



2025 Nonprofit Leadership Program Intensive Program for Executive Directors and Board Leadership

The Fremont Area Community Foundation's Nonprofit Leadership Program is a nine-month program for up to five nonprofit agencies in the Fremont area to address organizational and leadership capacity needs. Interested agencies should review the information, time commitments, and eligibility criteria below. Applications are due **Friday, September 26, 2025**.

Outline of the Nonprofit Leadership Program

- **Capacity Assessment** — The organization (staff and board) will complete a survey to assess operational and programmatic capacity. The survey results will be shared with the organization so that the board and staff can decide priority areas for capacity building.
- **Peer Learning** — Executive Directors/CEOs will meet monthly (October through June) to discuss challenges, and learn practical tools, processes and strategies to address them.
- **Strengthening Boards** — Three sessions will focus on board leadership, board-staff relations, recruiting appropriate board members, financial sustainability, and other relevant topics. These interactive sessions will include Executive Directors/CEOs and board leaders so they can work collaboratively on these subjects with consultant input. Organizations are encouraged to bring as many board members as possible to each board session and make a strong effort to have executive committee members—especially the board chair/president and vice-chair/president-elect—attend all three sessions. There should be two board members who consistently attend all three sessions to ensure the organization receives the maximum benefit from the program.
- **Executive Coaching** — The agency Executive Director/CEO may identify individual or agency-specific areas to work on with a coach.
- **\$5,000 Capacity Building Grant** — Agencies that meet the requirements of participation are eligible for a capacity building grant to be used on organizational priority areas.
- **Strategic Planning** — If a participating agency does not already have a current strategic plan in place, a portion of the \$5,000 capacity building grant must be used to complete a strategic planning process with board and staff.

Program Eligibility Criteria:

- Organization must be a 501(c)3 nonprofit organization
- Paid Executive Director or CEO is preferred
- Founded at least four years ago
- History of sound financial position as indicated by audit, compilation or other independent review

Timeline for Selection

- September 30, 2025 – Applications are due to Melissa Diers via mail or email to mdiers@facfoundation.org. See below for application instructions.
- October 6, 2025 – Organizations are notified of selections.
- October 24, 2025 – First session for the 2025 cohort of the Nonprofit Leadership Program (9:00 a.m. – 2:00 p.m.)

2025-2026 Session Dates

All sessions will be held in the Education Center of the RVR Bank at 1005 E. 23rd St. in Fremont from 9:00 a.m. - 2:00 p.m. **Following is a tentative schedule to be finalized with participant feedback at the beginning of the program:**

- Fri., Oct. 24, 2025 (Executive Directors / CEOs only)
- Fri., Nov. 21, 2025 (Board members and Executive Directors / CEOs)
- Fri. Dec. 19, 2025 (Executive Directors / CEOs only)
- Fri., Jan. 23, 2026 (Executive Directors / CEOs only)
- Fri. Feb. 20, 2026 (Board members and Executive Directors / CEOs)
- Fri. Mar. 20, 2026 (Executive Directors / CEOs only)
- Fri., Apr. 17, 2026 (Executive Directors / CEOs only)
- Fri., May 8, 2026 (Board members and Executive Directors / CEOs)
- Fri., June 12, 2026 (Executive Directors / CEOs only)

Application Questions (Two pages maximum)

1. What year was your organization founded?
2. Is your organization currently a qualified IRS 501(c)3 organization?
3. What is your organizational mission and services?
4. What challenges does your organization face that keep you from effectively achieving your mission?
5. How do you anticipate benefiting from the FAF's Nonprofit Leadership Program?
6. Do you have an engaged board of directors? What percentage of your board regularly attends meetings, serves on committees and financially supports your organization? Do you have a board succession plan in place? Describe the readiness of the board to engage in organizational capacity building.
7. How big is your staff? Does the Executive Director/CEO receive compensation?
8. Please describe your organization's current investment in professional development for you and your staff. Provide a listing of the trainings, conferences, or workshops that you have attended in the last two years.
9. Participation in this program requires a time commitment from the Executive Director/CEO (5-8 hours per month) and at least the Board Chair and Vice-Chair (approximately 20-25 hours total). Please describe any concerns or limitations you have with the required time commitment.

10. Attach your organization's strategic plan if you have one. How does the strategic plan drive the organization's decision-making? If there is no formal strategic plan, please describe what guides the organization's decision making.

11. Please include/attach the following:

- Contact information for Executive Director/CEO and Board Chair
- First page of the organization's most recently filed Form 990
- Current operating budget
- Board of Directors list

Applications should be returned no later than Friday, September 26 by email to Melissa Diers at mdiers@facfoundation.org or by mail to:

Fremont Area Community Foundation
Attn: Melissa Diers, Executive Director
1005 E. 23rd St., Ste 2
Fremont, NE 68025