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A Certified John Maxwell Coach, Trainer & Speaker



**2020 Church Board Edition**

# **Leadership Coaching**

## **Developing Resilience in Your Pastor**

The proposal details herein are applicable and intended for Church of God in Western Canada Lead Pastors

section 00

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## My name is Michael Dueck and...

I'm grateful to be able to share with you about what coaching is and isn't, but also how it can aid in developing resilience in your pastor.

But first a little about me. I've served on two different church boards, worked full-time as a program-coordinator for a para-church organization for 4 years (Hope Mission) while also being on staff as an Assistant Pastor for 2 of those years. (Wetaskiwin Full Gospel Fellowship).

For the last seven years in Moose Jaw I've worked full-time as an Associate Pastor at Moose Jaw Church of God.

I've also been a roofer (definitely my least favourite), legal assistant, teacher's aid, car detailer, sign-maker and foster parent.

I'm a husband to Alison for 17 years, and a dad to two beautiful girls who are certainly proving that time flies by once you have kids.

If you were to write your own story, in a similar fashion, you'd realize the amount of history & experience that goes into just one of these details. Each detail expresses so much emotion...joy, sorrow, excitement, despair, hope...but these are the moments that brought us to where we are today!

I'm learning to consider 'today' in light of what the future could be and who I want to be tomorrow. This perspective causes me to pursue the changes I am capable of making today...and that's what coaching is about!



section 01

# defining coaching...





# 01 coaching IS...

## Coaching...

Coaching is an unbiased, grace-filled relationship intent on advocating for the desired change a leader wants to make by helping them take responsibility for maximizing their own potential.

“Coaching is practicing the discipline of believing in people in order to empower them to change.” - Tony Stoltzfus (Leadership Coaching)

### Why leaders may hire a coach?

A leader is tired of only reacting to life/work as it happens and wants space to work on their life/ministry instead of always in it.

A leader feels stuck in their personal and leadership growth.

A leader senses they know what they ought to do but can't seem to make or sustain movement in the desired direction.

A leader is looking for outside support & perspective.





# 01 coaching is NOT...

## counselling



**Coaching** is goal-driven as it reflects on the past for the purpose of context and focuses on creating goals that lead individuals into the future.

**Counselling** focuses more on gaining wholeness & healing from past events.

## mentoring



**Coaching** is about drawing out of an individual what God has put in them.

**Mentoring** is about imparting to an individual what God has given them.

## consulting



**Coaching** relies on the belief that a person is the expert in their life & circumstance and is capable of creating their own solutions.

**Consulting** relies heavily on the influence of the expert in finding a solution.

NOTE: Coaching is simply a different discipline than counselling, mentoring and consulting. It is not to be understood that coaching is better than, nor does it replace the above disciplines because each have their place and value.



