



2025-2026 LEAD Fellowship Application

With support from Capital One

What is the NALCAB LEAD Fellowship?

The NALCAB Latino Executive Advancement & Development (LEAD) Fellowship, is an executive level leadership development program for CEOs, Executive Directors, and Presidents at economic asset-building nonprofits.

Held in partnership with the Cisneros Hispanic Leadership Institute at The George Washington University (GW), LEAD is a 15-month program that goes well beyond basic leadership skills, emphasizing community development through a lens of racial and ethnic equity, and learning effective approaches to combat systemic racism. The curriculum covers impactful communication, cultural intelligence, organizational culture, critical thinking, and leadership theory.

Our emphasis on community development allows professionals in the field to expand their viewpoints and encourages collaboration amongst their peers to tackle multi-layered problems.

Applications for the 2025-26 LEAD Fellowship class open on September 12, 2024.

Program Summary

The NALCAB LEAD Fellowship brings together 10 Latino leaders from across the country and Puerto Rico for a one-of-a kind learning and professional development experience. Fellows come from diverse personal and professional backgrounds, and from multiple countries of origin.

With a focus on preparing Latino leaders, Fellows will:

- Broaden their knowledge and perspective in the economic asset building field.
- Gain insight into the history, as well as the social, economic, and political challenges facing the nation's diverse Latino communities.
- Experience unique training with culturally relevant curriculum, learning best practices and access to new resources.
- Receive an Executive Leadership Certification from the Cisneros Hispanic Leadership Institute at The George Washington University through selected sessions provided by faculty experts.
- Develop critical thinking and professional communication skills.
- Learn the characteristics and skills for effective leadership.
- Engage with dedicated and inspiring Latino leaders in community development.



- Complete a Personal Leadership Development Framework (PLDF) addressing a vision statement, core values, leadership identity, long-term goals, and short-term goals.
- Access personal and professional growth opportunities through individualized executive coaching sessions.
- Understand the changes in organizational culture and employee needs due to the impact of the changing workforce.

The NALCAB LEAD Fellowship requires a considerable time commitment and is therefore not recommended for candidates experiencing personal or professional challenges.

Fellowship Sessions

With the support of their organizations, NALCAB LEAD Fellows will participate in:

- Six (6) virtual coaching sessions with an executive coach.
- Three (3) in-person NALCAB-facilitated training sessions.
- Five (5) virtual sessions to develop the PLDF.
- One (1) in-person training of five (5) consecutive days at The George Washington University's, Cisneros Hispanic Leadership Institute, Executive Leadership program in Washington, DC.
- 2025 NALCAB National Conference (Required).

Program Schedule (attendance is mandatory)

- January 28, 2025 | Virtual LEAD check-in
- February 4 – 6, 2025 | LEAD in-person prequel event. Location: San Antonio, TX
- March 2025 | 1st Virtual Coaching Session
- April 8, 2025 | PLDF Virtual Session, 1 hour: Vision Statement
- May 2025 | 2nd Virtual Coaching Session
- June 2 – 6, 2025 | GW University, Cisneros Hispanic Leadership Institute, Executive Leadership training. Location: Washington, DC
- July 10, 2025 | PLDF Virtual Session, 1.5 hours: Core values and Leader identity
- August 2025 | 3rd Virtual Coaching Session
- September 12-15, 2025 | NALCAB National Conference – Nashville, TN (LEAD fellows required to attend)



- October 2, 2025 | PLDF Virtual Session, 1.5 hours: My core question & Long-term goals
- November 4 – 7, 2025 | NALCAB in-person training. Location: TBD
- November 2025 | 4th Virtual Coaching Session
- December 4, 2025 | PLDF Virtual Session, 1.5 hours: Short-term goals, networking, professional development
- January 2026 | 5th Virtual Coaching session
- February 5, 2026 | PLDF Virtual Session, 1.5 hours: Q&A of PLDF Reflective Summary
- February 2026 | 6th Virtual Coaching Session
- March 24 – 27, 2026 | NALCAB in-person training, PLDF due, & graduation. Location: San Antonio, TX
- April 8, 2026, | Virtual Program Debrief/ Feedback from LEAD Cohort
- END of Program
- Summer 2026 | LEAD Alumni Event Location: TBD

**A detailed timeline will be provided once accepted to the program.*

Fellowship Costs

The majority of NALCAB LEAD Fellowship Program’s cost is underwritten by NALCAB through generous support from our sponsor Capital One. Applicants will be asked to pay a tuition fee and travel expenses to assist in meeting program costs. NALCAB can provide a letter of support to assist in fundraising for nonprofit applicants.

