

Criteria for Reimagining Church Peer Coaches

The role of coach is a key component. In recruiting coaches who will walk alongside the action learning teams, we recommend you look for individuals who have the following skills:

- Able to engage people in finding their own solutions rather than providing counsel on what they should do.
- Able to focus on listening to others fully – both what is being said and what is not being said
- Able to effectively use question-based conversation
- Able to ask open questions in order to draw-out someone and more clearly understand their perspectives and desires
- Able to listen to get clarity about the “whole situation” rather than focusing on details
- Able to give honest, clear feedback about individual behaviors in a caring manner
- Able to share observed behaviors with people in a timely manner
- Able to create space for others to define options, recommendations, and drive solutions
- Able to help people see the benefits of collaborating/partnering with others to achieve their desired outcomes.
- Able to encourage others to try new behaviors and approaches.
- Able to create accountabilities
- Able to establish boundaries consistent with the scope of work

Leadership Experience

- Coach should have some experience in leadership within a congregation
- Coach should not have significant current leadership responsibilities that would conflict with this role (person needs to have significant margin available to engage in this work)
- Lay coaches are strongly preferred for lay action learning teams. Coach can be a clergy person but may not have a significant relationship or history with the congregation they are helping to coach.

Time Commitment

Each coach will need to commit to the following in terms of time commitment:

- Coaches must attend all gatherings when action learning teams come together for training and reflection.
- A regular meeting (in person or via phone/video) with the synod leadership team.
- A monthly connection with the action learning team they are guiding. This may include attending meetings held by the action learning team and/or phone calls/emails following up on work the action learning teams are engaged with.