Leadership Longevity Fellowship

Application Guide

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About the Leadership Longevity Fellowship

Why this Fellowship?
Burnout is endemic to the social impact sector. COVID-19 and the nation's racial and socio-political reckoning have only exacerbated this issue, taking a devastating toll on mission-driven organizations and the communities that they serve. Although some communities have an overabundance of high-quality resources, many employees focused on addressing society’s most pressing problems are pressed themselves - overburdened, overtaxed, and unable to set aside time to use available resources. Frontline leaders who serve vulnerable or historically marginalized communities have been hit especially hard.

While private companies are increasingly offering employees perks and programs to support their mental well-being and physical health, social impact employees continue to do more with less. Their commitment is strong, but their organizations lack the infrastructure or multi-year funding needed to offer them the perks of the private sector. If we want to see today’s gains in social and environmental progress maintained for the long haul, we must invest in the mental and physical health and well-being of those who power such progress, so that they can build fulfilling careers and lives that allow them to advance their work over a span of decades. Yet research shows that about 30 percent of nonprofit workers are burned out, an additional 20 percent are in danger of burning out1, and 75 percent of nonprofit leaders are planning to leave their positions in the next 5 to 10 years2. We must do more.

Program Overview
New Sector Alliance’s Leadership Longevity Fellowship is designed to address the unmet extensive mental health and wellness needs within the social sector workforce and our society at large. The Leadership Longevity Fellowship is a hybrid (in-person and virtual) fellowship program to support mission-driven, mid-career leaders with programming and community building designed to support fellows in charting a career trajectory that supports their well-being at the same time amplifying their ability to impact their chosen community(ies) and issue area(s).

1 Nonprofit Quarterly: Avoiding Burnout and Preserving Movement Leadership, 2021
2 Building Movement: The Leadership in Leaving, 2013
The 2023-24 fellowship cohort will include 15 Leadership Longevity Fellows from across the United States to participate in an 9-month experience alongside one another. Through our science-based curriculum, small group and 1:1 coaching, community building, and tailored support, participants will not only gain new skills that ensure greater longevity in and joy for mission-driven work, but will be equipped to share their newfound knowledge with their communities for even greater impact (see next section).

Extending the Learning by Paying It Forward

By the end of the Fellowship, each Leadership Longevity Fellow will be equipped with new knowledge that can benefit others in their professional community. Each Fellow will be asked to share that knowledge, “paying the learning forward” to a minimum of 10 additional community members. Community members might include: members of their organization; members of another mission-focused or faith-based community; those in their broader professional network based anywhere in the United States; those in their peer group or another professional development program; or another community they feel would benefit from the material and support the program provides.
Fellows will be provided presentation templates, articles, facilitation tips, and support from the New Sector Alliance facilitation team as they prepare to pay their learning forward. This opportunity is designed to allow fellows to reflect on their personal growth within a relatively short period and to share impactful aspects of their journey with their respective communities.

Eligibility Criteria
The Leadership Longevity Fellowship will support leaders who:

- Are currently employed full-time by a mission-driven organization* that:
  - serves vulnerable or historically marginalized communities through direct services or movement building/advocacy work, or
  - addresses challenges related to environmental sustainability and/or climate change
- Are currently mid-career and work in close proximity to the individuals, communities, and issues that their organization serves
- Have a total of at least five years of combined experience in mission-driven employment with their current organization or a previous mission-driven organization
- Are at least 21 years of age and have a high school diploma or GED
- Are employed and residing in the United States

* A mission-driven organization can be either a 501(c)(3) nonprofit organization or a for-profit organization formed for a social or environmental purpose, whose primary mission is to address a social or environmental issue over and above the accrual of profit for the organization. Unfortunately, at this time, employees of government entities/agencies, including Federal, state, and local governments and government agencies, are not eligible for the Leadership Longevity Fellowship.

All of the above criteria must be true in order for a candidate to meet eligibility requirements.

Who is not eligible for the 2023 Fellowship?

