

# **Guiding Principles of the Coaching Ministry of the Florida-Bahamas Synod**

**2016**

## **Connecting with God's Mission**

The mission of coaching serves God's mission to bless and save the world in Jesus Christ. God's mission has a church, God's church has leaders and disciples, and God's church has coaching as a tool to support and encourage the church's response to God's mission.

## **Mission**

Produce and multiply experienced and credentialed coaches in the lay and rostered leadership of the church to walk alongside of others.

## **Vision**

-Train and develop coaches in the Synod who will be equipped to coach other leaders in at least the following ways:

1. Use coaching skills in their ministry context
2. Use coaching skills as a mentor in a mentoring relationship with another leader (e.g. in mentoring relationships set up by other ministries in the Florida-Bahamas Synod)
3. Use coaching skills as a Coach Specialist

## **Values**

- support and accountability for leaders and teams
- continuous development of the next generation of disciples
- training and credentialing
- freeing and empowering leaders and teams for mission and teamwork
- building disciples
- intentional relationships with leaders and teams with the purpose of facilitating change
- every person has a call from God that coaching seeks to help claim and activate

## **Biblical Grounding**

Coaching is a ministry of accompaniment as expressed in Luke 10:1-3a: "After this the Lord appointed seventy others and sent them on ahead of him in pairs to every town and place where he himself intended to go. He said them, "The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest. Go on your way."

## **Definitions**

- *Coaching*: Coaching is an intentional relationship with the purpose of effecting change.

- *Coaching Specialty*: A Coaching Specialty is any area of coaching that requires directive as well as non-directive coaching (e.g. First Call Theological Education Coach, NCD Coach, Stewardship Coach, Mission Developer Coach, Interim Pastor Coach). A Coach Specialist will have experience and program content knowledge in the specialty area.
- *Welcome to Coaching*: 2 day training event.
- *Level 1 Coach*: Leader successfully completing Welcome to Coaching training. Status can be held for one year and renewed upon completion of Welcome to Coaching Refresher training (1/2 day Web-X workshop) and reporting of minimum of a total of 12 person-to-person coaching hours with minimum of a total of 2 coach clients per 12 months.
- *Level 2 Coach*: Leader successfully completes Welcome to Coaching training and Mentor/Coach relationship with successful achievement of Coachnet, Inc. minimum Assessment Score or equivalent for coaching practices. Status renewal same as Level 1.
- *Level 3 Coach*: Level 2 + ELCA Mentor
- *Level 4 Coach*: Level 2 + ELCA Trainer

## **Outcomes**

1. Coaching Culture in the Florida-Bahamas Synod with traction.
2. FB Synod Coaching Ministry Team will develop guidelines and resources for developing a robust coaching system

## **Florida-Bahamas Coaching Ministry Team**

1. Ron Lee, Level 3 and 4 Coach
2. Lou Forney, Level 2 Coach
3. Johan Bergh, Level 3 and 4 Coach, Florida-Bahamas Coaching Ministry Coordinator and Coaching Ministry Team Leader

*Updated 4-4-16*