



## Questions on the Application for 2024-2025 Leadership Institute

Thank you for your interest in the Maine Association of Nonprofit's Leadership Institute for Executive Directors!

**Application Deadline:** Friday, May 24th

Applicants will be notified of decisions via email the week of June 24th.

If you have any questions or would prefer to complete the application through an alternative format, please contact Katrina Ruffner, Director of Education, at [KRuffner@NonprofitMaine.org](mailto:KRuffner@NonprofitMaine.org) or 207-352-3440.

*\*Indicates required question*

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### Commitment

The **Leadership Institute** is a cohort-based learning design based on discovery through group interaction. In order to build an intimate learning community, the maximum number of participants selected is 24. **Applicants who can make the below commitments - *which are essential to the group experience and goals* - will be prioritized for acceptance.**

\*If accepted, can you commit to the following dates and times?

- ◇ Opening Retreat In-Person: September 26 & 27, 2024
- ◇ Virtual Session 1: October 31, 2024 from 9am to 12pm
- ◇ Virtual Session 2: January 23, 2025 from 9am to 12pm
- ◇ Virtual Session 3: March 20, 2025 from 9am to 12pm
- ◇ Closing Retreat In-Person: May 8 & 9, 2025

\*If accepted, do you commit to fully participate and complete pre-work by the deadlines provided?

\*If accepted, do you commit to completing all program evaluations?

Please share any questions or comments related to these commitments.

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### About Your Organization

\*Organization Name

\*Organization Street Address

Organization Mailing Address (if different from street address)

\*Organization City/Town

\*Organization Zip Code

\*County where organization is based

\*Organization Website

\*Organization Mission

\*What best describes the geographic scope of your work?  
*Check all that apply*

\*Check all areas in which your organization works.  
*Check all that apply*

\*Annual Operating Expenses  
*If you are unsure of your annual expenses, use "Total Expenses" on page 1 of your latest Form 990 or Form 990-PF.*

\*Number of Full-time Employees

\*Number of Board Members

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## About You

\*First Name  
*Please share the name you PREFER others to use for you.*

\*Last Name

\*Pronouns  
What pronouns do you use?

\*Email

\*Work Phone

\*Mobile Phone

\*Number of years as Executive Director with this organization:

\*What was your role previous to the one you have now?

Have you previously completed leadership assessments? If so, which ones? 360, StrengthsFinder, DISC, etc.

\*What strengths and experience do you bring that you could share with others?  
*Brief answers of 2-4 sentences or bullet points*

\*What challenges are you eager to discuss with other leaders?  
*Brief answers of 2-4 sentences or bullet points*

Of the following program goals, **select the top 3** most important to you currently:

- Understanding my personal leadership strengths and areas for growth and development
- Clarifying my personal values and leadership vision
- Applying systems thinking tools to understand and solve problems
- Preparing for and conducting "courageous" conversations
- Developing coaching skills to support staff growth and development
- Gaining strategies and practices to lead effective teams
- Fostering a culture of learning across my organization
- Creating a personalized plan for my ongoing learning

Please share any additional goals you have for your learning.

\*What kind of impact do you think this program could have on your organization as a result of your participation?

*Brief answers of 2-4 sentences or bullet points*

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### **Invitation to Self Identify**

Participant selections are influenced by MANP's commitment to equity. We believe that bringing individuals together who represent the full diversity of the nonprofit community will maximize the power of collaborative learning where peer-to-peer connection is the backbone of the experience, learners crowd-source knowledge and are motivated, challenged and encouraged by one another.

We are asking the following questions to help us to build a diverse learning community and to better understand who we are supporting. We recognize how demographic identities and experiences are not monolithic and appreciate you taking the time to complete this part of the application. All information is kept strictly confidential.

**To opt out of any question, select "Prefer not to share."**

Age

Gender Identity

Race/Ethnicity

Do you hold any other identities you would like to share? (ex. disability, LGBTQ+, veteran, religion/spirituality, etc.)

### **Financial Assistance**

Thanks to the generosity of donors committed to supporting nonprofit leadership development, we are able to offer partial scholarships to participants. Payment plans are also available.

Requests for financial assistance are reviewed after participants are selected to participate in the program. If you are selected, we will then consider your request in conjunction with all

requests received. When you are notified of your acceptance, you will also be informed of any scholarship award.

**If you would like to request financial assistance, please answer the following question.**

Please describe what support is needed and whether or not you would still participate in the program if you were accepted but did not receive assistance.

**\*\*Please be sure to click the SUBMIT button, whether or not you provide an answer to this question.\*\***

**You will receive a copy of your responses via email.**

**Applicants will be notified of decisions via email the week of June 24th.**