

Coaching

Presenter: David VanDenburgh
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Senior Pastor at Loma Linda and Kettering
Then, teaching at Kettering College of Medical Arts

Released from stress by taking teaching position.

Preaching and teaching, pastoral care, and administration: tasks of senior pastor.

150 students in his classrooms per day. Few are SDA's, and ½ not Christians.

Introduction to Christianity, end of life, spirituality and health care, etc.: subjects he teaches.

Got degree at Fuller: intersected study with psychology and theology

Married to nurse who works for Kettering Medical Center. She runs the parish nurse program for the community.

Son who finishes AU and one who teaches at AU Academy.

How got into coaching: while doing research and doing pastoral theology.

Pastor comes from the Latin for "shepherd." We are disconnected from the shepherd understanding.

He found "coach" as the best term to unfurl the understanding of "pastor."

Idea is: encourage people, stimulate people, help them obtain the vision God has for them, etc.

Got interested in coaching as result of doctoral research.

Wanted to help pastor to help them become what God wants them to be.

Went to a coach-training program: Institute of Life Coach Training

Franklin Covey: human development organization-leadership coach training.

Then, got connected with Marshall Goldsmith: premier executive coach. He would need around \$50,000 in contract to work with him.

What Got You Here Won't Get You There by Goldsmith

Launched a business from there called “Christian Leadership Institute.”

Have worked with pastors, educators, and health care.

Coach derives from the old word for a horse-drawn carriage: coach

Coaching is about helping people to get from where they are to where they want to be.

A lot of people associate coaching with sports.

Tiger Woods’ coach is probably not as good golfer as Tiger.

Usually, the coach is not as good as the pastor, for instance.

Great thing about coaching is that you don’t have to know the answers, but rather ask questions.

Coaching really is a kind of personalized learning.

Coaching is not really so much teaching people stuff as it is helping them to figure out where they want to go.

Takes inspiration and information and helps them to actualize it and master it.

Not so much about info and inspiration, but about action.

We as pastors are a whole lot better in telling people what they need to know rather than helping them to figure out where to go.

We are more directive than we need to do.

All of us are successful for some things we do, but are also successful in spite of other things we do.

If we can identify those things: those we are successful for and those areas we are weak in and succeed in spite of them.

Coaching is about helping a student to learn rather than teaching them.

Jesus died to provide freedom of choice...

Iraeneus: the glory of God is man fully alive!

We’re trying to help people move into their God-given potential.

Pastoring is helping people to become what God designed them to become.

Eph 4:11-16

What coaching is not....

Difference between mentoring and coaching

What I'm doing right now is training...

Some things I want to teach you....

Coaching asks permission before advice is given.

As opposed to coaching, therapy focuses upon the negative of the past and problems that need to be dealt with.

Mentoring focus lies more with the mentor than the mentoree...

Coaching has the impetus and responsibility upon the PBC.

Coach and client have a designed alliance.

If coaching is not....see the handout

Coach can be an advocate to help a pastor say "no" to something.

Coaching happens in the gap.

Help the client to close the gap.

What would it look like if the gap were closed in your marriage?

If unattainable goals, ask: What are the chances you will be able to attain your goals?

Don't kill their dreams.

Call the PBC for a realistic action plan?

And, how would you like me to hold you accountable for reaching that action plan?

Help them clarify, develop commitment, envision their future, avoid distractions, discern their resources, and destroy the Gremlins. See page 9 of handout.

Envisioning the future: (Too often the pastor develops the vision for the church, but not what the church wants.)

The Gremlin: everybody seems to have something inside of them that defeats them consistently.

What is that Gremlin in your life?

The lady who couldn't get started writing her dissertation needed to know that her Gremlin was the need to do her paper perfect. She was reluctant to try; because she might expose and reveal her lack of competency.

This class is designed to add coaching to your toolbox of leadership skills.

Not everything we've experienced in pastoral ministry sets us up to be good coaches.

Page 10: some important qualities of a coach.

Need to be concerned more about the client's success than your own as a coach.

There needs to be a willingness to accept feedback and criticism.

A coach needs to have the ability to be invisible and overlook need for credit.

Dave does minimum of 3 months in coaching relationship with 30-40 minutes a session.

Break

Accountability: if PBC suggests that he needs to be called to check his follow-thru

We let people slide by in the church because of volunteerism and kindness as Christian

See professional boundaries (see page 11)

Negative stuff...marriage problems, suicidal people, etc.: they need therapy.

Positive stuff...lives are doing pretty good, successful leadership-type people that could do better.

This is the place where coaching comes.

As a pastor too often we spend 80% of my time working with dysfunctional people rather than 80% with those who could be potential leaders.

What a dream!

Page 11: a coachable client

The art of asking questions, page 12

Important part of the skill set of a coach is to ask questions and listen.

Be genuinely curious.

Curiosity: importance of pursuing, “I’m just wondering about...”

Page 14 offer key coaching questions.

Would it be Ok if I gave you a homework assignment?

What is it to have a rich, full life?

What is present when I’m at my best?

What am I resisting?

What am I unwilling to change?

How can I have this be easy?

Two favorite questions:

What do you want to do with this?

How is that working for you?

Great coaches see PBC’s as capable.

Section III. The Coaching Process