

*Wish you could take what
you've learned in the nonprofit
world and use it in a new way?*

*Feel like you're on the brink
of something wonderful
(if you only had the time)?*

*Need to recharge your
batteries?*

We might have the answer!

York Federal Foundation Fund
*York Federal Fellows Program in
Nonprofit Community Leadership*

*Lead...
Inspire...
Innovate...*

Connecting People Who Care

York
County
Community
Foundation

With Causes That Matter

14 West Market Street
York, PA 17401
717.848.3733
www.yccf.org

A fund of

Connecting People Who Care

York
County
Community
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With Causes That Matter

The Fellowship

The Community Foundation will select up to six Fellows to complete self-designed programs of professional and personal leadership development.

All Fellow activities should clearly answer the question *“How will the proposed activities advance my professional and personal development as a leader?”*

Note that activities directed toward agency programs and organizational development will NOT be considered.

The York Federal Fellows Program is about the Fellow, not the organization he or she leads. Multiple applications from a single organization will not be accepted.

In addition to each Fellow’s individual development plan, the program will consist of an initial retreat and at least three scheduled full group meetings during the year.

The Community Foundation will also engage an evaluator to measure the effectiveness of Fellows’ plans and the overall program.

Joint Fellows Activities

As part of their Fellowship experience, the Fellows will commit to meet as a group regularly, with a facilitator engaged by the Community Foundation, using their respective Fellowship experiences to inform the process.

Each year’s cohort of Fellows will also have access to resources with which they, as a group, can exercise their best ideas on how to strengthen the nonprofit sector in York County.

The availability of these resources acknowledges that some of the best ideas reside in the community and may be unknown to the Community Foundation (or to the Fellows) at the outset of the Fellowship year, and will guarantee that the program remains flexible, dynamic and responsive to participants.

Individual Fellows Support

Up to \$6,000 will be made available to carry out each Fellow’s program. Up to \$1,000 of the award may be used to compensate the Fellow’s nonprofit employer for costs associated with the Fellow’s participation in the program.

These costs could include paying for additional interim personnel or a bonus for colleagues who assume additional work. Beyond these costs, no Fellowship funds may be used for any purpose other than pursuit of the Fellow’s individually focused program.

Selection Process

Any nonprofit sector leader in York County can submit a short preliminary application, included with this brochure.

The applications will be reviewed by an advisory committee of the Fund and experts in leadership development. The panel will invite up to 12 individuals from the preliminary applicants to complete the full application for the Fellowship.

The final application will require a detailed budget for the funds requested.

Notification of the York Federal Fellows will be made in January 2008.

Selection Criteria

Criteria for selection will include:

- the potential of the plan to meaningfully increase the applicant’s capacity as a leader.
- the breadth and depth of the plan.
- the degree to which the plan tests new waters.
- the extent to which the plan will add value to the York County community.

The Community Foundation seeks diversity across age, gender, ethnicity, race, language of origin, location, type and size of organization and length of experience in the nonprofit sector.