



SHORT-TERM SITUATIONAL COACHING PROGRAM

WHAT The Fieldstone Network **Short Term Situational Coaching Program** is a three or six month engagement designed to support nonprofit leaders facing a specific opportunity, challenge, or transition.

WHY **Short-Term Situational Coaching** program provides focused, time-limited support to help leaders think clearly in moments of transition, conflict, or decision-making. It offers space to explore options, test assumptions, and move forward with confidence and intention.

WHEN **Short-Term Situational Coaching** is offered year-round and in three and six month increments and can be extended if needed. It includes up to four (4) hours of coaching each month. While the program has a basic structure, the coachee can set their own agenda and schedule. The format and context of the coaching interaction is reflective of a balanced style and comfort for both the coachee and coach. All coaching meetings should take place during normal working hours unless both the coach and coachee agree on an alternate arrangement.

WHO The **Short-Term Situational Coaching Program** is open to senior leaders working in San Diego’s nonprofit sector.

The **Short-Term Situational Coaching Program** is facilitated by Fieldstone Network 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 **Short Term Situational Coaching Program** includes:

- Up to four (4) hours of personalized coaching for each month of the engagement.
- Access to and guided use of tools and other materials aligned with the coachee’s focus.
- A network of past and present nonprofit executives, trained by Fieldstone to serve as peer coaches.
- Ongoing support throughout 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.

COST Fieldstone Network remains 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 below to identify the cost for your organization. All other costs of the program, which is valued at over \$3,600/\$7200, are underwritten by the Fieldstone Network and its funding partners.

Organizational Budget	3 mo	/	6 mo
>\$250,000	\$ 350		\$650
\$500,001-\$1,000,000	\$ 425		\$ 825
\$1,000,001-\$5,000,000	\$ 475		\$ 900
\$5,000,001-\$10,000,000	\$ 525		\$1,000
\$10,000,001-\$20,000,000	\$ 550		\$1.075
\$20,000,000+	\$ 600		\$1.150



Short-Term Situational Coaching – Application Questionnaire

Name:

Title/Role:

Organization:

Business Address:

Organizational Budget (approx.):

Email:

Work Phone:

Mobile Phone:

- 1. Briefly describe the situation, challenge, or opportunity you would like to address through coaching.** (Please be as specific as possible.)
- 2. Why is this issue important to address at this time?**
- 3. What impact is this situation having on you, your leadership, or your organization?**
- 4. What outcome would make this coaching engagement successful for you?**
- 5. What approaches have you already tried, if any, to address this situation?**

6. **What kind of support are you most hoping for through coaching?**
(e.g., clarity, decision-making, perspective, communication, discernment, sounding board)

7. **Are there any upcoming timelines, decisions, or constraints we should be aware of?**

8. **Preferred timeframe for coaching:** *Circle One* Three (3) Months Six (6) Months

How have you come to this determination?

When would you prefer to start your coaching engagement?

9. **Have you participated in any form of coaching before?** Yes No
If yes, briefly describe:

10. **Is there anything else you would like us to know?**

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

The work of the Fieldstone Network 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 Network to use these images in our publications and communication vehicles, including our website and social media platforms.

I understand this is a short-term commitment. I am prepared to invest the time in the coaching program. I understand this is a non-contractual arrangement for which the Applicant and/or the Organization accept responsibility. Neither the coach nor Fieldstone Network are responsible for any actions that may result from this consultation.

Signature

Date