

Wisconsin Conference, UCC Coach Position Description

An effective WCUCC Coach will be a person who:

- Loves the local church and wants to see congregations thrive and grow
- Sees the potential in others and enjoys drawing out that potential
- Is good at listening and asking questions to invite exploration
- Believes God is at work in every person and every situation
- Knows mistakes are learning opportunities and failure is necessary for success
- Exhibits strong leadership skills
- Has highly developed people skills
- Is aware of his/her own growing edges and is a life-long learner

Coaches will:

- Be trained and certified by the Wisconsin Conference/Pinnacle Leadership Associates for this role
- Be matched with at least one pastor in the Wisconsin Conference that has identified a shift or change they would like to make in the coming months
- Coach the pastor as they plan for and implement that change
- Be available to meet with their coachee via phone, on-line or in person for a monthly coaching session and short consultations via phone or email in between.
- Support and encourage the Pastor as they discover within themselves the wisdom and tools for implementing change
- Offer additional resources and make referrals as needed and appropriate
- Remain in contact with the Conference office regarding the status of their coaching relationship
- Maintain confidentiality as described in the Shift Coaching Policies and Procedures. If you have concerns about what you are hearing or seeing, follow these guidelines:
 - Share those concerns with the person you are coaching openly and honestly.
 - If you are not sure how to proceed with a concern, feel free to contact another coach or Tisha Brown for a consultation. Preserve confidentiality to the best of your ability in these consultations.
 - If you still feel the concerns remain, encourage the person to reach out to their Associate Conference Minister or some other appropriate helping professional. You can offer to go with them if that seems appropriate.
 - If the person is unwilling to talk with the ACM or other helping professional on their own, let them know you will be sharing the concerns you have with that person.

The Wisconsin Conference will:

- Contract with Pinnacle Leadership Associates for the training and certification of WCUCC coaches. Coach training is provided by the conference.

- Match coaches with pastors on an as needed basis. The length of time for each coaching relationship will be determined on a case by case basis.
- Provide ongoing support to the coaches as they do their coaching work
- Provide a modest stipend to coaches when they are engaged in an active coaching relationship.
- Provide ongoing support and training to coaches.