



ICAA Emerging Leaders' Institute for Training and Excellence (ELITE) 2024 Application Form

The Iowa Community Action Association Emerging Leaders' Institute for Training and Excellence (ELITE) welcomes your application. Please complete all sections of this form, as applicable, and attach the required responses to essay questions along with your recommendation form. The recommendation form must be completed by a person within the applicant's Community Action Agency.

Email the completed application, short essays and recommendation form to Tiffany Keimig at tkeimig@iowacaa.org by 5:00PM on January 12th, 2024.

Cost: \$100 for ICAA Members; \$150 for nonmembers. ICAA will notify applicants and invoice agencies following the application review process.

Please note all classes will be held via Zoom from 10AM-11:30AM CST on the following Thursdays:

February 8th & 29th, March 21st, April 11th, May 2nd, and June 13th

ELITE Graduates will be recognized at the ICAA conference in July

Participant Name: _____

Participant Agency/Organization: _____

Position/Role: _____

Number of Years in Position: _____ Number of Years with Agency: _____

If you supervise other employee(s), how many: _____ E-mail Address: _____

Work Phone: _____ Cell Phone: _____

It is important for each participant to embark on this process fully committed to the program and to their peers. Participants must be employed at a Community Action Agency or affiliate in order to be in ELITE. In order to accomplish the objectives of the Emerging Leaders' Institute for Training and Excellence, attendance at online ELITE classes is expected and participation in ICAA's Conference is encouraged. Please return with your signature formally affirming your commitment to participate in this process.

If selected, I am fully prepared to be an active participant and devote the time and effort required to complete the program. My signature below indicates I understand the requirements for participation in the ELITE program and have completed this form to the best of my knowledge.

Candidate's Signature: _____ Date: _____

Supervisor's Signature: _____ Date: _____

Executive Director's Signature: _____ Date: _____

Essay Questions

Please respond to each question below. **Limit responses to no more than 200 words per question.**

1. Briefly describe your experience in Community Action.
2. Why are you interested in ELITE at this point in your career?
3. When have you had a leadership opportunity? What did you learn from that opportunity?
4. ELITE participants will benefit from exposure to a wide-range of perspectives. What contribution, either in terms of unique experiences or special skills, would you bring to the process that would enrich and inform others?
5. Think of a current or past leader in any field of endeavor whom you admire. What leadership qualities or characteristics of theirs have influenced you?
6. Please describe ways that you have personally been involved in your community (i.e. place of worship, school, community service, civic organization, etc.)
7. What qualities do you think will be important in future Community Action leaders?

Iowa Community Action Association
Emerging Leaders' Institute for Training and Excellence
Recommendation Form

The **Iowa Community Action Association Emerging Leaders' Institute for Training and Excellence (ELITE)** is designed to prepare individuals for current and future leadership roles by providing a program of study centered on critical leadership skills and topics. This recommendation form must be completed by a person within the applicant's Community Action Agency.

Your recommendation is an important part of the candidate's application. The **Iowa Community Action Association** is interested in your assessment of the applicant's past achievements as well as future potential.

Applicant's Name: _____

Recommender's Name: _____

Recommender's Signature: _____ Date: _____

SECTION I: Please rate the candidate on the following dimensions:

Dimension	Below Average	Average	Above Average	Outstanding	Unable to Assess
Leadership Ability					
Leadership Potential					
Interpersonal Skills					
Maturity					
Initiative/Motivation					
Level of Commitment					

SECTION II: Please write a brief recommendation for the candidate below. Feel free to continue on a second page if necessary.

Please return the completed form to the candidate. The candidate must submit this form by 5:00pm, January 12th, 2024 to tkeimig@iowacaa.org.