

The three-step process of orientation/reality check, assessment/discovery, and interpreting data/discernment worked well. The openness of the process as well as the adaptability to our context was refreshing. While a step-by-step guide would have alleviated some fear for the majority of leaders, I appreciated the way the method employed by our coach stretched us beyond our comfort zones and linear ways of thinking. The staff and leaders were impacted the most. The impact was greatest in the area of being forced to come face-to-face with the realities of the world in which we live and the position of the church.

The impact was also great in regards to the hope, excitement, and energy that were produced because of the journey. Likewise, relationships were deepened and new ones began. I would highly recommend this journey for congregations seeking to understand the reality of where they find themselves in order to discern ways to move forward beyond the four walls of the church.

Randy McKinney, Pastor
Longview Baptist, Raleigh, NC

Contact Eddie Hammett, CBFNC Church & Clergy Coach, for information about the CBFNC Congregational Coaching network, additional insights, costs and dialogue to determine if congregational coaching is for you.

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Eddie is a Professional Certified Coach (PCC) through International Coach Federation, Licensed coach trainer with over 3500 coaching hours with churches, clergy and denominational leaders. Over 250 classroom hours of certified coach training and serves as a partner with The Columbia Partnership and Coach Approach Ministries.

Eddie's personal website is
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Congregational COACHING

A Compass, Not A Map

listening collaboration dialogue
fellowship possibilities empower
discover discern prioritize
implement ownership
leadership dreams vision
momentum nurture
affirm movement listening
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Cooperative Baptist Fellowship of North Carolina
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What Is Congregational Coaching?

Congregational coaching is a collaborative, intentional, cocreated process that empowers pastor, staff, key leaders, and congregation to discover and embrace God's future for their local congregation. The coach approach is not about giving answers as much as it is a strategy that provides processes for you to find answers as the coach asks powerful questions, explores options and challenges, and finds and takes next steps to move you forward in ministry.

Coaching is all about finding and maintaining focus and momentum that moves you forward in effectiveness and function.

A trained congregational coach provides:

- An open, safe, and discerning atmosphere that ensures a place for all voices to be heard in the conversation
- A listening heart and ear that strive deeply to hear the Spirit's leadership, the energy in the room, and those in the mix of the conversation
- A safe and guided space that encourages intergenerational conversations designed to explore, encourage, challenge, clarify, and prioritize next steps
- Prayerful dialogue to discover potential roadblocks to progress and solutions for moving forward now
- Space and guidance for the group to craft a time line for implementing the strategy they have discerned
- Opportunities for celebrating God's movement in their midst and the future God presents to the body of Christ

As a result of our congregational coaching, we have experienced tremendous missional movement in touching our immediate community for Christ and, specifically, using the apartments that our church acquired in 2007 as a hub of ministry targeting the working poor, college students, and senior adults to meet educational, vocational, medical, and spiritual needs.

Ministries such as work with the unsheltered homeless, a monthly medical clinic, an after-school program for children, college student work, a community garden, and the hiring of an Oakmont Community Center Minister who lives in the apartments are among a few examples that have emerged and/or been enhanced as a result of our coaching and from the influence of our weekly spiritual formation groups at Oakmont.

Dr. Greg Rogers,
Pastor Oakmont Baptist Church, Greenville, NC

The greatest contributions of our coaching process were that it helped us focus on our future instead of our divided past, and it gave us three important priorities on which our highly diverse congregation could agree to focus. At the beginning of the process we were healing from a church split, and many in our congregation thought that we needed to discern the problems that caused people to leave and fix those problems. Furthermore, our church members were pulling in different directions and advocating many different priorities.

Through our coaching process we identified many possible priorities, but before we began we had a considerable amount of skepticism from some members about the coaching process. They believed that it was like a consultative process in which someone would come in, identify our problems, and propose changes. After that, we would promptly shelve the proposed changes. But the coaching process was different in that while we got a lot of good direction from our coach, he led us to diagnose problems ourselves and come up with our own proposed changes. He would tell us what he thought when we asked him to, but he didn't push his opinions. We were able to develop a consensus on three priorities that were most important.

Robert Prince, Pastor FBC Waynesville, NC

Congregational Coaching ...

- is more about the **depth of listening** than the depth of knowledge of the coach.
- is about **designing a collaborative process** that discerns God's leadership.
 - is about **deepening the fellowship, prayer, and dialogue** among members, leaders, and staff.
 - is about **opening possibilities** that will move the leaders and congregation forward
- empowers lay leaders to have a **voice in discovering, discerning, prioritizing, and implementing** next steps.
- deepens **ownership and leadership** for new dreams and visions.
 - is about **discovering the gaps** in values, thinking, alignment, or behaviors and/or beliefs.
 - creates **missional momentum** and metrics.
- is about nurturing **hope and dreams** while affirming and celebrating forward movement in faith and function.