

2018-2019 NEW GRANTMAKERS COHORT

The two-day NGI workshop is a great introduction to philanthropy. Some participants may also feel a desire to dig in a bit deeper and continue the learning. Perhaps you have been in the field a bit longer, or you are particularly interested in your own leadership development. The New Grantmakers Cohort offers participants an opportunity to delve into your own leadership journey within the field, exploring some of the nuanced aspects that are present in philanthropy today. In a smaller cohort model that will meet three times in January, April, and June, we will offer an opportunity to continue building relationships with your peers, while being guided through experiences that encourage you to delve into the complexity of social change and the role that philanthropy, and you, play in that process.

Our guiding questions

- How can I operate with my values intact, exercising my voice and agency?
- How do I develop as a leader regardless of my position in my foundation?
- How can I create the conditions and build the skills to thrive in my commitment to social impact and social progress?
- How can I stay focused on my personal mission while balancing the always-demanding to-do list?
- What skills do I need to build in order to be an effective grantmaker in the face of our current reality?
- How do I manage relationships so that I am effective in my work and also focused on learning and growth?

If you're interested in building deeper relationships with your fellow NGI participants, and if you're interested in leadership and professional development in an intimate setting that allows you to explore issues specific to the philanthropic sector, this deeper dive cohort may be for you.

What to expect

- Facilitated quarterly day-long gatherings with the full cohort, scheduled for:
 - Friday, January 18
 - Friday, April 5
 - Friday, June 14
- Peer learning opportunities to connect with a smaller group in between sessions, to explore your own questions more intimately in a self-facilitated format, with provided structure as needed
 - Participants can opt out of small groups if this format doesn't work for you
- Outside of the quarterly half-day gatherings, you should expect to spend a minimum of 5 hours per month dedicated to pre-gathering work, peer learning buddy meetings, and individual exploration

What you'll gain

- Resources to inform your questions, the current times we are in (as related to philanthropy), and the role of philanthropy in effecting social change
- Opportunities to engage with faculty and peers through trainings focused on social justice, values-based philanthropy, team dynamics, emotional intelligence, leadership, power and privilege, equity, and more
- A place to have fun, be creative, and feel safe exploring your questions



Cost and commitment

- The Cohort will be capped at 15 participants
- Participants will be expected to commit 5 hours per month to small group sessions and personal exploration
- Participants are expected to attend all three in-person sessions
- The cost of the cohort is \$1000 for the three sessions, small group work, and resources provided
- Payment deadline is December 15, 2018

Interested? Questions?

Please contact Kate Seely, Director of Leadership, Culture and Community at NCG at kseely@ncg.org or 415-872-1021.

[If you are interested in the Cohort, and are able to show up to the commitments above, please complete this short questionnaire.](#)

Testimonials

“The Cohort helped create space for all the learning from NGI to really sink in, and stay with me for so much longer. I really appreciated the opportunity to engage with the hard questions about what this field is, what we stand for, the real impact of our well-intentioned work. Each session brought so much value, and was opportunity to engage on a much deeper level than I do in my day-to-day task-oriented job. I also appreciated learning from my cohort-mates. Many of them brought years of wisdom, and I particularly enjoyed learning from those who have more nonprofit experience than I do. It was so nice to know that there are other folks struggling with some of the same things I am. It was great to learn the tools and have permission to find my own agency, to use what power I have to make positive change. ~2017-2018 Cohort Participant

“There were such insightful speakers at each of our group sessions. I appreciated the reading in between as food for thought, too.” ~2017-2018 Cohort Participant

“I truly appreciated having a space to explore my personal engagement with my professional goals. It is not something I would have done otherwise!” ~2017-2018 Cohort Participant

“The New Grantmakers Cohort this year helped me shape my thoughts about what was important to me as I considered a new role in the social sector. The cohort lessons gave me the tools to ask the right questions in the interview process, and the faculty imparted deep wisdom to help me as I navigated a big move.” ~2017-2018 Cohort Participant

Faculty



Rachel Humphrey

As Senior Program Director, Rachel leads Justice Funders' leadership development and consulting services, guiding and supporting philanthropic institutions in re-imagining how their organizations can operate as a justice funders. Prior to joining Justice Funders in 2015, Rachel was an independent coach and consultant supporting social justice and human rights nonprofits and foundations in change management, strategy development, and capacity building. She previously served as a Senior Consultant for TCC Group and Director of Philanthropic Partnerships at the Global Fund for Women. Rachel is a Professional Certified Coach (PCC) through the International Coach Federation and has trained extensively in participatory facilitation methods with Institute of Cultural Affairs, Social Transformation Project and the Center for Right Relationships. She holds a Master's degree in Nonprofit Administration from the University of San Francisco and an A.B. in Anthropology and Asian Studies from Bowdoin College. Before her decade in coaching and consulting, Rachel spent a decade mobilizing resources for immigrant families in San Francisco; grassroots organizations in India, Nepal and Tibet; and for youth to connect to nature through experiential environmental education.

Since 2015, Rachel has served as Chair of the Board of International Accountability Project, a global human rights advocacy organization that seeks to create development policies and practices that respects people's homes, environment and human rights. She also serves on the Steering Committee of Indie Philanthropy Initiative, a creative disruption to the status quo of funding, lifting up decentralized, daring funding alternatives. Rachel is a founding board member of Sacred Mountain Sangha, a Buddhist organization with the guiding ethos of the bodhisattva ideal and an integrated spiritual life in service of the welfare of all. In her spare time she can be found at yet another yoga training or on a mountain trail.



Chris Murchison

Chris Marcell Murchison is a passionate advocate for positive workplace cultures. In his broad career spanning the higher education, for-profit and not-for-profit fields he has focused his energy on developing creative means to building community at work and practices that support an employee experience of deep respect, connection, joy, and generative learning.

As the Vice President for Staff Development and Culture at HopeLab, Chris guided HopeLab's efforts to create an organizational culture that values learning and innovation. Since joining HopeLab in 2005, he has led strategic staff expansion to support a portfolio of work focused on the support of resilience in everyday life. He also led the development of principles and practices that embedded HopeLab's values into the everyday operations.

In 2014, Chris was named the first Visiting Leader at the Center for Positive Organizations at the University of Michigan's Ross School of Business, where he advises, connects and convenes faculty and students to explore practical applications of Positive Organizational Scholarship. Chris originally connected to the Center through his research on resilience in organizations and has since become a friend and fellow traveler.



Kate Seely

Kate is the Director of Leadership, Culture and Community. In this role, she directs NCG's professional and leadership development work, and guides our focus on organizational culture as a leverage point for impact. Before working in philanthropy, Kate co-founded the nonprofit Puente a la Salud Comunitaria in Oaxaca, Mexico, a community development organization focused on public health, economic development, and sustainable agriculture. She proudly chairs the board there, and serves on the board of her amazing summer camp, the Bar 717 Ranch, and the nonprofit NewStories. She spent a transformative year completing a Master's in Strategic Leadership towards Sustainability, where she deepened her own understanding of the type of leadership and organizational culture that is needed to achieve both environmental and social sustainability. In her life beyond work, she loves farms, farmers, cooking, eating, canning, community, nature, hiking and backpacking, and her two-year old niece, who consistently reminds her to be present in the current moment.