Indiana-Michigan Mennonite Conference
Congregational Coach Ministry Description

The Congregational Coach works with pastors and their congregations to **cultivate a culture of mission-oriented churches** as well as **encourage healthy pastor-congregation relationships**. The relationship between Coach and congregation provides an opportunity for Coaches to offer counsel, resourcing, discernment, and general encouragement.

1. **Qualifications.** Congregational Coaches will:
   - embody the six core competencies as stated by MC USA and MC Canada
   - be experienced in ministerial leadership (pastoral leadership preferred)
   - maintain up-to-date trainings (i.e. healthy boundaries)
   - demonstrate a spiritual and emotional maturity
   - be committed to Anabaptist understandings of discipleship, church life, and servant leadership
   - exhibit stability in areas of life and work
   - possess an ability to work with people
   - be attentive to growth opportunities for themselves
   - be capable of taking initiative

2. **Appointments.** The Leadership Enhancement Team (LET) will work with Conference Staff to select and affirm persons to recommend to congregations as Coaches for 3-year renewable terms. Coaches will be appointed and reaffirmed by the LET in consultation with the congregation served. Terms will be noted each year in the Conference Directory.

   Congregational Coaches:
   - will serve in congregations other than those where they have/had pastoral responsibilities
   - may serve multiple congregations
   - may be appointed for multiple terms at the discretion of all involved (while continuity of relationship is valued, our commitment is to vibrant, mission-oriented congregations and covenants)

3. **Functions of Congregational Coaches.**
   - Meet one-on-one with all pastors of that congregation at least once a year.
   - Meet with other congregational leaders on an as-needed basis.
   - Talk with pastors about their short-term and long-term goals, hopes, and dreams.
   - Be proactive in resourcing, counseling and consulting with pastors and congregational leaders.
   - Be available to congregations in times of need (pastoral transitions, pastor/congregation reviews, missional discernment, etc.) at either the congregation’s or coach’s initiative.
   - Meet with the leadership team to review the congregation’s goals, mission and life together, at least once every 5 years.
   - Submit semi-annual updates to the LET through the Conference Minister.
   - Attend the semi-annual training and sharing sessions/other meetings called by the LET.
4. *Administration and Implementation.* The LET, in collaboration with the Conference Pastor, will coordinate the program. This includes planning for initial orientation and periodic training sessions for all Congregational Coaches.

5. *Congregation/Pastor Responsibilities*
   - Include the Congregational Coach on church’s email list and other forms of communication
   - Keep the Congregational Coach apprised of significant discussions, decisions, and/or happenings in the congregation that affect the pastor/congregation relationship or missional endeavors of the congregation
   - The congregation is responsible to remunerate the Congregational Coach for services and expenses. This includes meeting time reimbursement of a minimum $25 per hour of work, the Coach’s mileage and any additional costs incurred.
   - Annually plan for how and when the Coach will be involved for the upcoming year (congregational/leadership team meetings, PCRC, pastor and congregation growth reviews, licensing or ordination conversations, etc.)

6. *Leadership Enhancement Team Responsibilities (supported by Conference Staff)*
   - Include an up to date listing of Coaches and terms in the IMMC Directory.
   - Remind congregations in advance of Coach terms coming up for possible renewal.
   - Provide staffing logistics, as needed, in processing, recruitment, selection, review, installment and considering Congregation/Coach reaffirmations.
   - Coordinate, as needed, the semi-annual and other Coaches' meetings and training.