



## Windcall Coaching Invitation

Spring 2017

Dear Windcall Residents:

Congratulations on being part of the Windcall Residency and Coaching Program! We hope it will be a refreshing and inspirational experience. We so very much appreciate your work and all you bring to the social justice movement and hope this experience renews your inspiration.

### **We are also pleased to offer you Windcall's "Touchstone Coaching" program.**

You are eligible for up to **6 sessions** with a coach who specializes in working with social justice leaders. A coach can support you to achieve your personal goals around bringing more balance and resiliency to your work & life or goals related to your work life that you may have developed while at Windcall and encourage ways to sustain yourself over time.

Windcall's coaching group includes a variety of coaches to choose from (biographies below). They are: Damon Azali-Rojas, Amanda Berger, Adrienne Maree Brown, Kim Fowler, Emily Goldfarb, Linda González, Antonia Maria Jackson, Terry Keleher, Julia Lau de Guzman, sujin lee, Johnny Manzon-Santos, Patricia St. Onge, Elizabeth Seja Min, Alex Poeter, Jonathan Rubenstein and Pnina Tobin.

**We suggest you interview two coaches and then choose one.** If you're stumped about whom to choose, Windcall staff can suggest someone, but rest assured, the coaches are excellent and you will be in good hands no matter who your coach is. Coaching sessions take place over the phone and usually last 50-60 minutes. We suggest using your coaching sessions the following way:

- **One session before the Residency** to help you make the most of your time at Windcall or help you manage leaving your work duties (and other people's expectations) for the Residency. This session helps set the stage for the coaching so it's most useful to you during and after the Residency.
- **One session during the Residency** to help you process your experience, make the most of the remaining Residency time or think about your return.
- **Four sessions after the Residency** to support you in implementing your Windcall-inspired insights.

You **must start your first coaching session within 4 months** of ending the residency. **All coaching sessions must be completed within 7 months of the end of the Residency** in order to be covered by Windcall. If you want to continue with your coach, you and your coach can make your own arrangements.

During the course of the coaching program, if you are not satisfied for any reason with these coaches, please contact Joy Persall (Board member) or Holly Fincke (staff) at Windcall who is coordinating the coaching program. Your feedback is essential to us making good matches, and in recruiting a larger pool of appropriate coaches around the country to work with Windcall alumni.

**USE THIS RESOURCE HOWEVER YOU NEED, and enjoy the luxury of putting your own needs and dreams front and center.** We look forward to supporting you with the Windcall Residency and Coaching program. *And welcome to Windcall - a breath of fresh air for the social justice movement!*

**For more information about the Windcall Coaching Program:**

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# The Windcall Institute Residency and Coaching Program

The two major components of the 6-month Residency and Coaching Program are life coaching and intensive learning. Coaching is interspersed throughout the six-month program (particularly during the Residency and in the four months after) and the intensive learning is concentrated within the 3-4 week Residency followed. The following sections describe these two, related components:

Each resident has access to a coach for six sessions, which can be spread out starting before the Residency, during or after the Residency. Each person can choose their coach from a list or ask staff for recommendations (the list is a separate document). Most of the coaches are Windcall alumni who have had similar experiences as you; all of the coaches are committed to social justice and have had roles in social justice movements.

**What you and your coach discuss is completely confidential.** Sessions are generally for about an hour and over the phone.

Windcall began offering coaching in order for Residents to maximize their Windcall experience. Participants were returning from Windcall with ideas about what they wanted to change in their lives or organization but with little support from those around them. For Board, alumni and staff who had had experience with coaching, it seemed like the ideal way to help Residents forward their Windcall-inspired visions.

*“What I think is valuable about working with a Windcall coach? If you do not know everything, a coach helps you to know what you know to help you grow.”*

• Ron Davis, Highlander Research & Education Center (at time of Residency), New Market, TN

*“Windcall coaching was transformational for me. At Windcall, I got the time and space and beauty to stop and feel. During coaching, I translated that into a new understanding about goals for my organizing work, changing and improving the way I do the work.”*

• Madeline Talbott, Action Now (at time of Residency), Chicago, IL

While we initially envisioned coaching as a tool for after the Residency, some Residents have found coaching has helped them prepare for the Residency internally and with their organization. And growing numbers have talked to their coach during the Residency, taking advantage of that more open space to start their coaching relationship and to help them process their thoughts during the Residency.