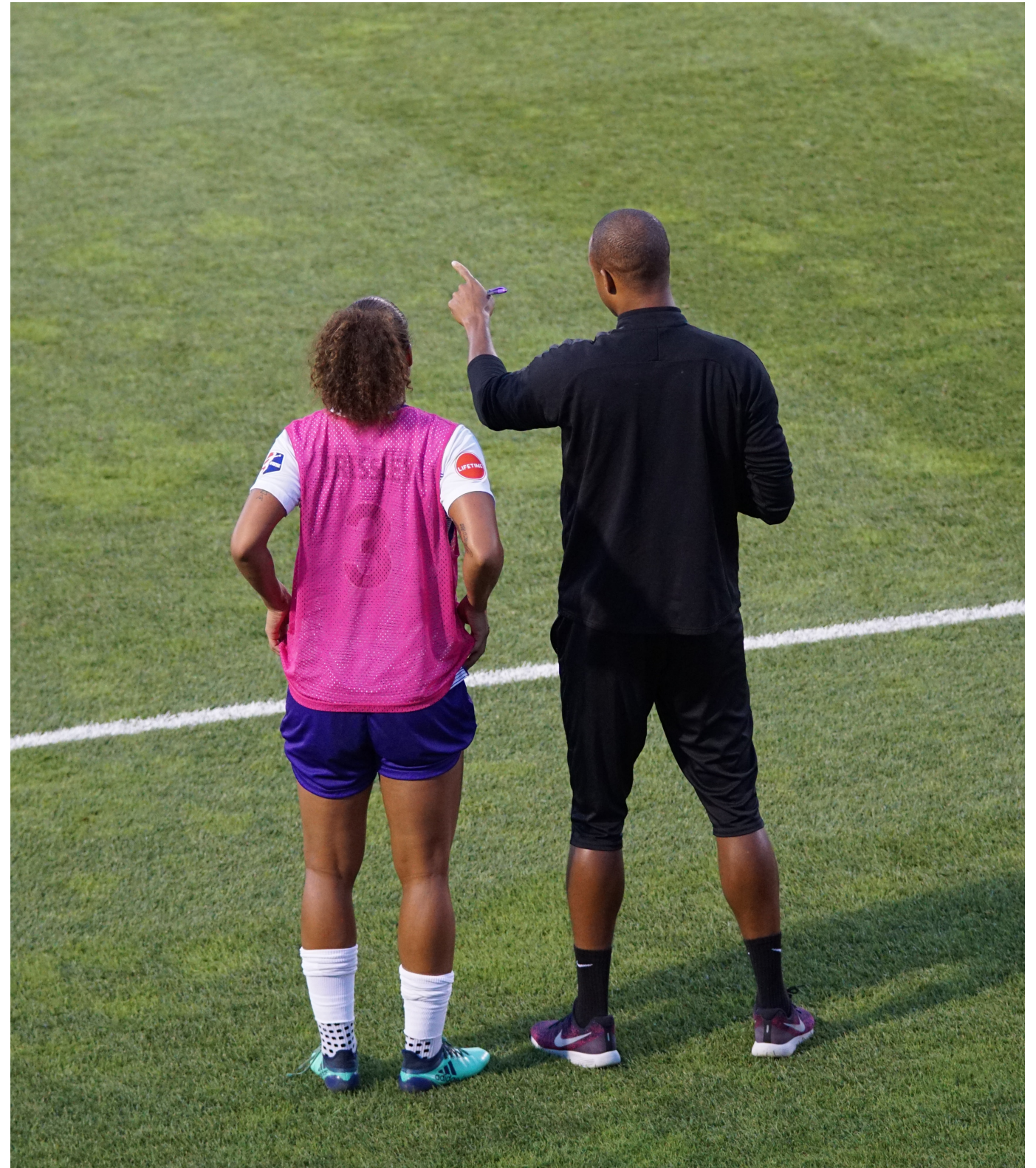
# 01 leadership coaching is DIFFERENT than...

## Coaching in Athletics

Typically, coaching in the world of sports assumes the coach knows what an athlete should do based on their own experience and expertise. Though this style isn't wrong, we simply acknowledge that it assumes that the coach's approach to the sport is the best or only way forward for the athlete.

### Differences in leadership coaching...

- Leadership Coaching believes that the participant is capable of knowing what their next step is.
- When a person gains greater self-awareness they are more likely to own their current circumstance, see with greater clarity what they want to change and own the solution to create the desired change.
- Leadership coaching believes it's better to empower a leader to discover their own solution, rather than a coach providing advice or a solution based on limited understanding.





Section 02

# coaching & resilience





## Resilience...

Resilience isn't about just getting through something difficult, but it's about experiencing growth that takes us forward and builds momentum from adversity instead of being slowed down by adversity.

Resilience is NOT about asking, "when will I arrive" or "when will this be over", but resilience asks the question "How far can I go?" (John Maxwell)

### Coaching for Resiliency

- a context of grace where the things we used to label 'failure' are seen as learning experiences and building blocks
- coaching is a relationship that is intent on a leader's growth which provides momentum and a mentality that adversity is an opportunity
- coaching is intentional about setting & working towards goals





## 02 Resilience is Determined Beneath the Surface

### 90% of an Iceberg Is Under Water

Your Pastor is like an iceberg...in fact...so are you!  
Like an iceberg, the bulk of who we are is beneath the surface and goes unseen.

Resilience is determined long before we see any evidence of it above the surface. It comes from a place of deep conviction in who God is and a person's position in Christ. Before your pastor can be a resilient pastor, they must be a resilient person/christian.

#### Coaching for Resiliency

Coaching addresses the whole person and their whole life.

Coaching recognizes that motivation and buy-in are key when it comes to creating change.

Coaching prioritizes motivation above information.

