

**OFFICE OF CONGREGATIONAL TRANSFORMATION  
FLORIDA ANNUAL CONFERENCE  
UNITED METHODIST CHURCH**

**OUR NATURAL CHURCH DEVELOPMENT COACHING MODEL  
July, 2004**

**CRITERIA FOR SELECTION AND DEPLOYMENT AS COACH**

**Are you called?**

**Are you...**

in love with Jesus, in love with the church, passionate about making disciples, a visionary, teachable and eager to learn, patient, a good listener, self confident, a humble spirit, a “non-anxious presence,” able to function well in the midst of conflict, possessed of reasonable analytical capacity, a good framer of questions, tolerant of criticism, trustworthy, persistent, dependable and perceived as such, knowledgeable of resources and methodologies?

**NCD COACHING CRITERIA**

**A. Foundational Competencies**

Abiding in Christ  
Self assessing  
Communicating

**B. Relational Competencies**

Establishing  
Supporting  
Concluding

**C. Strategic Competencies**

Diagnosing  
Planning  
Monitoring

## **TO BECOME AN NCD COACH...**

- Complete the Phase 1 and Phase 2 NCD Coaches training.
- Submit application to OCT with picture (digital preferable) and 60 word bio with address, email, and phone information. From the Conference Web site you can either submit your application on-line or download the forms to fill out by hand and submit by US. Mail.
- References – Submit three letters of reference. If you are lay submit one from your pastor. If you are clergy submit one from your District Superintendent. The second letter shall be from the Chair of the Pastor/Staff Parish Relations Committee. The third is your choice. The form for the letter is available for down-load on the Web site. Send the reference forms to the persons as designated above with the request to mail them directly to the OCT
- Have personal interview and recommendation for approval by OCT
- Cabinet approval on recommendation by OCT

## **TRAINING**

- Coaches will complete Phase I (3 day) and Phase 2 (2 day) NCD Coaches Training.
- Coaches will participate in continuing education experiences as required by OCT.

## **CERTIFICATION BY OCT and CABINET**

After application and acceptance applicant will be given Level1 coaching status.

To become Level 2:

- Successful coaching in two congregations
- Approval by OCT based on review of work and evaluations from both congregations and pastors

Annual Re-certification required

## **DEPLOYMENT**

### **Level 1 Coaches**

are faithful to and supportive of NCD process  
receive their coaching assignments from OCT  
are paired with another Level 1 or a Level 2 Coach  
report regularly to OCT on activities and perceived effectiveness  
cooperate in an evaluation process led by the congregation/pastor served  
participate in a support/accountability network  
participate in in-service training  
move to Level 2 status on successful completion of above requirements

**Level 2 Coaches:**

are faithful to and supportive of NCD process  
receive their coaching assignments from OCT  
may coach alone or in a pair with a Level 1 coach which they mentor  
report regularly to OCT on activities and perceived effectiveness  
cooperate in an evaluation process led by the congregation/pastor served  
participate in a support/accountability network  
participate in in-service training

Not all the above are currently in place but are in planning stages for the future.

**THE COACH – CONGREGATION RELATIONSHIP**

- Coaches are paid by the local church they coach. If a pair of coaches is assigned only one honorarium is required which is shared between them.
- Levels of remuneration and coaching plan options will be determined by Conference Committee on Congregational Transformation (CCT) and Coaching Covenant forms providing a framework for defining expectations of congregation and coach will be provided by CCT.
- Coach and congregation follow the NCD system, and abide by the covenant agreed upon and signed by the coach and an official representative of the congregation.