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### Frequently Asked Questions

1. How are the program mentors assigned to the Fellows?
  - a. Fellows are asked to take a survey that covers their preference of characteristics such as, but not limited to: profession, gender, civic interests, career sector, etc. After the survey is completed, the IMPACT Advisory Council assigns Fellows to professionals who are seen as most suitable based on submitted responses. IMPACT is pleased that so many highly regarded professionals are willing to devote their time to support our leaders.
2. On average, how many Fellows are selected for each cohort?
  - a. The size of IMPACT's cohorts has ranged from 34 to 38 Fellows.
3. Are there any fees associated with the program?
  - a. Yes, please find the fee schedule [here](#). In the event that an organization cannot afford the fee, we encourage them to review their budgets to determine if there are any professional development funds available that can be used to support the candidate. Any gap would be filled by scholarship support. We select our cohort first, and then go through the scholarship application process. All fees are due September 2020 before the program begins.
4. Given the effect of COVID-19, is IMPACT making any changes in the way the program will operate moving forward?
  - a. IMPACT is following all federal, state, and local government policies regarding social distancing. Currently all IMPACT events and modules are being held virtually to ensure the safety of our participants.
5. What is the time commitment of the 9-month program?
  - a. Fellows are expected to attend monthly all-day modules, which are typically held on Fridays. There are also a number of supplemental sessions that are held throughout the year based on speaker availability. Please click [here](#) for our 2021 program schedule.
6. What does IMPACT consider to be civic leadership?
  - a. Civic leadership is broadly defined by IMPACT. We consider it to be volunteer service that aids in the uplifting of our community (e.g., mentorship, church leadership, community organizations, etc.).
7. Where can I find the application for IMPACT?
  - a. Click [here](#) for the Class of 2021 IMPACT Application.
8. Who should I contact if I have questions about the program?
  - a. Mavis Laing, IMPACT VP/Executive Director - [mlaing@chiul.org](mailto:mlaing@chiul.org)
  - b. Porshay Lloyd, IMPACT Program Manager - [plloyd@chiul.org](mailto:plloyd@chiul.org)