations ...”

Possibly the only metric worth measuring “success” or “failure” of a new worshiping community is the metric of “disciple-making.” Are lives being transformed? Are we seeing the fruit of the Spirit in the lives of those who are connecting with this community? Do we see the priorities of Jesus being lived out through this community? Programs, crowds and facilities should never replace the real measure of a new worshiping community: people who are disciples of Jesus.

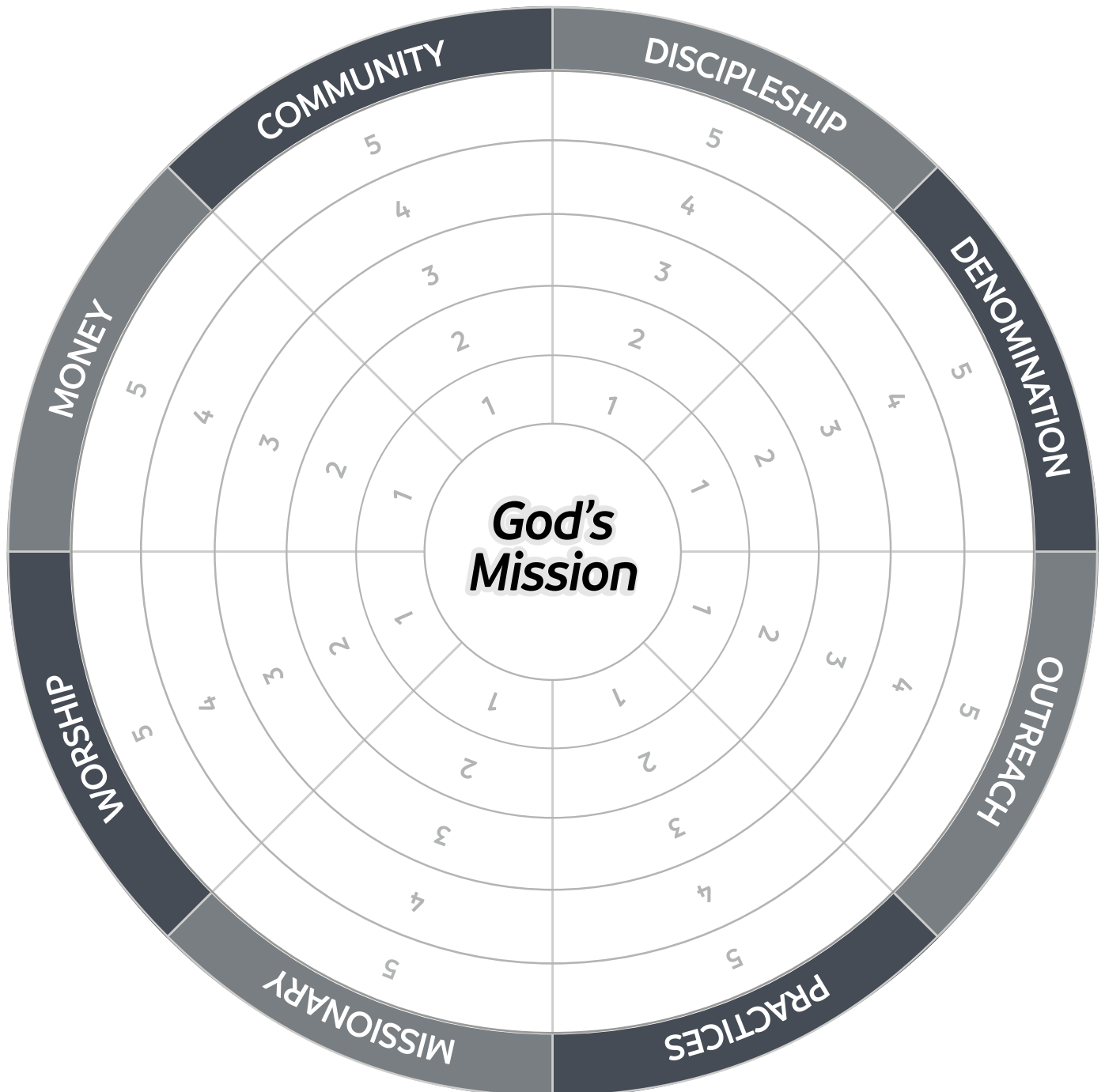
A new worshiping community that has discerned the mission of God (the axle), the practices to fulfill that mission (the spokes), and relies on the power of God and prayer (the rim) will know if it is time to stay or time to move on and shake off the dust based on the answer to the question, “Are we making disciples?”

