



Topic: SRS Coaches Guide: Create a Coaching Strategy and Team

Guest Speaker: John Patton

March 27, 2018 1:00 pm



Aaron Babyar

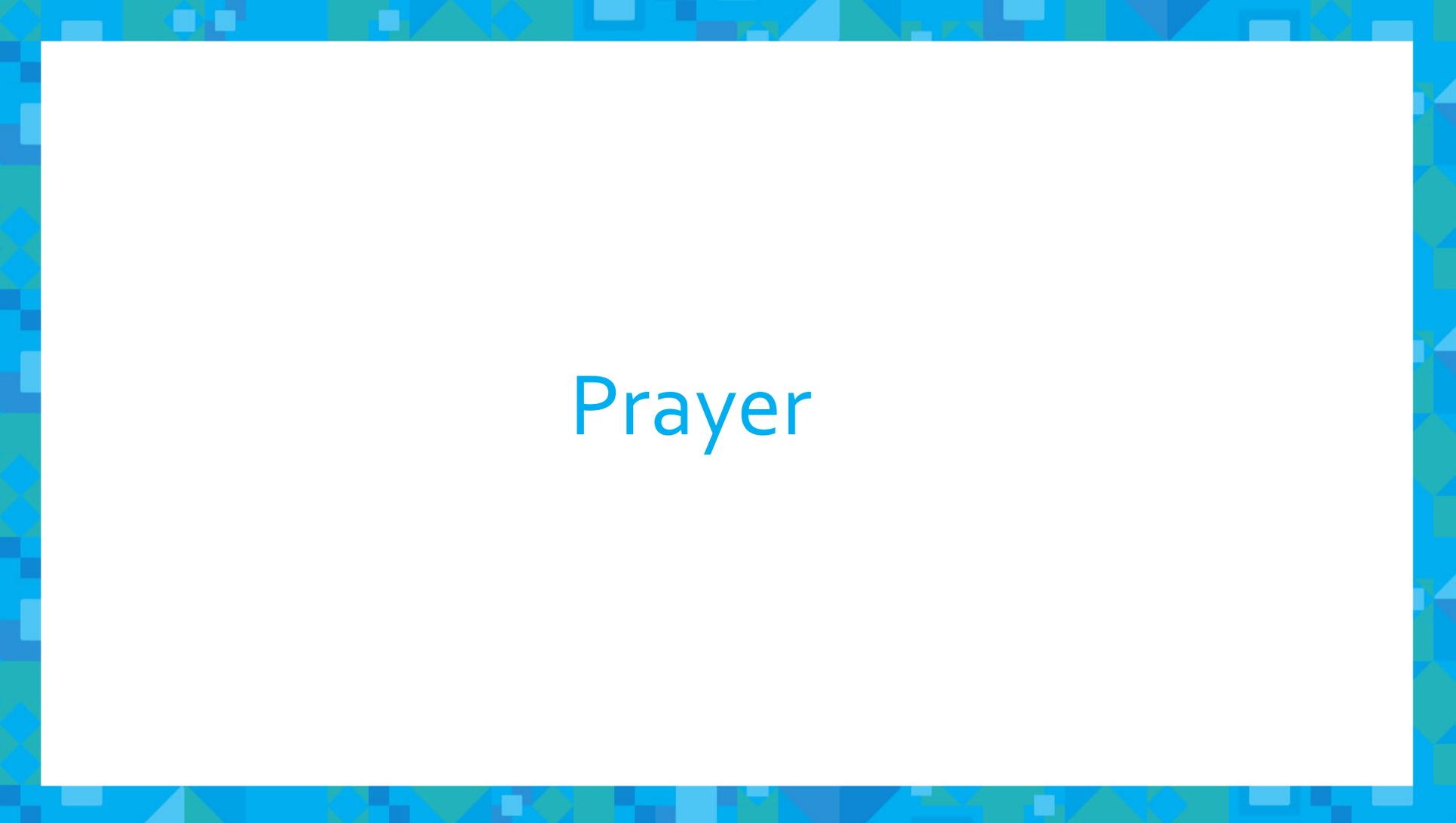
Moderator

SRS Director



FULL SAIL
AUDIO
NOW AVAILABLE

EXCLUSIVE TO
NETWORK MEMBERS



Prayer

Questions

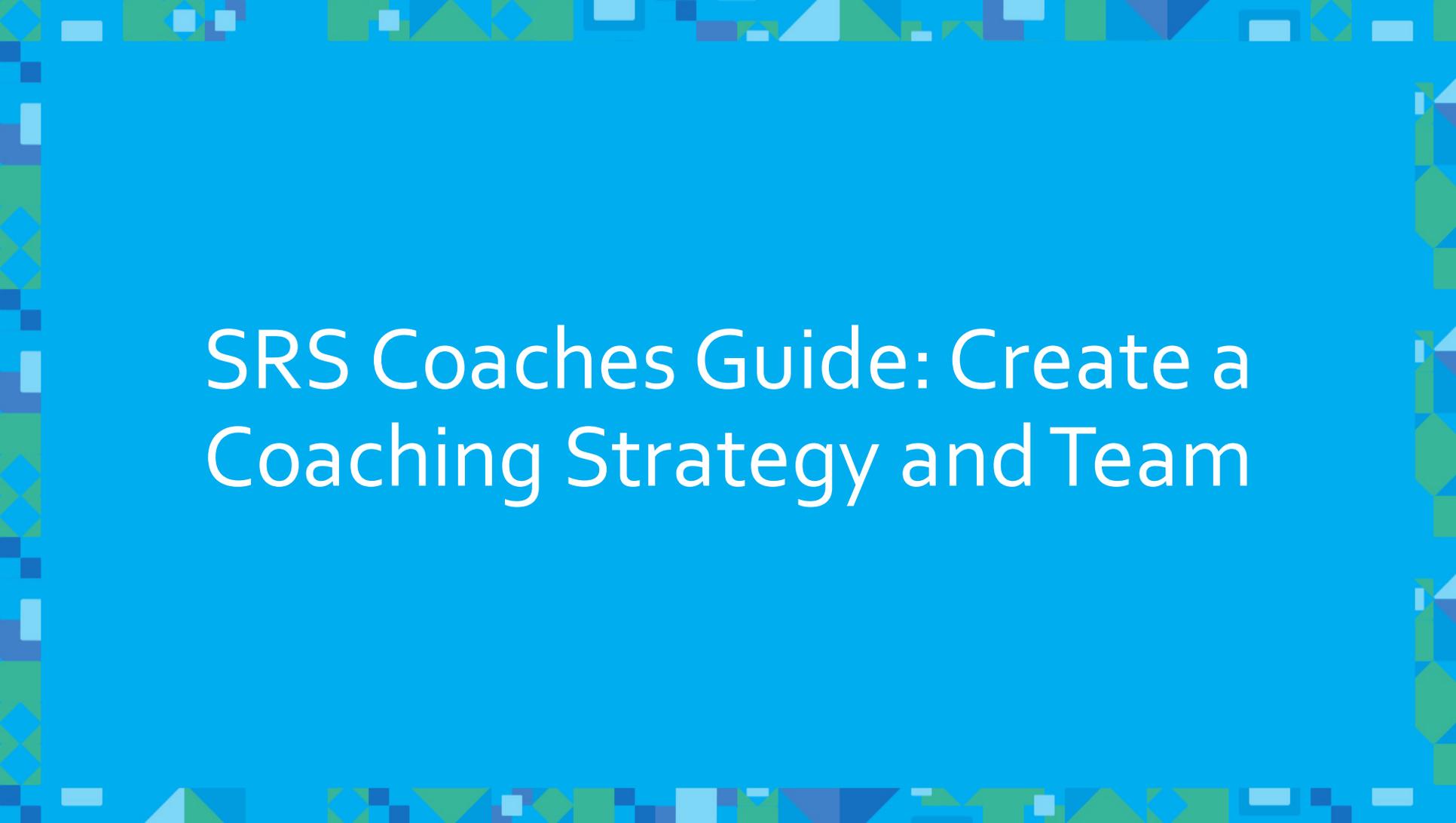
During the presentation, please submit your questions for the upcoming Q&A time.



John Patton

Guest Speaker

Co-founder, Support Raising Solutions
COO, Center for Mission Mobilization



SRS Coaches Guide: Create a Coaching Strategy and Team

Goals of SRS Coaching Guide

Goal is to help your leadership:

- Design your team
- Design your processes and reports
- Design your expectations on staff
- Design your response towards accountability

What it's not:

- Coach's FAQ or Playbook
- One size fits all solution



Creation of Coaching Guide

- **Researched** over a dozen ministries' systems, reports, and job descriptions
- Added long held **SRS principles** and our own internal practices
- Developed a **comprehensive roadmap** for implementing coaching in a ministry that can scale from small to large ministries
- **Beta version** – desire input from SRS Network to refine this resource
- Focuses primarily on coaching with some infrastructure. Ministries need to develop their Support Raising strategic plan to address Culture, Infrastructure, Training, and Coaching

SRS Coaching Guide - Outline

- Building Your Team
- Outlines of Coaching Calls
- Reporting Systems and Content
- Benchmarks
- Warning System, Levels, and Response
- Principles of Coaching
- Sample Job Descriptions

Building Your Team

- Scale your team to meet your needs at the time
- Support Raising Leadership Positions
 - Encouragement Partner (aka accountability partner)
