



## Office of Congregational Transformation Florida United Methodist Conference NCD Coaching Covenant

### I. Coaching Options:

Listed below are three NCD coaching options. Select the best option for your congregation based on the church's current needs. Other options can be negotiated.

**Level One** is a good choice for churches that have strong and gifted lay leadership who can grasp the NCD concepts thoroughly and provide effective leadership between coaching sessions.

#### What you can expect from your coach:

1. The coach or Office of Congregational Transformation will provide an orientation for church leaders regarding NCD and its core principles.
2. The coach will train the Church Health Team, providing them with an understanding of the NCD core principles, action planning skills, exercises for obtaining information from church and community members, and how to create a step-by-step plan for implementing their goals.
3. The coach will order, administer and obtain scoring for your NCD survey.
4. The coach will meet with your Church Health Team to interpret the survey results.
5. The coach will meet with your Church Health Team 4 times in the cycle for approximately 1½ hours each, guiding them through the process of creating and implementing an action plan.
6. Finally, the coach will assist your Church Health Team in evaluating their total NCD process and in preparing for their next cycle.

In addition to direct contact hours, the coach is available for resource questions and information via phone or email, within reason. Reimbursement for coaching travel should be paid directly to the coach(es) by the church based on Conference mileage rate or as otherwise negotiated.

The total cost of **Level One Plan** will be **\$750** and includes \$150 survey fee and **12** coaching contact hours based on \$50 per contact hour. If a Church Health Team would like to schedule additional coaching sessions at a later date, they may do so using the "NCD Coaching Covenant Addendum." A second survey is also available for \$150.

**Level Two** is a good choice for churches that have gifted, available, enthusiastic lay leadership who can grasp the NCD concepts thoroughly and would like a coach present each time the Church Health Team meets.

#### What you can expect from your coach:

The same as Level One, with the following **additions**:

1. During the planning phase, the coach will meet with the Church Health Team for a 6-hour Action Planning Workshop to get a strong start on the Action Plan.
2. The coach will meet with the Church Health Team 6 times in the cycle (instead of 4) for 1½ hours each, guiding them through the process of creating the action plan and implementation.

The total cost of **Level Two Plan** will be **\$1,200** and includes \$150 survey fee and **21** coaching contact hours based on \$50 per hour. If a Church Health Team would like to schedule additional coaching sessions at a later date, they may do so using the "NCD Coaching Covenant Addendum." A second survey is also available for \$150.

**Level Three** is a good choice for churches that have available lay leadership that love their church and are committed to helping it become healthy. They would like a coach present each time the Church Health Team meets. They may have been in decline for some time and are looking to NCD for help in transforming their church.

**What you can expect from your coach:**

The same as Level One with the following **additions**:

7. Following survey analysis, the coach will guide the Church Health Team through a 3-hour focus group session with “unchurched” people in the community to aid leadership in designing their Action Plan.
8. During the planning phase, the coach will provide a 6-hour Action Planning Workshop.
9. The coach will meet with the Church Health Team a total of 10 times (instead of 4) for about 1½ hours each, aiding in designing and implementing their Action Plan.

The total cost of **Level Three Plan** will be **\$1650** and includes \$150 survey fee and **30** coaching contact hours based on \$50 per hour. Additional coaching hours may be negotiated at a later date using the “NCD Coaching Covenant Addendum.” A second survey is also available for \$150.

**II. Suggested Resources:** available at *Cokesbury* (1-800-672-1789) or *Church Smart Resources* (1-800-253-4276).

We encourage Church Health Team Members to study “*An Introduction to Natural Church Development: 8 Essential Characteristics of a Healthy Church.*” Other helpful books are “*The Implementation Guide for Natural Church Development*” and “*The ABC’s of Natural Church Development.*”

**III. Coaching Plan:**

_____	Level One Plan	\$750
_____	Level Two Plan	\$1200
_____	Level Three Plan	\$1650
_____	Additional Survey	\$150
_____	Additional Coaching (based on \$50 per contact hour)	
	_____ Hours X \$50 = \$	_____
	<b>Total Cost:</b>	<b>\$_____</b>

**IV. Financial Plan:**

- \_\_\_\_\_ We plan to pay in one payment at the beginning.
- \_\_\_\_\_ We will make monthly payments of \$\_\_\_\_\_ for \_\_\_\_\_ months following an initial payment of \$150. The church will receive monthly invoices, due upon receipt.
- \_\_\_\_\_ Other payment arrangements, as negotiated between church & coach. Please describe:  
 \_\_\_\_\_  
 \_\_\_\_\_

**Signed by:**

Pastor: \_\_\_\_\_ Date: \_\_\_\_\_  
 Church NCD Contact: \_\_\_\_\_ Date: \_\_\_\_\_  
 Coach: \_\_\_\_\_ Date: \_\_\_\_\_

(**Coaches:** please mail completed “NCD Coaching Covenant” to: United Methodist Conference Center, Attention: Margaret Carter, P.O. Box 3767, Lakeland, FL 33802-3767, retaining a copy for your own records.)