

**The unexamined life is
not worth living.**
-Socrates

What Is Coaching?

Coaching is an ongoing partnership that helps leaders realize fulfillment in their personal and professional lives. Through the process of coaching, leaders deepen their learning, improve performance, and enhance their quality of life.

Coaching involves regular interaction with the Coach who listens, asks questions, introduces helpful resources, and offers insights gained by experience, training and study.

A skilled Coach will often demand more of you than you would of yourself, while providing you with the encouragement and the resources you need to take the next step forward.

The discipline of regular coaching sessions will move you toward your goals more quickly than you would move on your own



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Coaching Services

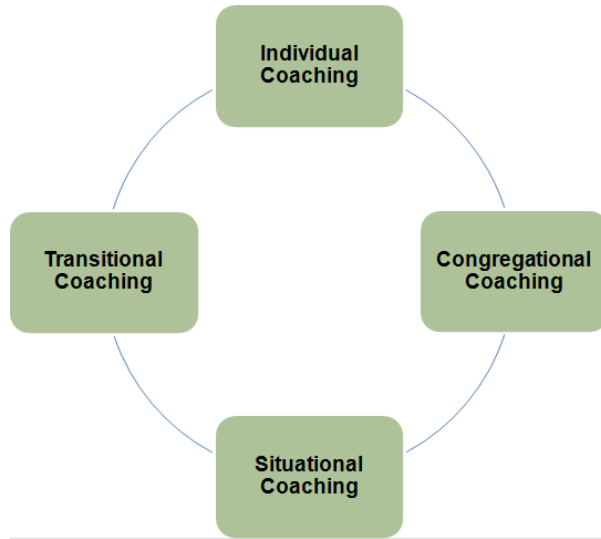
**“The most important things
are learned only through
close examination.”**

**NexStep Coaching and
Consulting**

Dr. William Hoyt



The Four “Flavors” of Coaching



Individual Coaching

Individual Coaching is a long term coaching relationship designed to identify personal and organizational growth barriers, solutions, and action plans for change and growth. In the initial session specific goals are established with subsequent sessions focused on addressing the stated goals. The duration of this coaching relationship is determined by the person being coached.

Coaching sessions are typically scheduled every two to four weeks for maximum effectiveness.

The person being coached and the coach periodically evaluate the progress being made and the topics, assignments, and frequency of sessions are adjusted accordingly.

Congregational Coaching

Congregational Coaching is not a remedial strategy for dysfunctional and ineffective churches. It is designed for relatively healthy and effective churches that know they are capable of making an even greater impact and being more effective in helping people find and follow Jesus.

Congregational Coaching often follows a congregational assessment. The Congregational Coach assists the church in following-through on the Prescriptions given in the Assessment Report.

A Congregational Coaching relationship typically lasts for about twelve months with the coach physically on-site 4-10 times. Virtual coaching sessions using the Internet and conference calls fill out the coaching relationship.

An on-site coaching day consists of three parts. It begins with the coach working with the Pastor in the morning. The afternoon is spent with the Pastor and the staff. The evening finds the coach and Pastor meeting with various groups of lay leaders.

The coach makes a wealth of experience, knowledge and wisdom available to the church leaders, helping them change and grow in their leader-ship. As the leaders grow, the church becomes healthier and more effective.

Situational Coaching

Situational Coaching is a short-term coaching relationship that is focused on a particular challenge, opportunity, or relationship the church or pastor is facing. In most instances, the coaching relationship lasts between four and eight sessions.

The Situational Coaching relationship often spans three to six months, depending upon the complexity of the issue and the effort put forth by those being coached.

Transitional Coaching

Transitional coaching takes place in a church during the transition between pastors. Often a Transition Pastor (Intentional Interim) is recruited to serve the church throughout the interim period.

The Coach works with the Transition Pastor, the Staff, the Board, key lay leaders, and the Search Team. The purpose is to help the church prepare itself for its next Senior Pastor.

The strengths and weaknesses of the church are assessed, unresolved issues are identified and processed, and the Mission and Vision of the church are clarified.

The Search Team is trained and coached through the entire search process. Highly qualified potential candidates are identified and presented to the Search Team for consideration.

Because of this, since the day we heard about you, we haven't stopped praying for you and asking for you to be filled with the knowledge of God's will, with all wisdom and spiritual understanding. We're praying this so that you can live lives that are worthy of the Lord and pleasing to him in every way: by producing fruit in every good work and growing in the knowledge of God...

Colossians 1:9-10