

Community Impact Projects - FY 2022

(Applications are due on July 14, 2021)

BACKGROUND:

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 1450 Leadership graduates in our community.
- **Leadership Essentials (LE)**, a 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 5-month leadership development and community service program for high school juniors; over 800 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 insure 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.

Frequently Asked Questions (FAQs)

❖ 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 130 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: October – 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 8+ month time frame (Oct – 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)
- 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 team work

❖ **Examples of recent Community Impact Projects**

Leadership Premier (LP) Recent Projects



The mission of **Get on the Bus (GOTB)** is to break down financial and transportation barriers so that kids can play recreational soccer on a team in their community, while also learning valuable life skills and good study habits through this free afterschool program. GOTB launched its pilot program in Maryland through Ellicott City Soccer Club in spring, 2018 by serving 41 elementary school participants. After this inaugural season, Ellicott City Soccer Club won the Maryland State Youth Soccer Association (MSYSA) Grassroots Futures Award for this groundbreaking program. As a result of participating in GOTB, kids are able to use what they learn on and off the field to become positive contributors to their communities. The CIP team is working with GOTB to develop recommendations around the following area:

- Increase awareness of the GOTB program across Howard County
- Increase partnerships and sponsorships that will permit GOTB to serve more kids across Howard County
- Identify pathways for growth and sustainability



The mission of **The3rd** is to build a space that fosters dreams, creates community, and provides mentorship, which enables Women of Color to turn their ideas into economic power and freedom. LHC's CIP Team, "Rounding the 3rd" is passionate about this project and is collaborating with The 3rd Founder and CEO, Laura Bacon, the Team is creating a business plan called "Holistic Curriculum for Building a Business". This Plan will support women of color entrepreneurs as they start a new business or work to move their current business to the next level. Intended to provide a business owner a strategic direction to

use to propel the business forward with purpose, the Plan includes five business milestones, each containing several sessions with specific business focus areas. Each session incorporates lessons for the entrepreneur to complete, to assess where they are in the process and develop strategies to attain future goals. Our goal is to provide a plan that will be utilized to propel her business forward with purpose!



For more than 90 years, **United Way of Central Maryland (UWCM)** has been improving lives in the communities it serves, including those in Howard County. In December 2021, a new United Way Childcare Center will open at 7125 Columbia Gateway Drive. Daycare is one of the highest expenses for these families, right behind rent. The average daycare cost is \$22,900.00. While Howard County has the highest median incomes in the State, it also has one of the highest costs of living. According to the latest UMCW report, 28% of families in Howard County struggle to make ends meet. This new daycare center will provide great assistance to working families and the Team is very proud and excited to be involved in this project and is looking forward to seeing this Center become a reality. The UWCM CIP Team is concentrating its efforts to research transportation options to and from the daycare center for ALICE (asset limited, income constrained, employed) families living in Howard County.

Leadership Essentials (LE) Recent Projects:



Bright Minds Foundation is the foundation of the Howard County Public School System. Bright Minds enhances the educational experiences of all HCPSS students by bringing together private and community support for academic initiatives and opportunities. Bright Minds has been growing their programs, strengthening donor and community partnerships, and building awareness of the organization; the CIP was to help BMF create a Brand Partnership (or Brand Champion) program.



The **Joseph & Vera Douglas Family Foundation (JVDF)** serves at risk communities in Jamaica by providing literacy materials, health resources and entrepreneurship training programs for women. This CIP was conducted in concert with the Fostering Change Network Foundation (FCNF), which supports alumni of the foster care system with resources to support personal and professional development. The JVDF CIP team helped these two foundations to create a marketing and implementation plan for the installation of personal care products closets in high schools, colleges and group homes in Maryland and Jamaica.



FreeState Justice is a legal advocacy organization that seeks to improve the lives of low-income lesbian, gay, bisexual, transgender and queer (LGBTQ+) Marylanders. FreeState Justice seeks to combine direct legal services with education and outreach. The FreeState Justice CIP helped the organization to quickly adapt for long-term digital engagement to deliver consistent touchpoints and programming for our key stakeholders: 1) donors, 2) clients, and 3) organizational partners.



Success in Style (SIS) is a non-profit dedicated to providing dignity to men and women in crisis by providing free business attire and related support services; they also operate retail outlets. SIS asked the LE CIP team to conduct an in-depth feasibility study for SIS to implement a textile recycling plant as part of the life cycle of their programs.



VolunTeens is a new, student-led non-profit organization dedicated to helping high school students find service opportunities that engage them and serve the community. While growing quickly through grassroots efforts, VolunTeens needs to build financial capacity to continue to meet the growing needs of the community. The VolunTeens CIP team provided recommendations on a resource development plan.

❖ 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: August TBD 2021; Essentials: November/December TBD 2021)
- Present an overview of the project for the participants; time and details will be provided by the CIP Committee (LP: September 15, 2021 /Essentials: mid -January 2022); provide handouts/materials
- Collaborate with the team to schedule a final project presentation/handoff by end of May 2022. 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, June 16 at 4:00pm – virtual/link will be provided**
 - **Thursday, June 17 at 8:30am - in-person (location TBD)**
- 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:

Applications for Leadership Premier: July 14, 2021

Applications for Leadership Essentials: October 11, 2021