

Core #2 (our) Synod's Covenant with our Coaches.docx

Relationship / Agreement / Understanding of our Synod's Coaching Ministry

(Title shows options for the language you may use for your Synod)

Scope of Coaching as a Leadership resource of Accompaniment

Your Synod's Bishop and Staff, Director of Evangelical Mission (DEM), synod council, synod coaching coordinator and coaches seek alignment with the role and function of coaching in our Synod partnership.

*Synods can / will

*deploy coaching in our congregations and agencies,

*train ELCA Level 1, Level 2 coaches, and seek International Coaching Federation (ICF) advanced certifications in its coaching cohort,

*use rostered and lay coaches for one-to-one, group/team, specialty, formal and informal coaching, and

*integrate into the life of the church, in ways that accompany leaders through empowering relationships with **competence, confidence, and confidentiality**.

• We recognize that leaders serve a complex community or organization. The nature of coaching empowers leaders via an agenda-free, open minded posture, using the leader's own agency to determine their best path forward. This is a relationship of accompaniment that progresses naturally toward our leader's preferred outcomes.

Synod can / will:

*Actively create and cultivate coaching into the ministries and mission of our Synod.

*Facilitate communication of coaching opportunities, e.g. synod Coaching Coordinator.

*As able, deploy coaches in a variety of pathways and partnerships that encourage our synod leader's growth,

*Provide support for our Coaching Coordinator and team to conduct on-going training with financial support as able. (recommend an annual coaching priority budget be created)

*Collaborate on coaching opportunities and priorities in our Synod.

(Name of coach) and () synod agree to one or more of the following best practices:

Coaching Practice

*Connect with coaches 3-6 times annually

*Two clients, 10+ sessions yearly minimum

*Coaches evaluated by an ELCA evaluator (ICF ACC+certified) **every 3 years**.

Synod sets the amount that the coach pays.

Recommend evaluator review @ \$75 -> 30-min session w/ feedback document

Note: If synod has no individual evaluator, an ELCA evaluator list is available.

*Communicate and Connect with Coach Coordinator and Synod DEM.

*Completed a background check per synodical/church-wide protocol.

*Liability Insurance: See options that may work for you on Page 2.

Coaching Competencies

*Practice ICF Competencies & Ethics

*4 hours coach specific CEU annually,

Coach: _____

Synod Staff: _____

Synod Council President: _____

Date: _____

Options for you for liability coverage::

- Add your name as a coach at the Church or Agency you serve, using a Council Continuing Resolution, with the minutes signifying their action, both lay and rostered coaches can do this,
- Active Status Coaches can be covered under your Synod's umbrella insurance...check with your Synod to verify.
- Purchase your own liability coverage (usually done with establishing your LLC)