

ELCA Coaching Ministry Stewardship Lab

*Multiplying Steward Leaders. Growing Disciples in daily life.
Walking alongside individuals as they accomplish the work to which God has called him or her.*

In response to a 21st century vision for strengthening disciples of Jesus Christ; and in support of ELCA efforts to encourage coaching as an approach for growing well-formed stewards and leaders, a stewardship coaching ministry has been developed for use in congregations and synods.

“What is stewardship?” For many people this question is often addressed in their personal faith journey by parents, close relatives or pastors. In his book *Ask, Thank, Tell*, Rev. Charles Lane describes the role of stewardship in the congregation as, “... *helping others grow in their relationship with Jesus Christ through the use of the time, talents and resources that God has entrusted to them.*”

For many people this description challenges a 20th century view of stewardship that focuses on getting money for the church, Time & Talent Sheets or simply managing gifts. Being a Steward is about a growing relationship with Jesus Christ that uses the gifts entrusted by God to the individual and the congregation.

“What is coaching?” The work of Robert E. Logan is helpful here. For our purposes we define it as: *The process of coming alongside a person to help them grow in Christ, discover God’s gifts, and connect with the Holy Spirit to see these gifts used for God’s work.*

There are significant similarities in the answers to these two questions. Both stewardship and coaching have firm foundations in scripture. While the word stewardship is not found in scripture, the word steward appears frequently. There are numerous supporting passages and parables. One example that demonstrates important principles is II Corinthians 8:1-7:

1. Received the grace of God ... it is grace^[L]_[SEP]
2. Gave themselves first to the Lord ... total commitment
3. Beg for the privilege to share ... complete involvement
4. Voluntarily gave ... according to their means^[L]_[SEP]
5. Gave beyond their means ... extreme sacrifice^[L]_[SEP]
6. Wealth of generosity ... during affliction and in poverty
7. Abundant joy ... overflowed

While the word coaching also does not appear in scripture, there are many examples. We recall God’s conversations with individuals such as Moses. Jesus’ relationship with the disciples demonstrates a long-term coaching process that involved both personal and group sessions. Another model of coaching is provided by Barnabas as found in Acts 11:19-26.

There are three important principles that serve as a foundation for coaching:

1. *Listen* - In Matthew 13 we read how Jesus instructs, “Let anyone with ears listen!”^[1]_[SEP]
2. *Equip* - In Ephesians 4:12 Paul talks about gifts given to us “to equip the Saints for the work of ministry.” We are engaged in a ministry that requires both equipping and partnership in the Body of Christ.
3. *Encourage* - In I Thessalonians 2:11-12 Paul reminds us to encourage one another “to lead a life worthy of God.”

Stewardship coaching can be used in a variety of ministry settings, such as: family and household faith development, congregation based leadership development, community and social ministry organizations, synodical leadership, domestic and global ministry, and more. The participants in coaching ministry are most likely rostered or lay leaders with a passion for stewarding God’s gifts and helping others. The goals of the ELCA Coaching Ministry and Stewardship Lab are:

1. Offer perspectives, practices and skills to grow well-formed steward leaders
2. Accompany others in their faith journey as we grow together in Jesus Christ
3. Discover how the gifts given to each person can be used for God’s work
4. Equip courageous and wise leaders as stewards of all God provides
5. Multiply steward leaders in our households, congregations, communities and world.

The expressions of “being” and “doing” are often discovered during this journey. Through the stewardship coaching process an experienced ELCA Recognized Coach guides a growing Steward Leader in:

1. Discovering how God is calling one to steward the gifts entrusted to him or her
2. Identifying and affirming one’s individual gifts and skills^[1]_[SEP] as a Steward Leader
3. Expressing personal life experiences and stories related to being God’s steward
4. Finding one’s voice on matters of stewardship, as an expression of faith
5. Discovering that stewardship introduces one to a world beyond oneself

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OVERVIEW – ELCA Coach Launch and Stewardship Lab

Day One and Two: ELCA Coach Launch with ELCA Coach Trainer (face-to-face)

(Level I Coach Training)

- Learn and practice the Chain Model for Coaching based on the CoachNet® Training System
- Receive Coaching Resources

Weeks 1-6 are based on the above training:

- Participate in and complete two coaching sessions with a triad of peers
- Complete seven short written homework assignments
- One recorded triad and the written assignments are submitted for evaluation by the coach trainer
- Receive recognition as an ELCA Level I Coach upon successful completion of triad and written work

Day 3 (online or face-to-face): Orientation - Intro to Stewardship Coaching Lab

(Level 2 Coach Training)

The Intro Lab Session may take place immediately following day two of ELCA Coach Launch or a separate day in the future, after one has received a designation as a Level One Coach in the ELCA.

The day may include one or more of the following:

- Meet Lab Coach in person or via the web. Build relationship with members of Lab cohort
- Review of ELCA Coach Launch
- Expectations and accountability: personal and that of one's synod and/or congregation
- Establish Coaching Covenant
- Goals of the Stewardship Lab. Session outlines. Receive resources. Flow of Labs.
- Complete Competencies of a Well Formed Leader (PDF) and Concentric Circle worksheet
- Set times to meet and means for communication for sessions and for turning in homework

Review Session and Lab Sessions I-VII are scheduled 3-6 six weeks apart and begin following the completion of all requirements for becoming an ELCA Level One Coach. The purpose of coaching in stewardship is to become a well-formed stewardship leader –increasing ones *perspective, practices and skills* related to stewardship.

- Participants assigned to a cohort. With ELCA Lab Coach determine own coaching schedule
- Each session is 75-90 minutes in length and takes place by phone or web based tool
- Each session has pre-work that includes reading books, articles, possible web exploration of a resource and one or more exercises, reflections and written responses

The conversations during the Lab sessions follow a format using the core coaching skills– Generous Listening, Bold Questions and Focused Action Steps based on the Chain Model for Coaching:

- Connect: Establish the coaching relationship. Build trusted, authentic relationships

- Hear: Focusing on and understanding what the other is saying and sharing
- Articulate: Asking questions that reveal the client's deepest needs
- Implement: Developing and maintaining an effective coaching plan. Action steps
- Notice: Evaluate. Celebrate. Revise. Plan. Time for reflection, summarizing and sharing

ELCA COACHING MINISTRY
Stewardship Lab – Overview of Sessions
Live It! Coach it!

Review Lab: Build Authentic Trusted Relationships

- Debrief ELCA Coach Launch experience and peer coaching in triads
- Revisit and review Coaching & Stewardship resources received in Coach Launch & Lab
- Complete Competencies of a Well Formed Leader (PDF) *if not already completed*
- Re-establish and review Coaching Covenant with Lab Coach and one another
- Establish regular times to meet and test communication tool to be utilized

Session 1: Ground Oneself in Biblical and Theological Principles

- *Giving to God* by Mark Allan Powell (book)
- "Biblical Passages on Stewardship" (PDF)
- "The Depth and Breadth of Stewardship Theology," Rev. Michael Meier (PDF)
- "Personal Money Autobiography" (PDF)
- Competencies of a Well Formed Leader (PDF)

Session 2: Trust in God's Abundance

- *The Great Permission* an Asset-based Field Guide (book)
- *The Power of Asset Mapping*, Luther K Snow (book)
- "Personal Money Autobiography" (PDF)
- *How Much is Enough?* Catherine Malotky, Editor (book and PDF)
- "Competencies of a Well-formed Steward" (PDF)
- "How-to Guide for Stewardship Competencies" (PDF)

