



# **CMI MISSION COACH TRAINING 2010**

## **for Returning & On-field Missionaries and Leaders**

The CMI Mission Coach Training 2010 program is designed to provide 160+ hours of professional-level instruction in Christian Leadership and Cross-cultural coaching to prepare you for coaching missionaries. You'll enjoy working with top-notch trainers and learning with veteran missionaries and leaders, receive a wealth of excellent coaching materials and experience being coached one-on-one for your own growth, personally and as a coach. As you begin actual hands-on coaching, CMI will provide supervision, coaching support and ongoing continuing education opportunities to help you coach effectively and keep growing in your abilities. Upon completion you can potentially have as much as 200+ hours of actual, hands-on coaching experience. And....because we are training as a non-profit, the cost is considerably lower than comparable coach training programs.

⇒ **APPLICATION DEADLINE: Immediately\*** - Applications will be accepted as late as 23 August, but openings in the program cannot be guaranteed after 5 July, check first at [mct2010@cmiprograms.com](mailto:mct2010@cmiprograms.com) for openings before applying!

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### **What You'll Learn – Benefits & Skills**

Coaching is the set of relational influence skills used to help people grow without telling them what to do. This emphasis on drawing the answers out of the coachee and his/her relationship with God makes coaching a great cross-cultural tool. When those you are coaching come up with the solutions, you avoid the problems that occur when a leader from one culture offers "fixes" to a leader from another. Some of the benefits and skills that will be covered are:

#### **The Core Coaching Competencies:**

- Embracing and operating out of the coaching value-set
- Understanding and using a transformational model to guide the coaching process
- Gaining commitment and maintaining motivation for change
- Creating awareness through intuitive listening and asking of powerful questions
- Goal-setting and action planning
- Building support structures for change
- Creating an authentic relational environment quickly
- ...and more!

#### **Coaching Life Purpose and Calling Clarification:**

- Understanding Personality assessments, and how to use them to troubleshoot roles, teams and conflicts
- Assessing the coachee's alignment with their call
- Identifying and clarifying a life message
- Creating ideal roles and teams
- Coaching dreams and dream obstacles
- Creating life mission, vision and value statements
- Increasing awareness of stages of calling development
- ...and more!

#### **Concepts, Practices and Community for Coaching across Cultures:**

- A coaching-oriented conceptual paradigm to recognize and respond effectively to cultural issues in the coaching relationship
- An increased awareness of your own cultural paradigm and coaching's cultural paradigm.
- A more conscious biblical attitude and response to culture.
- Essentials for coaching culture stress and re-entry.
- A collaboratively produced Cultural Coaching Strategies Handbook
- Becoming part of an ongoing international, inter-organizational and relationally-oriented community of like-minded, like-hearted Cross-cultural Missions Coaches.
- ...and more!

## Program Overview: 7 Modules

Our training process consists of 7 modules conducted over a 23-month period. The first 9 months are built around 5 open source training modules developed by Tony Stoltzfus, a leader in the Christian coaching movement and co-founder of an international coach training school (and a CMI board member).

**MODULES 1, 2 AND 3:** The first two modules cover the **Fundamentals of the Coaching Approach: Core Competencies**, including two days of practice with feedback in an onsite workshop format to hone your skills. A second back-to-back workshop (Module 3) introduces the Myers-Briggs personality typing system and explores **How to Coach with Personality Types**. During Module 1, you will also receive one-on-one coaching from an experienced missions coach, giving you the chance to experience what it is like to be coached and to learn by watching a coach work with you.

**MODULES 4 AND 5:** These modules cover **Coaching Life Purpose and Calling: Discovery, Clarification and Alignment – the Basic Equipment for Life Coaching**. We'll extend the listening and asking skills you've already developed into working with life purpose, and give you a broad toolkit for helping people understand and align with their call. During this phase of the training you'll have a weekly peer coaching session with a fellow trainee, and you'll begin coaching at least two other individuals. Starting to coach others during the training increases your retention and gives you a chance to bring your questions back to the trainer.

