



2026-2027 Participant Application Instructions and Guidelines

Instructions

It is important that each section is filled out completely. Feel free to add additional pages if necessary. Applications **must be signed by both employee and supervisor/employer**. The application must be returned to the Foundation on or before **May 31, 2026**, to be eligible for the program. Applicants will be notified by June 19, 2026 of acceptance and further details of the program.

Selection Criteria

The Maddox Leadership Institute (MLI) seeks to identify individuals who are most likely to utilize their leadership abilities to benefit Lea County and its communities. Participation is open to all Lea County residents over the age of 18. The Maddox Leadership Institute will select approximately 30 leaders from private, public, and non-profit sectors. Special consideration will be given to ensure diversity of race, gender, occupational background, and community. Areas of representation will include business/professional, religion, education, health care, social services, and government. This program is highly competitive and for this reason, we encourage applicants to reapply if not initially accepted.

Participant Responsibilities

The Maddox Leadership Institute kicks-off with an orientation at the JF Maddox Foundation Office on Wednesday, August 12, 2026, from 3:00 pm - 5:00 pm followed by a reception at Rockwind Grill from 5:00 pm - 6:00 pm. This is followed by a two-day retreat beginning on Thursday, August 13, 2026, from 9:00 pm – 4:00 pm and Friday, August 14 from 8:00 am - 12:00 pm (at Hobbs City Hall Annex). Then monthly sessions will occur on Thursdays from 9:00 am – 4:00 pm through April 2027. Participants are allowed one unexcused absence before they are ineligible for graduation. There are nine sessions total, and **attendance at the orientation, retreat, and final session are mandatory**. Failing to attend the retreat and final session will result in automatic ineligibility to graduate. In addition, there are alumni activities held throughout the year. These activities are voluntary.

Questions

For any questions please do not hesitate to contact Mayra Lovas: **Mayra Lovas – VP of Grants**
| 575.393.6338 Ext. 140 | mlovas@jfmaddox.org



*Please see signature page for deadline and return information

Full Name: _____
Last *First* *M.I.*

Preferred Name (if different): _____

Mailing Address: _____
Street Address *Apartment/Unit #*

_____ *City* *State* *ZIP Code*

How long have you lived in Lea County? _____ Gender: _____

Ethnicity: _____ Date of Birth: _____ Shirt Size: _____

Phone (Cell): _____ Phone (Office): _____

Email: _____

Dietary Restrictions? _____

Which of the following best describes your current industry:

- Business: Energy Related Non-energy Related
- Education
- Health Care
- Nonprofit
- Government
- Other _____

Describe your current position:

- Self-employed
- Employed
- Volunteer/Civic/Community

If you are employed, please name your employer and current position.

Employer: _____


Position/title: _____

“To be a part of MLI means that I get the opportunity to transform as an individual who is equipped to revolutionize and inspire growth in our community.”

