

WHAT

The **Nonprofit Leaders Learning Group** is a six-month program for senior managers and leadership team members of nonprofit organizations in San Diego County who are looking to further their leadership skills and develop relationships with other professionals across the sector. The six full-day sessions in this immersive program offer an effective blend of theory, real-world experience, and peer-learning.

WHY

The **Nonprofit Leaders Learning Group** is an opportunity for you to learn state-of-the-art management models and leadership concepts for nonprofits, work with other nonprofit managers in solving problems you are facing, develop a network of resources for future use, and build trusted relationships with a supportive peer group.

WHEN

Two Learning Group Cohorts will be offered. All sessions will be held from **9:00am to 4:00pm** for six months beginning in January of 2026 and continuing through June. The **Tuesday Cohort** will meet on the third or **Third Tuesday** of the month with program dates of January 20, February 17, March 17, April 21, May 19, and June 16.

The **Thursday Cohort** will meet on the third **Thursday** of the month with program dates of January 22, February 19, March 19, April 16, May 21, and June 18 of 2026. Participants must commit to either Tuesdays or Thursdays and will not be able to go between the two groups.

WHERE

All meetings will take place at the Fieldstone Leadership Network San Diego offices at 5060 Shoreham Place, Suite 350, San Diego, CA 92122. Coffee, drinks, snacks, and lunch will be provided. *If the group is unable to meet in person at any point due to public health guidelines, virtual learning group sessions will take place using Zoom.*

WHO

The **Learning Group** will be limited to ten nonprofit senior managers, selected to give a balance of size and leadership experience. As a peer-learning experience, this group requires the presence and participation of each member each month to be impactful for all. Please plan on blocking off all of the meeting dates now if you are applying for this program.

The group's facilitators are Tom Hall and Torrie Dunlap. Tom is a nationally recognized nonprofit arts executive, theater producer, and leadership consultant. Throughout his career, Tom has actively worked to support growth in the theater arts community at the local, state, and national level. Tom has participated in all aspects of Fieldstone Leadership Network San Diego since its inception and is committed to developing nonprofit mission-focused leadership as one of the best ways to create highly effective organizations.

Torrie Dunlap, a grateful Fieldstone Completist, started her career serving children and youth in 1989 when she taught tap dance at a Boys & Girls Club. While serving as the Education Director at San Diego Junior Theater, she discovered her passion for inclusion and joined Kids Included Together in 2003. Torrie served as the CEO of Kids Included Together (KIT) from 2012 to early 2024 and is now the Torrie is now the Chief Innovation Officer for AlphaBEST Education.

HOW

Each fast-moving session will include:

- An opportunity for members to present a current organization/leadership challenge, which the group will then clarify and work together on to develop solutions.
- Feedback from members who have already presented and a discussion on the usefulness of solutions worked out at the previous meeting.
- A presentation and discussion by the facilitator on a range of leadership and management topics based on reading material from the program handbook.

- A group evaluation of the effectiveness of the day and how the group can improve its own usefulness to one another.
- A resource-sharing time.

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. Thanks to the support of its funding partners, Fieldstone Leadership Network San Diego is able to cover the majority of the costs associated with this program, which is valued at over \$4,500.



2026 NONPROFIT LEADERS LEARNING GROUP

Confidential Application

Instructions:

Type or print. Please complete each section in full. Limit answers to available space. No other attachments are needed. Application must be signed by both executive director and candidate and be received no later than October 15, 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 at 858.252.3799. Applicants will be notified of the selection decisions by mid-November.

Preferred learning group cohort: Tuesdays

Thursdays

No preference

Name _____ Preferred pronouns (optional) _____
Last First

Title _____ Organization _____

Tax ID: _____ Is your organization a registered nonprofit? ☐ Yes ☐ No ☐ Pending

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 _____

Current Responsibilities:

Do you serve or volunteer for any other nonprofit organization? _____ Organization(s) _____

Employment history over last 10 years (fill out or attach resume instead):

Employer:

Title:

Dates:

Learning Group Entrance Survey

To assist us in putting the Learning Group together, please complete the following questions. The information you provide in this survey will be kept **confidential**.