**MODULES 6 AND 7:** These last two modules cover **Mission and Cross-cultural Coaching: Challenges, Concepts and Practice**. There will be teleclasses, reading and related exercises that inform and support a "learning-by-doing" approach. You will gain a practical paradigm for recognizing and coaching into the cultural issues that impact the coaching relationship and client challenges. Through supervised coaching you will have the opportunity to develop a high level of skill in the application of coaching into cross-cultural, mission contexts. These skills will be applied and developed by setting up and coaching missionaries – whether preparing, on the field, or recently returned. Along with the mentoring-supervision of an experienced coach, you will receive additional feedback and troubleshooting support through regular group interaction with other mission coaches.

## Learning Formats

- **Teleclasses** - To make participation as easy as possible, teleclasses are used in three of the five modules. This is a format where a small group of trainees call into CMI's phone bridge line for instruction, group discussion, coaching demos and live practice time with a coach trainer. The teleclass format allows you to participate from anywhere in the world with a phone or internet connection. CMI's Conference Bridgeline is optimized to facilitate Skype calls as well regular phone calls. (Calling cards, cell phones and Skype are all options, with some being more reliable than others for international participants, depending on circumstances.)
- **In-person Workshops** – The onsite/ in-person workshops provide the invaluable opportunity to do live practice with feedback, and to go deeper in relationship with your fellow trainees. In order to minimize travel time and expense, the workshops will be conducted back to back over a 3.5-day period. Coming to the MCT 2010 workshop is required. Location is yet to be confirmed, but may be in Colorado Springs, Colorado, USA. (Visit [www.CoachingMission.com](http://www.CoachingMission.com) for the most up to date info.) Travel, food and lodging costs are the responsibility of the Coach Trainee.
- **Individual Study** – Individual reading assignments and related exercises will introduce and reinforce coaching concepts and practices.
- **Group Support & Feedback** - Peer Coaching, Mastermind Group Troubleshooting and other Group Feedback Sessions are used to add synergy, speed and scope to your learning process.
- **One-on One Coaching** – Personal coaching allows you to experience first-hand the impact of coaching while also providing focused, confidential feedback from an experienced coach.
- **Supervised Coaching** – Modules 4 through 7 put what you've learned about coaching to work in the lives of frontline missionaries, giving you the chance convert new concepts into skilled competencies with the support and feedback of fellow trainees and experienced coaches.

## Required Books & Materials

These are the books and materials each trainee will need to obtain or purchase in addition to tuition. All but "Ministering Cross-culturally" may be viewed and obtained from [www.Coach22.com/cmi.html](http://www.Coach22.com/cmi.html). Additional articles and materials will be provided as part of the tuition. If you would like more information about coaching, there is a large selection of free coaching articles at [www.coach22.com/discovercoaching/](http://www.coach22.com/discovercoaching/) as well as at [www.christiancoachingcenter.org](http://www.christiancoachingcenter.org).

- *Leadership Coaching*, by Tony Stoltzfus
- *Leadership Coaching Live* CD set, by Tony Stoltzfus
- *Coaching Questions*, by Tony Stoltzfus
- *A Leader's Life Purpose: Handbook*, by Tony Stoltzfus
- *A Leader's Life Purpose: Workbook*, by Tony Stoltzfus
- *Stages in Calling Development CD*, by Tony Stoltzfus
- *Type Talk*, by Otto Kroeger
- *Ministering Cross-Culturally: An Incarnational Model for Personal Relationships*, by Sherwood G. Lingenfelter and Marvin K. Mayers.

