

# LINC

## Coach/Mentor and Ministry Leader Roles

### **LINC TC Vision and Commitment:**

LINC believes that no leader should walk alone. LINC also believes in the ministry leader and their unique God-given dream. LINC wants to do everything it can to engage in the ministry leader's dream, equip ministry leaders with the competencies they need to accomplish that dream, and to empower ministry leaders to make a lasting impact in their community.

As part of LINC's vision and commitment, LINC's goal is to provide a coach/mentor to each ministry leader. The following bullets clarify the roles/responsibilities for both coach/mentors and ministry leaders in order to set proper expectations to better ensure a healthy relationship and an effective outcome.

### **Desired Outcome:**

LINC will provide ministry leaders with a pathway, resources, training, coaching, and discipleship to help ministry leaders see their God-given dreams come alive.

### **Roles and Responsibilities:**

Coach/mentors will use a holistic approach to walk alongside ministry leaders to:

- Listen and serve as sounding boards for ministry leaders
- Brainstorm with ministry leaders to identify ideas, options, challenges, and/or resources
- Help ministry leaders set priorities, and develop strategies, goals and action steps
- Provide tools/resources when they are relevant and available (handbooks, 1-4-1-4, Leader Pathway, etc)
- Provide accountability for ministry leaders as needed/requested

The above will be accomplished through monthly coach/mentor sessions with a ministry leader (can meet more frequently if necessary and agreed upon).

- Coach/mentors will initiate the scheduling of these sessions (recommended to be 60-120 minutes in length)
- It is recommended that sessions be face-to-face whenever possible
- Coach/mentors will send out questions 6-7 days prior to each coaching session to help guide the session (yet allow for the ministry leader to have input into and prioritize what needs to be discussed).
- Coach/mentors will keep all discussions confidential except when the ministry leader gives permission to share.

Most importantly, coach/mentors will pray for (and with) ministry leaders on a regular basis.

Ministry Leaders will commit to:

- Be genuine and transparent with the coach/mentor
- Fully engage in their coach/mentor relationship and during coaching sessions
- Be on time for sessions, and not cancel/reschedule sessions unless absolutely necessary
- Follow through on the goals and action steps that they have committed to

The coach/mentor and ministry leader will evaluate the relationship on a quarterly basis in order to discuss the effectiveness of the relationship, determine what the relationship will look like in the future, and to determine if any new/additional goals need to receive attention.