- CEOs, Executive Directors or founders who are not working in close proximity to the individuals, communities, and issues that their organization serves
● Employees of private foundations focused primarily on grantmaking instead of operating foundations that create and execute on programming in addition to grantmaking
● Employees at 501(c)(4) organizations
● Employees of government entities/agencies, including Federal, state, and local governments and government agencies
● Board members of an eligible organization who are not also an employee at that organization
● Individuals who are not 21 years of age
● Individuals without a high school diploma or GED

**Selection Criteria**

Once eligibility requirements above are met, fellows will be selected based on the following:

● Ability to fulfill all program requirements, including travel for the kick-off retreat *(October 10-13, 2023 at Saguaro Lake Ranch in Mesa, Arizona)*, virtual bi-monthly Zoom sessions (see program dates below), and travel for the alumni gathering (early August 2024)
● Diversity of educational background, lived experience, type of role, type of organization, size of organization, region, demographics served, ethnic background, gender identity, and type of location served (urban/suburban/rural)
● Willingness to provide feedback on the program to support future program development and to support the New Sector Alliance Leadership Longevity alumni community
Program Dates & Structure
The fellowship program encompasses the following elements:

<table>
<thead>
<tr>
<th>EVENT</th>
<th>DATE</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-person opening retreat and kickoff</td>
<td>October 10-13, 2023</td>
<td>Saguaro Lake Ranch in Mesa, Arizona</td>
</tr>
<tr>
<td>Virtual workshops and small group gatherings*</td>
<td>From 10am to 12pm Pacific on the following Thursdays: ● September 28, 2023 ● November 2, 16 &amp; 30, 2023 ● December 14, 2023 ● January 4 &amp; 18, 2024 ● February 1 &amp; 15, 2024 ● March 7 &amp; 21, 2024 ● April 4 &amp; 18, 2024 ● May 2, 2024</td>
<td>Virtual, online</td>
</tr>
<tr>
<td>1:1 coaching (as desired)**</td>
<td>Once per month, optional; scheduled with coach directly</td>
<td>Virtual, online or phone</td>
</tr>
<tr>
<td>Execution of each Fellows’ “Pay the Learning Forward” project</td>
<td>Scheduled to fit your community’s needs / your availability</td>
<td>Your own community</td>
</tr>
<tr>
<td>In-person alumni retreat</td>
<td>Early August 2024, dates TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>

*Virtual sessions will be dedicated to fellowship curriculum (both new content and application of previous content), small group conversations, peer coaching and action planning. Sessions will be led by New Sector’s experienced facilitation team and subject-matter experts. See our team [online](#) for a preview.

**Fellows can choose to connect with a New Sector program facilitator or executive coach for up to six 45-minute coaching sessions throughout the duration of the fellowship.
Selection Process / Application

The Leadership Longevity Fellowship application process has 3 phases:

- **Phase 1: Expression of Interest - Due Thursday, August 3, 2023 at 9:00AM Pacific**

Your expression of interest in the program takes the form of a brief online form with the following sections:

  - **Section 0: Eligibility Screening** - This section will help you determine your eligibility for the Fellowship based on our Eligibility Criteria.
  - **Section 1: The Basics** - This section will ask for basic personal info and either a link to your LinkedIn profile or to upload your resume/CV
  - **Section 2: Why This Fellowship** - This section will ask you one short answer question (500 words or less)

The selection committee will review all Expression of Interest forms on a rolling basis and will invite a subset of the candidates to complete a Fellowship Application. If you are invited to complete a Fellowship Application, you’ll hear from a member of the New Sector Alliance team via email no later than Monday, August 7, 2023.

- **Phase 2: Fellowship Application - Due Monday, August 14 at 9:00AM Pacific**

If you are invited to complete a Fellowship Application to be considered for the fellowship, you will receive a link to the application form via email.

The application sections include:

  - **Section 1: The Basics** - This section will ask for your name, email address, and information about your current employer.
  - **Section 2: More About You** - This section will ask more about your background, including personal, professional, and past leadership development experiences, as well as any accommodations you may need in order to participate fully in the fellowship program, etc.
Section 3: Short Answer Responses - This section will ask you to respond to four short answer questions, listed below. These may be submitted as a video, written response (500 words or less per question), or by scheduling a 20-minute virtual meeting with staff from the New Sector program team.

Section 4: Commitments & Confirmation - This section asks you to confirm that you are eligible to participate, that you are available for the retreat and workshop dates, that the information provided is true, and that you can maintain confidentiality throughout the program.

Phase 3: Interview - Based on the volume of applications received, we may invite you to participate in a virtual interview on Zoom with members of the New Sector selection committee in mid to late August.

