



Leadership Development Priority Area – *New in 2020*

The [Lake County Community Foundation](#) board and staff have identified a critical need to invest in high quality, accessible and relevant leadership development opportunities to help support Lake County's nonprofit sector. As high capacity nonprofit leaders prepare for and enter retirement, there is an urgent need to cultivate a pipeline of talent who have the capacity and confidence to step in and lead. To address this need, the Foundation has formalized "Leadership Development" as a priority area and has incorporated it into [LCCF's](#) summer competitive funding cycle, which opens in mid-July.

Funding Guidelines

Through this priority area, the Foundation will fund projects that provide quality leadership development opportunities for cohorts of nonprofit leaders throughout the sector. ***LCCF values coalition building and collaboration and will fund projects and opportunities that benefit Lake County's greater nonprofit sector, rather than individual nonprofit organizations solely.***

Grant funds are prioritized for work that:

- Provides leadership development opportunities that help build a pipeline of competent, emerging leaders for the county's nonprofit sector
- Increases access for leaders of color and other underrepresented groups to quality programming
- Helps leaders better serve their non-profit organization, clients and communities

Funding Level Guidance

Proposals for Leadership Dev. priority area are considered:

Up to \$5,000

*Up to 5 grants

Examples of projects that we will fund:

- **COHORT** – In 2018, the Foundation funded the Charmm'd Foundation to make its Leadership Academy more accessible to Lake County nonprofits. The Charmm'd [Leadership Academy](#) is a 2-year peer-learning program for emerging leaders. LCCF awarded Charmm'd a \$5,000 grant to offset the cost for nonprofits by covering half of the participant expense for 20 Lake County nonprofits. This project was desirable for funding because it created a cohort of emerging leaders, which ultimately builds and supports the county's greater nonprofit sector.
- **COHORT** – In 2019, LCCF funded Mano a Mano Family Resource Center's [Liderazgo Initiative](#), a leadership development program focused on cultivating the talent, minds

and networks of emerging leaders and allies of Latino communities in Lake County. The initiative's seminars focused on leadership development and organizational capacity building through the lens of racial and social equity and empowered participants to elevate their voices in policy and community forums. The Foundation provided a \$5,000 grant to support implementation of the Initiative. This project was desirable for funding because it provides opportunities for underrepresented emerging leaders in the sector and cultivates new Latino leaders in Lake County.

- **COALITION** – Also in 2019, the Foundation awarded a \$5,000 grant to the [Lake County Coalition for the Homeless](#) to support board training and coaching provided through participation in Built for Zero. The Coalition's board is comprised of representatives throughout Lake County's nonprofit sector. Providing them with critical leadership development opportunities advances the work of the Coalition as a whole and provides them with skills and competencies that they can then take to their respective organizations as well.

Examples of projects that we won't fund:

- A single individual from a nonprofit to participate in a leadership program or to secure a degree or advanced degree
- Board development training for a single nonprofit organization
- Individual nonprofit participation in conferences