

NALCAB *Colegio*

Community Economic Development Fellowship: Request for Applications

Deadline: Applications should be received no later than **11:59 PM PST on Sunday, January 22, 2017**

Supporting the next generation of Latino community development professionals through leadership development, technical training, and facilitating peer networks.

What is the NALCAB *Colegio*?

NALCAB - National Association for Latino Community Asset Builders represents and serves a geographically and ethnically diverse group of nonprofit community development organizations that serve Latino communities. Our mission is to build assets for Latino families, communities and organizations. NALCAB's work advances economic mobility for low and moderate income people.

NALCAB's mission is fulfilled in part through the NALCAB ***Colegio* Community Economic Development Fellowship Program** (NALCAB *Colegio*). Established in 2010, the program was developed to ensure that next generation Latino leaders build the practical, personal and professional skills needed to fill the increasing leadership gap in the community economic development field. The curriculum is specifically designed to help practitioners become more effective leaders through leadership development, technical training, and facilitating peer networks.

The NALCAB *Colegio* has graduated 83 Latino Leaders from across the country, representing 61 unique nonprofit organizations in 22 states and the District of Columbia. In addition to joining a diverse national network of Latino leaders, NALCAB *Colegio* graduates have meaningfully contributed to their organizations and their field, including taking on executive leadership positions.



NALCAB
Colegio Fellowship

Program Summary

The NALCAB *Colegio* is a nine-month fellowship that brings together up to 16 Latino leaders from across the country. Fellows come from diverse personal and professional backgrounds, with alumni ranging in positions from directors, managers, counselors, coordinators, and loan officers.

With a focus on preparing next-generation Latino leaders, Fellows will:

- Gain professional expertise and confidence in their ability to lead and take on executive leadership positions
- Broaden their knowledge and perspective of the asset building field
- Gain insight into the issues, as well as the social, economic and political challenges facing the Latino community
- Develop critical thinking and professional communication skills
- Learn the characteristics and skills of an effective leader
- Hear from outstanding and inspiring leaders in community development
- Join a diverse network of NALCAB *Colegio* alumni and over 120 NALCAB member organizations from across the country

The NALCAB *Colegio* requires travel and a considerable time commitment and is therefore not recommended for candidates experiencing a personal or professional transition. Fellows are also required to complete a Community Development Leadership Project that entails additional time outside of the in-person sessions and webinars.

Program Training

The fellowship provides participants with a wide range of learning opportunities, including a personality assessment that helps them take an in-depth look at their leadership strengths and traits. The program covers several key topics to increase leadership capacity and self-awareness, with a focus on how to apply the learned skills.

Session topics include:

- Leadership: Latino Leadership; Understanding Your Leadership Style; Effective Leadership Through Self-Awareness
- National Context: "State of Latinos"
- The Myers-Briggs Type Indicator (MBTI)
- Public Speaking
- Policy and Advocacy
- Nonprofit Management
- Site visits to local NALCAB member organizations that enrich the learning experience of organizational structure and community benefit.
- Program Development and Sustainability
- Innovative Programs and Practices in Asset Building through specialized training and peer learning: Financial Capability; micro and Small Business Development; Equitable Neighborhood Development.

Community Development Leadership Project

All fellows will complete a Community Development Leadership Project (CD Leadership Project) addressing an organizational need or challenge within the scope of his/her organization's mission. The objective of this project is to provide fellows with an in-depth program development learning opportunity.

The CD Leadership Project will be cultivated throughout the fellowship experience using a logic model as a tool for planning and organization, along with continuous feedback and support from NALCAB staff. In addition, fellows will receive training in presentation skills to enhance the final presentation of their project. It is highly encouraged that fellows seek the support of their executive leadership and colleagues throughout the development of their project.

Previous CD Leadership Projects include new program development, program expansion, and organizational development. Projects can also include specific initiatives in the development stages.

CD Leadership Projects will culminate in a live 15-minute presentation and Q&A session during the NALCAB *Colegio*'s final in-person training. This presentation will be evaluated by peers, NALCAB staff, funders and experts in the field of community development for clarity, thoroughness and feasibility.

