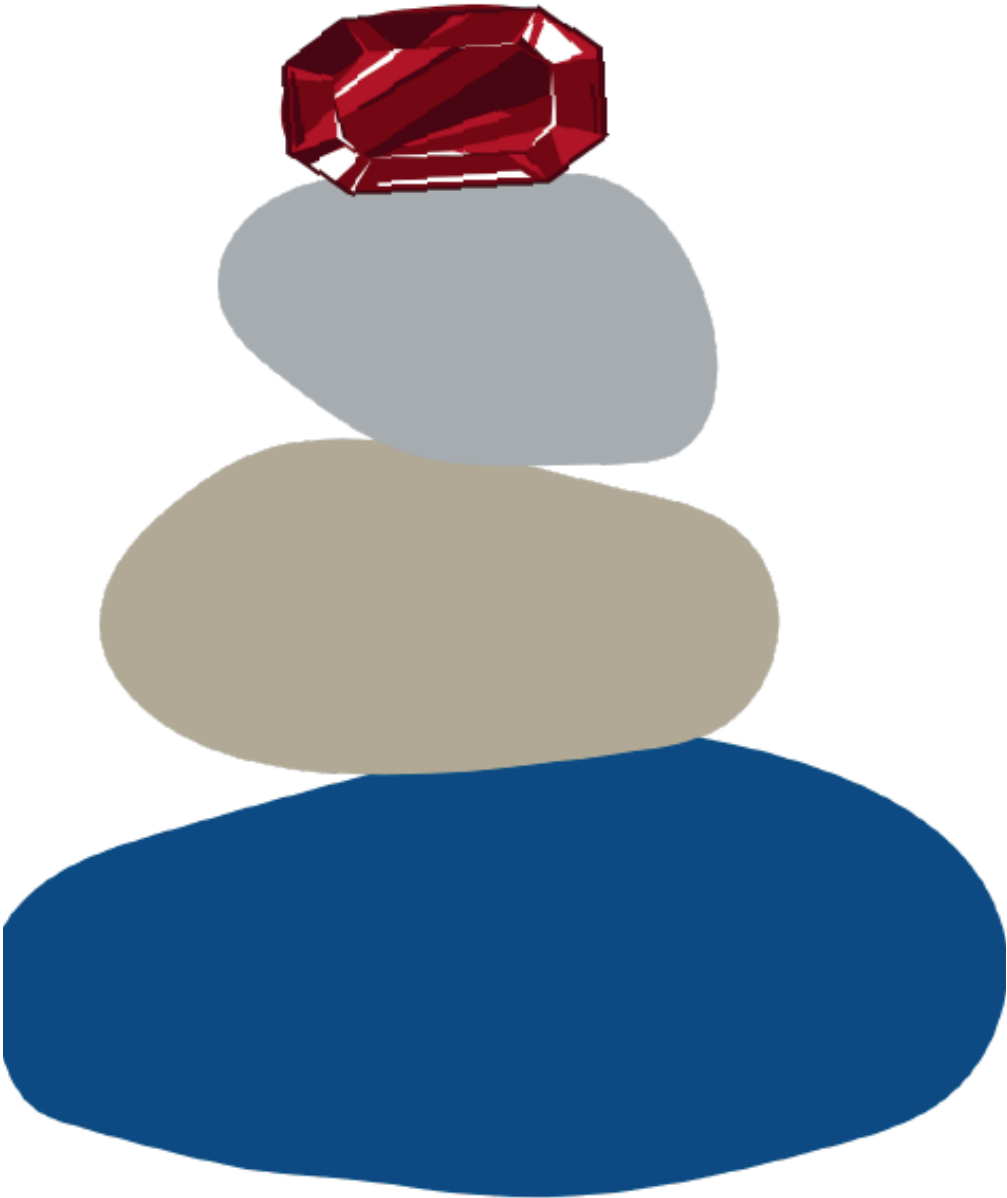


# Impact Report



1983

**FieldStone**



LEADERSHIP NETWORK SD  
*Celebrating Forty Years*

2023

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# BUILD LEAD SUSTAIN AMPLIFY

*40 Years of Fieldstone*

In the year 1983, our organization was established with a vision to share blessings with our community. We sought out good people doing important work and invested in them, creating enduring relationships that continue to this day.

