The CompassPoint STRONG Nonprofits Program for East Contra Costa County

Program Overview
CompassPoint’s STRONG Nonprofits Program is a team-based organizational sustainability cohort program that aims to reduce and prevent poverty in East Contra Costa County by strengthening the capacity of local nonprofit organizations working on poverty eradication.

This 16-month program will bring together teams (of two-to-three leaders) from ten organizations that are working to serve low-income and underserved communities in East Contra Costa County.

Program Components:

Organizational Assessment and Individual Strengths Assessment
Selected organizations will complete the My Healthy Organization (MHO) assessment. Each individual leader will also have the opportunity to take the StrengthsFinder 2.0 assessment to gain insight into their individual strengths. Learnings from these assessments will inform the development of organizational sustainability goals and implementation planning efforts.

Cohort Seminars and Peer Learning
There will be five in-person sessions centered on issues of organizational sustainability within leadership, management, and strategy. Seminars will also include frameworks for strategic decision-making and planning, opportunities for peer learning, and team working sessions that translate new skills and knowledge into action.

All seminars will be held in East Contra Costa (Location TBA).

Seminars dates are:

- June 22 through Jun 23, 2017 (2-Day Kickoff)
- August 18, 2017
- October 13, 2017
- December 8, 2017
- February 16, 2018
Organizational Coaching
Each organization will work with a CompassPoint coach/consultant who will support the development of a sustainability plan and provide technical support and suggestions to help leaders address challenges they might be facing in the implementation process.

Homework
Between each seminar, participants—with support from CompassPoint consultants—will be given homework to continue analysis and development of their sustainability plans; guide leaders in bringing program content and learnings back to staff and board; and vet proposed decisions with others within the organization to get feedback, increase ownership, and foster alignment.

Resources and Technical Support
Participants will have access to CompassPoint’s resource library of publications, training material, webinars, templates, and tools. These resources will be used to support participants’ rollout of sustainability plans with staff and board.

What is Expected of Participants?

- Complete the online StrengthsFinder 2.0 assessment (approximately 30-45 minutes) and engage in an hour-long conference call to debrief the results.
- Complete My Healthy Organization assessment online (approximately 30-45 minutes) and engage in an hour-long call to debrief the results.
- Attend and actively participate in all in-person seminars, a total of six full days.
- Participate as a team—the executive director and one or two colleagues from the organization are required to participate together over the duration of the program. Participants may not substitute team members once the program begins.
- Spend at least five hours between sessions working with your team and CompassPoint consultant on your sustainability planning process.
- Bring an open mind, be open to share your leadership story, your organizational aspirations and challenges, as well as your hopes and dreams for the work you do.
- Engage in a process to get feedback from the CompassPoint team, colleagues, and peers.

There is no fee to participate. The program is fully funded by grants from the East Contra Costa STRONG Nonprofits Project collaborative.

Who Should Apply?
The cohort will be made up of teams of two-to-three leaders from ten organizations that are ready to engage in a generative learning environment and who are invested in their personal and organizational development. Each team will be comprised of the Executive Director (EDs are required to participate) and one or two colleagues from their organization. This colleague (or colleagues) can be board
members, staff members, or volunteers who will play a significant role in co-leading the change effort at your organization.

Executive Directors, this program is right for you if....

- You are beyond the basics of acclimating to your position and the fundamentals of running your organization (most likely, you will have been in the position for at least two years);
- You are ready to take the organization to the next level and are eager to address questions of sustainability in more powerful ways;
- You are ready to invest in your own development in addition to your organization’s development.

All participants, this program is right for you if...

- You are able to fully engage and participate in all program components (assessments, in-person gatherings, homework between sessions, and at least five hours of coaching between in-person gatherings);
- You are excited to learn with your ED and peers, share your experiences, and are open to others’ ideas;
- You would benefit from being in a safe, confidential, and generative learning environment;
- You are eager to create deeper connection and collaboration amongst anti-poverty organizations in East Contra Costa.

What Will We Get Out of the Program?

After the program, participants can expect to have:

- Increased their personal sustainability and resilience through developing practices of self-care and renewal.
- Strengthened relationships inside their organizations and with peer organizations by being part of a community that increases trust and breaks down traditional silos.
- Created and made progress on an organizational sustainability plan that will be customized to each organization’s unique needs and challenges.

“Frequently Asked Questions” Information Sessions

The CompassPoint team will host one phone and two in-person information sessions to introduce ourselves, provide more information about the program, and answer questions. To RSVP for one of these sessions, contact CompassPoint team member Spring Opara at springo@compasspoint.org.
In-person sessions at Antioch Public Library:

- March 14, 2017 from 2:30 to 4:00
- March 15, 2017 from 9:30 to 11:00

Antioch Public Library
501 W. 18th Street
Antioch, CA 94509

Conference call:
- March 16, 2017 12:00 to 1:30

To Apply

Two-to-three people from each organization are required to participate. Executive directors must participate and will choose another one or two leaders from their organizations to attend in partnership. These colleagues can be senior leaders in the organization or board members who will be thought partners to the ED over the course of the program and who will be instrumental in successfully implementing the sustainability plan.

Before applying, please review the following application questions to prepare your responses. When you are ready to submit your application online, use the link below to access the survey form. Applicant teams should submit one application per organization.

Applications are due April 7, 2017

Application Information (Review Before Applying)

Your responses will help us better understand your work in East Contra Costa. We invite you to share with us what inspires you to work in a leadership position, and your hopes and aspirations for your impact in the region. We appreciate your thoughtfulness, thoroughness, and candor. Writing style and educational level are not considered in the selection.

