

MEETING THE
MOMENT

Fieldstone
Leadership
Network
San Diego

**IMPACT
REPORT**

2025



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LETTER FROM THE FOUNDER



JANINE MASON

Founding Director

97%

Overall Program Satisfaction
Rate

100%

Would Recommend to Peers

79

Unique Organizations Served

390

Nonprofit Leaders Served

2025 will always stand out as a pivotal year in the story of the Fieldstone Leadership Network San Diego. It was a year defined by growth, transition, and bold steps forward. We launched new programs designed to meet the needs of this moment, were honored to be recognized by San Diego's largest foundation as a trusted leadership development partner, and were invited to collaborate in even deeper ways to strengthen our region's nonprofit leadership. Perhaps most significantly, we began the process of becoming an independent 501(c)(3) organization.

All of this happened while we continued to deliver the signature programs that have supported and shaped San Diego's nonprofit professionals for decades.

While this report focuses primarily on our 2025 programming, it also reflects the foundational work being done behind the scenes to prepare for our future as an independent organization. It is both a look back at a year of incredible effort and a glimpse forward to what comes next.

As we close this chapter and begin the next, I want to express my deepest gratitude to Anne Vincent and the Clare Rose Foundation. Their steadfast support and friendship over many years have been a personal gift to me and a powerful investment in San Diego's nonprofit sector. Though our relationship is evolving, the legacy of what we've built together remains strong.

Thank you for being part of this journey. The Fieldstone Network is what it is because of you. And the future is bright because of what we've created together.



NETWORK OVERVIEW

VISION

A well-developed, highly effective and deeply connected nonprofit sector.

MISSION

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.

VALUES

- **Continuous Learning** – We listen to our nonprofit members, evaluate our programs and apply what we learn.
- **Hospitality and Belonging** – We cultivate environments for brave conversations, personal development and relationship building to occur.
- **Trust and Confidentiality** – We honor confidentiality as a cornerstone of our work. We trust staff, members, facilitators and partners to join us in upholding the legacy of confidentiality in all we do.
- **Reciprocity** – We value the give and take of wisdom, expertise, and resources between each other.
- **Diversity** – We commit ourselves to be inclusive, inviting nonprofit leaders of a variety of backgrounds, experiences, cultures, and agency-focus to join our work.
- **Cultivation of Care** – We encourage leaders to take care of themselves, so they may sustain their passion, continue the serious work they do in our community and lead others by example.©

NETWORK HIGHLIGHTS

This year marked a defining chapter for the Fieldstone Leadership Network San Diego (FLNSD)—one of affirmation, growth, and deepened commitment to nonprofit leaders across our region. In the midst of ongoing complexity and change, we saw anew why this work is both important and necessary.

A major highlight was FLNSD's selection as a BRIDGE Grant recipient from the Conrad Prebys Foundation. We were honored to be named one of just eight organizations in San Diego County recognized for providing exceptional capacity-building services. This two-year general operating grant affirms the strength of our work while positioning us within a learning cohort committed to collaboration, shared strategy, and collective impact.

We also celebrated our founder, Janine Mason, being named a Nonprofit Board Leader of Influence by the San Diego Business Journal, recognizing her steady, values-driven leadership and long-standing contribution to the sector.

In response to increased uncertainty stemming from federal policy shifts, funding volatility, regulatory complexity, and rising leader burnout, we launched the Fieldstone Circle program—creating a grounded, relational space for reflection, connection, and mutual support.

This year we earned our sixth consecutive GreatNonprofits honor while providing direct services to more than 110 nonprofit professionals through learning groups, coaching, reading groups, our Circles and the Clare Rose Sabbatical. Along the way, we acted as a convener and connector—collaborating with partners and supporting a nonprofit sector continually adapting to changing regulations, funding streams, and workforce pressures.

We gathered in Network member spaces across the county to refresh relationships and sustain community. We also affirmed rest as a leadership practice, sending two nonprofit leaders on sabbatical and awarding two additional sabbaticals to be completed in 2026.

