

NGO Leadership Transition Fellowship Program (LTFP) In Africa

ARNOVA and AROCSA, in partnership with the Ford Foundation, have established the NGO **Leadership Transition Fellowship Program (LTFP) in Africa**.

Objectives

The objectives of the LTFP in Africa are to:

1. Contribute to the process of establishing a **supportive infrastructure** for **leadership transition** within the NGO movement in Africa.
2. Promote the creation of **leadership spaces** for the next generation of leaders in African civil society to grow and strive.
3. Increase the **documentation of leadership experiences/reflections** and renewal processes within civil society in Africa.

Timeframe

This program will start in September 2018 and end on November 30, 2018

Fellowship Activities

- I. Leadership Succession Planning Retreats: ARNOVA will organize a two-day retreat in the US in September to enable better understanding of each fellow's transition needs, what stage they and their organizations are, in thinking and planning for their transition, what sort of host institution/program would suit their needs and agreement on timing and output of the fellowship. The retreat would also enable creation of peer learning and mentoring community within each LTFP cohort that would hopefully enable them to support one another through difficult times in their transition plan. The program will end with AROCSA organizing a three-day retreat in Africa to capture lessons learned, plan next steps and connect with academic institutions in Africa.
- II. Semester-long fellowship placements at Indiana University Lilly Family School of Philanthropy and School of Public and Environmental, which would serve as host institutions. Each fellow will be assigned a faculty mentor at the host university to assist research, publication and networking. The engagement of the fellows while on the LTFP would include:
 1. Facilitated research.
 2. Reflections on leadership experiences and a Personal Action Plan, and what they plan to do after the fellowships.
 3. Writing of publishable material on a topic of their choice about their leadership experience.
 4. Organizing of at least one seminar on a topic of their choice with students and faculties of the host institution, where they would share their experience amongst others.
 5. Possible co-teaching of a course with faculty at the host university.
 6. Regional report-back seminar: At the end of the fellowship program and after returning to their countries, AROCSA and ARNOVA organize a feedback and experience-sharing seminar, where all the fellows will be invited to present their learning experiences in panels and take questions

from an intergenerational and cross-sector audience comprising leaders in the social sector. These presentations may take place during the AROCSA Annual Conference. The panel sessions and publication of their written pieces would mark the end of each cycle of the fellowship program.

7. Mentorship: For a year after the fellowship, the Fellow will commit to adopting a mentee, or serve a CSO in an advisory capacity so that there is transference of knowledge and provision of support. This structured mentorship program can be applied to an existing mentorship relationship or CSO advisory role.

Financial Support

- I. Stipend: Fellows will receive a \$15,000 stipend for the fall semester at a US university.
- II. Economy class return ticket from home country to the US for the semester at US university.
- III. \$1000 travel funds to attend the AROCSA conference in July 2019.
- IV. Costs related to attending the two retreats in the program.

Eligibility

- I. Executive Director of an NGO in Nigeria, Ghana, Senegal, Gambia, Liberia and Sierra Leone.
- II. Approval from the board to take a sabbatical from work from September - November 2018.
- I. Eligible to receive a J1 visa to the United States. Once an offer is made, participation may not be deferred.

Required Outcomes

- II. Attendance of the pre- and post- retreats.
- III. Residential placement in a US university during the Fall 2018 semester.
- IV. Written Personal Action Plan.
- V. Publishable chapter on a topic of their choice about their leadership experience. The chapter must be between 5,000 – 7,500 words including references.
- VI. Organizing of at least one seminar on a topic of their choice with students and faculties of host institution where they would share their experience amongst others.
- VII. Possible co-teaching of a course with faculty at the host university.

