



PIPER FELLOWS PROGRAM

**SABBATICALS TO BUILD
NONPROFIT LEADERSHIP AND
ORGANIZATIONAL EXCELLENCE**

The Piper Fellows program acknowledges the never-ceasing demands of nonprofit leadership and provides opportunities for leaders to retool, refresh, and renew their skills.

Sabbatical Piper Fellowships provide nonprofit professionals with financial resources for a professional development sabbatical. A sabbatical allows work-release time and can be taken all at once or divided into several smaller projects or programs. Candidates are encouraged to explore educational and professional programs and best practice sites across the country.

Six Fellowships Each year the program offers six fellowship awards of up to \$30,000 each to support the professional development of outstanding leaders of 501(c)(3) nonprofit organizations serving Maricopa County. Strong candidates for a Piper Fellowship are in leadership roles of nonprofits making a significant impact in the community.

Staff and Board Development Recognizing the need to stimulate learning and exploration throughout a Piper Fellow's organization, the Trust provides \$10,000 to each Fellow's organization to support professional development for the staff and board.

Organizational Award Piper Fellows are also eligible to apply for a Piper Fellows Organizational Enhancement Award—a \$50,000 grant (maximum) to support a project that addresses a major opportunity or challenge facing the organization. Fellows may apply for this award at any time during their fellowship year or up to six months after completion of their fellowships. A Fellow must indicate how his/her fellowship connects to the request for this organizational grant. The application process does not disqualify an organization from applying for a competitive grant during the year in which an Organizational Enhancement Award is funded.

Qualified Organizations The candidate's employing organization must be a 501(c)(3) nonprofit that has provided services primarily within Maricopa County for at least 10 years* in human services, health, education, arts and culture, or religion. The employing organization must:

- Fully support the candidate's request for leave to participate in the Piper Fellows program and submit a work plan for organizational management during the candidate's absence and upon the candidate's return.
- Guarantee all salary and benefits and continue full-time employee status of the candidate during the period of leave.
- Be able to sustain regular operations during the candidate's absence.

Candidates Leaders who have significant responsibilities for a nonprofit organization serving Maricopa County in the areas of human services, health, education, arts and culture, or religion may apply. Employees of organizations classified as private foundations under Section 509(a) are not eligible. A candidate for the Piper Fellows program should:

- Be an outstanding leader who has a demonstrated track record of leadership within the organization and service to the community.
- Be responsible for a significant level of management of the organization's programmatic or operational activities.
- Have worked a minimum of seven years in the nonprofit sector, though not necessarily for a single organization.
- Be a full-time employee of the applicant organization.

Requirements of a Piper Fellow

- Begin his/her work plan in January of the year following selection.
- Submit a report to Piper Trust within three months of completion of the Piper Fellowship. Reports should detail the professional development activities during the release period and how the experiences will be applied and help better serve the mission of the organization.
- Participate in periodic activities during the fellowship year and in subsequent years to build on individual and shared experiences, foster continued professional development, and stimulate potential collaboration among the Piper Fellow organizations.

*Each year the selection committee may choose to award a fellowship(s) to an Emerging Leader(s) whose organization has operated for five or more years. For consideration, the nonprofit leader must meet all candidate-specific requirements.



Edmundo Hidalgo
CEO
Chicanos Por La Causa
(2008 Piper Fellow)

“The Piper Fellowship allowed me to develop a clear vision for the organization and to drive our growth to become one of the largest Latino nonprofits in the country. This Fellowship offered the catalyst for positive change at Chicanos Por La Causa.”



Peggy Mullan
Former President & CEO
Beatitudes Campus
(2009 Piper Fellow)

“The Piper Fellows program came at a pivotal time for me and for Beatitudes Campus, as it provided the space to dedicate myself to our vision.

What manifested was a deeper understanding that, even during growth and change, our community can sustain our sense of identity, ministry, and mission.”



Avein Saaty-Tafoya
CEO, Adelante Healthcare
(2010 Piper Fellow)

“My Piper Fellowship reset the focus and trajectory of my career. The perspective I gained brought out my passion, creativity, and artistry. Adelante Healthcare is transforming before my eyes into the vision I dreamed about.”



Karl Gentles
Executive Director,
Back-To-School
Clothing Drive
(2011 Piper Fellow)

“My Piper Fellowship was the most rewarding time of my professional life. I combined nonprofit management and leadership training with visits to best practices sites and gained a network of new colleagues, access to resources, and new opportunities. It was an invaluable opportunity of a lifetime.”



