

RFL Academy 2023

Civic Impact Project Idea Submission

Each year participants of the incoming RFL class, are divided into approx. 4-6 civic project teams – six to eight people to a team. Each team takes on a Civic Impact Project during the program year, beginning in early November and ending in May. While these projects vary in time, effort and scope, all share a set of common attributes relative to leadership development. These include the opportunity to:

- Provide a laboratory for participants to practice leadership skills and apply new concepts.
- Develop a sense of personal efficacy – *“I can change things”* and collective efficacy *“Together, we can make a difference”*.
- Make an impact in the community – we refer to this as our ‘Community Return on Investment’ (C-ROI).
- Gain personal insights on the impact leaders have on a team, and what it takes to achieve one’s personal goals of leadership transformation.

See the next page for more information about the kind of “capstone” project experience we are hoping to provide for our RFL participant teams. This experience is based on a community change initiative, community challenge or opportunity.

If you have an idea for a Civic Impact Project, please complete this form by providing answers to the questions on page 3 and email it to info@rflleadership.org by 5:00 pm on Friday, September 23, 2022. These questions are directly linked to the ‘screening criteria’ we use to ‘rate’ potential project ideas. We use a 5-point rating system: 1= meets criteria at lowest level and 5= meets criteria at highest level. We are looking for a minimum score of 30. If your initial submission does not attain this minimum score, we will discuss/offer options that could help enhance the project’s viability. Our goal is to offer our class teams a variety of options to choose from, so the more project ideas the better!

Your Name/Title: _____

Your Organizational Affiliation: _____

Email Address: _____

Phone Number: _____

Project Description: 50 words or less: _____

Identifying the appropriate role for RFL teams

As the RFL Civic Impact Project serves as a “capstone” learning experience for our class members, we are especially interested in project proposals which will provide a learning laboratory for our leaders. To that end, good projects are ones where the team’s ability to lead individually and collectively is tested in areas such as strategic thinking, stakeholder engagement, change management, and project planning. See the examples below for the kinds of RFL team roles that would provide such a “capstone” learning experience:

Project	Weak RFL Team Role	Strong RFL Team Role
Rocky Mountain Nature Trail	Help build a nature trail for autistic kids.	Help develop a strategic plan for broadening our programming reach to include autistic children. Provide guidance on how to do strategic planning and lead sessions with staff, board and key stakeholders to draft the plan. If possible, help us develop a funding plan that will broaden our current base of supporters.
Reduce Our Carbon Footprint!	Help us to work with our public schools to become more aware of ways to reduce our overall carbon footprint.	Help us develop/refine our approach to working with local public schools to better engage teachers and administrators around ideas our group has to reduce carbon emissions. Provide coaching on change management, conflict resolution, and project planning as needed.
It’s Time To Volunteer!	Help us identify and recruit volunteers for our summer camping program.	Help us develop a new volunteer identification and recruiting process for our summer camping program to double the number of people in our candidate pool. Provide guidance on how to best screen potential volunteers and then incent them to stick with the program for the full summer season.
Opioids Are Killing Us	Help us develop an opioid abuse awareness campaign for communities up and down the Roaring Fork valley.	Help us understand best practices in the area of public awareness campaigns and then help us apply these best practices to our current efforts in the opioid awareness area. Provide guidance on how to identify what is a “best practice” and then facilitate staff/board working sessions to decide how and where to apply these best practices to our work.

Project Details	Your Answers
1. Please describe the role to be played by the RFL team, citing specific examples of where and how they can add value to this effort.	
2. Most projects need funding. How do you propose this be handled with this project? (Please keep in mind fundraising cannot be the focus of the project.) In your estimation, what is the approximate budget? How will you ensure there is sufficient funding to achieve the project's goals?	
3. What community change, transformation, opportunity, or need is being fulfilled by completing this project? Or, what impact & change will this project have on the community?	
4. How will you define success for this project? What would be a measurable outcome of a successful effort?	
5. How will you ensure the sustainability of the project/initiative after RFL team's work is complete?	
6. Describe the scope of the project relative to the RLF team's involvement. Specifically, what role will the RFL team play in planning and executing this initiative? (What will the RFL team be expected to DO/ACCOMPLISH?) Do you see any issues with the team being able to complete their role in the project by the end of April?	
7. Worthwhile projects require attention and expertise from a person outside of the project team. The role of this person is to hold the team accountable, help define scope, and guide the team with decision making. Who will be that person for this project?	
8. What type of data/research is available to support the need for this project idea?	
9. How many people will this project impact?	
CHANGE MANAGEMENT: To what degree does this project include a degree of "transformation" - where key stakeholders and others must come to support and be committed to the effort and/or where some amount of resistance to change will need to be addressed?	
Any other information you would like to add:	