Mill Cities Leadership Institute
“Leadership with a socially responsible heartbeat”

Application for MCLI Class of 2020
Be part of a transformative leadership experience!

MISSION: MCLI develops socially responsible leaders who through meaningful community engagement opportunities promote inclusiveness of diversity and establish environments that are supportive of all people. MCLI strengthens participants to make social change by becoming knowledgeable, skilled and confident to affect social change from a personal to a global perspective.

Every year MCLI enrolls a dynamic group of established and emerging leaders. Through the 10-month program, participants develop the power and confidence to address challenges of social responsibility in their workplaces and communities. Participants develop as leaders who have civic awareness, vision, and a broader network for action.

MCLI strengthens social responsibility in diverse groups of emerging and established leaders - who learn from Lowell, Lawrence and Haverhill to serve our region in new ways.

Information Packet for Applicants – Class of 2020
Participant Voices, Program Description & Calendar, Frequently Asked Questions, & Application
**MCLI VOICES:**

"MCLI has opened many doors and enlightened my social leadership awareness on the different issues we face today, not only as a community but the everyday leadership responsibilities. I am growing confident that I can make a difference in the life of many individuals."

**Carmen Diana, ’19 – Greater Lawrence Family Health Center, Lawrence, MA**

"I am a better leader and person because of MCLI."

**Gary Glennon, ’19 - Nobis Group, Lowell, MA**

It has opened my eyes to a lot of issues that I was aware of but did not take much responsibility for. The program and my classmates have revived the fire in me to be the best I can be for my community, family, and environment.

**Gloria Perez, Lawrence General Hospital, ’18 – Lawrence, MA**

“Lead with love, open-mindedness and bravery, everything else will work its way out. Be you!”

**Nelly Alba, ’19 - Youth Development Organization, Lawrence, MA**

“As leaders, it is important that we continue to educate ourselves each and every day. MCLI has shown me that this type of education does not come from exclusively reading a book. It’s about walking our neighborhoods, talking with our neighbors, understanding their problems and coming together to find solutions.”

**Michael Gallant,’19, Haverhill, MA**

**MCLI has truly been an eye-opening experience in terms of social responsibility. Far different than any other type of leadership program I’ve been part of, this experience has and will continue to mold my leadership development. Jessica Silva, ‘18, Enterprise Bank, Lowell, MA**

**MCLI hands you that spark that helps turn people into great leaders. Visiting, discussing, and interacting with so many organizations and leaders is unbelievable. You really engage with the community. Sameer Paya, ’18, Fishbrook Design Studio – Haverhill, MA**

When I started MCLI, my definition of leader was very narrow, limited to individuals already in leadership type roles. Never did I imagine that I would have the opportunity to learn from such a diverse group of passionate individuals. This experience has allowed me to grow as a leader by learning to listen. I’ve learned that many people have lots to offer, even though they don’t speak first. I’ve also learned to appreciate the diversity in our community and workforce. When a group all has the same background, skills and experiences the scope of what’s possible is very limited. When you introduce diverse voices to a conversation, the opportunities for truly meeting the needs of the community increase well beyond the effort required to gather those perspectives.

**Alfred Frugoli, ’18, CLASS, INC.**

**MCLI is a unique experience that provides the opportunity to engage with other professionals for long periods of time – and still want to get coffee with them later! Robert Reyes, ’18 - Lawrence YMCA**

MCLI allowed self-exploration and reinforced my ability to understand that I have come a long way. However, I still have the opportunity to contribute to the system of things from where I am now.

**Esther Albuquerque, Lawrence Working Families Initiative, ’18 - Lawrence, MA**

**MCLI challenges us to be a better version of ourselves, to become capable leaders. Sophea Sou, ‘18 UTEC – Lowell, MA**

**MCLI has been the perfect outlet to connect with an amazing and diverse group of leaders who share the same objectives: being more socially responsible and active members of our communities. Saimer Jimenez-Morales, Merrimack Valley Credit Union, ‘18**
What happens in MCLI?
MCLI meets in locations all around Lawrence, Lowell and Haverhill. Program Days mix site visits, learning activities and simulations, with lots of discussion in small and large groups. MCLI Mornings are seminars focusing on leadership projects and capacity-building. At MCLI Mixers in May and June, members of the class present their leadership projects, pitching to classmates, alumni, and members of the community who can provide feedback and advice.

How many people are in an MCLI class and the alumni network?
Every year MCLI enrolls about 30 new members. After our first eight classes, we have over 200 alumni.

Does MCLI engage alumni after graduation?
Yes. Alumni want to stay connected get to know other graduates. They have published an online directory to support communication across the network. Annual alumni activities include a one-day retreat in the fall, a dinner gathering on Martin Luther King Day, and an increasing variety of other social and community activities.

Who are the ideal candidates for MCLI?
Participants are often “rising stars” who want to contribute more to both their workplaces and the community. In order to benefit from the MCLI approach, candidates should be ready to “stretch” out of their comfort zones for learning, honesty, emotional intelligence, and new perspectives. They need to be able to manage their own participation, set personal goals, and take advantage of MCLI’s active, self-directed, experiential approach.

