Emerging Leaders Program

General Program Information

Emerging Leaders, founded by Lift360 in 2010 and carried forward starting in 2018 by MANP, is an interactive and innovative program that prepares young leaders from all sectors to step onto nonprofit boards and board committees in Maine. Launched in 2010, the program has matched more than 200 young professionals with more than 100 community organizations over the past eight years.

By 2025, 75% of the workforce will be millennials. Emerging Leaders focuses on reversing national statistics that suggest representation of younger leaders on nonprofit boards has been declining. According to BoardSource, in 1994, more than half of board members were reported as being between 30 and 49 years old. In their most recent “Leading with Intent” report, only 17% of board members were younger than 40.

Younger nonprofit board and committee members add vital diversity to nonprofit organizations. They bring different perspectives, ask fresh questions, and provide new skillsets. 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 those communities. We believe that Maine has much to gain from the personal and professional connections that the Emerging Leaders program creates between engaged, young leaders and the nonprofit community.

Program Goals

- To identify, recruit, train and match young professionals to board, committee and skilled volunteer positions with local nonprofit organizations
- To create a network of skilled, resourceful young leaders who will establish strong and lasting relationships that are personally and professionally beneficial and founded on a shared commitment to the common good.
- To increase awareness for nonprofit agencies and professionals of the talent and knowledge of this under-utilized group
- To develop young professionals’ sustained commitment to their communities so that they are more likely to remain in Maine and contribute to the economy and well-being of our communities

The program will prepare participants for roles on nonprofit boards by providing three months of leadership development training led by skilled facilitators, guest trainers, speakers and mentors. During the program, MANP will work to match the interests and skills of participants with the needs expressed by boards in our communities. The program will feature a number of integrated components including:

- **The Leadership Development Component**: Leadership training includes leadership skills and concepts, the essentials for understanding the workings of boards and committees, and the responsibilities of serving on them. Led by an experienced facilitation team, the training will include a mix of full-day sessions (over the course of a weekend), early evening sessions, and inter-session project work. There is a half-day Portland Symphony Orchestra experience that happens on a weekend.

- **The Matching Component**: For those interested, matches will be facilitated with nonprofit
boards or committees based on nonprofits’ strategic recruitment needs and participants’ interests, skills and experience with the intention of creating positive outcomes for both parties. Participants will commit to serve on the board or committee with which they are matched for a mutually agreed upon term.

- **The Follow-Up Component:** After the core program, MANP will check in with program participants to ensure their roles with the nonprofit organizations are progressing well and offer opportunities to meet in groups with peers and mentors to bridge the classroom work to the board experience.

**Tuition and Application Information**

The true cost of the Emerging Leaders program is $2,500 per participant, but thanks to generous funding from supporters, **participants pay a fraction of this: $950.** Additionally, participants who work for organizations that are **MANP members or Friends save an additional $100, making the fee just $850.** (Visit [NonprofitMaine.org/join/our-members-friends/](http://NonprofitMaine.org/join/our-members-friends/) to see if your organization is already part of the network!)

This fee includes a weekend 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 cost of the program. MANP encourages prospective participants to begin those conversations with their employers as soon as possible—see the FAQs for more.

Through the generosity of donors, MANP is able to offer limited **tuition assistance** to participants from MANP member and Friend organizations. Tuition assistance can be requested as part of the application process.

**To Apply**

- **Before applying, please check the session dates (below) to confirm your availability.**
- **May 18** – Application Deadline. The application can be submitted online at [www.NonprofitMaine.org/EmergingLeaders](http://www.NonprofitMaine.org/EmergingLeaders).
- **May** – Applicants are notified of acceptances by MANP staff.
- **June 8, 2018** – If accepted, a **non-refundable** deposit of $250 (towards the full tuition) is due by check sent to MANP (565 Congress Street Suite 301, Portland, ME 04101) or by credit card (please call our office to pay: 207-871-1885).
- **July 2, 2018** – Tuition **DUE IN FULL** by check or credit card.
- **Please Note:**
  - Those who need to drop out of the program any time after June 4, 2018 will be charged the non-refundable deposit of $250, and the remaining tuition paid will be deferred to the participant’s inclusion in the 2019 class.
  - We do offer limited tuition assistance rewarded based on membership status, need, employment situation, and the timing of your application submission. Tuition assistance can be requested when submitting the online application.
  - We can accommodate for payment plans if you prefer to pay your tuition in several stages between the time of acceptance and the full tuition deadline of July 2, 2018. Please contact our office at 207-871-1885 or [info@nonprofitmaine.org](mailto:info@nonprofitmaine.org) to arrange for a payment plan set-up.
Emerging Leaders 9 Dates and Times

Participants are expected to attend every session. Lateness and absences affect the individual’s learning and negatively impact the group’s experience, as well as erode the individual’s readiness to take on a board assignment. An individual who misses more than 16 cumulative hours of class time, depending on the reason, may be asked to leave the program.

