



Native Americans  
in Philanthropy

# Circle of Leadership Academy

## Confidential Reference Form

Thank you for your willingness to serve as a reference for an applicant to the **Circle of Leadership Academy**. Native Americans in Philanthropy (NAP) and The Center for Leadership Innovation (TCLI) have designed the Circle of Leadership Academy (CoLA) to enhance and empower Native American leadership in the philanthropic and nonprofit sectors. CoLA engages emerging and mid-career Native American leaders and educates them in the field of philanthropy and nonprofits through professional development, networking and mentorship opportunities. The empowerment of Native American leadership is an essential factor toward building healthy and sustainable communities enhanced by the Native spirit of generosity.

CoLA effectively enhances the philanthropic and nonprofits sectors by empowering a cadre of Native American leaders. “CoLA Leaders” will create a network of individuals through NAP’s Regional Action Networks and will be selected to actively participate in knowledge enhancement webinars, regional convenings, national summits and the completion of a career action plan. CoLA Leaders will also share their experience and network with seasoned professionals through NAP’s National Leadership Networks.

The commitment we will ask CoLA Leaders to make is significant. Your candid assessment of the applicant’s talents, accomplishments, deficiencies and potential will be very helpful to our selection committees. Please compare the applicant with other promising people you know. Your comments are confidential, and we will not share them with the applicant. The committee members appreciate the time and care necessary to prepare this evaluation and are grateful for your help.

Please provide your answers to the following questions and return the completed form to **dlemm@nativephilanthropy.org** as a document attachment.

***To be considered by the selection committees, all reference forms must be received on or before 5:00pm CST on February 17, 2012.***

Please provide the following information in the shaded box to the right of the question. The box will expand to accept your answer.

Applicant name:		Date:	
Your name:		Your title:	
Your community:			
Your organization:			
Your address:			
Your telephone:		May we contact you about the applicant? (Yes or No)	
How long have you known the applicant?			
In what capacity?			
Are you a member of NAP? (Yes or No)			

**All application materials must be received on or before 5:00 p.m. (CST) on Friday, February 17, 2012.**  
Applications will not be accepted after this deadline.

Compared to other promising people you know, what is your impression of the applicant with regard to (place an X in the appropriate column for each quality)?

	<b>Exceptional (Top 5%)</b>	<b>Superior (Next 10%)</b>	<b>Above Average (Next 35%)</b>	<b>Average (Next 35%)</b>	<b>Below Average (Low 15%)</b>
<b>Knowledge of philanthropy</b>					
<b>Knowledge of nonprofits</b>					
<b>Problem-solving ability</b>					
<b>Emotional maturity</b>					
<b>Ability to work with others</b>					
<b>Professional integrity</b>					
<b>Leadership ability</b>					
<b>Community involvement</b>					
<b>Overall impression</b>					

What are the applicant's strengths?

What are the applicant's weaknesses?

Please comment on the quality of the applicant's communication skills.

Please comment on the applicant's involvement in the philanthropic or nonprofit sector.

Please describe an activity or a situation that illustrates the applicant's leadership abilities.

How will participation in CoLA help the applicant grow as an emerging or mid-career leader in the philanthropic or nonprofit sector?

Tell us anything else about the applicant's abilities, character or interests. We are particularly interested in information that may not appear elsewhere in the application materials but that the selection committee should know to assess this applicant accurately and fairly.