We know you're busy and that many of you, upon hearing you can have a coach, think “one more thing to do, one more person to relate to.” But Residents who have had a coach feel invigorated, supported and effective through a coach.

What is coaching? According to one of our coaches, Belma González of B Coaching and Consulting, “Coaches work one-on-one with clients to make real, lasting changes to improve their overall sense of satisfaction and fulfillment, to improve performance and achieve goals.”

For Windcall Residents, this often means support in implementing ideas they might have discerned while at Windcall.

To be clear, coaching is not therapy, it's not organizational development consulting - it is support to YOU as a leader and your value to your movement. And very importantly, it is completely based on your strengths, interests, and experience. It is not about telling you what to do; it is helping YOU identify what you want and helping you move to next steps.

What happens during coaching? To paraphrase Belma Gonzalez, a coach will ask thought provoking questions to help you identify goals, values, solutions, and actions. During your sessions, you should feel heard and understood in such a way that you can reflect in new ways and transform in ways you want. You might become more aware of your choices and intentions in your behaviors and actions. Your aspirations and hard truths can be explored and what those mean for your current goals and actions. You might be challenged and supported in taking skill-building and life-enhancing risks and setting goals and new actions.

We'll have a sample coaching session on our orientation call that we hope will give you an idea of the power of coaching. Some short videos from non-profit leaders about coaching are available on <http://www.haasjr.org/programs-and-initiatives/video/power-coaching>. We encourage you to take advantage of the coaching to make the most of your Windcall experience.

**Windcall Institute Coaching Program  
Biographical Info on Coaches**

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Damon has over fifteen years of experience in social and racial justice movements. As a community organizer with the Labor/Community Strategy Center, he focused on race, class and gender equity spanning the fields of education, police, and criminal justice reform as well as environmental justice. He taught in a public high school in San Francisco where he supported students to create peer-led relationship violence and homophobia workshops. Currently at Jemmott Rollins Group, where he is the Director of Field Programs, he supports non-profit organizations that seek to prevent and end domestic violence through the Blue Shield of California Foundation's Strong Field Project. Damon also works with community-based organizations in several initiatives that aim to expand the rights of boys and men of color. Many of Damon's past and current clients include movement organizers, spiritual leaders, immigrant rights lawyers, writers of Black-thought, anti-domestic violence advocates, and non-profit leaders. He has coached since 2009 and graduated from the Coaching for Transformation coach certification program in the Bay Area.

Damon (aka Gbuduala) is initiated in the Yoruba spiritual tradition of Ifa and helps lead the Ifa Temple of Los Angeles. He draws on Ifa's teachings about character, compassion, and purpose in his coaching work. He can readily weave spirit into work with clients. Gbuduala is Damon's Ifa name that means "he who glows with whiteness of character."

Damon is the Principal of Destiny Coaching & Consulting. His ultimate goal is to support people to uncover what is really important to them; help them connect to their purpose; and live fully integrated personal and professional lives. He lives with his partner and five-year-old son, Maceo, in his native South Los Angeles where he and Maceo, love to rock out to musicians Fela Kuti, Rico Pabon, and the Clash. Damon is a person of African decent.

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Amanda brings twenty-five years of social justice experience to her coaching practice. Amanda has an extensive background in progressive philanthropy and transformational leadership development through her work with the Funders Collaborative for Youth Organizing, the Women Donors' Network, Rockwood Leadership Institute and Communities for Public Education Reform (CPER). She is passionate about working with women leaders who want to step into fuller leadership roles while staying connected to their values and what's most important in their lives. Deeply attuned to trust and safety, Amanda works with clients to explore their greatest hopes and fears with an eye toward "what's possible" and creating new habits and ways of being.

Amanda brings practical experience, direct communication, compassion and accountability to her coaching sessions. In addition to her coaching practice, Amanda consults with foundations and social change organizations interested in fostering collaboration, learning communities, networks and policy change. She is a volunteer on a project to expand partnerships between colleges and incarcerated and formerly incarcerated people in CA. Amanda says, "My work is informed by a deep commitment to social change, transparency and accountability. I specialize in educational equity, community engagement/organizing, and fostering meaningful collaborations. I have a special interest in criminal justice reform, including efforts to expand educational opportunities for incarcerated and formerly incarcerated people."

