

Diocese of Niagara letterhead

This Peer Coaching Covenant between [NNN] and [MMM] (peer coach) is entered into in the spirit of mutual respect, collegiality, and support. The purpose is to provide a helpful and encouraging relationship to the new incumbent, as mutually determined, to be of benefit during the critical first year of an incumbency.

We recognise that peer coaching is only one of many sources of support and relationship a new incumbent already has along with new ones that will be developed. The incumbent will largely determine the focus of attention and conversation by identifying goals they want to work on within the framework of a coaching relationship.

Coaching is not the same as mentoring and it is not supervision. The coach is not the eyes and ears of the bishop. Coaching is an intentional opportunity provided to the incumbent by the Bishop and Diocese of Niagara for significant conversation on ministry in a new context with someone who has long experience but is outside of the parish and diocesan structures. The goal is to enhance already fruitful ministry, and not intended to be remedial. Like sports, an experienced coach helps an already good athlete to be even better, and consistently better.

The new incumbent can expect from the peer coach:

- Regular prayer in support of this new ministry and the parish.
- An onsite visit near the beginning of the covenant, if possible.
- Coaching to support the attainment of goals identified by the incumbent.
- Fully present for monthly conversations of about 60-90 minutes by Zoom, phone or in person for one year.
- Honesty in the conversations.
- Timely follow through on commitments.

The coach can expect from the new incumbent:

- Identification of subjects for discussion and attentiveness to achieving goals for the coaching.
- Honesty in the conversations.
- Fully present for scheduled monthly conversations.
- Timely follow through on commitments.

Coaching is a gift from the Diocese of Niagara. The coach is assigned by the Bishop. Expenses incurred by the coach in the exercise of this ministry will be reimbursed by the Diocese.

We each accept responsibility for helping this relationship to be of value to the new incumbency and the wider church, and we agree to be accountable for ourselves and to each other in the living out of this covenant. We seek God's blessing on our work together and offer it to God for the strengthening of mission and the ministry of all the baptised in the Parish of NNNN and in the Diocese of Niagara.

X

Incumbent

X

Peer Coach

Date: