



Fellowship of Evangelical Churches

Leadership Development and Coaching Program

Development of Servant Leaders

Through Leadership Development Experiences

Overview

The FEC Leadership Development and Coaching program is intended to provide FEC churches and affiliates with the opportunity to invest in future and current ministry leaders. The Leadership Development and Coaching experience provides an individual a chance to learn and develop his/her leadership skills at a specific event.

FEC encourages all future and current ministry leaders to be involved in leadership development. To receive FEC funding for Leadership Development and Coaching it is expected that:

1. All qualifications and expectations be met.
2. The local church approves and recommends the development opportunity.
3. A current ministry leader sees the potential in an individual to become a future leader or a current ministry leader seeks experiences that will better his/her leadership capacity.

Application Process and Criteria Overview

1. All Leadership Development and Coaching opportunities receiving funds from FEC will be coordinated through the FEC Office.
2. In order for a local FEC church or affiliate (referred to as “Host” in this document) to apply to receive funds for a Leadership Development and Coaching opportunity from FEC, the Host must submit an application to the FEC Office for approval prior to the desired development opportunity.
3. Leadership Development and Coaching opportunities shall be a one-time specific event that is time-bound with a defined beginning and end.
4. Funding for Leadership Development and Coaching opportunities shall be provided from within the defined Leadership Development and Coaching budget.

Guidelines for the Participant

1. A ministry leader from a Host or part of a team that a ministry leader is specifically investing in at the Host
2. Attend with other ministry leaders from the Host (if possible)
3. A genuine desire to better serve the Host by seeking experiences that will better his/her leadership capacity
4. Willing to share ideas, lessons learned and other helpful suggestions with the FEC Office

1. Leadership Development and Coaching Definition

A Leadership Development and Coaching opportunity is a specific opportunity and experience in which a participant has intentional learning goals and reflects actively on what she or he is learning throughout the experience. The Leadership Development and Coaching opportunity experience provides a participant a chance to learn and develop his/her leadership skills at a specific event.

- a. A defined and focused one-time experience.
- b. The Leadership Development and Coaching program is intended to provide the Host with the opportunity to invest in current and future ministry leaders.
- c. Leadership Development and Coaching opportunities may be part of an educational program and evaluated for academic credit, or part of a learning plan that someone develops individually.
- d. The Leadership Development and Coaching program is designed to be a learning experience that is beneficial to both the participant and the Host.

2. Benefit to FEC and Host from Leadership Development and Coaching Opportunities

- a. Invest in current ministry leaders and credentialed personnel
- b. Invest in future ministry leaders
- c. Bring new perspectives and help us maintain cultural relevance
- d. Improve the quality and expertise of current ministry leaders and credentialed personnel
- e. Enhances the image of FEC as a contributor to the educational enterprise

3. Distribution amounts for Leadership Development and Coaching opportunities:

Distribution amounts available from FEC may vary from year to year and are dependent upon available funds. Distribution amounts will be awarded in the following priority (highest priority to lowest priority) with the highest priority development opportunities receiving the most funds:

- a. Development of confirmed church planters and church multiplication center personnel
- b. Development of current ministry leaders and credentialed personnel
- c. Development of future leaders (high school and college students)

Distribution amounts will be a partial reimbursement of the development opportunity and will be sent to the Host (Reimbursement amount must be approved by the FEC Office prior to the opportunity).

4. Qualified Candidates for an FEC approved Leadership Development & Coaching Opportunity must:

- a. Must be a future (as identified by the Host) or a current ministry leader at a Host.
- b. Hold to the Manual of Faith, Practice and Organization as adopted by the Fellowship of Evangelical Churches, Inc.

5. Approved Leadership Development & Coaching Opportunities must be:

- a. A specific event or development opportunity

6. The Host will:

- a. Approve and recommend the development opportunity
- b. Request the funds on behalf of the individual
- c. Provide partial reimbursement of the development opportunity
- d. Receive an oral report and evaluation (ideas discussed, lessons learned and other helpful suggestions) of the opportunity so other ministry leaders at the Host can gain insight from the experience.

7. The process for the Host to request funds from FEC for Leadership Development and Coaching:

a. Requesting Leadership Development and Coaching Opportunity Funds

- i. Identify development opportunity
- ii. Complete the Host Application (see attachments)
- iii. Work with the FEC Office to develop an approved proposal

b. Payment Process

- i. Accounting for all development opportunities will be run through the Host
- ii. FEC will reimburse the Host the approved amount after the completion of the event and ONLY AFTER the Host indicates that it has received a report

c. Leadership Development and Coaching Oversight

- i. The Host will be responsible for handling all financial aspects of the development opportunity
- ii. The Host will be responsible for overseeing the details and logistics of the development opportunity

Fellowship of Evangelical Churches
Leadership Development and Coaching Program

Host Application
(Pastor / Lead)

Name of Church: _____

Name of Attendee: _____

E-Mail Address: _____

Phone: Work: _____ Cell: _____

Project or Development Description	
Duration – Specify Desired Dates/Times	
Key Deliverables	

Who will be involved in supervising the development opportunity? _____

Requested amount: _____

Sample Leadership Development and Coaching Opportunity Report Questions:

Questions:

1. Overall, was the development opportunity a positive experience?
2. How do you feel the development opportunity helped develop your personal ministry?
3. How do you feel the development opportunity helped improve the church overall? (Discuss useful ideas)
4. What were some lessons learned?
5. Were there any other helpful suggestions that can be useful to other ministry leaders?
6. What were some new skills, techniques and knowledge gained as a result of attending the development opportunity?
7. Discuss the weak points of the development opportunity and ways it can be improved.
8. Discuss the strong points of the development opportunity.
9. Was there anything that was not covered that should have been covered in the development opportunity?
10. If you had any aspect of the development opportunity to do over, what changes would you make?
11. Would you recommend this development opportunity to other students?
12. What other additional comments would you like to make about this development opportunity?