



Rising Leaders Application

Purpose

The Rising Leaders program of the Florida Collectors Association identifies promising individuals in the accounts receivable management sector. These individuals are carefully chosen by the FCA Leadership Development Committee as potential future leaders within both the Association and the industry. The committee's primary aim is to nurture leadership qualities by fostering the growth and sustainability of emerging professionals in the field. This is achieved through offering valuable resources, providing mentoring opportunities, facilitating exposure, and creating networking avenues for those still developing within the industry.

The FCA Leadership Development Committee identifies a Rising Leader as an individual who embodies the following traits:

Commitment to Leadership: Actively seeks opportunities for personal and professional growth in leadership roles.

Strong Initiative: Demonstrates a willingness to tackle challenges with focus and discipline.

Openness to Feedback: Embraces constructive criticism and coaching to enhance personal development.

Collaborative Spirit: Engages eagerly in collective learning experiences and contributes to the growth of others in the program.

Leadership Goals: Maintains a clear vision of how their evolving leadership skills will be utilized in future endeavors.

Industry Dedication: Shows a strong commitment to improving their organization and contributing to the advancement of the industry as a whole.

Qualifications

A natural person of 18 years or older.

An individual FCA member or an employee of any FCA Company Member, including Affiliate, Attorney or Creditor Leadership role/position at your company or organization.

Approval from your manager or supervisor to participate in the Rising Leader Program to meet the Expectations of Program Members listed below.

Expectations of Program Members

Attend and participate in-person at the FCA Annual Conference.

Attend and participate in at least two (2) Rising Leaders quarterly virtual meetings.

Complete any assigned reading, exercises or other tasks.

Embrace the values of the Program through aligning your actions with the Leadership Development Committee's definition of a Rising Leader (defined above under "Purpose").

Completing the Application

Remember the following:

Complete the entire application.

Sign your application.

Attach a professional reference (e.g.: manager, supervisor, client, vendor, or other industry member).

Instructions for completing application:

1. Complete all sections indicating Not Applicable (N/A) when necessary.
2. Please limit your responses to the word count allotted for each section.
3. **Return your completed and signed application and professional reference** to FCA's Executive Director, Kimberley Huntington at huntington@acainternational.org (An electronic signature is permitted).
4. If you have questions, please contact one of the following members of the FCA Leadership Development Committee: Pam Kirchner, pam.kirchner@bcafs.com; Melissa Nash, mnash@checkmarkcolletions.com; Rick Perr, rperr@kaufmandolowich.com
5. Completed applications must be submitted by **February 28, 2025**.
6. The Leadership Development Committee will review all applications and notify you of their decision. If you are not selected, the Committee will include a summary explanation of their decision and include steps to change such determination after reapplication in future years.
7. Participants selected for the 25/26 Rising Leaders Program will be expected to participate in the inaugural event which will be held during the FCA Annual Conference, May 19-21, 2025, at the Renaissance Orlando Resort & Spa.



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Applicant Information

Applicant Name:

Company Name:

Company Address:

City:

State:

Zip:

Email:

Phone (business):

Phone (cell):

How long have you been involved in the ARM industry?

Less than 1 year

2-3 years

4-5 years

If more than 5 years, please note: _____

Check all that apply and use the space below to briefly describe when applicable.

I have demonstrated active involvement with the Association through: *(check all that apply)*

Have attended at least one FCA or ACA event in the last 12 months.

Served on an ACA or FCA Committee. Please list the committee(s) and year(s):

Other. Please list:

I have demonstrated leadership in my personal or professional life. If yes, please explain how:

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Statement of Interest

Describe why you want to be in the Rising Leaders Program and what you hope to gain. (*limit 150 words*)

Career

Choose only Two of the Questions to Answer (*limit 100 words for each answer*)

- a) Describe your first job, and what you learned from that job.
- b) Describe a prior career outside the ARM industry.
- c) Describe any career highlights, awards, or other achievements.
- d) Describe a challenging situation you've faced as a leader and how you handled it. What did you learn from the result?



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Leadership

Choose only **Two** of the Questions to Answer (*limit 150 words for each answer*)

- a) Provide at least one example of how you have contributed to your current company's growth or innovation within the last year.
- b) Describe how you make a positive impact on your community. Please include examples of community involvement outside the industry.
- c) What is the best piece of business advice you have received and why?
- d) Can you provide examples of how you've collaborated with others to achieve a common goal?

Get to Know You

Choose at least **Two** of the Questions to Answer so the FCA Leadership Development Committee can get to know you!
(*limit 50 words per answer*)

- a) Describe a personal, non-work-related achievement.
- b) Describe a cause or issue that you are passionate about and actively support. Why is it meaningful to you?
- c) What are your hobbies or interests that you are passionate about, and how do you incorporate them into your daily life?
- d) What is a hidden talent you have that others may not know?
- e) What is your favorite meal and why?

I reaffirm my interest in being considered for the Rising Leaders Program.

Signature

Date