

# Executive Director Cohorts

## What?

**Mission Triangle Executive Director Cohorts** are specifically purposed to support, equip, and fortify nonprofit leaders as they aim to guide their organizations well. Cohorts propose to do so in three ways: by building strong nonprofit community and relationships, by experiencing or living out best practices and resources for nonprofit health and sustainability, and by implementing real-world strategies to meet the challenges and opportunities of the day. If you desire to shape and sharpen your leadership skills within the context of community, cohorts may be the right fit for you!

## Who?

**Executive Director Cohorts** focus primarily on nurturing and growing effective and impactful Executive Directors by equipping them with both the knowledge and experience to install sound business practices with Biblical truth as they lead their nonprofits. Cohorts span an investment in both the individual and the organization—realizing that both are intricately connected.

## How?

By **pouring into** and **growing** nonprofit leaders, cohorts catalyze organizational health and impact. Cohort members meet monthly for half a day with a fellow group of nonprofit leaders—under the guidance of a trained Mission Triangle facilitator—to unpack important competency-based resources or concepts, share insights, discuss common issues or challenges, and implement best practices to accelerate an organization’s journey towards health and sustainability.

### Meeting Highlights

- **Root and Fruit:** An opportunity to monthly pause, reflect, and assess the health of the individual leader and the organization, which aids in tracking progress and areas of focus over time
- **Experiential Learning:** An opportunity to take a deeper, applied dive into nonprofit best practices and resources for success
- **Nonprofit Presentation:** An opportunity for cohort members to present their nonprofit plan and key challenges or opportunities for the group to consider
- **Open Forum:** An opportunity to discuss shared challenges, opportunities, or other topics relevant to nonprofit leaders and make meaning of them collectively

### Program Particulars

- Cost is \$275/month
- Each cohort is led by a seasoned MT facilitator
- Monthly, half-day meetings
- 1-hour coaching session included each month
- PathWay access and full Baseline Health Assessment (BHA) consulting review included in program cost
- 6 month commitment then ongoing with 30 day notice to cancel

**If you are interested in joining, contact our Jason Smith ([jsmith@missiontriangle.org](mailto:jsmith@missiontriangle.org)).**



# Monthly Topics

The nonprofit you lead will be healthier and more sustainable as you apply key principles discussed in the Cohort within the context of a "like-minded community of leaders." We believe important learnings and needed growth can best happen within the **authentic community** fostered within the Cohort.

Monthly topics will be aligned with Mission Triangle's core competencies and driven by participants with a heavy emphasis on **Leadership**. Focus will be on the application of principles taught and core tools used - sharing of best practices, input on challenges being faced, and accountability for ensuring the fundamental elements of a healthy organization are in place.

## Examples of Leadership Topics

### *Executive Director/Board Chair Relationship*

- **Utility of Meetings:** How to determine the frequency of Chair/ED meetings; meeting format; setting board meeting agendas, keeping meetings on track.
- **Leveraging Board Committees:** Define how committees move the work of the board forward and the board chair's and ED's role in committee work.
- **Board Recruitment:** How to ensure there is a robust pipeline of potential board members and establish a clear onboarding process for new board members.
- **Fundraising:** Teasing out the ED and board roles and responsibilities around fundraising and champion cultivation.
- **Operations:** Adopting standards for utilizing the Board Policy Manual, installing board oversight best practices and protocols, managing deviance from agreed-upon policy and procedures.

### *Staff Leadership*

- **Performance Management:** Shape and sharpen your nonprofit's Performance Management Process; managing performance issues, separations, terminations; compensation; growing nonprofit talent.
- **Org Structure:** Update and align around organizational chart, job descriptions.
- **Staff Handbook:** How to structure and manage the nonprofit world of work (business standards, PTO, remote/hybrid work, etc.).
- **Change Management:** How to manage organizational change effectively and in alignment with mission.
- **Coaching:** Growing and adapting your coaching skills/model to grow staff talent.
- **Team Dynamics:** Leveraging the strengths of your team through the Team Profile Organizer and other tools to understand and catalyze unique strengths and gifts of your team.
- **Nonprofit Story:** Determine how to develop, capture, and share your nonprofit story to help with staffing board recruitment, strategic planning, marketing and communications, and fundraising.
- **Self Care:** How to sustain the leader's soul by replenishing your mental, spiritual, emotional, and physical health.
- **360 Assessments:** What impact are you have on those around you?
- **Mission and Values:** How to breathe life into your mission and values - internally with staff and externally with your community; how to leverage strategic planning well.