



NOMINATION/SELECTION GUIDE





MISSION

C5 Georgia's mission is to change the odds of success for high-potential teens from under-resources communities by inspiring them to pursue personal success while preparing them for leadership roles in college, work, and their communities.

We do this through five years of intensive leadership experiences. Students attend year-round leadership development, college access, and community volunteerism and advocacy programs in preparation for continuing education and career development.

We encourage C5 students to be...

***Character-driven, Community-focused, Challenge-ready,
College-bound, Committed to a better future.***

UNPARALLELED OPPORTUNITY

C5 Georgia offers a distinct approach to preparing students to lead **meaningful, accomplished lives**. A leadership program at its core, C5 Georgia's five-year curriculum and emphasis on community volunteerism provides a long-term, multi-faceted approach to developing the social-emotional skills and perspectives needed for young people who aim to actively pursue new opportunities and make beneficial contributions to society. For the students we select, we offer an **unparalleled opportunity** to learn and prepare for the future. We depend on our partners in the community to nominate deserving youth who are prepared for C5.

C5 Georgia is designed to keep students with promise on track. Not all young people are ready to succeed in an intensive and demanding five-year program, but for the motivated, high-performing student, we offer opportunities to build a vision for the future and to develop the skills needed to turn that vision into a reality. We recognize that youth from under resourced communities often fail to achieve their potential. They can't envision a positive future because they receive limited support, few opportunities, and inadequate direction at critical points in their lives. C5 provides a **support network** and **enriching experiences** that prepare them for success in school, work, and life.



WHO WE SERVE

C5 believes that providing quality leadership development experiences for youth is the best way to **strengthen our communities** and **build a better future**. We support talented young people who have the drive to be successful but who need guidance towards the kinds of experiences that will fully prepare them for college, career, and community leadership.

PARTNERSHIPS: C5 GEORGIA'S KEY TO SUCCESSFUL SELECTION

C5 Georgia establishes partnerships with organizations and entities that have close connections with our target program participants. These include schools and youth-serving organizations that can observe students' potential, understand students' life situations, and assess their **challenge-readiness**.

Being nominated is a big deal! Nominees are recognized for standing out as **motivated leaders** with high capacity to face challenges by people who have experience with and exposure to a lot of students.

A C5 Georgia representative is available to meet with partners. At this visit, we walk partners through our selection criterion process. Each partner should identify a point person who will act as a liaison between C5 Georgia and his/her school or organization to:

- identify students
- work with nominees and their families on the application process
- communicate deadlines and requirements
- host informational meetings
- help C5 set up student interviews

We know that not all nominees will submit an application, but we depend on our partners to help us identify nominees who meet our eligibility criteria. While we cannot guarantee that any student from a particular school or agency will be accepted, the more youth nominated who fit our criteria, the better the chances some will be selected.

SELECTION PROCESS: OVERVIEW

We take selection very seriously. **C5 Georgia will invest about \$15,000 in each participant** during his/her five years with our program. We want to invest in students who are likely to make the most of the opportunity. C5 is a life-changing experience. To reap the benefits, youth and their families must invest personally and stick with the program over time. Nominating a student who is not likely to continue with C5 may prevent a more suitable student from taking full advantage of the experience. The “right” students are those who are most likely to make C5 a priority and who are ready to add as much to C5 value as they benefit from it.

C5 Georgia selection is rigorous and competitive. We receive hundreds of completed applications each year and only 40 to 70 students (half boys and half girls) are selected to join C5 Georgia. Only those students who participate in the full process will be considered for selection.

The C5 selection process has 4 key components:

- **Step 1: Nomination**
- **Step 2: Application & Letters of Recommendations**
- **Step 3: Interviews**
- **Step 4: Evaluation & Selection**