Our initial decade was dedicated to **BUILDING**. We immersed ourselves in the San Diego community, understanding its people, their challenges, and how we could contribute. We laid the groundwork for an organization that would respond to the needs of the community.

By the time we reached our tenth anniversary in 1993, we embarked on a quest to assess our progress and identify areas that demanded attention. It became evident that leadership training was the key, and we set out to craft developmental opportunities that would address this need. Little did we know that we were shaping our own future in a profoundly significant way. Thanks to the relationships we had cultivated during our first decade, we reached out for assistance, and nonprofit CEOs answered our call. They joined us in bringing Crossroads and Turning Points, Learning Groups and Coaching to the world. It was during this time that the concept of reciprocity began to take shape within our organization. Those whom we had invested in reciprocated by sharing their time, wisdom, and experience, further strengthening our ties. This model was born, and it continues to flourish today. This is our **LEAD** decade.

Over the next ten years, we delved deeper into sustaining leaders in their noble work. We expanded our network, focusing on fostering relationships and cross-connections between programs. Ironically, we also faced the challenge of sustaining ourselves as the Fieldstone Company and our funding dissolved. We aptly refer to this period as our "**SUSTAIN**" decade. We had gained invaluable insights into what leaders needed to carry out their work effectively. We continued to weave together the critical threads that had contributed to our success: input from all of you, a focus on relationships, and a commitment to people.

It was during this phase that a transformative shift occurred. We transitioned from being a leadership development program that built relationships to building trusting relationships through shared learning. This shift is what sets us apart from any other training or learning organization—it is what makes us a community. It is the driving force that makes a significant difference in the lives of all those who are part of our network.

A community, by definition, is a group bound together by something they have in common. For us, that common bond lies in our shared values.

"We are committed to investing in ourselves and others through continual learning. We actively create environments that are hospitable and where everyone feels like they belong. We honor the confidentiality that must accompany true learning and the building of relationships. We respect each other—our differences and similarities—and understand how diversity enhances us. We take care of ourselves and others. We embody reciprocity—a continual giving and taking of wisdom, resources, peer support, and engagement."

This commitment to reciprocity may well be the most crucial value we continually uphold. It leads us into our fourth decade—an era of **AMPLIFICATION**. The ripples of impact that we don't always witness every day continue to reverberate throughout our community, making their way to others and transforming lives in ways we could never have imagined.

As our communal story illustrates, "the elthos of Fieldstone is relationships. Our community is a living entity sustained by active participation, reciprocity, and commitment to our values. This ensures that we provide what is most needed for all of us to succeed, both in our work and in our lives.

Fieldstone is a way of leading—a way that values people and relationships, for we firmly believe that it is within those relationships that the true work is accomplished, where joy is found, and lives are transformed.

# Fieldstone Leadership Network *San Diego*

## Our Mission

The mission of the Fieldstone Leadership Network San Diego is to provide reciprocal learning opportunities which build, deepen and sustain personal and professional capabilities and relationships among nonprofit professionals so they are better able to lead, collaborate, and problem solve.

## Our Purpose

We exist to support nonprofit professionals and to help build the capacity of the nonprofit sector.

## Our Strategy

The Fieldstone Leadership Network San Diego's strategy is to strengthen the nonprofit community by providing a continuum of programs that develop executive leadership, increase agency capacity, and sustain a collaborative and vibrant network.

We aim to be the "leadership home" for San Diego's nonprofit professional.

## Our Values

"We are committed to investing in ourselves and others through **continual learning**.

We actively create environments that are **hospitable** and where everyone feels like they **belong**.

We honor the **confidentiality** that must accompany true learning and the building of relationships.

We respect each other—our differences and similarities—and understand how **diversity** enhances us.

We **take care** of ourselves and others.

We embody **reciprocity**—a continual giving and taking of wisdom, resources, peer support, and engagement."

