

Memorandum of Understanding

To: All Grip-Birkman Coaches

From: Grip-Birkman Leadership Team

Date: July 15, 2020

As we strive to build unity in the Body of Christ so that more people will know Jesus, we remain steadfast to our values of community, integrity, unity, and transparency. Coaches are at the heart and soul of the delivery method for Grip-Birkman. It is our desire through this Memorandum of Understanding (MOU) to clarify expectations, commitments, and requirements to one another. We are attempting to bring clarity to the way we empower coaches and the services we offer as a ministry organization. This will help us to maintain integrity in the process and provide the most thorough and complete experience possible for our coaches.

Please know that we are open to suggestions as to how to make your experience better as a coach. In this MOU we will cover three categories for understanding:

- Uses of the Grip-Birkman,
- Our relationship to Birkman[®] International, and
- Grip-Birkman community involvement

Uses of the Grip-Birkman

As a coach, you are equipped to coach individuals and teams through their report. You are not allowed to train other Grip-Birkman coaches either on your own or with another Grip-Birkman Trainer. To learn more about the process of becoming a Grip-Birkman trainer on our website.

You are free to use the paradigms and assessment in workshop or trainings as you choose.

The assessments (Grip and Birkman) may not be copied, any portion reproduced, or translated without the written consent of Grip-Birkman.

You are welcome to use the name and logo for any promotional purposes as needed. A style guide will be posted on the website by the end of September.

Birkman[®] has their own set of guidelines and standards for the use of their name and logo. Please refer to the website for more information.

Birkman[®] Relationship

Integrity is foundational to our witness. A primary relationship where we must demonstrate the highest level of integrity is with Birkman International. Therefore, as a community, we are committing to only using your access to Birkman to serve in ministry; IE: Christian leaders, Christian churches or Christian

organizations. Any uses outside of this are not permissible under the terms of our agreement with- and our personal commitment to- Birkman® International.

The purchase of Birkman® as a stand-alone assessment aside from Grip-Birkman is not permitted. For unique situations and consideration, requests must be made to the Grip-Birkman Leadership Team in writing for review. The Grip-Birkman Support Team is not authorized to order without this review process.

Note: *Transferring from a personal Birkman® account into a Grip-Birkman sub-account costs the same as completing a new Grip-Birkman assessment.*

Relationship to the Grip-Birkman Community

Community must be modeled in our own lives. Our purpose is not for Grip-Birkman to be anyone's primary community. We are an Equipping & Releasing community, driving people back to their local context to serve the Body of Christ.

In order to model this, we believe ongoing engagement is necessary, sharing our experiences, our learnings, and our relational commitment.

Grip-Birkman is committed to creating opportunities for you to share your experiences, your learnings, and your Gifts with the Grip-Birkman community. These opportunities may include, but are not limited to:

- Coaches Café
- Newsletter / Blog
- Social Media Posts
- Video interview
- Podcast
- Annual gathering

As Grip-Birkman, we also have a desire to understand how those purchasing the assessment are being supported in their discovery journey. Therefore, we will be beginning to send out surveys to those who have completed the assessment about their experience with the tool and the coaching they receive.

Thank you for building unity in the Body of Christ, and for investing in our Grip-Birkman community.

This document will be reviewed annually. For questions and further clarification, please contact

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