



2026-2027 APPLICATION | CLASS 44

Application Deadline: May 4, 2026 | 5 PM

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EXECUTIVE OVERVIEW

Leadership Lufkin is the Lufkin/Angelina County Chamber of Commerce's premier leadership development program, designed to identify, equip, and connect current and emerging leaders who are committed to strengthening our community. This nine-month experience provides in-depth exposure to the people, systems, and issues that shape Lufkin and Angelina County while fostering meaningful relationships among leaders across industries and sectors.

PROGRAM COMMITMENT

Leadership Lufkin is a professional and civic commitment requiring active participation throughout the program year.

Participants engage in:

- A two-day Opening Retreat in August
- Nine full-day leadership sessions held monthly from September through May
- A three-day State Government experience in Austin
- Required civic engagement assignments within the community
- 24 hours of volunteer service, including the Texas State Forest Festival
- A formal graduation ceremony in May

Most sessions begin at 7:45 AM and conclude at approximately 5:00 PM.

Breakfast and lunch are provided during session days.

Full participation in all required components is mandatory for graduation.

WHO SHOULD APPLY

Leadership Lufkin seeks individuals who:

- Are 21 years of age or older
- Live and/or work full-time in Angelina County
- Demonstrate a strong interest in leadership growth, civic engagement, and community impact
- Have the support of their employer to fully participate
- Are committed to investing time, energy, and perspective into the future of Lufkin and Angelina County

Class size is limited to approximately 25 participants to ensure meaningful engagement and relationship building.

TUITION & FINANCIAL ASSISTANCE

- Program tuition is \$1,500 and is non-refundable once accepted into the class.
- Tuition is not due at the time of application and will only be collected after official acceptance.
- Limited scholarship assistance may be available for qualifying applicants who submit a completed scholarship request with their application.

IMPORTANT DATES

- Application deadline: May 4, 2026
- Selection Notification: By June 15, 2026
- Program Year: August 2026 – May 2027

All applications are confidential and reviewed through a formal selection process approved by the Chamber Board of Directors.

PROGRAM DETAILS

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MISSION

Leadership Lufkin identifies, equips, and connects current and emerging leaders to strengthen Lufkin and Angelina County.

THE LEADERSHIP EXPERIENCE

Leadership Lufkin is a comprehensive leadership development experience held annually from August through May. Each session provides direct exposure to the key systems and decision-makers shaping our region. Participants gain a deeper understanding of the challenges, opportunities, and strategic priorities facing Angelina County.

Sessions explore topics including:

- Leadership development
- Local and state government
- Economic development
- Healthcare and public safety
- Community services
- Quality of life
- The history and future of Lufkin and Angelina County

In addition to monthly sessions, participants complete civic engagement requirements and structured volunteer service designed to translate leadership learning into community impact.

CIVIC ENGAGEMENT & VOLUNTEER EXPECTATIONS

Participants are required to complete:

- Attendance at a City Council meeting
- Attendance at an Angelina County Commissioners Court session
- Attendance at a School Board meeting
- A Police Department ride-along
- 24 hours of volunteer service during the program year

These experiences ensure participants not only learn about the community but actively engage in it.

APPLICANT ELIGIBILITY

To be considered for Leadership Lufkin, applicants must:

- Be 21 years of age or older
- Live and/or work full-time in Angelina County
- Receive formal approval from their CEO, owner, or senior executive
- Demonstrate commitment to leadership growth and community engagement
- Submit a complete application by the stated deadline
- Commit to full participation in all sessions and required activities

Leadership Lufkin is limited to approximately 25 participants per class. Applications are reviewed by the Leadership Lufkin Committee and approved by the Chamber Board of Directors.

REQUIREMENTS & POLICIES

Participation in Leadership Lufkin is a professional and civic commitment.

Compliance with all program policies and requirements is mandatory for successful completion and graduation.

ATTENDANCE REQUIREMENTS

Full attendance is required for all scheduled Leadership Lufkin sessions and mandatory program activities. Program dates are confirmed prior to the Welcome Reception and will not change once the program year begins, except under extraordinary circumstances.

Participants are expected to:

- Arrive on time to all designated locations
- Remain present for the entire duration of each session
- Refrain from leaving during sessions, including scheduled meal periods

Tardiness, early departure, or absence from any portion of a session will be applied toward the total allowable absence time.

ABSENCE LIMITATIONS

Participants may miss no more than four (4) total hours during regular monthly sessions across the program year. Any tardiness or partial attendance will count toward this four-hour maximum.

Absences are not permitted for the following required program components:

- Opening Retreat (two full days; approximately 16+ hours)
- State Government Session in Austin (three full days; approximately 24+ hours)
- Texas State Forest Festival volunteer requirement (minimum 6 hours)

Failure to comply with attendance expectations may result in dismissal from the program without refund of tuition.

