



The Diocese of New Jersey

DEPARTMENT OF CONGREGATIONAL DEVELOPMENT AND MISSION

Ministry Description: Diocesan Growth Coaches

Overall Description

Diocese of New Jersey growth coaches come alongside congregational teams and help them achieve their goals.

General Coaching Assistance

Using proven approaches and techniques, particularly around effective listening, redirecting and reflection, coaches help teams in churches to do the following:

1. Establish compelling goals – what does God want them to achieve?
2. Determine simple and achievable next steps – what does God want them to do now?
3. Offer useful resources from a variety of places – what is God providing for their work?
4. Recognize and celebrate progress – what has God been doing in their work together?
5. Grow spiritually, individually and as a team – how is God moving in their lives?

Coaches don't fix problems or offer expert consulting.

Growth Coaching Specialization

In addition to effective coaching skills, diocesan growth coaches engage a continuous learning process in the specialized areas of church growth. These include:

1. Christian disciple-making
2. Adaptive leadership
3. The Missional Church
4. Evangelism authentic to the Episcopal Church

Qualifications

- Personal commitment to being a disciple of Jesus Christ in the Episcopal Church tradition, especially the key spiritual practices that support that work
- Passion for bringing “those who do not know Jesus to the knowledge and love of him.”
BCP 101
- Enthusiasm for face-to-face work with congregations – the fun of “coming alongside”

Duties and Responsibilities

- Attendance at annual weekend training retreats, monthly coaching network gatherings
- Monthly coaching “triads,” where coaches receive coaching from
- Assigned reading
- Attendance at three to four program plenary sessions (Fall, Winter, Spring) (Way of St. Paul team coaches only)
- Monthly 90-min coaching sessions with teams

Training Fees and Compensation

All training, books, materials, retreats, etc. are provided to coaches free of charge. Once they are trained, coaches are eligible to do paid growth coaching under Diocese of New Jersey supervision. We typically budget 4 hours per congregation per month for coaches, paid at \$60 per hour (a total of \$240 per month per congregation). Other expenses, including mileage (in the cases of longer distances) can be negotiated.

For More Information, Contact

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