

KAREN LEE SPAULDING **OISHEI FELLOWSHIP FOR LEADERS OF COLOR** COHORT 5



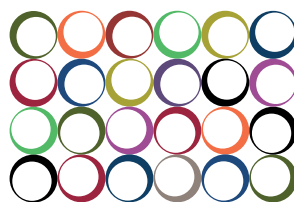
The John R. Oishei Foundation is proud to invite nonprofit professionals of color to apply for the Karen Lee Spaulding Oishei Fellowship for Leaders of Color. The Foundation is once again partnering with Rockwood Leadership Institute (rockwoodleadership.org) to offer the Art of Leadership to support Nonprofit (NFP) Leaders of Color within the Buffalo-Niagara region, October 16–20, 2023.

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 more than 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

We are pleased to offer the full five-day retreat in person, however, if necessary due to a reemergence of COVID-19, we reserve the right to move to a virtual format and will communicate any changes by the end of August if it should become necessary. 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. In the event that we must shift to a virtual program, the Oishei Foundation will offer hotel accommodations from Sunday through Friday paid for by the Foundation to provide a space for focus and away from the distractions of home and work. 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 16–20, 2023.

SELECTION CRITERIA

This fifth 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 5. 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 Andrea Hanson at Andrea@Rockwoodleadership.org. The application process will open on July 17, with a deadline of August 10. **APPLY HERE!** The link will also be available through the Foundation's website, www.oishei.org. Notification of acceptance to the Fellowship cohort will begin the week of August 21.

TRANSFORMATIVE



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PROGRAM INSTRUCTORS

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



PAMELA CHIANG is President of Chiange, Inc. and guides clients through personal and organizational change for societal transformation. She has been a leader in economic and environmental justice and created deep culture and strategic change inside organizations. Her personal style helps align people from diverse racial, cultural, gender, generational, and geographic experiences towards common purpose. Influenced by a resilient and dynamic Chinese immigrant mother, she expands perceived boundaries of what is possible, exemplified by her life as a cowgirl rancher in Montana where she and her husband raise their family. She is a trained mediator and holds a BA in environmental science from the University of California, Berkeley. Before joining Rockwood as a trainer, Pamela was part of the 2006 LIO cohort and has been a Rockwood coach for several years.



J.K. NELSON has wide and deep experience as a manager in various arenas, ranging from electoral (Field Director for state legislative and congressional campaigns and New York State Deputy Finance Director for a Presidential candidate), VP at high performing nonprofits, labor organizing, and educational advocacy spaces. J.K.'s experience includes building teams from scratch, inheriting teams, managing complex organizational change, managing through layers of management, managing toward ambitious/inspiring goals, and managing major organizational cultural shifts. He has helped mobilize over 5 million people over the course of his organizing career.

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 nonprofit sector, 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? There is no cost to the participants. 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.

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 the Oishei Foundation will bring the cohort together, as a whole and in small groups, before the week of October 16.

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 Kim LaVare of the Clementine Group, a partner of The John R. Oishei Foundation Fellowship for Karen Lee Spaulding Oishei Fellowship for Leaders of Color at 716-222-2750 or kim@clementinegoldgroup.com. Kim will support the program in an administrative and logistics role.

The Fellowship program is named for Karen Lee Spaulding, former 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 in 2022.

LIFE-CHANGING

