



## LEADERSHIP MOUNTAIN HOME

### PROGRAM DESCRIPTION, ATTENDANCE REQUIREMENTS, & ACKNOWLEDGEMENT

#### ***Program Overview***

Leadership Mountain Home is a selective, ten-month leadership development program designed to prepare engaged individuals to better understand, serve, and lead within the Twin Lakes Area.

The program combines leadership development, community exposure, and applied learning through:

- Monthly full-day sessions
- A retreat and special program days
- Civic engagement and volunteer service
- A group community impact project

Leadership Mountain Home is not a lecture series. It is an immersive, cohort-based experience that requires preparation, engagement, and follow-through.

#### ***Program Schedule & Time Commitment***

Leadership Mountain Home runs from March through December.

Participants should expect:

- Monthly full-day sessions held during standard business hours
- Occasional additional activities, such as a retreat, graduation, or special program events
- Independent time outside of scheduled sessions to complete required program components

Required work outside of scheduled sessions includes:

- Volunteering at two (2) Chamber-sponsored events
- Attending one local public meeting that follows parliamentary procedures (such as City Council, Quorum Court, or School Board) and submitting a written summary and reflection
- Participating in the planning, coordination, and completion of a group community impact project

While limited time may be provided during program sessions to discuss or advance these requirements, the majority of this work is expected to be completed outside of regular session hours and coordinated by participants.

Leadership Mountain Home is designed as a participatory experience, and consistent attendance and follow-through are essential to individual and cohort success.

## ***Attendance Expectations***

Leadership Mountain Home is a cohort-based leadership program. Each participant's presence is essential to the learning experience, program logistics, and the investment made by the Chamber, sponsors, speakers, and community partners.

Participants are expected to attend all scheduled sessions in their entirety.

## ***Allowable Absences***

Participants may miss no more than two (2) scheduled sessions during the program year, and only for excused reasons.

Excused reasons may include:

- Illness
- Family emergency
- Court obligation
- Unavoidable work emergency

All absences are reviewed on a case-by-case basis by the Program Director.

## ***Late Arrival & Early Departure***

Attendance requires full participation for the entire session.

- Arriving late or leaving early without prior approval may be recorded as a partial absence
- Multiple partial absences may be counted as one full absence
- Repeated late arrival or early departure may result in review, even if the participant is physically present for most of the session

## ***Communication Requirement***

Leadership Mountain Home sessions are planned in advance based on confirmed participation, including meals, transportation, speakers, materials, and venue logistics.

Participants must notify the Program Director as soon as possible and prior to the session if they:

- Will be absent
- Will arrive late
- Will need to leave early

Failure to communicate in advance—regardless of reason—may result in the absence being considered unexcused.

## ***Consequences for Non-Compliance***

Failure to meet attendance and communication expectations may result in:

- Review by program leadership
- Dismissal from Leadership Mountain Home

Dismissal decisions are made to protect the integrity of the program and respect the time, investment, and commitment of fellow participants and community partners.

## ***Program Cost & What It Includes***

Tuition is **\$1,000** and is due prior to the first program session, unless alternative arrangements have been approved by the Chamber.

Tuition includes:

- Program planning, coordination, and facilitation
- Educational programming and speakers
- Program materials and resources
- Meals and lodging associated with scheduled program sessions
- Fees associated with program-related activities and site visits
- Retreat and group project coordination
- Graduation recognition

Tuition covers a significant portion of the cost of delivering Leadership Mountain Home. The program is supported through a combination of tuition, Chamber investment, sponsorships, and in-kind community support. Meals and lodging are provided only for official program sessions and activities. Additional lodging, travel outside scheduled sessions, and personal expenses are the responsibility of the participant.

## ***Dress Code***

Leadership Mountain Home participants are expected to dress appropriately for professional, educational, and site-visit environments. As representatives of the program, the Chamber, and the community, participants should present themselves professionally at all times.

Dress expectations will be communicated in advance of each session and will generally fall into one of three categories: Business Attire, Business Casual, or Casual/Field Attire. Participants are expected to use good judgment and dress appropriately for each setting.

## ***Acknowledgement***

I understand the expectations, time commitment, attendance requirements, and costs associated with Leadership Mountain Home.

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

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## 2026 Leadership Schedule

**March 19th & 20th- Leadership Retreat (Mandatory)**

**April 17th - Local Government**

**May 15th - History/Tourism**

**June 19th - Law Enforcement**

**July 17th - Community Involvement**

**August TBD - Healthcare**

**September 18th - Education**

**October 16th - Community/Economic Development**

**November 17th & 18th - Little Rock (Mandatory)**

**December 18th - Communications Day**

**January 15th - Graduation at the Annual Chamber Banquet**