Elaine McGinn
Director of
Planning and
Exhibits, Desert
Botanical Garden
(2009 Piper Fellow)

“As I reflect on my Piper Fellowship, I think that the greatest gift was time—time to imagine possibilities and time to reflect on how gardens, both historic and contemporary, connect us to place.”

On the cover:
Chevy Humphrey,
President & CEO,
Arizona Science Center,
(2001 Piper Fellow)

THE APPLICATION PROCESS

To apply for a Piper Fellowship, submit an application online at pipertrust.org/pfapply; the application is comprised of the following questions:

- Why are you working in your field?
- What significant lessons have you learned in your work?
- What do you see yourself doing in five years?
- How would you use the resources of a Piper Fellowship award and release time for personal development to enhance leadership, services, and operational effectiveness within your organization? Include specifics about your proposed activities or course of study and length of time.
- How would your experience as a Piper Fellow benefit your organization?
- Describe your organization, its mission, and its services.
- Share any thoughts/considerations you have about how organizational practices that include environmental sustainability could strengthen your organization's mission? (optional question)
- Names and contact information for two references (Maricopa County-based).

Support Materials

- Résumé that covers the past 10 years of your career and includes your contact information.
- Proposed budget for your sabbatical expenditures.
- Professional letter of recommendation as to why you would be a strong Piper Fellow. Must include contact information for the reference.
- Brief letter of endorsement supporting your proposal as a Piper Fellow signed by your organization's board chair or other appropriate person, and includes: a) the plan for organizational management during your sabbatical study and upon your return; b) guarantee of maintenance of your regular salary and health/other benefits during the award period.

Deadline Applications are due via the online portal—www.pipertrust.org/pfapply on September 15.

Selection Each year, the Piper Fellows selection process is conducted by a committee of distinguished Maricopa County-area citizens knowledgeable about the importance of the nonprofit sector and its contributions to the region. The selection committee makes its recommendations to Piper Trust's Board of Trustees for consideration.

THE FELLOWSHIP EXPERIENCE

The value of a Piper Fellowship relies on creating a well-planned sabbatical program that includes a variety of courses, programs, and projects designed to collectively achieve identified leadership objectives.

Field Work Sabbatical experiences have included seminars at leading business schools, leadership development programs, best practice site visits, and personal coaching. For further insight, we encourage applicants to review Piper Fellows' sabbatical plans at www.pipertrust.org/piperfellows.

Piper Fellows have expressed appreciation for their sabbatical coursework and travel, site visits, and reflection time. More than anything though, they value the new relationships; while some emerge outside of Maricopa County, most develop among the class of Piper Fellows and through organized experiences with the larger community of Piper Fellows. The shared advice and support are invaluable.

Piper Trust works to enhance this relationship-building in the following ways:

Retreats Each new class of Piper Fellows has a one-day retreat early in the fellowship year. This retreat establishes relationships and further strengthens networking within the new class. In addition, an annual retreat open to all Piper Fellows occurs each fall.

Meetings Through informal breakfast meetings, periodic gatherings with community leaders and visiting thought leaders, and other timely convenings, Piper Fellows have opportunities to stay connected indefinitely.

Leadership Circles Piper Fellows can participate in monthly facilitated leadership circles where they can share both personal and professional issues common to nonprofit leaders. These circles focus on the concept of building community among nonprofit leaders.

VIRGINIA G. PIPER CHARITABLE TRUST

Virginia G. Piper Charitable Trust supports organizations that enrich health, well-being, and opportunity for the people of Maricopa County, Arizona. Piper Trust grantmaking areas are healthcare and medical research, children, older adults, arts and culture, education, and religious organizations.

Piper Trust works side-by-side with nonprofit organizations as a partner, helping them to identify problems, build expertise, find solutions, and become continually stronger and more effective. The Trust strives to be a vital part of Maricopa County—not only as a source of leadership and financial support, but as a neighbor sharing a lasting stake in the county's future. Piper Trust introduced the Piper Fellows Program in 2001 to enable nonprofit leaders to take sabbaticals for renewal and professional development.

Piper Fellowship Dates

Early June
Public information session

September 15
Deadline for completed applications via online portal at www.pipertrust.org/pfapply

October-November
Finalist interviews at Piper Trust offices

Early December
Public announcement of Piper Fellow awards

For more information, contact:
Virginia G. Piper Charitable Trust
480.948.5853 or visit
www.pipertrust.org/piperfellows



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