



Supporting the Organizations that are Doing The Work:

A Leadership Development Opportunity

for

Non-Profit Agencies

Serving the Philadelphia Metro and Southern New Jersey Regions

*Leadership Development Training Sponsor:
Voltage Vista LLC*

Instructions To Apply: make a copy of this document in Google docs, rename the file to match the name of your organization, and complete. Alternatively, please provide the requested information via PDF.

Purpose:

Voltage Vista (VV) will support up to two small-to-medium regional nonprofit organizations by giving them two leadership development training sessions each for employees. This project is created as a give back to the underserved nonprofit organizations of the Greater Philadelphia and Southern-to-Central New Jersey communities. Thus, we are delighted that 2019 is our inaugural year to kick off our commitment and we will provide leadership development training for up to two organizations over the course of each year.

The trainings, valued between \$3,900 - \$12,500, will be provided at nominal cost to the organization. VV will pass along ONLY the cost of supplies and materials for the training sessions (more details are provided below). The training sessions will be delivered in either half- or full- day sessions, depending on the size and needs of the agency. Applications are continuously accepted, and the workshops will be provided in accordance with the schedule below. Additionally, workshops will be limited to the topics referenced herein.

Schedule:**■ Session 1**

Application due by May 1st.

Selection announcement made by June 1st.

Engagement: Month of July

Training Delivery: August

■ Session 2

Application due by November 1st.

Selection announcement made by December 10th.

Engagement: Month of January

Delivery: February/March

During the engagement period, VV would like to meet with representatives and employees of the organization(s) in order to better understand and plan for its needs. Thus, respondents should anticipate some time commitments beyond the days of actual training.

Available Topics:

The nonprofit partner will assume the cost of materials for the training options below:

- Emotional Intelligence & Communication

- Change Management: Managing Resistance & Increasing Buy-In

- Teams: Understanding Them and Analyzing Ours

- Conflict Styles and Our Team's Conflict Culture
(Understanding my individual conflict style and how our team fights)

- Making Team's Work with FIRO
(The behaviors I want versus the behaviors I express and the impact on my team)

- Myers-Briggs
(Increasing individual self-awareness and its intersection with team dynamics)

If your organization is interested in alternate training topics, see question in the application 8 below.

Although Voltage Vista does offer compliance training, compliance training is not offered as an option for the nonprofit sponsorship.

Expectations of the Selected Nonprofit Partner:

VV expects the selected nonprofit partner to help make this work a win-win by doing the following:

- Participating in a short video production wherein a representative from your organization, preferably a member of your senior leadership team, will explain why your organization sought this sponsorship and how it helps to advance your mission
- Your agency must agree to have the training recorded (video and audio) and photographed and must waive the right to edit the recording. Voltage Vista will be responsible for selecting and compensating the videography service. Your agency will be provided with a copy of the finished product. Sensitive and confidential information will be redacted from the recording.
- Your agency agrees not to alter the final version of the video without written permission from VV.
- Acknowledging the value and cost of the training in writing for tax purposes.

The purpose of the video clip is memorialization of the VV/NonProfit Partnership's joint work and commitment to your mission and to provide you with a tool that may be used to assist you as you continue to advance your mission and seek other forms of support.

Qualifying Criteria:

Submission of this application serves as both acknowledgement of and agreement to the following qualifying criteria.

- Your board members must acknowledge this service in writing, commit to no copyright infringement of materials, and pre-pay for all materials.
- Your organization commits to completing the training session during the "delivery months" and complying with the "engagement" schedule.

- Your agency's ability to provide the venue for the training. Your agency is responsible for all necessary insurances and all concomitant liabilities associated with identifying and securing the venue.
- Preferential treatment is given to, **but is not limited to**, organizations that focus on the following social issues. *Check all the categories that apply to your organization.*
 - Supports families and individuals in substance abuse recovery
 - Healthcare in Distressed Communities
 - Pre-K - 5th Grade Education
- Must be located no more than 30 miles from Haddonfield, NJ.

For consideration, please provide answers to the following questions:

1. Please attach a copy of your most recent 990 submission, your current budget and your projected budget for the upcoming budget year. If your projected budget is not available, please provide your current budget and the budget for the preceding year.
2. Is there any litigation pending against your organization?
3. When was the last time your team participated in leadership or compliance training? What was the training topic and what was the purpose of the training? How many employees were required to participate in this training? How many employees were given the option to participate in this training?
4. Does your organization have an employee whose specific job it is to manage human resources, organization culture, or leadership development? If so, is 100% of that person's job focused on that work? If no, what percentage of that person's work focuses on human resources?
5. Board Members:
 - A. Provide a list of board members and their professional profiles or bios.
 - B. Has the board conducted a formal, written assessment of the chief executive or board president within the past year? If no, why not?
 - C. Has the board conducted a formal, written self-assessment of its performance within the past three years? If no, why not?
6. What makes your nonprofit agency a great organization and how will this training opportunity help your agency achieve its mission?

7. What's the most significant obstacle that your organization faces? What prevents your organization from implementing permanent solutions to these problems?
8. If you feel strongly that your leaders and/or team NEED training on different leadership topics (or in a different format, i.e., board retreat) than the options that are offered, please make your case for why your specific need should be considered.
9. Provide the name, title, telephone number, and email address of the key contact person for this application.
10. Employee Census (please complete the form below)

Employee Census Form

Directions. List all of the details below for each active employment title at your organization.

Employee Position Titles	Number of Staff with Title	Number with High School Diploma	Number with Under Graduate Degree	Number with Graduate or Professional Degree	Full Time?	Part Time?
1.						
2.						
3.						
4.						
5.						
6.						
7.						
8.						
9.						
10.						
11.						
12.						
13.						
14.						
15.						

What is your agency's total number of employees? _____ FT _____ PT _____

Submission Steps:

- Submit application electronically (preferably via google doc, but PDFs will also be accepted).
- Submit any questions via email.