



APPLICATION PACKET FOR 2026

THE MISSION:

Leading Edge (LE) is a fellowship, empowering early to mid-career professionals for lifelong community engagement and leadership through service on nonprofit boards.

What differentiates this group from others is its demonstrated commitment to mentorship. Each LE member is paired with an accomplished senior executive who can help them navigate the road ahead with valuable insight and experience.

Through these key tenets of knowledge and connections, the LE thrives on a desire to enrich the Lufkin community while simultaneously propelling their own careers. The program also includes a board governance leadership training segment within each session, facilitated by the Angelina College Center for Nonprofit Leadership, and culminates at the celebratory graduation. Graduates will also obtain a certificate in Board Governance from Angelina College and the opportunity to be placed into a board bank.

THE PROGRAM:

Introduces leadership practices shared by successful community leaders.

Identifies personal leadership strengths & development opportunities.

Explores processes relevant to "how Lufkin works" (collaboration, advocacy, board governance).

Provides multiple opportunities to make connections with community leaders.

Provides a catalyst for non-profit board service via the Board Governance certification.

LEADERSHIP SKILLS AND COMPETENCIES

WHAT WILL BE TAUGHT DURING THE CLASS

- Basics of Bylaws
- Developing the Organizational Chart/Lines of Authority
- Executive/Board Relationship
- Board Meeting Agenda and Supporting Documents
- Board/ED Position Descriptions
- Robert's Rules of Order
- Board Policy Manual
- Standard Financial Reports
- Legal Requirements for 501(c)3 Organizations
- Tools for Sustainability
- Succession Policy

Participants accept a five-month position from February through June on the board of a local non-profit organization. During that time, the participants are invited to attend and actively participate in all board meetings and board events. In addition, participants join and participate on at least one board committee and work on a board project. Both participants and organization are asked to supply feedback and information to the Leadership Lufkin staff regarding the board placement.

APPLICANT ELIGIBILITY:

- Must be 21 years or older.
- Must live or work full-time in Angelina County
- Must obtain approval from CEO or Senior Executive where applicant works.
- Must show the desire and enthusiasm to be involved in the community and become a leader.
- Must **complete in full** the application and consent forms and submit before the deadline.
- Must be able to pay the non-refundable \$500 tuition for the program prior to the January session.
- Must be able to attend all sessions, activities, required volunteering =, and extra curricular requirements listed in the application packet.

APPLICATION PROCEESS:

- Applications will be available on August 1 with a submission deadline of 12 p.m. on November 21, 2025.
- Applications will be available ay LufkinTexas.org/Leading-Edge or at the Lufkin/Angelina County Chamber of Commerce at 1615 S. Chestnut St.
- All applications must be turned in to the Chamber of Commerce by 12 p.m. on November 21, 2025. Applications will not be accepted after this time unless the deadline has been extended by the Chamber of Commerce.
- **Do not enclose the fee with the application. Fees will not be accepted until the class has been selected.**

SELECTION PROCEESS:

- **Class selections will be made from the first 12 qualified applicants with Chamber Investors receiving priority.**
- Applicants who are Chamber Investors will have the first right to class selection. Non-investor applicants will be selected from the balance of 12 qualified applicants.
- Chamber Investors in the Chamber Chairman's Circle Membership Level will have the first right of refusal in the class.
- Applications are logged in as they arrive so there is a record of the time and date for each application.
- Only completed applications will be considered.
- The Leadership Programs Coordinator will review applications for completeness and qualification and make recommendations to the Chamber Board of Directors for approval of class selection.
- The Chamber Board will have the final determination and approval of the Leading-Edge class. This includes the right to determine if an applicant qualifies or is not representative of the Leading-Edge program.
- All applications will remain confidential and will be used only for the purpose of the Leading-Edge program.

NOTIFICATION PROCEESS:

- Applicants will be notified in writing of their acceptance into the program by **December 5, 2025.**
- Applications that were not within the first 12 qualified applications will be notified in writing, as well.
- Applications that were not within 12 will be retained and prioritized for next year's program.

The following application must be completed in full and returned to the Lufkin/ Angelina County Chamber of Commerce by 12 p.m. on November 21, 2025, before the application will be considered for the program.

Please Note: Class selection will be made from the first 12 qualified applicants with Chamber investors receiving priority.

PERSONAL DATA

Full Name:

Preferred Name:

Date of Birth:

Street Address:

City, State Zip:

Home Phone:

Cell Phone:

Preferred Email:

Length of residence in Angelina County:

How long do you anticipate living here?

Spouse's Name (if married):

Children's ages:

Hobbies & Interests:

EMPLOYMENT

Company:

Business Mailing Address:

City, State Zip:

Business Phone:

Fax #:

Type of Organization:

Service Date:

Job Title:

Since:

How long do you anticipate living here?

Briefly describe the responsibilities of your employment:

Information gathered from questions A-C will assist with the operation of the LE Board Shadowing Program.

COMMUNITY INVOLVEMENT

A. What is your involvement in the community currently?

Organization	Assignment / Position

B. How much time, if any, do you commit to volunteering each month?

C. If you could choose to serve on any nonprofit board in Angelina County, which one would you choose? List your top 3 choices.

(Participant board placement is based on availability, placement in top 3 choices is not guaranteed.)

1.

2.

3.