The program includes people from many sectors, levels, and careers. How does that work?
Participants all have different strengths, needs, and goals. When candidates apply, they identify goals for learning in MCLI. Supervisors can also identify goals for their employees. MCLI’s experiential style allows us to share experiences as a diverse group, but gain individual insights that help us address personal goals as leaders.

What companies participate in MCLI?
Over 110 businesses, nonprofits, and public sector agencies have sent participants to MCLI. To see the class lists from the first seven years of MCLI, visit the webpage: www.LawrenceCommunityWorks.org/mcli.

If I want to improve my ability as a manager and supervisor, will MCLI help me?
Yes. MCLI develops emotional intelligence that helps managers understand both the big picture of teamwork and also the nuances of working with diverse individuals. Alumni report that MCLI improves their management.

What sorts of projects do graduates undertake as leaders?
MCLI alumni undertake a wide range of projects. They have joined nonprofit boards, run for public office, created community events, and rallied neighbors to renovate local parks. They have helped workplaces increase diversity, expand volunteerism, and “go green.”

They have created businesses and programs such as Lawrence Bicicocina, Lowell Makes, and the Board Cultural Inclusion Program; two compost companies - OffBeet Compost in Lowell, and Roots Compost in Lawrence; The Foundation Mixer series to connect diverse professionals in Lowell; The Rogue community forum for civic awareness in Lawrence; “One Lap At a Time,” a weekend jog/walk for people dealing with substance abuse; the Kindred Project to strengthen communities of color in Lowell; a brown bag lunch series for development professionals; a community conversation circle to help people improve their Spanish; a mentoring effort for parolees; and a family-friendly community soccer series.

For more examples, see the Alumni News Flashes on our webpage: www.LawrenceCommunityWorks.org/mcli.

**What is the MCLI tuition?**
Tuition for the Class of 2020 is $3,500. Applicants can be sponsored by employers or another sponsor. Tuition is due at the start of the program, or it may be spread over payments between September 2019 and February 2020.

**Does MCLI provide any financial aid?**
Yes, MCLI is able to provide financial aid grants, especially to small businesses, local government agencies, and nonprofit organizations. Scholarship awards are made at the same time as admission and generally range from $500 to $1,750. Full scholarships are not possible.

**Special thanks to the sponsors of financial aid for the Class of 2019:** The Stevens Foundation, The Theodore Parker Foundation, Enterprise Bank, Greater Lawrence Family Health Center, North Reading Cooperative, Ipswitch, Accutronics, MassDevelopment, Merrimack Valley Credit Union, Northern Essex Community College, Univision, and the Class Gift from the Class of 2018.

**Can the Commonwealth’s Workforce Training Fund help with tuition?**
Yes! The Workforce Training Fund can reimburse employers for 50% of the MCLI tuition. Their Express Program helps employers provide training for employees, as long as the organization pays into the Workforce Training Fund and has 100 or fewer employees. Employers complete a short, on-line application to request grant funds for MCLI tuition. To find out more, visit www.workforcetrainingfund.org. MCLI can provide some additional information as well – please ask and we’ll send it to you.

For the late MCLI admissions cycle (due August 30) please apply to the Workforce Training Fund first, before the Fund’s August 02, 2020 deadline. If the candidate ends up not participating in MCLI, the Fund grant can be cancelled.

**How did MCLI come about?**
MCLI Co-Founder Todd Fry brought this model from Boston to the Merrimack Valley. The approach grew out of the LeadBoston program, which Todd directed for six years. The Institute was run locally by the Merrimack Valley Sandbox (now called EforAll) where Pavel Payano and Todd launched the Institute in 2011. With transitional support from the Deshpande Foundation in 2013, MCLI spun out from the Sandbox to Lawrence CommunityWorks. In the summer of 2018 Delia Durán-Clark takes over as MCLI’s new Executive Director!

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**Application for the Class of 2020**
1. **Resume and Personal Statement** – see description below
2. **Applicant Information Sheet** – the third page of this document
3. **Interview** – After you apply, MCLI will contact you to set up an interview with alumni and staff.

**RESUME**
Please send a resume outlining your career, education, service, leadership, awards, etc.

**COVER LETTER/PERSONAL STATEMENT**
Given its focus on social responsibility, MCLI seeks participants with different perspectives, careers, and life experiences. We want to know who you are, where you’re coming from, ways you would like to strengthen as a leader and innovator, and some ideas you have for projects to strengthen your workplace or community.

