

## **FL SAND Fellows Program 2025-2026 Information & Application**

The FL SAND Fellows Leadership Program is an immersive training program for experienced leaders committed to further development of advanced-level problem solving, leadership, and management skills. Fellows' duties will range from providing training and technical assistance to members of the FL SAND network of local self-advocacy groups to developing and delivering training in self-advocacy-related topics through the Breaking Barriers Training Academy. Fellows will serve for up to one year with the possibility of a one-year extension. The fellowship will be comprised of classroom and webinar training, one-on-one training, and on-the-job training via experiential work assignments. The time commitment for fellowships varies but generally ranges between four and eight hours a week.

### **Applicant Eligibility:**

1. Be a self-advocate with a developmental disability residing in Florida with a passion for advocacy.
2. Have leadership experience in at least two of the following: disability advocacy, disability employment, nonprofit organization/corporate administration, advocacy organization, and/or disability training.
3. Have prior training in leadership and advocacy.
4. Strong written and interpersonal communication skills.
5. Technical skills such as keyboarding or professional writing, video conferencing and familiarity with Microsoft or similar programs (Word, PowerPoint, etc.).
6. The ability to communicate effectively with a variety of stakeholder groups such as self-advocates, providers, and legislators.

## **Additional Requirements:**

1. Ability to produce letters, reports, invoices, and presentations with minimal assistance; conduct internet research; return email promptly; meet deadlines; and give presentations with minimal assistance.
2. Ability to take direction; accept and embrace constructive criticism; embrace the philosophy of being a lifelong learner and continuous process improvement; take initiative and complete assignments without repeated reminders; and be able to work collaboratively with providers and other self-advocates.
3. Commit to attend offsite training 1-2 times per year (expenses will be paid) within the state and attend regular virtual training sessions.
4. Additional requirements specific to Fellowship position applied for.

## **Compensation and Post-Fellowship Involvement**

Fellows will be paid throughout the contracted time of the Fellowship based upon the number of hours expected to satisfy the Fellowship.

## **Application and Selection Process**

All applicants must complete this application and submit an updated resume. Some applicants may be asked to submit writing samples. Virtual interviews with high scoring applicants will be conducted.

As this program is funded by the Florida Developmental Disabilities Council via its contractor, OMS, representatives from the FDDC and OMS will direct the process for selecting Fellows.

**Training Areas:** Fellows will receive training and work assignments in some or all of the following areas

- General nonprofit management
- Administrative duties

- Volunteer management: Assisting with local group connections (helping members get positions on boards, recruiting allies, acquiring speaking and training engagements, etc.).
- Local group management and support: helping new groups get started, mentoring emerging leaders, etc.
- Board support: mentoring emerging leaders, board officer and member training
- FL SAND Breaking Barriers Training Academy (BBTA) development:
  - Presentation and training skills
  - Training trainers for and delivering the Route to Self-Determination training
  - Helping to develop and deliver training to the FL SAND Board of Directors and membership
  - Helping to develop and deliver BBTA proprietary training to self-advocates and other stakeholder groups
- Budgeting
- Conference and event planning
- Recruiting allies at the state level
- Pursuing state level cross-disability group membership
- Public relations and marketing:
  - Developing and maintaining the state self-advocacy communication hub tools (FL SAND & Florida Self-Advocacy Central websites and social media accounts)
  - Keeping collateral updated, distributed
  - Having a presence at key events, fairs, etc. – staying in front of the statewide disability community
- Other topics as needed

Fellows may also receive training in major gift fundraising, grant writing, and pursuing foundation funding to then train FL SAND members to write grants and raise funds as part of their non-profit organization's work.

## FL SAND Fellows Program Application / 2025-2026

Date of Application: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

City: \_\_\_\_\_ Zip: \_\_\_\_\_

Email: \_\_\_\_\_

Primary phone: \_\_\_\_\_

Please circle or place an X to the left or right of your choice

Gender:

1. Male
2. Female
3. Prefer not to answer
4. Other

Ethnicity:

1. White
2. Black or African American
3. American Indian and Alaska Native
4. Hispanic/Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or more races
8. Unknown

How would you describe the community where you live?

1. Urban
2. Rural

Are you a person with a developmental disability?

1. Yes
2. No

What is your disability or disabilities?

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FL SAND Group if applicable

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How long have you been an active member of this group? Please list current and past offices in the group

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Please tell us why you would like to be a FL SAND Fellow:

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Please summarize your leadership experience in disability advocacy and/or nonprofit organizations?

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Please list training you've received in advocacy and leadership.

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Signature of Applicant \_\_\_\_\_

Applications are accepted throughout the year but, generally, review begins in late summer. Those wishing to be included in the 2025-2026 Fellows cohort should submit their applications no later than August 31.

Please direct questions to [contactflsand@gmail.com](mailto:contactflsand@gmail.com) / Applications and resumes must be submitted to one of the following addresses:

- [Contactflsand@gmail.com](mailto:Contactflsand@gmail.com)
- Organizational Management Solutions  
P.O. Box 848  
Middleburg, FL 32050