ABOUT THE EXECUTIVE DIRECTOR and CO-APPLICANTS

- Name
- Race/ethnicity
- Gender identity
- Age
• Job title
• Email
• Work Phone
• Cell Phone
• Years in current position
• Total years’ experience in nonprofit sector

APPLICATION QUESTIONS—CO-APPLICANTS ANSWER JOINTLY

ABOUT YOUR ORGANIZATION
• Organization name
• In what year was your organization founded?
• Address and county
• Web address
• Organization’s field type (e.g. education, health, youth development, etc.)
• Total # of paid staff (FTE)
• Total # of regular/ongoing volunteers (average year)
• Current organizational budget for the last three fiscal years

1. Briefly describe your organization’s focus related to poverty eradication in East Contra Costa.
2. Why is this program a good fit for you as individual leaders?
3. In reviewing the program’s outcomes and what you hope to achieve, what aspects are you most interested in?
4. What barriers or challenges do you anticipate you will face as you implement learnings?
5. What else should we know about you and your organization as we review your application?

PARTICIPATION COMMITMENTS

Please affirm your commitment to the participation requirements:

We understand that full participation is required. To ensure a positive experience for our team and other participants, if selected we will:

• Complete both individual and organizational assessments
• Actively participate in all in-person sessions. We have confirmed the following dates on our calendars:
  • June 22 thru Jun 23, 2017 (2-Day Kick Off)
  • August 18, 2017
  • October 13, 2017
  • December 8, 2017
  • February 16, 2018
• Work with our CompassPoint team member on our sustainability plan.
• Complete homework between sessions to ensure successful implementation of learnings.
• Provide feedback to cohort members on their work and complete evaluations to provide CompassPoint input on program quality and impact.
About CompassPoint

Through the integration of leadership, management, and strategy, CompassPoint helps leaders, organizations, and movements committed to social justice realize their full power.

Our role in social change is to partner with leaders to develop themselves and others, to guide organizational strategy and capacity building, and to share knowledge and perspective with our colleagues across the field. Read more about our stance, values, and strategies at www.compasspoint.org/about-us.

About the STRONG Nonprofits for East Contra Costa County Team

**Byron Johnson**, (CFRE, CPC), **Facilitator**, is a senior project director at CompassPoint Nonprofit Services where he designs, develops, and leads client engagements and intensive cohort leadership development programs for boards, staff, organizations, networks, and public agencies. As a certified coach, he works with individuals, boards, and teams to increase trust and accountability during times of change and transition and deepen the impact of strategic leader development, succession, and transition plans. His coaching practice is informed by over a decade of experience consulting and training leaders and teams in executive transitions management and succession planning and centered on fun and risk-taking that inspires the client to be bold, confident, and creative. A proud Oakland native and graduate of Oakland Tech, he is passionate about stemming the tide of violence and exploitation, promoting individual and collective health, and striving for economic and social equity and justice. He is excited about the possibilities the STRONG Nonprofits program can bring about in terms of shining a light on the issues of displacement and the suburbanization of poverty.

**Jeanne Bell**, **Facilitator**, is the executive director at CompassPoint. As ED, Jeanne leads an integrated practice of twenty people who use teaching, coaching, consulting, peer learning, and research to advance social equity work in the Bay Area, throughout California, and across the country. She is a leading thinker and engaging national speaker on nonprofit finance and strategy. She supports CompassPoint clients as they set and adapt strategies to better respond to their constituents and to a dynamic operating environment. A native San Franciscan, Jeanne’s degree in Ethic Studies from UC Berkeley gave her a foundational perspective on racial justice—more broadly, social justice—that continues to inform her work today. She is driven by CompassPoint’s commitment to work with social equity organizations that in turn work with their communities to creative positive social change.
Spring Opara, Project Manager, is an associate project director for CompassPoint. She is responsible for creatively providing project management support by designing systems and protocols to manage the implementation and delivery of Cohort Leadership Programs (CLP) and coaching and consulting contracts. Spring’s interest in providing support to the STRONG Nonprofit East Contra Costa project is due to her growing up in poverty during the 60’s and 70’s and her family having to rely heavily on programs like free lunch and the Upward Bound Program for Gifted Children. Later in life as a parent, she found that many of the agencies that she interacted with were vital in support of her raising her own children – she would like this opportunity to be available for everyone. Spring strongly feels that without a safety net to support families during the dismantling of the systems that keep them oppressed, more damage than good will take place. Spring holds a plethora of skills and has a high sense of social and racial equity when it comes to service delivery to families. She has recently completed her coaching certification from Leadership that Works, holds a BS in Political Science and is a USAF veteran. In her spare time, she works to empower women by facilitating workshops on how to grow your own business.

Maro Guevara, Communications and Outreach, is communications associate for CompassPoint. In his role, Maro contributes to CompassPoint’s communication strategy, manages social media and website content, and designs for the web and print. He’s excited to help coordinate outreach for this program and play a part in bringing together leaders from East Contra Costa doing vital anti-poverty work. Having worked closely on cohort leadership programs at CompassPoint in the past, he has seen firsthand how transformational these learning experiences can be. As a volunteer, he’s tutored with Reading Partners, worked as an online organizing intern for Tenants Together and served as a translator for the International Red Cross. Originally from Panama City, Panama, Maro has called the Bay Area home for over ten years, and believes that economic justice is essential to ensuring thriving, healthy, and creative lives for our communities.

About the Funders

The East Contra Costa STRONG Nonprofits Cohort Leadership Program is supported by the Dean & Margaret Lesher Foundation, the Y & H Soda Foundation, the East Bay Community Foundation, The San Francisco Foundation, the Joseph & Vera Long Foundation, and the Walter S. Johnson Foundation.