

KAREN LEE SPAULDING **OISHEI FELLOWSHIP FOR LEADERS OF COLOR** COHORT 4



The John R. Oishei Foundation is proud to invite nonprofit professionals of color to apply for the Karen Lee Spaulding Oishei Fellowship for Leaders of Color. The Foundation is once again partnering with Rockwood Leadership Institute (rockwoodleadership.org) to offer the Art of Leadership to support Nonprofit (NFP) Leaders of Color within the Buffalo-Niagara region, October 24–28, 2022.

The Art of Leadership teaches critical personal and organizational leadership skills necessary for successful and sustainable leadership including powerful visioning, listening, speaking, presentation, coaching, collaboration, and feedback skills. This rigorous five-day in-person retreat contains the

fundamentals of Rockwood’s curriculum, including practice in essential skills like courageous conversations as well as tools for sustainable work-life balance through the “Personal Ecology” module. The five-day retreat will be held at Beaver Hollow Conference Center (www.beaverhollow.com) in Java Center, NY.

Upon completing the program, participants will become part of an 8000+ national and international member Rockwood Community of Practice with nearly 100 Fellows from the Buffalo/Niagara region. This network provides post-training learning opportunities through alumni gatherings and various social media tools.

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INFORMATION & APPLICATION GUIDELINES

With continued focus on safety, health, and wellbeing as the most important considerations during this time, our plan is to meet in person after a virtual format last year. If necessary, we will consider a move to a virtual format and communicate any changes by the end of August. Please keep the following in mind as you consider submitting your application:

1. Ability to commit to the five-day, in person overnight schedule, with a focus on learning and leadership work. The overnight program will be held at the Beaver Hollow Conference Center with all fellows having a private room.
2. The Rockwood Leadership Institute and Beaver Hollow adhere to COVID safety protocols. Beaver Hollow follows the CDC guidelines and the Rockwood Leadership Institute requires all participants be vaccinated and masked. COVID safety protocols may be adjusted depending on the environment at the time of the training.
3. In the event that we must shift to a virtual program, the Oishei Foundation will offer Fellows the option to stay at the Hampton Inn & Suites Downtown Buffalo (Sunday through Friday – Lodging paid for by the Foundation). A daily meal stipend, as well as coverage for parking fees will be provided.

INCLUDES

- A five-day intensive leadership retreat
- A 360-degree Leadership Assessment
- For each participant, a comprehensive workbook, available in hard copy and writable PDF, as well as an electronic resource filled with tools and processes to use within participants' own organizations
- A post-training survey evaluation
- A daily meal stipend for all Fellows (if virtual)
- Childcare stipends
- Travel stipends

SCHEDULE

The five-day retreat will be held from October 24–28, 2022.

SELECTION CRITERIA

This fourth cohort of 24 Fellows will comprise self-identified NFP Leaders of Color across a spectrum of professional experience and life who are committed to enhancing the economic vitality and quality of life for all people in the Buffalo-Niagara region. Screening and selection will be completed by experts at the Rockwood Leadership Institute and based on the following criteria of individuals who:

- Possess a personal and professional readiness to learn new leadership skills
- Are interested in participating in a rigorous learning experience to explore personal vision, increase sustainability, and build relationships with other NFP Leaders of Color in the Buffalo-Niagara region
- Demonstrate a commitment to improving the wellbeing of all people in the Buffalo-Niagara region
- Represent a diversity of racial/ethnic communities
- Represent a meaningful cross-section of NFP professional backgrounds, experiences, and sectors
- Commit to full participation in the program, (including virtual attendance, if necessary) at all five days of the Art of Leadership program, completing required pre-retreat work, formal post-training evaluation, and ongoing peer coaching, as well as contributing to ongoing dialogue with the Oishei Foundation on leadership opportunities for BIPOC leaders.

HOW TO APPLY

Candidates may apply through an application process that will be managed by the Rockwood Leadership Institute. Rockwood will select 24 Fellows for Cohort 4. It is essential that each applicant be thorough and thoughtful in completing their application. If you are interested in applying, or know someone who would be a great candidate, please contact Brittany Robinson at brittany@rockwoodleadership.org. The application process will open on June 28, with a deadline of July 28. **APPLY HERE!** The link will also be available through Rockwood's website, www.rockwoodleadership.org, or the Foundation's website, www.oishei.org. Notification of acceptance to the Fellowship cohort will begin the week of August 18.

