

ELCA COACHING IMPACT REPORT 2025



Mission: Cultivating Your Calling
Vision: Nobody Journeys Alone



PROGRAM DIRECTOR

From Jill Beverlin

Dear friends,

In a season marked by rapid change, complexity, and deep longing for connection, ELCA Coaching offers the church a faithful, countercultural practice: intentional accompaniment. Through coaching, leaders are given space to share, listen, discern, and trust that God is already at work—especially in moments of transition, uncertainty, and possibility.

This impact report reflects more than growth in numbers. It tells a story of widening circles of trust—across synods and congregations, among young adults and those that come from historically marginalized spaces, and beyond the church’s traditional walls. In our work, we have found coaching can be a first bridge of belonging, a way the church shows up with curiosity and care rather than answers or agendas.

We are equally committed to building capacity for the long term—developing accessible pathways for coach training and equitable access to receive coaching so that accompaniment becomes woven into the fabric of our shared life. In the process, coaches and leaders being coached are formed, and a network of shared practice takes root across geography and vocation.

Thank you for being part of this work. Together, we are learning what it means to journey with one another—trusting the Spirit, and bearing light and love wherever the road leads.

With gratitude,
Jill Beverlin, Program Director, ELCA Coaching Ministry

Record Setting Year

In 2025, ELCA Coaching reached new heights — more coaches reporting, more hours logged, and a broader reach into communities across and beyond the ELCA than any previous year.

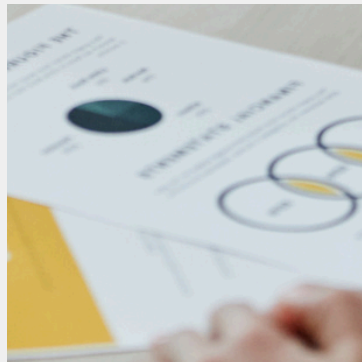
↑ 85%
Increase in coaching relationships since 2022



