



THE NONPROFIT CENTER

an Idaho Community Foundation program

Ascending Leaders: Program Overview

A premier program for developing leaders and managers in Idaho nonprofits.

Description: Join up to 40 nonprofit leaders from diverse organizations across the state of Idaho to grow your leadership skills.

Program Capacity: 40

Why participate in this program?

- Nonprofit leaders who have less than five (5) years experience leading a team.
- You must be a manager of at least one (1). That can be staff, board members, volunteers, etc.,
 - OR you must be the lead of at least one (1) program or project in your current role.
- Are you an executive director with more experience? Try the [Idaho Leads](#) program.

Ascending Leaders Objectives

1. Increase your leadership capability to better serve your mission, team-members, volunteers, clients, and community.
2. Leave the program equipped with team leadership best-practices, mindsets, and skills to increase your confidence and leadership effectiveness. Skills include managing change, conflict resolution, giving feedback, and more.
3. Strengthen relationships and connections among nonprofit leader participants across the state.
4. Leave the program with a complete team leadership framework that can serve as the basis for ongoing professional development and provide a solid foundation for bigger leadership roles in the future.

Expectations

Participants are expected to participate in all class sessions to successfully complete the program. If an absence is anticipated, please inform Nonprofit Center staff.



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- **Attendance:** Participants are expected to attend all class sessions. If participants cannot attend due to sickness or emergency, contact the instructor prior to the scheduled class time for further instructions.
 - **In-Person Classes:**
 - The program begins with a full-day Leadership Intensive held at the Idaho Community Foundation offices in Boise. Lunch will be provided.
 - 2-hour classes will be held once a week at the Idaho Community Foundation offices in Boise.
 - Physical workbooks will be provided at Session 1, and participants are responsible for bringing their workbook to every class session.
 - **Office Hours:** These optional group coaching sessions are designed to be extra time with the instructor and other participants to work through workplace situations
 - **Idaho Nonprofit Conference:** The program will conclude at the Idaho Nonprofit Conference in August. Participants will be required to attend two (2) sessions tailored exclusively to Ascending Leaders participants and are welcome to attend the rest of the conference for no extra fee.
- **Group Norms and Commitments:**
 - **Confidentiality:** What we discuss stays in class.
 - **Support:** We're committed to everyone's growth.
 - **Respect:** We'll remain open to other's perspectives; this is a no judgement zone.
 - **Growth mindset:** We embrace the unknown and challenges; we believe we can grow and develop.
 - **Self-compassion:** We'll be patient and kind to ourselves.
 - **Fun and laughter:** We take this seriously but not too seriously; let's enjoy our time together.
- **Surveys and Assessment:** Participants will be asked to complete an entry survey and an exit survey.



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Calendar of Learning (Approximate Timeline)

When	Activity	Estimated Time
Week 1	Entry Survey	30 minutes
	Session 1: Leadership Intensive	6 hours
Week 2	Office Hours (optional)	1 hour
Week 3	Session 2:	2 hours
Week 4	Session 3:	2 hours
	Office Hours (optional)	1 hour
Week 5	Session 4:	2 hours
Week 6	Conference Panel	75 minutes
	Exit Assessment and Feedback Survey	30 minutes

Estimated Cost to Participate

**Pricing subject to change*

- **Members: \$150**
- **Non-members: \$300**

***Includes registration to the Idaho Nonprofit Conference for no extra charge.**

The value of this program – over 15 hours of development and coaching – retail for approximately \$4,000 per attendee.

Certificate of Completion

Participants will receive a certificate of completion upon graduation from the program. Graduation is dependent on each participant completing the items listed in the program expectations.



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July 2026										
SUN	MON	TUE	WED	THU	FRI	SAT				
						1	2	3	4	
					4 th of July Observed	4 th of July				
	5		6		7	8	9	10	11	
	12		13		14	15	16	17	18	
		Leadership Intensive								
	19		20		21	22	23	24	25	
	26		27		28	29	30	31		
		Session #2			Office Hours (Optional)					

August 2026										
SUN	MON	TUE	WED	THU	FRI	SAT				
									1	
2		3	4		5	6	7	8		
		Session #3								
9		10	11		12	13	14	15		
		Session #4								
16		17	18		19	20	21	22		
						Office Hours (Optional)				
23		24	25	26	27	28	29			
		Conference:	Conference: Leadership Panel							
30		31								