Program Schedule

With the support of their organizations, NALCAB *Colegio* fellows participate in 4 mandatory in-person sessions, including 3 NALCAB *Colegio* Fellowship trainings and the 2017 NALCAB National Training Event.

- **Training 1:** Week of March 27 – 31 in Denver, CO
- **2017 NALCAB National Training Event:** Week of June 12 – 16 in Dallas, TX. Training tracks include Financial Capability, Small Business Development and Equitable Neighborhood Development. ([See a summary of the 2016 NALCAB National Training](#))
- **Training 2:** Week of August 7 – 11 in Minneapolis, MN
- **Training 3:** Week of October 16 – 20 in San Antonio, TX (Tentative Date)

Program Costs

Applicant Category	Instructional Costs	Travel / Lodging Costs*
1. Nonprofit Applicant, Travel Grant	Covered by NALCAB	Covered by NALCAB Travel Grant
2. Nonprofit Applicant, Self-Pay	Covered by NALCAB	Approximately \$5,000
3. Financial Institution Applicant, Self-Pay	Contact NALCAB for more information	Approximately \$5,000

1. **Nonprofit Applicant, Travel Grant** – Successful applicants from nonprofit organizations will receive a Travel Grant to cover travel/lodging costs.*
2. **Nonprofit Applicant, Self-Pay** – Due to limited NALCAB funds, a qualified applicant may choose to participate in the program by covering travel/lodging costs for all required in-person sessions. NALCAB can provide a sponsorship packet with a letter of support to assist in the fundraising of this cause.
3. **Financial Institution Applicant, Self-Pay** – NALCAB will accept a limited number of applicants from financial institutions. Successful applicants are encouraged to participate in the program by paying an instructional fee and covering all travel/lodging costs for the four required in-person sessions.

***Travel/Lodging Costs refers to shared hotel accommodations, airfare, and ground transportation to and from the event location. Applicants should be prepared to cover cost of dinner during the course of the program**

NALCAB will cover all instructional program costs for fellows from nonprofit organizations.

Eligibility

- **Must be able to commit to the entirety of the program: Must attend ALL NALCAB *Colegio* sessions, 5 webinars and complete a Community Development Leadership Project.**
- Applicant is an emerging Latino/a leader with 3 to 10 years of professional work experience in the asset building field.
- Applicants must be currently employed at a nonprofit dedicated to community economic development or work for a financial institution that supports community and economic development programs.
- Must demonstrate leadership and dedication to community service/engagement with a strong commitment to Latino/a issues and a passion to serve low- to- moderate income Latino communities.
- Must have the support of his/her organization's leader to participate in the nine-month fellowship program.

Application Process and Notification

Applications will be accepted beginning December 19, 2016. They will be due by 11:59 PM PST on Sunday, January 22, 2017 and should be sent to colegio@nalcab.org.

An application packet will not be considered unless all of the following items have been included:

1. Application (Signed by applicant and executive leadership)
2. Personal Statement (**Attachment A**)
3. Current resume with job titles, education, and community involvement/honors
4. Bio – Use the **Attachment B** template
5. High resolution **headshot in professional attire** (If selected, this photo will be used for promotional purposes related to the NALCAB *Colegio*)
6. Letter of support from your organization's executive leadership acknowledging required fellowship travel and time commitment over the nine-month program period.

All applicants will be notified of their final status via e-mail on February 6, 2017.

Contact Information

Natalia Chaves
Program Coordinator
Phone: (210) 445-4383
E-mail: nchaves@nalcab.org