Notification - By September 8, 2023
You will receive a phone call or email directly from New Sector Alliance with our selection decisions. If selected, you will have one week to accept your fellowship offer and complete documentation to help us introduce you to the rest of the cohort and prepare for the October in-person retreat.

Expression of Interest Questions
Note: A red asterisk (*) denotes a required question.

1. Email Address *

Section 0: Eligibility Screening
In this section, you will be asked to answer some basic questions to determine your eligibility for the fellowship. If you can answer YES to each of these questions, then you are eligible. If you answer NO to any of the questions, you are not eligible to apply at this time.

1. Are currently employed full-time by a mission-driven organization* that:
   a. serves vulnerable or historically marginalized communities through direct services or movement building/advocacy work, or
   b. addresses challenges related to environmental sustainability and/or climate change
2. Are currently mid-career and work in close proximity to the individuals, communities, and issues that your organization serves

3. Have a total of at least five years of combined experience in mission-driven employment with your current organization or a previous mission-driven organization

4. Are at least 21 years of age and have a high school diploma or GED

5. Are employed and residing in the United States

Section 1: The Basics

2. First Name *

3. Last Name *

4. Home Street Address *

5. Home City *

6. Home State *

7. ZIP Code *

8. Phone Number *

9. Please share a bit about your professional background by either providing a link to your LinkedIn profile or a recent version of your resume or curriculum vitae (CV) in PDF version, file titled "LastName_FirstName_Resume". *

Section 2: Why this Fellowship?

10. Please review the Leadership Longevity Fellowship program materials in full here, and then share with us how this fellowship might help you achieve the professional and personal growth you seek?
Application Questions
A subset of those who self-complete the Expression of Interest Form will be invited via email to complete a Fellowship Application. The entirety of the application questions are provided below.

Note: A red asterisk (*) denotes a required question.

Section 1: The Basics

1. First Name *
2. Last Name *
3. Email Address *

Tell us about your current employer.

4. Organization Name *
5. Organization Street Address *
6. Organization City *
7. Organization State *
8. Organization ZIP Code *
9. Organization Website *
10. Organization Mission / Primary Focus *
11. Your Current Job Title *
12. Name and Title of Direct Supervisor *
13. Email Address of Direct Supervisor *

Following the application deadline, we will email your direct supervisor to share program information and key dates, and to ask that they support your participation in the program.

Section 2: More About You

We endeavor to create a diverse community of individuals from varied backgrounds and life experiences. To help us achieve this goal, please share more about you below. Every
question is required, but for any of them, you may select "Prefer Not to Share or Self-Described Below".

1. How many years of paid work experience do you have in mission-focused work? *
2. Have you completed a leadership development program previously? *
3. If yes, please share the name of the program.
4. Please indicate your gender identity. *
5. Please indicate your sexual orientation. *
6. Please identify your race/ethnicity (check all that apply). *
7. Please indicate your disability status. *
8. Please indicate which languages you speak (other than English) *
9. Are you an active member of the US military or a US military veteran? *
10. Have you completed any postsecondary education (college, university, community college, etc.)? If yes, please share the following information where applicable. *
   11. Postsecondary Institution/s
   12. Postsecondary Graduation / Completion Year/s
   13. Graduate School/s
   14. Graduate Program Graduation / Completion Year/s
   15. Were/are you a first-generation college or postsecondary student? *
      *A first-generation college student is a student whose parent(s) did not complete a four-year college or university degree.*
   16. How did you hear about this program? *
   17. We want to create an environment where all Fellows can fully participate. What accommodations, if any, do you need to ensure the environment supports your abilities and personal circumstances, or any obligations you have outside of your paid employment?

      Additionally, if you have any questions, concerns, or restrictions that might prevent
you from participating in the in-person or virtual convenings, please indicate here. If none, please write N/A. *

18. If you prefer to self-describe your identity, educational background, or life experience in relation to any of the questions above, please do so here briefly.

Section 3: Short Answer Responses

This section will ask you to respond to several short answer questions regarding your interest in the fellowship. These may be submitted as a video, written response, or by scheduling a ~20-minute conversation with staff from our program team.

How do you prefer to respond to these questions? * [choose one of the options below]

☐ 20-minute conversation with someone from the New Sector program team. [If this option is selected, directions are provided to schedule a virtual meeting]

   If you prefer to chat with someone from our program team, please schedule a time using the following Calendly link. You will not be able to also submit a written or video response.

