



CLERGY COACHING

RITE ONE CONSULTING

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Our core mission-driven goal at Rite One is to address the overwhelming challenge of clergy burnout, professional dissatisfaction, and employment turnover. Clergy are expected to be experts in all things and to do more than ever despite dwindling financial, institutional, and people resources.

The Church is suffering because our clergy are suffering. Our clergy are struggling with:

- Isolation
- Burn out
- Stress
- Difficult relationships
- Communication demands
- Feeling undervalued and underappreciated
- Poor health and wellness
- Lack of creativity and innovation
- Overall job dissatisfaction and underperformance

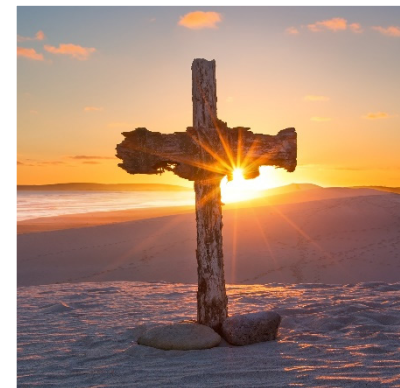
Clergy will serve longer, pastor more effectively, and be instrumental in growing the congregation/organization and the lay leadership when they: (1) Feel valued, supported, and connected, (2) Have a strong work/life balance supported by their congregation/organization, (3) Are encouraged to explore and learn continually, and (4) Witness their congregation/organization investing in their overall well-being and success.

Our work together, coach and client, seeks to create bridges to navigate difficult waters, bridges to new ideas and innovation, and bridges to improved personal balance and well-being. We offer to individuals, congregations, organizations, and Dioceses an extraordinarily cost-effective and straightforward way to invest in your clergy's well-being and success through professional coaching. Investing right now in a clergyperson saves money and stress in the long run for a congregation/organization. Additionally, it better positions the clergyperson and the congregation/organization for long-term mutual success and happiness. The most successful and innovative leaders in corporate America have peers/mentors who coach them regularly. The best and brightest throughout the world often have a peer/mentor who supports them and pushes them to be their best. Shouldn't the leaders we entrust to help us build up the Kingdom of God have someone who regularly coaches up their well-being and success?

At Rite One, excellence begins within the individual. We want to serve those who serve others by investing our time, energy, support, expertise, and resources into their vocation.

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WHAT IS CLERGY COACHING? HOW CAN IT TRANSFORM LEADERS AND ORGANIZATIONS?

Twenty years ago, “executive” or “professional” coaching was about fixing toxic behavior at the top of an organization. However, today, “executive” or “professional” coaching is about investing, developing, and supporting high potential leaders in an organization. Clergy coaching is executive/professional coaching for ordained leaders in the Church. The most successful and innovative leaders in America have coaches who further develop their leadership and vocational excellence. Athletes like Serena Williams and Tom Brady rely on coaches both on and off the court/field. Excellence is not accidental; excellence happens when it is cultivated and embodied by an organization’s leaders.

Clergy coaching is not therapy. It is also not primarily consulting. A coach’s role is not to give answers and solutions; instead, an excellent coach engages in their client’s professional journey through observations, questions, education/resource sharing, advocacy, and empowerment. The ideal coaching environment is achieved when the clergyperson is highly professionally motivated, committed to being coached, and embodies a fierce desire to learn and grow. How involved should the congregational/organizational leadership be in the coaching experience? Clergy coaching is ideally a three-party relationship between the church/organization, the clergyperson, and the coach. The clergyperson and their coach carry out the bulk of the work. Yet, coaching is a forward-looking endeavor that seeks to enhance the individual leader and the church or organization they lead. A three-party partnership better articulates and strengthens the unified goals, supports healthy and transparent communication practices, and best supports the clergyperson’s well-being and success both professionally and personally.

OUR METHODOLOGY

Three key elements define our process (methodology); goals, mindset, and behaviors. Much of the early work is about gaining clarity and focus on what the clergyperson genuinely wants to achieve, in both their short-term and long-term leadership outlook. Those goals may be their own professional objectives (i.e., acquiring a skill, improving a weakness, or better deploying a strength) or an institutional goal (i.e., implementing a strategic plan, developing a new ministry, launching an evangelism strategy). Input and shared goals often are developed collaboratively with the clergyperson and their church or organization. A goal becomes attainable when our mindset and behaviors align and work in partnership. Our mindset informs our behaviors. When our behaviors become habits, success is realized—both for an individual and in an organization. “Successful people simply practice successful habits.” We approach each coaching opportunity from this methodology’s lens, whether addressing a current leadership dilemma or nurturing visionary work.

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2021 MONTHLY RATES

PLAN	MONTHLY SESSIONS	SERVICES INCLUDED	Month-to-Month	3-Month Package	6-Month Package	Yearly Package
BASIC PLAN	One 60-Minute Session	Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Annual meeting with the organizational leadership	\$ 350	\$ 300	\$ 275	\$ 250
STANDARD PLAN	Two 60-Minute Sessions	Email coaching (1 Business Day Response Time) Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Two meetings a year with organizational leadership	\$ 650	\$ 575	\$ 525	\$ 475
PREMIUM PLAN	Two 90-Minute Sessions or Three 60-Minute Sessions	Phone access (Most Cases Same-Day) Email coaching (1 Business Day Response Time) Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Quarterly meetings with the organizational leadership	\$ 900	\$ 800	\$ 750	\$ 675

We want to best serve our clients and welcome the opportunity to discuss and design an ideal coaching plan.

