

Council Coaching Framework

Council coaching at Pres House helps Council members set and make progress toward their leadership goals. Staff use co-active coaching strategies to empower Council members to “find their own answers” as they work toward their goals throughout the year.¹

Coaching meetings differ from regular 1:1s as they are meant specifically for coaching on leadership goals and only last 30-45 minutes. Council members are welcome to meet with either pastor for coaching; however, it is best to choose one pastor to meet with consistently so you can more easily build on previous conversations.

Before their first coaching meeting, Council members should complete a [goal-setting exercise](#) to determine 2-3 leadership goals they will focus on for the year. They share their goals with their coach for feedback and make adjustments as needed throughout the year.

- At least one of these goals should be connected to a leadership competency from the [CFLI leadership assessment](#) they completed before Council retreat.
- At least one of these goals should be connected to the Council member’s spiritual growth.

For each coaching meeting, Council members fill out a [meeting agenda](#). They share these agendas via Google Docs with their coach at least 24 hours before their meeting (if the meeting is on a Monday, the agenda should be shared by 8 am the Friday before). Staff review these agendas and prepare for the meeting based on the individual Council member’s needs. If Council members do not share the meeting agenda at least 24 hours before the meeting, they should reschedule.

After each meeting, staff will follow up with Council members via email to summarize the conversation and clarify any next steps discussed during the meeting.

Council members are responsible for scheduling (and re-scheduling) all coaching meetings.

¹ Henry Kimsey-House, Karen Kimsey-House, Phillip Sandahl, & Laura Whitworth, *Co-Active Coaching (4th ed.)*, pg. xvi