

## Coaching Evaluation Survey

### Ohio Association Conservative Congregational Christian Churches

# Ministry Clinics 2017-2021

An overview report to the Officers and members of the Ohio Association

Dr. David R. Kimberly  
Barnabas Ministry Pastor  
January, 2022



This report represents the collated feedback from 12 CCCC pastors and church planters who participated in five Ministry Clinics from 2017-2021. Each clinic consisted of a cohort of 4-5 coachees who committed themselves to meet 4x/year in a retreat format for group coaching in addition to 1-1 coaching between retreats, for a total of 162 hours of professional coaching according to the standards and methodology of the International Coaching Federation ([www.coachingfederation.org](http://www.coachingfederation.org)). One cohort had an additional participant who served in a resource/mentoring/advising capacity.

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*"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." (Acts 1:8)*



- **Supporting Those Called by God** •
- Dr. David R. Kimberly, Barnabas Ministry Pastor

### Coaching Ministry Evaluation

The goal of the OA Barnabas Coaching Ministry is to help you listen to the Holy Spirit, discover new things about your life and ministry, and take action around that learning.

As someone who has gone through a Barnabas Ministry coaching sequence either as an individual, as part of a ministry clinic, or both, your feedback is welcome.

**Please circle for each: 1 = Yes!!! 2 = Yes 3 = Somewhat yes 4 = No**

**During the coaching sequence the coach listened attentively to me** 1 2 3 4

Dave is gifted not only in listening, but in asking clarifying questions. He often reflects our own words back to us in a way that reveals what is truly going on. This is both a challenging and affirming process, because sometimes we are perceiving something dimly that we have never actually clearly articulated to ourselves. This clarifying process often can't happen in our own heads, and requires the dynamic both of a coach and of peers speaking into each others lives. This is what I love about the group dynamic. It is also an affirming process, because by hearing the perceptions of Dave and of others, we often get the feeling, "I'm not crazy after all! This is what I have been experiencing."

**The coach helped me to establish clear goals** 1 2 3 4

This is one of the most helpful aspects of the coaching experience. As we go through the week by week routine of ministry, often we stop seeing the bigger picture of what God is doing, or what God wants to do next. By taking time out with a coach and with peers, we are stepping outside the routine and this, in itself, God uses to help us with strategic thinking. I found that the goals I had set before starting the coaching were much smaller than the goals God wanted to reveal and set into motion.

**The coach helped me to become aware of various factors in my situation** 1 2 3 4

**The coach helped me to identify clear action steps** 1 2 3 4

**The coach helped me to develop the best method of accountability for myself** 1 2 3 4

**As a result of the coaching series I accomplished the goals I established** 1 2 3 4

God does everything and He enables us to see what He is doing and join Him in His work. This goes beyond "accomplishing goals."

**Going through the coaching sequence contributed to my morale** 1 2 3 4

**I sensed the hand of God through the coaching process** 1 2 3 4

It was very exciting, really. As the year unfolded and as I began to move forward on what God had revealed through the coaching process, God sent just the right person into our ministry at just the right time. He also unexpectedly provided a source of funding so that this new person could be paid. All of this was direct confirmation that by pursuing the path uncovered through the coaching, we were absolutely moving in the direction God was leading.

**I would recommend Barnabas Ministry coaching to others** 1 2 3 4

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## What did you particularly appreciate about the Barnabas Ministry coaching you've experienced?

- I have now completed a second set of Ministry Cohorts/Clinics. I have appreciated the chance to share with other like-minded pastors what is going on in ministry and the struggles I am facing. I get encouragement, feedback, support, and new ideas. I enjoy hearing about their ministry as well. I know they are with me and behind me in my service as a pastor.
- I appreciate Dave's work as a coach. First of all, he does the organizing, encouraging and reminders that keep the Clinics going and headed with the right focus. We as pastors can get lost in our day to day/week to week work and completely forget the outside world. Dave, wisely gets things scheduled into our lives – so that we set aside the needed time. Because we need this time away.
- The Thursday/Friday clinics are good. It is good to get even a short time away. My first Clinic was in person. This time it was by Zoom. I would not be able to do it except by the internet option. The benefit of the in person clinic, is that I would leave work at lunch and drive somewhere and get a break and time away from church matters. This time, however, I worked a full office day, then came home and had the Clinic in the evening. In retrospect, I wish I would have carved out more time and actually went somewhere else – so that I could have a more spiritual focus for the time. But that is on me, not on Dave's leadership.
- The format of the Clinics are good. This last one was for me the most helpful to date. I was able to share some major personal struggles and find much needed encouragement. One thing that helped a little was that there were only 3 of us presenting – the 4<sup>th</sup> presenter was away. That allowed for more time for personal sharing and prayer together – and for this session that was needed for a few of us.

