In the last decade, reports about the increasingly diverse U.S. population, our advancing technologies, and the growth of the nonprofit sector underscore the reality that a focus on nonprofit sector workforce preparation is more important than ever. Yet at the same time, there is an identified leadership gap. Further, with majority of work done in small nonprofits, many lack resources to focus on the development of ethical leaders. Drawing on nonprofit leadership research and engaging partnership with nonprofits in a northern California community, this project identified ethical leadership competencies for nonprofit, surveyed local goals for leadership development, and developed an accessible, cost-free curriculum with articles, tools, activities, and resources to foster ethical leadership development for all levels of the nonprofit sectors.

Guided by the overarching goal to support nonprofits in developing a cadre of committed leaders, firmly grounded in the core values and ethics of the nonprofit sector, who can strengthen the sector as they enhance trust, work collaboratively, advocate effectively, and increase collective impact, the following key objectives defined the project:

- Identify primary leadership gaps and of nonprofit staff and volunteers using archival data, key stakeholder/expert interviews, and surveys.
- Review literature to identify core competencies for nonprofit leaders.
- Develop a no-cost, module-based curriculum with accessible resources that can realistically be practically implemented in a small to medium sized nonprofit.

Research findings underscore the need to dedicate attention and resources to preparing nonprofit managers and leaders. The potential that today’s nonprofit leaders will leave the sector without the confidence that a well-prepared generation of managers and leaders will follow should cause great concern... (SNA, 2011)

Nonprofits need leaders at all levels who are grounded in the an understanding of what the nonprofit sector is and dedicated to the sector; and are capable of leading ethically, inspiring others, and advocating for change to create impact.

**Key References**


Lambert, R. (2016) Leveraging values to strengthen your organization. Act Insights 15, 3


The skills the nonprofit sector requires of its managers and leaders - Nonprofit Leadership Alliance (2011, January). Retrieved May 01, 2016, from https://www.nonprofitleadershipalliance.org/