↑ 96
Coaches reporting
Up from 65 in 2024

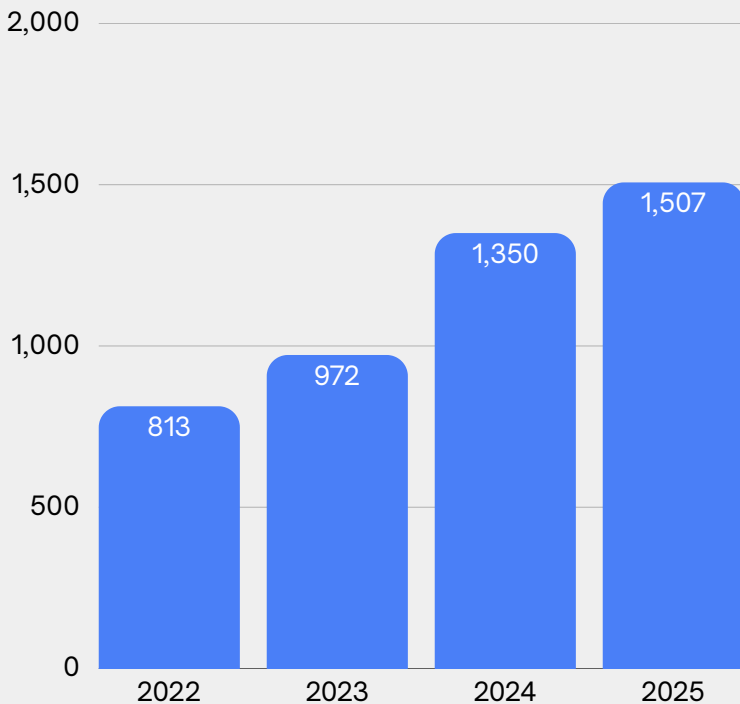


↑ 6,889
Coaching hours
Up from 6,431 in 2024

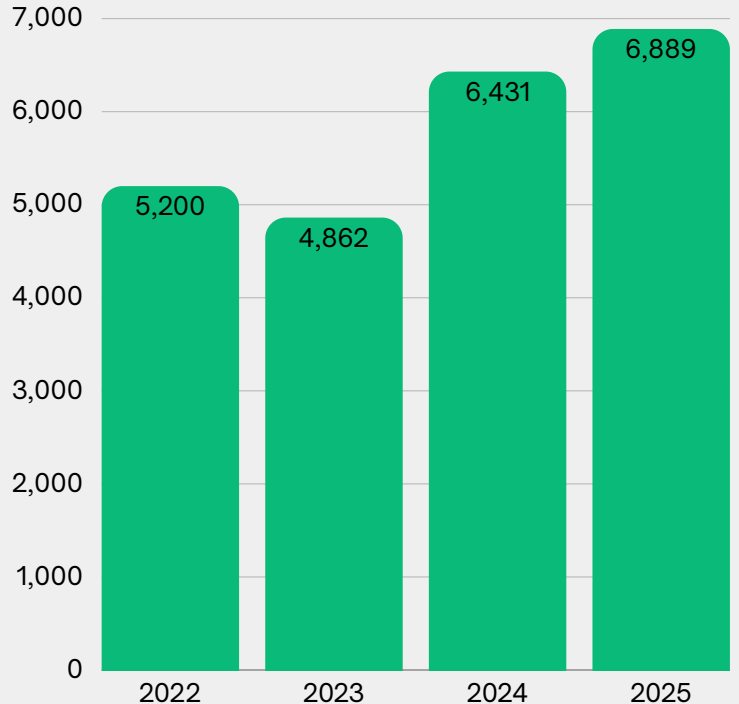


↑ 1,507
Coaching relationships
Up from 1,350 in 2024

● Relationships



● Hours



Who We Coached

Young Adults (18-35)	428 engagements	66% of coaches served this group
Youth (under 18)	82 engagements	10% of coaches served this group
People new to or outside of the ELCA	609 engagements	57% of coaches served this group
LGBTQIA+ individuals and communities	225 engagements	47% of coaches served this group
People not connected to a faith community	341 engagements	44% of coaches served this group
Wide community (nonprofits, schools, etc)	251 engagements	34% of coaches served this group
African-Descent individuals and communities	214 engagements	33% of coaches served this group
Latine/o/a/x individuals and communities	108 engagements	29% of coaches served this group
Asian individuals and communities	98 engagements	28% of coaches served this group
Native/Indigenous individuals and communities	62 engagements	19% of coaches served this group
Arabic/Middle Eastern individuals and communities	14 engagements	5% of coaches served this group

Projects Supported:

ELCA coaches are not working in isolation. They are embedded in the life of congregations, synods, and churchwide initiatives, providing the reflective accompaniment that helps complex, high-stakes projects move forward.

- Congregations Lead Initiative (multiple synods)
- First Call Theological Education (multiple synods)
- ELCA Supportive Spaces
- Care for Coaches
- ELCA Formation Co-Op (Youth Ministry Network)
- Creating Beloved Community
- Vitality Initiative for Congregations (Nebraska Synod)
- Young Adults in Global Mission (Senegal, Sierra Leone)
- Quality of Call Collaborative (NEPA Synod)
- Life of Faith, Love Revolution, CaSTLE (SEPA Synod)
- Wartburg Theological Seminary staff/student formation
- United Lutheran Seminary — Thriving Ministries
- International: NGO leadership in Kenya; ELCIC (Canada)
- Care for Creation coaching
- Grief, hospice, and end-of-life ministry
- Prison ministry coaching

“Coaching helps people experience clarity, courage, and renewed purpose.”

