

Candidate Selection

Applicants must:

- *Be the Executive Director (ED) or equivalent and report directly to the organization's governing board of directors*
- *Have been ED for at least one year with their current organization*
- *Demonstrate an ability to creatively problem-solve*
- *Show strong interest in learning*
- *Demonstrate commitment to the nonprofit sector*

Organizations must:

- *Be a North Dakota 501c3 nonprofit with a paid executive for at least three years*
- *Have at least one paid staff person*
- *Fully commit to the program and the executive's participation*
- *Provide services in North Dakota*

Application Requirements: Each applicant must submit:

1. **Cover Sheet & Statement of Commitment** – signed by both the applicant and organization's Board President. Please complete cover sheet on page 5.
2. **Application** – Individual Profile, Organization Profile and Strategic Initiative Statement. See page 6 for instructions.
3. **Recommendation** – One recommendation prepared by an individual (other than the Board Chair) who can speak knowledgeably to the applicant's leadership abilities. Please use the recommendation form on page 7.
4. **Résumé** – Current résumé or curriculum vitae, detailing applicant's professional experience and education.
5. **Letter from Board Chair** – supporting the Executive Director's full participation in the program.
6. **Board of Directors list** – most current with professional affiliations
7. **Audited Financial Statement or IRS Form 990** – most recent fiscal year
8. **Operating Budget** – most current & Board approved
9. **IRS 501(c)(3) letter**

Please print, complete and return application to: Impact Institute
4152 30th Avenue South, Suite 102
Fargo, ND 58104

Or email the application in electronic format to: annebuchanan@impactfdn.org.

Deadline:

Fargo Cohort- April 30, 2009
Bismarck Cohort- May 15, 2009
Minot Cohort- January 1, 2010

Because there is much greater interest than available seats, incomplete applications or applications received after the deadline will not be considered.

Interviews – Applicants may be contacted for brief personal interviews by Impact Foundation staff.
Selection Process – A committee appointed by Impact Leadership Institute will review applications.

LAND Leadership Program Application Cover Sheet & Statement of Commitment

Type or Print

1. Organization

Organization: _____
 Address: _____ Phone: _____
 _____ Fax: _____
 Website: _____ Email: _____

2. Applicant

Name: _____ Phone: _____
 Title: _____ Fax: _____
 _____ Email: _____

3. Eligibility Criteria

How many years have you served in your current position? _____
 How many years has your organization been a nonprofit with paid staff? _____
 Total number: Full-time & Part-time Staff: _____ Volunteers: _____
 Total annual operating budget: \$ _____
 Area served: _____

Statement of Commitment

If selected as a LAND Leader, I commit to:

1. Actively and fully participate in the LAND Leadership Program for seven months.
2. Attend all sessions of the LAND Leadership Program.
3. Complete all assignments as required between sessions.
4. Develop and implement a strategic initiative that will further advance my organization's mission.

If selected, our organization commits to:

1. Actively supporting the Executive Director's full participation in the LAND Leadership Program.
2. Pay costs related to tuition of \$75 and travel expenses (including overnight lodging for kick off and capstone sessions).
3. Attendance by the President of the Board of Directors at the first and last sessions of the LAND Leadership Program.

 Signature of Applicant

 (Print or Type) Name and Title

 Signature of Board President

 (Print or Type) Name and Title

LAND Leadership Program Application

INDIVIDUAL PROFILE

LAND is based on a belief in the power of individuals to make a difference in their organizations and their communities. Please answer the following questions in this order; keeping your responses concise, and limited to a total of no more than one (1) page (single-sided on white 8-1/2" x 11"; font size not less than 12 pt).

1. Why have you chosen to make a career in the nonprofit sector, and what experiences led you to this decision?
2. Describe the most difficult leadership challenge you have faced and how it has shaped the kind of leader you are today. Then, describe the kind of leader you want to become, and how LAND can help you achieve this.

ORGANIZATION PROFILE

Organizational Capacity Building begins with an organization's understanding of the "whole" organization and how all elements contribute to its ability to achieve its mission. Please answer the following questions in this order; keeping your responses concise, and limited to a total of no more than one (1) page (single-sided on white 8-1/2" x 11"; font size not less than 12 pt).

1. Briefly describe the history of the organization, and how it focuses on its mission.
2. Discuss what forces outside of the organization (the external environment) have had significant impact upon the organization recently, and how the organization views and manages change.

LAND Leadership Program Application

RECOMMENDATION

The goal of LAND is to create a network of innovative, resilient executives with strong management and entrepreneurial skills, capable of navigating change and enhancing the impact of non-profits in our community. We seek leaders who have a demonstrated commitment to the nonprofit sector, the ability to creatively problem-solve, and a strong desire to learn.

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Recommended By: _____ Title: _____

Organization: _____

Address: _____

Phone number _____ May we contact you about the applicant? Yes No

Applicant's Name: _____

How long have you known the applicant? ____ In what capacity? _____

1. Please comment on the applicant's strengths as a nonprofit executive and leader.

2. Please tell us anything else about the applicant's abilities, character or interests we may not be aware of but that you believe to be important.

