

## 2025 Baldwin Leadership Program

The **Baldwin Leadership Program** is a unique grant opportunity that promotes personal growth, leadership development, and meaningful community connections.

The **\$5,000 grant award** supports your personally designed project and participation in an 18-month series of workshops that foster self-reflection, bridge building, joyfulness, and more. Participation in monthly cohort meetings is required. Seven local leaders will join the Class of 2027 and embark on an extraordinary experience.

Applicants must be employed by a Community Benefit Organization (CBO).

### Virtual Office Hours

Questions? Join Fran Rodriguez from the Programs Team via Zoom for a virtual office hours session.

April 16, 1:00 – 2:00 pm → [Register Here](#)

### Eligibility Requirements

Applicant organization must:

- Serve Lancaster County residents without discrimination.
- Have current 501(c)(3) designation from the IRS.
- Be registered with the Pennsylvania Bureau of Charitable Organizations unless otherwise exempt per the Institutions of Purely Public Charity Act.
- Complete IRS Form 990 annually.
- Have an annual audit or a financial review by an independent CPA within the last 12 months.
- Be in good standing with all existing awards and contracts with the Lancaster County Community Foundation.
- Provide organizational Non-Discrimination Policy meeting all federal requirements as it applies to your type of organization ([FAQs](#)).
- Be aware of the Community Foundation's [Anti-Hate Policy](#).

Visit our website for additional information about eligibility: [Eligibility Requirements](#)

## Application Process

1. Submit Letter of Intent (LOI) on our online grant portal at [LancFound.org/grants](https://LancFound.org/grants). You will be asked to submit basic organizational information and a brief description of your proposed project.
2. After your LOI is approved, you will be given access to the full grant application through the same portal.
3. Complete your full application by the final deadline.
4. Draft applications are eligible for staff review and feedback before final submission.

## Timeline

- **Wednesday, March 12** – Grant application portal opens.
- **Friday, June 13** – Deadline to submit LOI to receive staff feedback (optional).
- **Friday, June 20** – Deadline to submit draft application to receive staff feedback (optional).
- **Friday, July 11, 11:59 pm** – Final deadline to submit LOI.
- **Friday, July 18, 11:59 pm** – Final deadline to submit full application.
- **Friday, September 19** – Award notifications issued. Grant funding period begins.
- **September 19, 2025 – September 19, 2027** – Duration of grant funding period.
- **Monday, September 19, 2027** – Grant completion report due.

## Application Questions

- **Project Goals**
  - Tell us about your personal (life) and leadership (career) goals. How will the Baldwin Leadership Program help you achieve these goals? (2,000 characters)
  - *Describe your goals with clarity and detail. Explain how the Baldwin Leadership Program will help you achieve these goals.*
- **Project Activities & Impact**
  - Describe the project activities you will pursue with Baldwin Leadership grant funding. How do these activities align with your personal goals and influence your impact as a leader in our community? (2,000 characters)

- *Provide as many details as possible of your project activities, making sure to embed your life and leadership goals within the story. Be creative with your approach.*
- **Project Budget**
  - Include an outline of your proposed project budget. Provide as much detail as possible on how the \$5,000 grant will be spent. (2,000 characters)
  - *Include all expenses such as airfare, hotel, conference registration, personal coach fees, etc. If your budget exceeds the \$5,000 grant, explain how additional funding will be secured (for example: "I/my organization will cover additional project costs").*
- **Commitment & Readiness**
  - In addition to your personally designed project, a large part of the Baldwin Leadership timeline includes monthly 2-hour cohort meetings and different group activities. Describe your commitment and readiness to embark on this journey with the Class of 2027. (2,000 characters)
  - *Help us understand why and how you are ready to commit and engage in this 18-month program at this stage in your life. Describe your readiness and ability to make schedule modifications, if necessary.*
- **An Experience**
  - Describe an experience where you felt out of your comfort zone. What did you learn about yourself and what was one takeaway from that experience? (2,000 characters)
  - *Focus on one specific experience and write specifically **what you learned** about yourself. Also share **one takeaway** from that experience.*
- **Unique Qualities**
  - The Community Foundation seeks to welcome a cohort of leaders with diverse identities, knowledge, and lived experiences. What makes you a unique candidate for this grant opportunity. (2,000 characters)
  - *Given your lived experience, knowledge and/or diverse identity, help us understand your unique qualities.*

## Required Attachments

- **Current Resume**
  - Please upload a current copy of your personal resume.

- **Letter of Support**

- Please upload a letter of support addressed to Fran Rodriguez, Senior Program Officer, Lancaster County Community Foundation from either:
  - Your organization's board of directors' Chairperson (if you are the Executive Director or CEO), or
  - Your organization's Executive Director or CEO (if you are a staff member).

## Evaluation Criteria

Community grant reviewers will use the following questions to evaluate and score applications:

- **Project Goals** – To what extent does the applicant write about their personal and leadership goals, including examples on how the Baldwin Leadership Program will help meet their goals in detail?
- **Project Activities & Impact** – To what extent does the response describe specific activities leading the applicant to meet their personal and leadership goals, and include a detailed description of how their idea might impact the community?
- **Commitment & Readiness** – Does the applicant describe reasons why they are ready for the Baldwin Leadership Program, and how they intend to meet the time commitment requirements in detail?
- **An Experience** – Does the applicant offer, in detail, one example of an experience when they felt out of their comfort zone, describing what they learned about themselves and one take away from that experience?

