

## Recommended Compensation for Level 1 and Level 2 Coaches in the ELCA

<b>Level 1 Coach &amp; Level 2 Coach</b>	1	\$15-25/hour	Level 1 Coach < 100 hours of experience
	2	\$25-50/hour	Level 1 Coach > 100 hours of experience
	3	\$50-75/hour	Level 2 Coach < 100 hours of experience
	4	\$75-100/hour	Level 2 Coach > 100 hours of experience
	5	\$100-150/hour \$150-200/hour	ACC- ICF Credentialed PCC-ICF Credentialed

- **ELCA Level 1 Coach**

- ✚ Successfully completed ELCA Level 1 Coach Launch Training.
- ✚ Has a working knowledge of the ICF Core Competencies and comfort with the general shape and flow of coaching conversations.
- ✚ Coached at least 2 clients for a minimum of 5 sessions each within one year of completion of Level 1 training, and each following year.
- ✚ Checks in with their synod coach coordinator at least once each year.
- ✚ Recommended:
  - Attends continuing education modules sponsored by ELCA Coaching Ministry (at least 2 live each year).
  - Works with a coach of a higher experience level for at least 4 sessions each year.

- **ELCA Level 2 Coach**

- ✚ Successfully completed ELCA Level 1 Coach Launch Training and Level 2 Lab Training in a specialty coaching area.
- ✚ Has coached at least 2 clients for a minimum of 5 sessions each year.
- ✚ Checks in with their synod coach coordinator at least once each year.
- ✚ Shows consistent application of ICF Core Competencies in coaching conversations and coaching relationships.
- ✚ Demonstrates competence in one or more ministry specialty area.
- ✚ Recommended:
  - Attends continuing education modules sponsored by ELCA Coaching Ministry (at least 2 live each year).
  - Works with a coach of a higher experience level for at least 4 sessions each year.