   Note that this is the only section of the application that may be submitted verbally. All other questions must be submitted using this form prior to your conversation for you to be considered for the Fellowship.

☐ Written response [If this option is selected, text boxes for written responses will be provided]

☐ Video response [If this option is selected, text box is provided to list URL]

   If you prefer to “show” us your answers, you may submit a 3-5 minute video in which you directly respond to all four short answer questions.

   Note that this is the only section of the application that may be submitted by video. All other responses must be submitted using this form for you to be considered for the Fellowship.

Video Link:
Directions: To submit a video response, please upload your file to a platform such as YouTube, Vimeo, or Loom, make sure that anyone with the link can access it, and insert the link into the response field below.

Questions
1. In reflecting on your career path - the role(s) you hold within your current organization, the community(ies) you serve, or the mission that drives you - what skills, talents, perspectives, or lived experiences would you contribute to the program during your participation?

2. In what ways do you work to deepen authentic connections among your co-workers, organization’s constituents, or those in your broader network? Share an example of how you’ve worked collaboratively to advance or deepen your community.

3. Tell us about an intervention, solution, or idea you brought to your organization or community. What did you attempt to change or accomplish, and what impact did you have? Did you encounter any barriers? If yes, how did you address those barriers and/or what did you learn from that experience overall?

4. What role(s) do you typically play in group settings, specifically professional settings where you are a fully engaged member of the group? This could be a formal role (e.g. facilitator/leader, recorder/note taker, etc) or informal role (e.g. expediter/keeps group on task, tension releaser, information provider, questioner, etc). Please give specific examples from recent meetings or group experiences that you’ve participated in.

OPTIONAL: You may choose to include one more item that will help us understand your candidacy in greater depth; for example, a blog post you’ve written, a presentation you’ve created, research you’ve conducted, etc. Provide a link below to this material so that we can click on it and access it directly. If online sharing permissions for the destination link are not set to allow us to view the material, it will not be considered as part of your application.

Section 4: Your Commitments and Final Confirmation

By submitting my application, I confirm the following:
1. I am fully eligible to participate in the Leadership Longevity Fellowship as described in the Program Overview and Applicant Guide.

2. All of the information provided here is true to my knowledge.

3. I understand the fellowship benefits and requirements, and - unless otherwise indicated in the previous section - confirm that I am able to attend the in-person kick-off session (October 10-13, 2023, Mesa, Arizona), virtual bi-monthly Zoom sessions, and closing gathering (early August 2024, dates TBD).

4. I will maintain strict confidentiality with regard to personal and organizational discussions held throughout the application and selection process and during the program among Fellowship participants.

5. If selected to the Fellowship, I am willing to provide feedback on my program experience to support future program development and to support the New Sector Alliance Leadership Longevity alumni network.
Frequently Asked Questions

Eligibility

What if I don’t meet all the eligibility criteria?
We ask that you not submit an application for this round of the Fellowship. If you have questions about eligibility that are not outlined in these FAQs or the application itself, email LLF@NewSector.org with “LLF Application Question” in the subject line.

If my application is not selected, can I reapply again in the future?
Yes. As long as you continue to meet the eligibility requirements, you may apply again for future New Sector Alliance fellowships.

If I have participated in previous New Sector Alliance fellowships (including RISE and Summer Fellowships), am I eligible for the Leadership Longevity Fellowship?
Yes. As long as you meet all of the eligibility criteria, you will be able to apply for the Leadership Longevity Fellowship.

Phase 1: Expression of Interest

When is the Expression of Interest form due?
The Expression of Interest form is due by Thursday, August 3, 2023 at 9:00AM Pacific Time.

How much time will the interest form take to complete?
We anticipate the Expression of Interest Form can be completed in 10 minutes or less.

Phase 2: Fellowship Application

When is the Fellowship Application due?
If you are invited to complete a Fellowship Application, you’ll need to do so before the deadline of Monday, August 14 at 9:00AM Pacific. If you opted to do the short answer portion of the application via a chat with a New Sector team member, your scheduled conversation may be after this date; however, the rest of the application form needs to be submitted by the above deadline.