Please be sure to save the following dates/times on your calendar and ask for the appropriate time off from work to attend!

**Session 1: September 15-16:** 8am on Sept. 15 to 5pm on Sept. 16 (2 full days + overnight on Cow Island with Rippleffect)
- COW ISLAND. Leadership styles and team-building

**Session 2: Thursday, September 27:** 4-7 pm, Opportunity Alliance, South Portland
- Intro to nonprofit sector

**Session 3: Thursday, October 11:** 4-7 pm, Location TBD (will be in Greater Portland)
- Nonprofit fair – learn about potential matches

**Session 4: Thursday, October 18:** 4-7 pm, Location TBD (will be in Greater Portland)
- Governance roles and responsibilities
- Orientation to board observation projects

**Session 5: Saturday Date TBA** 9am-noon, Portland Symphony Orchestra (Merrill Auditorium, Portland)

**Session 6: Thursday, November 8:** 4-7 pm, Opportunity Alliance, South Portland
- Bias, privilege and building inclusive boards

**Session 7: Thursday, November 15:** 4-7 pm, Opportunity Alliance, South Portland
- Board observation project presentations

**Session 8: Thursday, November 29:** 4-7 pm, Opportunity Alliance, South Portland
- Financial oversight and risk management

**Session 9: Thursday, December 13:** 1-4pm, Goodwill NNE; 4:30-7pm, Oxbow Brewing
- Fundraising
- Celebration!
Emerging Leaders Program: Frequently Asked Questions

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 help, 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, created by 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?

Maine people count on our nonprofits and Maine nonprofits count on MANP. MANP is the voice of Maine’s nonprofit sector and the state’s comprehensive resource for the tools, knowledge and connections nonprofits need to be effective and well-run.

Founded in 1994, MANP is a membership organization that advocates on behalf of the sector and provides guidance to strengthen the leadership, voice and organizational effectiveness of Maine nonprofits, which employ 1 in 6 workers and are vital in making Maine a great place to live, work, and visit!

Who should participate in the Emerging Leaders Program?

The Emerging Leaders Program was designed for emerging leaders in Maine age 40 and under from the public, private and nonprofit sectors who want to serve nonprofits at the board or committee level. 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. MANP views inclusion and diversity as core values that are part of every aspect of our work. This program is designed to include diverse perspectives and experiences.

Please note: English language proficiency is expected for the participants’ best outcomes, as well as the group’s ability to benefit from everyone’s experiences and contributions.

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 with Rippleffect on Cow Island in Casco Bay. The experience will include outdoor activities. Sleeping accommodations are in yurts and 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 mobility, or with cultural, religious or dietary requirements, MANP and Rippleffect will make accommodations in partnership with the individual to ensure safe and meaningful participation during this session. With every activity at 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?

The matching process for committee and boards begins with the initial application, in which applicants are asked to indicate their service strengths and interests. MANP will facilitate a careful matching process to ensure a good fit for the participant and the receiving nonprofit. The match is not mandatory but encouraged. Skilled volunteer and committee placements are also a common option. 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 can rely on their fellow participants for support during their service. MANP makes all the matches, and participants are in close contact with the Program Director during the process so that any requests or concerns can be addressed.

What is the selection process for the program?

Applications will be reviewed by a MANP team. Participants will be accepted based on their demonstrated interest in the program and its outcomes, desire to develop as a leader, commitment to community service, and whether they meet the program requirements (availability to attend sessions, commitment to fulfill service commitment, etc.).

It is not required that you be nominated before applying. However, nominations by employers, program alumni, or other friends and colleagues will help MANP staff better understand your role as a leader in your 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 provide limited flexibility. As a result, the majority of the trainings are designed 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. The experience opens doors to new connections, contacts and clients with the nonprofit organization, its stakeholders, and the greater community. Also, board service raises positive participant and employer visibility in the community.