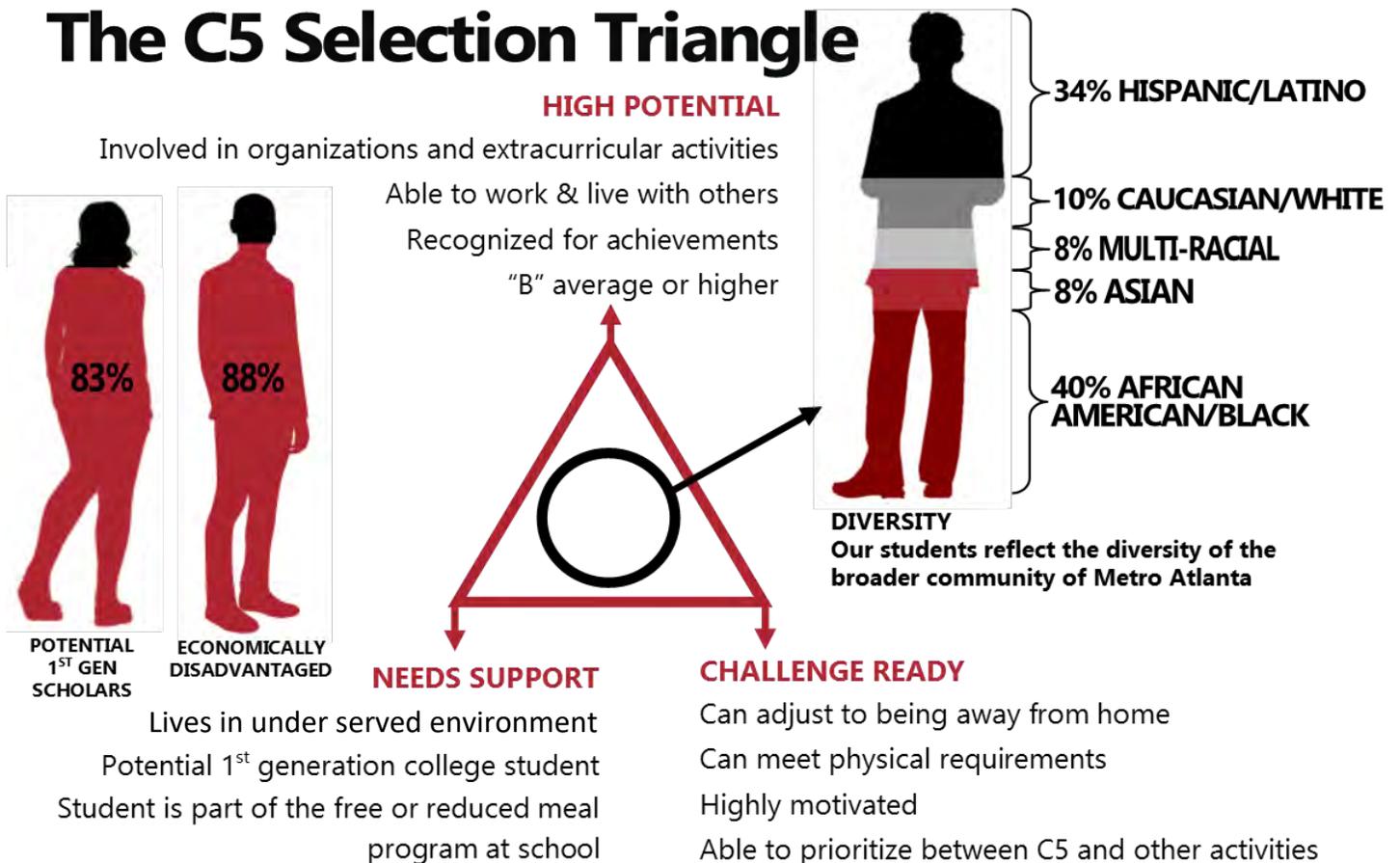
SELECTION PROCESS: STEP 1 – NOMINATION

It's important to identify students who are most likely to be effectively served by the experiences we offer and who will be able to meet the expectations we have for continued and consistent participation.

C5 uses what we call the “selection triangle” to identify young people who will benefit most from our program and who are most likely to commit to the program over time. We are looking for young people who meet qualifications in three essential areas*:

- High Potential**  Evidenced by academic success (“B” average or higher), ability to work with others, and recognition for achievements at school or in their community.
- Needs Support**  Evidenced by student who is part of the free or reduced meal program at school, is from a family where neither parent has graduated from college, and/or is from a single-parent family.
- Challenge-Ready**  Evidenced by sincere motivation to be part of the program and ability to embrace the demands of outdoor living and the physical requirements of the camp program.

The C5 Selection Triangle



*There may be instances in which a student is very qualified in two sides of the selection triangle but does not meet the financial guideline. Few exceptions can be considered - no more than 15% of those accepted. To qualify as an exception, there must be clear demonstration of social need.