It was a full and meaningful year—one that reinforced the privilege of doing the work of Fieldstone: walking alongside nonprofit leaders and helping strengthen a resilient, connected, and courageous nonprofit sector for San Diego.



“THANK YOU FOR CREATING BEAUTIFUL ENVIRONMENTS FOR US”



PROGRAM OVERVIEW

In keeping with our commitment to providing a continuum of programs that support nonprofit leaders, we balanced our trusted, long-standing offerings with new and relevant programming designed to meet the sector's current and emerging needs. Guided by the value of lived experience and the spirit of reciprocity, our members and alumni continued to share their wisdom, best practices, and peer support—strengthening the network of professionals leading San Diego's nonprofit community.

LEARNING GROUPS

Learning groups remained the cornerstone of our program offerings. Guided by nonprofit veterans Tom Hall and Torrie Dunlap, leaders developed trusted relationships with one another while engaging in a robust curriculum that combined group problem-solving with experiential learning adventures. The groups met monthly from January - June 2025

“The Fieldstone Executive Learning Group is a great tool for leaders to refocus, reengage, and recalibrate their skills and capacity to be better leaders.”

*Tazheen Nizam,
Council on American-
Islamic Relations*

30 LEADERS

**1 - CEO GROUP
2 - SR. LEADERS GROUPS**





EXECUTIVE PEER COACHING

Now in its 29th year, our peer coaching program supported 15 nonprofit leaders. The program featured a comprehensive 360-degree review, individual sessions with a facilitator to discuss results, and 8–10 hours of personalized coaching each month. Coaching is a 12 month program. Coaches gather quarterly for resources and updates.

"The Fieldstone Network Coaching Program was a real game-changer for me. I was able to take the time to work through challenges and find thoughtful solutions with an experienced coach who guided me all the way through the process."
Carie Rodgers, PsychArmor

"The Fieldstone Coaching experience gave me the time, space, and support to be thoughtful about my leadership journey so that I could make informed decisions about how I can have the most impact in the San Diego region, both now and in the future. My coach was wise and warm, making it easy to dive into meaningful conversations about my career and my legacy."

**James McConchie,
United Way of San Diego County**



"The Fieldstone Coaching Program provided me with terrific, specific support during a time of great change and growth for our organization. I am grateful for the resources I received and am incredibly grateful for my leadership coach, with whom I will stay connected well beyond this program."

**Laura Lavoie,
Humble Design San Diego**



FIELDSTONE @ 4

This year, we took our “leadership living room” outdoors, emphasizing the power of relationships as the foundation of meaningful leadership.

Gathering at Coastal Roots Farm and the San Diego Botanic Garden, leaders deepened connections through shared experiences and conversation before returning indoors for our holiday celebration. In March, we partnered with the Cultivating Impact group to bring together more than 200 leaders, demonstrating how community creates collective impact.

In September, 36 leaders came together for an afternoon of healing music and bamboo forest bathing at the San Diego Botanic Garden, nurturing both personal well-being and professional connection. We are deeply grateful to the Garden and Resounding Joy for their in-kind support in creating this restorative experience.

We ended the year celebrating at the new home of Cygnet Theatre, The Joan. Surrounded by over 50 members and alumni, celebrating the relationships (and chocolate chip cookies) that sustain and inspire our leadership journeys.



FIELDSTONE @ 4

Networking to amplify leadership

Gatherings:

3

Leaders hosted:

275

LEADERSHIP READING GROUP



With a goal of creating well-read nonprofit leaders while imparting facilitation skills and building trusted relationships among nonprofit leaders, the Leadership Reading Group offers a unique opportunity to study and develop leadership in a communal setting. This year we hosted our ninth group of nonprofit leader/readers. The group continues to meet regularly even though their program has “officially” come to an end, illustrating the value of the relationships and the learning that has resulted from their participation.