TRANSPORTATION EXPECTATIONS

When group transportation is provided for any Leadership Lufkin activity, participants are required to travel with the class. This includes round-trip transportation for the State Government Session in Austin. Any exception must receive prior written approval from both the Leadership Programs Coordinator and the Chamber President

PROFESSIONAL CONDUCT & CELL PHONE POLICY

Leadership Lufkin participants represent:

- Their employer or organization
- The Lufkin/Angelina County community
- The Lufkin/Angelina County Chamber of Commerce

During session hours:

- Cell phones must be silenced and kept out of sight
- Phone calls, texting, and electronic communication are not permitted

Professional conduct is expected at all times.

Designated breaks and travel periods will be provided for checking messages.

In the event of an emergency, Chamber staff can be contacted directly.

REQUIREMENTS & POLICIES

REQUIRED CIVIC ENGAGEMENT ACTIVITIES

Participants must complete the following civic engagement experiences during the program year:

School Board Meeting

- Attend one Angelina County school board meeting
- Attendance outside the participant's home district is encouraged
- Submit a signed agenda verifying attendance

Angelina County Commissioners Court

- Attend one Commissioners Court session
- Submit a signed agenda verifying attendance

City Council Meeting

- Attend one city council meeting within Angelina County
- Submit a signed agenda verifying attendance

Police Ride-Along

- Complete an approximately three-hour ride-along with the Lufkin Police Department
- Scheduling details will be provided at the Opening Retreat

Completion of all civic engagement activities is required for graduation.

VOLUNTEER SERVICE REQUIREMENT

Leadership Lufkin participants must complete a total of 24 volunteer service hours during the program year.

Required Breakdown:

- 6 hours – Texas State Forest Festival
 - Two three-hour shifts
 - Mandatory participation
- 12 hours – Group or class volunteer projects
 - Minimum of four Leadership Lufkin participants per project
- 6 hours – Individual volunteer service
 - May be completed with a nonprofit or community organization of the participant's choice

All volunteer hours must be completed and documented prior to graduation.

GRADUATION ELIGIBILITY

To graduate from Leadership Lufkin, participants must:

- Meet all attendance requirements
- Complete all civic engagement assignments
- Fulfill the 24-hour volunteer service requirement
- Demonstrate professional conduct throughout the program
- Satisfy all financial obligations, including tuition

Failure to meet these requirements may result in dismissal from the program and ineligibility for graduation.



LEADERSHIP LUFKIN

A Program of the Lufkin/Angelina County Chamber

2026-2027 CALENDAR

July 28, 2026	Welcome Reception	5:30 PM – 6:30 PM
August 14-15, 2026	Opening Retreat	Overnight
September 3, 2026	Community Impact Day	8:00 AM – 5:00 PM
September 17-20, 2026	Texas State Forest Festival	Assigned Shifts
October 1, 2026	Education Day	8:00 AM – 5:00 PM
November 5, 2026	Health Care & Safety Day	8:00 AM – 5:00 PM
December 3, 2026	Business & Economy Day	8:00 AM – 5:00 PM
January 7, 2027	Quality of Life Day	8:00 AM – 5:00 PM
February 9-11, 2027	State Government Session – Austin	Overnight
March 4, 2027	Local Government Day	8:00 AM – 5:00 PM
April 1, 2027	Call to Action Day	8:00 AM – 5:00 PM
May 6, 2027	Leadership Legacy Day	8:00 AM – 5:00 PM
May 11, 2027	Graduation	5:30 PM – 7:00 PM

HOW TO APPLY

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INSTRUCTIONS FOR APPLICANTS

Thank you for your interest in Leadership Lufkin, the Lufkin/Angelina County Chamber of Commerce's premier leadership development program.

The following application is designed to help the Leadership Lufkin Committee better understand your professional experience, community involvement, leadership potential, and commitment to the future of Angelina County.

Please read all instructions carefully before completing the application.

APPLICATION COMPLETION GUIDELINES

To be considered for Leadership Lufkin, applicants must:

- Complete all sections of the application in full
- Provide accurate and current information
- Submit all required signatures and supporting materials
- Meet all stated eligibility requirements and deadlines

Incomplete or late applications will not be considered unless the Chamber formally extends the deadline. All information provided in this application will remain confidential and will be used solely for the purpose of Leadership Lufkin class selection.

EMPLOYER SUPPORT REQUIREMENT

Leadership Lufkin is a significant professional time commitment that includes full-day sessions, overnight experiences, civic engagement assignments, volunteer service, and graduation activities.