Getting Started with the Coaching Wheel

A good way to use the wheel is to have your NWC leader or team complete the following image and answer the Coaching Wheel reflection questions. Once they do that, you can go through each spoke and review and determine what spokes you might want to work on in upcoming calls.

Coaching Wheel Exercise

Use a marker or crayon to fill in the rings so that they reflect how you feel you embody each mark. The more rings you fill in, the more confident you are that you manifest each mark. The Reflection Questions on the next page are guiding statements to help you discern your progress on the wheel.



Key

MONEY

- I have a financial plan that clearly reflects my mission.
- I know how to make my NWC sustainable.
- I am comfortable talking about money.

COMMUNITY

- I have an intentional plan for congregational care.
- I understand healthy practices of care, support, and conflict resolution.

DISCIPLESHIP

- I can articulate what it means to be a disciple.
- I have a plan for developing disciples.
- I can point to signs that participants are growing as disciples.

DENOMINATION

- I am connected to PC(USA) through my presbytery.
- I have a good relationship with my presbytery.
- I am connectional.

OUTREACH

- I understand the hurts and joys in the community I serve.
- I am intentional about outreach in my NWC.
- I know how to empower the people of my community to embody the Good News.

LEADERSHIP PRACTICES

- I am intentional about how I spend my time.
- My time and energy as a leader reflect the priorities of my mission.
- I am intentional about identifying and developing others into leaders.

MISSIONARY

- I have a strong spiritual foundation.
- My spiritual practices help to keep me centered as a leader.
- I have a solid support network.

WORSHIP

- I can clearly articulate my vision for worship.
- I know how my worship (or vision for worship) connects with my community and my mission.

Coaching Wheel Reflection Questions

Once you have filled in the wheel, take time to answer the following questions:

GOD'S MISSION *(The Center of the Wheel)*

How clear are you on who this new worshipping community is seeking to engage?

How aware are you of what God is up to in the community and in the NWC that is forming?

MONEY

What is your financial plan and how does it reflect your mission?

How are you thinking about sustainability?

COMMUNITY

What is your intentional plan to care for the members of the community?

How will you deal with conflict resolution within the community?

DISCIPLESHIP

How intentional are you about disciple-making in your NWC? What are your practices?

What signs can you point to that participants are growing as disciples?

DENOMINATION

How would you describe your relationship with your presbytery?

What are the positives and what are the obstacles that you encounter?

OUTREACH

How intentional are you about outreach in your NWC?

How do you empower the people of your community to embody the good news?

LEADERSHIP PRACTICES

How do you prioritize your time and energy as a leader?

How intentional are you about identifying and developing others into leaders?

MISSIONARY

What spiritual practices keep you centered as a leader?

Do you have people in your life who can speak truth to you?

What does your self-care look like?

WORSHIP

How would you describe your vision for worship?

How does your worship connect with your community and your mission?

PRAYER

How would you describe your prayer life?

