

# 2026 - 2027 Leadership Bay Application

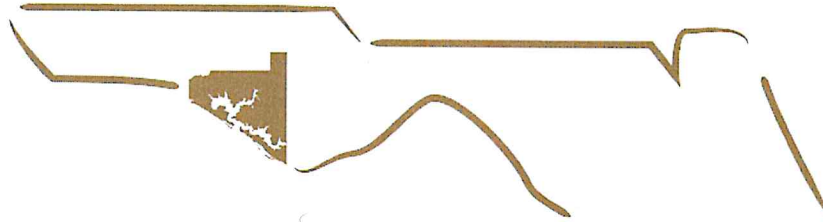
[Click Here](#) to view a paper copy of the application.

\* Indicates required question

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1. Email \*

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## LEADERSHIP BAY

BAY COUNTY CHAMBER OF COMMERCE



### Mission

The mission of Leadership Bay is to cultivate a broadened network of well-informed leaders whose strengthened commitment to community involvement will affect positive change in Bay County.

## Application Process & Instructions - Please Read Carefully

Complete each section. Answers are limited to available space. Incomplete answers will not be accepted.

The tuition for Leadership Bay is **\$1,250 for current Bay County Chamber members** and **\$1,550 for non-members**. Chamber membership is not required to apply or participate in the program. Tuition is due upon acceptance into the class and covers all program materials, meals, transportation, and session expenses.

A **non-refundable \$10 application fee** is required and must be paid immediately following the submission of your application. Applications will not be considered for selection until the application fee has been received.

As part of this application, you are required to submit **two personal letters of recommendation**. These should **not** be written by your current direct supervisor, employer, spouse, or significant other. Instead, they should come from former supervisors, past employers, mentors, or professional associates who can speak to your leadership abilities, character, and potential.

In addition, you are required to submit a **supervisor recommendation letter**. This letter must come from your current supervisor and should detail why they believe you are a strong candidate for the Leadership Bay program. It should highlight specific qualities, achievements, and work ethic that demonstrate your potential as a community leader. The letter should also explain how your participation in the program would not only benefit your personal and professional growth but also positively impact your organization and the broader Bay County community.

The application deadline is Tuesday, July 28 by 5:00 pm.

Applicants must also upload a copy of the signed Program Commitment. The Program Commitment must have your supervisor's signature. To view and download the Program Commitment, [Click Here](#).

### Selection Criteria

Completed applications must be submitted to the Bay County Chamber of Commerce. Participants will be selected by the Leadership Bay Steering Committee based on the content of their applications. Strong consideration is given to candidates who demonstrate a commitment to serving and improving Bay County. Leadership roles—whether in a professional setting or through volunteer involvement—and a capacity to influence policy are also taken into account. The committee strives to include a diverse mix of participants representing various sectors, including business, labor, education, the arts, faith-based organizations, government, and community groups. **Only one application per candidate will be reviewed. All applications will be scored anonymously to ensure a fair selection process.**

2. Legal Name: \*

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3. Preferred Name for Name tag: \*

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4. Home Address (Including Street Address, City, State, Zip Code): \*

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5. Work Phone Number:

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6. Cell Phone Number: \*

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7. Current Employer: \*

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8. Employer Address (Including Street Address, City, State, Zip Code): \*

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9. Employer Mailing Address (If Different):

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10. Preferred Email Address: \*

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11. Please check which business sector you are representing: \*

*Check all that apply.*

- Banking/Finance
- Construction/Development
- Education
- Real Estate/Property Management
- Government
- Hospitality/Tourism
- Non-Profit
- Defense Contracting
- Law
- Manufacturing/Industrial
- Sales/Marketing
- Healthcare/Medical Services
- Technology/IT
- Other: .....

Please upload a current copy of your resume. Your resume should include your educational background, any academic honors, awards, certifications, and at least the past seven years of employment history, including your positions held and primary responsibilities in each role.

12. Please upload resume here. \*

Files submitted:

### General Information

The mission of Leadership Bay is to cultivate a broadened network of well-informed leaders whose strengthened commitment to community involvement will affect positive change in Bay County.

