# Synod of Lakes and Prairies Coaching Program

The Synod will be offering a four-part certified coaches training beginning in September 2020 to support our strategic priority of coaching being available for pastoral leaders and congregations as a means of attracting, supporting and retaining great leaders in the Synod. The training is certified by the International Coaching Federation (ICF), meaning participants who complete the four segments as well as 100 hours of coaching, will be eligible to apply to the ICF for official certification as a coach.

**Why coaching?** Many church leaders have found it helpful to work with someone on what they want and how to get there. Coaching is about asking good and helpful questions that help us listen to ourselves, become more effective, authentic or resilient as leaders and focus on that which gives us life.

**Who will be doing the training?** Rev. Dr. Laurie Ferguson, a professional certified coach, consultant, and therapist will be our leader. To learn more about Laurie, visit her website: <https://lauriejferguson.com> She has been coaching and training for a number of years and has been wanting to offer a program like this! She is delighted to be working with us on this coaching program.

**What is involved?** There will be 60 hours of training delivered in several segments, hopefully two face to face and the rest through tele-classes.

1. **Foundations of Coaching:** This two-hour Zoom class will require pre-work that includes both reading and writing a paper. End of August.
2. **Basic Coaching Skills**: 15 hours of basic training on coaching skills offered over two days (all day Monday and Tuesday until 3:00). September 13-15, 2020 and two two-hour Zoom classes. Participants will be encouraged to start coaching others after this training.

2. **Advanced Coaching and Team Coaching Skills** is another 15 hours (Monday-Tuesday) in May 2021 at Christ the King Retreat Center.

4. **Tele-classes** (six two-hour classes) that will focus on a variety of topics during summer 2021.

**What are the expectations and possibilities?** In order to be ICF certified, in addition to the training students must have 100 hours of coaching others. Because the goal of this program is to create a pool of coaches for the pastoral leaders and congregations in the Synod, each participant will be asked to provide five hours/month of reduced price or three hours of free coaching over 12 months. Although you may have people in your own presbytery to coach, there is also interest in having folks be able to have coaches from another presbytery. A directory of the participants will be shared with presbytery staff so they can refer others to you. In between the classes, there will be monthly cohort gatherings of smaller groups coordinated by the Synod to provide a learning community for each other. Once the training has been completed, an official Synod Network of coaches will be established, providing information on the Synod website about certified coaches within the bounds and an annual gathering of the Coaching Network to refresh practice, renew relationships, and learn together.

**What is the cost?** The cost per participant will be $700 for the 2020 training and $500 for the 2021 training. Room and board as well as 25% of the cost will be covered by the Synod of Lakes and Prairies.

**How do I apply?** Complete the attached application and send to [ddemeester@lakesandprairies.org](mailto:ddemeester@lakesandprairies.org) by July 24, 2020. We will notify you of acceptance into the program in early August after the committee has reviewed your application.

# Application for Coaching Program

*We encourage you to copy this into another Word document to complete.*

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Cell \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Presbytery/Congregation\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What interests you about becoming a coach?

What do you hope to give to those you coach?

How would a colleague who knows you well describe your gifts for being a coach?

What, if any, personal experience have you had with coaching – whether a professional coach or not?

A reference who could speak to your gifts as a coach (name and email): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Please check one:** Laurie knows that there will be attrition between the time we begin this program and the time it ends. It would be helpful to get a sense of what you are thinking as you begin. Your choice will not impact your selection. It is for our information and planning purposes only.

\_\_\_\_\_ I have full intentions of completing this whole program and am willing to provide the five-reduced price or three free coaching sessions/month between the first and last training. I want to have the credentials to become certified if that is what I feel/think I am called to do.

\_\_\_\_\_ I am interested in exploring this but am not sure about actually becoming a certified coach. I want to discover if this is something that is energizing and a potential part of my future work/call/ministry. As long as I am in the program, I am willing to provide five reduced price or three free coaching sessions/month.

\_\_\_\_\_ I am curious about coaching and hope to pick up some tools from at least the first session that will be useful in my relationships and settings.

\_\_\_\_\_ Other:

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Signature Date