TRANSFORMATIVE



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PROGRAM INSTRUCTORS

Rockwood has assembled a team of two master trainers to lead the Fellowship training. J.K. Nelson and Helen Kim are nationally and internationally recognized thinkers, educators, and activists who are experienced in collaboration and capacity-building.

J.K. Nelson For over 20 years, J.'s work has been driven by an essential burning question, "What makes a great leader a great leader"? An organizational development specialist and dynamic facilitator, J. is a leading voice in supporting organizations to create a strong culture in which everyone is a leader. In addition to an obsession with leadership, J. also supports organizations to adopt and implement Diversity, Equity, and Inclusion best practices into all aspects of their work.

Helen Kim For more than 25 years, Helen has worked with leaders, organizations, and networks in the US and internationally in promoting racial, economic, and environmental justice. Her focus is on transforming leadership culture, developing innovative strategies, and building effective partnerships. Helen is co-author of *Working Across Generations: Defining the Future of Nonprofit Leadership*. She emigrated from Korea when she was twelve years old, studied history and law, and is guided by passion for justice and generosity of spirit.

FREQUENTLY ASKED QUESTIONS

I'm not an executive director. May I apply? Absolutely! We believe that leadership exists at every level of an organization. People of Color who work in the Foundation's focus areas of health and human services, arts/culture, neighborhood stabilization, and education, are invited to submit an application.

Will I be expected to participate in the full week of training? Yes. The agenda is full of rich curriculum, and we ask that you be present for the entire training from beginning to end. One of Rockwood's selection criteria is based on the Fellow's willingness to commit to the full training. The training will be a wonderful opportunity to learn and make valuable connections. Our hope is to provide Fellows with an opportunity to refresh and renew their spirit.

What is going to happen at this training? The Art of Leadership training is designed to help you create a more effective, sustainable, humane life as well as increase your leadership impact in the Buffalo-Niagara region. The curriculum is led by trainers who are steeped in leadership and organizational development. You'll experience the curriculum through a variety of activities, including visualization, personal journaling, pair work, and group work.

How much is the Rockwood training fee? The John R. Oishei Foundation, through its Karen Lee Spaulding Leaders of Color Fellowship, is supporting the Rockwood Leadership Institute's \$6,000 fee for each Fellow in addition to overnight accommodations. There is no cost to the participants.

If the training moves to virtual and with pandemic considerations still in place, what is the best setting for the virtual learning?

Depending upon your family situation, home environment, and personal health considerations, there are a number of good options. You can, of course, attend virtually from home or a location of your choice; we encourage you to create a dedicated, quiet, and restful space with good internet connectivity. You will also have the option to stay at the Hampton Inn & Suites in Downtown Buffalo, where COVID protocols are rigorously followed. You will have the opportunity to have a quiet space away from the demands of home and work. We support either option and will do everything possible to help with decision making and maximizing the best option for your particular situation and home/family commitments.

For the in-person training at Beaver Hollow, may I return home for overnight? We ask that all Fellows remain at Beaver Hollow to take advantage of time for self-reflection and connection with your peers as well as participating in evening events.

How will I prepare for the retreat? Rockwood will be providing pre-work and will bring the cohort together, as a whole and in small groups, before the week of October 24.

What happens after the training? You will be connected in unimaginably rich ways to the Fellows in your cohort; you may be asked to spend some time sharing your experience and thoughts about leadership with the trustees and staff of the Oishei Foundation in informal and formal conversations; and you will have the opportunity take part in local alumni gatherings to stay connected with your colleagues.

Who do I talk with if I have more questions? Please reach out to Lisa Olszak Zumstein, Program Director for The John R. Oishei Foundation Fellowship for Karen Lee Spaulding Oishei Fellowship for Leaders of Color at 724-679-9261 or lolszak@olszak.com. Lisa has had extensive experience with a similar program in Pittsburgh, has guided Cohorts 1, 2 and 3 of the Oishei Fellows, and is herself a graduate of the Art of Leadership training.

The Fellowship program is named for Karen Lee Spaulding, recently Vice President of Philanthropic Support at The John R. Oishei Foundation, Karen was responsible for conceiving and developing the program in 2019 and guiding the first three Fellowship Cohorts. Karen retired from the Foundation earlier this year.

LIFE-CHANGING

