



Senior Capacity Coach (Contract 1099) Nonprofit Systems & Organizational Capacity

About VESTEDin™

VESTEDin™ Consulting Group, LLC (VESTEDin™) is a human-centered organizational development firm that strengthens nonprofit organizations as systems, not just individual leaders. Our work focuses on long-term organizational capacity through structured cohorts, learning journeys, and capacity coaching grounded in our [STEMS Framework and SEEDS Developmental Model](#).

What Capacity Coaching Is (and Is Not)

Capacity Coaching IS:

- Organizationally focused (not individual performance coaching)
- Grounded in nonprofit operating conditions
- About sequencing, prioritization, and implementation
- Designed to strengthen systems, infrastructure, and decision-making
- Delivered in partnership with learning, peers, and funders
- Built to last beyond any single leader

Capacity Coaching IS NOT:

- Executive coaching, career coaching, or life coaching
- Therapy, mentoring, or advising individuals on personal goals
- Consulting projects where the coach “does the work” for the organization
- Unlimited or on-demand support
- Content delivery or training facilitation as a primary function

The Role: Senior Capacity Coach

This role is designed for former Executive Directors, Program Officers, Intermediary and Senior Nonprofit Leaders who want to contribute their judgment and lived experience without returning to full-time organizational leadership or running a consulting practice.

Senior Capacity Coaches operate inside a clearly designed system. Your value is in your judgment in providing strategic thought partnership, gentle nudges, and in celebrating milestones without doing the work for the organizations.

Time Commitment (Transparent & Honest)

- Average: 8–10 hours per month
- Quarterly peak months: up to 18 hours
- Cohort length: February 2026–May 2027
- Paid hourly for actual hours worked
- This is not a high-utilization or primary-income role
- This is an independent contractor (1099) role and does not include employee benefits.

Hours reflect estimated workload required to meet role responsibilities; coaches retain discretion over how work is performed within the bounds of scheduled cohort activities.

What You Will Be Doing

1. Organizational Health Checkups (One-Time per Cohort)

- Using the [VESTEDin™ S.T.E.M.S & S.E.E.D.S. Nonprofit Organizational Development Frameworks](#), conduct 75–90 minutes storytelling interviews with each assigned organization

- Explore organizational history, capacity strengths, constraints, and readiness to implement change
- Contribute reflection and synthesis notes
- Occurs during cohort intake only

2. Monthly 1:1 Capacity Coaching

- Support 3–4 nonprofit organizations
- 1 hour per organization per month
- Coaching focuses on:
 - Implementation of capacity-building plans
 - Sequencing and prioritization
 - Decision-making in real-world constraints
- Includes preparation and documentation

Some under-resourced organizations may require one additional coaching hour per quarter; this is planned for and bounded.

3. In-Person Cohort Sessions (Quarterly)

- Attend all required in-person cohort convenings
- Support trust-building, group sensemaking, and application of learning
- Note: Typically, there are no virtual sessions in months with in-person sessions, but this could change.

4. Group Facilitation & Peer Sensemaking (Rotational)

- Facilitate one group-based implementation or peer sensemaking session per quarter
- Coaches rotate this responsibility
- Includes preparation, facilitation time, and documentation

5. Organizational Sensemaking & Plan Stewardship (1-2 Times)

- Participate in finalizing and pressure-testing capacity-building plans
- Ensure plans are realistic, sequenced, and aligned with organizational readiness to implement change
- Occurs 1-2 times at the start of a cohort

6. Strategic Alignment & Pattern Recognition

- Periodic alignment with VESTEDin™ Learning & Program staff
- Share cross-organizational patterns, risks, and insights
- Approx. 1-1.5 hours per month

Compensation

- \$60–70/hour, depending on experience and cohort load
- Paid hourly for actual hours worked
- Travel expenses reimbursed per policy (travel time is not billable)
- \$1,600 Cohort Completion Bonus, paid upon successful completion of the full cohort and completion of closing documentation
 - Recognizes continuity, trust-building, and long-term commitment
 - Not performance-based and not tied to organizations' outcomes



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Important Fit Note (Please Read Carefully)

This role is not designed for individuals currently working as full-time W2 employees.

While the monthly hours are modest, the work requires:

- Predictable availability across a long cohort arc
- Presence during daytime and in-person sessions
- Emotional and cognitive space to support other leaders well

This role is intentionally designed for:

- Former Executive Directors or Program Officers
- Former Senior nonprofit or intermediary leaders
- Portfolio professionals who have stepped out of full-time executive leadership

Who Will Thrive in This Role

You are likely a strong fit if you:

- Have 10+ years of **senior** nonprofit leadership experience
- Leaders who have navigated structural inequities and bring a grounded understanding of what capacity-building looks like in under-resourced contexts
- Have served as an Executive Director, COO, Program Officer, or equivalent
- Understand nonprofits as **systems**, not just programs
- Are comfortable offering judgment without controlling outcomes
- Value boundaries, clarity, and well-designed roles
- Enjoy supporting other leaders
- Has proficiency with collaboration tools (Google Workspace, Zoom, shared documents) and actively uses AI

This Role Is Not a Fit If You Are Seeking:

- A primary income stream
- Consistent hours per month
- A role where you design the program
- High utilization or rapidly expanding scope
- Executive or career coaching work

Please complete the [VESTEDin™ Senior Capacity Coach Application](#). We currently do not need a resume or cover letter. Thank you for your interest.