

## CMI Organizational Values for Coaches

- Relational and Servant Leadership**: relationships and community come first; ministry flows out of relationship. CMI exists to serve leaders, not ourselves or the organization. In God's kingdom leaders serve: the last shall be first and the first, last.  
*We will make building relationship with each other a priority in our monthly calls and outside of them. We will serve each other and the leaders we coach with generosity and sacrificial leadership, as God leads.*
- Obedience Leads to Growth**: We are committed to growing individually and corporately; Growth is initiated by God and is a sign of life. Obedience, not outwardly evaluated effectiveness, is success.  
*We will continue to grow as coaches, developing our skills and seeking out growth as persons. We will challenge each other to growth. We will seek for God's will first before looking for what others might see as outward growth or effectiveness. We challenge our clients to grow and to follow God with undivided hearts.*
- Integrity**: We keep our word with God's help.  
*We will follow through on commitments to our clients, to CMI and to each other with God's help, giving grace to others when God-initiated change necessitates adjustment. Our desire is to under-promise and over-deliver. We avoid the gray areas and live in the light. We live out our values with consistency, practicing what we preach as coaches and Christians.*
- Gift-based Teams**: We value our different gifts and believe God's character is best reflected in a diversity of gifts, personality and experience.  
*We will be proactive in seeking out others to balance our teams. We will seek to understand other coaches' and clients' giftings, personality, experience and culture so that we can serve them better. We will value others input and perspective BECAUSE it is different from our own.*

5. **Outwards from Upwards**: Our relationship with God is primary; He initiates change. What we do and how we serve and relate starts and ends with God.  
*We will grow in our own relationships with God and spur each other on in intimacy and good works. In working with other leaders, we will tune in to the spiritual state of our clients and actively listen to the Holy Spirit as we coach. We will continually ask ourselves and our clients, "What is God doing? How can I/we align ourselves more fully with God?"*
  
6. **Strategic Empowerment**: We exist to serve leaders who will impact others and thus multiply our efforts .  
*We are unapologetic in choosing to serve leaders. We will actively seek out those who choose to multiply themselves. We will encourage, support, and challenge the leaders we work with and each other to coach and mentor other leaders, looking for exponential growth in the Kingdom.*
  
7. **Choosing to Celebrate**: God's work among us creates joy; Laughter and fun are precious to God. Include fun whenever possible!  
*We choose to look for opportunities to laugh with each other and with our clients. We take time to eat together, tell stories, and enjoy life. We intentionally celebrate successes with our clients/leaders and each other. We look for the ways God is moving and celebrate God's "wins" regularly.*