Coaching is a relationship focused solely on a leader's growth with the expectation that action is taken and the leader is held accountable for their growth.





## 02 Coaching for Resiliency

### Not a one and done...

There's no claim here that coaching is a "FIX ALL". Though coaching is not training, counselling or mentoring - each of those different disciplines are valuable and needed in different seasons. And coaching can be especially helpful when used in tandem with these methods. (ie. after a leader returns from conference/training)

Coaching is a relationship that helps your pastor own their leadership. And resiliency is built because your pastor is positioned in a growth trajectory that they take ownership of. The momentum this builds, though tested by adversity, can help a leader push through the upstream currents that face their personal lives, their vocation and their passion to lead.





Section 03

# why pay for coaching?





## 03 The question of the hour...

*Why pay a professional coach who doesn't give advice?* As Tony Stoltzfus, in his book *Leadership Coaching*, says, **“Being motivated to make a change is more important than knowing what to change.”**

Coaching is not a quick fix! It's a longer term relationship that develops the leader's own ability to learn, to think and take action. It's not a matter of an outside source providing direction, but it's an outside source that helps to cultivate the answer that's already within the leader.

God is already initiating change on the inside of all of us and He's ok with getting us from point A to B now and doesn't condemn us for not being at M or N yet. He works with us one step at a time yet isn't content for us to remain as we are but graciously leads us towards who we're becoming.

Coaching takes a similar approach.

A leader, more often than not, knows what to do next and has a sense of God's leading. But they may lack the clarity and motivation to move forward.

A leader's motivation grows when they're being obedient to Holy Spirit's whispers and when they begin to lead from a place of relationship with Jesus.

A coach has no personal agenda and isn't adversely affected by outcomes and changes that occur within a leader. By not being closely connected to the reality of the leader, a coach can more easily focus on the agenda and growth of the leader.

A coach doesn't have any skin in the game and doesn't claim to be an expert. This may provide the leader with a greater sense of freedom to evaluate and create a path forward without the pressure to “answer” the way they may feel someone else wants them to.



## When you hired your pastor...

You hired your pastor with the expectation that they would provide leadership to you and the people of your church. You invited & welcomed his/her influence into your church.

The temptation for many pastors is to perform more like a chef putting together the ingredients of other's expectations, desires & ideas. Not that this is never a part of it, but a pastor is called to lead as a shepherd who goes before and leads the way forward.

### A Resilient Pastor

- leads out of their relationship with Christ
- leads out of who they are and prophetically towards who they're becoming
- takes time to reflect in order to understand their motivation and discern when it differs from God's heart
- can only truly lead out of who they are & what they have (like David with his sling shot)





## 03 The Paradigm Shift You'll Have to Make...

*The reality is, we all have so much information and training in our tool belts, but how much of it ever gets put into use?*

Coaching isn't anti training, mentoring, counselling, consulting. We need outside influences & resources but unless we do something with them, they remain an ungerminated seed. The question: what's preventing us from acting on what we already know?

Answer: MOTIVATION

This is the shift you'll have to make:

**You'll have to value the importance of motivation above information.**

The how & what forms a solution.

But the WHY sustains a solution.

credit: Tony Stoltzfus (Leadership Coaching)





Section 04

# proposal breakdown





## 12 Sessions (6 months)

### **Free Discovery Session (45-60 min)**

Before making a decision, your pastor can get a taste for what coaching is.

3 Complimentary Sessions (MDC)

3 Sessions pd by COG-WC - \$356.40

3 Sessions pd by local church - \$356.40

3 Sessions pd by local pastor - \$356.40

Based on a total of \$1,069.20 (incl. tax)

### **30 Day Personal Guarantee**

(valid for contracts signed by Dec. 31, 2020)

(If your pastor decides this will not be beneficial after the Discovery Session, Sessions 1 & 2, a refund will be made)

50% of total due before Session 1

50% of total due before Session 7

## Time Sensitive Offers

30 Day Money Back Guarantee only valid with this offer to Church of God pastors who enter into a written contract before December 31, 2020 and have paid 50% of the total fee (\$534.60) by the same date.

In addition, pastors who have their written contract in place & first payment made by December 31, 2020, will receive a complimentary blank leather journal.



Beyond December 31, 2020, the proposed breakdown will remain as indicated on the previous page, simply without the Money Back Guarantee & Journal and will remain available one time per Lead Pastor up to September 2021.

