



ELCA Coaching

2024

ANNUAL
REPORT

SOUTHEAST MICHIGAN SYNOD

Rev. David Hively

ELCA Coaching: Cultivating Your Calling

Our coaches walk alongside rostered and lay leaders to help them maximize their impact. Are you discerning a change, launching a ministry, or feeling stuck? Connect with a coach to walk alongside you. We work with groups, teams, and individuals in person and over zoom.

Email Davidhively@gmail.com to explore how coaching can support you!

Trained Coaches:

Cherlyne Beck
Halim Shukair
James Fogle
Regina Johnson
Scott Seeke
Susanna Muzzin
Laura Johnson
Michelle Ketepa
Coordinator: David Hively



Rise Up

Southeast Michigan Synod • ELCA

The Rise Up campaign included funds for coaching as a way of supporting and developing leaders across the synod. Because of the generous response to the campaign, coaching is being generously subsidized, up to 100%. This subsidy is available to up to two leaders per congregation and a total of 65 total leaders across the synod.

Coaching is a relational alliance that leverages the art of deep listening, powerful questions and intentional exploration to produce awareness, change, and transformation for the client. In coaching, the client has agency, is the one naming the goals, designs action plans to meet those goals, and does 80% of the talking. Faith-based coaching (from a Christian lens) looks at each individual as beloved of God, believes that person has been specifically gifted by God, and helps the person discover how they are being invited by God to use these gifts in God's work of loving and healing the world. Coaching can be used for a myriad of opportunities, including but not limited to:

- Personal leadership growth
- Growing as a head of staff
- Leading as an associate pastor, council president, or ministry leader
- Skillful handling of staff or congregational conflict
- Council development
- Empowering evangelism
- Congregational transformation
- Worship, Mission, or Stewardship development
- Strategic planning
- Multiplying leaders
- Building ministry teams

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For me, the most valuable thing about coaching is having someone else who is really there listening and being with me who can then pause and ask a question that clarifies my thinking.

Kasey Shultz
ELCA Trained Coach



Coaching is normally done in segments of six sessions of about 45-60 minutes each. Coaches and clients will agree on how frequently they want to meet. Monthly and semi-monthly are common, but cadences will vary according to client needs.

Our Director of Coaching meets monthly with coaching leaders from other synods who are invested in cultivating a culture of coaching. In these meetings, they share best practices, resources, and strategies for advancing the bishop's/synod's vision through coaching.

Our coaches remain ready to assist rostered and congregational leaders who are feeling stuck, who are looking to grow their impact, or who are in transition personally or professionally. Our team has additional training in the areas of stewardship, mission development/congregational vitality, and team coaching.

Contact Director of Coaching Rev. David Hively to explore how coaching can support you and your ministry: davidhively@gmail.com

How many hours would it take to:



Source: Self-reported data from ELCA Coaching Ministry coaches for 2024.