



Emerging Leaders Program

Emerging Leaders is an interactive and innovative program that connects and empowers young leaders and prepares them to apply their leadership to nonprofit boards and committees.

The program offers 360-degree value in Greater Portland: by sending employees through the program **businesses** build brand awareness, and demonstrate their commitment to community, all while offering a dynamic development opportunity to rising stars; **individuals** who participate build leadership skills, meaningful peer networks and deepen their service to community; and participating **nonprofits** are connected with energized, well-equipped leaders ready to help advance their missions.

Program Goals

The program is designed to:

1. **Create a network of skilled, resourceful young leaders.** Participants establish strong and lasting relationships that are personally and professionally beneficial and founded on a shared commitment to the common good.
2. **Prepare young professionals for board, committee and skilled volunteer positions with local nonprofit organizations.** Research shows that younger leaders are underrepresented on nonprofit boards, and boards report challenges in identifying and attracting young leaders. Over the past ten years, the program has matched more than 200 young professionals with more than 100 organizations!
3. **Develop young professionals' sustained commitment to their communities.** Studies also show that young leaders who are actively involved in their communities are more likely to stay and contribute to the economy and well-being of our state.

Program Format

Each year 25-30 applicants are accepted to complete the program, which takes place between September and December and includes a combination of hands-on and classroom learning. Led by skilled facilitators, guest experts, and leaders in the nonprofit field, the curriculum weaves together:

- **Leadership development**, including new awareness of community assets and challenges; development of self and social awareness; and increased readiness to investigate, understand, and solve challenges in teams.
- **Board responsibilities and recommended practices**, including financial oversight and risk management; board and staff roles; and mission advocacy and ambassadorship.
- **Board matching**: Participants learn about a diverse pool of nonprofit organizations and have the opportunity to be matched with a nonprofit board or committee at the end of the program. Matches are made based upon the strategic recruitment needs of the organization and the

“The program was not only comprehensive in terms of content but it was incredibly engaging. This allowed for the material to be really well understood especially considering the classes were after a full day at work. Really well designed.”
~2018 EL Alum

participants' interests, skills and experience with the intention of creating positive outcomes for both parties. Participants commit to serve on the board or committee with which they are matched for a mutually agreed upon term.

After the core program, MANP staff provide coaching and support to help participants bridge the classroom work to their board or committee experience.

2020 Schedule

Emerging Leaders sessions are scheduled primarily in the evenings to be as convenient as possible for working professionals. Participants are expected to attend every session and complete some assignments between sessions. An individual who misses more than 16 cumulative hours of class time, depending on the reason, may be asked to leave the program.

A **tentative schedule** follows, and a final schedule will be available at the time of acceptance to the program. All sessions take place in Greater Portland. Site visits to nonprofit organizations to observe nonprofits and boards at work will be scheduled in addition to sessions listed here.

- Program Orientation: September 8, 4-6pm (*date tentative*)
- Kick-Off Weekend on Cow Island: September 19, 8am– September 20, 5pm (overnight)
- Session #2: September 24, 4-7pm
- Session #3: October 8, 4-7pm
- Session #4: October 15, 4-7pm (*date tentative*)
- Session #5: October 22, 4-7pm
- Session #6: November 5, 4-7pm
- Session #7: November 13, 4-7pm (*date tentative*)
- Session #8: November 19, 4-7pm
- Session #9: December 3, 4-7pm
- Session #10: December 17, 1-4pm, followed by a happy hour celebration

“I am so glad that I pushed myself outside my comfort zone and did this program. And thanks to Google for taking "how do I get involved in nonprofits" and directing me to Emerging Leaders.”
~2018 graduate

Tuition and Application Information

Thanks to generosity of program supporters, participants pay just a fraction of true program costs.

- **The 2020 program fee is \$1200; employees of MANP member/Friend organizations* pay just \$950!** (Visit [NonprofitMaine.org/join/our-members-friends/](https://www.nonprofitmaine.org/join/our-members-friends/) to see if your organization is a member.)
- MANP offers **tuition assistance**, which can be requested as part of the application process. MANP works hard to ensure that cost is not a barrier for anyone accepted.

The program fee includes a weekend retreat on Cow Island, all training sessions, board matching, and follow-up. Employers may be able to help their employees with some or all of the program cost. MANP encourages prospective participants to begin those conversations with their employers as soon as possible—see the FAQs later in this document for more.

How to Apply

- **By May 29** – Apply online at [NonprofitMaine.org/EmergingLeaders](https://www.nonprofitmaine.org/EmergingLeaders). Participants may also complete the application through an interview rather than through a written application.
- **By end of June** – Applicants notified
- **By end of July** – for those accepted, a non-refundable deposit of \$250 is due
- **September 4** – Tuition due in full (If this deadline presents a barrier, a payment plan can be arranged at the time of acceptance.)