13. Leadership Bay accepts a limited number of participants each year due to high demand. Why do you believe you are a strong candidate for selection into the program? \*

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14. What specific skills or knowledge do you hope to gain through your participation in Leadership Bay, if selected? \*

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15. Active involvement in a Bay County Chamber committee is a required component of the Leadership Bay program. All participants must commit to joining and serving on a committee by January 1. Please review the list below and select your top three committee preferences: \*

*Check all that apply.*

- Ambassadors
- Bay Chamber Connect Group
- Bay Young Professionals
- First Responders Appreciation Committee
- Government Affairs Committee
- Membership Appreciation Committee
- Military Affairs Committee
- Tourism Appreciation Month Committee

**The Bay County Chamber of Commerce has a proud tradition of excellence, serving as a key advocate for local businesses by providing critical resources, support, and leadership in community and economic development. Each year, the Chamber's Board of Directors establishes strategic priorities to shape the organization's direction and initiatives. With that in mind, please identify and rank what you believe are the top three most pressing issues currently affecting Bay County residents and businesses. For each, explain why you consider it a critical concern.**

*(Examples of current strategic priorities include: childcare, protection of the Gulf Training Range, enhancing member and community impact, and workforce development.)*

16. Most pressing issue #1: \*

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17. Most pressing issue #2: \*

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18. Most pressing issue #3: \*

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19. Considering the three most pressing issues you identified above, how could these \* challenges be addressed through a class project that would positively impact the Bay County Chamber of Commerce and its business community?

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### Class Project

The Leadership Bay program includes a required class project designed to make a positive impact on the Chamber's business community. Completion of this collaborative project, with full participation from all class members, is mandatory for graduation from the program.

20. Do you agree to dedicate extra time beyond regular class sessions and work \* hours to contribute additional hours toward the class project?

*Mark only one oval.*

Yes

No

21. What skills/strengths can you bring when working in a group setting? \*

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22. What personal or professional actions have you taken, at any time or place, that demonstrate your commitment to your community? If applicable, please include the organization(s), dates of involvement, leadership roles, and a brief description of your responsibilities:

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23. Describe an achievement you're most proud of. What lessons did you take from it, and how have you applied those lessons in your current role?

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24. If you haven't had the time or interest to get involved before, what has changed \* that now allows you to engage with the community?

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25. Are there any time constraints that would keep you from full participation in this class? If so, please explain: \*

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### Commitment

26. The Leadership Bay Orientation, two-day retreat, Graduation, and First Friday presentation in June are all required sessions. Do you agree to attend and actively participate in all of these events? \*

*Mark only one oval.*

Yes

No

27. Sessions are usually held every other Wednesday. Participants must attend the full duration of each session to receive credit. Sessions typically run from 7:30 a.m. to 5:00 p.m., with the exception of the State Government Session, which has an earlier departure time in the morning. Do you commit to attending all sessions? \*

*Mark only one oval.*

Yes

No

28. To graduate from Leadership Bay, participants may not miss more than two sessions. Missing a third session may result in immediate dismissal from the program without a tuition refund. Employers may also be notified if there are attendance/tardiness issues. Do you agree to adhere to this attendance policy? \*

*Mark only one oval.*

Yes

No

29. Agendas are provided to the class ahead of time to help class members plan around any scheduling conflicts. Repeated tardiness, whether at the start of sessions or during transitions between locations, will not be tolerated. Do you agree to this expectation? \*

*Mark only one oval.*

Yes

No

30. A commitment to actively participate in a Chamber committee and attend a County Commission meeting are required components of the Leadership Bay program, to be completed by January 1. Do you agree to fulfill these requirements by that date? \*

*Mark only one oval.*

Yes

No

31. Leadership Bay requires participants to follow a dress code for all sessions. \*  
Unless otherwise noted, this includes wearing the official Leadership Bay polo, name tag, and black or khaki pants or skirt. Participants are also expected to present themselves in a clean, neat, and professional manner. Failure to follow the dress code may result in being sent home and marked with an unexcused absence. Do you agree to adhere to this policy?