What C5 Georgia Looks for in Students Who “Need Support”

FINANCIAL NEED

C5 Georgia primarily targets students who qualify for the state’s free or reduced lunch program, however, in certain cases, exceptions are made to this guideline. In relation to this, C5 Georgia participates in Bright From the Start's Summer Food Service Program (SFSP). This USDA Child Nutrition Program feeds nutritious meals to children in low-income areas when schools are closed for vacation. As a sponsor of the program we provide meals to our Flints and Lanterns free of charge during summer camp.

LIVING IN AN UNDER-SERVED ENVIRONMENT

C5 Georgia seeks youth who have the raw potential to succeed but whose success is threatened by circumstances beyond their control. Growing up in a neighborhood where schools and other institutions lack supportive and positive youth programs places young people at greater risk for not graduating from high school. Under-served neighborhoods tend to be characterized by low employment, failing businesses, a lack of services and recreation facilities, high crime rates, and low-income levels.

FIRST GENERATION COLLEGE STUDENT

C5 Georgia reserves 80% of incoming class slots for youth from families where neither parent has graduated from a college in the United States with a 4-year degree.

FROM A FAMILY MANAGING SIGNIFICANT CHALLENGES

Growing up in a single-parent home increases the risk that a young person might not complete high school. Intact families, too, can face significant challenges that threaten a young person’s success such as serious health issues or a member’s disability. We recommend that coordinators engage as many people in the school or organization as possible to identify the young people who meet this criteria.

NOMINATION TIP

Before nominating students, consider whether C5 Georgia is a good match for them. Monthly Pathways and summer experiences are not opportunities to “hang out”. Our curriculum is very structured, with specific guidelines, schedules, and ways of doing things. As part of our year-round program, students make decisions about “how” they will participate in activities, but they do not have the option of choosing “if” they will participate.

We expect positive participation, responsible conduct, and enthusiastic efforts. C5 participants are asked to embrace the C5 Cornerstone Code:

- Represent yourself and your community well
- Hold yourself to a higher standard
- Respect each member of our community
- Build the future you wish to see



What C5 Georgia Looks for in “Challenge-Ready” Students

HIGHLY MOTIVATED TO BE A LEADER

Successful C5 Georgia students want to be leaders. They have a strong interest in making their communities better. Motivated students tend to take advantage of resources at school like tutoring or mentor programs. They demonstrate high personal standards and commitment to developing skills such as photography or learning to play a musical instrument.

LIKELY TO MAKE C5 GEORGIA A PRIORITY

We seek youth who understand that C5 Georgia is an opportunity and a long-term investment in their future. Students who are singularly focused on sports or dance or who are committed to an organization that requires a significant summer commitment may not be able to devote the required time to C5 Georgia. We hold mandatory events monthly throughout the year and students must be able to prioritize C5 Georgia when balancing their extracurricular activities.

MATURITY AND MENTAL READINESS

Positive participation is essential to success. Successful students value learning and personal development. They welcome membership in a positive community. Success with C5 Georgia requires positive attitude, emotional maturity, and being able to work productively with others.

PREPARED FOR OUTDOOR LIVING AND CHALLENGING ACTIVITIES

Predicting whether an individual can adjust to living away from home for four weeks is difficult. Some individuals may find the more primitive aspects of our outdoor experiences unacceptable. C5 Georgia summers include outdoor activities, encounters with bugs and other outdoor creatures, and a very structured schedule. Many activities are physically as well as mentally challenging — for example: hiking, climbing, canoeing, rafting, etc. Please consult with C5 Georgia if you have questions related to physical requirements or accessibility issues.



Completing Nominations

Each partner will receive application instructions and letters to distribute to nominated students; the number of packets will be based on the size of their potential nomination pools. For middle schools and established nonprofits (e.g. Boys and Girls Clubs), this is typically 30 packets. Each nomination letter will include application instructions and an overview of the program for the student and their family. Letters are available in English and Spanish. **All applications must be submitted online.**

C5 Georgia conducts several information sessions throughout September and October each year. If you are interested in having C5 Georgia host an information session at your school or site for parents and students, please contact our Selection Coordinator at info@c5georgia.org.

MAKE NOMINATIONS A BIG DEAL!