1. How did you hear about this program? _____

2. What led you to apply to a Learning Group this year?

3. How would you like to develop as a leader through your learning group experience? (check all that apply)

Gain clarity and/or confidence about my purpose/mission as a nonprofit leader

Learn to apply my leadership skills more effectively

Discover what my strengths and weaknesses as a leader are and how to address them

Strengthen my problem-solving ability

Improve my time-management

Find personal/professional balance

Reduce stress

Better understand nonprofit management best practices

Other:

4. In what ways are you hoping that the Learning Group experience will increase the capacity/effectiveness of your organization? (check all that apply)

Develop strategies to manage 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

Strengthen the impact of my individual leadership on my organization

Address a significant organizational problem or challenge

Other:

Participating in a peer learning group reaps many rewards: you develop strong professional connections with colleagues who are in similar roles; share and receive practical knowledge, ideas, and tools to help in your work; grow professionally as you learn new ideas, take risks, and mentor others; and give and receive support dealing with the challenges you face. Through active involvement in the peer learning process, you and your organization will be more effective in your work.

The most important factor in the success of a peer learning group is how well you prepare for, participate in, and interact with others.

5. How do you think you would benefit from participating in a peer learning experience?

6. What do you believe you would be able to contribute to the peer learning experience?

Peer learning cannot take place without the presence and participation of its members.

7. Understanding the importance of your participation, what would cause you to miss a Learning Group session?

8. Is there anything else that you would like us to know about you, your organization, or your participation in the program?

Commitment

To participate in the Nonprofit Leaders Learning Group, you and your CEO/Executive Director must agree with the following:

- 1. The Nonprofit Leaders Learning Group is one of peer learning that requires the presence and Participation from **each** member of the group at **each** meeting of the program. In support of the peer learning model, the Applicant is prepared to invest the time in building relationships with other members. The Applicant recognizes the importance of their presence at each monthly meeting and commits to honor the attendance requirements of the program. The CEO/Executive Director strongly endorses the Applicant’s participation and agrees to support their commitment to the attendance policy.

The sessions are one full day, from 9:00am to 4:00pm on either the fourth Tuesday or Thursday of the month January through June 2026 at the Fieldstone Leadership Network San Diego office in the University City neighborhood. If you are unable to attend any of the sessions, you may not be able to graduate from the Learning Group and your tuition will be forfeited.

2026 Nonprofit Leaders Learning Group Dates

<u>Tuesday Cohort</u>		<u>Thursday Cohort</u>	
January 20	April 21	January 22	April 16
February 17	May 19	February 19	May 21
March 17	June 16	March 19	June 18

- 2. In accordance with our values of and commitment to Hospitality and Belonging, the Applicant agrees to participate in co-creating a welcoming and safe environment for each member of the learning group cohort without regard to gender, race, color, religion, sex, national origin, disability, marital status, or sexual orientation.
- 3. The Applicant understands that there may be sensitive information that is shared in the sessions. In honor of our values of Trust and Confidentiality, all information shared as part of this group is to remain confidential.
- 4. The Applicant understands that if public health guidelines change during the six-month program, the group may switch from in-person sessions to virtual sessions or vice versa.
- 5. If the Applicant’s employment status changes while in this program, they may continue as long as they have attended the first session and intend to remain in the nonprofit sector.
- 6. The work of 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 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 Clare Rose Foundation to use these images in our publications and communication vehicles, including our website and social media platforms.
- 7. Neither Fieldstone Leadership Network San Diego nor Clare Rose Foundation are responsible for any actions that may result from this learning experience.

This application must be signed below by both the Applicant and their Executive Director/CEO to indicate acceptance of the attendance policy and program requirements. The application must be received no later than **October 15, 2025**. Payment instructions will be sent upon confirmation of your acceptance to the program.

Signature of Applicant

Signature of CEO/Executive Director

Please return the signed application to Becky Sutter at BeckyS@fieldstoneleadershipSD.org by October 15, 2025. Payment instructions will be sent upon confirmation of your acceptance to the program.

Nonprofit Leaders Learning Group 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