OVERVIEW
The Bonfils-Stanton Foundation invests in people, organizations and ideas that elevate and enrich our community. Our experience has shown us that leadership is clearly the deciding factor in the effectiveness and success of nonprofit organizations. The Trustees of the Foundation established the Livingston Fellowship Program in 2005 in honor of long-time Trustee and former Chairman Emeritus, the late Johnston R. Livingston, to provide advanced learning and professional development opportunities to promising nonprofit leaders. It is our hope that by identifying and supporting executive leadership talent, we will strengthen the capacity of the next generation of leaders to influence and shape the future of the nonprofit sector in Colorado.

There are four primary criteria for selection of Livingston Fellows:
- Exceptional leadership ability and demonstrated success;
- Possess areas for professional leadership development or capacity building that would benefit from the opportunities afforded by participating in this fellowship;
- Exhibits a readiness to learn, and a sincere interest in professional and personal leadership development; and
- Promise for significant and unique leadership contributions to the nonprofit sector.

PURPOSE
The Livingston Fellowship awards are intended to recognize and strengthen the nonprofit sector by investing in the professional growth, development, and potential of its leaders, now and for the future.

Each year, the Foundation funds up to five awards of up to $25,000 each to public or publicly supported charitable 501(c)(3) organizations to support the professional development of an outstanding executive in the organization who either holds or aspires to hold a significant leadership role in the sector.

Recipients may use their fellowship awards to pursue formal and informal study, undertake research or writing projects, visit best practice sites, work with executive coaches, spend time with mentors and/or engage in other activities of their choosing that would enhance their ability to provide leadership that is bold, visionary, and that makes a significant impact in their field and/or community. Through the Fellowship Program, it is expected that these individuals will gain experiences and make contacts that position them to be effective change agents and thought leaders within the sector. On a periodic basis, current and alumni Fellows meet to share experiences and explore topics of mutual interest.
ELIGIBILITY

Leaders of Colorado, Front Range-based** 501(c)(3) arts, culture, humanities, youth development, human/social services, health, environment, and science organizations comprise the pool of potential candidates. The grantee organization cannot be classified as a community or private foundation. The candidate must currently be serving full-time in a senior-level, paid position with significant responsibilities for the programmatic and/or operational activities of the organization.

SELECTION PROCESS

A Selection Panel comprised of Colorado community leaders who bring a breadth of accomplishment and experience is convened to consider potential candidates from among the many nonprofit organizations throughout the front range. A group of finalists identified by the Panel are then invited to apply for the Fellowship Program. The application includes a resume, professional references, and responses to questions reflecting the candidate’s leadership philosophy and goals. The Board Chair of the applicant’s organization is requested to submit a letter of recommendation as well as provide assurances that the organization has appropriately planned for the applicant’s absence, that health insurance coverage and other benefits will be maintained, and that the organization will exercise appropriate oversight and record keeping for the Fellowship award. All materials should be received by 5:00 p.m. on the specified deadline. Acceptable forms of submission include mail, email, and hand delivery. Incomplete and/or late applications will not be considered.

A visit to the candidate’s workplace and an interview are conducted by an impartial individual or individuals selected by the Bonfils-Stanton Foundation. Recommendations are then forwarded to the Board of Trustees of the Bonfils-Stanton Foundation who make the final selections. Upon being notified of their selection, Fellows develop a two-year action plan and budget for review and approval by the Foundation.

QUALITIES FOR SELECTION OF CANDIDATES:

The primary criteria for selection of Livingston Fellows, as identified above, are:

- Exceptional leadership ability and demonstrated success;
- Possess areas for professional leadership development or capacity building that would benefit from the opportunities afforded by participating in this fellowship;
- Exhibits a readiness to learn, and a sincere interest in professional and personal leadership development; and
- Promise for significant and unique leadership contributions to the nonprofit sector.

Additional qualities for selection include:

- Has primary or significant leadership responsibility in the nonprofit sector in an organization in arts, culture, and humanities; youth development/education; human/social services; health; environment; or science;
- Has the expectation of serving at least 7-10 years as a leader in current organization, other nonprofit organizations, and/or in a position that would have considerable influence on the sector;
- Has qualities and attributes that others would identify as a leader with promise and potential to be a strong role model and opinion shaper within the community and with other nonprofit leaders;
Has an interest in developing a deeper understanding of self and purpose as a leader, a propensity to be an inquisitive learner, and a sense of urgency in challenging current thinking and assumptions;

Is committed to making significant contributions in advancing nonprofit practices and policies and in exploring new solutions to the complex challenges facing nonprofit organizations;

Is working in an organization that would fully support his/her participation in this program, that would have the capacity to manage during his/her absence, and that would provide opportunities for application of the knowledge and insight gained through the Fellowship;

Submits a plan for the use of the Fellowship resources that develops his/her capacity for an enhanced level of leadership within their organization and the nonprofit sector;

Has a willingness and desire to share with, learn from, and stimulate meaningful conversation with community leaders, including peers; this also includes participation in the growing peer network of Livingston Fellow alumni;

Can wisely integrate the two-year Fellowship experience with personal and professional commitments; and

Is not an employee of the Bonfils-Stanton Foundation, a Trustee of the Foundation, or a relative of any employee or Trustee of the Foundation.

**CHARACTERISTICS OF THE CANDIDATE’S EMPLOYING ORGANIZATION:**

- Is an established 501(c)(3) organization in Colorado’s Front Range** (not a community or private foundation);
- Fully supports the candidate’s application and has a plan for organizational management during the candidate’s absence;
- Guarantees all benefits and continues full-time employee status of the candidate during the Fellowship award period.

**OTHER REQUIREMENTS:**

Fellows will be required to submit periodic reports to the Foundation during the Program. Within three months of completion of the two-year Fellowship award period, a written final report is required. All reports will contain detailed records related to the activities conducted and the funds expended.

Fellows will agree to participate in periodic meetings with other Fellows during their Fellowship year and as “alumni.” These activities are intended to build on their experiences as Fellows and to foster continued exploration of issues and ideas of importance and concern to the nonprofit sector.

**Front Range Definition:** Fort Collins on the north, Aurora on the east, Pueblo on the south, and Boulder on the west.