Amanda is an affiliated coach with RoadMap, Rockwood Leadership Institute and a co-founder of [www.coachingforjustice.org](http://www.coachingforjustice.org). Formerly from New York City, Amanda now lives in the Bay Area with her partner, two daughters and a "cat-dog" named Zuma. She is white.

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**Adrienne Maree Brown**

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**Adrienne** is currently a part of the faculty for the Center for Whole Communities. She is a contributing editor for YES! magazine, and participating in a year long Somatics and Trauma training to deepen her healing and facilitation work. In the past few years she has been a facilitator for the Detroit Food Justice Task Force, Detroit Future, and the Detroit Digital Justice Coalition. She also partnered with Engage to facilitate a year-long Community of Practice on Networks and Decentralizing Leadership, 2011-2012. Adrienne was the executive director of The Ruckus Society from 2006-2010, and now sits on their board. She was also a National Co-Coordinator for the 2010 US Social Forum. In addition, Adrienne sits on the board of Allied Media Projects. She has sat on the boards of Third Wave Foundation, and Common Fire, as well as the advisory board of East Michigan Environmental Action Council.

She facilitates the development of organizations throughout the movement (most recently the leadership team of the Detroit Media Economy Collaborative (Detroit Future) in Detroit, Black Mesa Water Coalition, INCITE!, the Young Women's Empowerment Project in Chicago, New Orleans Parents Organizing Network, ColorofChange.org and Detroit Summer). A co-founder of the League of Pissed Off/Young Voters and graduate of the Somatics and Social Justice Cohort, Rockwood's Art of Leadership training, and Robert Gass's Art of Change yearlong training, Adrienne is obsessed with learning and developing models for action, community strength, movement building and transformation. She was a Windcall Resident in 2012. Adrienne is multiracial, black and white and from the deep south. Queer too!

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**Kim** is a certified coach, trainer, consultant and facilitator. She is on faculty of Leadership That Works (LTW), a coach training school focusing on nonprofits and social justice workers, and the Coaches Training Institute (CTI), through which she has trained internationally. Kim works with individuals, partnerships and teams who are ready to remove limiting beliefs and behaviors and move through their professional and personal lives with mindfulness, efficiency, spirit and action. Kim helps directors, managers, partnerships and teams clarify their vision and move into values-based action toward goals that lead to higher effectiveness, productivity and enjoyment of their work. Her experience as a government funder, nonprofit executive director and board chair, and academic program and development coordinator infuse her coaching in the nonprofit sector.

Kim's community work has included coaching in San Quentin, working with organizations such as Alameda Family Services, Alternatives in Action, Asian Pacific Islander Wellness Center, and the Emeryville Public Art Commission. She has trained nonprofits in Battle Creek and Grand Rapids, MI with LTW. Kim is a member of the International Coach Federation. She is also a singer and author of "All Will Be Well," a memoir about the impact of her mother's stroke on her family, to be published in 2014. Kim is available for coaching after October 7, 2013. She is African American.

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**Emily** has worked as a consultant since 1997 for more than 50 non-profit organizations, networks/coalitions, and foundations through her firm, GoldRio Consulting. Emily specializes in the areas of program planning and management, ED/staff coaching, leadership development, and strategic research & evaluation. She particularly focuses on working with community-based organizations that employ strategies in the areas of leadership development, community organizing and policy advocacy and has a growing interest in organizations that effectively link social services with social change. She is fluent in Spanish.

Emily's clients have included The Family Violence Prevention Fund, Mujeres Unidas y Activas, Miami Workers Center, Environmental Health Coalition, SF Neighborhood Centers Together, Southern Echo, CVP-Immigrant Leaders Fellowship, Partnership for Immigrant Leadership and Action (PILA), The California Endowment, Liberty Hill Foundation, The Walter and Elise Haas Fund, and many others. Emily is the former founding executive director (1986 - 1996) of the Northern California Coalition for Immigrant Rights, and has worked in the field of immigrant and refugee rights for nearly 20 years. She currently serves on the board of Mujeres Unidas y Activas. A graduate of Stanford with a BA in Latin American Studies and International Relations, Emily is bilingual in English/Spanish. Emily is a Windcall alumna, who spent 2 sessions in Bozeman, Montana. Emily lives in San Francisco, CA and is white.