Submit completed applications to: colegio@nalcab.org

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Section 1: Applicant Contact Information			
Name:		Date of Birth:	
Organization Name:			
Organization Address:		Website:	
City:	State:	Zip:	County:
Telephone (work):		Telephone (cell):	
Email (work):		Email (personal):	
Executive Leader Name:		Executive Leader Email:	
Section 2: Professional Background			
Current Title:	Years in Current Position:	Years in Current Organization:	Years in Community Economic Development:
Briefly describe your familiarity with Asset Building:			
Section 3: Program Costs			
Please indicate below which category you are applying under (you may choose more than one):			
<input type="checkbox"/> Nonprofit Applicant, Travel Grant <input type="checkbox"/> Nonprofit Applicant, Self-Pay <input type="checkbox"/> Financial Institution Applicant, Self-Pay			
Section 4: Application Submission Checklist			
An application will not be considered complete until all of the items below have been submitted:			
<input type="checkbox"/> Application Form (This document, signed by applicant and executive leadership) <input type="checkbox"/> Personal Statements – (Attachment A) <input type="checkbox"/> Current resume with job titles, education, and community involvement/honors <input type="checkbox"/> Bio - Use the Attachment B template <input type="checkbox"/> High resolution professional headshot (If selected, this photo will be used for promotional purposes). <input type="checkbox"/> Letter of support from your organization’s executive leadership acknowledging required fellowship travel and time commitment over the nine-month program period.			
Applicant: By signing this application, I acknowledge that, if selected for the NALCAB <i>Colegio</i> , I will participate in all required fellowship activities, to include 100% commitment to meeting deadlines and the completion of my Community Development Leadership Project. I understand that this program requires travel and a considerable time commitment and an opportunity for professional development and personal growth.			
Applicant Signature:		Date:	
Executive Director: I/my organization support(s) this applicant and, if selected, agree(s) to allow the required travel and time commitment for participation. I/my organization further agrees to accept and process grant funds if provided. (Please attach a letter of support recommending the applicant and that acknowledges required fellowship travel and time commitment over the nine-month program period.)			
Executive Leader Signature:		Date:	

Submit completed applications to: colegio@nalcab.org

NALCAB *Colegio*
Community Economic Development Fellowship:
Attachment A - Personal Statements

Please answer each of the following questions individually. Personal statement should be no longer than 500 words for each section:

- **Personal Reflection:** Each of us has a “deep story” – something that connects our family experience, work experience, or a moment that helped define our vision of the world. Please tell us what has influenced you to be involved in community and economic development.
- **Personal and Professional Goals:** Please outline both your short term and long term goals. Where do you see yourself personally and professionally in two years? In ten years? How do you believe the NALCAB *Colegio* will help you meet your goals?
- **Leadership:** How do you define leadership? Do you believe Latino leaders lead differently? Please explain.
- **Community Development Leadership Project:** Throughout the NALCAB *Colegio*, Fellows will work towards completing a CD Leadership Project that addresses an organizational need or challenge. Consider a potential leadership project, describing the need/challenge in its current form and what you envision for the future. What is the current status of this project? What resources, skills, and support will you need?
- **Fellowship Alumni Network:** NALCAB seeks to develop a cohesive Fellowship Alumni Network. If selected, how can you contribute to the alumni network after completing the Fellowship?

NALCAB *Colegio*
Community Economic Development Fellowship:
Attachment B - Bio Template

First & Last Name

Organization:

Position:

City & State:

Paragraph 1: In this first paragraph, include your first and last name, job title, and organization. Describe your current role and responsibilities of your position. Include a one-sentence description of the organization. (3-4 sentences)

Paragraph 2: Next, you want to provide a brief description of your previous experience. (2-3 sentences)

Paragraph 3: Finally, include your educational experience, any boards you sit on, and anything else you would like to share about yourself. (2-3 sentences)



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ASSOCIATION FOR
LATINO
COMMUNITY
ASSET
BUILDERS

2017 NALCAB *Colegio* Community Economic Development Fellowship Timeline of Activities

December 19, 2016	Application Period Begins
January 10, 2017	Webinar: Fellowship Information Session
January 22, 2017	Application Period Closes at 11:59 PM PST
February 6, 2017	Applicants are Notified of their Application Status
February 21, 2017	Webinar 1 – Welcome and Reputation Management
Week of March 27-31, 2017 Denver, CO	Fellowship Training 1
April 20, 2017	Webinar 2
May 18, 2017	Webinar 3
Week of June 12-16, 2017	2017 NALCAB National Training
July 20, 2017	Webinar 4
Week of August 7-11, 2017 Minneapolis, MN	Fellowship Training 2
September 21, 2017	Webinar 5
Week of October 16-20, 2017 (Tentative Date) San Antonio, TX	Fellowship Training 3
TBD	2017 NALCAB National Conference