FIELDSTONE CIRCLES



The Fieldstone Circle was launched in response to insights from Fieldstone’s Meeting the Moment survey, which revealed a strong need for spaces that supported nonprofit leaders during uncertain times. Rooted in the Courage & Renewal approach, the Circle offered monthly reflective gatherings where leaders paused, built resilience, and connected in community. Demand exceeded expectations: the inaugural six-month Circle was extended due to participant engagement, and a second Circle was offered and filled to capacity. Through this offering, Fieldstone demonstrated its continued commitment to responding to community needs in timely, meaningful ways—holding space for nonprofit leaders so they felt grounded, connected, and strengthened to continue their vital work.

FIELDSTONE CIRCLES

Meeting the Moment and
Sustaining Our Leaders

Circles

2

Leaders hosted:

42



CLARE ROSE SABBATICAL

Our Clare Rose Sabbatical Program remains the only local initiative in San Diego dedicated to supporting nonprofit leaders while building the capacity of their organizations through the funding of sabbaticals. In 2025, Solana Center for Environmental Innovation and the Karen Organization of San Diego successfully completed their sabbatical experiences, while Outdoor Outreach and Olivewood Gardens began theirs. CEOs Ben McCue and Jennifer Nation will embark on their three- and four-month sabbaticals in spring 2026, and we are currently partnering with both organizations to prepare for this transformative journey.

We are deeply grateful to our Clare Rose Sabbatical community, particularly our selection committee members who continue to interview, select and welcome new organizations and leaders each year. Their ongoing engagement and generosity embody the spirit of reciprocity that makes this program so impactful.



2 LEADERS WENT ON SABBATICAL IN 2025
2 LEADERS SELECTED FOR SABBATICALS IN 2025

BRIDGE INITIATIVE

Fieldstone was selected to be one of eight trusted partners in the Prebys Foundation's \$2 million BRIDGE initiative (Building Resilient, Inclusive, and Dynamic Grassroots Ecosystems). Aimed at strengthening San Diego's nonprofit and civic sectors, Prebys Foundation invested in eight local organizations with a mission to support and develop nonprofit and civic leadership in our region.

Selected for our leadership, impact, and commitment to the people we serve, Fieldstone joined the seven organizations to help other nonprofits build skills, enhance operations, and stay connected through training, wellness practices, and shared learning. We are honored to contribute to this vital effort to foster resilient, effective leadership across the region.



AMPLIFIED IMPACT PARTNERS

CHICANO FEDERATION

FIELDSTONE NETWORK

HOPE

LEAD SD

NONPROFIT INSTITUTE

RISE SAN DIEGO

WALKING SHIELD

**\$2M
INVESTED**

**8
PROVIDERS**

NETWORK OUTLOOK

FUTURE PLAN

In response to changes at the Clare Rose Foundation—our long-standing donor partner—we made the strategic decision to establish the Fieldstone Network as an independent 501(c)(3) organization. We believe this transition offers the strongest path forward to continue the work that has empowered nonprofit leaders in San Diego for over 40 years.

As part of this evolution, we have:

- Elected a dedicated Board of Directors
- Developed a comprehensive fundraising strategy
- Updated and deepened our program offerings
- Refreshed our brand to reflect our identity and future
- Designed a new website to bring it all to life

This is an exciting time for the Fieldstone Network, and we're just getting started. Watch for more details and new opportunities in 2026 as we build on our legacy and step boldly into our next chapter.