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**Linda** is a bilingual organizational consultant with over 15 years experience consulting with, facilitating and training groups of diverse participants in the non-profit, health care, educational, and philanthropic sectors. She integrates coaching into all of her initiatives. Her primary purpose is to work with multicultural wisdom and inspire people of color to embark on a creative journey of balance and healing for this and future generations.

As a principal of Diversity Matters for 10 years, Linda developed successful and innovative approaches to integrating multiculturalism into strategic planning, team building, training, and leadership development. She is a trainer for Interaction Institute for Social Change in leadership, facilitation and coaching. She enjoys her work as an Independent Associate for Isagenix, a world leader in nutritional cleansing, assisting others to achieve and maintain their important health and financial goals while expanding their definitions of abundance and prosperity.

Linda has her MFA in Creative Writing and enjoys coaching creative writers along with her other clients. She has a MSW from the University of Southern California with a concentration in Community Organizing, Planning and Administration. She has a BA from Stanford University and is a multi-racial Latina.

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As principal of FullCircle Consulting and former Interim Executive Director of Ashoka's Youth Venture San Francisco Bay Area, **Antonia** is a dynamic, seasoned manager and high-energy trainer/facilitator with 16 years experience. She is deeply engaging with both youth and adults from diverse backgrounds and communities of color in a wide range of advocacy, health education, social justice and faith-based organizations. Antonia has provided facilitation, training, management, professional coaching and technical assistance for the past eleven years in the non-profit and educational sectors. She has shared her expertise in the United States and abroad in the areas of prevention, youth/community development, social entrepreneurship, and health and human services to a broad spectrum of nonprofit leaders, staff, educators, youth service providers, and various private foundations, consulting firms and city/county governments.

As a coach, Antonia's clients find their voice and live their magnificence. She brings a tireless passion for supporting young people and women of color to boldly find and exercise their voice so that they may advocate for themselves as powerfully as the organizations/communities they serve. Antonia's goal is to be a fierce champion for her clients' inner voice that is silenced by societal expectations, accommodation of others before themselves and an unconscious fear of living "BIG" in the world. Antonia brings the unique ability to integrate humor, "play," storytelling, music, dance, and laughter into coaching and consulting, to unearth individual talents and identify unspoken desires, wisdom and quiet dreams.

Antonia is a San Francisco Bay Area native, but has spent many summers in Alabama and Florida and proud of her southern roots and upbringing. She has also taught a form of dance called "Stepping" to youth throughout the United States and has performed stand up comedy and improvisational acting in the bay area. Antonia received her Bachelor's degree in Rhetoric and Communication from UC Davis and holds a Master's in Educational Administration from Texas A&M University. She is African American.

**References:**

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**Terry** is the Director of the Midwest Office of the Applied Research Center and Program Director of the Racial Justice Leadership Action Network. He is a contributing writer to RaceWire, the blog of *ColorLines*, the national newsmagazine on race and politics. He provides racial justice training and consulting to organizations around the country and has served as a guest lecturer and presenter at many universities and conferences. He has over twenty-five years of experience in community organizing, leadership development, curriculum design, popular education, research and strategic coaching. He coordinated the national ERASE Initiative (Expose Racism and Advance School Excellence) and has authored several reports on race and equity issues, including *Facing the Consequences: An Examination of Racial Discrimination in U.S. Public Schools*, and *Justice by the People: Community Safety and Police Accountability*. He is a member of the Illinois Editorial Forum and has served on the Readers Bureau of the Chicago Reporter. He is also a member of the Human Relations Advisory Committee for the 2040 Chicago Regional Plan. He was a founding steering committee member of the National Organizers Alliance. He has testified before the U.S. Commission on Civil Rights and the California Senate, and was a national recipient of the Rainbow/PUSH Coalition's Push for Excellence in Education Award.