## Course Schedule

| Course  | Format [Length]   | Projected Dates*                  | Time Commitment (est.)                            | 1-on-1 Coaching Hrs* | Training Hrs* | Supervised Coaching Hrs |
|---|---|-----------------------------------|---|----------------------|---------------|-------------------------|
| <b>Module #1:</b> Getting Started in Leadership and Life Coaching             | 1-on-1 Coaching (June – Sept), Teleclasses (Sept – Oct), Individual Study, Peer Coaching [20 weeks] | Week of 18 July – 5 November 2010 | 2 hrs/week (June – Sept)<br>4 hrs/wk (Sept – Oct) | 6                    | 39            |                         |
| <b>Module #2:</b> Level II Coach Training Intensive                           | Onsite Workshop: USA – (see CMI website for location update) [2 days]                               | 16-17 November 2010               | 7 hrs/day   |                      | 15            |                         |
| <b>Module #3:</b> Myers-Briggs Personality Type                               | Onsite Workshop: Colorado Springs, CO USA (Tentative) [1.5 days]                                    | 18-19 November 2010               | 7 hrs/day   |                      | 11            |                         |
| <b>Module #4:</b> Coaching Life Purpose Discovery + Coaching Practice         | Weekly Teleclass, Individual Study, 1-on-1 Coaching - [8 weeks]                                     | 29 November – 4 February 2011     | 4 hrs/week [2 week break for Christmas]           |                      | 24            | 8                       |
| <b>Module #5:</b> Coaching Calling Discovery + Coaching Practice              | Weekly Teleclass, Individual Study, 1-on1 Coaching - [8 weeks]                                      | 14 February – 8 April 2011        | 4 hrs/week  |                      | 24            | 8                       |
| <b>Module #6:</b> Cross Cultural Mission Coach Training + Supervised Coaching | Hands-on Coaching, Teleclasses, 1-on-1 Supervision & Group Trouble-shooting [6 months]              | 18 April 2011 - ...               | 5 hrs/week [during Teleclass section]             | 5                    | 35            | 40+                     |
| <b>Module #7:</b> Supervised Coaching + Mission Issues Training               | Hands-on Coaching, 1-on-1 Supervision, Continuing Ed & Group Trouble-shooting [12 months]           | ... 15 June 2012                  | 4.5 hrs/week                                      | 10                   | 21            | 144+                    |
|   |   |                                   | Total Hrs   | <b>21</b>            | <b>169</b>    | <b>200**</b>            |

\* Dates and training elements are subject to change to accommodate improvements in the program.

### Trainee Requirements (5)

- Trainee Qualifications** - We are primarily looking for: (1) experienced missionaries who have left or are soon leaving the field due to retirement or other family reasons; and/or, (2) on-field missionaries who want to coach other missionaries as a primary expression of ministry. The ideal candidates for this training would be:
  - Career missionaries who....
  - Have first-hand cross-cultural experience.
  - Have a passion for leadership development and empowering others.
  - Possess the flexibility to learn a coaching methodology that listens and asks rather than instructs and advises.
  - Are able to raise or maintain at least part-time support as missions coaches.
  - Can recruit their own coaching clients through their sphere of influence in missions.
  - Are willing to make a two-year commitment to training and at least part-time coaching under CMI's supervision. [Note: Any existing organizational affiliation may continue.]
  - Mission Pastor's/Director's with cross-cultural experience will also be considered.
- Application & Screening Process** – There are a limited number of places in this training, so interested applicants should not delay. You may access an application at: [www.CoachingMission.com/mct2010.htm](http://www.CoachingMission.com/mct2010.htm). Once all the application elements are received – (1) completed application, (2) application screening fee, and (3) confidential references – they will be forwarded to the CMI Screener assigned to you. Your Screener will set up an interview with you, and in some cases with your confidential references. Those that meet our requirements and are recommended by their Screener will be accepted. In return for a two-year commitment to training and supervised coaching, we will discount much of the upfront cost of coach training. The time commitment required from you is laid out in the course schedule (see above).
- Technology Availability** - To participate throughout the course you must have the ability to access the internet reliably, print downloaded exercises, have an active Skype account (free download), and to call into Teleclasses or other Group sessions over a CMI's bridge conference line from wherever you are located. Sessions will be recorded for later listening in the event of sickness, technical problems or unavoidable scheduling conflicts.

