



The Episcopal Diocese of Georgia

Coaching for Congregational Leaders *Goals, Guidelines, & Policies in the Diocese of Georgia*

Goals

Coaching is a purposeful conversation that inspires the client to be the best leader you can be. The coaching relationship works through discovery and strategic actions to produce the fruit of faithful ministry. Coaching is a process. For it to succeed, both Client and Coach must commit to each other. The degree to which such mutual commitments are kept determines the level of success of the coaching experience. The agenda is the clients with the coach providing the guidance and focus to ensure that progress is made. Coaching is not counseling or therapy. It is not a substitute for either.

What are the benefits of coaching for church leaders?

- Enhance goal-setting skills for the congregation.
- Boost self-awareness as a church leader.
- Accountability for self-generated goals.

What are the goals of the Diocesan Coaching Program?

- Help church leaders achieve their personal & congregational goals.
- Move from inspiration to the implementation of a clear action plan.
- Provide tools, plans, and strategies to expand one's ministry.

When you should request a coach?

- You are in a congregational leadership transition.
- You have particular objectives or challenges you want to address.
- You are seeking better alignment in your life (ministry, family, spiritual life).

How does the one-on-one coaching work?

- The client and coach both sign a *Coaching Agreement* (separate attachment).
- The client follows each coaching session with an email to the coach outlining agreed on action steps and insights which occurred during the session.
- The client will complete a questionnaire on at least two occasions during the coaching relationship. This feedback helps improve the coaching relationship.

What is the coaching time commitment?

- The client and coach will establish a plan with goals and objectives with a regular follow-up plan for a minimum of 6 months. The Diocese recommends at least 2 hours/month. The most effective coaching relationships involve twice monthly sessions. These can be in person, over video call, or on the phone.
- The client is responsible for taking the initiative and to maintain the relationship, but coaches will follow up and encourage when necessary.

Guidelines

- A request for a coach may be made at any time.
- Coaching arrangements generally are evaluated on 6 month intervals.
- The client is responsible for taking the initiative to maintain the relationship.
- Frequency of coaching sessions varies based upon the needs and availability of the client and the coach.
- The client agrees to engage in the coaching process by being on time, prepared, and take responsibility for keeping all commitments with the coach.
- Information exchanged within the relationship is confidential.
- 24-hour notice must be given for canceling or changing an appointment.

Policies

- All clergy in their first year of service in the Diocese as a Rector, Vicar, Priest-in-Charge, or as a full-time assistant, will have a coach assigned to them. The Director of Leadership Ministries makes the assignment after consulting with the clergy person to make an appropriate match with a coach.
- Lay leaders, particularly Wardens of congregations who do not have regularly serving clergy, are strongly encouraged to have a coach assigned to them.
- The Diocese of Georgia pays the coaching fee for the first year of coaching. After one year, the client pays \$25/month for the coaching service. There is an additional fee of \$50 when the client needs to cancel a coaching session, but fails to do so within 24 hours of the appointment time.
- The Bishop encourages the congregation where the clergy serves to pay half of the coaching fee as an investment in the ongoing development of their clergy.

Please contact The Rev. Walter Hobgood, Director of Leadership Ministries for Diocese of Georgia if you have questions or comments about coaching or if you are interested in having a coach. You can reach Fr Hobgood at 229-630-6444 or wphobg@gmail.com.