



LAUNCH 2024

An Essentials Course for Early Career Executive Directors

Because Beginnings Matter

WHAT

LAUNCH is an eight-week course designed to explore essential topics for new and early-career executive directors who are looking to establish a strong foundation while cultivating a network of others who are also beginning their leadership journey. The program offers a blend of theory, real-world experience, and peer learning. The program will address the following core competencies:

- Board Relations and Governance
- Workforce Management and Human Resources
- Finance
- Fundraising
- Strategic and Operational Planning
- Executive Presence and Leadership
- Peer Learning and Reflection

WHY

By prioritizing the professional growth of early career Executives during this critical juncture, we will cultivate a robust foundation for sustained success not only for you and your respective organization but also for the evolution of our sector. We believe this investment ensures that those who have embraced executive leadership are equipped to tackle challenges effectively and confidently, fashion a trusted network of colleagues and be better able to sustain personal fulfillment in the role of a nonprofit executive director.

WHEN

LAUNCH sessions will be held weekly for nine (9) consecutive weeks from **9:00am to 12:00pm** beginning in September of 2024 and continuing through June. The program dates are: September 25*, October 2, 9, 16, 23, 30, and November 6, 13, 20 of 2024. Coffee, drinks, and snacks will be provided.

*Meeting on 9/25 is a social gathering from 4-6 pm at the Fieldstone office

WHERE

All meetings will take place at the Fieldstone Leadership Network San Diego offices at 5060 Shoreham Place, Suite 350, San Diego, CA 92122. *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

LAUNCH is tailored to support nonprofit professionals in the early stages of their careers as Executive Directors (EDs) of nonprofit organizations, specifically catering to individuals within the first five years of their tenure as an Executive Director. The cohort will be limited to ten nonprofit Executive Directors/CEOs and each member of the group must report to a board of directors. 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.

LAUNCH is facilitated by a team of nonprofit executives with extensive experience and proven track records in executive leadership roles. Drawing from their personal experiences, as well as contemporary practices and theories, the facilitators will provide valuable insights and guidance throughout the program. Each session will be led by a team of leaders, ensuring diverse perspectives and deep expertise are shared.

COST

A payment of \$1,000 per person is required as tuition to help offset a portion of the program expenses. The Fieldstone Leadership Network San Diego extends its gratitude to its funding partners whose support enables covering most of the program costs, valued at over \$5,000 per person.



LAUNCH 2024

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 board chair and candidate and be received no later than August 1, 2024. **We expect to fill this group quickly, so please send your application to us as quickly as possible. Please do not send payment until you have received confirmation that you have been accepted into the group.**

Name _____ Preferred Pronouns (optional) _____
Last First

Title _____ Organization _____

Business Address _____

City _____ State _____ Zip _____ Website _____

Business Phone _____ Mobile Phone _____

Business Email _____ Personal Email _____

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: less than \$250K \$250K-\$500K \$500K-\$1M \$1M-\$5M \$5M+

Type of Board _____ Board President's Name _____
(i.e., advisory, steering, governing, etc.)

Year you joined Organization _____ Month and Year you became CEO/ED _____

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

Employer: _____ Title: _____ Dates: _____

LAUNCH Program Survey

To assist us in serving you best, please complete the following questions. The information you provide in this survey will assist our facilitators and be kept **confidential**.

1. What called you to serve as an Executive Director? How will you know if you are successful in this role?

2. Why have you applied to LAUNCH? What are your hopes for participating in this program?

3. How would you rate your knowledge/confidence on the following? Please rank 1-5, with 5 being highest.

Board Governance

Cultivating Culture

Executive Leadership/Presence

Finance

Fundraising/Donor Development

Human Resource/Workforce Issue

Nonprofit Essentials – Basic Knowledge of How Things work in our Sector.

Planning – Strategic and Operational

Resiliency/Well Being

Other: _____

4. What areas do you feel you need to learn more about or hope that LAUNCH will enhance your capacity in? Please check all that apply.

Board Governance

Community Presence

Culture

Emotional Intelligence/Wellbeing

Executive Leadership

Finance

Fundraising

Human Resources

Strategic Planning

Operational Planning

Other: _____

5. What keeps you up at night in your role as an Executive Director?

6. What three things would make your job easier RIGHT NOW?

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

8. Do you have any food restrictions? (Lactose intolerant, gluten-free, vegetarian, allergies, celiac disease, etc..)

YES

NO

If YES, please share more so we can provide appropriate refreshments for you:

Commitment

To participate in LAUNCH, you and your Board Chair must agree with the following:

1. While LAUNCH will be facilitated by a team of professionals, it does incorporate peer learning into the model. Peer learning 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 recognizes the importance of their presence at each weekly meeting, commits to honor the attendance requirements of the program and is prepared to invest the time in building relationships with other members of the cohort. The Board strongly endorses the Applicant's participation and agrees to support their commitment to the attendance policy.

The sessions are three hours, from 9:00am to 12:00pm every Wednesday from October 2-November 20, 2024 with an orientation on September 25th from 4-6 pm at the Fieldstone Leadership Network San Diego office in the University City neighborhood. Your inability to attend any of the sessions does not influence tuition. Program fees are non-refundable.

2024 LAUNCH Meeting Dates

Wednesday, September 25*	Wednesday, October 30
Wednesday, October 2	Wednesday, November 6
Wednesday, October 9	Wednesday, November 13
Wednesday, October 16	Wednesday, November 20
Wednesday, October 23	

*Evening orientation from 4-6pm

2. In accordance with our value 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 value 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 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 Board Chair and the Applicant to indicate acceptance of the attendance policy and program requirements. The application must be received no later than **August 1, 2024**. The \$1,000 program fee made payable to the **Clare Rose Foundation** is due upon acceptance into the program and by no later than September 1, 2024.

Signature of Applicant (CEO/Executive Director)

Signature of Board Chair

Please return the signed application to Becky Sutter at BeckyS@fieldstoneleadershipSD.org by August 1, 2024. The \$1,000 tuition payment should be **made payable to CLARE ROSE FOUNDATION** and mailed to Clare Rose Foundation/FLNSD; 5060 Shoreham Place, Suite 350; San Diego, CA 92122.