

Community Impact Projects - FY 2024
Frequently Asked Questions (FAQs)
(Applications are due on July 5, 2023)

BACKGROUND:

For over 36 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 1450 Leadership graduates in our community.
- **Leadership Essentials (LE)**, 6-month skills-based leadership development program for emerging leaders. *The program is sponsored by Loyola University Maryland in collaboration with LHC.*
- **Leadership U (LU)**, a 4-month leadership development and community service program for high school juniors; over 850 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. *More than 140 organizations in Howard County have benefited from an 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 (for Leadership Premier CIPs)
- Lasting benefit to the community
- Completed in the designated time frame (Premier: November – 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. The CIP topic is not around Organizational development or Board development.
- 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 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, and the team completes the CIP 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 6+ month time frame (November – May)
- can 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)
- require a specific deliverable (product or outcome), which is typically tactical in nature.
- require approximately 8-10 hours per month per team.
- can require strategic thinking skills from the team.
- class sessions in leadership development skills complement their teamwork.

❖ What are the expectations of a CIP Host organization?

- Present an overview of the project for the participants; time and details will be provided by the CIP Committee (Premier: September 12, 2023 /Essentials: mid -January 2024); provide handouts/materials.
- Collaborate with the team to schedule a final project presentation/handoff by end of May 2024. Attendees at this presentation include CIP team members and Host invitees, CIP Committee members 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.*

June 8, 2023, at Noon via Zoom

June 22, 2023, at 9 am via Zoom

June 14, 2023, at 5 pm via Zoom

June 27, 2023, at 4 pm – join us for “CIP Office Hours” via Zoom

- 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:
 - Premier: Lisa Kim, lkim@leadershiphc.org
 - Essentials: Katherine Keefe, kkeefe@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 will review it and make a recommendation to you.

❖ **Due Dates:**

Applications for Leadership Premier: July 5, 2023

Applications for Leadership Essentials: October 2023

INSERT RECENT LP AND LE CIP INFORMATION HERE – include logos.

Leadership Premier (LP) Recent Projects:



KITS TO HEART *The mission of **Kits to Heart** is to bring smiles and solidarity to those affected by cancer, one kit at a time, which supports the organizations vision to provide adequate material and psychosocial support to help reduce stress and anxiety for a better treatment process. In the growth of KTH, they have realized that their databases are scattered and not well-maintained, making it difficult to track and communicate with our donors, volunteers, and supporters, or plan an effective communications and outreach strategy. The CIP team is working with KTH in the following areas:*

- Donor & volunteer management software tools (including current list provided by Host and alternatives)
- Communications & outreach software tools (including current list provided by Host and alternatives)
- Best practices of outreach/communications strategy



*The primary mission of the **Lutheran Village at Miller's Grant (LVMG)** is serving older adults and creating an environment where they can live quality, wholistic lives. A strong supporting mission is to support quality of life for the team members we employ. Throughout the organization and for all those we serve, LVMG focuses on wholistic health and wellness. LVMG is facing challenges of recruitment and retention of employees. The CIP team will perform an assessment of Lutheran Village of Miller's Grant (LVMG) current organizational culture, HR policies and practices, and review relevant external market and industry data to support the development of an employee retention strategy. The team will align recommendations with the five areas of opportunity highlighted in the employee engagement survey – Communication, Workload, Evaluation, Staff Issues, and Culture/Morale. The strategy will strengthen LVMG employee retention efforts by decreasing turnover and better aligning company offerings with the needs of team members."*



Community Ecology Institute

The Community Ecology Institute's mission is to cultivate communities where people and nature thrive together. CEI needs assistance with Strategic Planning around Brand Integration, New Asset Promotion, and Fundraising regarding our upcoming acquisition of a remarkable 6.08-acre property known as the Green Farmacy Garden (GFG). We would like to answer the question: how do we make this acquisition respectful, synergistic, and sustainable? The CIP team will focus on distribution and assessment of a survey to gather feedback from stakeholders in the FTF and GFG and to develop creative literature that not only engages youth but also creates a new stream of income to assist in diversifying funding that supports CEI.

Leadership Essentials (LE) Recent Projects:



JustLiving Advocacy's mission of is to improve the quality of life for impoverished single mothers with sustainable resources that are needed to become economically self-sufficient and to improve their health and educational outcomes for themselves and their children. JLA launched their Employment Connections Program to connect employers with jobseekers who are unemployed or looking to upscale their current employment with a new job. This program addresses the top 3 barriers for single moms: sustainable employment, transportation, and affordable childcare. The project will include developing a marketing strategy to recruit potential employers and candidates for the program.



Community Development Network of Maryland

The Community Development Network (CDN) of Maryland promotes, strengthens, and advocates for the community development industry. CDN is a statewide network made up of over 180 member organizations from across the state. Member organizations (nonprofit community development organizations, financial institutions, developers, and public agencies) build affordable housing, revitalize communities, stabilize families, and promote small business development. In 2023, CDN is celebrating its 10-year anniversary. The project will include writing a history and timeline of critical achievements, interviewing key staff and board members, and cataloging award winners. Documents created will be used for strategic planning and fundraising purposes.

GEDCO

In partnership with faith-based and community organizations, GEDCO provides affordable housing, supportive services, and emergency assistance to community residents. GEDCO CARES provides multiple services to support vulnerable individuals and families in Baltimore City including a food pantry, emergency financial assistance, and employment services. GEDCO tracks the number of people it reaches but hasn't focused on program effectiveness and efficiencies. The project will include creating and administering a survey and evaluating the effectiveness of the CARES programs. The team will evaluate customer satisfaction as well as the impact on the individuals served.