

Christian Coaches Network Intl Code of Ethics

Members of the Christian Coaches Network Intl agree to the following Ethical Guidelines and Standards of Conduct.

As a Christian coach, I pledge to:

1. **Hold** myself accountable to the highest level of integrity, honoring Jesus Christ individually and corporately, in all my associations with clients and colleagues.
2. **Maintain** complete confidentiality with my clients, within the confines of the law.
3. Clearly communicate the **distinctions** between coaching, consulting, pastoral counseling, discipleship, psychotherapy and other support professions.
 - a. Refer client to another support professional as needed, knowing when this is needed and the available resources.
 - b. In the case of **dual roles**, for example where the coach is also a pastor or counselor, provides a clear differentiation between such services and gives full disclosure of expertise, credentials or education in regard to such services.
4. **Provide** clarity with my clients about the nature of the coaching relationship, including structure, fees, refunds, expectations and guarantee.
5. **Provide disclosure** either in writing or in an oral conversation something to the following: "Coaching is offered with the assumption that each person in the relationship is guided by their values and beliefs. As a Christian coach, my values and beliefs are based in the Judeo-Christian worldview. While I am transparent about my personal beliefs, I do not seek to purposefully impose my values, standards, nor use the coaching relationship to evangelize."
6. **Preserve and refrain** from sharing client names and client information with anyone, for any purpose, without express permission from the client.
7. **Give credit** where credit is due for materials supplied by other sources, respecting copyrights, trademarks and intellectual property.
8. Judiciously **avoid conflicts** of interest. If any should arise, I shall, without delay, inform concerned parties of my position.
9. **Represent** myself honestly and clearly to my clients, and **coach and only within my areas of expertise.**
10. **Actively pursue** well-being, wholeness, and continual learning in my own life.
11. **Refer** a client to another coach if I am not within my area of expertise or comfort, so the client receives the best possible coaching.
12. The coach should be fully aware of situations that are in **direct conflict with their Christian values** & ethical standards. When such conflicts arise, the coach will state the conflict for the client and indicate if they are unable to coach to the client's request. In such situations, the coach may resign from the engagement or refer the client to other professional support.
13. **Honor** my Christian values in my professional conduct, placing neither blame nor blemish on the name of Christ, the Christian Coaches Network Intl or the coaching profession.
14. **Support** the Christian Coaches Network Intl to further professional coaching among believers.

Ethics Review

CCNI addresses issues of faith and its influence in the coaching practice.

- As Christians our ethical conduct is measured by an additional standard.
- As Christians we are duty-bound to live the tenets of our faith.
- As Christians we have the highest respect for all peoples.

Ways in which faith could manifest in coaching

- Bringing up a spiritual angle to a coaching conversation is about following the client's language.
- Coach respects the client's denominational and doctrinal issues.
- Coach respects the clients understanding of scripture and level of spiritual maturity.
- Coach is respectful of the client's right not to coach with a spiritual reference.
- Coach is respectful of the client's right not to honor their faith.
- Coach fully respects the client's journey and the pace at which God is working with them.
- Coach realizes that the Holy Spirit may inspire the coach at any point in the conversation and is open to that inspiration.
- Coach stays in the modality of coaching as opposed to pastoring, mentoring, advising, preaching, counseling, etc.
- Coach suggests a different modality other than coaching if it would better suit the client.

Ways in which faith should not be manifest in the coaching

- Coach does not impose doctrinal or denominational positions on the client.
- Coach does not judge client or express approval or disapproval for not aligning with coach's definition or expression of faith.
- Coach does not use coaching as a personal agenda to evangelize.
- Coach is not the Holy Spirit for the client.
- Coach does not use the platform to counsel, mentor, disciple, etc.

Scripture provides that disputes regarding faith should be settled among the body of Christ.

[1 Cor 6:1-2](#)

Dare any of you, having a matter against another, go to law before the unjust, and not before the saints? 2 Do you not know that the saints shall judge the world? and if the world shall be judged by you, are you unworthy to judge the smallest matters?

Further instruction comes from [Matthew 18:15-20](#)

"If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. 16 But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. 17 If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. 18 Truly, I say to you, whatever you bind on earth shall be bound in heaven, and whatever you loose on earth shall be loosed in heaven. 19 Again I say to you, if two of you agree on earth about anything they ask, it will be done for them by my Father in heaven. 20 For where two or three are gathered in my name, there am I among them."

The Christian Coaches Network Intl further supports and stands in agreement with the Code of Ethics set forth by the International Coach Federation which outlines standards for professional coaching conduct. We encourage all coaches to be familiar the Code and to refer to it when facing specific client issues.

[ICF Code of Ethics](#) | [ICF Code of Ethics FAQ](#)

Ethics Review Board

The Ethics Review Team is assembled on an "as-needed" basis. The ERT will consist of three board members and two Christians not directly associated with the executive functions of the Christian Coaches Network Intl.