
CLEAR HARBOR GROUP MEMBERSHIP PROGRAM FAQ: FREQUENTLY ASKED QUESTIONS



Clear Harbor is a small group, curated coaching membership for leaders building change.

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

You apply to join a small group of 6 to 8 leaders.

Meet every month in a supported environment to reflect, strategize, & get re-charged.

You will leave each month feeling supported, connected, and better prepared to keep leading.

Leaders in Clear Harbor are leading from a high level of accountability.

They are:

- C-suite, Executive job titles)C-suite, Executive, or Director level leaders who oversee a team, manage a budget, and deal with complex decisions.
- Accountable for business, or departmental decisions and outcomes.

Your group will be facilitated by Wesley Morris or Annie Von Essen, seasoned organizational development consultants & facilitators, known for making spaces engaging and enjoyable while being direct and honest.

Be a thoughtful, rejuvenated, supported, equitable leader!

What is included in my membership?

- Monthly 2-hour energizing, confidential small group coaching & support (MAX 8 people at a time), for 1 year (break in August, available to renew each year)
- Monthly 30-minute stress-reduction call for all members
- Once a quarter optional engagement including guest speakers, workshops, & drop-in consulting sessions
- Occasional monthly coaching calls co-led with other facilitators to deepen conversations around identity, ending oppressive systems and leadership
- Whats App small group text thread for resource sharing
- Resource library including past Guest Speakers, and workshops, member & facilitator recommended books, trainings, and podcasts.
- As needed, free monthly 30-minute emergent issue individual consulting calls with Annie

Plus these bonuses!

- 1-hour FREE goal setting session with Annie
- 20% off monthly 1on1 coaching packages (depending on availability)
- 20% off team development consulting packages for your own leadership team with Vessel Strategy & Consulting

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,
- space to make commitments, check in on goals, & report back on progress,
- 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 do you build the groups?

- Interested participants have an inquiry call with Annie to discuss the benefits and hopes of membership.
- After the inquiry call, interested participants fill out a short questionnaire to support connecting them with a group. If there is not a group that works this round, interested participants are placed on a waitlist for the next session.
- Group membership is built so that multiple sectors, backgrounds, identities (especially racial & gender identities), and personal experiences are in each group.
- Group members are chosen based on a commitment to community change, including inclusion, anti-racism, and anti-oppression.
- Group members are committed to continued growth & learning and want to build a network of support with fellow leaders.
- Small groups have only one representative from any given business or organization. More than one member of a business or organization can have a membership however they will not be in the same small group.

How long is membership?

- Membership is for one year from your group's start date, there is no programming in August.
- Members are 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. The refund policy is included in "Terms & conditions."
- Members can renew to be a part of Clear Harbor each year. The groups they are in will change in make-up but may include some members from their previous year's group.

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...

What are the 30-minute emergent issue calls?

As a Clear Harbor member, you have two emergent issue calls a year for free. Annie Von Essen is the coach for these calls.

You simply reach out to Annie with a request to connect, and we set up the space for you to talk through emergent issues and concerns. This gives you a quick place to debrief, assess, and, if needed, begin a plan of action.

How does pricing work?

- We have three levels of pricing based on an organization or business's budget and capacity. Your business or organization can pay, or you can pay as an individual.
- There are options to pay month to month or for a discount you can pay for the full year.
- You also receive a credit of \$250.00 on any products if a friend or colleague also books a membership at the same time.
- We have a limited number of pay-what-you-are-able slots for individuals who are paying without institutional support.
- We discuss pricing and what can work for you in our inquiry session. We can chat more, [book a call here](#).

How do the discounts for team development consulting 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 Harb, your institution can receive a 20% discount on one team development package per year (packages not to exceed 5 team meetings).

Clear Harbor Working definitions

Leader

“A leader is anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.” (Source: 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