



NATIONAL ASSOCIATION OF
COMMUNITY HEALTH CENTERS®

New Health Center CEO Affinity Groups

6 Month Program • March – August 2025





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March – August, 2025

Program Overview:

This six-month program designed for new health center CEOs (up to 5 years in role) aims to foster connection, community, and professional growth through the creation of affinity groups. Participants will engage in 90-minute monthly meetings to share experiences, support one another, and explore common interests; groups will be organized based on a shared identity (e.g., leaders of color) or experience (e.g., leaders replacing long-serving CEOs) and participants can indicate their preferred focus area during the program application process. Supplemental office hours (optional) allow new CEOs to enhance their onboarding through knowledge sharing with experienced health center CEO mentors. The estimated time commitment is ~12 hours across 6 months (inclusive of optional office hours).

Program Goals

- ▶ Enhance professional development and networking opportunities for new CEOs.
 - Build a strong sense of community and belonging between affinity group members.
- ▶ Provide a safe and supportive space for individuals to share perspectives and experiences.
 - Expand a mindset suitable for higher-level decisions required of a CEO.
- ▶ Identify and address shared challenges and opportunities.
 - Gain encouragement and accountability for action.
- ▶ Leverage the career experiences of skilled health center CEOs
 - Enhance the onboarding process through shared knowledge.

Affinity Group Model:

Affinity Groups will have between 10-12 members who will come together for a 90-minute monthly meeting that offers a combination of content discussion and facilitated peer learning and support. Once an Affinity Group is established, any content introduced into the group will be developed in direct response to needs articulated by the members or otherwise ascertained by the mentor CEO. There is no fixed “training curriculum” to deliver; rather, the purpose of content discussions will be to provide frameworks and insights to meet the prevailing needs of Affinity Group members as they execute the health center CEO role.

Supplemental Office Hours:

Each mentor CEO will hold at least three (3) 60-minute “Office Hours” during the 6-month program. While the monthly 90-minute Affinity Group meetings are designed for group discussion and peer learning, the optional Office Hours are where the experienced CEO can offer their personal expertise more directly, serving as a mentor rather than a guide.



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Schedule:

Affinity Group meetings and optional office hours will be scheduled between March to August 2025 and held virtually (Zoom, Teams, etc.). The exact dates of each cohort will be determined by the cohort and organized by the mentor CEO.

Affinity Group Formation:

Affinity Groups will be formed through an application process and based on shared interests, backgrounds, or identities.

NOTE: *While the affinity topic is a starting point for conversation and shared insight, group conversations are not limited to that focal point alone.*

Program Support:

Participants will receive ongoing support, including:

- ✓ **Exclusive pricing for NACHC Members.**
- ✓ Access to an online community for shared resources and discussion.
- ✓ Experienced CEO support and mentorship.
- ✓ Opportunities for cross-group collaboration and networking at NACHC conferences.
- ✓ Evaluation and feedback mechanisms.

Requirements:

Health Center CEO with 0 – 5 years of experience, willing to commit to active participation in monthly calls March – August 2025.

Pricing:

Registration closes on January 10th or when this program reaches capacity. NACHC members receive over 50% discount off the full program price!

Member rate: \$675

Non-Member rate: \$1,495

Space is limited to the first 50 people who meet the outlined requirements, fully complete an application, are accepted via an application process, and register within 5 days of being accepted into the program. Applicants received after the program has reached capacity will be held on a waiting list in the case that space opens and will also receive information regarding future Affinity Groups when available.

All applications will be reviewed on a rolling basis and will receive an acceptance determination within 3-4 business days. Applicants can expect a response directly from Cindy Thomas, Director, Leadership Development, NACHC, cthomas@nachc.com. Once an applicant is approved, applicants will be provided with a formal registration link to complete payment and secure their spot in the program.

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March – August, 2025**

To ensure all accepted applicant preferences are taken into consideration in the assignment process, Affinity Group assignments will be completed when the program reaches capacity or after January 10, 2025, when registration closes. Paid participants can expect their Affinity Group assignment no later than Friday, January 24, 2025.

New Health Center CEO Affinity Groups Schedule Summary *(tentative)*

January 10, 2025	Application window closes
January 24, 2025	Affinity Group assignments announced
February 5–8, 2025 <i>(optional)</i>	Optional In-Person Affinity Group Meetings at NACHC P&I
February 2025	Affinity Group coordination/ scheduling by Mentor CEO
March–August 2025	<ul style="list-style-type: none"> • 90-Minute Monthly Meetings (6 total) • 60-Minute Office Hours (3 total) scheduled by Mentor <i>(optional for participants)</i> • Online Community Engagement
August 17–19, 2025 <i>(optional)</i>	Optional In-Person Affinity Group Meetings at NACHC CHI

New Health Center CEO Affinity Group Application



DUE NO LATER THAN FRIDAY, JANUARY 10, 2025

This program requires an application to ensure all participants meet the outlined criteria for participation and have an opportunity to prioritize their top 3 choices in affinity groups.

- **NACHC commits to assigning applicants to one of their top 3 Affinity Group choices.**
- NACHC will make every attempt to meet as many of your preferences listed below, pending the actual composition of enrollees and mentors.
- **Space is limited to the first 50 people who meet the outlined application criteria and are accepted via this application process.** Applicants received after the program has reached capacity will be held on a waiting list in the case that space opens and will also receive information regarding future Affinity Groups when available.
- All applications will be reviewed on a rolling basis and will receive an acceptance determination within 3-4 business days. Applicants can expect a response directly from Cindy Thomas, Director, Leadership Development, NACHC, cthomas@nachc.com.
- Once an applicant is approved, a formal registration link will be provided to complete payment and secure their spot in their spot in the program. **Registration must be completed within 5 days of receiving acceptance notification.**

**PLEASE COMPLETE THE
APPLICATION HERE.**

The application is reproduced below for your reference.

Applicant's full contact information

Assistant's contact information *(if applicable)*

Tenure as a health center CEO: ___Yrs ___ Months

Most recently reported total patient visits via UDS submission: _____

I prefer to be the only CEO from my state in my Affinity Group *(if possible)*: ___Yes ___No ___No Preference

Affinity Group Choices (applicant prioritizes top 3 choices)

- Urban or Rural Health Centers
- Large or Small Health Centers (determined by UDS patients reported)
- Women Leaders
- Leaders of Color
- Leaders replacing founding/long-term CEOs
- Leaders with a clinical background (direct patient care)
- Leaders experiencing/exploring organized labor/unions
- Regional Cohorts
- Random Grouping of mixed experience, size, background