Application Process

Applicants are required to apply for the Fellowship through the electronic application on the ARNOVA website. Applications must include the following:

- I. Completed electronic application forms
- II. Copy of current passport (for participant, and any dependents travelling to host site)
- III. Curriculum Vitae
- IV. Two letters of recommendation (including one from the NGO Board Chair indicating that the board is aware and approves of the applicant's participation in the fellowship)
- V. 3-5 page (double space, 12pt font with one inch margins) personal statement that includes, but not limited to, the reason for participating in the fellowship and anticipated fellowship objectives that the applicant seeks to achieve

Application Timeline

May 1, 2018 5:00 PM EDT	Application deadline (all materials must be submitted by this time)
May 15 – 30, 2018	Skype interviews
June 15, 2018	Inform successful applicants
July 15, 2018	Applicants to confirm participation in program

Organizational/Institutional Profiles

ARNOVA

Established initially in 1971 as the Association of Voluntary Action Scholars (AVAS), the organization was renamed the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) in 1991. In recent decades, the association has played a key role in expanding research and teaching about the practices and traditions of voluntarism, philanthropy, and nonprofit organizations.

ARNOVA's mission is to be a "leading interdisciplinary community of people dedicated to fostering – through research and education – the creation, application, and dissemination of knowledge on nonprofit organizations, philanthropy, civil society, and voluntary action." ARNOVA's membership comes from a broad range of academic disciplines, including sociology, political science, economics, history, law, and many others. While about three-quarters of ARNOVA's members identify themselves as academics, the remaining one-quarter self-identify as nonprofit practitioners. Nearly one-third of ARNOVA's membership and conference attendees live outside the United States. The association's scholarly journal, *Nonprofit and Voluntary Sector Quarterly*, is the leading peer-reviewed journal in the field. In addition, its annual conference hosts around 700 scholars, practitioners, and policymakers to present over 400 research papers. ARNOVA's website address is www.arnova.org.

AROCSA

The Association for Research on Civil Society in Africa (AROCSA) seeks to create a platform for meaningful engagement of scholars and researchers, practitioners in civil society, business and policy makers, and other stakeholders, with the goal of knowledge generation and dissemination on civil society by African scholars and practitioners, reflecting global excellence standards and propelling development on the continent.

AROCSA was founded in September 2015 in Accra, Ghana, under the auspices of the Association for Research on Non-Profit Organizations and Voluntary Action (ARNOVA) and with support from Ford Foundation, to promote and advance a community of excellence in research and practice on civil society in the service of African development.

There are multiple, stand-alone efforts to encourage research and knowledge-sharing on the 'third sector' globally, and this is evident in the existence of various organizations, conferences, academic journals etc. in various parts of the world. In Africa, the contemporary complexities of governance and relationships between sectors – public, private, non-profit, and academia -- has led to the rise in the relevance of civil society and the citizen sector in general. It is therefore crucial to have a continent-wide organization that will serve as the bedrock of advancing knowledge and practice in the area of civil societies in Africa. This is why AROCSA was set up.

AROCSA expects to operate in the five areas listed below:

- The creation of a **fund** to support research and scholarship on civil society in Africa
- An annual **conference** bringing together scholars and practitioners for networking, learning, and skills-building
- A regional **academic journal** focused on African civil society
- **Fellowships** for doctoral students and civil society professionals
- **Training** for scholars and civil society organization (CSO) staff on applied research methods and evidence-based work.

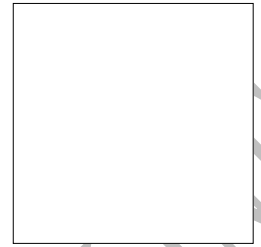
NGO LEADERSHIP TRANSITION FELLOWSHIP PROGRAM (LTFP)
COMPLETE ONLINE AT WWW.ARNOVA.ORG/LTFP

First Name: _____

Last Name: _____

Telephone: _____

Email Address: _____



Residential Address: _____

Mailing Address: _____

Country: _____ Zip Code: _____

Country of Citizenship: _____

Gender: (Please tick)

Female

Male

Marital Status:

Single

Married

Divorced

Widowed

Separated

Date of Birth (DD/MM/YYYY): (____/____/____)

Title:

Mr.

Mrs.

Ms.

Dr.

Prof.

