Natural Church Development (NCD) Coaching Covenant

Name of church _____

Contract – covenant:

The above named church covenants to contract with a person to be their NCD coach to facilitate the NCD process in the above named church. The coach will be appointed by the Synod of Mid-America or the appropriate classis with input and approval of the church. Coaches will be those who have received the necessary training.

The coach will provide the following services for the church:

1. Orientation for pastor/leadership team if needed
2. Coach the consistory through the formation of the Church Health Team and provided Health Team training either directly or during a training workshop
3. Share and explain NCD survey results with the pastor and congregational leadership
4. Pray regularly for the congregation, the Church Health team and the pastor
5. Monthly coaching throughout the entire process – face-to-face or by phone or email
6. Evaluate the process and offer recommendations at the completion
7. Coaching contacts will be made at least monthly
8. Remain available by phone or e-mail as needed between coaching sessions
9. Coordinate an evaluation of coaching relationship at completion

The Consistory and Congregation will:

1. Develop and oversee prayer and intercession for the NCD process
2. Appoint and empower a Church Health Team to oversee the NCD process
3. Implement the ministries, initiatives and changes deemed necessary by the Church Health Team as it leads the congregation's response to the minimum factor
4. Cooperate with the NCD coach throughout the process
5. Support their pastor in her or his ongoing growth as it relates to the NCD process—including participation in a Coached Revitalizing Network
6. Enroll at least one member of the Church health Team in CoachNet® (usually the pastor or the Church Health team leader if that person is not the pastor)

The coaching relationship will begin when the appointment is agreed to by both parties and end ten to twelve months after the results of the NCD survey are available.

Fees:	$450	Payable to the Synod of Mid-America
	50	Paid to CoachNet.org when signing up on the website
	$500	Total

The $450 fee paid to the Synod of Mid-America covers the cost of the survey and related fees ($150) plus the stipend given to the coach for this coaching relationship ($300). The $50 fee paid directly to CoachNet.org is the discounted annual membership fee that allows the church to access the resources found at CoachNet.org. It is anticipated that most travel costs are included in the coach fee but travel reimbursement can be negotiated if necessary.

The above named church agrees to the above commitments.

Signature for the church	Title	Date

Coach appointed for the above church: _____

Coach agreement: I agree with the above listed terms and services.

Coach signature	Date