



# Hoffman-Haas Fellowship Frequently Asked Questions

- [Information for Fellows](#)
- [Information for Mentors](#)
- [2025 Cohort Schedule](#)

## What is the Hoffman-Haas Fellowship?

The Hoffman-Haas Fellowship, a program of the NH Center for Nonprofits, is a premier board governance training program designed to engage, prepare, and inspire participants to meet the increasing demand for 21<sup>st</sup> century nonprofit board leaders.

Named after NH respected board members and philanthropists, Tom Haas and John Hoffman, the fellowship's objective is to give community-minded leaders the education, resources, and connections to confidently serve on any nonprofit board.

## How does it work?

Fellows are matched with experienced Mentors and participate in educational sessions with nationally recognized experts, while building relationships with Fellows, alumni, Center staff and NH nonprofit organizations.

The core components of the program are:

**Cohort Experience:** Fellows experience the program as part of a diverse group of peers learning together.

**Educational Sessions:** Interactive sessions featuring nationally recognized experts help Fellows explore the role of the board in fundraising, financial sustainability, governance, and more. These in-person sessions are scheduled for late afternoon and include dinner to minimize the impact on everyone's busy schedules.

**Mentorship:** Fellows will have opportunities to connect with peers and mentors in small group coaching sessions held virtually between educational sessions at a time convenient to group members. Mentors share their own experiences, answer questions, and provide guidance.

**Reading & Additional Resources:** Fellows will be provided with a variety of educational resources to supplement their learning.

## Who would make a good Fellow?

Hoffman-Haas Fellows are individuals with a strong desire to be effective civic leaders and to actively engage in issues which impact their community by applying their leadership, management, and strategic problem-solving skills to nonprofit board service. Fellows demonstrate their leadership potential in their



workplace or community and are interested in advancing their skills and deepening their knowledge-base.

## What is the commitment?

Fellows can expect to dedicate 25–30 hours over the cohort, which includes attending educational sessions, regular coaching sessions with Mentors, and independent study to review materials and complete assignments.

### Fellows are expected to:

- Attend all [regularly scheduled sessions](#) of the Fellowship and participate fully in discussions.
- Attend and actively participate in all Mentor coaching sessions.
- Review materials and/or complete assignments between sessions as needed.
- Help foster an open learning environment through careful listening, respectfully sharing opinions, and welcoming a diversity of thoughts and experiences.
- Share feedback about their experience in an evaluation at the end of the program. The Center uses this evaluation data to improve the Fellowship and highlight its impact with funders and partners.

While the size of each cohort of the Hoffman-Haas Fellowship varies, a typical class consists of 25-35 Fellows.

## How much is the financial investment?

The Fellowship investment is \$1,250 per participant and covers all costs including professional trainers, materials, venues, and dinners. Members of the NH Center for Nonprofits receive a \$250 discount.

Employers could consider supporting and investing in the Fellowship as a professional development opportunity, in whole, or in partnership with the fellow.

Nonprofit organizations could consider supporting and investing in the Fellowship as a board or professional development opportunity, in whole, or in partnership with the fellow.

Scholarships of up to 50% are available on a case-by-case basis. Companies are invited to sponsor the Fellowship or support the scholarship fund to increase access to this important program.

## How do I apply to become a Fellow?

The application is available online at [NHNonprofits.org/HoffmanHaas](https://NHNonprofits.org/HoffmanHaas). Application questions include an opportunity for you to describe your interest in the Fellowship, your past experiences with nonprofits, and what unique skills, experiences, or perspectives you would bring to a board. It also includes a place for you to upload any documents (resume, etc.) you think will help us to better evaluate your



application. Applications are due by January 13, 2025. Applicants will be notified on January 23 of selection decisions. Registration and payment are due by February 27, 2025.

**The deadline to apply for the 2025 cohort is Friday, January 13.**

## Mentors

Mentors are experienced leaders who have served on nonprofit boards and are enthusiastic about sharing the lessons they have learned with future board leaders. This is a volunteer opportunity and there is no cost to the Mentor.

Mentors are paired to form teams with complimentary skills and experiences. Each Mentor pair is grouped with 5-6 Fellows. To ensure a rich and rewarding experience for both the Fellows and Mentors, the Center compares the information included in the Mentor questionnaire—background, board experience, skills, interests, etc.—with information from Fellows’ applications in the matching process.

Mentors who wish to serve again are asked to complete the demographic portion of the application to update their information and respond to a few new questions.

Mentors can expect to dedicate 25-30 hours over the program, which includes attending the educational sessions and connecting with their teams in between sessions. Mentors are invited and encouraged to attend all educational sessions to facilitate a shared learning experience with the Fellows.

### **Mentors are expected to:**

- Attend the Mentor orientation and training session.
- Attend the first fellowship session.
- Attend the final fellowship session and graduation ceremony.
- Lead Mentor coaching sessions between each educational session.
- Be open and supportive of Fellows, encouraging critical thinking and sharing their own experiences.
- Serve as an ambassador for both Fellows and the Fellowship in general. We encourage Mentors to make introductions to their nonprofit network and share the Hoffman-Haas Fellowship with others who may be interested.
- Share feedback about their experience in an evaluation at the end of the program. We use this evaluation data to improve the Fellowship and highlight its impact with funders and partners.

## How can I become a Mentor?

The questionnaire is available online at [NHNonprofits.org/HoffmanHaas](https://NHNonprofits.org/HoffmanHaas). The questionnaire includes an opportunity for you to describe what unique skills, experience, or perspectives would make you a great mentor, what you find interesting or rewarding about board service, and details about your previous board service. It also includes a place for you to upload your resume to help us better evaluate your application.



# Spring 2025 Cohort Schedule

Most educational sessions will be held at Granite Edvance, 3 Barrell Ct. Concord, NH 03301 (<https://graniteedvance.org/>) Mentor orientation and mentor coaching sessions will be virtual.

| Date        | Time         | Description  |
|-------------|--------------|--|
| December 1  | -            | Applications Open  |
| December 3  | 4:30-5:30 PM | Introduction to Hoffman-Haas Fellowship                          |
| January 13  | -            | Application Deadline   |
| January 23  | -            | Applicants Notified  |
| February 20 | 4:30-6:30 PM | Mentor Orientation & Training                                    |
| February 27 | -            | Registration & Payment Deadline                                  |
| March 6     | 4:30-6:30 PM | Orientation & Team Building                                      |
| March 20    | 4:30-7:30 PM | Introduction to Governance<br>Presented by Alan Cantor           |
| March 27    | 4:30-5:30 PM | Mentor Coaching Session*   |
| April 3     | 4:30-7:30 PM | Resource Development<br>Presented by Alan Cantor                 |
| April 10    | 4:30-5:30 PM | Mentor Coaching Session*   |
| April 17    | 4:30-7:30 PM | Fiscal Strategy<br>Presented by Kelli D'Amore                    |
| April 24    | 4:30-5:30 PM | Mentor Coaching Session*   |
| May 8       | 4:30-7:30 PM | Governance as Leadership<br>Presented by Susan Meier             |
| May 15      | 4:30-5:30 PM | Mentor Coaching Session*   |
| May 22      | 4:30-7:30 PM | Serving on NH Nonprofit Boards                                   |
| May 29      | 4:30-6:30 PM | Completion Ceremony & Board Bound:<br>Nonprofit Networking Event |

\*Note: Mentor coaching session dates and times to be finalized by each team.