*Mark only one oval.*

Yes

No

32. Two Leadership Bay sessions take place on military installations and require a background check for access. Do you agree to submit to the required background check? If you do not, please explain below. If you would prefer to discuss this in person, please indicate that instead. \*

*Check all that apply.*

Yes

No

Other: .....

33. To ensure full engagement and respect for our speakers, participants are expected to refrain from using cell phones, tablets, smart watches, and other electronic devices during presentations. Devices may be used for note-taking purposes only. Breaks will be provided throughout each session to allow participants to check emails, messages, and attend to business matters. \*

Participants observed using electronic devices for purposes other than note-taking during presentations may be asked to leave the session for the remainder of the day, which will result in an unexcused absence.

Do you agree to abide by the Leadership Bay Technology Usage Agreement?

*Mark only one oval.*

Yes

No

34. Throughout the Leadership Bay program, participants will visit businesses and facilities where privacy, security, and HIPAA standards must be maintained. Out of respect for our hosts and speakers, photographs and video recordings may only be taken with the expressed consent of the facility or presenter. \*

Meta glasses, drones, and other wearable or remote recording devices are prohibited during all Leadership Bay sessions and tours. Participants found using unauthorized recording devices or taking photos or videos without permission may be asked to leave the session, resulting in an unexcused absence. Repeated violations or failure to comply with this agreement may result in removal from the Leadership Bay program.

Do you agree to abide by the Leadership Bay Photography & Technology Usage Agreement and refrain from using unauthorized recording devices during sessions and tours?

*Mark only one oval.*

Yes

No

35. It is required that each class member complete a session evaluation to assist the Steering Committee in improving the program. Do you agree to submit an evaluation after each session? \*

*Mark only one oval.*

Yes

No

36. It is required that the Leadership Bay class sends a thank you card/note to each presenter, speaker, sponsor or business that plays a role in every session. Do you agree to participate in the creation/delivery of the thank you card/notes? \*

*Mark only one oval.*

Yes

No

37. Tuition is due within 10 working days of receiving your acceptance letter. Do you acknowledge the tuition due date? \*

*Mark only one oval.*

Yes

No

38. Is your company/organization a current member of the Bay County Chamber of Commerce? (Being a Chamber member is **not a requirement** for participation in the program and will not affect your eligibility.) \*

*Mark only one oval.*

Yes

No

39. How did you find out about Leadership Bay? \*

### Recommendation Letters

As part of this application, you are required to submit **two personal letters of recommendation**. These should **not** be written by your current direct supervisor, employer, spouse, or significant other. Instead, they should come from former supervisors, past employers, mentors, or professional associates who can speak to your leadership abilities, character, and potential.

In addition, you are required to submit a **supervisor recommendation letter**. This letter must come from your current supervisor and should detail why they believe you are a strong candidate for the Leadership Bay program. It should highlight specific qualities, achievements, and work ethic that demonstrate your potential as a community leader. The letter should also explain how your participation in the program would not only benefit your personal and professional growth but also positively impact your organization and the broader Bay County community.

Attach all three letters below, as well as the signed program commitment.

40. Letter of recommendation #1 Contact information: please include contact name, \*  
number and email below.

41. Recommendation Letter #1 \*

Files submitted:

42. Letter of recommendation #2 Contact information: please include contact name, \*  
number and email below.

43. Recommendation Letter #2 \*

Files submitted:

44. Supervisor Recommendation Letter Contact information: please include contact name, number and email below. \*

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45. Supervisor Recommendation Letter \*

Files submitted:

46. Please upload your completed and signed Program Commitment form.

Files submitted:

47. Please list contact info for you direct supervisor here if different from what is listed above:

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48. Is there any additional information you would like the Steering Committee to consider as they review your application?

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49. Please remember to call 850-785-5206 to submit your \$10 application fee after completing your application. Applications will not be considered for selection until the fee has been received.

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