

COACHING CONTRACT FIRST 12 COHORTS

A Ministry of Path 1 in Partnership with Annual Conferences

First 12 is a leader development project targeting the planters of new faith communities where

- There are not yet 12 leaders attached to the planting project
- There could be a challenging road of networking before there are 12 leaders
- AND/OR where the church plant is a 'parachute drop,' where the planter is sent in with very limited local connections and human support.

The First 12 experience begins with a Path 1-led ten-hour training (split over two days), with participants sitting at round tables, each table with a **coach facilitator**. This is followed by ten sessions of group coaching by an agreed-upon media platform where the coach works with the table cohort across their first year in their mission field. **The number of participants in each cohort will likely be either four or five.** Spouses of the planter are not counted in this number.

This training is offered in response to the number of our church planters who struggle to get twelve persons solidly on their launch team. It is designed as a **prequel** (not replacement) to Launchpad or a Planter Boot camp training. Path 1 strategists have found that if a new start struggles to find 12 core team members and leaders, worship launch will be indefinitely delayed or the new start will be discontinued.

Coaches are responsible for the following:

- Attend **one** of two identical online training sessions. Training will last 90 minutes, but we ask that coaches schedule two hours on their calendars.
- Attend one of the First 12 live trainings, as assigned.
- Make your own transportation and lodging arrangements for the training(s) you help facilitate. Please keep records of expenses for reimbursement up to \$300. *Where expenses exceed \$300, the coach agrees to find other funding for such reimbursement, including possibly personal continuing ed. Funds.*
- Facilitate a table. At the training, you will be assigned a table of participants (either 4 or 5) who will likely be with you as your permanent cohort for the remainder of the 2016-17 year. As a table facilitator, you are expected to be in the room during all sessions, with your table.
- Work with your table cohort to establish dates and times for online coaching conferences for the remainder of the program. This is to be completed before the First 12 live training adjourns.
- Meet with your cohort nine times in nine months.
- Be available for email and quick communication with members of your cohort between group conferences.
- Refrain from any pressure or assumption that members of your cohort will continue with you as a coach beyond this one-year experience. In fact, if the coaching goes well, you will likely be a top candidate for consideration for further coaching. But no pressure shall be exerted on anyone.
- Be available for onsite visits to any of one's cohort, **if requested** (and only if

requested) for a set fee of \$800 per day plus expenses.

- Complete a brief feedback and evaluation form to Path 1 at the end of

the year, to make possible improvements in the future.

Path 1 is responsible for the following:

- Provide basic orientation and coaching agenda, and review this with you in the online training.
- Lead the First 12 live training.
- Function as a reference for the coach, related to any efforts they might have toward attracting further clientele for ministry coaching.

- Provide continuing education documentation to the coach (for all training), upon request.
- Stay available to you as you have questions or reflections about the overall experience or about planting strategy related to any of your cohort. Your First12 trainer will be your coaching mentor. If you have any questions, please contact them to help!

The host annual conference for your event (will be responsible for the following):

- Handle all registration and collect fees.
- Make all local arrangements for the training.
- Reimburse each coach up to \$300 for travel, lodging and meal expenses to the live training. Mileage will be reimbursed at the current IRS-established rates..

- Pay each coach \$900 for nine sessions of 1:00 length with four-person cohorts or \$1100 for nine sessions of 1:15 length with five-person cohorts, *and* the coach's availability for occasional side conversations. Such payment in full shall be provided no later than one month after the two-day training.

No onsite visits to the planters is factored in to this covenant – it is assumed that there will be no onsite work with the coach in most cases during the First 12 year. However, **where the conference desires onsite work, the coach agrees to provide this for a daily rate of \$800 per day plus travel expenses.** This is simply a First 12 rate, and should in no way affect what the coach would charge if they established an additional coaching contract.

First 12 Event Dates & Location:

Host Conference

Signature of Host Conference Developer or Staff:

Signature of First 12 Coach: