

# **Coach Northwest, the Coaching Ministry of the Northwest Washington Synod Report for the 2024 Synod Assembly**

## **What is Coaching?**

Coaching is an intentional relationship in which the trained coach uses powerful questions, strategic listening, and accountability to uncover and utilize a client's strengths and insights to accomplish their goals. A coach accompanies, listens deeply, and asks questions that will empower clients to take the next step. Coaching is most effective with individuals or groups who are looking to grow, change, or accomplish something. Coaching empowers leaders who power the church.

## **What is Coach Northwest?**

As a ministry of the Northwest Washington Synod, Coach Northwest seeks to move forward the mission of God as expressed through Synod priorities. We accompany and support leaders, work with teams and councils in discernment, and listen for where God might be calling us next. Coach Northwest consists of a Coach Coordinator, an Administrative Assistant, a network of trained coaches throughout the Synod, and a Steering Team made up of several coaches, the Coach Coordinator, the Administrative Assistant, and a member of Synod Staff.

## **Current Projects and Priorities**

### ***Transition facilitators:***

We accompany and equip transition facilitators in their work with congregations in transition throughout the synod.

### ***Group Coaching:***

An exploration of mutual support and growth through a monthly gathering of women coaches.

### ***Coaching Collaboration:***

Through a grant received from the synod and churchwide, we are providing pairs of coaching to groups of congregations or ministry sites who are looking for ways to collaborate on shared ministry projects.

### ***Active Status for Coaches:***

As part of a national effort to maintain a pool of qualified and competent coaches, we have implemented standards for maintaining 'active status' as a coach within the synod.

### ***Trainings:***

Synod coaches participated in a training around team coaching (in order to better serve the needs of the synod) and we also trained 9 new coaches. Post-training, we are engaging in internal development and support of coaches.

***Building a Culture of Coaching:***

Trinity Lynnwood has been engaging in a long-term process of building a culture of coaching within the congregation. Lay and rostered leaders have been trained as coaches and embedded in the congregation to support ministry projects and mission priorities. The model deepens lay leadership within the congregation and expands the richness and effectiveness of their ministry. Trinity Lynnwood provides a model for what may be possible in other settings.

***Steering Team:***

A team of coaches meet quarterly with the coach coordinator and the administrative assistant to engage in visioning, strategic planning, and support.

***Transition Process:***

With our current Coach Coordinator transitioning out of the position, we are currently seeking candidates to continue this work.

***One-on-one Coaching & Team Coaching*** for lay and rostered leaders. All leaders in the Synod are invited to seek one-on-one or ministry team/council coaching for areas they would like to grow, change, or accomplish something. More information about coaches and coaching can be found on the NWWA Synod website.

**Future Directions**

We are committed to engaging with our cohort of coaches in the synod to ensure best practices are followed, that coaches have access to continued training, and that we are working in partnership with the Synod Office to align our priorities. We hope to build a robust coaching network and coaching culture within the Synod that will empower and equip leaders to identify and take their next most faithful step.

In the short-term, we are transitioning from one coach coordinator to the next and will be combining the coordinator and admin roles back into one position. Our hiring process is ongoing and we look forward to welcoming in a new coach coordinator to continue this vital ministry of the synod.