4. **On-site Workshop Participation** - Participation in the onsite, back-to-back Workshops is required. Related food, lodging and travel expenses are the responsibility of the Trainee and are in addition to Training fees.
5. **Supervised Coaching** – In the indicated Modules, each trainee will be expected to recruit and to be coaching:
  - a. Modules 4 & 5 – A minimum of 16 hours to 2 coachees for a minimum of 8 sessions each, with at least one being coached through the Life Purpose Coaching Process.
  - b. Module 6 – A minimum of 40 “qualifying” hours, and,
  - c. Module 7 – A minimum of 144 “qualifying” hours.
  - d. **Qualifying MCT Coaching Hours:** Total “qualifying” coaching hours can be determined as follows:
    - i. 80% of the hours are to be coaching of “Missionaries” in any of the following stages or roles:
      1. Pre-field – Within one year of going to their mission assignment
      2. On-Field – Currently on the field in their mission assignment
      3. Re-Entry Stage – Within less than 2 years of having left their mission assignment
      4. Indigenous Christian Leaders – Must be working cross-culturally, or serving with a mission-focused organization within their home country.
      5. Mission Support Personnel – Mission personnel working full-time in support roles in their home country.
      6. Short-term Missionaries – Individuals or groups who are, will be or have recently served short-term in a cross-cultural mission context outside their home culture.
  - e. Supervision, guidance and coaching support will be provided to help you provide these coaching hours.
  - f. We also ask that each trainee be open to coaching 1 - 2 missionary clients referred by CMI, if needed.

## Program Fees

### Phase I: Modules 1 - 5 — Core Leadership & Life Coaching Skills

- **Application Fee: US \$50** - The application fee is nonrefundable, and if accepted, will be applied to the Trainee's total tuition for this phase. Once payment is received, the candidate's application will begin the screening process, which typically will be completed within two weeks.
- **Tuition Fee - Mission Coach Training Discount: US \$795, due by 12 July 2010**, unless otherwise arranged. - The normal tuition for just the first 5 module/10-month core training program is \$1995.00, plus \$150 (est.) for books, and one-on-one coaching fees of US\$300, for a total of US\$2425.00. CMI is discounting 50% of the core training fees, plus all of the coaching fees, so your total cost for Modules 1 - 5 -- training, books and coaching – is: **US \$995\***
- **Fees Payments:** See the “MCT2010 Application” for application fee payment instructions; and, the “MCT2010 Welcome Packet” (received upon acceptance) and/or the CMI website for Tuition fees payment instructions. Failure to make payment by the date indicated above may result in having your place in the course assigned to someone on the Waiting List.
- **To Qualify for the Discounted Tuition:** You must meet the Requirements described above, and sign-up for the entire 23-month training process to qualify for the discounted tuition.

\* *Travel, food and lodging costs in relation to the on-site workshop are the responsibility of the Coach Trainee. We will try to provide low-cost options when possible in addition to those available in general.*

### Phase II: Modules 6 - 7 — Cross-Cultural Missions Coach Training + Supervised Coaching

- **Tuition & Supervision Fee: US \$135 per month** - Each Trainee will pay to CMI **US \$135** per month during the 15 months of Modules 6 and 7 in order to cover the supervision, continuing education, bookkeeping and administration costs.
- **A Recommended Option:** The program fees are structured so that they could potentially be covered through minimal coaching session fees paid to you by the missionaries and leaders you coach. To charge a context-appropriate fee for your coaching is recommended, but not required. Options for how this might work for you will be discussed at the appropriate time. We will be available to help you determine what works best in keeping with your individual situation and organizational policies. To learn more about CMI's Pay-for-Services Policy, Coaching Fees, and other Frequently asked questions regarding our Training Programs, go to: <http://www.CoachingMission.com/faqsrmct.htm>

