

Rob Parker
Fully Funded Missionary

SRS Coaching 101 Seminar



Why you want an in-house coaching system, it means success for the missionary and the organization

1. Many missionaries without coaching never reach their financial goal.
2. Coaching produces 30-35% more partnership.
3. Coaching leads to greater longevity (and less attrition).
4. Coaching leads to full-funding and funded missionaries make great employees (happier, creative, less distracted, less struggle, greater availability)
5. Great training and great coaching help form a positive partnership culture in your organization. Which helps the employee from feeling alone, but rather loved, valued and supported.

Qualities of a Good Coach (Who is a Coach)

1. They know and value the partnership developing process.
2. They care about the success of people (their faithfulness, their stewardship, their obedience to their callings) and therefore care about the success of the organization.
3. They are encouraging.
4. They affirm missionaries in their callings.
5. They remind the staffer of best practices.
6. They can hold the employee accountable with compassion.
7. They are creative problem solvers.
8. They are patient.

The Need for a Clear and Developed (Defined) Coaching System (Infrastructure)

1. Just like training, you want coaching to be a part of the culture (present, consistent, in the budget).
2. Standardize, developed system with continuity, the whole organization needs to be on the same page.
3. Consider developing coach training and handbook for coaches.
4. There needs to be seamless transition from training to coaching.
5. The journey, process, expectations, conditions, outcomes should be clearly laid out within the organization. This could be part of your training and start before coaching.

What is Coaching?

Coaching is taking the principles of your organization's PD training and putting them into action by way of a sympathetic, experienced guide who listens well, encourages, removes hurdles, and keeps the missionary on the right path. This coaching leads to full funding (as quickly as possible), without sacrificing personal connection or integrity, and in doing so in a personable and time-effective way (practical or reasonable time frame).

Five Functions of a Coach: What they provide for the missionary, job description

1. Sympathetic guide

- a. The coach is out in front. They've been on the path to full funding. They know how to get there. They're aware of the struggles, the challenges, and the disappointments, and are therefore, sympathetic.

2. Reminder of best practices

- a. They keep the missionary focused on the main principles from the training. Keeping to the proven strategies and techniques. They are always bringing the missionary back to the model.

Five Functions of a Coach: What they provide for the missionary, job description

3. Encourager

- a. During campaign prep, by phone calls, by emails. They are always reminding the missionary that God is with them and that they can do it. Additionally, they celebrate breakthroughs and small victories.

4. Creative Problem Solver

- a. Adaptability: The core principles and best practices are thoroughly rooted within them to the point that they can confidently improvise and adapt to unique and unforeseen situations when they arise.

Five Functions of a Coach: What they provide for the missionary, job description

5. Provides Accountability

- a. The organization clearly communicates expectations and requirements, but the coach is the point person who has the most frequent contact with the staffer, and is there to help them succeed.

Coaching Job Description

1. They patiently and sympathetically walk staffer through the campaign prep stage.
 - a. Three to six weeks long: Help them develop materials (letters, postcard, materials) depending on your ministry's strategy and approach.
 - b. Help them create strategy based on their opportunities and create a timeline.
 - c. Review role play, phone calls, appointments and excited friends. Consider creating a coaching handbook for your staff.

Coaching Job Description

2. They walk the staffer through the campaign season.
 - a. Weekly connection
 - b. Check progress
 - c. Hear their challenges
 - d. Offer solutions
 - e. Be sure to encourage
 - f. Accountability: offer guidance and correction if necessary.

Coaching Job Description

3. Report progress to leadership.
 - a. Detailed weekly report (likely digital)
 - b. Sharing strengths and weaknesses
 - c. Share any areas of concern
 - d. Offer any kind of guidance oversight and solution

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