Terry is a certified empowerment coach through the Institute for Professional Excellence in Coaching. He is also a graduate of, and served as an associate trainer for, the Results Management Program of Results/Support Seminars and is a member of the International Association of Coaches. Terry specializes in strategic and executive coaching for leaders of nonprofit social change organizations. He is a co-author of *Work with Me: Intergenerational Conversations for Nonprofit Leadership*, a publication of the National Council of Nonprofit Associations. He is a Windcall alumna and assists with the recruitment committee. Terry is a graduate of the University of Illinois at Champaign-Urbana with a BA in Community Psychology. He lives in Oak Park, Illinois with his 5-year old son. He is white.

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**Julia** is a Certified Professional Co-Active Coach (CPCC) with the Coaches Training Institute and an Associate Certified Coach (ACC) with the International Coach Federation. She is also a graduate of the Coaches Training Institute's renowned Co-Active Leadership Institute. As the founder of Essence Life Coaching and cofounder of Coach2Coach, she supports people in living their most authentic and fulfilled life, and ultimately in creating and living a life they love! She brings her positivity and passion for life to her coaching and supports people in being well and vibrantly alive. She creates an open and safe space for clients to clarify intentions, expand possibilities and reach new heights. She combines fierce honesty with loving compassion and her coaching sessions are known for being inspiring, energetic and transformative. She runs circle coaching groups and leads workshops throughout the Bay Area on fulfillment and living from essence. Julia specializes in working with women in leadership in non-profit organizations, artists and holistic practitioners. Before coaching, Julia worked for several years in non-profit organizations, including serving as lead community organizer for both Chinese Progressive Association and East/West Community Partnership and as director of Chinese Americans United for Self Empowerment.

Julia currently serves on the Board of the International Coach Federation's East Bay Coaches Chapter and is a part of the leadership team at Awakened Wisdom, a global coach training organization. Julia is happily married and lives with her husband Noel in the San Francisco Bay Area. Her greatest achievement is now her own life—balanced, nourishing and abundant in Love and the daily joys of life. She is Asian-American.

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**sujin** is a coach and consultant with over 15 years experience in the non-profit sector. She specializes in the areas of strategic and program planning, ED/staff coaching, leadership development, and alliance/coalition-building. Her coaching and consulting practice provides individuals and organizations with the ability to achieve clarity on strategic priorities, act from a place of power, and develop explicit decision-making to support their goals. She is particularly interested in helping organizations create strategic and sustainable organizational structures and practices, in addition to building organizational cultures that reflects their vision, values, and purpose.

sujin's clients have included ACCESS/ Women's Health Rights Coalition, Alliance for Education Justice, The California Endowment, Global Action Project, Oakland NetWork for Responsible Development, Oakland Rising, McKenzie River Gathering Foundation, Wider Opportunities for Women, The Women's Foundation, and many others. As a coach, she uses her curiosity, strong intuition, non-judgmental approach, and sense of humor to help individuals connect to their values, passion, and creativity. Her coaching style uses a holistic approach to help people work from a place of strength, which opens up new personal and leadership opportunities.

sujin has worked at Movement Strategy Center as the Alliance Building Director, in addition to working as an labor organizer with SEIU Local 1877 in Los Angeles, domestic violence advocate with the Shimtuh Korean Domestic Violence Program , and as the Community Fellow of Tides Foundation from 2003-2005. She also worked on international human rights issues by supporting the work of families of prisoners of conscience with Minkahyup Family Council to Realize Democracy in South Korea. sujin is based in Oakland, California, where she is the Vice Chair of the Board of Asian Pacific Environmental Network (APEN). She is Asian-American.

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Since 1985, **Johnny** has committed his professional and volunteer energies to social justice. He is founder and co-principal of *pearldiving* LLC, a consulting and coaching practice dedicated to empowering historically marginalized communities, the institutions that serve them, and their current and emerging leaders. His current coaching clients work in a range of fields including child and youth development, city and county government, restorative justice, public health, environmentally sustainable business, and the arts.

Johnny served 15 years as an executive director of nonprofit organizations in New York and San Francisco focusing on sexual health, stigma, capacity building, and public policy in People of Color communities. He has played leadership roles with numerous boards of directors, government advisory bodies, corporate-community collaborations, and grassroots advocacy initiatives. In 2008 he was selected to deliver the inaugural *Balgopal Lecture on Asian Americans & Human Rights* at the University of Illinois. Johnny received a fellowship with the Coaches Training Pilot Project (funded by The Kellogg Foundation *et al*), whose participants attended and assessed the cultural competency of coach training schools across the US. He earned his professional certification through the Coaches Training Institute. Johnny is an alumnus of the Stanford University Graduate School of Business Executive Program for Nonprofit Leaders, and holds a Bachelor's degree from Brown University. He is fluent in Italian, fluid in French and Spanish, and a student of American Sign Language and Tagalog. An avid adult figure skater since 2001, Johnny trains in singles freestyle, pairs, and ice dance, and has medaled at more than a dozen competitions. He is Asian-American.