## Certification Questions

- **Certificate of Completion** - Upon successful completion of all training requirements, CMI will provide a Mission Coach Training Certificate of Completion acknowledging the number of Training hours that you have received and the number of Supervised Coaching hours that you have provided. A record of course content, your participation and related recommendations by coaching supervisors will be provided at the end of the Course, as well as kept on file for future reference. We also will act as a reference as needed.
- **ICF Certification** - The MCT program is of professional quality, but not officially accredited with the International Coaching Federation (ICF). However, individual trainees may seek professional certification directly with the ICF through their portfolio track, a common certification approach. The ICF list of Core Coaching Competencies is integrated into the regular Supervised Coaching Evaluations in Modules 5–7 to help assess your growing competencies based on generally accepted professional standards. See the ICF portfolio track at – [www.coachingfederation.org](http://www.coachingfederation.org) - for details.
- **Answering your organization's questions** - If your organization has any questions regarding the quality of the training you will receive, we recommend you provide them with this course description and direct them to the CMI website – [www.CoachingMission.com](http://www.CoachingMission.com). We would also be willing to speak directly with anyone concerned, if helpful.

## Program Trainers & Resource Specialists



**Tina Stoltzfus Horst, MS** is founder and Director of Coaching Mission International, and will serve as the Lead Trainer in Modules 2 and 3: Onsite Workshops. She holds coach and coach trainer credentials, and has been coaching mission leaders since 2003. She has expertise with the Myers-Briggs personality type indicator and other personality tools, and travels regularly to provide leadership training and coach training to missionaries in the field. Her background is in therapy and pastoral ministry. She has two adult children and resides with her husband, Gary (also a certified leadership coach), in Goshen, Indiana.



**Paul Hillhouse** is the Director for the MCT2010 program and will serve as the Lead Trainer in Module 1: Getting Started in Leadership and Life Coaching. He spent 26 years in full-time missions as a leader, trainer, and frontline church planter among unreached peoples in Asia and the Pacific. Coaching was a fundamental approach to staff and indigenous leadership development. He also served as Central and South Asia Coordinator for YWAM Church Planting Coaches. He brings frontline, “in-the-trenches” perspective to cross-cultural and mission coaching issues and has hundreds of hours coaching missionaries and leaders working in a wide range of cultures. Paul is a certified leadership coach who also serves mission and marketplace professionals through his business DiscoveryL3 Solutions ([www.DiscoveryL3.com](http://www.DiscoveryL3.com)). He works in several CMI coaching projects, and currently resides in Trinidad, Colorado with his wife and children.



**Jeff Williams, MA**, a certified coach and coach trainer, and a licensed clinical counselor. He serves as President of Grace and Truth Relationship Education, a non-profit marriage coaching and counseling ministry. Along with his wife Jill, they train Christian couples to use coaching skills to strengthen and heal their own marriage and to help other couples. They also write curriculum and articles which have been published in the Journal of Christian Coaching, and books by Tony Stoltzfus and Gary R. Collins. Jeff also directs The Family Coaching Center portion of the Christian Coaching Center, a global community of Christian coaches with different specialties - [www.christiancoachingcenter.org](http://www.christiancoachingcenter.org). Jeff has worked closely with CMI as a coach to missionary couples, and is currently developing a program to train marriage coaches for on-field missionaries. He currently resides with his family in Maryland, near Washington, D.C.



**Tony Stoltzfus** will serve as the Lead Trainer in Modules 4 and 5: Coaching Life Purpose & Calling: Discovery, Clarification and Alignment. He is a pioneer in the Christian coaching field and has trained hundreds of coaches. He is author of the open-source materials and many of the required books used in Modules 1-5 of this training program. He helped found an international coaching school and has developed a wide range of training resources used around the world. Tony developed the Christian Coaching Center ([www.ChristianCoachingCenter.org](http://www.ChristianCoachingCenter.org)), leads a relational network of coaches and serves as a member of the CMI Board of Directors. In addition, Tony does transformational leadership coaching through [www.CoachingPastors.com](http://www.CoachingPastors.com). Along with his family he currently resides in Redding, California.

\* Additional Trainers and Resource Specialists will be involved depending on need and availability.

Further questions or comments may be addressed to: [MCT2010@CMIprograms.com](mailto:MCT2010@CMIprograms.com)