The proposal details herein are applicable and intended for Church of God in Western Canada Lead Pastors



## 04 Coaching Proposal Breakdown

### 12 Sessions (6 months)

Description	Quantity	Unit Price	Cost
60 min Coaching Session w/ Lead Pastor (Complimentary - see discount)	3	\$110.00	\$330.00
60 min Coaching Session w/ Lead Pastor (incl. summarized session notes within 48hrs of each session)	9	\$110.00	\$990.00
		Subtotal	\$1,320.00
		Discount	(\$330.00)
		New Subtotal	\$990.00
	Tax	6.00%	\$79.20
		Total	\$1,069.20

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## 04 Coaching Proposal Breakdown

### Additional Details in Short...

- all fees payable to Michael Dueck Coaching are the responsibility of the individual or entity named in Agreement (local church or pastor) to ensure payment is made
- COG-WC will make their payment directly to MDC when invoiced
- local church/pastor is responsible to confirm details with COG-WC of proposal before entering into a Coaching Agreement with MDC
- this is a proposed payment structure, but a pastor or church can rearrange a different payment structure for their portions (ie. church covers pastor's portion)
- Michael Dueck Coaching will inform COG-WC when a Coaching Agreement has been completed

see section 05 for further info



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Section 05

# next steps & details





## 05 Next Steps - but first the fine print...

### Details

This is a proposed payment structure and agreed upon by the Church of God in Western Canada (COG-WC) Regional Council & Michael Dueck Coaching (MDC).

There are three elements of this proposal that Michael Dueck Coaching can speak to:

1. Church of God in Western Canada's commitment to pay a portion of coaching fees:

After a presentation with The Church of God in Western Canada Regional Council, the council agreed to pay \$356.40 for coaching directly to MDC for Lead Pastors who enter into a 12 Session Coaching Agreement with Michael Dueck Coaching. This amount represents the fees (plus tax) for 3 coaching sessions.

2. Michael Dueck Coaching commitment to offer 3 complimentary sessions as part of a 12 Session Coaching Agreement

This proposal offer (minus the limited time money back guarantee and the bonus leather journal) is only valid one time per Lead Pastor up to September 30, 2021 at which point it may be reevaluated. This offer does not extend past the initial 12 sessions, however if a pastor desires to continue coaching beyond 12 weeks, we can arrange a new contract but it will be the pastor's responsibility to arrange funds.

3. Michael Dueck Coaching commits to a 30 Day Money Back Guarantee. This means your Pastor has the additional Free Discovery Session plus Sessions 1 & 2 (if both planned within the first month) to request a full refund, minus the cost of the Leather Journal if provided.

What is being presented in this proposal doesn't reflect any commitment on behalf of the local church or the pastor, and it will be up to each respective pastor & church to work those details out.

Michael Dueck Coaching will consider the individual or entity named in the contract to be liable for 100% of the coaching fees. This does not mean all payments must come through that one individual but rather they are the one responsible for payments to be made. Michael Dueck Coaching can invoice separately to COG-WC, local church and the pastor to be coached for convenience sake. It is the responsibility of the local church and/or pastor to communicate with COG-WC regarding their Agreement for Coaching with MDC. MDC will also contact COG-WC once the Agreement/Contract has been completed.

Michael Dueck Coaching will not be held liable or responsible for any changes made to this proposal that are outside MDC's jurisdiction for decision making (ie. if COG-WC make any changes to their commitment due to unforeseen circumstances). Details in a signed Coaching Agreement/Contract will supersede details in this proposal.

Payments: 50% of total is due prior to Session 1 (Session 1 is not the Discovery Session) & the remaining 50% of payment is due prior to Session 7.

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## 05 Next Steps...

1. Decide as a board if this the direction you're going to invest in your pastor's development this year.
2. If it's a go, do what's necessary to make it official in your minutes and let your pastor know.
3. If your pastor hasn't already, he/she can schedule a Free Discovery Session before any payments need to be made.
4. At this point, if the Pastor decides to continue, we'll draw up a Coaching Agreement and invoice to be completed before session 1 (Dec 31, 2020 deadline for bonuses)
5. 50% of total payment made one day before date of Session 1.
6. Encourage & pray for your pastor
7. Remaining 50% payment made before Session 7.



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