

- WHAT** Fieldstone Leadership Network's *Executive Coaching Program* is a year-long mentoring program which empowers nonprofit executives to fully embrace their personal and professional growth as a leader.
- WHY** Professional coaching makes it possible for a nonprofit executive to better assess and develop their leadership skills through self-discovery, self-innovation, and self-management. The nature of our personalized coaching enables an executive to tackle issues of isolation and burnout, while being challenged to take a symbolic next step in their role as a nonprofit and community leader.
- WHEN** The Executive Coaching Program will start in January of 2027. Each coachee will interact for two to four hours with their coach each month. While the program has a basic structure, the coachee has the ability to set their own agenda in their coaching. 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.
- WHO** The Executive Coaching Program is limited to nonprofit leaders with a minimum of a two-year tenure. 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 Executive Coaching Program is facilitated by Fieldstone Consultative Coaches. Our coaches have several years in the nonprofit industry, which encapsulate a wealth of knowledge, experience, and wisdom from “been there,” “done that.” They have lived through mistakes and have surpassed many challenges faced by nonprofit executives today.
- HOW** The Executive Coaching Program is founded on a model and curricula which includes:
- A network of Coaches, graduates of a Fieldstone Executive Learning Group, trained to serve as peer coaches.
 - Ongoing training throughout the year to support the coach-coachee relationship.
 - A thorough matching process to secure the best outcomes of the coaching experience, and a mutual learning process in an atmosphere of trust and respect.
 - The participation in a 360 degree feedback instrument from the Center for Creative Leadership along with a one-hour session with a CCL Certified Consultant to review the results.
 - The use of self-assessment and goal setting strategies.
- COST** A nominal cost of \$1,000 per person is required to help defray the costs associated with the Center for Creative Leadership’s 360 degree review process required to participate in the program. All other costs associated with the program are underwritten by Fieldstone Leadership Network.

QUALIFICATIONS

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

- Strong support from the Board of the organization.
- At least two-year tenure as an executive leader, with at least one-year tenure with their current organization.
- A history of successful organizational operations.
- Neither the CEO, nor the organization, is currently in crisis mode.
- Is a willing learner.
- Has the time and necessary support personnel to participate in the program.



2027 EXECUTIVE COACHING PROGRAM CEO Coachee Application

Name _____
Last First Middle Nickname

Title _____ Organization _____

Business Address _____

City State Zip

Business Phone _____ Fax _____ Cell Phone _____

E-mail _____ Web Address _____

Identify the type of services provided by your nonprofit organization:

- | | | | |
|-----------------|-------------|--------------|------|
| Social Services | Health Care | Education | Arts |
| Faith-based | Housing | Other: _____ | |

Stated Mission of Organization _____

National Affiliation, if any _____

Date Organization Founded _____ Current # of Staff _____

Identify the annual budget of your organization:

- | | | | | |
|---------------------|-------------------|----------------|-----------|-------|
| less than \$250,000 | \$250,000-500,000 | \$500,000-\$1M | \$1M-\$5M | \$5M+ |
|---------------------|-------------------|----------------|-----------|-------|

Board President's Name _____

Year You Joined Organization _____ Year You Became CEO _____

Your Employment History - Organizations, responsibilities, dates - Please attach resume.

Referred by: _____

Membership in local, state and national organizations: _____

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

Application must be signed by both Board Chair and candidate and be received no later than **October 16, 2026** with your **resume and payment** of the \$1,000 program fee made payable to Fieldstone Leadership Network.

By: _____
CEO

By: _____
Board Chair

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 to to apply to the Coaching Program this year?

2. Please indicate your coaching priorities :

Area	Low Priority	Medium Priority	High Priority
Time management			
Personal/Professional balance			
Leadership skills/confidence			
Management skills			
Stress reduction			
Relationship with staff/board			
Other (please specify):			

3. Please mark your level of agreement with each of the following statements:

I have...

Disagree

Agree

A clear sense of my purpose/mission as a nonprofit leader					
Established goals for my personal/professional development					
An action plan for my personal/professional development					
Fulfillment in my career					
Resilience as a leader					

4. To what degree does your leadership currently impact the following areas?

Low

High

Alignment with organization's mission					
Clarity of decision-making process					
Roles and responsibilities of board and staff					
Fundraising capacity & financial stability					
Organizational effectiveness					

5. To find the perfect coach for you, please describe the qualities and traits you believe would make a mentor an ideal fit.

6. What do we need to know about you? How can we best work with you?

Please complete application and scan to Robin Stropko at robins@fieldstoneec.org. Submit original with resume and \$1,000 participation fee no later than October 16, 2026:

Robin Stropko
Fieldstone Leadership Network
14 Corporate Plaza Drive, Suite 100
Newport Beach, CA 92660