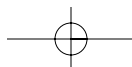


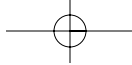
APPENDIX A

COACHING AGREEMENT

Christian coaching is an ongoing relationship between a coach and a person who desires coaching. We agree that:

1. Coaching is not therapy, counseling, advice-giving, mental health care, or treatment for substance abuse. The coach is not functioning as a licensed mental health professional, and coaching is not intended as a replacement for counseling, psychiatric interventions, treatment for mental illness, recovery from past abuse, professional medical advice, financial assistance, legal counsel, or other professional services.
2. Coaching is for people who are basically well-adjusted, emotionally healthy, functioning effectively, and wanting to make changes in their lives.
3. Coaching is designed to address issues the person being coached would like to consider. These could include (but are not limited to) career development, relationship enhancement, spiritual growth, lifestyle management, life balance, decision making, and achieving short-term or long-term goals.
4. Coaching will be an ongoing relationship that may take a number of months, although either party can terminate the relationship at any time. Some or all of the coaching may be through telephone contact.
5. Coaching can involve brainstorming, values clarification, the completion of written assignments, education, goal-setting, identifying plans of action, accountability, making requests, agreements to

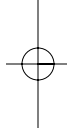
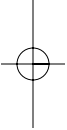




Appendix A | Coaching Agreement

change behavior, examining lifestyles, and questioning.

6. Coaching is most effective when both parties are honest and straightforward in their communication.
7. If the coaching is to involve payment for services, prior to its beginning both parties will agree to a fee, form of payment, procedures for canceled appointments, and initial length of commitment.
8. Coaching is a confidential relationship and the coach agrees to keep all information strictly confidential, except in those situations where such confidentiality would violate the law.
9. Coaching assumes that each person in the relationship is guided by his or her values and beliefs. The Christian coach is a committed follower of Jesus Christ and seeks to live in accordance with this commitment. The Christian coach is honest in making this revelation but he or she respects the different values and beliefs of others. The Christian coach does not seek to impose his or her values on another, proselytize, condemn, or refuse coaching services to people who do not share similar values and beliefs.
10. Each of the people whose signatures appear below agrees that this agreement represents our mutual understanding of the coaching relationship.



Signature (person being coached)	Date
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Signature (Christian coach)	Date
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