

Leadership Education at Duke Divinity Request for Proposals

2017 Leadership Development Grants

Application Deadline: March 31, 2017

Award Notification: June 21, 2017

Project Timeline: October 1, 2017- September 30, 2018

Invitation

Leadership Education at Duke Divinity invites Christian institutions to submit proposals to receive a [Leadership Development Grant](#) to nurture the leadership of its staff and partners in ministry.

In 2017, up to five Leadership Development Grants will be awarded to institutions that have demonstrated excellence in their mission and notable influence on other organizations. Typically, applicants are institutions of a scale and scope to have significant impact in their communities. Those might include denominations, seminaries, church-related colleges, consultancies, large membership congregations and Christian non-profit organizations in the United States.

The foundation of the application is an assessment of the institution's current staff leadership development practices. Successful proposals will capitalize on the institution's strengths and propose innovative experiments to improve or expand its leadership development practices.

Proposals should include a thoughtful rationale for the proposed activities, a description of the team or teams that will benefit, and the intended short- and longer-term impact on the institution's culture, policies and practices.

Promising areas to explore

In our experience there are several key points of focus that appear to make a significant difference in systems that develop leaders. We are particularly interested in proposals that explore at least one of the following:

- Ongoing identification and nurture of talented leaders
- Cross-pollinating activities that work across typical departmental or institutional lines
- Developing and/or renewing theological frameworks that open creativity
- Practicing Sabbath, the need for a rhythm of work and the role of rest
- Developing collaborations with organizations that might be on-going partners in working and learning together

Background

Established in 2008 by a grant from Lilly Endowment Inc., Leadership Education at Duke Divinity designs educational services, develops intellectual resources and facilitates networks of

institutions. We aim to create lasting change by strengthening the ecology of Christian institutions that enable U.S. congregations and pastors to flourish. Our audience includes those institutions whose mission is the formation of Christians and who have the strength to have scalable impact: denominations, seminaries, church-related colleges, consultancies, large membership congregations and Christian non-profit organizations.

Eligibility

Grant funds must be used within 12 months of receiving the funding. All grant funds are awarded only to the invited institution, not to individuals, and the institution is required to serve as fiscal agent for the grant. To assure that, over time, Leadership Development Grants benefit the widest number of Christian institutions, 2017 awardees will not be eligible to apply for another grant until 2020.

Proposal Content

The proposal should not exceed 13 pages, including cover sheet and budget page.

- Page 1: Cover page, including
 - Project title
 - Time period for the project
 - Specific goal in one or two sentences. “The goal of this program is to (accomplish change) by (doing this).” The more quantifiable, the better.
- Pages 2-10: Narrative, to include these subheads and sections:
 - Analysis What are the current leadership development opportunities and challenges facing your institution and its partners in ministry? What are the practices of leadership development that have been effective for your institution over the years, and who are the key participants in those practices?
 - Rationale Why is this project necessary or important? If successful, how will your institution, and those who it serves, benefit?
 - Personnel List the key personnel to be involved in the project: name, title, tenure and responsibility.
- Page 11: Operational plan Provide a brief plan of how the project will operate and pinpoint no more than five major action steps involved in the project, showing implementation dates and the staff responsible.
- Page 12: Outcomes Anticipated results and methods of assessing success.
- Page 13: Budget Use the following categories:

- Contractors
- Meetings and travel
- Materials
- Other (please specify)

Proposal Submission

Proposals should be submitted [online](#). The deadline is March 31, 2017.

Selection Criteria

The Advisory Council of Leadership Education at Duke Divinity will make grant [decisions](#).

All institutions will be notified by June 21, 2017, about whether their applications have been selected. Institutions not selected in 2017 are eligible to reapply in 2018.

Reports and Evaluation

Final narrative, assessment and financial reports will be due no later than December 1, 2018. The narrative report should reflect on the outcomes of the Leadership Development Grant, measure progress against stated goals, cite lessons learned and pinpoint the tangible advances achieved. The financial report should reflect full and transparent accounting for the expenditures of the Leadership Development Grant.

For additional information, please email leadership@div.duke.edu or visit our website, leadership.divinity.duke.edu.