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Alex is a Certified Professional Coach and nonprofit consultant who has founded and led as well as co-founded and co-led multiple award-winning social justice organizations. Immediately prior to founding [Alex Poeter Coaching & Consulting](#) he served as one of the Managing Partners at the [Chicago Freedom School](#), which he also helped found.

As a Windcall alumnus, he is very familiar with the challenges people who work in the social justice field are facing. For over 20 years he has been immersed in issue-based, constituency-based and geography-based organizing as well as intergenerational movement building and working through an anti-oppression framework (with a focus on anti-racism work). A deep commitment to merging personal development approaches with social justice work led him to becoming a Certified Coach so that he can support others on their journey towards transformative change.

As a Coach, his goal is to help you step back from your daily work routine so you can reconnect with your life vision and your core values, and create a more balanced life experience for yourself based on a deeper sense of purpose. He will help you to develop achievable goals and work with you to create strategies that can be carried out successfully within the time frame you set for yourself. This process can aid you in making your work more sustainable and help you to explore how you can pursue your work as a whole person by attending to all facets of your personality.

Alex's approach is to focus on overcoming old beliefs (e.g. "successful social justice work equals 60 – 80 hour workweeks") and habits, which often keep us from making more significant progress towards our life and career vision. He helps people to develop new skills and techniques, so they can sustain the positive changes created through the coaching process. By building on people's strengths, he helps them to maximize their potential.

He currently serves on the board of the [Education for Liberation Network](#) through which he helps organize biannual [Free Minds Free People](#) conferences. He lives in the greater Boston area and he is white.

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**Jon**, founder of Immanent Leadership, was an organizer for over ten years in the South and Southwest. He now coaches executive directors and organizers, develops community engagement strategies and consults on complex, large-scale initiatives — reflecting his passion for supporting transformative change within individuals and communities.

Jon’s approach to coaching and constituency building is influenced by over ten years of combined community organizing experience with the Industrial Areas Foundation (IAF) and the West End Community Center, where he led community- and faith-based organizing efforts in multi-ethnic communities in North Carolina and Texas. As an organizer with Communities Organized for Public Services (COPS) and the Metro Alliance (San Antonio’s local IAF affiliates), he helped these organizations secure \$2 million in annual funding from the city government to support a citywide after-school initiative for 28,000 students in 161 schools. At The Metropolitan Organization (TMO)—Houston’s IAF affiliate—he led an expansion effort, which doubled the organization’s membership base and tripled its membership dues base. This expanded constituency organized forums attended by as many as 2,500 local leaders. Jon’s innovative coaching approach has supported the transformation of many leaders and organizations.

His approach to coaching is to: 1) help leaders break through limiting belief patterns and access essential leadership qualities and 2) help leaders build powerful constituencies, since this is often the differentiator between merely good ideas and ones that actually take hold and create change. Jon is a graduate of Duke University and holds an MA in Philosophy & Religion from the California Institute of Integral Studies in San Francisco. He is also certified in [Internal Family Systems](#) and Integral Coaching through [New Ventures West](#), and has spent over 10 years studying the personal development teachings of the Diamond Approach. He is white.

**References:**

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**Elizabeth** works with leaders and teams in the non profit and social sector who want to extend their reach and sweep of influence. “We are an interconnected sector of idea-makers – a giving and action economy where aspirations for a sustainable future and the development of people generate some of the world’s brightest hopes. It’s life work, soul work, practical and world-change work.” Her toolkit mixes design thinking, pragmatic use of resources at hand, cultural mindfulness, accelerated learning, and immediately applicable methods and models using brain-friendly techniques. The mission: support leaders and teams to deepen purpose, take more generative and strategic action, provide for the development of others, and deliver resources.