**Rev. Sara
Funkhouser**

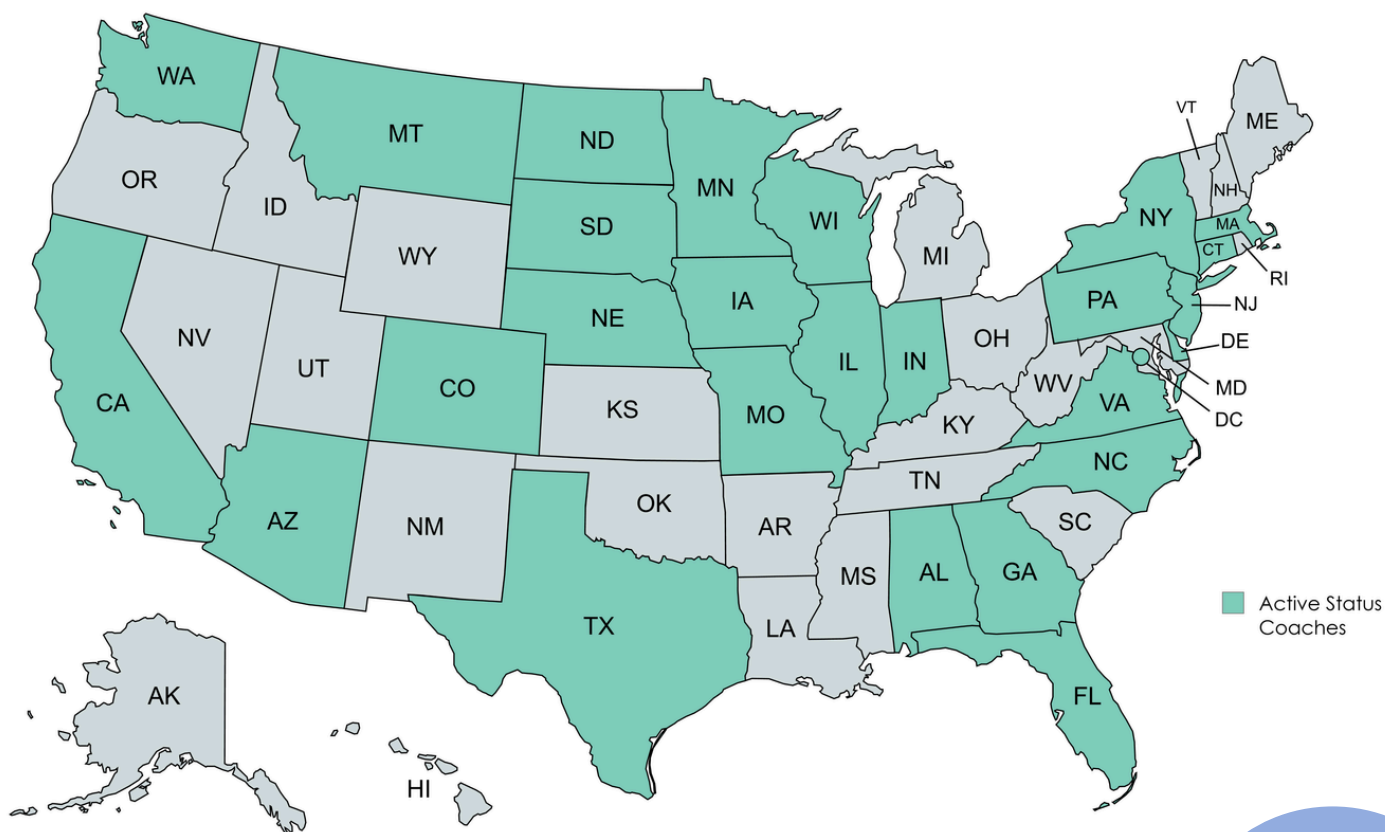
ELCA Pastor
and Coach



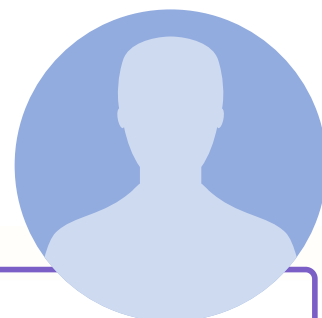
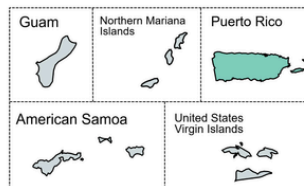
Active Status

Connecting with Quality

Among the more than 1,000 people trained in coaching skills by ELCA Coaching, a select group has undergone additional training and screening to ensure that the coaching they offer is in alignment with International Coaching Federation standards and ELCA Ethics guidelines. These coaches are available around the country to assist synods, congregations, and seminaries as they innovate, collaborate, and connect.



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Coaching is not evenly distributed across the Church - yet. As more synods invest in coaching infrastructure and as the network of trained coaches continues to grow, ELCA Coaching's geographic footprint expands with it.

“You don't actually tell me what to do - you listen and help me decide what to do.
Client of an ELCA Coach”

Stories from the Field

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"I had the honor of walking with a pastor discerning a new call. They were stuck because the job description did not seem to align with their gifts, which led to fear, doubt, and considerable anxiousness. Through our conversation, the pastor was able to redefine the words that were causing the angst and discovered they did in fact have the gifts needed to do the job — and to do it well." —

Sunni Richardson, Nebraska Synod

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"I supported Young Adults in Global Mission in Senegal and now accompany the Evangelical Lutheran Church in Sierra Leone in leadership development, where my coaching skills are essential." —

Mytch Dorvilier, Senegal

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One coach described working with an incarcerated man who, over months of coaching, sent a letter of reconciliation to his estranged sons — and received a response from both. "He is now playing bass in my band at the facility and we are talking about what next steps look like for rebuilding his relationship with his kids." —

Joseph McGarry,
New England Synod

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Meet the Team

**Program Director
Jill Beverlin**



**Operations Manager
Jason O'Neill**



**David Hively
Coaching Resource
& Data Management**



**Sonja Ware
Coordinator for Mission
Development and Congregational
Vitality Coaching**

