

Vibrant Faith assumes that leaders from the churches we work with are capable, creative, and competent. We believe that these leaders are humble and hungry about finding better ways to grow faith, build leadership, and increase the impact and reach of their ministries. We assume that leaders are committed to their congregation's mission, vision, and values, and that they are willing and able to invest at least 3 hours every month (including a monthly coaching session) toward fulfilling coaching-related outcomes.

Vibrant Faith also assumes that members of the leadership team will:

1. **Review** their results and short-term wins every month, then **refocus** efforts for the upcoming month.
2. **Rethink** their assumptions and approaches based on recent results
3. **Re-imagine** and **re-invent** their approaches to ministry to get better results.

Your coach will resource and empower church leaders while also avoiding doing things for leaders that they can do themselves. With your permission, your coach will share observations, ask probing questions, offer ideas to address your opportunities and challenges, and suggest tools and resources to support your next steps. Your coach recognizes that church leaders are in the "driver's seat" and therefore will not define or facilitate projects unless specifically asked. Your coaches will review the items below to clarify expectations for coaching.

QUESTIONS TO ADDRESS AT THE BEGINNING OF A COACHING RELATIONSHIP

1. What do we hope will be different at the end of the coaching relationship? How will we know?
2. Who are the primary people being coached, how often will we connect, and through which platform?
3. What will be our primary platforms used to share information between and during coaching sessions?
4. What information will you regularly provide your coach so that he/she understands your situation?
5. Do you want your coach to read and respond to your social media posts? Emails? Blogs?

ITEMS TO REVIEW QUARTERLY | Church leaders, are YOU . . .

YES NO

- | | | |
|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | Providing your coach with monthly updates related to your progress and next steps? |
| <input type="radio"/> | <input type="radio"/> | Including your coach on email threads or text messages related to current action steps? |
| <input type="radio"/> | <input type="radio"/> | Scheduling monthly check-in sessions with your coach (typically by phone or Zoom)? |
| <input type="radio"/> | <input type="radio"/> | Sending updates, questions, and agenda items to your coach before scheduled sessions? |
| <input type="radio"/> | <input type="radio"/> | Notifying your coach ahead of time if check-in sessions need to be rescheduled? |
| <input type="radio"/> | <input type="radio"/> | Asking and expecting team members to take 1-3 action steps between coaching sessions? |
| <input type="radio"/> | <input type="radio"/> | Using Google Docs/Sheets or an online road map to track ideas, plans, and actions? |
| <input type="radio"/> | <input type="radio"/> | Informing your coach when you feel stuck, need assistance, or have questions? |

ITEMS TO REVIEW QUARTERLY | Church leaders, do you find that YOUR COACH is . . .

YES NO

- | | | |
|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | Replying to your questions and requests in a timely manner (i.e. within 24-28 hours)? |
| <input type="radio"/> | <input type="radio"/> | Offering ideas and resources that help you move forward on your initiatives? |
| <input type="radio"/> | <input type="radio"/> | Asking helpful questions and guiding conversations toward desired outcomes? |
| <input type="radio"/> | <input type="radio"/> | Following up on commitments he or she makes to your church leaders? |
| <input type="radio"/> | <input type="radio"/> | If you've requested it, adding comments or making edits to your online Road Maps? |

OUR DEFAULT MEETING TIME/DATE: _____

OUR DEFAULT PLATFORM: _____