



COACHING PROGRAM

Fieldstone Leadership Network San Diego

WHAT The Fieldstone Leadership Network San Diego **Coaching Program** is a year-long peer-mentoring program that empowers nonprofit leaders to fully embrace their personal and professional growth.

WHY Coaching makes it possible for nonprofit leaders to better assess and develop their leadership skills through self-discovery, self-innovation, and self-management. The nature of our personalized coaching enables a leader to tackle senior management issues, while being challenged to take a next step in their role as a nonprofit and community leader.

WHEN The **Coaching Program** will start in January of 2026. Coachees will interact for 4 to 8 hours with their coach each month. While the program has a basic structure, the coachee can set their own agenda. 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. All coaching meetings should take place during normal working hours unless both the coach and coachee agree on an alternate arrangement.

Each participant in the program must be able to attend the **Program Orientation on Jan. 7, 2026** and be available to meet with a Program Consultant on either **Feb. 11 or Feb. 12, 2026** at the Fieldstone Leadership Network San Diego office at 5060 Shoreham Place, Suite 350, San Diego, CA 92122.

WHO The **Coaching Program** is open to senior leaders. 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 Leadership Network San Diego and features a team of coaches who have worked for years in the nonprofit industry and have experience leading a nonprofit organization as its Executive Director or CEO. They encapsulate a wealth of knowledge, experience, and wisdom from having “been there, done that.” They have lived through mistakes and have surpassed many challenges faced by nonprofit executives today.

HOW The **Coaching Program** includes:

- A network of past and present nonprofit executives, trained by Fieldstone to serve as peer coaches.
- Ongoing support throughout the year to nurture and sustain the coach-coachee relationship.
- A thorough coach-coachee matching process to secure the best outcomes of the coaching experience and a mutual learning process in an atmosphere of trust and respect.
- A 360-degree feedback assessment from the Center for Creative Leadership along with a one-hour session with a CCL-Certified Consultant to review the results and access to CCL Compass, an on-line resource library that supports the assessment experience.
- Access to and guided use of personal and professional self-assessment tools and goal-setting materials.

COST We remain deeply committed to affordability. To keep our programs both accessible and sustainable, we have adopted a sliding scale fee structure based on organizational budget size. This approach allows us to equitably share program costs while continuing to offer high-quality experiences for all participants. Please see the chart on the last page of the application to identify the cost for your organization. All other costs of the program, which is valued at over \$9,000, are underwritten by the Fieldstone Leadership Network San Diego and its funding partners.

QUALIFICATIONS

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

- Strong support from the Executive Director/CEO of the organization.
- A history of successful organizational operations.
- Is not currently in crisis-mode or leading an organization in crisis.
- Is a willing learner.
- Has the time and the necessary support personnel to participate in the program.



2026 Coaching Program Confidential Application

Instructions:

Please complete each section in full. Application must be signed and received no later than October 31, 2025. You will receive confirmation that your application has been received within one week of arrival. If you do not receive confirmation, please call us 858.252.3799. Applicants will be notified of the selection decisions by mid-November.

Name _____ Preferred pronouns (optional) _____
Last First

Title _____ Organization _____

Business Address _____

City _____ State _____ Zip _____ Website _____

Business Phone _____ Mobile Phone _____

Business Email _____ Personal Email _____

Dietary Restrictions _____

Main service area of your organization: Arts and Culture Education Environment
Health Human Services International Other (specify) _____

Organization Mission:

National Affiliation, if any _____ Year Founded _____ # of Paid Staff _____

Annual Budget: < \$250K \$250K-\$500K \$500K-\$1M \$1M-\$5M \$5M-\$10M \$10M-\$20M \$20M+

Year you joined Organization _____ Year you started current role _____

Executive Director/CEO's Name _____

Membership(s) in local, state, or national organizations:

Employment History (Organizations, responsibilities, dates) ***please attach resume***

The work of the Fieldstone Leadership Network San Diego includes the taking of pictures of our leadership programs and participants and their 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 San Diego and its parent organization, the Clare Rose Foundation 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 Applicant is prepared to invest the time in the relationship. The Executive Director/CEO strongly endorses the Applicant's participation. We understand this is a non-contractual arrangement for which the Applicant and/or the Organization accept responsibility. Neither the coach nor Fieldstone Leadership Network San Diego nor Clare Rose Foundation are responsible for any actions that may result from this consultation.

The application must be signed by both the Executive Director/CEO and the Applicant and be received no later than **October 31, 2025**. The complete application should include a resume. Payment instructions will be sent upon confirmation of your acceptance to the program.

By: _____
Applicant

By: _____
CEO/Executive Director

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. What has led you to apply to the **Coaching Program** this year?

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

3. Please rank your top 5 leadership development goals for this coaching experience:

- | | |
|--|---|
| <input type="checkbox"/> Gain clarity and/or confidence about my purpose/mission as a nonprofit leader | <input type="checkbox"/> Find personal/professional balance |
| <input type="checkbox"/> Develop an understanding of my personal leadership style | <input type="checkbox"/> Reduce stress |
| <input type="checkbox"/> Discover what my strengths and weaknesses as a leader are and how to address them | <input type="checkbox"/> Nurture/improve my relationships with staff |
| <input type="checkbox"/> Improve my personal and/or professional goal setting strategies | <input type="checkbox"/> Explore my place in the organizational structure as a person who is supervised and who supervises others |
| <input type="checkbox"/> Improve my time-management | <input type="checkbox"/> Better understand nonprofit management best practices |
| <input type="checkbox"/> Other: | |
-

4. Rank the top 5 ways you hope this coaching experience will increase the capacity/effectiveness of your organization:

- ☐ Develop strategies to manage my staff more effectively
 - ☐ Cultivate effective relationships within the leadership team of my organization
 - ☐ Increase my or my organization's collaboration with other leaders and/or organizations
 - ☐ Gain a clearer vision of what I want to do as a leader in my organization
 - ☐ Strengthen the impact of my individual leadership on my organization
 - ☐ Address a significant organizational problem or challenge
 - ☐ Other:
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5. Is there anything else that you would like us to know about your future participation in the **Coaching Program**?

Please sign and return this application along with your resume to Becky Sutter at BeckyS@fieldstoneleadershipsd.org. Payment instructions will be sent upon confirmation of your acceptance to the program.

Coaching Cost Schedule

Organizational Budget	Tuition
>\$250,000	\$ 1,200
\$250,001-\$500,000	\$ 1,350
\$500,001-\$1,000,000	\$ 1,500
\$1,000,001-\$5,000,000	\$ 1,650
\$5,000,001-\$10,0000	\$ 1,800
\$10,000,001-\$20,000,000	\$ 1,950
\$20,000,000+	\$ 2,100