



The Rt Rev'd David E. & Helen R. Richards

## COLLEGE *for* BISHOPS

The mission of the College for Bishops is to provide opportunities for education and formation that will strengthen bishops in their personal lives, as diocesan leaders in God's mission and in their vocation to God as a community of bishops in service to the Episcopal Church.



### Living Our Vows: A Peer Coaching Program for New Bishops



Living Our Vows is a three-year program designed to support spiritual health and personal development of new bishops and to equip them for transformative leadership. The two main elements of this program are a series of three residential retreats and an ongoing peer coaching relationship with an experienced bishop who has been trained in peer coaching.

Peer Coaching is an intentional collegial relationship to support new Bishops through clarifying and designing ongoing accountability around their goals and their learning. It is based on the radical belief in the competence of new Bishops.

The program was developed from the learnings of the *New Bishop Research Project* and began in 2001 as an optional support for new bishops. In 2006, the House of Bishops resolved that this program should be mandatory for all new bishops during the first three years of the episcopate.



The key components of the program are:

- An on-site one-day visit by the peer coach to the diocese of the new bishop as soon after the ordination as possible.
- A five-day residency component in each of the three years of the new episcopate.
- Monthly Peer Coaching sessions, either face-to-face or on the phone with face-to-face time during each meeting of the House.

