

Build your

LEADERSHIP SKILLS

2012
Nonprofit
LEADERSHIP INSTITUTE

A Year Long Intensive for Executive Directors

Application Deadline: DECEMBER 1, 2011

Sponsored by

Northwest Corner Fund

Northeast Dutchess Fund

South Berkshire County Fund

All funds of

Berkshire Taconic Community Foundation

NONPROFIT EXECUTIVE DIRECTORS ARE YOU READY TO...

Tap into your management and leadership capacities?

Increase your effectiveness and that of your organization?

Share knowledge, experience, and insight with your peers?

Create a sustainable, innovative and high performing organization with your board, staff and volunteers?

In 2012, Berkshire Taconic Community Foundation will launch The Nonprofit Leadership Institute (NLI) supported by The Northwest Corner Fund, Northeast Dutchess Fund and South Berkshire County Fund. This is a new program for up to seven executive directors to help build their leadership and management skills through a collaborative, peer-learning program led by a skilled facilitator.

Research shows that learning becomes transformative for organizations when it is sustained over time, involves dialogue with peers, presents opportunities to put theory into practice and focuses on real strategic issues. This is what the Nonprofit Leadership Institute is about.

PROGRAM CONTENT (focused on key executive responsibilities):

- Maintaining mission in volatile climate
- Roles of board/staff
- Infrastructure
- Finance/budgeting
- Planning
- Fundraising
- Meeting management

BENEFITS TO YOU AND YOUR ORGANIZATION:

- Build your confidence, dexterity and skills across leadership and management issues.
- Increase your organization's productivity, sustainability and effectiveness.
- Learn in a confidential, challenging and supportive environment.

THE PROGRAM

TIMING AND DATES

- 4 full-day meetings with the group of selected directors: 1 each quarter over the course of 2012 to take place in February, May, August/September and October/November.
- Schedule will be finalized after participants are chosen.
- Full day of individual consultation by the facilitator with each executive director to work either individually with him/her or with the board of directors, board committee(s) or donors.
- Facilitator will be available for ongoing telephone, email consultations, coaching and support throughout the year.

STRUCTURE

- Participants will identify key issues for themselves and their organizations in advance of the program.
- Surveys will be conducted at the end of each meeting to evaluate its effectiveness, allowing for adjustments to the program to fully meet the needs of the participants.
- Meetings will be structured so that learning can be put into immediate practice and then reviewed and evaluated at subsequent meetings and in individual sessions with the facilitator.
- Facilitator will provide reading materials on a range of leadership and management issues.
- Meyers-Briggs' assessments and other tools will be used to help participants understand their communication and work style.
- Readings and written assignments will be required and will provide supplemental content.
- Confidentiality is the core of this program's success. All participants will be asked to sign a confidentiality agreement. Trust in sharing and exchanging information is critical for the success of the NLI.

“True leadership only exists if people follow when they have the freedom not to.”

(Collins, Good to Great and the Social Sectors)

ELIGIBILITY

- Any executive director of a nonprofit organization that provides services in the following areas:
CONNECTICUT: Bantam, Canaan, Colebrook, Cornwall, Cornwall Bridge, Falls Village, Goshen, Kent, Lakeville, Lime Rock, Litchfield, Norfolk, Salisbury, Sharon, Warren or Winsted.
MASSACHUSETTS: Alford, Egremont, Great Barrington, Lee, Lenox, Monterey, Mount Washington, New Marlborough, Otis, Richmond, Sandisfield, Sheffield, Stockbridge, Tyringham and West Stockbridge.
- Any executive director of a nonprofit organization that is located in and provides services to the following areas:
NEW YORK: Amenia, Clinton Corners, Dover Plains, Millbrook, Millerton, North East, Pine Plains, Stanford, Washington, Wassaic, Wingdale and their hamlets.
- Applicant must have been in his/her position as executive director for at least three years at the time of application and plan to stay with the organization in the future. The applicant's organization must have at least one full-time staff person or one full-time equivalent.
- The applicant must express an interest in both learning and sharing knowledge and experience with colleagues in the program.
- Applicant must be willing to engage in a flexible collegial way with other participants – listening, making observations, sharing experiences.