Highest Degree Obtained:

Doctorate

Master's

Bachelor's

Diploma

Name of Organization: _____

Location (city and Country) of the organization

How old (# of years since it was founded) is the organization? _____

Position/Job Title: _____

Are you a/the Founder of the organization? ____ Yes ____ No

In what area in Civil Society does the organization work?: (Please tick (✓) all which apply)

- | | |
|---|---|
| <input type="checkbox"/> Arts and Culture | <input type="checkbox"/> Mentorship Opportunities |
| <input type="checkbox"/> Economics/Development Issues | <input type="checkbox"/> Policy Advocacy, Law |
| <input type="checkbox"/> Education (Adult Education) | <input type="checkbox"/> Society & Culture |
| <input type="checkbox"/> Environmental/Natural Resource | <input type="checkbox"/> Sports Recreation |
| <input type="checkbox"/> Faith /Religion | <input type="checkbox"/> Technology & Innovation |
| <input type="checkbox"/> Healthcare | <input type="checkbox"/> Any other _____ |

Spoken Language(s): _____

Employment Status (Please tick (✓) as applicable):

- Full time
- Part time/Consulting
- Retired
- In transition between career options
- Other _____

How many years (cumulative) have you been in active employment in the CSO Sector?

- | | | |
|--|--|---|
| <input type="checkbox"/> 0 - 5 years | <input type="checkbox"/> 6 - 10 years | <input type="checkbox"/> 11 – 15 years |
| <input type="checkbox"/> 16 - 20 years | <input type="checkbox"/> 21 - 29 years | <input type="checkbox"/> 30 years and above |

When do you plan to retire from active employment? (number of months/years from now) _____

What are some of your major plans you would like to pursue after you retire from active service? (Please tick (✓) all which apply)

- | | |
|--|---|
| <input type="checkbox"/> Relax and enjoy my retirement | <input type="checkbox"/> Pursue a government career/private sector |
| <input type="checkbox"/> Find active engagement - consulting | <input type="checkbox"/> Remain within civil society but different organization |
| <input type="checkbox"/> Teach in an academic institution | <input type="checkbox"/> I am unsure of the path I will pursue |
| <input type="checkbox"/> Pursue new and different interests (for example, set up a new organization) | <input type="checkbox"/> Other _____ |

What three key personal objectives or goals do you want to achieve as part of this program?

1. _____
2. _____
3. _____

Is there a particular US host institution that you are interested in as a host for your Fellowship? Please provide information on the institution (please note that your preference is not guaranteed)

Kindly share specific reasons why you would prefer this institution

Is there a particular host institution in your country that you are interested in as a partner for your Fellowship upon your return? Please provide information on the institution (please note that your preference is not guaranteed)

Name of Institution _____

Location (city and state) _____

Kindly share specific reasons why you would prefer this institution

In the space below, kindly indicate how and why this Fellowship would be beneficial to you. Bear in mind that this is a Leadership Transition Fellowship - how are you thinking about your transition, what concerns you, how can a program like this assist you in your transition?

Is the Board of your organization aware of your interest in this program?

___ Yes ___ No

Do you have the approval of your Board to take on this fellowship?

___ Yes ___ No ___ Discussions are ongoing

What key adjustments would your organization have to make in order for you to participate in this program? Would you be able to step away from the organization for the time required?

Kindly indicate your most recent experience in conducting research *(Please share what kind of research it was, when, where, any institutional affiliations, and the focus of the research)*

Are you eligible for a [J-1 visa](#) to the United States of America?

___ Yes ___ No ___ Uncertain/don't know

How did you hear about the LTFP?

- | | |
|---|--|
| <input type="checkbox"/> ARNOVA Website | <input type="checkbox"/> Word of Mouth |
| <input type="checkbox"/> AROCSA Website | <input type="checkbox"/> Social Media |
| <input type="checkbox"/> Another organization _____ | <input type="checkbox"/> Search Engine (for example, Google) |
| <input type="checkbox"/> At an event/Program | <input type="checkbox"/> Others (please specify) _____ |

Any comments, questions or concerns?

Emergency/Alternative Contact Person

Please give details on anyone we can contact in case of emergency

First Name: _____

Last Name: _____

Telephone: _____

Email Address: _____

EXAMPLE ONLY: COMPLETE ONLINE