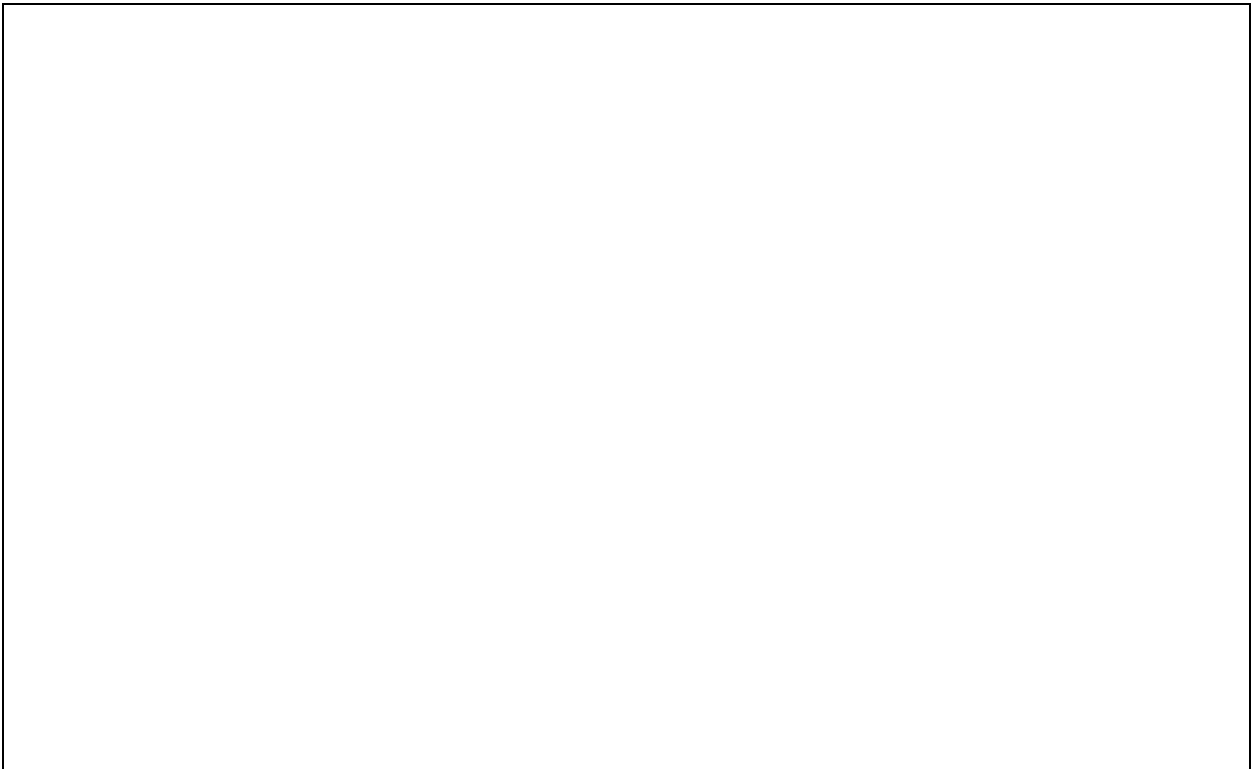
1. How did you learn about the Maddox Leadership Institute?

2. How do you think leadership development can help you professionally and personally?

3. In your opinion, what are the top 3 challenges in your community or Lea County?




4. How do you plan to contribute to your community as a leader?



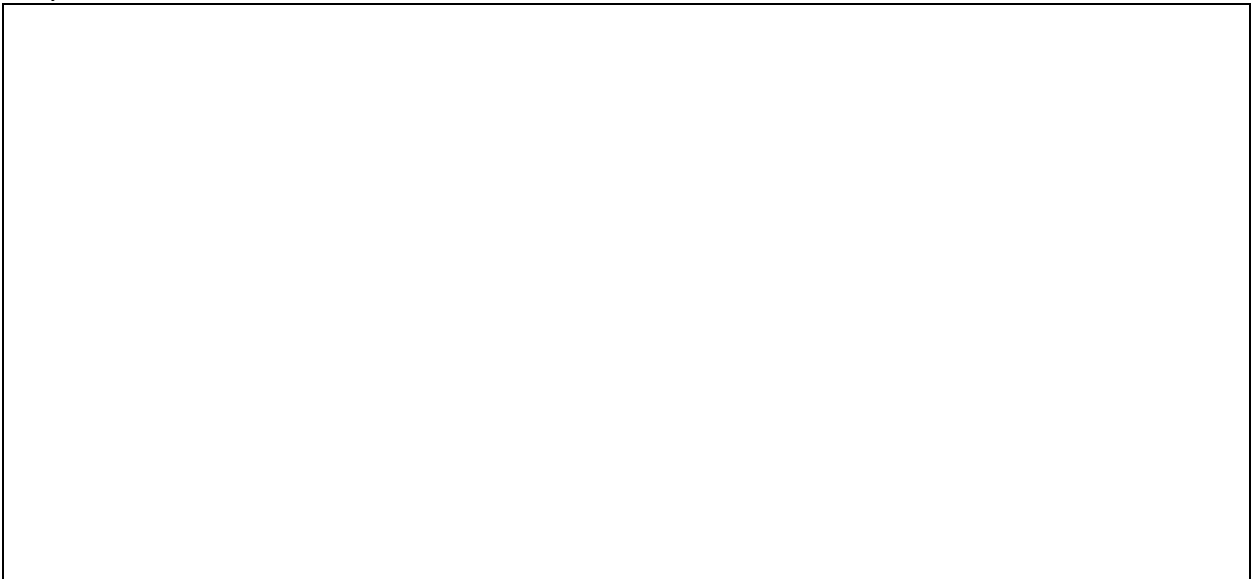
5. Are you currently involved in any of the following activities: civic, business, professional, or volunteer? Do you serve on a board (e.g., United Way, Chamber of Commerce, city planning, church, etc.)? If so, please list below.