Nomination for C5 is recognition of a student’s involvement and service to the community. The message to all nominees should be: *“We are so proud of you. You are on the right track. Keep up the good work and you’ll continue to create opportunities for your future.”*

Recognize each nominee’s positive contribution. Announce them to the whole school. Have an assembly. Give out certificates. Put an article in your school/organization newsletter. Encourage nominees to “Keep up the great work!” The challenge is to help students feel good about being nominated – even if, in the end, they aren’t selected for the program.

SELECTION PROCESS: STEP 2 – APPLICATIONS AND LETTERS OF RECOMMENDATION

A complete application for C5 Georgia includes:

- An application completely filled out
- Two recommendations using C5 Georgia's forms A + B
- A recommendation letter (if nominated student's GPA is lower than 3.0)
- An essay 1 - 2 pages in length
- A copy of the student's most recent grade report
- A school conduct or behavior report

Without a well-written application and insightful essay, strong recommendation forms, and the most recent grade report, it is unlikely that a student will be invited to interview with C5 Georgia.

We encourage teachers and others to coach candidates towards success, but not to complete the application for students. Explain the importance of representing oneself well through the written application and then allow students to do their best work.

Essays should be typed if possible. Incomplete, inappropriate, or carelessly written applications will affect a student's chance of being invited to interview.

C5 Georgia reviewers are sensitive to essays written by students who live in households where English is not the primary language. Feel free to contact C5 Georgia staff or attach a note to applications deserving special consideration due to language or cultural barriers. Reviewers are more concerned with the content of applications and essays rather than spelling and grammar.

Two recommendations are required as part of the application. Recommendations should be obtained from someone who knows the youth well—preferably for a minimum of 1-2 years. Recommendations cannot be written by an immediate family member. Youth who do not have a 3.0 grade point average or greater need to submit a recommendation letter that speaks to the student's capacity to overcome the deficit.

Recommendations are to be completed on-line **the first week of December**.

All applications are completed on-line, so partners may need to spend additional time with students who don't have resources at home to complete their application. Contact the C5 Georgia office with any questions or concerns regarding student applications: info@c5georgia.org.

**APPLICATIONS ARE DUE TO C5 GEORGIA
ON OR BEFORE THE FIRST WEEK OF DECEMBER.**

SELECTION PROCESS: STEP 3 – INTERVIEWS

C5 Georgia will select up to 300 students to participate in the interview process, from the applications received. Without a successful individual and group interview, it is highly unlikely that a student will be selected for C5 Georgia. Ensure students understand the importance of being on-time and respectful and offering thoughtful and honest responses. We encourage nominators to use the interview process as an opportunity to talk to students about creating positive impressions.



After reviewing all applications, C5 Georgia will notify the parents and the students who have been selected to set up an interview. Parents will be directed online to sign up for an interview time and place. Partners will also be notified of the students who have been selected for an interview.



Each student will take part in a group and an individual interview. Group interviews involve youth engaging in games and problem-solving activities with other candidates while being observed by C5 Georgia staff and volunteers. Individual interviews involve students speaking with two C5 Georgia staff members or volunteers for 15-20 minutes, answering questions about the subject they know the most about—themselves.

Interviews will be held at various sites around Atlanta, on both weekend and weekdays with a wide variety of times. Interviews last from 1.5 — 2 hours. Parents will be responsible for signing their students up for an interview that they can attend. C5 Georgia requires written parental permission to interview youth on their completed applications.

SELECTION PROCESS: STEP 4 – EVALUATION AND SELECTION

After all applicants have been interviewed, C5 Georgia staff will evaluate each student’s application materials and interview results.

Finalists will be contacted and, pending an interview with parents/guardians, will be selected to join the C5 Georgia program. A total of between 40 to 70 students (half boys and half girls) will be invited to be in C5 Georgia’s incoming class.

When the incoming “leadership class” has been selected, C5 Georgia will advise nominating partners of the status of their students then send selection decisions to all students and their families via email or mail. Students who are selected will also receive a follow up phone call from C5 staff to determine if they will accept their place in the program.

Due to the limited number of spaces available, it is possible that qualified young people will not get accepted. C5 Georgia maintains a “wait list” of these applicants as alternates. If a young person who has been accepted is not able to participate, an alternate from this reserve list will be invited to be part of the incoming class. Please note that in some cases students will be accepted from the wait list as late as July.