## FieldStone



*Build*



*Lead*



*Sustain*



*Amplify*

*Celebrating Forty Years*

# Our 2023 Programs

## 1

### Crossroads and Turning Points

#### The Highly Effective One Page Strategic Plan

A half day program facilitated by Network Member Nancy Batterman

#### Coaching as a Leadership Tool

A Certificate earning, three-month program for those leading others. Presented in partnership with the Nonprofit Leadership Alliance. Facilitated by Janine Mason

The program was presented once for our Network and once for a team from Casa Familiar in San Ysidro. Over 40 nonprofit leaders participated in this program.

## 3

### Coaching

With a robust faculty of nonprofit coaches, we coached approximately two dozen professionals in 2023. Michael Carr retired from his facilitator role in December. Long-time coach Barbara Mannino passed away unexpectedly in April. We recognized and gave thanks for both of them at separate celebrations.

*“My confidence levels have grown considerably compared to the start of the year. This leads to more confident and clear decision making and communication with my team. This has also transformed my relationship with my supervisor.”*

2023 Coachee

## 2

### Learning Groups

Hosted two groups: one for Nonprofit Leaders and one for Executive Directors. Tom Hall facilitated both groups. Torrie Dunlap joined Tom for the Nonprofit Leaders Learning Group as part of her training as a new program facilitator..

Fall recruiting was successful in filling all three groups for 2024.

## 4

### Leadership Reading Group

Finished up Leadership Reading Group 7 in June and began Leadership Reading Group 8 in September. Both groups were filled to capacity. Stefanie Schiff continued to facilitate the program. Curriculum was updated and book list was expanded.

*“Don’t just say that you have read books. Show that through them you have learned to think better”.*

*Epictetus*

# Our 2023 Programs

## 5

### Clare Rose Sabbatical

We awarded two Clare Rose Sabbaticals this year – one to Fiona Chatwin from Villa Musica and one to Ben Vallejos from Living Coast Discovery Center.

We worked with a committee of past Clare Rose Sabbatical-Takers – Deb Martin, John Malashock, Nicole Mione-Green, Barbara Reuer and Tonya Torosian. Others from the program joined us for the surprise presentations in May 2023. We celebrated our 10th anniversary with a summer gathering in Del Mar.

## 7

### Creative Encounters

Our experiential learning program was personalized and facilitated for the following organizations:

- Nativity Prep Academy
- CureBound
- Voices For Children

We also consulted with the following organizations to help them plan their staff retreats:

- Free to Thrive
- Identify Theft Resource Center

## 8

### Sector Resources

Fieldstone also continued the following services to the community:

- Nonprofit Board Exchange
- Nonprofit Career Exchange
- Nonprofit Resource Exchange
- Leaders in the Field
- 360 Degree Reviews

## 6

### Fieldstone@40

Rebranding in honor of our 40th anniversary, Fieldstone @ 40 returned this year after the COVID-induced absence. Our March gathering was sponsored by the Public Library Foundation SD and hosted at the Downtown Branch. A panel of Network Members including Torrie Dunlap, Sean Spear and Elizabeth Schott shared their experiences leading through COVID and its aftermath. The program was facilitated by Tom Hall.

The June gathering was our 40th anniversary event for 200 hosted at The Thursday Club.

In December we gathered at the new OASIS building in Rancho Bernardo. [a](#)

*"Where and how will San Diego evolve and grow? What challenges and social problems will the leaders of the Fieldstone Leadership Network San Diego membership face over the next 40 years?"*

*"One thing I do know, we will face them together. As members past, present and future, The Fieldstone Leadership Network San Diego DNA is in all of us. We will continue as a life force transforming the San Diego community networked as one."*

Joe Buehrle, MSW, Vice President,  
SAY San Diego

# Legacy: A Communal Story

In our programs we frequently talk about leadership legacies. We encourage leaders to take the time to think about what kind of leader they want to be and how that vision influences how they lead currently. As we marked 40 years, we, too, asked legacy questions and assessed how the Network has made a difference in the community over the years.

