

**Piper Fellows Program/Fellowships
Board/Staff Development Funds Examples (\$10,000)**

For Select Staff

- Attended fundraising and other specific classes at the [Lilly Family School of Philanthropy](#).
- Attended the Core Competencies course by the [Society of Organizational Learning](#).
- Participated in various levels of Spanish language study/training.
- Participated in training by [ideas42](#) to learn about applying behavioral science to the “Poverty Solutions Hub.”
- Participated in training on [Apricot](#) and [Salesforce](#).
- Participated in professional development training through [ASU Lodestar Center](#).
- Participated in social media courses/training focused on implementing digital and social media campaigns that support fundraising.
- Engaged consultant to assess and work on overall “organizational communication support.” Five areas were focused on: performance management systems, managing change/bad news and employee morale, meeting efficiency/prioritization, strategy discussion facilitation, and time management systems.

For Up-and-Coming Leaders in the Organization

- Engaged a coach to work with these identified staff on how to think with global and trauma informed lenses.

For Senior Leadership

- Senior leaders (Chief Academic Officer, Chief Development Officer, Board President) participated in some national site visits (school locations) and attended an [Institute for Charitable Giving Seminar](#).
- Senior leaders (Directors of Finance and Development) received leadership training; select staff received one-on-one coaching by [Lead for Good](#).

Other

- Convened a Retreat for staff and board with Jay Sidebotham, a nationally known leader in innovative church development called [RenewalWorks](#).
- Convened a Retreat for board around defining and setting goals around mission and to differentiate the mission from the operational and business related issues of the org (this led to greater awareness overall of the roles and responsibility of board members; also evolved the format of board meetings, member participation, and decision making).
- Convened a Strategic Planning with staff and board that focused on helping to clarify the organization’s mission and vision.
- Convened a Strategic Planning Retreat with [Boardsource](#) and on Nonprofit Fundraising.
- Convened an “Energy Management Retreat” with a goal to educate and inspire staff to discover ways to increase their energy and balance in careers with emotional intensity.
- Collaborated with Sonoran University of Health Sciences (formerly Southwest Center for Naturopathic Medicine) on a three-day staff retreat focused on mindfulness.
- Created a “Performance Challenge Initiative” that targeted groups/staff to tackle one of their top three work challenges; provided methodology/model to work through it.