



# A Guide to Peer Coaching

## Introduction

Giving circle leaders, no matter what kind of giving circle they run, face many similar challenges. Leaders have shared questions about the best ways to recruit new members, provide ongoing engagement for existing members, and transform their grantmaking process, to name just a few topics.

There is a great deal of knowledge and expertise in Amplifier's growing network, and that is why we are starting our peer coaching program. We want to connect you more deeply, help you address your common challenges together, and support you as you innovate and share solutions.

Peer coaching will enable you and either one other person or a small group of people to form a consistent support loop, to reflect on your current giving circle processes, build new skills, and solve problems together. You will teach each other, share your experiences, strengthen your giving circle work overall—and deepen your relationship as you go.

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## Before You Begin

### 1. Take some time to set the tone

Decide together what kind of partnership you want this to be, and be clear about your expectations.

- What do you hope to get out of the experience? Are you looking for someone to help you work through challenging moments in your giving circle, or someone to keep you accountable? Someone to help you strengthen your giving circle's work, or all of the above?
- How many hours per week/month will you devote to peer coaching?

### 2. Set guidelines

Decide together what your meetings will look like, and be open to changing the structure as your partnership evolves.

- How often do you want to connect—once a month? Every six weeks?
- Will you meet in person, on the phone, or by videochat? (We find it's helpful to set up a time for your next meeting at the end of each meeting.)

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## Peer Coaching Topics

What you talk about with your partner is totally up to you, but it should be timely and useful to you both. To get you started, here are some suggested topics and sample questions you could use to spark a conversation.

### Recruitment

1. Is your giving circle open to new members? Are you looking for new members to join, or are you at your capacity?
2. Do you have specific rules about how long someone is a member?
3. How do you integrate new members into the established group?

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## Peer Coaching Topics Cont.

### Member engagement

1. How are your members currently involved in your giving circle's work? Is there desire to get more involved or are some members feeling tapped out?
2. As a leader, do you want to delegate some of your work to members to minimize your workload and prevent burn-out? How would you go about doing that?

### Grantmaking

1. If you had only one word to describe your circle's grantmaking, what would it be?
2. What part(s) of the grantmaking process does your circle do really well?
3. How could you improve your grantmaking practices?
4. How did you learn about your current grant focus area? How do you learn about new grant focus areas?
5. Do you support general operating expenses? Why or why not?
6. Do you offer multi-year grants? Why or why not?
7. Are you interested in exploring multiple grant committees to accommodate evolving member interest?

### Grantee relationships

1. How often do you interact with your grantees?
2. What kinds of interactions do you have with grant applicants at different stages of the application process, including after the process ends?
3. Do you feel that you are 'right-sizing' your expectations of your grant applicants, considering how much funding you are offering?

### Giving levels

1. Are you satisfied with the current giving level in your giving circle?
2. Have you explored new ways to structure your giving? (e.g. different giving levels, sliding scale, suggested minimum)

### Integrating Jewish wisdom and experiences

1. What makes your giving circle a Jewish giving circle?
2. How comfortable is your circle with having Jewish conversations?
3. Is there an appetite in your circle for more Jewish content (e.g. Jewish stories, texts, values)?
4. Is there an appetite in your circle for more Jewish experiences (e.g. Shabbat dinner, holiday celebrations, lectures, films)?

### Promoting your giving circle's work

1. How public are you with your circle's opportunities and grants?
2. Do you want to share your circle's story more often? With whom would you like to share your stories?

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## Sharing Your Peer Coaching Success

We want to know how your peer coaching experience is going, so please let us know. We'll work together to bring your story to the wider Amplifier community, so other giving circle leaders can learn from and be inspired by your insights.