We asked questions like:

- How has Fieldstone Leadership Network mattered to nonprofit leaders in San Diego?
- What ripples have been created in the work, within organizations or in the broader community as a result of a nonprofit leaders' participation in our Network?
- What stories come to mind when Network members think of Fieldstone? What feels important to share?
- How do we understand this information and use it to inform our plan for the next 40 years?

As is our tradition, we went out to our members for answers. Our goal was to tell at least 40 stories which provided a meaningful picture of how Fieldstone has made (and makes) a difference in our community – why it matters that we do what we do.

Members were invited to write blog posts that were then posted on our website and shared through our Network News monthly email. Community leaders told stories about

- How participating in the Network strengthened their individual leadership and how has that mattered to them, their organization and/or clients;
- How the capacity of their organization had been increased through participation in the Fieldstone Leadership Network San Diego;
- How FLNSD supported them in creating trusted relationships with other nonprofit professionals and how those relationships supported or sustained them or resulted in collaborations;
- The ripples that have occurred as a result of participation in the Network or something learned in our programs.

Throughout these stories we learned about unexpected ripples, including the restoration of one's faith in humankind, helping someone becoming a better parent, and meaningful friendships that have lasted decades and sustained members through the challenges of life. We discovered that our impacts have been deep and significant, both as we had hoped and worked toward, but also in ways that we could never have imagined.

All blog posts are available on our website under the Resources tab/highlights.





# What Does Fieldstone Mean to You?

Headlines

Helped Me Give Voice to My Authentic Self

HELPED ME TO GROW AS A LEADER, **Offered Me the Gift of Believe in Humanity Again**

**Nothing Else Like It** HAS MADE A DIFFERENCE

A Personal and Professional Lifeline **Safe Havens & Light**

**Respect and a Sense of Reciprocity** **Bulb Moments**



The Gift that Keeps Giving A RIPPLE EFFECT OF GOODNESS

*A Quiet but Long-Lasting Impact*

Understanding & Practicing  
Shared Leadership

**A Cutting Edge Leadership Community**

A Circle of Trusted Colleagues

Transforming  
San Diego  
Networked as  
One

*Humbling, Inspiring  
and Empowering*

*Grateful I Said "YES"*  
*Finding Family*

**Changed My Life**

A Powerful Collective

A Beacon of Light **Gained a Sense of Wonder**

A Full Service Support Center

A Most Valuable Resource

Has Served Me and Literacy to this Day

**Being Better**

THERE FOR EVERY STAGE OF MY GROWTH AS A LEADER

*The Gift of Friendship*

A Community of Leaders I Could Lean On

**A Space to be Supported and Challenged** **Coming Home to the Place I was Meant to Be**  
**Creating Space for Us to Grow Together**

Unique Support and Genuine Investment

CONTRIBUTED TO ABILITY TO BE  
SUCCESSFUL

An Incredible Base & Network of Colleagues

Freedom to be My Whole Self

Ability to Envision Possibilities

*The Venue for Attaining the Artistry of Leadership*

A Network of Deep Relationships and Reciprocity **EVERYTHING!**



# Recognition and Proclamations

**Where as** Fieldstone Leadership Network, which began as a program of The Fieldstone Foundation and was founded in 1983, has evolved into to a cutting-edge leadership community that connects agencies and leadership in a unique and holistic manner by strategically investing in people and nurturing learning environments to transform, nonprofit leaders, their organizations and the community of San Diego.

**Where as**, the Fieldstone Leadership Network is a community of leaders united in the spirit of reciprocity and committed to continuous learning that creates spaces for brave conversations and cultivate environments of hospitality and belonging for people of diverse backgrounds, experiences, and cultures to nourish each other and grow together, where trust and confidentiality are the cornerstones of their work and who cultivate care for nonprofit leaders so they are able to sustain passion for the work and continue to serve San Diego residents

**Where as**, Fieldstone Leadership Network San Diego has served thousands of nonprofit leaders through learning groups, peer coaching, leadership reading groups, seminars and retreats, experiential learning programs, networking events, job boards and board matching services which have contributed to the strength of San Diego's nonprofit sector

**Where as**, Fieldstone Leadership Network San Diego has provided 30 Clare Rose Sabbaticals to nonprofit leaders and is the only local organization in our region to offer sabbaticals aimed at professional rejuvenation while advancing the skills of upper-level nonprofit staff and building the capacity of nonprofit organizations

**Where as**, the Fieldstone Leadership Network is recognized as a premier leadership support organization that provides essential services and transformational support to San Diego's nonprofit professionals so they are best equipped to offer programs, services, and opportunities to enhance and strengthen the people of San Diego.