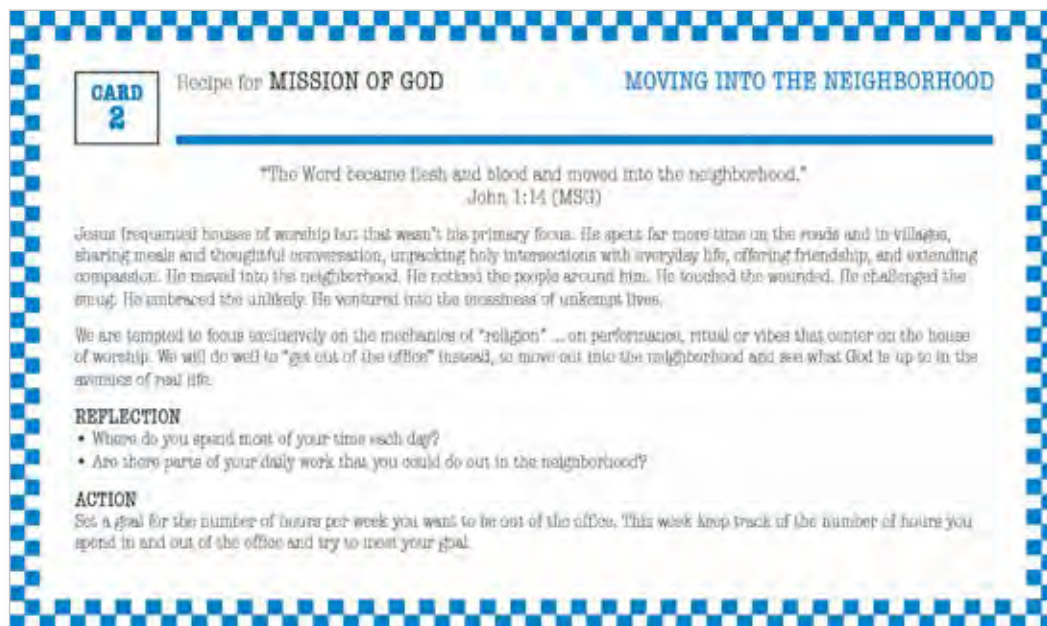
What intentional prayer practices do you engage in?

How can you be praying for your community?

1001 Coaching Recipe Cards

Developed by the 1001 Coaching Network, the recipe cards are a great resource to help the NWC leaders and their team get active around the various spokes of the Coaching Wheel. There are over 90 recipes, and each one shares thoughts around a **Scripture** related to one of the spokes of the wheel. It then invites the leader or team to **reflect** on some key questions and take **action**.

Here is an example of one of the recipe cards. To access all the cards, go to presbyterianmission.org/resource/recipe-cards.



"The Word became flesh and blood, and moved into the neighborhood." John 1:14 (MSG)

Jesus frequented houses of worship but that wasn't his primary focus. He spent far more time on the roads and in villages, sharing meals and thoughtful conversation, unpacking holy intersections with everyday life, offering friendship and extending compassion. He moved into the neighborhood. He noticed the people around him. He touched the wounded. He challenged the smug. He embraced the unlikely. He ventured into the messiness of unkempt lives. We are tempted to focus exclusively on the mechanics of "religion" ... on performance, ritual or vibes that center on the house of worship. We will do well to "get out of the office" instead, to move out into the neighborhood and see what God is up to in the avenues of real life.

REFLECTION

- Where do you spend most of your time each day?
- Are there parts of your daily work that you could do out in the neighborhood?

ACTION

Set a goal for the number of hours per week you want to be out of the office. This week, keep track of the number of hours you spend in and out of the office and try to meet your goal.

Ethical Guidelines

EXPECTATIONS OF ETHICAL CONDUCT WITH CLIENTS

(International Coach Federation standards for professional conduct with clients)

Please familiarize yourself with these ethical standards that, by being in the NWC Coaching Network, you agree to adhere to.

Please note the clear expectations needed for sharing information between the client and sponsoring entity. This is the place where we run a tricky balance between gaining the trust of the NWC leader to speak with us openly and honestly and dealing with an oversight entity who might be paying for the coaching. Make sure that everyone is crystal clear as to the appropriate expectations and boundaries for the reporting of the coaching relationship.

