Dear Applicant,

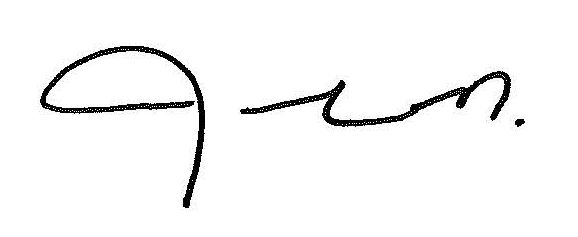
Mingalaba! We are so glad that you have applied for the DeBoer Fellowship class of 2018.

We at DeBoer Foundation, Inc. are committed to being a positive presence in Myanmar. Since the DeBoer family first came to Yangon in 1988, we have been invested in the development of humanitarian causes and individuals throughout the country. The DeBoer Fellowship was created to nurture mid-career citizen leaders, with great hopes that they will advance Myanmar’s future prosperity.

During the course of a year, DeBoer Fellows will be exposed to world-class instruction on select management and leadership topics, and they will join a peer network of top Myanmar colleagues from all sectors of society. We strive to equip Fellows to reach their potential as difference makers, and as men and women of highest character.

It is our privilege to come alongside you on your journey, and we deeply appreciate your interest in the DeBoer Fellowship.

Sincerely,

***Jack DeBoer* *Marilyn DeBoer***

***Peter Dove***

*Country Director, DeBoer Fellowship*

**ABOUT THE DEBOER FELLOWSHIP**

The Fellowship is a one year program designed to engage promising Myanmar citizen leaders to reach their potential and better serve their organizations, communities and country. DeBoer Fellows receive personal coaching, networking opportunities and first-rate instruction from Myanmar and global executives to help them grow in professional competence and personal character.

* Fellows will be stretched and challenged, as the Fellowship brings together individuals of different gender, ethnic, religious, age and vocational backgrounds.
* Fellows will attend three five-day long Fellow Events in the year.
* Fellows will be instructed in a variety of ways, including lectures, small groups and one-on-one coaching.
* Fellows will have homework and projects in-between the three Fellow Events.
* The DeBoer Foundation will reimburse all travel and lodging expenses of DeBoer Fellows.

**FELLOW QUALIFICATIONS**

**Applicants must be:**

* Myanmar nationals with at least five or more years of experience in a position of responsibility in their civil society, social enterprises, public service, organization, or business.
* 25 years old or older and should not be a collegiate student during the Fellowship year.
* Proficient in speaking, reading, listening, and understanding in the English language. If English comprehension is not strong, the Fellow will not get much benefit from the Fellowship instruction.
* Willing to demonstrate significant life experiences and accomplishments. University degrees are highly valued but will not be required to participate.
* Passionate about learning and committed to personal growth.
* Able to obtain a Pledge of Full Support from their organizations--allowing the Fellow to be absent from work for Fellow Events and a promise that the organization will consider how to apply ideas learned by the Fellow.
* Able to sign a Pledge of Commitment: 1) to attend all three five-day Fellow Events during the year, without fail except emergencies; 2) to plan and teach two multi-hour courses on what they have learned after each Fellow Event to peers in the organization or community (instructions and forms will be provided); and 3) to complete pre-Fellowship and post-Fellowship surveys.

**SELECTION CRITERIA**

**Applicants should:**

* Possess a strong desire to contribute their skills and experiences for the further development of Myanmar.
* Demonstrate a history of service to others and a very strong work ethic.
* Have a commitment to apply what they learn with those around them in their businesses, organizations, and communities.
* Desire to collaborate with individuals who have diverse backgrounds and experiences.
* Understand and be able to sign the DeBoer Fellowship Code of Conduct.

**CODE OF CONDUCT**

**The DeBoer Fellowship requires all Fellows to sign a Code of Conduct, affirming the Fellowship’s core values:**

1. Integrity – We want to be known for honesty, justice, and fairness.
2. Service to Myanmar – We always seek to advance the progress of Myanmar and her people.
3. Service to others – We are dedicated to helping others, particularly people without resources.
4. Diversity & equality –  We respect the dignity and value of people of different genders, ethnic groups, education levels, classes and income levels, ages, and religions.
5. Excellence –  We strive for excellence in everything we do.
6. Partnership – We recognize that the DeBoer Fellowship does not claim to create leaders, but to come alongside existing leaders and help them achieve their best potential.
7. Collaboration – We believe that greater, more lasting impact is possible when people work together, and not alone.
8. Respect – We know that it will be Myanmar’s people, and not outsiders, who will improve the country’s social, economic, religious, ethnic, and political situation.

**APPLICATION SUBMISSION INSTRUCTIONS**

**Individuals across Myanmar are encouraged to apply for the 2018 DeBoer Fellowship class.** The completed **application, one passport-size photo, two letters of reference and the two signed Pledge forms must be included** to be considered. All responses must be in English. **The deadline for submission is 1 August 2017.** We prefer you submit your Application and other required documents by using our online application which can be found under APPLY at [www.deboerfellowship.org](http://www.deboerfellowship.org/) or by email to [info@deboerfellowship.org](mailto:info@deboerfellowship.org).

You can also mail or deliver your Application to:

Attn: Peter Dove, DeBoer Fellowship--No. 528/8-1 (KA), Ma Soe Yein Kyaung Street,   
(5) Ward, 9 Mile, Mayangone Township, Yangon Myanmar

Phone (95) 09 731 85798.

We will send you an email confirmation from the DeBoer Fellowship for your records. If you do not hear from our team with seven days, please email [info@deboerfellowship.org](mailto:info@deboerfellowship.org) to ensure that we received your application.

