

Tuff Services Ministries Code of Ethics

“Christian Coaching”

P.O. Box 530604, Henderson, NV 89053

(800) 649-0925 -- Fax: (702) 568-7760

(Amended January 17, 2019)

Part One: Definitions of Christian Coaching

****We Administer:**

Christ’s vision and mission

Scriptural principles

Christ’s presence

High standard of excellence as a trained coach

Christian coaching in the postmodern world needs to step beyond the boundaries of control established by past Christendom. Openness to mystery, receptivity to the irrational and unexpected, and readiness to be seized, shaken, and stirred by an ultimately unknowable God are not virtues in which Christendom churches normally excel. -Thomas G. Bandy, Coaching Change

Coaching develops character, life skills, spiritual pathways and the embracing of new life transforming truths. -Edward H. Hammett, Reframing Spiritual Formation

Coaching: Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

Tuff Services Ministries Coaching Relationship: A Christian coaching relationship exists when coaching includes an agreement or contract that defines the responsibilities of each party.

Tuff (TUFF) Services Ministries Coach: A TUFF Coach also agrees to practice the Assemblies of God under the strict beliefs of the Tuff Services Ministry Core Competencies and pledges accountability to Tuff Services Ministries Code of Ethics.

In order to clarify roles in the coaching relationship, it is often necessary to distinguish between the client and the sponsor. In most cases, the client and sponsor is the same person and therefore jointly referred to as the client. For purposes of identification, The Tuff (TUFF) Services Ministries defines these roles as follows:

Client: The "client" is the person(s) being coached.

Sponsor: The "sponsor" is the entity (including its representatives) paying for and/or arranging for coaching services to be provided.

In all cases, coaching engagement contracts or agreements should clearly establish the rights, roles, and responsibilities for both the client and sponsor if they are not the same persons.

Part Two: Tuff (TUFF) Services Ministries Standards of Ethical Conduct

Preamble: TUFF aspire to conduct their coaching services in a manner that reflects positively upon the coaching profession; are respectful of different approaches to coaching; and recognize that they are also bound by applicable laws and regulations.

Section 1: Conduct At Large

****As a coach:**

1). TUFF will not knowingly make any public statement that is untrue or misleading about what is offered as a coach or make false claims in any written documents relating to the coaching profession or credentials of: Tuff Services Ministries.

- 2). **TUFF** will accurately identify coaching qualifications, expertise, experience, education and training of TUFF coaching abilities.

- 3). **TUFF** will recognize and honor the efforts and contributions of others and not misrepresent them as our own. TUFF understands that violating this standard may leave us subject to legal remedy by a third party.

- 4). **TUFF** will, always, strives to recognize personal issues that may impair, conflict, or interfere with our coaching performance or our coaching relationships. Whenever the facts and circumstances necessitate, TUFF will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate our coaching relationship(s).

- 5). **TUFF** will conduct and report research with competence, honesty, and within recognized scientific standards and applicable subject guidelines. The research will be carried out with the necessary consent and approval of those involved, and with an approach that will protect participants from any potential harm. All research efforts will be performed in a manner that complies with all the applicable laws of the country in which the research is conducted.

- 6). **TUFF** will maintain, store, and dispose of any records created during our coaching activities in a manner that promotes confidentiality, security, and privacy, and complies with any applicable laws and agreements

- 7). **TUFF** will seek to avoid conflicts of interest and potential conflicts of interest and openly disclose any such conflicts. TUFF will offer to remove our services when and if, such a conflict (s) arises.

- 8). **TUFF** will disclose to the client and his or her sponsor all anticipated compensation from third parties that we may pay or receive for referrals of that client.

9). **TUFF** will only barter for services, goods or other non-monetary remuneration when it will not impair the coaching relationship.

10). **TUFF** will not knowingly take any personal, professional, or monetary advantage or benefit of the coach-client relationship, except by a form of compensation as agreed in the agreement or contract.

Section 2: Professional Conduct with Clients

****As a coach:**

11). **TUFF** will not knowingly mislead or make false claims about what our client or sponsor will receive from the coaching process or from TUFF as being the coach.

12). **TUFF** will not give our prospective clients or sponsors information or advice we know or believe to be misleading or false.

13). **TUFF** will have clear agreements or contracts with our clients and sponsor(s). TUFF will honor all agreements or contracts made in the context of professional coaching relationships.

14). **TUFF** will carefully explain and strive to ensure that, prior to or at the initial meeting, our client and sponsor(s) understand the nature of coaching, the nature and limits of confidentiality, financial arrangements, and any other terms of the coaching agreement or contract.

15). **TUFF** will be responsible for setting clear, appropriate, and culturally sensitive boundaries that govern any physical contact we may have with our clients or sponsors.

16). **TUFF** will not ever become sexually intimate with any of our clients or sponsors.

17). **TUFF** will respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement or contract. We will be alert to indications that the client is no longer benefiting from our coaching relationship.

18). **TUFF** will encourage the client or sponsor to make a change if we believe the client or sponsor would be better served by another coach or by another resource.

19). **TUFF** will suggest our client seek the services of other professionals when deemed necessary or appropriate.

Section 3: Confidentiality/Privacy

****As a coach:**

20). **TUFF** will maintain the strictest levels of confidentiality with all client and sponsor information. We will have a clear agreement or contract before releasing information to another person, unless required by law.

21). **TUFF** will have a clear agreement upon how coaching information will be exchanged among coach, client, and sponsor.

Part Three: The Tuff (TUFF) Services Ministries Pledge of Ethics

As a Christian Coach, Tuff Services Ministries acknowledges and agrees to honor our ethical and legal obligations to our coaching clients and sponsors, colleagues, and to the public at large. We pledge to comply with the created strict guidelines of the TUFF Coaches Code of Ethics, and to practice these standards with all those whom we coach.