

Coach Coordinator 2018 Annual Report

Submitted by Bob Richardson, Coach Coordinator for Eastern Ohio and Western Reserve Associations.

As anticipated, due to the transitions taking place in the leadership of the Associations, 2018 has been, and continues to be a year of ongoing transition in the area of coaching as well.

It was not long after Bonnie's departure that it became evident that coaching would not be able to continue as it was at that time configured. This led to an evaluation of the coaching that had been done to date, as well as the coaches who were available to be called upon, and the areas of coaching we were reasonably able to offer. In addition to this evaluation, and more importantly, the areas of coaching need - both as expressed by our congregations and as expected and anticipated to be requested in the future - were considered. From this, a "Proposal for Coaching in the Associations" was drafted and presented to the Vitality Committee in February for review. This would be the first of eight drafts worked on through the year - each one helping to focus the direction and scope of coaching we would offer, as well as identifying what would need to take place to bring the proposal to fruition. Based on all of this, work was begun to address the various areas identified (as noted below):

- In the area of Coach Training:
 - Permission was sought and granted for me to use Keith Webb's concepts and model for our use in the training of additional coaches. (Keith trained our first coaches. His C.O.A.C.H. model is one of the foundations upon which our coaching is built.)
 - Work to develop training based on Keith's model was begun.
- In the area of Interim Coaching:
 - Interim training offered through the Ohio Interim Ministry Network was videotaped, which was planned to be adapted for our use locally with persons in interim settings who have not had interim training, equipping them to better lead a congregation through the vital developmental interim tasks.
 - Recruitment of trained interims to be additionally trained as coaches was begun - which would enable them to serve as coaches to assist congregations in interim settings who cannot afford a fulltime, trained interim. This would provide a means for congregations in this situation to contract with a trained and skilled interim coach, enabling them to do the vital interim work despite size and limited financial resources.
 - I received training and licensure through the Center for Parish Development to coach congregations through the developmental interim tasks using their resources. In addition, I began to explore the possibility of additional training and licensure opportunities with the use of their resources with our coaches and interims to meet the anticipated need in this area.
- In the area of Congregational Revitalization:
 - I received training and licensure through the Center for Parish Development to coach congregations using four of their modules:
 - Getting Ready for Renewal
 - Listening to the Spirit - Assessing the Now
 - Discerning God's Call
 - Joining God in the Neighborhood- each again with an eye not only for use in our congregations but also to possible additional training and licensure opportunities for additional coaches.
 - Conversation with the Center for Progressive Renewal was begun, looking at some of their modules for our potential use.

- In the area of “Threshold Congregations” (those looking at possible closure and legacy situations)
 - Gary Halstead and I am currently engaged in a certificate granting program through the Center for Progressive Renewal to learn all that we can to assist congregations facing this reality in their future. Done of course with the anticipation of developing training in this area for additional coaches in our Associations as needed.
- In the area of Administration:
 - An hourly amount for payment to coaches was set and details worked through with Mabelle Miller, who agreed to oversee this area, dealing with all of the specific details of how billing and payment would be processed in accord with IRS and local tax regulations.
 - A contract for use between coaches and congregations was drafted.

Other areas of work and interest:

- Conversations were had with staff and Vitality Team members of the Presbytery of the Western Reserve regarding potential overlap of efforts and resources, with an eye to the possibility of working together in an ecumenical, economical and beneficial way for both denominations.
- Through September, a total of 97 hours of coaching have been completed by 5 coaches in 8 different settings in 2018.

Looking ahead, the future will continue to a time of transition as I have been informed that this position now comes to an end. What will happen going forward remains to be seen. I believe a foundation has been set, upon which to both build as it seems appropriate, as well as to intentionally discard as desired. As I have come to know in my life, endings are beginnings, and as our faith tells us, death leads to resurrection. It has been an honor, a privilege, and a joy to have served you in this position these past two years of transition. I would have liked to have continued working to bring all that has begun and is in process to completion. But God has other plans. I am confident God has brought it all to this point and will continue to lead it in the future. In this, all is, and all will be good.