Also, we are very sensitive to the financial needs and challenges of our clients.
Please do not hesitate to engage us in a conversation about our rates and payment options.

RATES SUBJECT TO CHANGE.

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RITE ONE CONSULTING

2021 YEARLY RATES

PLAN	MONTHLY SESSIONS	SERVICES INCLUDED	Month-to-Month	3-Month Package	6-Month Package	Yearly Package
BASIC PLAN	One 60-Minute Session	Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Annual meeting with the organizational leadership	\$ 4,200	\$ 3,600	\$ 3,300	\$ 3,000
STANDARD PLAN	Two 60-Minute Sessions	Email coaching (1 Business Day Response Time) Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Two meetings a year with organizational leadership	\$ 7,800	\$ 6,900	\$ 6,300	\$ 5,700
PREMIUM PLAN	Two 90-Minute Sessions or Three 60-Minute Sessions	Phone access (Most Cases Same-Day) Email coaching (1 Business Day Response Time) Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Quarterly meetings with the organizational leadership	\$10,800	\$ 9,600	\$ 9,000	\$ 8,100

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2021 DIOCESAN PLANS

PLAN	MONTHLY SESSIONS	SERVICES INCLUDED	Monthly Cost*	Yearly Cost*
DIOCESAN FIVE	Five 60-Minute Sessions	Phone access (Most Cases Same-Day) Email coaching (1 Business Day Response Time) Pre-session assessment tools and resources Post-session follow-up and action plan Monthly newsletter Monthly check-in with Diocesan liason Quarterly meetings with the organizational leadership	\$ 1,000	\$ 12,000
DIOCESAN EIGHT	Eight 60-Minute Sessions		\$ 1,520	\$ 18,240
DIOCESAN TEN	Ten 60-Minute Sessions		\$ 1,850	\$ 22,200

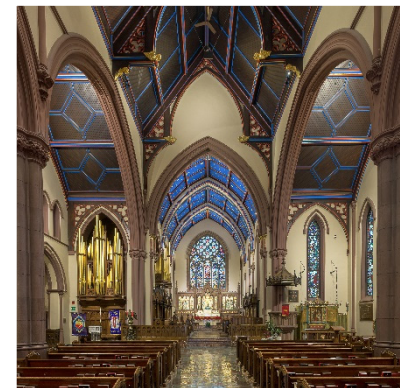
With all our Diocesan Plans, clergy being coached get phone and email access to their coach between sessions. We want to best serve our clients and welcome the opportunity to discuss and design an ideal coaching plan for a Diocese's needs.

Also, we are very sensitive to the financial needs and challenges of our clients. Please do not hesitate to engage us in a conversation about our rates and payment options.

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*** BASED ON ONE YEAR AGREEMENT**

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THE REVEREND RYAN D. NEWMAN, PRINCIPAL

As an Episcopal priest with over 25 years of professional ministry experience, Ryan has served as a cathedral dean, rector, head of school, chaplain, operations director, teacher, coach, hospital chaplain, and non-profit executive director. Ryan has coached leaders throughout his professional career as they have navigated critical professional (and sometimes personal) challenges. He has worked extensively with small and large groups looking to better articulate their vision and develop new ways of living into their mission.

As both a priest and educator, the defining aspect of Ryan's vocation has been his service and leadership to Episcopal communities and organizations amid periods of significant growth and change. He has been both an architect and a builder of groups, communities, programs, strategic visions, and even physical spaces throughout his career. Ryan's colleagues, congregants, and clients universally praise him for his transformational leadership, tireless work ethic, and innovative vision for the Church and its leaders.

Ryan is deeply passionate about empowering and supporting faith, educational, and executive leaders in their communities. As our faith, school, and non-profit communities continue to seek out embodying excellence, new challenges and dwindling resources also confront them. Ryan was inspired to found Rite One as an affordable, effective, and collaborative partner for those communities wanting to make excellence happen—and happen often!

“We want to serve those who serve others,” says Ryan. “We are committed to serving our clients with extraordinary leadership coaching and wellness support, and innovative project-based consulting services. We want to help make excellence happen!”

Ryan is a graduate of the University of Southern California with a degree in Political Science and has a Master's in Divinity from the Virginia Theological Seminary. He lives in Orange County, California, with his wife Erin, a physician, and their daughter.



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OUR MISSION:

RITE ONE SERVES THOSE WHO SERVE OTHERS BY HELPING MAKE EXCELLENCE HAPPEN.

OUR VISION:

TO INSPIRE EXCELLENCE AND TRANSFORM COMMUNITIES BY BUILDING STRONG RELATIONSHIPS WITH OUR CLIENTS.

CONTACT INFORMATION

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NONDISCRIMINATION POLICY

Rite One Consulting complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, age, national origin, ethnic origin, sexual orientation, gender identity, gender expression, or disability in our services, programs, communications, and financial practices.