THE C5 GEORGIA EXPERIENCE

The C5 Program is an intensive 5-year progression involving year-round events and requirements for grades, community service, and leadership. Participation prepares youth for school, work, and life and motivates them to become role models in their communities. Fun is an intentional piece of our program, but our focus is on developing young leaders. Outdoor experiences are an important part of the first half of the 5-year progression; the latter half involves traveling to college campuses, visiting a variety of work environments, and interacting with businesses and other professionals.

Annual Expectation of Students

- Attend mandatory Pathway events during the school year
- Attend signature summer experiences every summer for 5 years
- Perform 30-70 hours of community service
- Be active in community/school groups and organizations
- Maintain a minimum 3.0 GPA
- Maintain monthly face-to-face contact with C5 staff



YEAR ONE



FLINT

**LEARNING TO
LEAD MYSELF**

Key Emphasis:

- Strengths & Weaknesses
- Stereotypes & Media Pressures
- Goal Setting
- Presenting Myself Well
- Trust & Team Building
- Problem Solving Processes
- Positive C5 Culture & Values
- Defining Community & Service
- Challenge as a way to Learn & Grow
- Listening & Supportive Language
- Consensus Building
- Personal Development Plan

Summer: Leadership University, Part I (26 days)

Students learn and practice fundamental leadership skills, build friendships, and challenge themselves in a positive, supportive environment.

Year-Round Commitment:

Career Exploration, Community Service, Leadership Summit

YEAR TWO



LANTERN

**LEARNING TO
LEAD OTHERS**

Key Emphasis:

- Personality & Work Styles
- Stereotypes & Media Influence
- Assessing Community Needs
- Personal Portfolios
- Coaching & Role Modeling
- Public Speaking
- Conflict Resolution & Peer Mediation
- Decision Making and Planning Tools
- Meeting & Budget Management
- Plan & Carry Out Community Projects

Summer: Leadership University, Part II (26 days)

Students return to Leadership University to continue to learn and practice leadership skills. The second summer emphasizes greater challenges and expanded leadership responsibilities within C5.

Year-Round Commitment:

Teamwork & Ropes Course Adventure, Backpacking Retreat, Career Exploration, Leadership Summit

YEAR THREE



HAMMER

EXPLORING MY HORIZONS

Key Emphasis:

- Mission Statements & Resumes
- Developing a Professional Image
- Using Technology to Tell a Story
- Interviewing & Mock Interviews
- Planning Year 4 College Experience
- Learning Styles & Multiple Intelligences
- Cultural Immersion
- Observe “culture” of two Organizations
- Community Mapping
- Volunteering with a Local Agency

Summer: NOLS Trek

Students travel by plane to the Grand Tetons for an intensive backpacking, rafting, and adventure experience. Leadership skills learned during prior years are applied to real-life challenges.

Year-Round Commitment:

Sharing Your Story: Writing the Next Chapter, College Tour Preparation, Leadership Summit

YEAR FOUR



COMPASS

EXPLORING MY FUTURE

Key Emphasis:

- Coaching Skills
- College & Scholarship Applications
- Test Preparation
- Interview Students & Administrators from varied Campus Organizations
- Participate in “Leadership Lunches” & C5 Fundraising Events
- Project Management Tools
- Service Project in Community other than Own
- Visit Organizations that Promote Social Justice & Cultural Understanding

Summer: Road to College (7 days)

Students plan summer visits to 5-7 college campuses. They explore opportunities throughout their region. Workshops focus on application process, acceptance requirements, understanding the college community and financial aid.

Year-Round Commitment:

Working My College Action Plan, Hunting Community Resources, Career Exploration, Leading to Serve

YEAR FIVE



MEDALLION

ENGAGING MY COMMUNITY

Key Emphasis:

- Medallion Project
- College & Scholarship Applications
- Governmental & NGO’s that Promote Inclusion & Social Justice
- Identify Local Social Justice issues
- Financial Management: Budgeting & Credit
- Community/Government Decision-Making or Law-Making Simulation
- C5 Presentation Portfolio Completed
- Advocacy as a Form of Community Service

Summer: ACT Now! Summit

Students work with civic leaders to understand community decision-making. They apply skills & knowledge to generating solutions for real challenges facing their community.

Year-Round Commitment:

College Admissions and Scholarship Workshops, Medallion Project

IMPORTANT DATES

Applications Open

NOVEMBER 1st

Application Deadline

1st Week of DECEMBER



Interview Sign ups Open

1st Week of JANUARY



Student Interviews

FEBRUARY



Selection Notifications

3rd Week of MARCH