



FAQs

What is the Hoffman-Haas Fellowship?

The Hoffman-Haas Fellowship, an initiative of the NH Center for Nonprofits, is designed to engage, prepare and inspire participants to meet the demand for 21st century board leaders.

Named after two NH philanthropists, Tom Haas and John Hoffman, the program will immerse Fellows in an interactive 6-session experience which will advance their understanding of the strategic leadership needed for today's nonprofit boards, connect them to inspiring Mentors and link them to potential board seats.

The design of the program offers a combination of cutting-edge course content presented by both national and local thought-leaders along with opportunities for online learning, debate and exposure to how board service also builds leadership expertise. Fellows will gain the skills, experience and connections which will enable them to be an asset to any nonprofit board they serve on in the future.

What does the program involve?

The Fellowship is a 6-session program that includes sharing ideas and gaining insight from thought-leaders during three seminars, individual mentoring, an exploration of best practices and the opportunity to connect informally with a variety of nonprofits over case study discussions.

Opening Welcome: In the opening session, Fellows and Mentors will have the chance to connect with each other and the larger group, as well as hear from inspirational leaders in the sector.

Dinner Series: Late afternoon sessions followed by dinner are strategically designed to minimize impact on participants' busy schedules. During these sessions the most critical roles of the board will be explored, and the Fellows will have the opportunity to engage in dialogue with several nationally-respected speakers about those roles.

Mentor Connections: All Fellows will be matched with experienced Mentors who can provide context from their own experiences and give one-on-one guidance on questions and issues beyond the structured learning environment.

Online Reading and Dialogue: A selection of provocative articles, videos and resources about the sector and board governance will be made available to each Fellow for their individual learning. Fellows will engage in posting questions for presenters, Mentors and peers in an online forum.

Nonprofit Connections: In an effort to put learning into action, the program provides Fellows the opportunity to meet with local, regional and statewide nonprofits, identify which organizations are aligned with his or her interests, and to see what leadership opportunities are available

Fellows

Who are the Fellows?

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

Hoffman-Haas Fellows will have demonstrated leadership potential in the work place and/or community, and are interested in advancing these skills and deepening their knowledge base.

What is the time commitment involved for Fellows?

Fellows can expect to dedicate about 5 - 8 hours per month during the 4 to 5 months of the program.

What is expected of a Fellow?

Fellows are expected to attend all sessions, participate actively in discussions with Mentors and take advantage of learning opportunities in-between scheduled sessions.

Specifically, Fellows are expected to:

1. Attend all regularly scheduled sessions of the Fellowship and participate fully in discussions.
2. Develop a relationship with their assigned Mentors by initiating and attending regular check-ins, bringing questions or comments to these sessions, and utilizing the wisdom and experience the Mentor brings to the discussions.
3. Complete all assignments given between sessions to augment the learning.
4. Participate in creating an open learning environment for all concerned through careful listening, sharing opinions and welcoming diversity of thoughts.
5. Complete an evaluation of the program after its conclusion.

What is the size of the cohort?

To insure the right balance of robust discussion and individual participation, the cohort will be comprised of approximately 15 - 20 people.

What is the cost?

Cost per Fellow for the program is \$1000. Scholarship support may be available.

How do I apply to become a Fellow?

Applications for the program are available online at <http://www.nhnonprofits.org/hoffmanhaas>.

Mentors

What is the role of a Mentor?

Mentors will be a key piece of the learning experience provided to Hoffman-Haas Fellows. Regular meetings between Mentors and Fellows will:

- Encourage Fellows to process what they are hearing and seeing throughout the program.
- Provide a place to discuss questions and issues that arise.
- Provide an opportunity for Mentors to share the knowledge they have gained over decades of board service.

We anticipate the relationship will provide a rich and rewarding experience for both parties.

What is the time commitment for Mentors?

Mentors are expected to attend both the welcoming event and the wrap-up ceremony for the Fellows and have the option of attending the education and networking sessions. In addition, Mentors are expected to be available for a monthly check-in with their Fellows while they are in the program and to encourage them to process the experience through questioning, feedback and thoughtful commentary. Mentors will also be asked to participate in an evaluation at the end of the program to gain feedback on the quality of the experience. Altogether, Mentors can expect to spend about 12 – 15 hours during the 6-month program. Time spent beyond this is at the discretion of the Mentor and Fellow.

How will Mentors be matched with Fellows?

Mentors will be asked to fill out a brief questionnaire listing their background, board experiences, skill-sets and interests. Based on a similar profile from the Fellows, the Center will facilitate the match. While no matching system is perfect, the Center will work to align proximity, interests and background between the Mentor and Fellow. If there are more Mentors than Fellows, the Center may contact you to discuss alternative ways to support the program.

What are the Mentor Qualifications and Responsibilities?

Mentors are expected to have served with distinction for at least three years on at least one nonprofit board, preferably in a leadership role. Experience with several nonprofit boards - representing a diversity of size and issues - is even more helpful. All Mentors are expected to be thoughtful analyzers of their experiences, good listeners to the questions and concerns of the Fellows, and interested in passing along the wisdom of their experiences to an eager audience.

Specific responsibilities include:

1. Attend a preliminary meeting to understand the role of Mentors and meet others involved in the program.
2. Attend both the welcoming event and the wrap-up ceremony for the Fellows.

3. Be available for a monthly, mutually convenient check-in with Fellows while they are in the program.
4. Set an open and supportive tone for the check-ins to encourage Fellows to process the experience through questioning, critical thinking and thoughtful commentary.
5. Serve as an ambassador for the program.
6. Participate in an evaluation at the end of the program to provide feedback on the quality of the experience.

How can I become a Mentor?

To complete a Mentor questionnaire, visit <http://www.nhnonprofits.org/hoffmanhaashoffmanhaas>.