SELECTION CRITERIA

Applications will be reviewed and participants selected based on his/her:

- Interest in developing skills as a leader and engaging in rigorous professional development.
- Willingness to be flexible, learn, implement changes and grow
- Evidence of ability to be a team player.
- Potential impact of the NLI program on the organization.
- Impact of the organization on communities it serves within the Berkshire Taconic catchment area.
- The Northwest Corner Fund will support the participation of up to 4 executive directors in the NLI.
- The South Berkshire County Fund will support the participation of up to 2 executive directors in the NLI.
- The Northeast Dutchess Fund will support the participation of 1 executive director in the NLI.

The Northwest Corner Fund, Northeast Dutchess Fund, South Berkshire County Fund and Berkshire Taconic Community Foundation are committed to fairness and confidentiality throughout the administration of their program.

HOW TO APPLY

Apply online at www.berkshiretaconic.org/nonprofits/nli.shtml

APPLICATION DEADLINE

Applications must be submitted online by midnight, **DECEMBER 1, 2011**. Applicants will be notified no later than **JANUARY 13, 2012**.



FACILITATOR

Janet André Block, the NLI Facilitator, has worked in various capacities with nonprofit organizations of all sizes for the past 20 years. Recently, she has been working with Executive Directors and Boards to enhance their performance and effectiveness through developing their leadership and communication capacity. She has served on the Boards of Women's Support Services, Planned Parenthood of CT, Berkshire Taconic Community Foundation (Board Chair), and The Salisbury Central School Educational Enrichment Fund (Chair). She has been on a number of Advisory Committees including The Connecticut Women's Hall of Fame, The Western Massachusetts Women's Foundation, and the MS Foundation for Women.

“Greatness is not a function of circumstance. Greatness, it turns out, is largely a matter of conscious choice, and discipline.”

(Collins, Good to Great and the Social Sectors)

The following three funds are endowed area funds of Berkshire Taconic Community Foundation and are actively advised by resident advisory boards that not only raise the funds for their grantmaking but also make decisions regarding the direction of those philanthropic dollars.

THE NORTHWEST CORNER FUND

builds stronger communities in northwest Litchfield County by supporting nonprofit organizations that serve Bantam, Canaan, Colebrook, Cornwall, Cornwall Bridge, Falls Village, Goshen, Kent, Lakeville, Lime Rock, Litchfield, Norfolk, Salisbury, Sharon, Warren and Winsted, CT.

THE SOUTH BERKSHIRE COUNTY FUND

was established in 2005 to support the towns of Southern Berkshire County: Alford, Egremont, Great Barrington, Lee, Lenox, Monterey, Mount Washington, New Marlborough, Otis, Richmond, Sandisfield, Sheffield, Stockbridge, Tyringham and West Stockbridge.

THE NORTHEAST DUTCHESS FUND

was formed in 2002 to improve the quality of life in Amenia, Clinton Corners, Dover Plains, Millbrook, Millerton, North East, Pine Plains, Stanford, Washington, Wassaic, Wingdale and their hamlets.

Berkshire Taconic Community Foundation

Berkshire Taconic Community Foundation builds stronger communities and improves the quality of life for all residents of northwest Litchfield County, CT; Berkshire County, MA; and Columbia County and northeast Dutchess County, NY, acting as an agent for positive change in the region. Since 1987, Berkshire Taconic has managed a growing collection of charitable funds created by individuals, families and businesses. Each year, the foundation distributes over \$7 million through grants and scholarships for programs in the arts and education, health and human services and environmental protection, helping thousands of donors achieve their philanthropic goals and hundreds of nonprofits carry on their good work. Berkshire Taconic is a 501(c)(3) nonprofit public charity.

800 North Main Street, PO Box 400 Sheffield, MA 01257-0400
t: 413.229.0370 f: 413.229.0329 e: info@berkshiretaconic.org
www.berkshiretaconic.org



Berkshire Taconic Community Foundation is certified in compliance with the national standards of excellence established by the Council on Foundations.

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Nonprofit Learning Program

sponsored by the Northwest Corner Fund, a fund of

Berkshire Taconic Community Foundation

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PO Box 400
Sheffield, MA 01257-0400

2012: NEW PROGRAM
FOR EXECUTIVE DIRECTORS