

# **LEADERSHIP FOR FIVE SEASONS CLASS OF 2027 – CEO/MANAGER CONFIDENTIAL REFERENCE FORM**

## **TUITION & FUNDING**

Tuition in the Leadership for the Five Seasons (LFS) Adult Program includes all expenses such as food, transportation, program supplies, and overnight lodging for the retreat. **Tuition of \$2,300 for Economic Alliance members is due in full by 5:00pm on July 31, 2026.**

Current non-Economic Alliance members may apply, however their employer or sponsoring organization will be required to become a member of the Economic Alliance and pay EA membership dues in addition to tuition. Employers or sponsoring organization must be members for the full duration of the program. For example, for those applying for the Class of 2027, the employer or sponsoring organization must be a member of the Economic Alliance for the duration of the program year. **Refund Policy:** No tuition refunds will be issued unless an alternate candidate derived from the selection committee process is substituted prior to August 7, 2026.

## **ATTENDANCE**

Graduation from the Leadership for Five Seasons program requires participants to attend at least eight of the ten regular sessions. See below for the program dates. Attendance is **mandatory** for the Orientation meeting, Retreat, Leadership Update, LFS Mix & Mingle, and Service Day.

## **CLASS OF 2027 PROGRAM SCHEDULE**

| <b>Topic/Day</b>   | <b>Time</b>   |
|--|---|
| <b>Orientation (mandatory)</b><br>Monday, Aug 3, 2026                      | 4:00 p.m. – 6:00 p.m.<br>Economic Alliance  |
| <b>Retreat (mandatory)</b><br>Thursday, August 20-21, 2026                 | Hotel Julien- Dubuque<br>Bus Departure- 7:30 a.m. Aug 20<br>Return – 5:00 p.m. Aug 21 |
| <b>History Day</b><br>Friday, September 11                                 | 7:30 a.m. - 4:30 p.m.   |
| <b>Agriculture Day</b><br>Friday, October 9                                | 7:30 a.m. - 4:30 p.m.   |
| <b>Nonprofit Advocacy Day</b><br>Friday, October 30 <sup>th</sup>          | 7:30 a.m. - 4:30 p.m.   |
| <b>Arts &amp; Culture Day</b><br>Friday, November 20                       | 7:30 a.m. - 4:30 p.m.   |
| <b>Business &amp; Entrepreneur Day</b><br>Friday, December 4 <sup>th</sup> | 7:30 a.m. - 4:30 p.m.   |
| <b>Health &amp; Wellness Day</b><br>Friday, January 15                     | 7:30 a.m. - 4:30 p.m.   |
| <b>Economic Development Day</b><br>Friday, February 12                     | 7:30 a.m. - 4:30 p.m.   |
| <b>Law &amp; Local Government Day</b><br>Friday, March 5                   | 7:30 a.m. - 4:30 p.m.   |
| <b>Youth/Adult Class Mix &amp; Mingle</b><br>Wednesday, March 10           | 8:30 a.m. - 10:30 a.m.  |

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| <b>Education Day</b><br>Friday, April 9                                | 7:30 a.m. - 4:30 p.m.  |
| <b>Leadership Update (mandatory)</b><br>Thursday, April 15             | 12:00 p.m. – 5:00 p.m.   |
| <b>Class Project &amp; Graduation</b><br>Friday, May 7                 | Project - 7:30 a.m. - 3:30 p.m.<br>Graduation – 6:30 – 8:30 p.m. |
| <b>Summer Service Event/Reunion</b><br>Saturday, August 28 (Tentative) | Market After Dark<br>Daytime & Nighttime Shifts                  |

**CEO/Manager Agreement**

\_\_\_\_\_ has my full support for the time and personal commitment required to participate effectively in Leadership for Five Seasons. I understand that attendance at the Orientation meeting, Retreat, attending a minimum of 8 of the 10 regular day sessions and completion of program-related leadership curriculum are mandatory for the successful completion of the Leadership for Five Season Adult program. I understand and agree to the terms that my organization must be an active Economic Alliance Member while having an employee in the LFS class.

Employer Signature \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_ Title \_\_\_\_\_

**Leadership for Five Seasons Class of 2027  
Confidential Reference Letter**

Leadership for Five Seasons encourages a letter of reference for individuals who have demonstrated a capacity for leadership, who have exhibited interest and commitment to the welfare of the Cedar Rapids community and who have potential for exercising substantial leadership in the future. Every effort will be made to ensure that selections to Leadership for Five Seasons will reflect the diversity of our community. Selection to Leadership for Five Seasons Adult Program is limited to 35 participants. A *confidential* application is submitted by each applicant to obtain information necessary for a decision by the Selection Committee. **Reference Letter Submission Deadline: 11:59 p.m. April 30, 2026.**

**Please include the following in your reference letter** – The number of years you’ve known the applicant and in what capacity, the applicant’s leadership ability, commitment to the community and any other things we should know about the applicant.

**Confidential Reference Letters & CEO/Manager Signature should be submitted directly to:**

Rebecca Sullens, LFS Program Director  
[rsullens@cedarrapids.org](mailto:rsullens@cedarrapids.org)