

Stuck?, Unfulfilled?, Unfocused?: **Fertile Soils For Coaching** **By Eddie Hammett, PCC**

As the church and clergy coach for CBFNC I'm frequently asked how do I know if a coach can help me or my church? What is the most fertile soil for exercising the coach approach? Consider three familiar typical coaching scenarios:

- Moving from 'stuck' to 'unstuck'.
How often do you feel stuck?
- Moving from being unfulfilled to fulfillment.
Has your sense of fulfillment evaporated in the routines of life/work?
- Moving from unfocused to focused.
How often do you feel unfocused and losing momentum in life/work?

Organizations, families, churches, judicatories and individuals get stuck. Effort is often expended but little progress is felt or the routines turn into ruts. Feeling 'in a rut' fuels anxiety, anxiety fuels discouragement and often fear.

Fulfillment is fuel for a fruitful and productive life. The passion and joy of work and ministry generates joy and momentum and pulls us out of bed most mornings. On the other hand, when the sense of fulfillment fades the routine, predictability and challenge of ministry begins to weigh heavy and often creates an atmosphere for 'burnout' and growing fatigue.

In a rapidly changing world, filled with multiple multi-tasking people and situations being unfocused is becoming a disorienting challenging. The unfocused person, leader, organization or church flounders and loses confidence. Often their solution is to create or revive momentum by busyness. Doing more is often really doing less – in that an unfocused person/organization burns the proverbial candle at both ends but really makes very little forward progress. This fuels discouragement and discouragement robs them of confidence. Have you ever felt like this? Have you ever been in a church like this?

The coach approach may be the toolkit and relationship that will move the stuck to unstuck.....the unfulfilled to fulfilled and joyous.....the unfocused to focus and fruitful forward movement! Coaching is a profession dedicated to moving persons and organizations forward – not about untangling the past. Coaching is about discovery as coaches ask those powerful coaching questions to help groups and individuals discover that which God has planted in them that busyness or burnout might be covering. Coaching is most effective with the healthy person or group because the healthy have the skill set and health to dig out and move on. The

unhealthy may find themselves in the same challenging situations, but they may need a counselor to help restore health so they might be able to move on.

I was recently modeling the coach approach to a church's long range planning team. They had called me after floundering in their assignment for some time - a lot of talk that had resulted in little focus and no activity. After working with them only about one and half hours utilizing the coach approach.....one of their members declared, 'we should have called you earlier. We have accomplished more with you in an hour and half than in our months of meetings.' The reason she, and others felt that way, is that they had discovered their desired outcomes, getting clear about what that means, prioritizing them in light of their assignment and deciding on a next step for now.

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The certification for Christian Coaching is now being offered by CBFNC – our first generation of training is scheduled for November 8-9, 2010 at Trinity Baptist in Raleigh. The prerequisite for the face to face class is an online introduction that must be completed and evaluated before you are invited to the first classroom experience. Send me an email if you are interested in being trained as a coach or you feel coaching services might be of help to you or your church. EHammett@cbfnc.org or call 828 458 8954.