

NLN Leader Letter of Commitment

This contract was sent to leaders after they were accepted into the network. Our goal was to set expectations for how to show up and co-create a container that would enable deep work, as well as the time commitment outside the actual trainings.

Caminante, no hay puentes, se hace puentes al andar. Voyager, there are no bridges, one builds them as one walks. — Gloria E. Anzaldua

When I dare to be powerful, to use my strength in the service of my vision, then it becomes less and less important whether I am afraid. — Audre Lorde

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has. — Margaret Mead

We are so pleased to confirm you as a member of the Irvine New Leadership Network!

The James Irvine Foundation created the Irvine New Leadership Network (NLN) as part of its mission to expand opportunities for the people of California. The Irvine New Leadership Network brings together diverse emerging leaders across issues, sectors, cultures and generations to connect, collaborate, innovate and build a new understanding of the possibilities for our county.

You have been selected for Cohort 4 of the NLN. We deliberately put you with this group of amazing leaders believing that *this* whole will be much greater than the sum of its parts. A key outcome of your involvement in the NLN is greater awareness of the power that people with diverse perspectives can have on big, complicated social systems. One thing we know you have in common is that you all care deeply about what our county can become. This common passion is a great starting point for our conversations together.

This letter of commitment details what you can anticipate from the program and what will be expected of you by us, the facilitation team, as well as by your peers in the cohort. Our vision is that this initial four months of intensive engagement will begin a

long connection between you and your cohort peers. And, as a member of NLN, you will also come to know the bigger network of leaders (known as Cohorts 1 and 2 and 3) whom we believe will drive significant change across Stanislaus County.

Terms of Commitment

As an NLN Leader, you commit to three multi-day convenings over the four months (dates below). Each convening includes training from experts and seasoned facilitators, peer learning, dialogue and hands-on collaborative work. Between convenings, you should be prepared to spend time with your fellow cohort members on team projects designed to advance network goals. We estimate about four to six hours of work outside of each convening.

After you complete the first six months in the network, we anticipate that you will walk away with a greater sense of connection to others and greater clarity about what your leadership can be. Hopefully, that's just the start. Our dream for possible outcomes includes:

- A sense that you are not alone in your dreams for what can be in and for this county
- A profound and more nuanced understanding of the opportunities and challenges facing our county.
- Personal and professional transformation of your leadership style and capacities
- A deeper understanding of how to build collaborative teams around complex issues
- Tools for working with and across differences and a deeper understanding of your commitment to equity
- An understanding of how to activate your peers and help them step into greater leadership
- A sophisticated toolbox around common leadership challenges

In accepting this fellowship opportunity, we are asking you to agree to:

1. **Participate fully in the NLN trainings, which includes attending all nine days of the leadership retreats** (dates listed below). These trainings are designed to build on one another, and it is easy to fall out of step with your peers if you are not in the room. We need you physically present to achieve our and your desired outcomes.
- 2 **Make NLN a priority**, especially during the first six months of your work with us. Attend social gatherings for the network and be present for your team between the convenings. After your initial training is over, help us continue to create

connections with you and for you in the community. This includes embracing the larger network in your work in the community.

- 3 **Help the NLN facilitators illuminate your work, the work of your peers and the work of the network.** From time to time we will ask you to fill out a survey or participate with us in key meetings with other leaders from the community. Think hard about how to continue to tap into the network to bring more nuance and diversity to the tables you sit at. Shed light on the work of your peers. Promote bigger conversations about the issues that matter.
- 4 **Bring your boldest self.** We will be co-creating a learning community in which you will feel fiercely supported. You and your fellow leaders will also be called forth to think, act and imagine beyond your comfort zone in service of your individual and collective impact on Stanislaus County. We see you, we believe in you, and we will be challenging you to move forward together.

We are delighted to have you as part of the Irvine New Leadership Network.

-- The NLN facilitators

Acceptance

I, _____ (print name), agree that by accepting my admission to Cohort 4 of the Irvine New Leadership Network, I commit to complete the program in its entirety, including the above stated obligations, barring unexpected circumstances. If unexpected circumstances arise, I will alert the NLN facilitation team right away and work with them to develop a new plan for my participation.

Fellow Signature

Date