## City of San Diego



*City of San Diego proclamation honoring Fieldstone Leadership Network San Diego presented by Councilperson Kent Lee. Lee is a graduate of Fieldstone's Learning Group program.*

*The City Council proclaimed June 29th Fieldstone Leadership Network San Diego Day!*

# Recognition and Proclamations

**Where as** Fieldstone Leadership Network, was founded in 1983 as a corporate foundation with the purpose of strengthening nonprofit leadership, investing in San Diego communities and supporting nonprofit professionals throughout their careers, and

**Where as** the Fieldstone Leadership Network San Diego promotes peer-based collaboration through their learning groups, experiential learning labs, networking events, retreats and more and  
**Where as** Fieldstone Leadership Network San Diego serves San Diego communities as the only local organization to provide a unique three-month sabbatical program for nonprofit leaders and their organizations and

**Where as** Fieldstone Leadership Network San Diego worked with over 300 organizations in San Diego County in 2022 and

**Where as** Fieldstone Leadership Network San Diego has transformed the communities that they serve and received recognition for their leadership development programs, and

**Where as** Fieldstone Leadership Network San Diego received the Top Rated award from GreatNonprofits in 2020, 2021 and 2022, and

**Where as** Fieldstone Leadership Network San Diego remains committed to amplify and sustain nonprofit leadership and organizations and is a vital resource across San Diego County, and

Therefore be it proclaimed that on this day, June 29, 2023 Fieldstone Leadership Network San Diego is honored on behalf of the United States House of Representatives and Constituents of the 51st Congressional district for their contributions to the communities of San Diego.

## House of Representatives

## Proclamation from Congresswoman Sara Jacobs



*Matt D'Arrigo presents Janine Mason with the proclamation from Congresswoman Sara Jacobs in recognition of Fieldstone's 40th anniversary on June 29, 2023.*

# Recognition and Proclamations



Fieldstone Leadership Network San Diego earned its fourth consecutive TOP RATED award in 2023.

The award is based on reviews from participants and members of the public.

You may read the reviews and learn more at  
<https://greatnonprofits.org/org/fieldstone-leadership-network-san-diego?search=fieldstone>



# Thank you for your ongoing participation in our leadership community.

**“As we move forward into our fifth decade and beyond, let us continue to nurture and cherish the bonds we have forged. Together, let us embrace change, amplify our impact, and support one another as we work towards building a stronger, more vibrant community.**

**Let us be ripples and create waves.”**

*Janine Mason*

**Founding Director**

## Special Acknowledgements

### 40th Anniversary Sponsors

Alliant Educational Foundation  
Blair Search Partners  
Rancho Santa Fe Foundation  
United Way  
Viewpoint Brewing

### 40th Anniversary Committee

Valin Brown  
Sue Carter Kahl  
Lee Ann Kim  
Rachel Peniche  
Michelle Schneider

### Fieldstone Coaches

Valin Brown	Sue Carter Kahl	Alberto Cortes	Matt D'Arrigo	Torrie Dunlap
Shaina Gross	Karen Hooper	Lesslie Keller	Lane Keifaber	Sharon Lawrence
Patti Malmuth	Deborah Martin	Ted Miyahara	Renato Paiva	Rakesh Patel
Deborah Salzer	Katie Sawyer	Sue Schaffner	Carol Schultz	Don Stump
Karen Terra	Rhea Van Brocklin		Don Wells	

### Program Facilitators

Michael Carr    Torrie Dunlap    Tom Hall    Kathie Lembo    Stefanie Schiff

### Clare Rose Foundation

Anne Vincent    Ted Vincent

### Fieldstone Leadership Network Staff

Mary Corbett    Leta Keyes

Theresa Amaya

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