How much time will this application take to complete?
The Fellowship Application will take approximately two hours to complete depending on how much time you devote to the short answer questions.
Can I mail or email my application to you rather than submitting it online?  
At this time we are unable to accept mailed or emailed applications. If you have trouble submitting the Fellowship Application using the online form, please email LLF@NewSector.org with “LLF Application Question” in the subject line. Contacting us via email with your application attached does not represent a submitted application.

We recommend that you work on your application responses in a separate document until you are ready to submit the entire application at once. You can find a preview of all questions on the application form in the section Application Questions.

How do I create a video to submit my Short Answer Responses for Fellowship Application Section 3?  
You may, if you choose, opt to submit responses for the Short Answer section only via a video upload. In order to do so, please upload your video to a platform such as YouTube, Vimeo, or Loom, make sure that anyone with the link can access it, and insert the link into the response field for the question the video is answering.

How do I know my application was successfully submitted?  
The application form will automatically generate an email notification once you’ve submitted it. If you do not receive an email notification, your application has not reached us, and you should submit the application again.

What do you look for in candidates? How can I ensure my application stands out?  
In order to ensure your application has the best chance of success in our review process:

- **Be clear.** Use plain, straightforward language. Avoid using acronyms unless you’ve defined them somewhere else in your application.
- **Be detailed.** Provide details in your short answer responses so we can understand you as a person — not only your actions but your motivations and deeply held beliefs. Paint a picture of yourself for us.
- **Be authentic about who you are.** The Fellows we select in the application process will have been selected based on their individual qualities as well as how they’ll work as a member of the cohort. Your candor and clarity helps us ensure we’re creating the best possible cohort to participate together in shared programming.
- **Be focused.** Before you begin your application, write down the single most important thing you want to convey to the selection committee. Be sure to include information that supports this in your application.

What kind of feedback will New Sector Alliance provide me if I’m not selected?  
Due to the volume of applications, we will be unable to provide feedback for candidates whose application has not been advanced.
Travel Requirements and Health Precautions

Is travel required for this program?
Yes. As a member of the 2023-24 cohort, you’ll travel twice. Expenses for both trips will be covered as a part of the Fellowship.

- The launch of the Fellowship experience takes place in person in a retreat-style format over 4 days. The retreat will take place from October 10-13, 2023 at the Saguaro Lake Ranch in Mesa, Arizona.
- The 2023-24 cohort will also travel to an alumni event at the end of the Fellowship experience in early August 2024. The event will include retreat-style programming tailored to alumni, a chance to meet previous Fellows, and more. The retreat location is TBD.

You will also be invited to participate in optional alumni programming beyond 2024. Alumni will be welcome to attend annual retreats after the initial fellowship year. Some scholarships may be available to assist with the associated costs.

What health precautions will be taken for the travel component of the program?
We ask that you adhere to reasonable personal health precautions as you prepare to join the group at the in-person retreats. Please do not travel if you are experiencing any symptoms of respiratory illness. We will not require or ask for proof of vaccination for COVID, flu, etc.

Weather permitting, we will take advantage of the great outdoors for meals, an outdoor classroom, and organized activities. When that is not possible, the group will be gathered indoors. If you prefer to use a protective face covering / mask or other personal health precautions at either retreat, you will be welcome - but not required - to do so.

Financial and Other Considerations

What value will I get from participating in this program?
As a participant in all parts of the fellowship program, you’ll benefit from training, professional development, wellness support, retreat travel and programming, 1:1 coaching, and more, which we value at approximately $35,000 per person. There will be no additional compensation.

What are the costs of participation?
There are no costs for participating in the fellowship program. Our goal is that you incur no expenses as a Fellow, and receive only benefits from participation.
If you choose to attend alumni events beyond summer 2024, you will have the ability to apply for a scholarship to help cover a portion of the costs of attendance, or we can provide a letter of recommendation or other endorsements so that you can request funding from another source (e.g. your local community foundation) in order to reduce or cover your travel costs.

**Does this fellowship provide continuing education credits or any certifications?**
We are unable to provide CCEs at this time. Fellows who have fulfilled all program requirements will be granted a New Sector Alliance Leadership Longevity Certification of Completion at the end of the program, and an accompanying program credential to add to your LinkedIn profile.

**Contact**

**I have more questions. Who can I contact for more information?**
If you have read all application materials and these FAQs and still have questions, email LLF@NewSector.org with “LLF Application Question” in the subject line. Please allow up to 2 business days for a response.