

## FAQ about Free Coaching

- 1. What's the story on free coaching?** The Michigan Conference wishes to grow the number of highly trained coaches who are available to assist leaders in transition. Free coaching focuses on raising more persons' readiness in order to expand the gift of coaching across The Michigan Conference.
- 2. Who can be coached for free?** Anyone is eligible for this New Year's offer.
- 3. Who is eligible to be trained as a coach?** Coach training is for everyone willing to explore participation in the coaching culture of The Michigan Conference. Registering for coach training is the first step. Deployment as a Michigan Conference coach depends on agreement with the lead coach, Naomi Garcia. She welcomes requests to explore coach training: [ngarcia@michiganumc.org](mailto:ngarcia@michiganumc.org). The wider the diversity of coaches, the more sustainable the coaching culture of The Michigan Conference will be.
- 4. How can I be trained as a coach?** Go to <https://michiganumc.org/resources/local-church/coaching/> for more information.
- 5. I work nights. When is free coaching available?** 30-minute coaching sessions are available between 7:00 a.m. to 9:00 p.m., Friday, February 7, through Wednesday, February 26. MiConference coaches are available as their schedules permit.
- 6. How do I sign up for a free coaching session?** Go to <https://michiganumc.org/20-days-of-free-coaching/>
- 7. I am concerned about being coached by someone I don't know.** Michigan Conference coaches bring a wide variety of life experiences. Some are unpaid leaders in their communities and congregations. All follow the Code of Ethics of the International Coach Federation. The coach honors your privacy and the subject of coaching remains confidential.
- 8. Who decides who coaches me?** The coach assigned for the time and day you select will be your coach for a free 30-minute session.
- 9. What is Basic Coach Training (BCT)?** Basic Coach Training is a 12-hour introduction to the profession of coaching. It provides graduates background to begin using coaching skills with confidence in a variety of settings. BCT counts toward ICF coaching credential. See <https://coachfederation.org/icf-credential>
- 10. Why is sports coaching offered by The Michigan Conference?** Similar to athletic coaches, Michigan Conference coaches help the one-being-coached develop skills and talents already inherent. See [www.coaching4clergy.com](http://www.coaching4clergy.com).
- 11. Why does coaching matter?** Coaching helps people get the results they want by bringing out the best in them. Coaching is neither about fixing people or solving problems Coaching is a development or discovery-based process. Ongoing spiritual, emotional, mental, and physical health are foundational to living one's best self most of the time.
- 12. How does coaching work?** Coaching is a partnership in which a coach supports and accompanies the one-being-coached to uncover the through or belief that holds everything in a "stuck place." Using questions, a coach assists the coachee in discovering their limiting assumptions, beliefs, and/or expectations. Through exploring new ways of thinking about the situation(s) a plan is developed that applies insights. A coachee works toward achieving their desired outcomes and goals. Unlike counseling, mentoring, teaching, or consulting, coaching challenges the coachee to think differently and discover a new perspective which, in turn, invites and initiates movement toward action.
- 13. Why coaching in The Michigan Conference?** The current political climate is filled with urgency and drama. This unsettledness and our newly-formed Michigan Conference pair well for an unprecedented opportunity to start over in small and big ways. In this context, The Michigan Conference is re-shaping for congregational vibrancy, the equipping bold and effective leaders, and the launching of community ministries and daring mission. A culture of high quality coaching facilitates such transformation.

14. **What makes coaching different from spiritual direction?** Spiritual direction usually focuses on the spiritual self of the one being directed. Coaching centers on the wholeness/whole self of the coachee.
15. **What makes coaching different from mentoring?** Mentoring centers on the mentor's insights, experiences, and conclusions. Coaching focuses on the aspirations, insights, experiences, and conclusions of the one-being-coached. Mentors typically tell. Coaches skillfully invite through questions and occasional observations.
16. **What makes coaching different from consulting?** There are two key differences: location of the expertise and who does the work. A consultant is the recognized expert in a particular area or subject matter. The one-being-coached is the only expert on the coachee's life experience and aspirations. A consultant does the work of problem solving and identifying solutions. The one-being-coached does the work of solving the problem of choice and determining possible solutions. The coach joins the coachee by way of curiosity, observations and question-asking.
17. **Coaching sounds like counseling. What's the difference?** Counseling revisits the past in hopes of recovery from it. Coaching focuses on creating clarity of the coachee's aspiration in order to create momentum through action steps. Counseling functions more like archeological practices to find what's beneath the named problem. Coaching is more like architecture to build something new.
18. **I already have a therapist. What will I get from coaching I don't get from therapy or counseling?** Coaching leverages the coachee's self discovery to name and follow through on the chosen next steps. Many people describe being coached as therapeutic.
19. **Isn't coaching a form of teaching?** Teaching begins with what and how the teacher decides to share information. Coaching is about the topic or information the one-being-coached brings. Coaching invites the coachee to think differently about the focus topic so that a way forward is more likely to be discovered and movement more likely to begin or continue.
20. **Will coach training be offered again?** Yes. Coach training is expected annually.
21. **Who trains, assesses, supervises, deploys, and supports Michigan Conference coaches?** The lead coach is Naomi García. The Michigan Conference is a satellite conference of Coaching4cCergy. Naomi is on the Coach4Clergy faculty and Michigan Conference field staff.
22. **What is Coaching4Clergy and Coaching4Today'sLeaders?** Coaching4Clergy is a division of Coaching4TodaysLeaders, an Accredited Coach Training Program of the International Coach Federation. Val Hastings, founder and principle instructor, began the teaching organization in the early 2000s. Val is a United Methodist pastor and Master Certified Coach (MCC). See more at [www.coaching4clergy.com](http://www.coaching4clergy.com).
23. **How do I find out if becoming a coach is for me?** Contact Lead Coach Naomi García, Michigan Conference field staff and a Coaching4Clergy instructor: [ngarcia@michiganumc.org](mailto:ngarcia@michiganumc.org).