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*Supporting the workforce of Indiana's CHWs as part of the health care delivery system.*

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# Coaching and Consulting Partnerships with INCHWA

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## Understanding Coaching and Consulting at INCHWA

At INCHWA, we see **coaching as a reflective**, client-driven process that empowers individuals and teams to identify strengths, clarify goals, and build capacity through guided partnership. **Consulting offers targeted expertise**, solutions, and technical guidance to address specific challenges and enhance operations improvements.

Rooted in trauma-informed, equity-centered principles, our approach combines coaching and consulting to offer responsive, culturally aware support. **Coaching builds trust**, autonomy, and co-creation, while **consulting provides strategic guidance** and proven methods. Together, they create a compassionate framework that supports nonprofits at all levels stages.

## INCHWA Coaching and Consulting Services

Our customized service packages facilitate capacity building in key organizational areas, including leadership, program execution, data strategy, financial oversight, and community involvement. Whether offered as comprehensive packages or tailored à la carte choices, we assist nonprofits in increasing their impact through practical tools, inclusive strategies, and collaborative insights.

All offerings are rooted in ethical coaching practices that emphasize voice, choice, and shared power in every interaction. INCHWA meets organizations where they are and works alongside them to strengthen internal systems, build resilience, and create lasting impact in Indiana communities. Our board members and partners collaborate with us to deliver comprehensive solutions tailored to our clients' needs.



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## INCHWA Coaching and Consulting Services Package Menu

Each package is valued at \$10,000. We will negotiate with our partners to deliver successful results that align with the overall project scope.

Package	Services
<p><b>1. Organizational Infrastructure and Development</b></p> <p><b>Coaching Hours: 26</b> <b>Consulting Hours: 27</b></p>	<ul style="list-style-type: none"> <li>• Pre- and post-assessments to determine baseline and outcome readiness</li> <li>• One-on-one executive and management coaching (up to 12 hours)</li> <li>• Strategic planning support and board engagement (7 hours)</li> <li>• Organizational policy and operational review (2 hours)</li> <li>• Two customized training workshops (4 hours total)</li> <li>• Support with SOPs, workflow development, and internal communications - consulting</li> <li>• Sustainability documentation and planning - consulting</li> </ul>

Package	Services
<p><b>2. Leadership Capacity and Wellness</b></p> <p><b>Coaching Hours: 32</b> <b>Consulting Hours: 21</b></p>	<ul style="list-style-type: none"> <li>• Leadership coaching for up to 3 staff (up to 15 hours)</li> <li>• Peer learning cohort facilitation (3 sessions totaling 15 hours)</li> <li>• Trauma-informed supervision training (2 hours)</li> <li>• Resilience and self-efficacy coaching tools - consulting</li> <li>• Customized internal leadership development toolkits - consulting</li> <li>• Midpoint and final capacity reflection reports - consulting</li> </ul>

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Package	Services
<b>3. Data Capacity and Impact Measurement</b>  <b>Coaching Hours: 18</b> <b>Consulting Hours: 35</b>	<ul style="list-style-type: none"> <li>• Data readiness and systems assessments (1 hour)</li> <li>• Co-creation of data tools (5 sessions, 2 hours each)</li> <li>• Outcome measurement and storytelling workshops (2 sessions, 2 hours each)</li> <li>• Logic model and theory of change coaching (3 sessions)</li> <li>• Ongoing evaluation support - consulting</li> <li>• Simple dashboard development for impact tracking - consulting</li> </ul>

Package	Services
<b>4. Program Planning and Implementation Coaching</b>  <b>Coaching Hours: 24</b> <b>Consulting Hours: 29</b>	<ul style="list-style-type: none"> <li>• Design/revision of service delivery models (3 sessions, 2 hours each)</li> <li>• Alignment with community needs and agency goals (3 sessions, 2 hours each)</li> <li>• Workshops on program lifecycle and scalability (2 sessions, 2 hours each)</li> <li>• Compliance and ethics coaching (4 sessions, 1 hour each)</li> <li>• Feedback and evaluation coaching (4 sessions, 1 hour each)</li> <li>• Final benchmarks and summary planning - consulting</li> </ul>

Package	Services
<b>5. Fiscal Health and Administrative Resilience</b>  <b>Coaching Hours: 13</b> <b>Consulting Hours: 40</b>	<ul style="list-style-type: none"> <li>• Coaching on financial management (3 sessions)</li> <li>• Budget design for sustainability (3 sessions)</li> <li>• Support for contract compliance and reporting (3 sessions)</li> <li>• Tools for internal financial controls - consulting</li> <li>• Fundraising strategies workshop (2 sessions, 2 hours each)</li> <li>• Custom templates for financial planning - Consulting</li> </ul>

Package	Services
<b>6. Ramp-Up / Onboarding</b>  <b>Coaching Hours: 22</b> <b>Consulting Hours: 40</b>	<ul style="list-style-type: none"> <li>• Coaching on financial management (3 sessions)</li> <li>• Budget design for sustainability (3 sessions)</li> <li>• Support for contract compliance and reporting (3 sessions)</li> <li>• Tools for internal financial controls - consulting</li> <li>• Fundraising strategies workshop (2 sessions, 2 hours each)</li> <li>• Custom templates for financial planning - Consulting</li> </ul>

If a package doesn't suit your organization's needs, you can contract us for individual or group coaching and consulting services. For details on how to do so, visit us [at the Leadership Academy](#).



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## INCHWA as a Community-Centered Research Partner

At INCHWA, research must be rooted in the voices, values, and lived experiences of the communities it serves. As trusted partners to Community-Based Organizations (CBOs) and Community Health Workers (CHWs), we act as a bridge connecting researchers with the community, emphasizing equity, respect, and local engagement expertise.

Our Research Assistant (RA) model, grounded in principles of public health, equity, and grassroots organizing, supports nonprofits, funders, and academics in establishing ethical and sustainable research partnerships that foster community insight and long-term capacity.

Whether you're a researcher aiming to enhance community partnerships or a local organization building internal evaluation skills, INCHWA acts as a connector, coach, and collaborator—supporting you in making your research equitable, meaningful, and based on trust. All services and deliveries are directed by your Principal Investigator (PI) in accordance with the Organizational Agreement and guidelines. The scope of services determines the cost for this service, which we will deliver for the project.

### RA Services We Offer

Community-Based Research Support Area	INCHWA's Collaborative Role
Needs & Readiness Assessment	Partner with organizations to explore current data practices, uncover gaps, and clarify learning goals.
Tool Design & Development	Co-create community-informed surveys, interview guides, logic models, and dashboards with CHW input.
Training & Capacity Building	Offer hands-on workshops and coaching to strengthen staff comfort with data collection, ethics, and storytelling.
Sustainability Coaching	Help embed evaluation practices that foster continuous learning, shared ownership, and long-term impact.
PI Collaboration	Work alongside Principal Investigators to enhance research efforts with community insight and CBO access, maximizing the relevance and impact of CHW-informed studies.