

Community Impact Projects Frequently Asked Questions (FAQs)

For over 35 years, **Leadership Howard County's (LHC)** has empowered leaders to transform the community. LHC supports numerous programs:

- **Leadership Premier (LP)**, a 10-month civic based education program for experienced senior level professionals with community experience. To date, there are over 1400 Leadership graduates in our community.
- **Leadership Essentials (LE)**, a 6-month skill-based leadership development program for emerging leaders. *The program is sponsored by Loyola University Maryland in collaboration with LHC.*
- **Leadership U (LU)**, a 5-month leadership development and community service program for high school juniors; over 750 students have participated since 1996.

All Leadership Howard County's programs (from our high school juniors to our senior leaders) include participation in community service. The intent is to ensure that our participants understand the inherent value of community trusteeship i.e. when leaders take on responsibility on behalf of the community to ensure the common good. For Leadership Essentials and Leadership Premier, the Community Impact Project (CIP) is a *key* component of their program year.

❖ What is a Community Impact Project (CIP)?

A CIP is a collaboration between a Howard County community organization and Leadership Howard County (LHC). An organization (a local nonprofit organization or government entity) identifies an issue or challenge. A small team of Leadership participants will work independently to find creative, sustainable solutions to this identified concern.

Over 100 organizations in Howard County have benefited from a LHC project team!

❖ What is the goal/purpose of CIP?

In small teams, the class has the opportunity to partner with various nonprofit/government organizations on real projects that fulfill a need within the organization. Our participants learn the intricacies of Howard County from another perspective, connect with a specific organization and expand their community leadership skills outside of their workplace.

❖ What are the general requirements for a CIP?

- Located in and/or directly benefits Howard County
- Lasting benefit to the community
- Completed in the designated time frame (Premier: mid-Nov – May; Essentials: February - May)
- Appropriate for a team of leaders.
- Does not involve fundraising, is not religious in nature and does not support partisan issues/politics.
- Has the support of the organization and its Board to provide the needed resources (e.g. meeting space, access to staff, documents and appropriate funding)
- Sustainable by the host organization upon project completion
- Allows for creativity and independence on the part of the Leadership team

❖ What is the difference between Leadership Premier (LP) and Leadership Essentials (LE) projects?

Leadership Premier Projects are designed for *experienced* leaders in the LP class who typically hold senior positions in their organizations. These teams of 6-8 people need only general guidance and direction. These projects are achievable in about 6 months.

Leadership Essentials projects are designed for the *emerging* leaders. LE is sponsored by Loyola University Maryland; LHC works in collaboration with Loyola to support the LE community service component. The LE teams have 4-6 people complete these projects in 4 months.

Both LE and LP projects are assigned a committee liaison to serve as a resource to both hosts and team.

Below are some general guidelines to help you identify which would be best suited for your project – but, if you are not sure, our CIP Committee and program staff can help determine where your CIP is the best fit!

Projects for Leadership Premier:

- Can be completed over a 6+ month time frame (December – May)
- May be - but not necessarily strategic in nature
- Requires approximately 8-12 hours per month per team
- Seasoned professionals
- Established leaders with history of community engagement

Projects for Leadership Essentials:

- Can be completed over a 4-month time frame (February – May)
- Requires a specific deliverable (product or outcome), which is typically tactical in nature
- Requires approximately 8-10 hours per month per team
- Can require strategic thinking skills from the team
- Class sessions in leadership development skills complement their team work

❖ Examples of recent Community Impact Projects

Leadership Premier (LP)

HopeWorks provides support and advocacy for people in Howard County affected by sexual and intimate partner violence. Some of these services are available 24/7 and require the hosting of a hotline for individuals to be able to access services over a 24-hour period. Currently, this hotline is being answered by a third-party vendor. The CIP Team was requested to explore possible models and/or partnerships to improve the consistency of information and support survivors receive through HopeWorks' main office and from hotline staff. The Team focused their research around three areas: HopeWorks' staffing, best practices from other organizations, and technical needs and developed several scenarios for consideration. Due to the timing of HopeWorks' budget cycle, the Teams' recommendations for implementation will be considered the next fiscal year. CIP Team worked with the staff and students of **HCPSS' Homewood Center** to plan for the implementation of a new advisory board – Beyond the Twenty-One (21) to help Homewood students and recent alumni prepare for post-secondary success. The Team identified best-practices, guidelines, and roles to be considered for Board Governance, as well as provided specific recommendations for orienting and on-boarding new members, and developed a list of critical resources for the organization moving forward. In addition, the group has been working to recruit prospective board members.

