

Coaching Policy Guidelines and Application

COM Approved: January 16, 2025

POJ Approved: June 10, 2025

The Presbytery of the James' Coaching Policy mandates that every minister, certified educator or commissioned pastor, serving an initial call or covenant within the Presbytery from and after that date must work with a Coach during the first year of service.

The following guidelines shall apply to govern the oversight and administration of the Coaching Policy:

1. Oversight and administration of Presbytery's Coaching Policy shall be the responsibility of the Committee of Church and Pastoral Relations (CPR) of the Commission on Ministry.
2. The Examinations of Commission of Ministry shall:
 - (a) notify those accepting an initial call or covenant within the Presbytery of the James of the need for compliance with the Coaching Policy;
 - (b) notify the Church and Pastoral Relations Committee (CPR) of COM of the candidate in need of coaching.
3. The candidate is responsible for assuring that a coaching relationship is established and shall report this to CPR using the form below.
4. While eight POJ-paid sessions of coaching are required, the number of actual coaching sessions shall be left to the coach and the candidate.
5. Per the policy, the presbytery shall pay for no more than eight sessions of coaching for those in their initial call. The expectation of the cost is \$100 to \$150 a session with a total cap of \$1,200.00.
6. For those not in initial calls, the candidate may seek financial support for some or all of the cost of coaching, if the calling or employing council does not cover it.
7. Acceptable approved coaches are those certified by the Presbyterian Coach Network, or International Coaching Federation who have been approved by a presbytery, or those approved by CPR. Contact a presbytery staff person or the chair of CPR if you have questions about connecting with a coach.
8. The candidate shall complete the form below.

Application For Coaching

This form must be completed, submitted to and approved by CPR prior to engaging in any of the mandatory sessions of coaching required by the Presbytery.

Any coaches who are certified by the Presbyterian Coach Network or the International Coaching Federation, who are part of a presbytery's network, are acceptable for people to use. For example, see "PEVA Coaching Network."

Name of Applicant/Candidate _____

Address _____

Telephone _____

Email _____

Beginning date of your call or covenant _____

Anticipated start date of coaching _____

Coach Requested _____

Address _____

Telephone _____

Coach's certification: _____

Completion of Coaching

Verified by Applicant/ Candidate _____ Date _____

Verified by Coach _____ Date _____

Completed form shall be sent to the chair of Church and Pastor Relations of the Commission on Ministry at COM@presbyteryofthejames.org.

Coaches

1. **Go to “Presbytery of Eastern Virginia's Coach Network” to see their list of coaches.**
2. **Go to “Presbyterian Coach Network” to see their list of coaches.**

Member coaches are either in training/seeking certification (= Associate Member) or are trained and certified (= Full Member). Many are also ordained clergy, and serve in congregations across the country (and in Canada). You can find information about each coach. The letters “ICF” stands for a coach being certified by the International Coaching Federation.