Dave is an exceptional and spiritually sensitive facilitator, and God uses him and the "group dynamic" to sharpen and hone ministry leaders. He is gifted in enabling us to focus on key words and themes that emerge from our discussions, and this, combined with the input of peers is extremely helpful in identifying the true issues which we, as participants are having. This is a rare and valuable opportunity to share, learn and grow in a small, confidential circle of spirit-filled peers. As in other times in my life, God has done huge things in the context of small groups like this.

David is very in tune with my situation. He asks very good questions to force you to think about it thoroughly and from different perspectives.

I also appreciate the unique perspective of the other participants. They were able to share insights based on their own experience that was very helpful.

David does a great job of leading and bringing insight. The other participants offered a lot too. We grew in fellowship together and resourced one another. It was a blessing.

It was so nice to gather again with other pastors for a time of joyous fellowship. Being able to brain-storm about situations and offer feedback to one another is helpful, in fact the process alone of doing that is therapeutic and enriches the soul. David Kimberly continues to amaze me and get better with each session. He asks the right questions, he restates comments and asks for confirmation-which is a wonderful communication technique.

David closely follows his boundaries of not giving advice but offering ideas and different options for us to consider. David seems to be looking for blind spots and pointing those out, which is great. Thank the Lord for David Kimberly. Praying for his possible new church ministry and CCCC USA coaching.

*Fellowship with other pastors; feedback and wisdom from Dave Kimberly; prayer*

I really appreciated Dave's integrity and his desire to help the coachee. Dave has a positive way he highlights the good things in the coachee & the coachee's situation. I am also thankful for the friendships that were formed.

I felt very blessed to be a part of this group because of all the combined years of ministry experience within my small group. And I was able to learn from their wisdom.

My time was well spent. I received great support and encouragement from Dave and the other clinicians. Relationship building and solid fellowship was a premium. I was blessed to be a part of Barnabas Ministry and would highly recommend it to others.

Helpful, probing, exploring, exposing, encouraging, rewarding, challenging...

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Encouraging, insightful, strengthening, freeing, safe.

**What suggestions would you make to improve this ministry?**

- It is good that we added a follow up session to catch up with each other and prayer for each other.
- Along those lines, one way to help foster our relationships together as pastors would be to have a "catch-up" session in between the Clinics. Something that was just a couple of hours (??? 2-4 pm or 7-9pm) by Zoom. So that we could do better at keeping up with each other. We did try doing prayer partners in between but that got difficult to keep up.

I am sure that meeting in person makes the fellowship of this experience even closer, but it worked amazingly well via zoom, online. We were easily able to share resources and information with each other which was helpful. I found the transcript of our individual sessions to be helpful, but that was not consistently provided, although Dave did an excellent job of always sending out an accurate summary of each session. I would like to see the transcript available each time, because there are sometimes specific words God speaks to us through others and this would help capture them.

Some of this was obviously out of control due to COVID, but I think the group would be much more effective and impactful in person.

More structured contact between participants between meetings. Things didn't exactly happen when left to our own devices.

I would change up one of the recommended readings we decided as a group.

I enjoyed John Hood continuing to join us for communion and officiate partaking of the elements. I would like to continue in the zoom sessions because it saves me time and expense in traveling. Possibly getting together live once in a while would be good.

I don't think Dave needs to do too much differently; it has a good balance as it is.... One thing that could be considered but I don't know if this would work... for me the challenge was being able to take a full Thursday night and Friday morning 4 times a year, given my crazy family schedule... could there be an option where maybe there are two full retreat times, but have some shorter zoom meetings in between to check in on each other?

I don't have any suggestions at this time.

I truly enjoyed my small group. Pastor Dave did a wonderful job leading my group. He is very gifted in this area of ministry. It was truly time well spent and I do not say that lightly. I do not any recommendations to give, I hope and pray other Pastors will use this valuable resource within CCCC.

I received so much from the meetings I really can't see where there needs to be any improvement.

No COVID! Dr. Dave is very good at this!

Having the cohort in person rather than remotely would be more personal. I wonder if a follow up six months or a year out would be good?

*Comment: while the personal feedback is gratifying, the helpfulness of the coaching may be more accurately attributed to the training and methodology of the International Coaching Federation. In 2021 this included mentor-coaching, in-service training, and recertification as an Associate Certified Coach..*

*OK.*

**Thank you. Your input will help Kingdom builders build God's Kingdom in the future.**

**Please return this form to:**

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