

Is Coaching for Me (or us)?

Coaching is...an intentional, relational process that invites people to focus their direction, strengthen their responses, and thrive through ongoing change and challenge.

For... Rostered Leaders (RL), Congregational Leaders, Ministry Sites (MS), Councils, Teams.

To...

- Bring teams together
- Clarify ministry goals
- Prioritize
- Uncover unseen motivations
- Grow in vitality
- Connect with one's ministry context and neighborhood
- Develop leadership skills and direction
- Gain pastoral clarity
- Discern partnerships between ministry sites
- Discern calls and personal direction
- Increase cooperation of ministry site partnerships
- Anticipate conflict
- Manage differences
- Phase out a ministry

How do I know if coaching is for me or my people?

1. *Do I/we have the motivation to change something?*
2. *Do I/we have the capacity and resources now or in my/our sphere of access to make progress on my/our goals and challenges?*
3. *Do I/we need a conversation partner in the process of changing or phasing out of this ministry to help me/us discern the best way through it?*
4. *Am I/Are we ready to learn and open to new things in my/our situation?*
5. *Am I/Are we seeking an ally to be together with me/us in my/our goals and struggles?*

If YES! Then email or call the Coaching Coordinator

Kirsten Nelson Roenfeldt at coachknr@gmail.com; mobile: 320-200-9295

Coordinator will...look for a great coach match. The Coordinator will listen for common language, sense of experience and resonance around the purpose that drives the potential client and our various coaches. Then the client will receive either one name or two, depending upon the assessment of the match possibilities.

Do we have Conflict? ...Coaching is for prevention, disease management, and even hospice, just not for entrenched conflict. And so we might ask, is mediation a better fit than coaching for this group?

- Is the balance the helper has to do more about asking (coaching) or telling (mediation)?
- Will I/we be too distracted by “unhealthy behaviors” to be productive?
- If either of the above is true, mediation is a better solution.

Synod Coaching Referrals



Process:

1. Phone call to the Synod Office staff or directly to the Coaching Coordinator from a rostered leader, lay leader or a ministry site requesting help
 - a. Is the help they need coachable? (See “Is coaching for me (or us)? questions above)
2. Coaching Coordinator contacts potential coach(es), communicates the outlines of the client's situation and if more than one coach has been invited to contact them.
3. Coach schedules and completes a trial session
 - a. Both sides discern potential match.
 - b. If “Yes” on both sides, Coach will take scheduling from there.
 - c. If “No” on either side, Coach will reach out to Coordinator to assign a new match and start over on step 4.
4. Coach schedules 6 sessions with Client
5. Coach and Client assess progress on goals at session 5, determine if ending at session 6 or adding a series of 3-6 more sessions for ongoing work.
 - a. Communicate with the Coordinator if work will extend beyond the first 6 sessions.
6. When the client and coach have completed their work, the client will be asked to complete a Exit Interview with the Coaching Coordinator