



Launch of The Donegal Coach Training Program

Dear Colleagues in Ministry,

Greetings to you in the name of our Lord Jesus Christ. We continue to be grateful for each of you and your faithful service during this long siege of the pandemic. And, like you, we are looking forward to the future!

I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ. Philippians 1:6

And how glad we are for that assurance as we enter a new season with new questions!

- What good works are we resuming as we recover (we hope!) from the pandemic?
- What has changed and will never be the same?
- What new opportunities are waiting for us?
- What is God's call in this next season of ministry and mission?

As we go into the future, we are cheered with the Good News that God goes with us each step of the way.

Launch of a Donegal Coach Training Program

Here in the Presbytery of Donegal, we are thrilled to announce a new Initiative to train capable leaders with coaching skills through a Coach Training Program led by Laurie Ferguson of Loaves and Fishes Coach Training. This program will allow us to expand our group of leaders and expand a "coaching culture" in Donegal that will equip us for the opportunities ahead. We will have our training cohort, which will begin in September 2021 and conclude in late May or early June 2022.

The Loaves and Fishes program is an International Coach Federation (ICF) accredited training, oriented around the ICF Code of Ethics and the eight competencies of professional coaching. It prepares participants to seek an ICF certification as an accredited coach. You may read more about it here: www.loavesandfishescoachtraining.com/

Laurie Ferguson is well-known and deeply valued as a trainer and facilitator by many in the presbytery. She has served as our "coach-consultant" for over a decade as we have grown as a presbytery and leaders.

Two Enrollment Options: Presbytery-Sponsored and Individual Participation

Here in Donegal Presbytery, we are offering two options to engage in our Donegal Loaves and Fishes Coach Training Program:

1. Presbytery-Sponsored Coaching Skills Training

Total Cost: Up to \$750, with scholarships available on an individual basis

In the Presbytery-Sponsored training, the presbytery will cover most of the \$2,500 Coach Training fee. Participants will be asked to contribute \$750 if they have a continuing education fund for teaching elders or affordable in their budget for everyone else. Scholarships are available on a case-by-case basis.

In return, participants will sign a covenant for engagement in the ministry and mission of the presbytery. This engagement may be through:

- Service on the Presbytery Leader Team, Connecting Our Ministry Commission (COM), or the Engaging Our Mission Committee (EOM). Other commissions or committees might be approved as well.
- Service as a coach for pastors and other leaders in the presbytery
- Service as a facilitator with congregations in the “Discovering Our Church’s Future” process to be launched with regional clusters beginning in the fall of 2021.

This deployment will be for a total of 120 hours, or 5 hours per month for two years—shorter time frames are possible as well! The Leader Team and COM will coordinate assignments. If the individual completes the entire program and satisfies all ICF requirements, they will also be eligible to be certified as a coach to launch their coaching practice. The Donegal program will include advanced training as facilitators with congregations.

2. Individual Enrollment in the Coaching Skills Training Program

Total Cost: \$2,500, with a \$750 Stipend Available

Participants pay the cost themselves in the Individual Enrollment option, with a presbytery scholarship of up to \$750 available. This option is for those looking for excellent coach training locally, with a significant cohort and convenient in-person training locations. There is no requirement for presbytery deployment. Scholarships are available on a case-by-case basis.

Who Is Eligible to Apply for The Training Program?

Teaching Elders (Ministers of the Word and Sacrament) and leaders of congregations in the Presbytery of Donegal are eligible to apply. Leaders do not need to be Ruling Elders or Deacons, although we would love for Deacons and Ruling Elders to be part of the cohort. Applicants should be people who have the interest and capability to grow into the [ICF core competencies](#). Those enrolling in the presbytery-sponsored program should be committed to equipping congregations

and pastors and to building the mission of the presbytery that we do better together. We are limited to no more than 20 people.

Training Dates and Locations

The Loaves and Fishes Coach Training Program consist of 4 Modules. See the Module description below for more information on the content of each module.

- **Module 1: Self-Directed Study** to be completed before the Module 2 Retreat. Additionally, one teleclass will introduce coaching, the code of ethics, and the eight competencies.
- **Module 2 Retreat: Black Rock Retreat Center in Quarryville. Sunday, September 19 at 5:00 p.m. thru Tuesday, September 21 at 4:00 p.m.** Participants will have their motel-style room and all meals, beginning with dinner on September 19 and ending with lunch on September 21. There will be no cost for those enrolled in the Presbytery-Sponsored Program. For those in the Individual Program, the subsidized price for room and board will be \$150. The Rev. Dr. Laurie Ferguson will lead this retreat. It is mandatory for participation in the program.
- **Module 3: Twelve Two-Hour Teleclasses and One Observed Coaching with Feedback.** These teleclasses will meet on Thursday afternoon or early evenings. The time will be determined depending upon participant availability.
- **Module 4: a 2.5-day Retreat TBD in May or June Depending upon participant availability**

How Do I Apply for Enrollment?