Also note that any violation of these ethical standards will result in dismissal from the NWC Coaching Network.

- *I will not knowingly mislead or make false claims about what my client will receive from the coaching process or from me as the coach.*
- *I will not give my prospective clients information or advice I know or believe to be misleading or false.*
- *I have clear agreements or contracts with my clients. I will honor all agreements or contracts made in the context of coaching relationships.*
- *I will carefully explain and strive to ensure that, prior to or at the initial meeting, my coaching client understands the nature of coaching, the nature and limits of confidentiality, financial arrangements and any other terms of the coaching agreement or contract.*
- *I will be responsible for setting clear, appropriate and culturally sensitive boundaries that govern any physical contact I may have with my clients or sponsors.*
- *I will not become sexually intimate with any of my clients.*
- *I will respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement or contract. I will be alert to indications that the client is no longer benefiting from our coaching relationship.*
- *I will encourage the client to make a change if I believe the client would be better served by another coach or by another resource.*
- *I will suggest that my client seek the services of other professionals when deemed necessary or appropriate.*
- *I will have a clear agreement upon how coaching information will be exchanged among coach, client and sponsoring entity (presbytery, partner church, etc.).*
- *I will maintain the strictest levels of confidentiality with all client information. I will have a clear agreement before releasing information to another person, unless required by law.*



Coaching Covenant — Part I (See page 12 of manual)



Name of Coach		
Name of NWC		
Presbytery		
Dates of Contract	Begins:	Ends:
Amount	\$ _____ + expenses	

Role of coach:

An NWC coach's primary commitment is helping the NWC move toward vital, healthy, sustainable, disciple-making, missional ministry. The NWC coach is guided by the definition of New Worshiping Community (p. 8 of manual), as well as the tasks defined in the Starting New Worshiping Communities discernment process. A coach is not meant to tell the NWC what to do, but rather to provide the space and the questions that lead to intentional goals and action steps that are most appropriate for the mission context.

The coach agrees to:

- Have appointments with the identified client (leader, organizing pastor, vision team, presbytery committee) every two to four weeks, as laid out in this contract. These appointments can be by phone or face-to-face.
- Make a two-day on-site visit to observe the ministry context, to meet with the team and to meet with stakeholders or partners in the ministry, including, when appropriate, presbytery representatives.
- Keep the client focused on moving the ministry forward and accountable for enacting the action steps identified.
- Provide encouragement, discernment, support, accountability and prayer.
- Provide any reports requested by the sponsoring partner (presbytery or church).
- If there is a lack of agreement around the vision and goals of this NWC, the coach will help clarify and seek unity around a guiding vision and agreement in ministry goals that will be used to evaluate progress.

The client agrees to:

- Be responsive to the coaching relationship.
- Connect with the coach at regularly scheduled times.
- Be open and honest in all interactions.
- Complete an evaluation at the close of the coaching relationship to help us continue to refine the coaching resource.

Financial arrangements:

The typical coaching arrangement is a \$1,500 annual contract plus expenses for the on-site visit. The typical coaching contract includes a site visit in the first quarter of the coaching relationship, and a 30-minute coaching call every two weeks.

Coaching Covenant — Part II (See page 12 of manual)



COACH/CLIENT AGREEMENT

1. The coaching fee of \$ _____ + expenses for on-site visits will be paid:

monthly quarterly annually

The entity paying for this coaching contract is presbytery church client

2. The coach will be compensated for all expenses related to this agreement, and is responsible for submitting appropriate documentation to the reimbursing entity for:

a. All travel related to on-site visits (airfare, car rental, fuel, mileage)

b. Meal costs associated with on-site visits and coaching appointments

3. The expectations of this agreement are for coaching appointments to be:

half hour hour other _____ every: two weeks month other _____

4. Who will be expected to initiate the contact each meeting? coach client

5. The first payment of this contract will be made within 30 days of this contract being signed.

The check should be made payable to the coach.

