

CAMPER PROFILE
WHAT DO COACHING AND HAGAN MENTORING HAVE IN COMMON?
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Hagan 1958-1969

Eighteen months ago, I was asked to be the keynote speaker at a “Women in Rotary” day, with the topic to center on leadership. My first thought was, “what can I possibly add?” The answer was to make it personal, and cover attributes of, and what I learned from three of my mentors/bosses.



**Barb and husband Edwin with Rotary International
President and his wife – San Diego 2015**

I had just painted a mental picture of a continuum of leadership and suggested that when you find yourself in the expert category, then you need to slip into the role of mentor and use your knowledge and talent to help develop an up-and-coming leader.

In fact, it was time for me to find an opportunity to serve as a mentor. Three months, later, I received a phone call from the Northeastern PA Synod that dropped me right into that “opportunity.” In September 2016, I found myself back in the role of student and attending a training course in coaching with the purpose of eventually becoming an ELCA coach – a resource available to the churches in the synod.

Quickly, I learned what coaching is NOT: A coach is *not* a counselor or consultant, giving advice and solutions. A coach has been professionally trained to listen deeply and ask “What” questions that help the client identify their own action steps that move them towards their goal. A coach is there to help the person through roadblocks, guiding them forward to envision creative ways to accomplish the tasks they’ve identified. By April 2017, I had completed my ELCA Level II coaching certification.

Now, I have to tell you that while I was going through the training, and then working as a Coach, I kept getting the feeling that elements of what I was doing were not new to me. Since Hagan was the major influence in my teenage years, it shouldn't have come as any surprise, when I looked more closely, that what I've always valued most in people were attributes I saw in my Hagan counselors. Interactions with them gave me my first experience of feeling like an "adult." They really had an interest in listening to me, and that my ideas had merit and value - - something that wasn't part of my family life.



**1964 Hagan Senior 7
Our Counselor, Ann Mapes**

I was also reminded that many of us as cabin counselors went from bed to bed most nights, asking campers *what* their day had been like, *what* they had the most fun doing, *what* they learned. When we encountered tears, we asked *what* would make it right, or *what* they would do differently next time - - asking, rather than giving pat solutions. And then, we listened, especially for what was not said.

But, it wasn't only after taps. During Morning Watch and Evening Devotions, counselors were always encouraged to ask "what" questions, valuing all answers, and conveying the notion that there can be more than one right answer, approach, or solution.

When I dredged up some older memories, I remembered being asked what type of lanyard I wanted to make, what I could do to help my cabin mates vie for Honor Cabin, what I thought about the parable of the Good Samaritan. Clearly, the deep listening component of coaching was an element that was infused into our Hagan life. Whether it was intentional or just part of the Spirit at work, Hagan women, both campers and staff, benefitted. This is definitely lighting a candle, rather than stumbling in the dark!



1968 Hagan Senior 2
That's me as Counselor

Now, take a moment and try and remember what person or persons at Hagan helped you, influenced you, mentored and supported you. And, how then might you have done this for someone else?