6. What are some additional volunteer activities you would like to become part of in the future?

7. What specific knowledge/skills do you hope to gain from participation in this training?



8. What do you consider your most important accomplishment in community or civic activities?
Why?



Class Topics and Schedule

The Maddox Leadership Institute meets monthly, on **Thursdays from 9:00 am - 4:00 pm** (breakfast & lunch provided), and concludes with graduation on the evening of Thursday, April 22, 2027.

Session	Topic	Date
Session 1 Orientation & Opening Retreat	Icebreaker/Expectations/Housekeeping JF Maddox Foundation 3:00pm – 5:00pm (reception to follow) Day 1 - Understanding Leadership & Understanding Lea County Thursday from 9:00pm – 4:00pm Day 2 – Emergenetics – Friday from 8:00am-12:00pm	August 12, 2026 August 13 and 14, 2026
Session 2	Vertical & Horizontal Leadership Into to peer coaching & action learning (9:00am – 4:00pm)	September 17, 2026
Session 3	Multi-generational leadership & Effective Communication (9:00am – 4:00pm)	October 22, 2026
Session 4	Group Dynamics & Decision Making (will include running effective meetings) (9:00am – 4:00pm)	November 19, 2026
Session 5	Leaders as Boundary Spanners & Collaboration Navigating Change (9:00am – 4:00pm)	January 21, 2027
Session 6	Managing Conflict (9:00am – 4:00pm)	February 25, 2027
Session 7	Non-Profit Board Best Practices: Use Design Thinking to work through – How might we recruit and orient board members? (9:00am – 4:00pm)	March 25, 2027
Session 8 & Graduation	Personal Action Plan (9:00am – 4:00pm) Graduation (6:00pm – 8:00pm)	April 22, 2027

Commitment

If selected as a participant, it is important both the applicant and employer understand the level of commitment required to be a part of the Maddox Leadership Institute. Signing this application implies understanding and commitment to the attendance terms (attendance to the orientation, retreat, and capstone session are mandatory). The participant is then allowed ONE unexcused absence. Failure to meet these requirements will result in dismissal from the program and ineligibility to graduate.

Commitment and Consent:

- I understand attendance to **orientation, opening retreat, & capstone are mandatory.**
- I understand I am allowed **ONE** unexcused absence, any more than this will result in my ineligibility to graduate from the program.
- I grant permission for the Maddox Leadership Institute and its partners to use photos or recordings of me for promotional and communications purposes across print and digital platforms.

Signature: _____ Date: _____

Employer Signature: _____ Date _____

Please complete and return this application **NO LATER THAN May 31, 2026**, to:

JF Maddox Foundation
Attention: Mayra Lovas
P.O. Box 2588, Hobbs, NM 88241
or email to: mlovas@jfmaddox.org

*Applicants will be notified by June 19, 2026 of acceptance and further details of the program.