

# Request for Qualifications: Coaches for Embodied Leadership Coaching



## Purpose

RCF Connects is seeking credentialed coaches to support our Embodied Leadership Coaching Program. RCF Connects created the program in 2019 and had 16 nonprofit leaders participate in two cohorts. In response to the COVID-10 crisis, in 2020 we began offering 4-8 free sessions of coaching in English and Spanish, and had over 50 people participate from across Contra Costa County. We have also partnered with the Sanford Institute of Philanthropy and LeaderSpring to coach cohort members, and offered coaching as a benefit for all RCF staff.

We are launching a new partnership in Antioch, CA and are seeking additional coaches for virtual sessions with community leaders.

## Mobility LABs

Mobility LABs in Antioch, CA is a pioneering, four-year initiative to creatively develop new solutions to sustainably lift families out of poverty, and to promote dynamic leaders who will aim to change the national conversation around social and economic mobility. "Mobility" from poverty is defined very broadly, as economic success, power, and belonging.

In December 2020, RCF Connects completed a 14-month planning process, which included monthly coalition meetings, seven bilingual community engagement meetings with residents, and one focus group for youth ages 14 to 24. Our adult Community Engagement meetings have 20 core members who collectively designed a three-year program to provide leadership training for seven cohorts of residents in the Sycamore Drive and downtown Antioch neighborhoods. While in training, they will receive eight sessions of one-on-one coaching support. When their initial leadership training is complete, residents want to select projects that benefit themselves and the community.

We are still planning the youth component of the program, but we expect to begin coaching youth participants (ages 14-24) by July 2021, also with 8 sessions each.

## Coach Recruitment

In an effort to provide the highest quality coaching resource in a short timeline, we are only accepting coaches with a credential from an accredited coach training program, or comparable training in coaching, counseling, mentoring, or a related area. RCF is seeking practitioners that incorporate embodiment practices of any kind and/or who offer a holistic coaching approach.

RCF Connects strives for healthy, thriving communities that are safe and diverse, and where families flourish and children are given new hope for a bright and abundant future. RCF Connects partners with the community to inspire leadership and to share the vision for work in five areas: Community Growth, Health, Restoring Neighborhoods, Education, and Public Safety. Our work is driven by a strong aspiration to work with our communities to strengthen economic, racial, cultural, social, and gender equity. This aspiration is expressed both in the outcomes we strive for and in the ways in which we do our work. Equity is both our organizational value and our goal. This is reflected in RCF's commitment to achieve equity goals in hiring and to include a range of experiences, backgrounds and abilities to serve our diverse communities. Applicants

who are black, indigenous, and people of color; who have lived experience as working class and/or low- or no-income; are LGBTQIA+; have a disability; or hold other marginalized identities are strongly encouraged to apply.

## **Process**

All coaches selected need to attend an onboarding meeting in late February to learn more about the Mobility LABs project, coaching assignments, invoicing, etc. Please complete this Doodle to select a time: [https://doodle.com/poll/kzypeuw4tq77txtg?utm\\_source=poll&utm\\_medium=link](https://doodle.com/poll/kzypeuw4tq77txtg?utm_source=poll&utm_medium=link).

Coaches have the optional opportunity to meet community members in a meeting from 5-6:30pm on March 3<sup>rd</sup>. Coaching will begin the following week and continue on the 2<sup>nd</sup> and 4<sup>th</sup> weeks of the month, from March to June 2021. Coaches selected through this RFQ process will have their bios listed in the enrollment form and participants will have the opportunity to choose their preferred coaches. RCF Connects staff will connect participants with one of their preferred coaches according to coach availability.

Coaching sessions are 50 minutes. Videoconferencing is the preferred method for coaching. Phone sessions are an option for participants that don't have access to Zoom. Coaches invoice RCF monthly for all sessions completed. The rate per session is \$125. We ask participants to contact coaches at least 24 hours in advance to reschedule or cancel, unless they have a health issue or family emergency. If coaches have a "no show" we encourage you to try to reschedule. "No show" appointments will be invoiced by coaches for \$40 unless the client does not continue, in which case we pay the coach the full rate for the missed appointment.

Coaches are also encouraged to participate in monthly peer support sessions with the 5+ coaches already in RCF's coaching pool.

By joining RCF's coaching pool you receive priority for future coaching and capacity building opportunities. This could include individual coaching, team or systems coaching within a single organization, or coaching small groups of leaders from multiple organizations on a shared topic.

## **Coach Qualifications**

Coaches are required to purchase their own liability insurance, which we have found costs around \$35-40 per month.

The following are required:

- Minimum of one year of coaching experience.
- Enthusiasm for embodiment practices and experience addressing the whole person in coaching.
- Capacity to coach at least three coaching clients at a time.
- Certification by accredited coach training program, or comparable training in coaching, counseling, mentoring, or related area.
- Strong interest in supporting community leadership development and social change.

The following are preferred:

- Personal experience or familiarity with East Contra Costa County.
- Lived experience with poverty or social benefits programs.
- Experience and interest in coaching youth ages 14-17 and/or 18-24.

## How to Apply

To apply to join the coaching pool, complete this form by February 14:

<https://forms.gle/tW4ggxUYbcUo4EkT9>. Please include contact info for two references from coaching clients. Also complete this Doodle:

[https://doodle.com/poll/kzypeuw4tq77txtg?utm\\_source=poll&utm\\_medium=link](https://doodle.com/poll/kzypeuw4tq77txtg?utm_source=poll&utm_medium=link). You will be asked to participate in a short mock coaching session, ideally the week of February 15<sup>th</sup>.

*Have questions? Contact Iris J. Podschun, Senior Director of Coaching & Collaboration - [ipodschun@richmondcf.org](mailto:ipodschun@richmondcf.org) or 510-234-1200 x. 106.*