



Coaching Fee Structure in the South Dakota Synod

Coaching as a discipline is a powerful asset to leaders who are working through complex issues, solving difficult problems, moving through challenging transitions or simply wanting to grow in some specific area of faith, life or work. Many of our Certified coaches are have additional certification in one or more of three areas of specialization through “Coaching Labs.” Those three areas of specialization include:

- Stewardship: Coaching individuals or teams to become more effective steward leaders
- Discipleship: Coaching individuals for growth in their followership of Jesus Christ
- Mission Development/Re-development: Coaching individuals or teams of people who are starting a new worshipping community or working to renew/redevelop an existing one. Rostered leaders serving in contexts utilizing Partnership Support dollars for new or renewing congregations are required to have a coach.

How the South Dakota Synod supports Coaches and Coaching:

- Regular (quarterly) online gatherings of active coaches to learn how coaching is being utilized, explore how it might be expanded to more leaders and to share what coaches are learning from the field.
- A page on the website featuring this resource and listing each of our active and certified coaches along with a short bio and specific areas of coaching interest or specialization.
- Encouragement from Synod staff to rostered and lay leaders to seek out coaching as a resource.
- Regular sharing of new coaching recourses or opportunities via a list-serve.

Pro Bono Coaching and Fee Structure

- Leaders may consider using continuing education funds or may request a synod subsidy to help cover the cost of coaching when paying for it would pose and undue burden.
- In any given calendar year ELCA Trained Coaches will provide a minimum of 20% of their coaching time to ELCA rostered or elected lay leaders at no fee. For those under 100 hours of coaching, the first three clients coached will receive up to 3 sessions each, at no fee.
- The following coaching compensation fee structure is offered as guidance to synod coaching coordinators and ELCA Trained Coaches, although the compensation will vary and will be identified in the covenant. Coaching fees are part of a formal covenant between the coach and the client. The SD Synod will not oversee these covenants or serve as a broker for these relationships.

Coach Experience	Cost per Session
Level 1 Coach less than 100 hours	\$15-25
Level 1 Coach more than 100 hours	\$25-50
Level 2 Coach less than 100 hours	\$50-75
Level 2 Coach More than 100 hours	\$75-100
ICF Credentialed Coach	\$100+