
CLEAR HARBOR LEADERS FOR SOCIAL CHANGE FAQ: FREQUENTLY ASKED QUESTIONS



Clear Harbor is an online group coaching membership for leaders building social change.

Be a part of a community of caring leaders who have your back.
Leave each month feeling supported, connected,
and better prepared to keep leading.

We believe you can be a leader from any position.
You are a leader if you improve systems, support others to use their strengths,
and move toward a greater collective purpose.

Every leader in Clear Harbor is committed to inclusion and equity.

Clear Harbor is supported by seasoned facilitators, consultants, and coaches known for making spaces engaging and enjoyable while being direct and honest.

**Clear Harbor costs less than 1on1 coaching,
delivers you a diverse community, workshops, and tools, and
reduces late-night desperate calls to your colleagues.**

Be a rejuvenated, supported, caring leader!

What is included in my membership?

- **Group coaching** – Reflections & partnering with you to problem solve. Online group coaching sessions Clear Harbor coaches and fellow leaders. 1 hour every other month.
- **Guest talks** – Gain real-world stories and insights with leaders and consultants experienced in leading with racial justice, equity, and inclusion. Live gatherings and past recordings.
- **HR & Equity Support** – Learn equitable HR procedures, and practice in Q&A sessions with Andrea Paull, HR & Equity coach & consultant. 1.5 hours, bi-annually.
- **Anchor Down sessions** – Gather techniques for renewal & burnout prevention you can use with your team and in your work. Led by Sashya Clark, a clinical social worker. 30 minutes live online every month + audio library.
- **Lead Together for Change Workshop series** – Learn the essential habits of courageous leaders and dive deeper into personal vision & values, team development, decision-making, courageous conversations, and talking about race & identity.
- **Collab & Create Sessions** – Problem-solve and strategize with peers. Plus, learn an artist-led creative practice. 1 hour every other month.
- **5-day Leadership Camps** – Practice leadership & equity skills in community space. 5-day audio offerings live bi-annually.

Plus these bonuses!

- 1on1 session with Annie Von Essen (Value \$250)
YOU CHOOSE - "Goals & values" or "Centering during Uncertainty"
ONLY available if you sign up before 10/6/2023
- 10% off a team development consulting package for your leadership team

How does pricing work?

We have three levels of pricing to increase access. You choose an option that is supportive of you and the greater community based on your own access to financial resources.

- **Option 1: \$197** Covers the cost of the Clear Harbor membership and ensures other members can participate at rates accessible to them. Thank you!
- **Option 2: \$97** Subsidized rate - individuals & institutions with medium access to financial resources.
- **Option 3: \$47** Subsidized rate - individuals & institutions with lower access to financial resources.

Two scholarships are available this cycle for BIPOC leaders who have less access to financial resources and no access to professional development dollars.

Please send an email to support@vesselconsulting.org with your name, institution, and key information - we will check in with you. (We will choose based on lottery.)

How do the discounts for team development packages work?

- Vessel Consulting supports teams to strengthen relationships, address & learn from conflict, and build an engaged, cohesive structure.
- The end goal of our team development work is to increase dialogue, communication, mutual understanding's work, and shared responsibility.
- The team development packages are custom-created and include 2 to 5 team meetings & individual team interviews.
- As a member of Clear Harbor, your institution receives a 10% discount on one team development package per year (packages not to exceed 5 team meetings).

More questions

What is coaching & group coaching (why not a peer-led mastermind)?

The primary purpose of coaching is supported listening space. Coaching is focused on creating and clarifying professional goals, reflection, leadership learning and growth.

Group coaching is facilitated and held space for people to gather, support each other, share resources, hold space for growth, and learn with each other.

Group coaching differs from a peer-lead mastermind group because a coach is striving to hold the container as a place where everyone can share their selves, experiences, joys & struggles. Masterminds are often focused on peer problem-solving, and although there can be problem solving when desired by a group member, it is not the sole focus of the other group members in a coaching group.

What will group coaching sessions look like?

Group calls may vary in agenda based on the needs and direction of the group and group members.