Please see **Evaluation Rubric** the end of this document for a more detailed look at how applications will be scored.

## Community Foundation Staff Contact



**Fran Rodriguez**  
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## Evaluation Rubric for Baldwin Leadership Program

	4 Exceeds Expectations	3 Meets Expectations	2 Approaches Expectations	1 Needs Support
<p><b>Project Goals</b></p> <p>To what extent does the applicant write about their <b>personal and leadership goals</b>, including examples on how the Baldwin Leadership Program will help meet their goals in detail?</p>	<p>Response clearly describes <b>both</b> personal goals and leadership goals <b>in great detail</b>.</p> <p>Response includes examples of how the BLP would help the applicant meet their goals <b>in great detail</b>.</p>	<p>Response describes personal goals and leadership goals <b>in detail</b>.</p> <p>Response includes detailed examples of how the BLP would help the applicant meet their goals.</p>	<p>Response describes personal goals and leadership goals in general, <b>with few details</b> and includes <b>vague</b> examples of how the BLP would help the applicant meet their goals.</p> <p>Response fails to address <b>some of the key points</b> of the question (e.g., personal goals, or career goals, or how BLP would help).</p>	<p>Response provides <b>minimal information</b> regarding personal goals and/or leadership goals <b>without details</b>.</p> <p>Response <b>does not connect</b> how the BLP would help the applicant meet their goals.</p> <p>Response fails to address <b>all of the key points</b> of the question.</p>
<p><b>Project Activities and Impact</b></p> <p>To what extent does the response describe <b>specific activities</b> leading the applicant to meet their personal and leadership goals, and include a detailed description of how their idea might impact the community?</p>	<p>Response describes <b>specific</b> activities that would lead the applicant to meet their goals (both personal and as a leader) and <b>clearly describes how they align</b>.</p> <p>Response describes <b>in great detail</b> how the applicant's idea might impact the community.</p>	<p>Response describes <b>specific</b> activities that would lead the applicant to meet their goals (both personal and as a leader) and <b>how they align</b>.</p> <p>Response includes a <b>detailed</b> description of how the applicant's idea might impact the community.</p>	<p>Response includes a <b>general overview (with few details)</b> of the activities that would lead the applicant to meet their goals (both personal and as a leader) and how they align.</p> <p>Response includes a general description of how the applicant's idea might impact the community.</p> <p>Response fails to address <b>some of the key points</b> of the question.</p>	<p>Response <b>vaguely (without details)</b> expresses the activities that would lead the applicant to meet their goals (both personal and as a leader) and whether they align.</p> <p>Response <b>vaguely</b> describes how the applicant's idea might impact the community.</p> <p>Response fails to address <b>all of the key points</b> of the question.</p>
<p><b>Commitment and Readiness</b></p> <p>Does the applicant describe reasons <b>why</b> they are ready for the Baldwin Leadership Program, and <b>how</b> they intend to meet the time commitment requirements in detail?</p>	<p>Response indicates <b>in great detail</b> the applicant's reasons why they are ready for the BLP.</p> <p>Response <b>explains in great detail</b> how the applicant intends to meet the requirements of their commitment (e.g., including <b>specific</b> ideas such as modifications to their time management, routines, etc.)</p>	<p>Response indicates <b>in detail</b> the applicant's reasons why they are ready for the BLP.</p> <p>Description explains <b>in detail</b> how the applicant intends to meet the requirements of their commitment (e.g., <b>general</b> ideas such as modifications to their time management, routines, etc.)</p>	<p>Response provides a <b>brief or general</b> explanation (<b>with few details</b>) of the reasons why the applicant is ready for the BLP.</p> <p>Description <b>briefly</b> explains how the applicant intends to meet the requirements of their commitment (e.g., general description of some actions to take).</p> <p>Response fails to address <b>some of the key points</b> of the question (e.g., reasons that explain <b>why</b> or <b>how</b>).</p>	<p>Response <b>vaguely (without details)</b> provides an explanation of the reasons why the applicant is ready for the BLP.</p> <p>Description <b>vaguely</b> explains <b>how</b> the applicant intends to meet the requirements of their commitment (e.g., general statement <b>without</b> specific actions to take).</p> <p>Response fails to address <b>all of the key points</b> of the question.</p>

## An Experience

Does the applicant offer, in detail, **one** example of an experience when they felt out of their comfort zone, describing **what they learned about themselves and one takeaway** from that experience?

Response offers a **detailed** example of an experience when the applicant felt out of their comfort zone and explains **why** they felt this way.

Narrative offers a **detailed** description of what the applicant learned about themselves including **details of how** they realized something had changed in their understanding.

The response includes a **detailed** description of one takeaway from the experience they shared **and how they have applied or could apply** what they learned.

Response offers a **detailed** example of an experience when the applicant felt out of their comfort zone.

Narrative offers a **detailed** description of what the applicant learned about themselves.

The response includes a **detailed** description of one takeaway from the experience they shared.

Response offers a **general** description (**with few details**) about an experience when the applicant felt out of their comfort zone.

Narrative offers a **general** description of what the applicant learned about themselves.

The response includes a **general** description of one takeaway from the experience they shared.

Response fails to address **some of the key points** of the question (e.g., experience feeling out of comfort zone, or what they learned about themselves, or one takeaway).

Response **vaguely (without details)** describes an experience about the applicant feeling out of their comfort zone.

Narrative **vaguely** describes what the applicant learned about themselves.

Response **vaguely** describes one takeaway from the experience they shared.

Response fails to address **all of the key points** of the question.