



## 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 **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

*"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 graduate*

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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.

## 2019 Schedule

The 2019 program will begin on September 21<sup>st</sup> with a weekend-long retreat on Cow Island led by Rippleffect. After the kick-off weekend, participants can expect to meet for approximately 3 hours every two weeks. 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 **sample 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 classroom-based sessions listed here.

- Kick Off Weekend on Cow Island: September 21, 8am – September 22, 5pm
- Session #2: September 26, 4-7pm
- Session #3: October 10, 4-7pm
- Session #4: October 24, 4-7pm
- Session #5: November 7, 4-7pm
- Session #6: November 21, 4-7pm
- Session #7: December 5, 4-7pm
- Session #8: December 19, 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 sponsors and donors, **participants pay just a fraction of true program costs.** The 2019 rates are:

- \$850 employees of member/Friend organizations\*
- \$950 employees of non-member organizations/companies
- MANP has limited **tuition assistance** available, 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 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 later in this document for more.

\*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!

### How to Apply

- **May 24** – Applications due – submit online at [www.NonprofitMaine.org/EmergingLeaders](http://www.NonprofitMaine.org/EmergingLeaders).
- **By June 21** – Applicants Notified
- **July 12** – [If accepted] Non-refundable deposit of \$250 due
- **August 30** – 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 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, 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?**

Maine people count on our nonprofits and Maine nonprofits count on MANP. Founded in 1994, MANP is a membership organization that strengthens 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! 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.

### **Who should participate in the Emerging Leaders Program?**

The *Emerging Leaders Program* was designed for professionals 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.

### **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 work 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?**

A match is not mandatory but 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 for committee and boards begins with

the initial application, in which applicants are asked to indicate their strengths and interests. Skilled volunteer and committee placements are also an 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 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 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 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 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. Board service by staff raises employer's visibility in the community, and the experience opens doors to new connections, contacts and clients.