

- WHAT** The Fieldstone Leadership Network's *Coaching Program* is a year-long mentoring program which empowers nonprofit executives to fully embrace their personal and professional growth as a nonprofit leader.
- WHY** Professional coaching makes it possible for a nonprofit executive to better assess and develop their leadership skills through self-discovery, self-innovation, and self-management. The nature of our personalized coaching enables an executive to tackle issues of leadership isolation and burnout, while being challenged to take a symbolic next step in their role as a nonprofit and community leader.
- WHEN** The Coaching Program will start in January of 2020. Each coachee will interact for 2 to 4 hours with his/her coach each month. While the program has a basic structure, the coachee has the ability to set his/her own agenda in their coaching. The format and context of the coaching interaction will be reflective of a balanced style and comfort for both the coach and coachee in the mentoring process.
- WHO** The Coaching Program is limited to Executives of nonprofits with a minimum of a two-year tenure as an executive. The participants are assessed in their personal and professional goals, their present and future role within their organization, and their commitment to participate in the program.

The Coaching Program is facilitated by Fieldstone Consultative Coaches. Our coaches have several years in the nonprofit industry, which encapsulate a wealth of knowledge, experience, and wisdom from “being there,” “done that.” They have lived through mistakes and have surpassed many challenges faced by nonprofit executives today.

- HOW** The Coaching Program is founded on a model and curricula which includes:
- A network of Coaches, graduates of a Fieldstone Executive Learning Group, trained to serve as peer coaches.
  - Ongoing training throughout the year to support the coach-coachee relationship.
  - A thorough matching process to secure the best outcomes of the coaching experience, and a mutual learning process in an atmosphere of trust and respect.
  - The participation in a 360 degree feedback instrument from the Center for Creative Leadership along with a one hour session with a CCL Certified Consultant to review the results.
  - The use of self-assessment and goal setting strategies.

- COST** A nominal cost of \$500 per person is required to help defray the costs associated with the Center for Creative Leadership’s 360 degree review process required to participate in the program. All other costs associated with the program are underwritten by Fieldstone Leadership Network.

## QUALIFICATIONS

This program is offered to qualified nonprofit executives who meet the following criteria:

- Strong support from the Board of the organization.
- At least two year tenure as an executive leader, with at least one year tenure with his/her current organization.
- A history of successful organizational operations.
- Neither the CEO, nor the organization, is currently in a crisis mode.
- Is a willing learner.
- Has the time and the necessary support personnel to participate in the program.



# 2020 COACHING PROGRAM CEO Coachee Application

Name \_\_\_\_\_  
Last First Middle Nickname

Title \_\_\_\_\_ Organization \_\_\_\_\_

Business Address \_\_\_\_\_

\_\_\_\_\_ City State Zip

Business Phone \_\_\_\_\_ Fax \_\_\_\_\_ Cell Phone \_\_\_\_\_

E-mail \_\_\_\_\_ Web Address \_\_\_\_\_

Identify the type of services provided by your nonprofit organization:

- Social Services
  - Health Care
  - Education
  - Arts
- Christian Ministries      Other, please describe \_\_\_\_\_

Stated Mission of Organization

National Affiliation, if any \_\_\_\_\_

Date Organization Founded \_\_\_\_\_ Current # of Staff \_\_\_\_\_

Identify the annual budget of your organization:

- less than \$250,000
- \$250,000-500,000
- \$500,000-\$1M
- \$1M-\$5M
- \$5M+

Board President's Name \_\_\_\_\_

Year You Joined Organization \_\_\_\_\_ Year You Became CEO \_\_\_\_\_

Your Employment History - Organizations, responsibilities, dates

\* please attach resume

Membership in local, state and national organizations:

The work of Fieldstone Leadership Network includes the taking of pictures of our leadership programs and participants and our involvement with the community. As a partner with us and a participant in our various programs you acknowledge that your image may appear in our photographs and videos. You agree to give permission to Fieldstone Leadership Network to use these images in our publications and communication vehicles, including our website and social media platforms.

We understand this is a one-year commitment. The CEO is prepared to invest the time in the relationship. The Board strongly endorses the CEO's participation. We understand this is a non-contractual arrangement for which the CEO and/or the organization accept responsibility. Neither the coach nor Fieldstone Leadership Network are responsible for any actions that may result from this consultation.

Application must be signed by both Board Chair and candidate and be received no later than **October 15, 2019** with your resume and payment of the \$500 program fee made payable to Fieldstone Leadership Network.

By: \_\_\_\_\_  
CEO

By: \_\_\_\_\_  
Board Chair

# Coachee Survey

In order to help us make the best coaching match for you, please complete the following questions. The information you provide in this survey will be kept **confidential**.

1. How do you think you would benefit from having a coach?

2. Please indicate your priorities in terms of what you want to get out of your coaching experience:

Area	Low Priority	Medium Priority	High Priority
Time management			
Personal / Professional balance			
Leadership skills/ confidence			
Management skills			
Stress reduction			
Relationship with staff/board			
Other (please specify):			

3. Please mark your level of agreement with each of the following statements:

I have...

Disagree

Agree

A clear sense of my purpose/mission as a nonprofit leader					
Established goals for my personal / professional development					
An action plan for my personal / professional development					
Fulfillment in my career					
Resilience as a leader					

4. To what degree does your leadership currently impact the following areas?

Low

High

Alignment with organization's mission					
Clarity of decision-making process					
Roles and responsibilities of board and staff					
Fundraising capacity & financial stability					
Organizational effectiveness					

5. If you participated in a Learning Group, please tell us about the problem you presented and the progress you have made resolving the issue.

6. Comments:

**Please print, sign and return application with \$500 participation fee and resume no later than October 15, 2019 to:**

Robin Stropko  
 Fieldstone Leadership Network  
 14 Corporate Plaza Drive, Suite 100  
 Newport Beach, CA 92660

Please help us by letting us know about you and your organization. Thank you.

1. Does your organization provide services for low income clients as described by your agency?

Yes

No

2. Does your organization provide services for moderate income clients as described by your agency?

Yes

No

3. What is the age of the clients your organization supports? Click all that apply.

Under 12 years of age

12-17 years of age

18-24 years of age

25-34 years of age

35-44 years of age

45-54 years of age

55-64 years of age

65-74 years of age

75 years or older

4. Please specify the ethnicity(ies) of your clients. Indicate all that apply.

White or Caucasian

Hispanic or Latino

Black or African American

Native American or American Indian

Asian/Pacific Islander

Other (please specify)