

## LEAD Peer Coaching Ministry Overview

An essential element of the LEAD process is the support provided by LEAD peer coaches. The role of the peer coach is to accompany the congregational LEAD team on their LEAD journey by providing active listening, providing a clear sounding board and offering pertinent feedback. LEAD peer coaches ask pertinent and powerful questions that stimulate congregational LEAD teams to think in new ways. They help keep the congregational LEAD teams on track throughout the LEAD process and hold them accountable for their plans and goals.

### Do you have the gifts to be an effective LEAD peer coach?

LEAD peer coaches often have direct experience with the LEAD process, having participated in their own congregation's LEAD journey. But this is not an essential requirement. One of the most important aspects of being a peer coach is the ability to ask great questions that help a congregation see different perspectives and move forward with their desired changes. As a peer coach, you don't need to know the answers. Characteristics of persons who feel personally called to serve as coaches frequently include;

- **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.

### What do I need to do to become a LEAD coach?

To be a LEAD peer coach, you must complete ELCA provided general coach training as well as LEAD-specific coach training.

- **General coach training** (referred to as Level 1 Training) consists of attending a two-day training event sponsored by the ELCA during which you will learn, apply and practice good coaching skills. This training is sponsored by the ELCA on the territory of the DE-MD Synod. The next ELCA Coach Launch Level 1 Coach Training will be offered as follows:

## Level 1 Coach Training/ELCA Coach Launch

When: Friday – Saturday, May 17-18, 2019  
8:00 am – 4:30 pm

Where: Salem Lutheran Church  
905 Frederick Road  
Catonsville, MD 21228

- The Synod covers the cost of this training for all participants in return for a commitment to serve as a LEAD Peer Coach for at least one and no more than two LEAD congregations over the three years following the completion of Level I Coach Training.
- **LEAD-specific coach training is provided by LEAD**, usually in association with scheduled LEAD Seminars on the territory of the Synod.

### What are the expectations of LEAD coaches?

Once you have completed the required training, you will be assigned to a LEAD congregation. As a LEAD peer coach, you will be expected to meet with the congregation's LEAD team on a monthly basis for approximately one hour either in person or by teleconference. If you participate in the ELCA Coach Launch Training Event to be held May 17-18, 2019, you will be expected to serve as a Peer Coach for at least one congregation and no more than two congregations over the three years following your training. You will accompany the congregation(s) you coach and attend all LEAD Learning Seminars. These one-day seminars begin on Friday evening and wrap up mid-day Saturday and are conducted two times per year (February and August). (The coach training usually occurs during the day Friday)

### What kind of ongoing support will I receive as a LEAD peer coach?

LEAD staff provide ongoing training and support for peer coaches. LEAD hosts monthly web-based meetings with all peer coaches to address questions, share experiences and enhance coaching skills. In addition, LEAD provides in-person peer coach training sessions in concert with the LEAD Learning Seminars.

LEAD peer coaches are compensated for their time and effort by LEAD congregations. Some peer coaches have chosen to donate this money to the Synod in order that additional congregations can participate in the LEAD process, although this is completely up to you.

### I'm interested in learning more. What should I do next?

First, bring your sense of call for this ministry into prayer. Is this how God might be leading you to share your gifts with other congregations in service to Jesus Christ? If so, review the materials available on the LEAD website at <https://waytolead.org/lead-peer-coach-training-demd/> to explore your interest and move forward.

*May you and the congregations you serve be richly blessed!*