Because of this commitment:

- Applicants must obtain formal approval from their employer's CEO, owner, or senior executive
- Employers must agree to release the applicant from regular work responsibilities as needed for full participation
- Employers must acknowledge responsibility for the \$1,500 non-refundable tuition upon acceptance, unless a scholarship is awarded

Applications submitted without employer approval cannot be considered.

HOW TO APPLY

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SELECTION PROCESS

Leadership Lufkin is limited to a maximum of 25 participants per class. All completed applications are timestamped in the order received and reviewed for eligibility, completeness, and alignment with program requirements.

Priority is given to current Chamber Investors:

- Chairman's Circle Investors receive first priority.
- Active Chamber Investors receive secondary priority.
- Remaining qualified applicants are considered based on class availability.

Submission of an application does not guarantee acceptance.

The following factors are also evaluated:

- Commitment to full participation
- Demonstrated interest in leadership and community engagement
- Representation across industries and sectors
- Employer support

The Leadership Lufkin Committee reviews all eligible applications and makes recommendations to the Chamber Board of Directors. The Chamber Board retains final authority over applicant acceptance and class composition.

TUITION & FINANCIAL ASSISTANCE

Leadership Lufkin tuition is \$1,500 and is non-refundable once an applicant accepts a position in the class.

- Tuition should not be submitted with the application
- Payment will be collected only after official acceptance
- A limited number of scholarships may be available for qualifying applicants
- Applicants requesting financial assistance must submit a completed scholarship request with their application

APPLICATION DEADLINE

Completed applications must be received by **5:00 PM on Monday, May 4, 2026**. Late or incomplete submissions will not be accepted. Applications may be submitted in-person or by mail: Lufkin/Angelina County Chamber of Commerce, 1615 South Chestnut Street, Lufkin, Texas 75901.

AFTER YOU APPLY

All completed applications are reviewed by the Leadership Lufkin Committee and presented to the Chamber Board of Directors for final approval. Applicants will be notified in writing of their selection status no later than June 15, 2026.

- Applicants not selected for the current class may be placed on a priority consideration list for the following year, or encouraged to reapply in a future cycle.

26-27 APPLICATION

(To be completed by the applicant. Please type or print in ink. Do not use pencil.)

APPLICANT INFORMATION

Full Name: _____

Name you prefer to be called: _____

Unisex t-shirt size: _____ Date of Birth: _____ Gender: _____

Home Mailing Address: _____

_____ City

_____ State

_____ Zip Code

Cell Phone: _____ Home Phone: _____

Email Address: _____

Company: _____

Type of Organization / Company: _____

Job Title: _____ Date of Hire: _____

Business Mailing Address: _____

_____ City

_____ State

_____ Zip Code

Business Phone: _____ Years living/working in Angelina County: _____

Briefly describe your primary responsibilities:

26-27 APPLICATION

(To be completed by the applicant. Please type or print in ink. Do not use pencil.)

APPLICANT INFORMATION

Please list any dietary restrictions, food allergies, or medical conditions that the Leadership Programs Coordinator needs to be aware of:

Marital Status: Single Married Partnered Prefer not to say

Spouse / Partner Name (if applicable): _____

Number of Children (optional): _____ Age(s): _____

Interest, hobbies, or passions outside of work:

Community causes you care most about:

26-27 APPLICATION

(To be completed by the applicant. Please type or print in ink. Do not use pencil.)

COMMUNITY INVOLVEMENT

1. List any current community, civic, nonprofit, or professional involvement.

ORGANIZATION	ROLE / INVOLVEMENT	YEARS INVOLVED
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. On average, how many hours per month do you volunteer or serve in the community? _____

3. In what areas of the community would you like to become more involved?

4. Have you been through the Leading Edge program? _____ Yes _____ No

If yes, when did you graduate? _____

5. Have you been through the Leadership Tomorrow program? _____ Yes _____ No

If yes, when did you graduate? _____

26-27 APPLICATION

(To be completed by the student. Please type or print in ink. Do not use pencil.)

SHORT RESPONSE QUESTIONS

Please respond briefly (2-3 sentences per question). Additional pages may be attached.

1. Why do you want to participate in Leadership Lufkin?

2. Why is this the right time in your life and career to participate?

3. What strengths or perspectives will you bring to this class?

PARTICIPANT COMMITMENT

To be completed by the applicant.

Leadership Lufkin is a professional and civic leadership commitment requiring active engagement, full attendance, and completion of all program requirements. By signing below, I acknowledge and agree to the following:

ATTENDANCE & PARTICIPATION

- I will attend all scheduled Leadership Lufkin sessions and required activities.
- I understand that no more than four (4) total hours may be missed during regular monthly sessions.
 - I acknowledge that absences are not permitted for the Opening Retreat, the State Government Session in Austin, and the Texas State Forest Festival volunteer requirement.