Frequently Asked Questions About MANP's Emerging Leaders Program

Why is MANP offering this program? What is its purpose?

Nationally, only seventeen percent of nonprofit board members are 40 or younger. Maine has a powerful population of young people who are energized, educated and eager to be engaged in their communities like never before. But they need support, both in learning the skills needed to serve and also in overcoming stereotypes that suggest young people have limited attention spans, shallow pockets and lack of time for service due to building careers and families. Meanwhile, nonprofit organizations consistently report challenges with attracting qualified board members and engaging younger leaders.

The Emerging Leaders program, launched in 2010 by the Institute for Civic Leadership—which later became Lift360—was the direct result of feedback from young leaders, nonprofit organizations and other advisors. MANP is proud to continue Lift360's work in connecting young leaders in our community with meaningful nonprofit committee or board experience.

Can you tell me more about MANP?

MANP's mission is to enrich the quality of community and personal life in Maine by strengthening the leadership, voice and organizational effectiveness of Maine's nonprofits. We empower people with purpose.

Since 1994, Maine Association of Nonprofits (MANP) has grown to become Maine's comprehensive resource for the tools, knowledge, and connections nonprofits need to be effective and well-run. With a growing statewide membership of more than 950 nonprofit and 165 for-profit organizations, MANP is a vocal advocate for the work and worth of Maine nonprofits, championing their vital contribution to the economy and quality of life in our state. MANP builds the capacity of individual organizations through leadership and management training, online resources, and cost-saving member benefits. By weaving connections among new and seasoned nonprofit professionals and volunteers, MANP lifts up effective, innovative practices and fosters collaboration. MANP cultivates productive relationships across the nonprofit, business, government, and philanthropic sectors so together they can advance solutions to pressing issues and opportunities facing Maine. MANP empowers people with purpose who work every day to make Maine a great place to live, work and visit.

Who should participate in the Emerging Leaders Program?

The *Emerging Leaders Program* was designed for people under age 40 who want to deepen their peer and professional networks and deepen their community involvement through the work of nonprofit organizations. While this age range includes a wide variety of professional and personal proficiencies and experiences – from those just graduating from college to those who are professionally established as leaders within their organizations and beyond – it reflects a segment of the population that statistics show is underrepresented on nonprofit boards.

I heard there is an outdoor, experiential component in the program. Are you going to make me camp out?

The leadership training portion of the program will include an overnight co-led with a local partner organization called Rippleeffect on Cow Island in Casco Bay. The experience will include outdoor activities. Sleeping accommodations are in group platform tents or participants may bring their own tents. Attendance at this first two-day session is mandatory and integral to the course. No previous camping experience is necessary. For individuals with limited physical strength, endurance and/or

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mobility, or with cultural, religious or dietary requirements, MANP and Rippleffect will work in partnership with the individual to ensure safe and meaningful participation during this session. With every activity led by Rippleffect, there are many ways to participate and contribute to the group experience. Participants will be encouraged to make the choice about their participation level in a way that is right for them.

Can I select the board I am matched to? What do I do if I don't like the board I am matched with during the program?

A match is not mandatory, but is encouraged, and MANP makes all the matches based on careful consideration of both participant preferences and the strategic needs of nonprofit boards interested in receiving a match. Participants are in close contact with program staff during the process so that any requests or concerns can be addressed. The matching process begins with the initial application, in which applicants are asked to indicate their strengths and interests. Regular check-ins both during the three-month training program and once service has begun will ensure the partnerships are mutually beneficial learning opportunities for all. In addition to support from MANP, participants in the program often rely on their fellow participants for support during their service.

What is the selection process for the program?

Applications will be reviewed by a team and evaluated based on motivation and commitment to grow as a leader, alignment between stated goals and the program's intended outcomes, desire to deepen community engagement, and whether the applicant is able to meet the program requirements (ability to attend the sessions and complete assignments).

It is not required that participants be nominated before applying. Nominations by employers, program alumni, or other friends and colleagues help MANP staff identify leaders to engage in the program, and help staff better understand the leadership roles applicants play in their organization and/or community.

How can I encourage my employer to let me participate in the program?

The *Emerging Leaders Program* has been designed with special sensitivity to the schedules of its participants whose personal and professional commitments may result in limited flexibility. As a result, the majority of the trainings are scheduled so that employees do not miss a lot of time on the job. And thanks to underwriting from sponsors, program participants pay only a fraction of the total training cost, lessening the financial burden on participants and their supporting employers.

Once the training program is complete and graduates move on to their nonprofit service, participants and their employers will continue to benefit. Board service provides an opportunity to reinforce existing skills and to develop new professional and leadership skills. Board service by staff raises employer's visibility in the community, and the experience opens doors to new connections, contacts and clients.