Applicants for the Presbytery-sponsored program and the Individual Participation Program should use the same application found here: www.surveymonkey.com/r/CoachTrainingApp

Participants will be accepted on a rolling basis. The maximum number of participants is 20. Applicants for the Presbytery-Sponsored program will be scheduled for a brief interview to determine availability and interest area for presbytery deployment.

How Do I Make Payment Arrangements?

Participants may pay the entire fee as a lump sum before the start of the program. No interest loans with a payment schedule of up to 24 months are available with a signed covenant for repayment. Payment arrangements will be developed with presbytery leadership.

I Have More Questions! Who Should I Contact?

Either Executive Presbyter Erin Cox-Holmes, erincoxholmes@gmail.com, or Stated Clerk Michael Wilson, Michael@donegalpby.org can answer questions or direct them to someone who can!

More About the Loaves and Fishes Coach Training Program

Here is what the Loaves and Fishes Training Program has to say about their program:

The Loaves and Fishes Team of ICF certified coach trainers is passionate about bringing experience and expertise to help participants develop and grow into becoming coaches.

We believe that the eight ICF competencies offer the best description of professional coaching practice. Our training is oriented around them and offers each participant the opportunity to develop their coaching stance through practice and formation based on those competencies.

We know that coaching is both a mindset and skill that are developed through training and feedback. We see our training as formation – an opportunity to explore and grow as a coach in a community of practice.

We know that coaching, like any profound craft, cannot be taught only by words. There must be imitation, practice, refinement, feedback, and the development of one's own unique application of the basics.

It is also a core belief that coaching serves the transformation of both the individual and communities. Our view of coaching is that it can provoke and challenge changes that are needed in our world.

The best coaching we know travels in a horizontal direction towards action and is grounded in a vertical commitment and purpose that is larger than one's self. We encourage those who train with us to become clear about their own commitments and find ways to stay connected to their purpose as they seek to help others.

We believe coaching is a bridge, a conduit for the transformation of lives and organizations. It is a mindset that invites potential and helps turn dreams into action. Coaching is a means to help the future God is dreaming come into being.

The loaves and fishes story is one of abundance and justice. From a little, the miracle happened that everyone was fed. No one was left hungry. We find the same energy in coaching –energy for change, transformation, and new life.

More About the Modules

The training is divided into four modules of work which include significant amounts of coaching practice. At the conclusion of the training, you will have 60 hours of training as part of your ICF certification process.

Module One (To Be Completed Before the Module 2 Retreat)

- The first module begins with an eight-hour self-study based on selected chapters in the text, *Coaching for Transformation: Pathways to Ignite Personal and Social Change 2nd, Ed.* By M. Lasley, V. Kellogg, R. Michaels, and S. Brown.
- Participants write responses to the reflection questions which are assigned. The reflection paper is due at the time of the introductory class.
- Introduction to Coaching class. This is the first two-hour teleclass, and it introduces the Code of Ethics and the eight competencies.

Module Two (two and one-half days): September 19 – 21 at Black Rock Retreat Center Quarryville

- Creating the Coaching Relationship
- Creating trust and safety
- Power Dynamics in Coaching
- Listening Actively
- Coaching Mindset
- Coaching Presence
- Evoking Awareness through Questions
- Structure of the Coaching Conversation
- Facilitating Growth through goals and actions
- Observed Coaching with written feedback

**Module Three (twelve two-hour teleclasses and one observed coaching with feedback)
Classes will be on Thursdays, based upon participant availability**

The content is based on chapters from the text and integrates the material with the ICF competencies. The format is 45 minutes of presentation/discussion and one hour and 15 minutes of coaching. Preparation time for each class is thirty minutes of review of the material.

- Core Coaching Skills -Part 1
- Core Coaching Skills Part 2
- Calling out the Power
- Exploring Needs and Values
- Coaching and Multicultural Awareness
- Deep Listening Part 2
- Coaching and Emotional Resonance
- Embracing the Shadow
- Power, Privilege, and Coaching
- Neurobiology of Coaching
- Coaching and the Process of Change
- Observed Coaching with written feedback

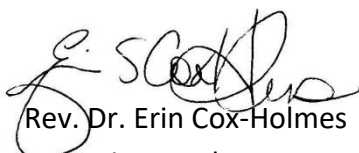
Module Four (two and one-half days): Retreat in late May or early June based upon participant availability

- Team and Group Coaching
- Content-focused coaching with churches
- Tools and Assessments in Coaching
- Motivation, Gremlins, and the Saboteur
- Creating your Coaching Plan and Goals
- Observed Coaching with written feedback

There are three coaching observations with written feedback and numerous opportunities for your coaching to be observed and given verbal feedback during the training hours.

Please be in touch with any questions! Blessings upon each of you!

On behalf of the Leader Team and the Connecting Our Ministries Commission,


Rev. Dr. Erin Cox-Holmes
Executive Presbyter


Rev. Dr. Michael Wilson
Stated Clerk