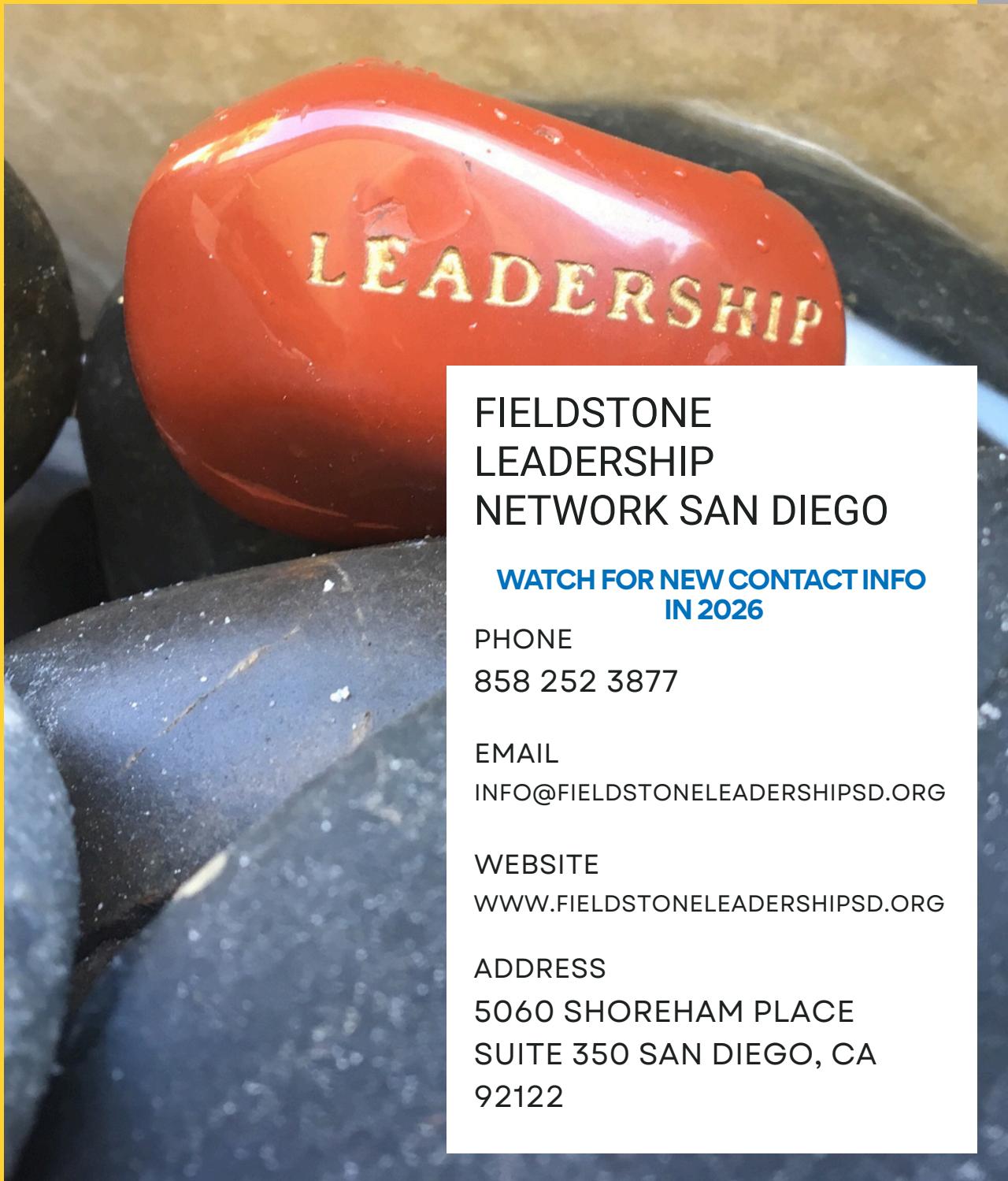
FIELDSTONE NETWORK

NETWORK INNOVATION

Recognizing that the leadership development landscape has shifted significantly since we began this work, we took this pivotal moment to thoughtfully re-evaluate our programming model and offerings. In doing so, we've chosen to focus on the areas where Fieldstone Network is uniquely positioned to lead—such as peer learning groups, executive coaching, and reflective retreats.

The result is a refreshed program framework that builds on our legacy while aligning with the current needs of the sector. We believe this intentional focus will allow us to continue delivering relevant, meaningful leadership and wellbeing experiences that sustain nonprofit professionals, and the communities they serve, for years to come. Watch for more details in early 2026.

CONTACT US



FIELDSTONE LEADERSHIP NETWORK SAN DIEGO

**WATCH FOR NEW CONTACT INFO
IN 2026**

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