

**NEW SECTOR**  
ALLIANCE

# New Sector Alliance

## Leadership Longevity Fellowship

### Program Overview: 2024-2025 National Cohort

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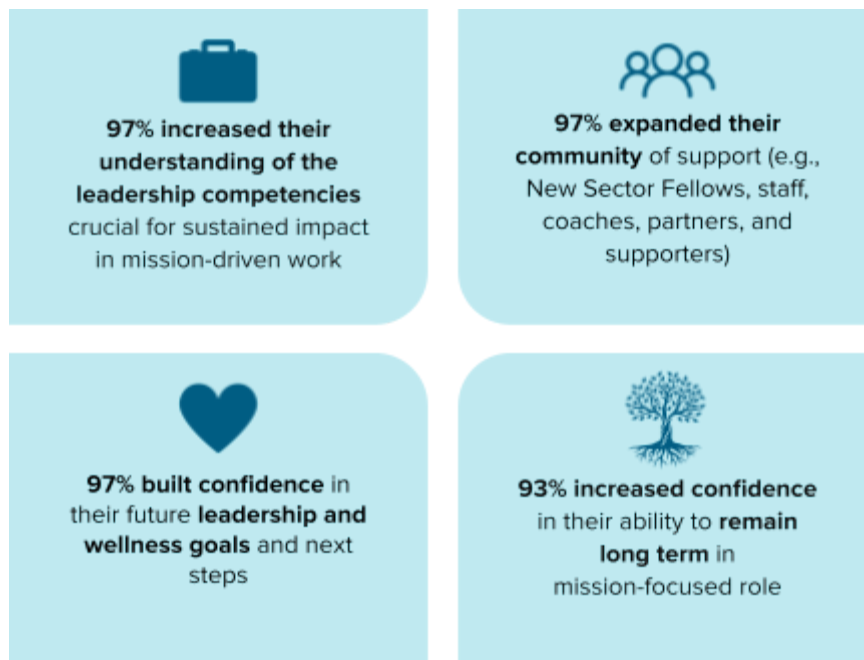
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## Why Focus on Leadership Longevity?

Although it has become a norm for private sector companies to offer perks and programs to support executive and employee well-being and leadership development, mission-driven leaders and their employees often do not have access to such resources. Research shows that 68% of nonprofit leaders are somewhat or very concerned about burnout,<sup>1</sup> and that 50% of nonprofit workers are currently burned out or in danger of burning out.<sup>2</sup> This means that over half of the people who drive our nation’s third-largest employment sector are struggling to sustain a long-term career.<sup>3</sup>

The underinvestment in employee well-being and leadership development is impacting mission-driven organizations and the communities they serve in devastating ways. In a recent nationwide survey, over 50% of nonprofits reported that stress and burnout negatively impact their ability to recruit and retain employees. Three-quarters reported job vacancies - 52% more vacancies now versus before the COVID-19 pandemic - and nearly three out of ten (28%) reported longer waiting lists for services.<sup>4</sup> This is coupled with a worsening leadership deficit as the U.S. baby boomer generation hits “peak 65” in 2024, and we experience the greatest retirement surge in our nation’s history.<sup>5</sup>

Based on this data and our experience as a cross-sector leadership development pioneer over the past 20+ years, New Sector Alliance sees an urgent need for more investment in the well-being, leadership development, and sustainability of our nation’s committed, mission-driven workforce. New Sector’s Leadership Longevity Fellowship is an innovative new model for addressing this need. Launched in early 2023, the fellowship has successfully gathered together three cohorts to date, with the following results:





Building on these successes, we are eager to welcome our next national cohort to begin in September 2024. The 2024-2025 National Leadership Longevity Fellowship will select up to twenty mid-career mission-driven leaders from 501(c)(3) nonprofit, government, or social or environmental purpose for-profit entities across the U.S. to join a year-long program. The fellowship consists of two four-day in-person retreats, bi-monthly (2x/month) virtual sessions, and 1:1 and group coaching. We will also run a more compressed 2024-2025 pilot program in Greater Boston, selecting mid-career Boston area leaders to test a local model. Both cohorts will unite with broader members of the New Sector community at the New Sector Leadership Longevity retreat outside of Boston from July 31 - August 3, 2025.

