

North Carolina Initially, NC Coaching got funding through the Michael Peeler Fund. Years later, the Bishop found unspent money in the budget. As coaching grew and its effectiveness experienced, the pathways have increased and **now we have a line item budget for training, helping with mentoring, funding for all the current pathways that utilize coaches**. Thanks to the Florida/Bahama Synod for sharing their compensation guideline. We've adopted that.

The South Dakota Synod received a generous donation from an individual who wanted to see coaching being utilized, and then another individual wanted to provide funds to support coaches who wanted to pursue more training. This has been a great way to get the ball rolling and **have a Coaching line item in the synod budget**.

In **SE Michigan** we have some **funds** that were designated for coaching **as a part of a capital campaign**. We are using those funds to support first call pastors and developers, but there's an expanding interest in supporting pastors in transition as well. These are full scholarships for six coaching sessions.

The strategy is that we will use the funds that we have to demonstrate the value of coaching and then **look to be folded into the synod operating budget in 2023 or 2024**.

At their most recent meeting, our **Western ND Synod Council set aside funds** which will be used to support coaching initiatives in the synod - primarily providing scholarships for first call rostered ministers and pastors and deacons in transition.

In **NW Washington Synod**, we have turned a corner this year with our Bishop and DEM working together with intentional conversations on defined Synod leadership priorities and using coaches, who will be compensated. It's a beginning, after five years of "dancing around it."