



## Emerging Leaders Program 2020 Information for Nonprofits

*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 **companies** 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 and meaningful peer networks; 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 nine years the program has matched more than 200 young professionals with more than 100 community organizations!
3. **Develop young professionals' sustained commitment to their communities.** Studies also show that young leaders who are actively involved in their communities are two to three times 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 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.

## How can nonprofits participate?

Each year a pool of nonprofit organizations is selected through an application process to serve as potential board/committee matches for the class participants.

**We typically have more interest from nonprofits than we can accommodate.** We select the pool of organizations based on a variety of factors: board readiness, alignment with the skills and interests of the specific class, diversity of mission and board structure, etc. If your organization received an Emerging Leaders match in the past two years (2018 or 2019) you are unlikely to be accepted as a potential match for 2020, so that the opportunity may be available to new/different organizations.

## How do participating nonprofits benefit?

- Visibility to a network of more than 200 Emerging Leaders in Greater Portland
- Possibility for your board and/or committees to be matched with 1+ trained Emerging Leaders from the 2020 cohort
  - *A key element in the connecting process will be matching Emerging Leaders' skills and interests with the mission focus and needs of the nonprofits. MANP cannot guarantee that a match will be made. Once matches are made, it is up to the Emerging Leader and the nonprofit to connect, discuss next steps, and decide whether or not the match is a fit.*
- Resources on effective recruitment and orientation for new board and committee volunteers

## What is required of participating nonprofits?

1. **Send 2 leaders from your organization to a group orientation session** to learn about the details and timeline of the program. (*Orientation will be schedule in late August or early September*)
2. **Send 1-2 leaders from your organization to have an exhibit table at our “nonprofit fair” night.** This is an opportunity to introduce your nonprofit to potential matches from the 2020 class and the Emerging Leaders alumni network (*October 22, 4-6:30p, Portland*)
3. Once matches are made, **meet with your match(es)** to assess fit, clarify expectations, etc. (*Beginning in December 2020*)
4. **Provide a thorough board/committee/volunteer orientation** to your Emerging Leaders matches (*Beginning in December 2020*)

## How else can nonprofits engage successfully in the program?

- **Invite participants to get a closer look at your organization to provide a better understanding of your work.** For example, offer to give a tour of your organization, host an informational meeting at your nonprofit, invite participants to attend an event, etc. (*September – November*)
- **Host a small group of Emerging Leaders for their Board Observation Project.** This includes meeting with them to provide background information and set the context for an upcoming board meeting; allowing the program participants to observe that meeting; and then connecting with them for a debrief after the meeting to answer questions. (*Board meetings must be between October 26, 2020 and November 19, 2020.*)

## How do nonprofits apply?

Interested nonprofits must complete an **online application form** at [NonprofitMaine.org/EmergingLeaders](http://NonprofitMaine.org/EmergingLeaders) by **May 31, 2020**. MANP staff will be in touch in July about whether your organization has been selected to participate in the 2020 program.