D. What type of volunteer work would you like to become more involved in the future?

COMMUNITY INVOLVEMENT CONT.

E. Have you ever participated in the Leadership Lufkin program?

☐ Yes ☐ No

If so, did you graduate? ☐ Yes ☐ No

What year?

F. Have you ever participated in the Leadership Tomorrow program?

☐ Yes ☐ No

If so, did you graduate? ☐ Yes ☐ No

What year?

EMPLOYER COMMITMENT

This application has the approval of this organization. The applicant has our full support which includes the time required away from work to participate in the program for the welcome reception, six classroom sessions, nonprofit board meetings, executive mentor meetings, and graduation reception. Thank you for your generous cooperation on this!

Company:

Name / Title:

Signature:

Date:

SPONSOR COMMITMENT

As the sponsor for this applicant, I agree to pay \$500 in non-refundable tuition costs for this applicant to participate in the program. Your participation makes this program possible! **Please note: this fee is non-refundable.**

Company:

Name / Title:

Printed Name:

Email Address:

Billing Address:

Note: If the participant is self-sponsoring or paying for their own sponsor fee, please complete the **Sponsor Commitment** box above.

**Applications will be due by November 21, 2025 at 12:00 PM
 Selected applicants will be notified by December 5, 2025.**

PARTICIPANT PROFILE CONSENT FORM

Select one of the following options:

- I hereby grant full permission to the Lufkin/Angelina County Chamber of Commerce to use my photo and profile information from the Leading Edge application in any publication or advertising materials (printed or electronic). This consent also serves to waive all rights of privacy or compensation which I may have in connection with the use of my photograph or profile information.
- Please do not use my photograph in any publication or advertising materials.
- Please do not use my profile information from the Leading Edge application in any publication or advertising materials.

Name:

Business/Organization:

Address:

City, State ZIP:

Signature:

Date:

Applicants, please keep this page.

BASIC REQUIREMENTS FOR LEADING EDGE

- **Attendance is required for all sessions.** Dates are tentative but should be finalized by the opening reception. After the year begins, dates will not change unless necessary and you will be given ample notice. Arriving on time at the designated locations for each session is required. Time will be docked for arriving late, leaving early, or leaving during a session.
- **Absences – To graduate, you are only allowed to miss one (1) hour total during the Leading Edge year from the regular sessions.** Any tardiness or partial days will be included in this hour's total. You will be allowed to make up missed hours by attending a class correlating with the program at Angelina College and this will be determined on a case-by-case basis.
- **Mandatory – No absences are allowed from the following LE activities, which are outside of the regular sessions:**
 - Participants are required to accept a five-month position from February through June on the board of a local non-profit organization (selected by the Chamber). During that time, the participants are required to attend and actively participate in all board meetings and board events. In addition, participants join and participate on at least one board committee and work on a board project.
 - Participants are required to meet with a Chamber appointed Executive Mentor at least once a month from February through June. Signed documentation must be provided by the mentor to confirm attendance for each month's mentor session.

COMMITMENT STATEMENT

Please initial each item to acknowledge the requirement and sign below

I agree to the following mandatory guidelines for Leading Edge. I understand that to graduate from Leading Edge, I must:

- ☐ Attend all sessions
- ☐ Accept a five-month position from February through June on the board of a local non-profit organization (selected by the Chamber).
- ☐ Meet with a Chamber-appointed Executive Member at least once a month from February through June with signed documentation of the mentor session.
- ☐ Agree to represent my community, my employer, and the Chamber in a professional manner at all times – in dress, speech, and actions.
- ☐ I have cleared my calendar to participate in the Leading-Edge program. I commit to attending the six classroom sessions, non-profit board meetings and executive mentor meetings. If applicable, I have my employer's support as indicated below and next page. If selected, I will devote the time and resources necessary to complete the program. Even though emergencies do arise, any participant missing more than four hours, for whatever reason, may be asked to withdraw from the program.

Applicant Signature

Date

Employer Signature

Date

2026 SCHEDULE

This schedule is tentative but should not change unless there is a major conflict.

Session	Details
Why Nonprofit Boards Matter & Founding Documents	January 13, 2026 8:30 AM - 12:00 PM Chamber Community Room
Nonprofit Founding Documents	February 3, 2026 8:30 AM - 12:00 PM Chamber Community Room
Nonprofit Board & Staff Roles & Relationships	March 3, 2026 8:30 AM - 12:00 PM Chamber Community Room
Nonprofit Policies & Procedures	April 7, 2026 8:30 AM - 12:00 PM Chamber Community Room
Effective Meetings for Nonprofit Boards	May 5, 2026 8:30 AM - 12:00 PM Chamber Community Room
Succession Planning & Tools for Sustainability	June 2, 2026 8:30 AM - 12:00 PM Chamber Community Room
Graduation Reception	June 9, 2026 6:00 PM Location TBD

Applications will be due by November 21, 2025 at 12 p.m.

Selected applicants will be notified by **December 5, 2025**

Please Note: The class will consist of the first 12 qualified applicants, with Chamber Investors receiving priority.

RETURN APPLICATION TO:

Madi Stott
Leadership Programs Coordinator
Lufkin / Angeline County Chamber of Commerce
1615 S. Chestnut St.
Lufkin, TX 75901

(936) 634-6644 | MStott@LufkinTexas.org