Group calls will usually include the following:

- group member check ins,
- spotlight time for a few members around emerging issues or a full group discussion
- time for reflection and writing,
- resource sharing (and resource requests)

What is meant by - "committed to inclusion & equity"?

- All members of Clear Harbor are committed to living out the values of inclusion and equity and putting them into practice in their personal and professional relationships and lives.
- This includes a commitment and focus on racial equity and anti-racism practices.
- Members can be in different places in their learning journeys across areas of equity.
- They have, at the minimum, taken multiple trainings and workshops and already have experience changing systems, structures, and personal behavior toward more inclusive practices and equitable practices.
- See *working definitions at the end of this FAQ*.

Is the membership focused solely on inclusion and equity learning?

- The focus of the membership is to support each individual's leadership growth and provide space for active reflection in a community committed to the values of inclusion and equity.
- Not all conversations, learnings, or offerings are explicitly about inclusion, equity, or undoing oppressive systems.
- However, learnings and offerings about inclusion, equity, race, bias, etc. may arise in any conversation or interaction. Even if it is not the sole focus of the membership, it is always a lens each member uses to engage in their leadership journey.
- All partners who join for quarterlies and other offerings commit to inclusion and equity and continued personal learning, even if that is not the specific topic they are covering.

How long is the membership commitment?

- You can join and end your membership at any time.
- You will receive more from your membership if you commit to 6 months to a year of membership and drop-in to multiple group offerings.
- The refund policy is included in "Terms & conditions."
- If you also join a “Refuel Together” small cohort you will be asked to commit to the group for one year to maintain a cohesive group experience, however, members can cancel at any time and for any reason.

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What kinds of topics will be covered in quarterly learnings?

- TEAMS: build and maintain collaborative, engaged, innovative teams,
- PLANNING: create collaborative, results-driven planning processes (including methods for creating strategic frameworks, strategic plans, yearly goals and objectives),
- EQUITY, BELONGING, INCLUSION: deepen your frameworks and analysis of anti-racism and other forms of oppression, learn and actively practice actions that build more belonging, equity & inclusion,
- LESS STRESS: learn easy, doable, personal de-stress techniques & practices to avoid burnout,
- FACILITATION: lead & support others in leading engaging & effective meetings,
- BOARD: support effective Board governance that does not take up all your time,
- CULTURE: continue to build a culture of belonging, inclusion, innovation, & joy,
- DECISION-MAKING: gain tools & practices for incorporating transparent decision-making processes in your projects and institution.
- And more...

Clear Harbor Working definitions

Leader

In Clear Harbor, we believe you can be a leader from any position in an institution. “A leader is anyone who improves systems, supports others to use their strengths, and moves toward a greater collective purpose.”

(Adapted from: Brené Brown, Dare to Lead)

Inclusion

Inclusion is the ideal of being a part of a group or structure where the inherent worth and dignity of all people from various backgrounds are recognized and respected. *(Adapted from Fleur Larsen)*

Equity

Equity is the fair and just treatment of all people, ensuring everyone has access to the resources they need in order to thrive. Equity aims to change the structures (policies, practices, attitudes, and cultural messages) that perpetuate injustice.

Equity is transformational.

Power and resources shift to those most impacted by structural inequities.

Anti-racism

“The only way to undo racism is to consistently identify and describe it — and then dismantle it,” writes professor Ibram X. Kendi. That is the essence of antiracism: the action that must follow both emotional and intellectual awareness of racism.

If racism means both racist action and inaction in the face of racism, then antiracism means active participation in combating racism in all forms.

(Source: Ibram X. Kendi & Aspen Institute)

The way Annie facilitates meetings is excellent. She would help us figure out what we needed with a positive energy. It is the connection and the space to not feel like you have to show up as just a leader, you can just show up as a human, and talk about the challenges of leadership.

And I love my cohort - with the variety of work and lived experiences and the ways everyone showed up. And I enjoyed the extra learning sessions each quarter too!

~ Dana Guy,
Executive Director &
Clear Harbor Member

[Join here now!](#)