Session 3: Embrace Financial Health as an Expression of Faith

- *New Consecration Sunday Program*, Herb Miller (book)
- "Money Leadership in Thriving Congregations," Ed Kruse (PDF)
- "Building a Case for Ministry" (PDF)
- "How to Prepare a Missional Spending Plan" (PDF. 4-parts)
- "Giving Thought to a Narrative Budget" (PDF)
- "Congregational Money Autobiography" (PDF)
- "Congregational Trend Report" for one's congregation
- "Congregation Distribution of Giving Chart"

Session 4: Perceive Connectedness

- *Ask, Thank, Tell*, Rev. Charles Lane (book)

- “20 Stewardship Practices” (ELCA website 3pdf’s: Poster, Uses, Inventory)
- Year Round Stewardship Calendar (poster)
- “Providing for God’s Mission in the 21st Century” (PDF)
- “Personal Household Budget” - Rediscover Macedonia (PDF)
- “Build the Case for Your Congregation”

Session 5: Engage and Critique Culture

- *Sabbath Rest: Finding Rest, Renewal and Delight...* Wayne Mueller (book)
- “Stewardship of Creation,” Dr. David Rhoads (PDF)
- “Lifestyle for Simplicity,” Rev. Michael Benethum (PDF)
- Quotes from Mark Alan Powell on Culture (PDF)

Session 6: Hold a Holistic Perspective

- *Embracing Stewardship*, Charles R. Lane & Grace Duddy Pomroy (book)
- “Talking Together as Christians Cross-culturally” (PDF)
- “Ten Steps for a Congregational Stewardship Visit” (PDF)
- “Will & Trust Workbook” (PDF)

Final Session 7: Competencies in a Well-formed Steward Leader

- Competencies of a Well-formed Steward Leader (PDF)
- Concentric Circle diagram (PDF)
- Post Assessment and Evaluation

Level 2 Labs Coaching ICF Competencies Focus for Each Session

Session 1

- Meeting Ethical Guidelines and Standards
- Establishing Trust with the Client – **Coaching Hacks** pgs. 80-82
 - + How were goals clarified?
 - + How did you hear trust being developed?
 - + How much time was spent listening?
 - + What have you learned about building trust in a coaching relationship?
 - + How will this coaching experience help you sharpen your skills?

Session 2

- Active Listening - **Coaching Hacks** pgs.80-85
- Coaching Presence - **Coaching Hacks** pgs.46-52; 101-102
 - + How were goals clarified?
 - + How did you hear trust being developed?
 - + How much time was spent listening?
 - + What examples of active listening did you experience?
 - + What does it mean to have a coaching presence?
 - + How will this coaching experience help you sharpen your skills?

Session 3

- Powerful Questioning - **Coaching Hacks** pgs.51-65; 86-88
- Direct Communication - **Coaching Hacks** pgs.99-100; 105-110; 118-119; 122 – 123; 126-127
 - + How were goals clarified?
 - + What powerful questions did you hear?
 - + What words or phrases have you experienced as having a significant impact on a coaching experience?
 - + How will this coaching experience help you sharpen your skills?

Session 4

- Creating Awareness - **Coaching Hacks** pgs. 60, 93-98; 112-123
- Establishing a Coaching Agreement - **Coaching Hacks** pgs. 33-34; 70-76
 - + How were goals clarified?
 - + How can you create a greater awareness and stronger commitment to action through your questions?
 - + What important attributes of an agreement can you identify from the coaching experiences today?

Session 5

- Designing Actions - **Coaching Hacks** pgs. 55-57; 89-92
- Planning & Goal Setting - **Coaching Hacks** pgs. 108-110; 116-117
 - + How were goals clarified?
 - + What key actions did you hear?
 - + What questions helped to move toward planning and goal setting?

Session 6

- Managing Progress and Accountability - **Coaching Hacks** pgs.67-68; 103-104; 124-125
 - + How were goals clarified?
 - + What qualitative and quantitative approaches can be used to measure progress toward caring for creation goals?
 - + What examples of powerful questions did you hear?
 - + How did the coach help the client express plans for accountability related to the plan/action steps?