Executive Coaching Scholarship Application and Agreement

Thank you for your interest in the Execs Evolve program. SVP Boulder County is committed to inclusivity and accessibility and is working to make Execs Evolve available to nonprofit leaders from a wide variety of organizations. Scholarship dollars are currently being secured and a team will review all scholarship applications and notify applicants in February, 2017.

Applications are due January 20, 2017, at 3:00pm.

Philosophically, it’s imperative SVP be consistent between its actions, advice, and programming. As an organization, we encourage nonprofits to invest in infrastructure, development, and knowledge while also exploring social enterprise opportunities consistent with mission and abilities. With Execs Evolve SVP has the opportunity to operate a program as a social enterprise to help cover some program costs and at the same time stay in integrity with our advice that nonprofits should invest in these activities. Additionally, our research shows that similar programs work best when they include a fee. As a result, it’s unlikely SVP will award any full scholarships.

Program Fees

<table>
<thead>
<tr>
<th>Organization Budget Size</th>
<th>Sliding-Scale Program Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>$100,000 to $300,000</td>
<td>$400</td>
</tr>
<tr>
<td>$301,000 to $500,000</td>
<td>$600</td>
</tr>
<tr>
<td>$501,000 to $750,000</td>
<td>$800</td>
</tr>
<tr>
<td>$750,000 to $1,000,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>$1,000,001 to $2,000,000</td>
<td>$1,200</td>
</tr>
<tr>
<td>$2,000,001+</td>
<td>$1,500</td>
</tr>
<tr>
<td>Non-affiliated Individuals</td>
<td>Please contact Jennie Arbogash to discuss pricing.</td>
</tr>
<tr>
<td>Value of Program</td>
<td>$2,300</td>
</tr>
</tbody>
</table>

Complete this form starting on the next page, sign at bottom, save as a Word doc or PDF, and email to Jennie Arbogash by January 20, 2017, at 3:00pm with the registration materials. You’ll hear back from us in February.
Execs Evolve Scholarship Form

Client Name

Employer

Phone

Email

Please tell us why you would like to attend with a partial scholarship and how you see yourself applying what you learn for the benefit of your organization, yourself, and the community? *(Up to 400 words.)*

Please help us understand the financial reasons for your scholarship request to a program that has been set-up with a sliding scale. *(Up to 150 words.)*

Is there anything else we should know about you or your organization? *(Please be brief.)*

Improving inclusiveness in local nonprofits is a priority outcome for SVP. Please help us understand our success by sharing the following sets of information. This information is appreciated but not required.

Age
☐ 19-24  ☐ 25-39  ☐ 40-59  ☐ 60+

Ethnicity
☐ Asian/South Pacific  ☐ Black/African-American/Caribbean/African
☐ Hispanic or Latino/a (any race) ☐ Indigenous/Native American/Native Alaskan
☐ Pacific Islander/Native Hawaiian ☐ White/Caucasian/European
☐ Multi-Racial/Multi-Ethnic/Mixed Heritage  ☐ Other

Annual Household Income
Number in household ________
☐ $0 - $14,500  ☐ $39,113 - $55,875
☐ $14,500 - $22,350  ☐ More than $55,875: ________
☐ $22,350 - $39,113
Execs Evolve Agreements Form

Coaching is a unique partnership, where coach and client bring the best of themselves into a co-creative relationship. The following guidelines will help you get the most out of this unique partnership.

I understand for my coaching fee I will receive:
- Six-month program wherein I am matched with a trained and supervised SVP executive coach.
- 10-12 coaching sessions including an introductory meeting and final wrap-up meeting. Coaching sessions are generally one hour and may take place in person, online, or on the phone. First and last are in person.
- Client cohort opportunities for peer support development.
- The opportunity to participate in selecting my coach.
- Guiding values/principles: partnership, trust, integrity, confidentiality, facilitation over advice.

I understand the intended impacts of this program are to strengthen my leadership and management capacity including:
- Successful attainment of new skills.
- Successful application of new skills and knowledge to work leading to improved effectiveness.
- Successful attainment of one to two goals that lead to improved organizational performance (ie. reduced turnover, improved financial sustainability, program growth, increased collaborations).

I understand that I will be expected to:
- Clearly communicate what I need from each session.
- Be honest with my coach and myself.
- Show up on time and be prepared for coaching.
- Work towards goals in-between each coaching session.
- Be open to new ideas and perspectives.
- Take responsibility for my actions.
- Let my coach know if something isn’t working for me.
- Have fun and commit to the process.
- Give at least 24 hours notice if I need to reschedule a coaching appointment.
- Give my coach and Jennie Arbogash notice if I decide to discontinue coaching.
- Pay at least half of my sliding-scale program fee by January 27, 2017, and pay the full program fee by the time of my second coaching session.
- Complete evaluation surveys and provide feedback.

I understand I can expect my coach to:
- Listen openly and actively.
- Respond and ask questions that help me explore my own wisdom.
- Offer different perspectives and/or challenge me.
- Hold me accountable for what I have said I want.
- Believe in me and trust my decisions.
- Show up with honesty and integrity.
- Give at least 24 hours notice if s/he needs to reschedule a coaching appointment.

I understand my coach has been asked not to:
- Diagnose or treat anything.
• Solve problems for me.
• Do work for me.
• Judge or “fix” me.
• Give me legal advice.
• Take responsibility for me or my actions.
• Act as my employment agent, financial analyst, psychotherapist, or business manager.

Should I choose to participate in Execs Evolve I will submit the following by January 27, 2017:
• This agreement
• At least half of the payment due
• Client Profile
• Client Questionnaire

All coaching sessions are held in strict confidence. However, for quality and credentialing purposes, please initial to permit the following exception:

_____ I give my coach permission to take notes of our sessions. I understand my coach may share or discuss these notes with her/his SVP executive coaching supervisor and fellow coaches during supervision or peer review for the purposes of improving the coaches’ service to me. Otherwise, they will be kept safe and held confidential.

Program Fees

<table>
<thead>
<tr>
<th>Organization Budget Size</th>
<th>Sliding-Scale Program Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>$100,000 to $300,000</td>
<td>$400</td>
</tr>
<tr>
<td>$301,000 to $500,000</td>
<td>$600</td>
</tr>
<tr>
<td>$501,000 to $750,000</td>
<td>$800</td>
</tr>
<tr>
<td>$750,000 to $1,000,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>$1,000,001 to $2,000,000</td>
<td>$1,200</td>
</tr>
<tr>
<td>$2,000,001+</td>
<td>$1,500</td>
</tr>
<tr>
<td>Non-affiliated Individuals</td>
<td>Please contact Jennie Arbogash to discuss pricing.</td>
</tr>
</tbody>
</table>

Value of Program $2,300

Should I choose to participate in Execs Evolve after receiving notification of scholarship decisions; I will pay the difference between any scholarship provided and the applicable program fee. My nonprofit employer has an annual budget of _____ and the full program fee would equal:

☐ $400 ☐ $600 ☐ $800 ☐ $1000 ☐ $1200 ☐ $1500

Client Signature                Date

Fees
SVP accepts check, Visa or MasterCard. To pay via credit card, call Jennie Arbogash at 303.840.0165.
To pay via check, make payment to SVP Boulder County and send to:
Jennie Arbogash
SVP Boulder County
1877 Broadway, Ste 100
Boulder, CO 80302