## About New Sector Alliance

New Sector Alliance is a lean, adaptive 501(c)(3) nonprofit that has been empowering talented, mission-driven, emerging and established leaders and organizations since 2001. Our history includes:

- Pioneering a volunteer *Case Team model* to deploy teams of students to complete capacity-building projects for nonprofits, addressing real-world problems,
- Scaling our year-long *Residency in Social Enterprise (RISE) and Summer Fellowship programs*, in partnership with AmeriCorps and the Institute for Nonprofit Practice and
- Creating our *Designing Your Success* program to help mission-driven organizations foster a growth mindset and enhance career resilience within their teams and communities.

To spearhead these programs, New Sector has bridged the divide between sectors by leveraging talent and other resources from prominent corporations, such as Accenture, Bain, The Boston Consulting Group, Google, IDEO, and McKinsey, alongside leading academic institutions like Harvard and Stanford. Our goal in engaging cross-sector partners is to collaboratively achieve impact goals that extend well beyond profit and the bottom line.

The New Sector Alliance philosophy is straightforward: mission-driven organizations engage in work that is complex, demanding, and requires highly skilled individuals who deserve robust support on their journey toward leadership and impact. Like the cathedral builders of centuries past, mission-driven leaders dedicate their lives to causes that often span many more lifetimes to achieve.<sup>6</sup> Addressing intractable systemic challenges such as climate change, economic inequality, and crises in education and health requires sustaining the mission-driven workforce with the necessary skills, mindsets, and connections to persevere as long-term leaders for transformative change. By nurturing



and expanding a network of dedicated, resilient, and skilled mission-driven professionals nationwide, New Sector is committed to building a brighter future for everyone.

**Program Overview**

The Leadership Longevity program is an intensive hybrid (in-person and virtual) experience that offers engaging programming and a carefully cultivated community of peers. The program consists of four key elements:

 <p><b>Building Relationships and Community:</b> Engage with a diverse cohort of mission-driven leaders to forge lifelong connections, share experiences, and support each other’s growth.</p>	 <p><b>Promoting Well-Being:</b> Understand the science behind well-being and learn practical strategies to maintain resilience and longevity in your leadership journey, supported by New Sector experts and peers.</p>	 <p><b>Leadership Development:</b> Understand core leadership competencies, including strengths and areas for development to enhance your leadership effectiveness and increase your impact.</p>	 <p><b>Short-Term Action and Long-Term Change:</b> Address complex global and local community challenges through both immediate actions and transformative, long-term change.</p>
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By leveraging science-based tools and a proprietary curriculum focused on sustainable long-term impact, the program offers a professional and personal growth framework and a trust-based, tightly-knit community dedicated to lifelong peer support and systemic change. It equips professionals straining under the weight of their mandates with actionable tools and resources to become more efficient, effective leaders; additionally, it deliberately integrates wellness and resilience strategies to ensure participants thrive in their pivotal roles over the long haul.

**Eligibility Criteria**

The 2024-2025 National Leadership Longevity Fellowship will convene up to twenty Fellows from across the United States to participate in a year-long experience alongside



one another. The 2024-2025 National Leadership Longevity Fellowship will support leaders who:

- Are employed full-time at a 501(c)(3) nonprofit, government, or social or environmental purpose for-profit entity
- Are mid-career, holding a mid-to-senior level position where they lead others and/or are responsible for administering a program or initiative
- Have a total of at least five years of full-time mission-driven work experience
- Reside in the United States

**All of the above criteria must be true for a candidate to meet eligibility requirements.**

#### **Who is not eligible for the 2024 - 2025 Fellowship?**

- Employees of private foundations focused primarily on grantmaking instead of operating foundations that create and execute programming in addition to grantmaking
- Employees at 501(c)(4) organizations
- Board members of an eligible organization who are not also an employee of that organization

#### **Selection Criteria**

Once the eligibility requirements above are met, Fellows will be selected based on the following:

