**Programme Information**

The programme aims to support the development of community leaders whose work is focussed on the regeneration of interfaces and/or communities where peacebuilding and regeneration efforts are needed. It will help develop their confidence and capacity to address challenging issues which impact community cohesion and hold communities back.

It has been designed and will be facilitated by Community Foundation Northern Ireland, an organisation with a long-standing history steeped in community development, peacebuilding, and conflict transformation.

Annually, the programme will target 15-20 individuals coming from a range of communities across Northern Ireland. Each programme will last 9-12 months, and participants will commit to a range of support and development opportunities including:

* Completion of an accredited training programme such as an ILM Level 5 in Leadership & Management, sourced by CFNI and delivered by highly experienced facilitators and trainers (training is likely to take circa six months to complete and will incorporate online/face to face learning, completion of assignments/workbooks, tutorials etc)
* Monthly one-to-one mentoring provided by highly qualified and experienced mentors/coaches and community leaders. Mentoring will take place throughout the programme and will support participants to explore and develop their individual leadership confidence, style, and skills (mentoring will require a minimum commitment of 1hr per month, potentially 2 hrs in some months)
* Opportunities for bespoke learning and development based on participant’s needs (where CFNI budget can facilitate this)
* Regular thematic workshops facilitated by experienced practitioners across a range of areas such as self-care & resilience in community activism, transformative leadership, conflict management, public speaking & presenting (participant commitment will require participation on at least three workshops during the programme lasting from 1.5 hrs to full days per workshop, depending upon the theme)
* Networking with fellow participants and those from their respective community-based organisations (social distancing guidelines permitting)
* Opportunities to participate in thematic workshops, webinars, conferences and learning through CFNI partner organisations including the Social Change Initiative
* Development and leading on a Leadership in Action project, funded by the programme, linked to needs within their local community and connected to projects being developed by their peers on the programme cohort
* Regular review and evaluation of personal progression, setting of individual leadership goals and milestones, sharing learning and development with CFNI

**Participant Criteria**

* Participants will be 18 years and over
* They must be directly involved with grassroots community work with a bona fide community organisation
* They must be committed to completing all elements of the programme and have considered the time commitment to same before expressing an interest (refer programme elements above)
* They will have a keen desire to challenge themselves and to build their resilience and confidence to help transform local communities
* They will have a willingness to work with people from across political and religious divides and view this as an opportunity to learn, develop and grow
* They will have been involved in grassroots community development initiatives and/or grassroots peace building work in the last 12-24 months, either in a voluntary or paid capacity
* They will have the full support of the community-based organisation they are linked to (Community Foundation NI will contact respective community organisations to confirm their support, especially in cases where the participant is an employee).

**Timeframes**

Recruitment for the 2022 cohort of participants will complete at the end of March 2022. After completing an expression of interest and submitting to CFNI, participants will be invited to meet with a member of the programme team to further explore their readiness and compatibility.

It is highly likely the programme will be delivered via a blended approach of online and face to face interactions. CFNI will adhere to all recommended social distancing guidelines in relation to health and safety. Participants must be prepared to learn and develop in this way.

Each programme will commence with a group induction meeting, team building and initial mentor meetings.

Interested participants must complete a programme Expression of Interest and return to [lorraine@communityfoundationni.org](mailto:lorraine@communityfoundationni.org) on or before end of March 2022. All participants will complete an in-depth baseline assessment upon entry onto the programme and this will be discussed with them. For further information please contact Lorraine Morrissey McCann via email: lorraine@communityfoundationni.org