Coach's Information	Client's Information
Name: _____	Name: _____
Address: _____	Address: _____
Preferred phone number: _____	Preferred phone number: _____
Email: _____	Email: _____

SIGNATURES

Coach _____ Date _____

Client _____ Date _____

Partner entity _____ Date _____

(presbytery representative, session representative, other)

Email a copy to: jeff.eddings@pcusa.org

Coaching Invoice (See page 12 of manual)



Coach	
Client	
New Worshipping Community	
Paying Entity	
Services rendered <i>(Calls, site visit, etc.)</i>	
Type of payment <i>(Quarterly, annually, reimbursement, etc.)</i>	
Payment amount <i>(If site visit, see attached receipts)</i>	
Please send payment to:	
Coach's signature	
Date	

Coach's Phone Log (See page 16 of manual)



Date: _____

What questions do I need to ask the new worshiping community leader(s)?

What actions from our last conversation do I need to ask about to see if they were completed?

What do I need to carry over from this conversation to the next time we talk?

Other notes

Coaching Log Site Visit — Part I (See page 18 of manual)



Date of visit: _____

1. Is there a clear covenant for this coaching relationship? Yes No
2. Have I been clear about the goals and expectations of this relationship? Yes No
3. Have the presbytery, new worshiping community leader, other missionaries and leadership team been notified about this visit? Yes No
4. Are the people and teams that I need to see on my site visit scheduled? Yes No
5. Is there significant “conversational time” with the NWC leader and core team *(if there is one)* scheduled? Yes No
6. What “tools” do I need to use in this visit? *(Coaching Wheel, Disciple-Making Coaching questions, questions related to “Starting New Worshiping Communities: A Process of Discernment,” other)*

- _____
- _____
- _____
- _____

7. What are my expectations for this visit?

- _____
- _____
- _____
- _____

8. What is my agenda for this visit?

- _____
- _____
- _____
- _____

9. What is God’s agenda and expectations for this visit?

- _____
- _____
- _____
- _____

10. What do I need to let go of in my agenda and expectations before I take part in this site visit?

- _____
- _____
- _____
- _____

Coaching Log Site Visit — Part II (See page 18 of manual)



What questions do I need to ask the new worshipping community leader(s)?

- *Is there a clear identity of this new worshipping community?*
- *Is the vision clear? (Who is this new worshipping community meant to engage?)*

- _____
- _____
- _____
- _____

What questions do I need to ask the team in charge of this mission?

- _____
- _____
- _____
- _____

What questions do I need to ask the presbytery representative(s) or the supporting church representative(s)?

- _____
- _____
- _____
- _____

What resources do I need to review before this visit (mission plan, demographics, other)? _____

What resources do I need to bring with me to this visit? _____

What are my observations and impressions? _____

What has surprised me? _____

What are the strengths of this mission? _____

What concerns me about this mission? _____

Where does this mission need to move? _____

Coaching Log Site Visit Report (See page 18 of manual)



New Worshiping Community: _____

Ministry Leader: _____

Submitted by: _____

Trip Dates: _____

Overview of Trip: *In this section, you will highlight what you did and whom you met with during your visit.*

Reflections from the Visit: *In this section, you will highlight various insights or important conversations that happened during the trip. You can also offer your observations on how you experienced the NWC in its context and reflect on whatever gatherings of the NWC you attended. This an opportunity to encourage and to also offer challenging questions or observations the team may need to consider.*

Focus Moving Forward: *In this section, you will highlight some action points that have been discussed during the visit — steps the NWC leader or team need to begin to take to move the NWC forward.*

Overview of Trip:

Reflections from the Visit:

Focus Moving Forward:





Presbyterian Mission

**1001 New Worshiping
Communities**

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