PROGRAM REQUIREMENTS

- I will complete all required civic engagement assignments, including attendance at: a school board meeting, an Angelina County Commissioners Court session, and a city council meeting within Angelina County
- A Lufkin Police Department ride-along
- I will fulfill the 24-hour volunteer service requirement prior to graduation.

PROFESSIONAL CONDUCT

- I will conduct myself in a professional, respectful, and ethical manner at all times.
- I understand that I represent my employer or organization, the Lufkin/Angelina County community, and the Lufkin/Angelina County Chamber of Commerce

FINANCIAL OBLIGATION

- I acknowledge that Leadership Lufkin tuition is \$1,500 and non-refundable once accepted, unless otherwise determined by the Chamber.
- I understand that failure to meet program requirements may result in dismissal without refund of tuition.

ACKNOWLEDGMENT

I understand that successful graduation from Leadership Lufkin requires full compliance with all attendance, participation, conduct, volunteer service, and financial requirements.

By signing below, I affirm my commitment to complete the Leadership Lufkin program in its entirety.

Participant Name (Printed): _____

Organization Name: _____

Signature: _____ Date: _____

EMPLOYER COMMITMENT

To be completed by the applicant's employer, sponsor, or authorized organizational representative.

Leadership Lufkin is a nine-month leadership development program requiring full participation in scheduled sessions, civic engagement activities, volunteer service, and program events, some of which occur during normal business hours and include overnight travel. By signing below, the undersigned organization affirms the following:

ORGANIZATIONAL SUPPORT

- The applicant is approved to participate in all required Leadership Lufkin program components, including the Opening Retreat, monthly sessions, State Government trip to Austin, Texas State Forest Festival service, civic engagement assignments, and graduation activities.
- The organization agrees to release the applicant from regular work responsibilities as needed for full participation and successful completion of the program.

TUITION RESPONSIBILITY

- The organization accepts responsibility for payment of the \$1,500 non-refundable tuition upon the applicant's acceptance, unless a scholarship is awarded.
- Tuition is not due at the time of application and will be invoiced after acceptance.

COMMITMENT TO COMPLETION

- The organization understands that attendance, participation, and completion of all program requirements are mandatory for graduation.
- The organization supports the applicant's commitment to professional growth, civic leadership, and community engagement through Leadership Lufkin.

By signing below, you confirm you are authorized to make this commitment on behalf of the organization.

Organization Name: _____

Authorized Representative (Printed Name): _____

Title: _____

Email: _____

Phone: _____

Billing Address: _____

City, State, Zip: _____

Signature: _____ Date: _____

MEDIA RELEASE

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Please select one of the following:

FULL AUTHORIZATION

I grant Leadership Lufkin and the Lufkin/Angelina County Chamber of Commerce permission to use my name, photograph, likeness, and profile information for promotional, marketing, educational, and informational purposes. This includes use in print publications, digital communications, website content, social media, press releases, and other official materials. I understand that no compensation will be provided for such use.

PHOTO RESTRICTION

I authorize the use of my name and profile information; however, I do not authorize the use of my photograph or likeness in promotional or publication materials.

PROFILE RESTRICTION

I authorize the use of my photograph or likeness; however, I do not authorize the use of profile information submitted in this application.

NO AUTHORIZATION

I do not authorize the use of my name, photograph, likeness, or profile information in promotional or publication materials.

I understand that this authorization applies only to Leadership Lufkin and official Chamber communications.

Participant Name (Printed): _____

Organization Name: _____

Signature: _____ Date: _____

TRANSPORTATION RELEASE

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Participation in Leadership Lufkin may require travel to and from sessions, program activities, and the State Government experience in Austin. Transportation may include group bus travel, rented vehicles, or personal vehicles.

By signing below, I acknowledge and agree to the following:

- I voluntarily participate in travel associated with Leadership Lufkin.
- I understand that travel involves inherent risks, including but not limited to traffic conditions, weather, and the actions of other drivers.
- I agree to comply with all safety instructions provided by program staff and transportation providers.

I hereby release and hold harmless the Lufkin/Angelina County Chamber of Commerce, Leadership Lufkin, its employees, volunteers, representatives, transportation providers, and fellow participants from liability for injury, loss, or damage arising from travel to and from Leadership Lufkin activities, except in cases of gross negligence or willful misconduct.

This release applies to all travel associated with Leadership Lufkin during the 2026-2027 program year.

Participant Name (Printed): _____

Organization Name: _____

Signature: _____ Date: _____