

When should a coach be engaged?

Coaches can work with your NCD at any stage.

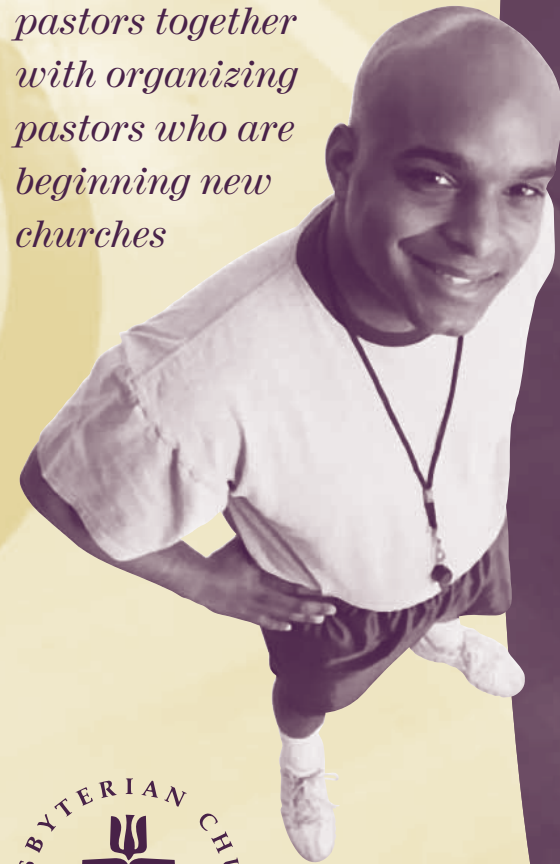
- ▶ The ideal arrangement is to call an organizing pastor and deploy a coach from the beginning. Those early days can be tough, with one meeting, twelve people and an empty day planner. A coach can help create a productive workweek.
- ▶ Further along, when the new congregation faces a plateau,
 - or when staffing is getting started,
 - or when a building is being considered,
 - or at some other anticipated challenge a coach could help.
- ▶ If the goals are not being met, a coach can play an important role. In early assessment meetings you measure progress against projections and hopes. Coaching introduces a new hope to a struggling NCD. Before any talk of failure or closing or blame, a coach can be deployed who will understand the goals, pastoral leadership, presbytery and the relationships. So the coaching program opens up an array of options to help our NCD's

For more information

To request a coach, or for further information about the coaching program, you may contact the New Church Development Office of the General Assembly. Call 888-728-7228 Ext 5247, or e-mail Sbritton@ctr.pcusa.org.

The Presbyterian New Church Development Coaches

The coaching program brings experienced church development pastors together with organizing pastors who are beginning new churches



To start a church

You need more than information; you need more than motivation. What you need is effective coaching! You need both insight and advice, delivered at the moment when it is needed the most during initial days of your church start.

Our vision is also that every organizing pastor will have available a trained and qualified coach.

Coaching can make the difference!

National studies done over the last 10 years reveal that church planters who follow no specific training track and develop no plan have a 30% chance for the church to be functioning and viable five years later. Church planters who were trained, coached and develop a plan have an 89% chance for the church to be functioning and viable five years later.

Coaching is all about goals

The NCD coach is far more than a friend or support system for the pastor. An NCD coach's primary commitment is helping the NCD achieve vision and goals agreed upon by the pastor, presbytery and lay leadership. Vision is understood to include:

- ▶ Core Values
- ▶ Behaviors
- ▶ Language
- ▶ Culture of the Congregation
- ▶ Potential ministries, target people groups, etc.

Once the vision is intact, with realistic and mutually shared goals, then the coach works with the pastor on strategies to reach and fulfill this vision. A coach will:

- ▶ Help clarify these goals,
- ▶ Reach agreements,
- ▶ Focus the pastor and leaders' work on reaching the goals.

How does it work?

The coach will visit annually with the NCD pastor and leadership – both congregational and presbytery. Following this preliminary visit a contract or covenant is signed between the pastor, coach and presbytery. The coach will be in regular contact with the pastor discussing specific concerns, suggesting strategies and recommending resources.