**IME COMMITMENT**
Everyone’s presence and participation are vital to the success of the Institute. **While we understand that emergencies can arise, participants who miss more than 15 hours should expect to withdraw.**
MCLI meets for one full day a month (8:30 am to 5:00 pm) from September to June
- The program includes three additional mornings (8:30 am– 12:30 pm)
- Two evening Mixers in May & June, 2020
- Overnight retreat in October, 2019
- One follow-up program day ten months after graduation
- Meetings take place at a variety of locations in Lowell, Lawrence & Haverhill.
- Participants are responsible for transportation among sites, and parking cost. Classmates often share rides. Carpooling is highly encouraged.
- **If a participant withdraws from the program or leaves his/her current employer during MCLI, no portion of the tuition will be refunded.**

**PROGRAM DESCRIPTION:** MCLI’s powerful experiential approach empowers participants to address challenges of social responsibility in their workplaces and communities. MCLI goes beyond classroom walls to develop leaders who have awareness, vision, confidence, and a broader network for action! Leadership has many varieties and requires many abilities. If you participate in MCLI, the program will challenge you to:

**Practice** soft skills of emotionally intelligent leadership:
- Network and build relationships with professionals from different sectors
- Listen, reflect, and question in order to build understanding
- Work collaboratively with diverse teams
- Persuade and influence others to understand your perspective and vision

**Deepen** insight into social responsibility:
- Visit sites of social innovation and impact around Lowell and Lawrence
- Engage local leaders and learn from their approaches
- Analyze civic issues and understand their interconnections
- Learn from life experiences that are different from your own

**Generate** new initiatives and solutions:
- Identify opportunities for impact in your workplace and community
- Innovate on current practices and build inclusive, responsible approaches
- Practice persuasion by presenting your leadership projects at MCLI Mixers
- Continue developing your projects and yourself through the MCLI alumni net

**PLEASE ADDRESS THE THREE FOLLOWING QUESTIONS IN A PERSONAL STATEMENT OF 1-3 PAGES:**
1. Describe some experiences that tested your abilities as a leader or innovator – preferably one at work and one as a volunteer. How did you respond to those challenges? Given those experiences, how do you think MCLI can help you develop?
2. Do you have ideas for any projects or new approaches that could improve your community or the social responsibility of your workplace? How do you think MCLI could help you move forward with those ideas?

3. How does your personal background influence your point of view? You are welcome to share any aspect of your background, such as your cultural, ethnic and or racial identification, disabilities, religious affiliation, GLBT identity, family experience, etc.

APPLICANT'S SIGNATURE____________________________________ DATE: _____________________

EMPLOYER SUPPORT AND SIGNATURE:
This applicant has my approval to participate in the MCLI Class of 2020. Our organization will support the applicant with a non-refundable tuition payment of $____________ and related time away from the workplace. We have discussed the applicant’s interest in MCLI. Here are the ways I hope MCLI will help him/her develop:

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

__ (You may attach longer comments.)

Name: ____________________________________ Title: ________________________________

Email: ______________________________________________________________________________

Title: ___________________________ Phone:__________________________________________

Employer’s Signature: __________________________________________ Date:______________________

Thank you for your interest in Mill Cities Leadership Institute.

MCLI Class of 2020!

Delia Duran-Clark

ddurant-clark@lawrencecommunityworks.org

978-722-2600
APPLICATION NAME: ____________________________________________________________
Date or Birth (Month/Date): ______________ We acknowledge everyone’s birthday at the beginning of each Program Day.
Home Address: ________________________________________________________________
City: _______________________ Zip: __________________ Cell Phone:_________________
Email: ________________________________________________________________________
How did you hear about MCLI?____________________________________________________

EMPLOYMENT:
Title/Position: ______________________________ Employer:__________________________
Work Address: _________________________________________________________________
City: _______________________ Zip: __________ Work Phone:_____________________
Work Email: ___________________________________________________________________

Is your employer financially supporting your participation in MCLI? □Yes □No

REFERENCES:
1) Name: _____________________________________ Title: __________________
Work Phone: ___________________ Employer: _______________________________________
Work Email: ___________________________________________________________________

1) Name: ______________________________________________ Title: __________________
Work Phone: ___________________ Employer: ________________________________
Work Email: ___________________________________________________________________

TUITION:
Tuition for the MCLI Class of 2020 is $3,500. Applicants can be sponsored by their employers or another sponsor. If you are accepted to the Leadership Institute, your sponsor will be billed accordingly, and payment should be received at the start of the program. Payment may also be spread over several months (September – February). Financial aid will kick in from March to June.

☐ Would your organization prefer a payment plan? ☐Yes ☐No
Scholarship grants are made along with admission, and usually range from $500 to $1,750.
☐ Does your sponsor need financial assistance? ☐Yes ☐No
If yes, what amount of financial assistance do you request? __________________________
☐ Will you apply for tuition support from the State Workforce Training Fund? (See FAQ) ☐Yes ☐No
If you need further information please contact: Delia Durán-Clark
Executive Director

First day or program for class of 2020: September 19th, 2019!

Applications received will be considered on a first-come basis.
Interviews are required to complete the process.

Submit your application by email, in person or through the post office!

Mill Cities Leadership Institute
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“Leadership with a socially responsible heartbeat”
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