- **Ability to wholeheartedly engage in all program commitments**, which are fully funded through the fellowship:
  - Travel for the kick-off retreat (**October 15-18, 2024, at Saguaro Lake Guest Ranch in Mesa, Arizona**)
  - Virtual bi-monthly Zoom sessions (see [program dates](#) below)
  - A **Fellowship Project** (see [details](#) below)
  - Travel for the wrap-up retreat and alumni gathering (**July 31 - August 3, 2025, in Greater Boston, Massachusetts**).
- **Program fit**, based on application and virtual conversation responses
- **Diversity of backgrounds**, including lived experience, type of role, type and size of organization, geographic region, demographics served, ethnic background, gender identity, educational background, and type of location served (urban/suburban/rural)
- **Willingness to provide feedback** on the program to support future program development
- **Sincere interest in actively participating in the New Sector Alliance Leadership Longevity alumni community**. Most alumni events are free webinars and/or in-person local gatherings organized by alumni themselves. New Sector also plans



to host an annual in-person Leadership Longevity retreat each summer. To participate in this retreat beyond summer 2025, alumni may cover their own costs, use professional development funds, or New Sector can provide a letter of recommendation or other endorsement so that you can request funding from another source (e.g., your local community foundation).

## Program Dates & Structure

The fellowship program encompasses the following elements:

EVENT	DATE	LOCATION
In-person opening retreat and kickoff	October 15-18, 2024	Saguaro Lake Ranch in Mesa, Arizona
Virtual workshops and peer-facilitated gatherings*	From <b>10 am to 12 pm Pacific</b> on the following Thursdays: <ul style="list-style-type: none"> <li>● September 26, 2024</li> <li>● October 31, 2024</li> <li>● November 14, 2024</li> <li>● December 5 &amp; 19, 2024</li> <li>● January 16 &amp; 30, 2025</li> <li>● February 13 &amp; 27, 2025</li> <li>● March 13 &amp; 27, 2025</li> <li>● April 10 &amp; 24, 2025</li> <li>● May 8 &amp; 22, 2025</li> <li>● June 5 &amp; 19, 2025</li> <li>● July 17, 2025</li> </ul>	Virtual, online
1:1 coaching**	Up to six 45-minute 1:1 coaching sessions, optional; scheduled with a coach directly	Virtual, online, or phone
Fellowship project	No later than July 17, 2025	Your organization/ community
In-person alumni retreat	July 31 - August 3, 2025	Greater Boston, MA

*\*Virtual sessions will be dedicated to the fellowship curriculum (both new content and application of previous content), small group conversations, peer coaching, and action planning. New Sector has an expert facilitation team - see [our website](#) for a preview. As part of their leadership development, Fellows play an active role in every session and serve as peer facilitators and coaches in many of the sessions.*

*\*\* Fellows can choose to connect with a New Sector program facilitator or executive coach for up to six 45-minute coaching sessions throughout the duration of the fellowship.*

## Fellowship Timeline at a Glance



## Fellowship Project

Leadership Longevity Fellows will gain new insights, self-awareness, and tangible leadership and well-being practices through participating in the program. The Fellowship Project is a way to put that learning into action for the benefit of others in each Fellows' organization or community.

Each Fellow will be tasked with delivering a presentation or facilitating a discussion about well-being or leadership practices that engages at least ten community members outside of their Leadership Longevity cohort. This may include colleagues within their own organization, participants from other organizations, professionals from their broader network, or peers in similar professional development endeavors. Fellows may work together if desired. Fellows are provided with presentation templates, expert-curated articles, practical facilitation tips, and support from the New Sector facilitation team. The





project is anticipated to require no more than ten hours outside the fellowship sessions to decide on the audience and topic, deliver the programming, and report back any outcomes or learnings from the experience.

Fellows will share their projects at the Leadership Longevity Fellows closing retreat in August 2025 and will be asked to document their audience, content, and outcomes in brief once they have been completed. By sharing their learnings, Fellows not only solidify their growth but also contribute to building a stronger, more supportive community of leaders committed to sustainable, long-term systemic change.

