

CHURCH PLANTER COACHING COVENANT

Plant Alabama · Alabama Baptist State Board of Missions

Coaching is an intentional relationship that helps church planters pursue their relationship with God and their unique Kingdom assignment. We are glad you are in it. This covenant may feel formal, but it clarifies important matters at the beginning of a coaching relationship so that you and your coach can focus on what matters most.

Purpose. Coaching helps you make progress in fulfilling your calling, and to do so with joy. Your coach will help you think forward, clarify priorities, develop action plans, and find solutions to the challenges you will encounter along the way.

Your Coach. Our coaches are volunteers: active ministry leaders, qualified by training, heart, and experience. Your coach is giving you his most precious resource, his time. He is not coming alongside as a teacher or mentor, but as a catalyst for progress, asking questions and giving you space to think, process, and listen to the Holy Spirit.

Our Partnership. Coaching works when you own it. You choose the topic for each conversation, and the actions you commit to are yours. Coaching addresses the whole planter, and it makes room for God to work through personal growth and heart change, not only ministry results.

PERSONAL

- Spiritual health
- Family spiritual health
- Physical health
- Family physical health
- Mental and emotional health

PLANTING

- Reaching new believers
- Making disciple makers
- Multiplying your church
- Pursuing sustainability

Length and Rhythm. Coaching is provided as a condition of Plant Alabama financial support and lasts two years, beginning during your cohort. Conversations are about 60 minutes, by Zoom, phone, or in person. You and your coach will set a rhythm at your first conversation, meeting at least once a month and typically twice, with flexibility around ministry demands, summer, and holidays.

Preparation. Your coach may send a few prep questions before a session. Return brief, one-sentence answers at least 24 hours ahead so you both arrive ready. Your coach is available by phone and email between sessions.

Confidentiality. What you discuss in coaching stays between you and your coach. Coaches follow the International Coaching Federation Code of Ethics. The only exceptions are a danger to yourself or others, abuse, or illegal activity. Your coach reports to Plant Alabama only whether your conversations are taking place, never what was said.

When Coaching Stalls. If three scheduled conversations are missed without notice, or contact goes unanswered for a month, your coach will let the Plant Alabama coaching champion know, and he will follow up with you directly.

Reviewing and Feedback. Every six months, you and your coach will look at the relationship together, work through the Planter Expectations Worksheet, and decide whether to adjust the rhythm or the focus. If some part of the coaching is not working for you, please say so. Coaching is a two-way relationship.

Our Commitments to Each Other.

- Be on time for appointments agreed upon in advance.
- Notify and reschedule in case of emergency.
- When not meeting in person, choose a distraction-free environment.
- Be personally engaged in the coaching process.
- Follow through on the goals and actions we set.
- Be accountable to each other.
- Keep coaching conversations confidential.
- Pray for each other regularly.

HOW TO AGREE

After you read this covenant together at your first conversation, the Plant Alabama coaching champion will send each of you a personal link. Open it, check "I agree," and type your name. That is all. Nothing to print, sign, or scan.

Prefer to sign on paper? Ask the coaching champion for a printable copy.

"For your progress and joy in the faith."

PHILIPPIANS 1:25 (ESV)