 - Coaches (full-time and part time)
 - Support Raising Director
- Specialized Roles
- Team Leaders or Support Raising Advocates
- 3 Roles of a Coach: Shepherd, Skills Mentor, Supervisor

Outlines of Coaching Calls

- Weekly Coaching Calls
 - Best practices, tips, guide to coaching, goal setting
- Monthly Recap
 - Review contacts, presentation, time management, spiritual and emotional state, progress and benchmarks
- Quarterly Review
 - Gut check and God check, Adjustments

Reporting Systems and Content

- Goal of reporting
 - Coachingaid
 - Seen as a benefit to the support raiser, not a useless task or accountabilitysheet
- Weekly Support Raising Report
- Monthly Recap Report
- Staff Financial Health Monthly Report

Benchmarks

- Setting Coaches Up For Success
 - Knowing the finish line, accountability and enforcement
- Expectations on Activity
- Expectations on Monetary Benchmarks
- Support Raising Progress Chart
- Personal goals / Standard / Minimum

Warning System, Levels, and Response

- Removing ambiguity and confusion
 - *every coach does what is right in their own eyes*
- Empowering your coaches with well thought through policies and expectations
- Clear expectations for support raisers
- Warning System: Yellow, Orange, and Red
- Transitioning Staff Off

Principles of Coaching

- Lots of coaching best practices
- Modeling and role playing
- People are complicated
- Equip, resource, and troubleshoot – not just accountability
- Equip your coaches

Sample Job Descriptions

- Support Raising Director
- Coach (F/T and P/T)
- Team Leaders and Support Raising Advocate
- Encouragement Partner
- Support Raiser – clear expectations on activities, reporting, expectations, and training



Q & A



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