## Selection Process / Application

The Leadership Longevity Fellowship application process has two phases:

### Phase 1: Submit your Application - Due Monday, June 3, 2024 at 9:00 AM Pacific

The application is an online form with the following sections:

- **Section 1: Eligibility Screening** - This section will help you determine your eligibility for the Fellowship based on our [Eligibility Criteria](#).
- **Section 2: The Basics** - This section will ask for basic personal information and either a link to your LinkedIn profile or an uploaded resume/CV
- **Section 3: More About You** - This section will ask more about your background, including personal, professional, and past leadership development experiences, as well as any accommodations you may need in order to participate fully in the fellowship program.
- **Section 4: Short Answer Responses** - This section will ask you to respond to two short answer questions (500 or fewer words per question; see [Application Guide](#) for details).
- **Section 5: Commitments & Confirmation** - This section requests final confirmations regarding your ability to participate in all components of the program and to maintain confidentiality throughout the program.

The selection committee will review all applications and invite a subset of the candidates to a live, online conversation with up to three members of the committee. Invitations for the conversations will be sent via email by Wednesday, June 5, 2024. Conversation time slots are first come, first serve, so it is highly recommended that you reserve your preferred time as soon as you receive your invitation. Conversation scheduling will close at the end of the day on Friday, June 7, 2024.

### Phase 2: 25-minute Virtual Conversation - Various dates throughout June 2024

The virtual conversation will include the candidate and a panel of up to three people drawn from New Sector's staff, alumni, and supporter/funder network.



- **Part 1: Introductions** - Candidates and panelists will briefly introduce themselves.
- **Part 2: Short Answer Responses** - You will be asked to respond to three to four short answer questions. Individuals advanced to phase 2 will receive a preview of discussion questions.
- **Part 3: Candidate Questions** - You will have an opportunity to ask any questions about the program to the panel.

**Notification - Mid-July 2024** - New Sector Alliance will contact you via phone or email with our selection decisions. If selected, you will have one week to accept your fellowship offer verbally and until July 31, 2024, to complete the acceptance form.

For more information, please refer to the following documents:

- [Application Guide](#)
- [Frequently Asked Questions \(FAQs\)](#)

## Endnotes

<sup>1</sup> Buchanan, P., Broder, L., & Im, C. (2023, June). "State of Nonprofits 2023: What Funders Need to Know." The Center for Effective Philanthropy. Retrieved from

[https://cep.org/wp-content/uploads/2023/06/NVP\\_State-of-Nonprofits\\_2023.pdf](https://cep.org/wp-content/uploads/2023/06/NVP_State-of-Nonprofits_2023.pdf)

<sup>2</sup> Jayasinghe, T. (2021, July 8). "Avoiding Burnout and Preserving Movement Leadership." Nonprofit Quarterly. Retrieved from

<https://nonprofitquarterly.org/avoiding-burnout-and-preserving-movement-leadership/>

<sup>3</sup> Schatteman, A. (2020, May 28). "The Nonprofit Sector is an Economic Engine." Northern Illinois University Center for Nonprofit and NGO Studies. Retrieved from

<https://nngo.news.niu.edu/2020/05/28/the-nonprofit-sector-is-an-economic-engine/>

<sup>4</sup> National Council of Nonprofits (2023). "2023 Nonprofit Workforce Survey Results: Communities Suffer as Nonprofit Workforce Shortage Crisis Continues." Retrieved from

<https://www.councilofnonprofits.org/nonprofit-workforce-shortage-crisis>

<sup>5</sup> Stanley, A. (2023, August 10). "Baby Boomers Are Hitting Peak 65. What It Means For Retirement Planning." Investor's Business Daily. Retrieved from

<https://www.investors.com/etfs-and-funds/retirement/retirement-planning-reckoning-arrives-as-baby-boomer-generation-hits-peak-65/>

<sup>6</sup> Shore, B. (2001, November 13). *The Cathedral Within: Transforming Your Life by Giving Something Back*. Random House, Inc.