Elizabeth brings over 30,000 hours of hands-on projects with organizations, networks, and philanthropies from five continents, professional international coaching certifications, a deep portfolio in all facets of organization development with a specialty in resource development, a commitment to human-centered learning communities, an entrepreneurial spirit that founded one landmark organization and nine signature programs for others, and since childhood, at least another 30,000 hours of being guided and guiding others as a professional music director and conductor, record label chief, multi-instrumentalist, and community cultural worker. She has been in the executive role in three organizations, is passionate about working with The Enneagram, and serves on the board of Delta Research and Educational Foundation, the national foundation for the African American sorority, Delta Sigma Theta.

She is a Certified Integral Coach, Professional Certified Coach/International Coaching Federation. “As a coach, I work solely with leaders and small teams engaged in work for social justice and social change. My clients lead community-based grassroots organizations with budgets under \$200K as well as publicly-supported foundations ....I have coached leaders on a wide range of personal challenges and struggles, ranging from having to fire staff, manage tricky board leadership transitions, work through physical threats from political opposition, intervene in violence/abuse at home, and deal with life-threatening illnesses, addictions, extreme debt, and complicated issues related to class, race, gender and immigration status.” Her first language is creativity. She is Hawaiian Pacific Islander / Adopted / LGBTQ / Raised Poor Working Class / Artist.

**References:**

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**Patricia St. Onge**

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**Patricia** is the founder of Seven Generations Consulting and brings over twenty years of experience leading and working with nonprofit and public sector agencies. She provides training, consulting and technical assistance in the areas of community organizing, social justice advocacy, organizational development, cross-cultural effectiveness, consensus building, spiritual & personal coaching. Patricia serves on the board of directors for Common Counsel Foundation in Oakland. Prior to launching Seven Generations Consulting, Patricia was Executive Director of several nonprofit organizations, including Habitat for Humanity, where she also served as Western Regional Director. She also served as Director of Education and Training at National Community Development Institute (NCDI). These experiences have enabled Patricia to serve as interim Executive Director for 7 nonprofits and foundations, overseeing the day-to-day operations of the organization, assisting with the executive search, and coaching their board through the transition.

Patricia writes and speaks on an array of issues including executive coaching, executive transitions, board development and engagement, and cultural competency. She is the lead writer for *Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders* published by the Fieldstone Alliance, one of the nation's leading nonprofit publishers. A trainer and coach for over 15 years, Patricia works with organizations to deepen their cultural competency skills as part of an ongoing journey that involves nonprofit leaders, their boards, and broad based communities, resulting in a more inclusive, connected, and effective organization. She holds a Bachelor's Degree in Human Services from Southern NH University and Master of Divinity from Pacific School of Religion. Between them, she and her life partner have six daughters and seven grandchildren. Patricia is of Six Nations (Mohawk) and Quebecois descent.

**References:**

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**Pnina** is a Certified Professional Co-Active Coach (CPCC.) She was certified by the Coaches Training Institute (CTI), an international coach training organization, and is a graduate of CTI's Co-Active Leadership Institute as well. Pnina uses the Co-Active model of coaching; an interactive way of helping clients find their aliveness and strengths to live a fulfilling, balanced life in line with their most deeply-cherished values. She specializes in working with women in leadership in non-profit organizations, women in transition, and parents and families.

Pnina is also a consultant, providing training and consultation in the areas of parenting and child sexual abuse prevention, disabilities and abuse prevention, starting and maintaining a non-profit organization, and women and non-profit management. She has worked with diverse groups and non-profit organizations locally, nationally, and internationally. Pnina worked with people of color in non-profit organizations to develop a Minority Training Project for single parent families and other programs distributed by the California Office of Substance Abuse Prevention, and the Office of Child Abuse Prevention. Pnina was the founder and executive director of two non-profit organizations focused on child sexual abuse, and support for single parents.

Pnina holds a Master's Degree in Public Administration, (MPA) with an emphasis in Non-Profit Management, from the University of San Francisco. Her Master's thesis, "Women Executive Directors of Non-Profit Organizations: Feminism and the Use of Power" explored the use of power by women in leadership roles. She uses insights gained from this research, as well as her own experience as a woman executive director, in her coaching and consulting work. She is a Jewish feminist children's issues activist, a single mother of two grown children, and the grandmother of three. She went to Windcall in 1992.

**References:**

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