**Episcopal Church College of Bishops Peer Coaching Covenant (Draft)**

The Peer Coaching Covenant between \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (new bishop) and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (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 bishop, as mutually determined to be of benefit, during the critical first three years of Episcopal ministry.

Peer Coaching is understood to be but one of many sources of support and relationship a new bishop may have. “New Bishop” will largely determine the focus of attention and conversation in this relationship, through the identification of goals he wants to work on within the framework of a peer coaching relationship.

“New Bishop” can expect from “Peer Coach” the following:

* Regular prayer in support of “New Bishop’s” ministry and the Diocese of \_\_\_\_\_\_\_\_\_\_\_\_
* An initial on sight visit
* Coaching in reference to the attainment of goals identified by the new bishop
* Availability for monthly telephone conversations of 30 minutes or more
* Face to face conversation at each House of Bishops meeting
* Other availability and contact as needed, including e-mail and phone
* Complete confidentiality
* Honesty and a straightforward approach in all things
* Timely follow through on all matters

“Peer Coach” can expect from “New Bishop” the following:

* Identification and attentiveness to achieving goals for each of the three years
* Honesty and a straightforward approach in all things
* Availability for all scheduled contacts
* Timely follow through on all matters
* A review of the content of this covenant will be made annually

It is understood that expenses incurred by “Peer Coach” in the exercise of this ministry are reimbursable through the House of Bishops’ College for Bishops. It is also acknowledged that the College of Bishops, for the exercise of this ministry, is providing a stipend of $300 per year to “Peer Coach”.

We each accept responsibility for helping this relationship be of value to “New Bishop” and to the larger church, and agree to be accountable for ourselves and to each other in the living out of this covenant. We agree to work through any difficulties we might encounter with one another and to seek the help of others in doing so, should that be necessary. 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 baptized in the Diocese of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

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New Bishop Date Peer Coach Date