



The INN Emerging Leaders Council (ELC) is a dynamic cohort experience designed to identify, connect, coach and retain the diverse leaders who will innovate and grow in the nonprofit news field over the next 10 years. In 2024 the program begins in late May and wraps in October with a final presentation.

The Emerging Leaders Council provides participants with:

- Individualized skills-building coaching as they complete a project for their news organization.
- Executive coaching with their cohort to boost their leadership knowledge and peer connections across the field.
- An invitation to INN's Leadership Summit on June 10, 2024, a one-day gathering ahead of INN Days for the current ELC cohort and alums from all years.

Ready to learn more about our philosophy behind the ELC and Leadership Summit? [Try this: Supercharge leadership through community](#)

People who have benefited from the program include those rising into executive leadership positions for the first time; experienced leaders who are new to nonprofit news; and leaders at small and midsize nonprofit news organizations who want to expand their skill set and forge connections across the field. [Meet the ELC alums.](#)

This year, projects should focus in one of four areas:

- Succession planning
- Board development
- Building operational practices
- Advanced revenue generation and fundraising

Here are a few examples of what work in these categories could look like.

Succession planning: You are the ED of an INN member organization and your organization needs to create or substantially update emergency and/or planned succession documentation.

Board development: You are the ED of an INN member organization and you want to increase your board's engagement and governing capacity.

Operational practice: You are an executive and/or operations leader in an INN member organization and you want to set up or overhaul an organizational practice. This allows for a wide range of projects, for example, setting up more supportive onboarding practices, establishing and tracking DEI metrics or improving collaboration workflows in your organization.

Revenue generation and fundraising: You are an experienced fundraising professional (perhaps transitioning into nonprofit news) working to grow or refine your expertise.

Eligibility: This program is for full-time staff at INN member news organizations. If your organization is led by volunteers and has no full-time staff then the volunteer executive director



or publisher is eligible for the program. Organizations that have previously participated in the program are not excluded from applying, though we do consider previous participation because we want to share the benefits of the program across a wide range of INN members. One nomination per organization, please.

Criteria: We seek professionals with demonstrated commitment to public service and communities who are innovative in their work and willing to share their knowledge and experience across the INN network. Proposed projects should clearly define the positive impact this work will have on the INN member organization's sustainability and the participant's leadership skills.

Process: This is a two-part application. PART 1: Potential participants must be nominated by their Executive Director/CEO, or if they themselves are the executive director of an organization, nominated by their board chair. In this section of the application, we hope to learn what makes this candidate an outstanding leader of the nonprofit news field. PART 2: This is a project-based program, and in the second section potential participants pitch their ELC project and define how this project will benefit their organization and advance their overall leadership skills.

Timeline: Applications open February 15 and close March 15. Applicants will be notified of selection by March 20, 2024. [APPLY HERE.](#)

Questions? Sign up for office hours with Sara Shahriari, INN's director of leadership and talent development. [Leadership & Talent Development Office Hours](#)