

## Directions

Thank you for your interest in applying for the Arizona Leadership Accelerator. This application is designed to help us learn more about you, your organization, and what you hope to gain from – and contribute to – the cohort experience.

Responses **DO NOT** need to be written in narrative or essay form. You may find it easiest to respond using short statements, lists, or brief point-by-point responses. Choose the format that best allows you to communicate your ideas clearly within the word limits provided. Unless otherwise noted, all questions have a **maximum word count**, not a minimum.

Please review all instructions carefully and upload the required supporting materials before submitting your application. Additional details about required documents are included in the sections below.

## Applicant Demographic Information

Most if not all of this information will already be included in your grantee portal. Please ensure it is accurate.

- ❖ First Name
- ❖ Last Name
- ❖ Email Address
- ❖ Cell Phone
- ❖ Mailing Address (where a materials packet can be mailed)
- ❖ Role/Title
- ❖ Organization
- ❖ Organization's Website
- ❖ Where is your organization located? Where does your organization provide programs/services?

## Eligibility Checklist

Applicants must meet/agree to all requirements below to be eligible to complete a full application.

- I have reviewed all required dates as outlined in the [Cohort Overview and Cohort Timeline](#) and I agree to participate in all program requirements.
- If selected as a finalist, I am available to participate in one 60-minute finalist interview on either Thursday, May 28, 2026 or Friday, May 29, 2026 (preference for in-person, with an option for virtual participation).
- I have been employed at my organization for at least two years.

- My organization has been a grantee of The Burton Family Foundation for at least two years.
- My organization's annual operating budget is less than approximately \$5 million.
- I understand that to be eligible for the Foundation's implementation investment I must participate in all required cohort activities and individualized coaching.
- As part of the cohort experience, I agree to complete an abbreviated Nonprofit Lifecycles Self-Assessment (a "[Selfie](#)") for the sole purpose of self-reflection and organizational learning.
- I am willing to complete and share the results of a [DISC questionnaire](#) with the cohort facilitators. I understand the results will NOT be used to inform cohort selection, but instead will be used to help facilitators design cohort sessions and learning experiences with cohort members in mind.
- I understand that if I am not selected for the cohort, I will still have the option of participating in a DISC debrief session to understand more about the tool and my results.

### Short Response Questions

1. Throughout the cohort, participants can expect to: identify and make progress on a challenge they want to address, analyze the organizational and contextual conditions influencing that challenge, advance their individual leadership formation, learn from and contribute to the learning of others in the cohort, and develop skills and awareness in navigating conflict and change.
  - a. *(Multiple Choice - options outlined above)* Choose the programmatic element that you're most looking forward to digging into.
  - b. *(Open Response, 250 word limited)* Share more about why you chose that option.
  - c. *(Multiple Choice - options outlined above)* Choose the programmatic element you think will be the heaviest lift for you.
  - d. *(Open Response, 250 word limited)* Share more about why you chose that option.
2. Cohort members can expect to strengthen their organizational capacity and deepen their individual effectiveness as leaders.
  - a. *(Open Response, 200 word limited)* What do you hope will be different in your individual leadership as a result of participating in this cohort?
  - b. *(Open Response, 200 word limited)* What do you hope will be different in your organization as a result of participating in this cohort?
3. *(Open Response, 300 word limited)* In your role, how do you shape or influence your organization's efforts to address mission-related challenges in your community? What obstacles make that work harder?

4. *(Open Response 250 word limited)* We will engage with an adaptive leadership framework as part of the cohort experience. Adaptive leadership is about mobilizing people to face challenges that don't have clear solutions and still thrive. Share an organizational challenge you might want to focus on as part of your cohort experience that you think has an adaptive leadership component. Describe the scenario and what about it strikes you as adaptive.
5. *(Open Response 200 word limited)* What makes you passionate about the work of your organization?
6. *(Open Response 250 word limited)* Describe a time when something you were working on failed. What was your contribution to the failure and how did you work through it?
7. *(Open Response 200 word limited)* What perspectives, experiences, or strengths do you bring to the cohort that you could share with other participants?
8. *(Open Response 200 word limited)* What do you hope to learn from your peers?
9. *(Open Response 150 word limited)* Participation in this cohort will require time away from work responsibilities as described in the Cohort Overview and Timeline (barring emergencies that may arise). Briefly describe how you will adjust your commitments to ensure you are able to fully engage in the program.
10. *(Multiple choice - Yes or No)* I understand for my application to be considered I must complete a DISC questionnaire administered by the cohort team. I also understand the results will NOT be used to inform cohort selection, but instead will be used to help facilitators design cohort sessions and learning experiences with cohort members in mind. I understand I will receive a link to complete the DISC questionnaire via email once I have submitted my written application responses.
11. *(OPTIONAL Open Response 250 word limited)* Is there anything else you think is important for the review committee and program facilitators to know?

## Supporting Documentation

1. Please upload a brief signed letter of support (no more than one page) from your organization confirming approval for your participation in the cohort. The letter should be written by your board chair (if you are the most senior executive at your organization) OR the most senior executive at your organization. It should be saved and uploaded as a PDF document. At a minimum, the letter should include the information listed below. A letter of support template is available as a resource for all applicants.
  - ❖ A clear statement of support for your participation in the cohort.

- ❖ Confirmation that the person submitting the letter has reviewed and understands the time commitment required for cohort participation.
  - ❖ An acknowledgement that your organization will make the accommodations needed to ensure your full participation in the cohort's sessions, preparation, and related activities throughout the program.
  - ❖ Understanding that all cohort participants will be required to complete an abbreviated Nonprofit Lifecycles Self-Assessment ("[Selfie](#)") as part of the cohort experience and indication that the organization is willing to conduct a "Selfie."
2. Please upload a current resume (no more than two pages in PDF form) OR provide a link to your LinkedIn profile.

## Letter of Support Template

<<Date>>

To Whom It May Concern,

I am writing to express my support for <<Applicant Name>> to participate in the AZ Leadership Accelerator.

As <<[Applicant Name]'s supervisor/Board Chair of [Organization Name]>>, I believe this cohort will provide valuable learning and leadership development that will benefit both <<Applicant Name>> and our organization.

I confirm that I have reviewed the anticipated time commitment associated with participation in the cohort, including scheduled sessions and preparation time. Our organization supports <<Applicant Name>>'s participation and will ensure they have the flexibility and accommodations needed to fully engage in the program.

I also understand that participating organizations will be required to complete an abbreviated Nonprofit Lifecycles Self-Assessment (a "Selfie") for the sole purpose of self-reflection and organizational learning.

Sincerely,

<<Your Name>>

<<Title>>

<<Organization Name>>

<<Email and/or Phone Number>>