

Sower's Field Church Plant Coaching

A Covenant for Coaching With The Church Plant Leadership Team and Coach

The following is an overview of the understandings and expectations for coaching.

Coaching Focus: The Coaching focus is a commitment to the Church Plant's mission objectives agreed upon by the church planter, middle governing body and church plant leadership team. A major coaching benefit is clarification and mentoring in achievement of mission objectives. The coach will visit the church plant early in each year of the Coaching Covenant. The coach will talk with the church planter, leadership team, and middle governing body. The role of coaching the church planter is aimed at strategically and prayerfully moving forward with the mission of the church plant.

What to count on from a coach: The best way to start the coaching covenant is through an in person site visit within the first three months of the coaching covenant. Regular communication is the norm, experienced through a covenant for the coach and church planter agreeing to two calendar dates each month for phone contact. In case of urgent requests or even emergencies, this contact would increase (via email and phone).

Expectation for the Coach:

- Vision "check-ups" aimed at confirming and clarifying that the Church Planter, leadership team and middle governing body are on the same page.
- Vision "revision" if the coach is called upon to assist with a re-visioning of the plant.
- Listening and giving feedback to the issues and questions of the Church Planter, leadership team and middle governing body.
- Focused discussion and prayer on mission-shaped development of ministry objectives, where there is "iron sharpening iron" (Prov. 27:17) concerning such key issues as, core values, pace of development, training of leadership and faith sharing with the unchurched.
- If there is conflict over vision or leadership focus then the coach will seek to move toward common ground that implements an agreed upon vision.
- Sharing of ongoing findings in an email report, as appropriate, with the following persons: church planter, church plant leadership team and planting network or middle governing body: the sharing of findings will particularly address both

affirmations in achieving ministry objectives and stuck points in reaching the church plant vision.

Contribution to Sower's Field for coaching: Coaching costs are paid as a contribution to Sower's Field (a 501c3 organization). Normally this cost is either shared between the church planting network , middle governing body and the Church Plant or the cost is entirely covered by one of these entities. Total coaching cost for each 12 month period may vary based on the number of site visit and whether or not Sower's Field is participating in the church plant's funding. Additionally, the coach will be reimbursed for all travel and other expenses incurred during the coaching covenant, which are mutually agreed upon by the covenant signatory. The covenant needs to be renewed annually.

Contact Sower's Field for costs.