

## Guide for Identifying Potential Training Participants: Level 1 & 2

Vocation and sense of call is deeply woven into the fabric of our life as a community of faith. In relationship to the Coaching Ministry of the ELCA, this manifests itself as the “sense of call” an individual feels to train as a coach **and** the support and affirmation of this call by synodical and congregational leaders.

This document is designed to assist leaders in giving feedback for recommending individuals to train in coaching ministry.

Identifying strong candidates for the Coach Launch process is imperative to the success of the individual and the sustainability of the coaching ministry. Below are some general characteristics desired in candidates who engage in one of the ELCA Coach Launch Process:

- **Christ-centered:** the candidate lives life with Jesus Christ at the center and seeks God’s will in all actions and decisions.
- **Good listener:** the candidate is a good listener by default and seeks to understand others fully before responding; this posture creates a safe sharing environment for others.
- **Cooperative and collaborative nature:** the candidate works well with others in many realms (congregation, community, synod, etc.) and uses gifts for the common good and encourages others to do likewise.
- **Knows self and is authentic:** the candidate knows self well and is in tune with what is needed for successful completion of tasks and motivation; likewise, the candidate is authentic when interacting with others.
- **Agent of change:** the candidate has a posture of welcoming change and sees change as an opportunity for growth and further development of skills and gifts – especially in the area of the empowering and equipping others.
- **Committed to follow-through:** the candidate has shown the ability to follow-through on assignments and tasks in daily work with little oversight.

### Understanding the Basic Skills Training Process for Level 1 Coaches:

- This course meets the requirements of the International Coaching Federation and can count toward ICF credentialing if the participant chooses.
- Some pre-work is required prior to attending the event – watching a series of very short videos and writing a one-two sentence definition of coaching.
- Participants are allowed to miss 1 session. Sessions are recorded and those who miss are encouraged to view the session, answer questions, and submit those to the trainer. This will negate the absence.
- This is an 8-week online course that meets 2 hours/week. Previously, it was a 2-day training event.
- It is comprised of 6 classes where participants learn the 8 basic skills needed in coaching.
- There are 2 Triad sessions where the class experiences peer-to-peer coaching, is observed by an ELCA trainer, and receives feedback on their mastery of the basic skills.
- There is a third/final Triad that follows the 8 sessions. This is recorded and evaluated and kept in a secure database in the ELCA Coaching cache.
- Follow-up commitment to coach at least two more people following the conclusion of the Launch course for at least 5 sessions.

**Referral to continue coach training:** Once a participant finishes the level 1 training she/he is eligible to move on to additional training as a **Level 2 specialty coach**. In this training we apply the skill of coaching to a particular area of ministry. These are called Coaching Labs. Currently we offer Coaching Labs in the areas of ***stewardship, discipleship, mission development/congregational vitality and care for creation***. This involves a review of curriculum in the ministry subject area and continued coaching practice each time the cohort meets. The labs involve 7-9 sessions and also include a commitment to coach 2 individuals at no cost in the specialty area of ministry following the completion of the lab. The total time commitment to the Level 2 Coach training process is approximately an additional 18 months. **Important point of clarification: the 18 months is not the length of the training work - but includes the follow-up commitment to coach 2 others.**

#### **ELCA COACHING TERMS:**

- Level I Coach: one who has successfully completed Level 1 training
- Level 2 Coach: completing a specific area of coaching in church life such as stewardship, discipleship, mission development, mission redevelopment
- LAB Coach: completing additional training to facilitate specialty coaching LABS including orientation into this process; requires additional work with a mentor during the first cohort