



United Way of Cumberland County Leadership Development Program History & Fact Sheet

Background/Development: The Cumberland County community is rich in diversity and is home to many diverse groups of people. The Leadership Development Program is an initiative of United Way of Cumberland County's Leadership Development Program Planning Committee under the direction of the United Way of Cumberland County's Board of Directors. The mission of the Program is to enhance leadership skills and place volunteers in leadership and policy-making roles on boards and committees of nonprofit and civic organizations throughout Cumberland County.

Program Focus: The Leadership Development Program was initiated to develop and enhance leadership skills, understanding of responsibilities required for effective board governance and increase volunteer participation on local boards and committees. The Program is designed around ten information-sharing sessions. The sessions include leadership and team building skills, legal and financial responsibilities of board governance, board roles and responsibilities (Robert's Rules of Order), board diversity, equity, inclusion and conflict resolution, strategic planning and program evaluation, nonprofit marketing and communication, nonprofit fundraising, grant development and research, and responsibilities of volunteerism.

Selection: Applicants are targeted community wide. Corporate executives, governmental and civic organizations, community leaders and local nonprofits, are asked to nominate individuals for participation in the program. The Leadership Development Program Planning Committee will review the applications and select individuals for the class. The focus of the selection criteria is recruiting a diverse group of individuals with regard to ethnicity, profession, community service, and demonstrated community leadership.

Placement: Participants have the opportunity to network with a variety of agencies, however, the Leadership Development Program does not guarantee a match with an agency. Following completion of the program, graduates are provided with placement opportunities within local nonprofits. Participants are expected to commit to the necessary time to complete the course and subsequent agency placement. **Upon graduation from the Program, graduates are expected to make a minimum of 12 months commitment to serve with United Way of Cumberland County on a Community Impact Review Panel, a United Way agency or other non-profit organization in a volunteer capacity for an elected or appointed term.**

Retention: A database pool of volunteer leaders who are skilled, trained and committed to volunteer service will be maintained by the United Way of Cumberland County. Organizations may request participation from UWCC Graduates at any time.

Facts to Date: Out of 515 Leadership Development Program graduates from 2004-2024, over 400 are currently volunteering as well as serving on boards and committees throughout nonprofit and civic organizations in Cumberland County.