**The 2018 DeBoer Fellowship Class will be announced by 7 October 2017.**

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|  | | | | |
| PERSONAL INFORMATION  **Please attach a recent photo. *All responses must be in English.*** | | | | |
| Name: |  | Date of Application: | |  |
| Email Address: |  | Organization: | |  |
| Mailing Address of Residence: |  | Title: | |  |
| Cell Phone: |  | Gender: | |  |
| City/State/Division of current residence |  | City/State/ Division of Birth | |  |
| Age: |  | Date of Birth: | |  |
| Applied in previous year?  (Check all that apply) | **2014**  **2015**  **2016**  **2017**   **No** | Connection to Internet:  (Check One) | | **By Mobile Phone**  **By Computer** |
| Access to Internet: | **Daily**  **Weekly**  **Monthly**  **None** | What is the best method to contact you? | | **Email**  **Website**  **Facebook**  **Other** |
| How did you learn of the DeBoer Fellowship? |  | Dietary Restrictions (if any): | |  |
| Medical Restrictions (if any): |  | Other Health Considerations (if any): | |  |
| Level of Formal Education:  (Check all that apply) | **High school**  **Study Abroad**  **Distance Education**  **University**  **Graduate Degree**  **Other** | **Degree Awarded:**  **(Check One)** | | **High School Diploma**  **Associate’s Degree**  **Bachelor’s Degree**  **Master’s Degree**  **Doctoral Degree**  **Other** |
| **Name of School:**  **(Highest Level)** |  | **Location of School:**  **(Highest Level)** | |  |
| Work History:  (Please list most recent job first, demonstrating that you have 5 years of full-time work experience)  Total Years of Full-Time Work Experience: | **Organization:**    **Job Title:**    **Dates of Employment:** | **Organization:**    **Job Title:**    **Dates of Employment:** | | **Organization:**    **Job Title:**    Dates of Employment: |
| **CURRENT ORGANIZATION INFORMATION** | | | | |
| Name of Organization:    Type of Organization: (Please check one)  NGO  CBO/ Local NGO  Business  School  Government  Religious Organization  Other—Please define.  Years in Existence:  Number of Paid Staff:  Number of Volunteers:  Organization’s Website: | | | Mission Statement:    What is your current position?    What is the name of your supervisor?    Whom does your organization serve? Or what is your organization’s product?    In what division/state are your organization’s headquarters?    In what division/state do you work?    Approximate number of people served by your organization per year: | |
| LETTERS OF REFERENCE | | | | |
| Please provide **two letters of reference** from senior colleagues at your organization. If you wish to add a personal reference, please do so. References from DeBoer Fellowship alumni are very welcome. These letters must address both your leadership abilities and your character. **(Attach letters to this application.)**   |  |  | | --- | --- | | **Reference One**  **Name:**  **Title:**  **Contact Information (phone number or email if available):** | **Reference Two**  **Name:**  **Title:**  **Contact Information (phone number or email if available):** |  |  | | --- | | WRITTEN RESPONSES |   Please complete the following written responses in 500 words or less.  **What is Myanmar’s greatest need and how can the DeBoer Fellowship help to address this need?**    **A citizen leader is someone who actively improves the society around them. What experiences and insights have formed you as a citizen leader? How has this experience prepared you for the DeBoer Fellowship?**    English Language Courses Completed (TOFEL or IELTS score, if available)  Rate your level of English competency:  **Beginner Intermediate Advanced**  Reading  Writing  Listening  Speaking | | | | |
|  | | | | |

**DeBoer Fellow Pledge of Commitment**

If selected as a DeBoer Fellow for 2018, I,       (applicant’s name), promise faithfully to live up to the following privileges:

1. **Attend all three Fellow Events in their entirety during 2018.**

The scheduled dates for 2018 are: 23-27 January, 15-19 May, and 2-6 October.

**NOTE: Fellows who do not attend all three 2018 Fellow Events may lose their Fellowship position, unless there is an unavoidable emergency.**

1. **Teach a half-day or two multi-hour training courses for other citizen leaders** in my community or within my organization, in my native ethnic language, after each Fellow Event.
2. **Complete specified projects in between Fellow Events.**
3. **Complete pre-Fellowship and post-Fellowship surveys.**
4. **Participate, if able, in alumni and network gatherings for DeBoer Fellows.** These events will be regional and will not require significant time or travel.

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Signature Title/Date

**Instructions:**

I,      (applicant’s name), am applying to be a DeBoer Fellow for 2018, and the DeBoer Fellowship requires me to obtain approval from my immediate supervisor,       (name of supervisor). If I do not have a supervisor at the organization where I work, I am responsible for identifying a Board member or older community leader who will oversee my experience and sign this Organization Pledge of Full Support. I am responsible for ensuring that he/she completes the form and that the signed form is received by the DeBoer Fellowship.

**Organization Pledge of Full Support**

I,       (name of supervisor), work for       (organization’s name) and am aware that       (applicant’s name) is applying to become a DeBoer Fellow for 2018. I will commit to supporting the applicant in this opportunity if he/she becomes a DeBoer Fellow. My name signed below indicates agreement, on behalf of my organization or community, to the following promises:

1. This DeBoer Fellow will be granted personal improvement leave from my job in 2018 for the weeks of 23-27 January, 15-19 May, and 2-6 October.
2. This DeBoer Fellow will still have a job when he/she returns from the DeBoer Fellowship conferences. This DeBoer Fellow’s absence will not have a negative impact on his/her job, standing, security, or advancement.
3. This DeBoer Fellow will be openly allowed and encouraged to share what he/she has learned from the DeBoer Fellowship while still following the organization’s normal confidentiality requirements and procedures. Our organization will be open to and receptive to his/her learnings.

Supervisor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (signature)

      (Print name)

      (Position or relationship to applicant)

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Name of Fellow Applicant Title/Date