The **Howard County Conservancy** CIP Team was tasked with helping to identify new, diverse Howard County organizations - communities currently not being served by the Conservancy. While not seeking to form formal partnerships, the focus was to create dialogues centered around co-hosting events to meet both organizational missions, and to assess what types of programming fit their wants/needs to connect with nature. The Team reviewed the Conservancy's current list and was able to successfully expand it to include organizations the Team was familiar with - from prior relationships, as well as new ones that were identified through participating in LHC's Premier program. The Team identified suitable opportunities to build new relationships and partnerships that will bring the Conservancy's nature programs to diverse county communities and organizations for many years to come.

Leadership Essentials (LE)

Howard County Autism Society

HC Autism Society serves individuals on the autism spectrum, their families and communities by providing information, support and advocacy; promoting awareness and improving the quality of available services. HC Autism Society would like the LEHC CIP team to help clients overcome barriers to finding, keeping and full employment. The CIP will include research of best practices and programs; and development of a recommended model/pilot program for local employment for disabled individuals. Components may include: realistic assessment processes, diverse/ inclusive hiring programs and natural supports for HCAS clients.

Champions Against Cancer

Champions Against Cancer was founded to help children whose family has been affected by cancer to maintain a sense of normalcy through financial assistance, scholarships and providing strength and inspiration. The CAC CIP team will help the organization connect to their stakeholders, donors, community and attract diverse stakeholders by developing a creative template for successful organization events. This may include strategies to reach new audiences, and effective use of social and visual media.

Community Ecology Institute

The Community Ecology Institute envisions a world in which human and natural communities thrive together. They foster socially and ecologically healthy communities by enhancing connections and through their programming between people and the natural world. As CEI has experienced huge changes in the past few years, they seek a LEHC CIP team to conduct a strategic planning process to help guide their Board/organization for the next few years. This strategic plan may include recommendations to expand partnerships and developing organizational resources and infrastructure.

❖ **What are the expectations of the Host Organization?**

- Provide necessary resources (e.g. meeting space, access to appropriate staff and documents, copying, etc.) needed for the project.
- Identify a “project manager” from your organization who is readily available to provide ongoing direction, and provide resources to the team as needed.
- Provide a letter of support from the agency’s executive/senior staff or the current president/executive director and Board of Directors to confirm adequate project support.
- Attend a Community Impact Project Committee meeting to present the final proposal and clarify expectations for the project. (Dates for each program committee meeting: Premier: October TBD 2020; Essentials: November/December TBD 2020)
- Present an overview of the project for the participants, time and details will be provided by the CIP Committee (LP: NOVEMBER TBD /Essentials: mid -January 2021); provide handouts/materials for class
- Collaborate with the team to schedule a final project presentation/handoff by end of May 2021. Attendees at this presentation include: CIP team members and Host invitees, CIP Committee member and others to be determined by the host and the team.
- Work with a designated representative of the CIP Committee who will serve as the project team liaison to help the organization and the teams keep on track.

❖ **How do I get more information?**

- Attend an Information Session to learn about the application process, meet past hosts and recent graduates and hear about successful projects. *Organizations may still submit project applications regardless of attendance at the information session.*
 - **Wednesday, August 19, 4 pm via Zoom (link will be provided)**
 - **Tuesday, September 1, 9:30 am via Zoom (link will be provided)**
- Read information on our website:
 - www.leadershiphc.org/cip-projects/
 - <https://www.loyola.edu/sellinger-business/academics/executive-education/leadership-essentials/community-impact>
- Contact Program Staff:
 - Laurie Remer lrem@leadershiphc.org
 - Lori Fuchs Lfuchs@loyola.edu

❖ **What is the application process?**

- Applications are submitted online at our website: www.leadershiphc.org/cip-projects/
- If you are unsure whether your project is better suited for Leadership Premier or Leadership Essentials, please submit it. The committee review it and make a recommendation.

❖ **Due Dates:**

Project Applications for both programs are due on **September 14, 2020**