The NALCAB Member Nonprofit Organization that employs the qualified applicant will pay a tuition fee of:

- **Level 1-\$5,000**-For an operating budget of less than \$1M and travel/lodging costs for the five (5) required in-person sessions.
- **Level-2 \$7,500**-For an operating budget between \$1M - \$5M* and travel/lodging costs for the five (5) required in-person sessions.
- **Level 3- \$10,000**-For an operating budget above \$5M* and travel/lodging costs for the five (5) required in-person sessions.

The organization that employs the qualified applicant will pay the tuition fee.

*For organizations with an operating budget of \$500,000 or less, please reach out to lead@nalcab.org for financial assistance information.



Travel/Lodging costs are separate from tuition and include hotel accommodations, airfare, and ground transportation. NALCAB will secure a hotel for lodging and provide information for the hotel accommodations. NALCAB will provide all instructional program costs along with breakfast and lunch for Fellows during in-person trainings. Applicants should be prepared to cover the cost of dinners during the program and other personal expenses they may acquire.

Application Process and Notification

Applications will be accepted beginning Thursday, September 12, 2024. **The deadline to apply is Friday, October 18, 2024 at 11:59pm CT.** An application packet will not be considered unless all the following items have been included:

- Online Application (Signed by applicant)
- Personal Biography
 - 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). (500 words or less)
- Organization Information:
 - Please describe the communities/clients served by your organization (i.e., urban, rural, immigrants, undocumented, etc.)
 - What is your organization's mission?
 - What is your organization's annual budget?
 - What is your organization's current staff size? (If possible, please just enter the number)
 - What was your organization's staff size five years ago?
 - What was your organization's annual budget five years ago?
- Staff Information:
 - What are your strengths in leading your staff? (Please be as detailed as possible)
 - What are your challenges with your staff? (Please be as detailed as possible)
 - Have there been any significant changes in the workforce? (Give examples in parentheses, Work/Life balance, etc.)



- Personal Experience:
 - Please share a personal event(s) or moment in your life that has shaped you and motivated your involvement with community and economic development work? (500 words or less)

 - Personal Leadership Statement:
 - What is your perspective on Latino leadership and why are you interested in submitting your candidacy for the LEAD fellowship? (500 words or less)

 - Current resume with job titles, education, and community involvement/honors

 - High resolution headshot (at least 300 DPI) in professional attire (If selected, this photo will be used for promotional purposes related to the NALCAB LEAD Fellowship)

 - Letter of recommendation and support from your organization's Board of Directors Chairperson, acknowledging required fellowship travel, tuition/expenses, and time commitment over the 15-month program period, and responsibility for completing the Personal Leadership Development Framework (PLDF).
- *All applicants will be notified of their final application status via e-mail during the week of November 4, 2024.**

Ideal Candidates

We strive to have a diverse group of Executive Directors, Presidents, and CEOs. We are looking for Latino leaders interested in remaining in the nonprofit asset-building field, providing public service and/or advocating and supporting Latino communities.

Program Eligibility

- Applicant must be currently employed at a nonprofit or CDFI dedicated to community economic development of whom must be a NALCAB member.

- Applicant must be able to commit to the entirety of the hybrid in-person/virtual program: Must attend Fellowship in-person and virtual sessions and complete a Personal Leadership Development Framework (PLDF). Applicant self identifies as a **Latino leader**.

- Applicant must have at least 5 years of asset-building work experience.

- Applicant must have at least 2 years at your current organization in asset building.

- Must demonstrate leadership and dedication to community service/engagement with a strong commitment to Latino issues and a passion to serve low-to-moderate income Latino communities.



· Applicants must have the support of their organization’s Board of Directors Chairperson to participate in the 15-month Fellowship program, including devoting time for coaching and working on the Personal Leadership Development Framework (PLDF).

· This program is exclusively for positions that are **active Presidents, CEOs, and Executive Directors**. To confirm your current NALCAB membership or if your organization is interested in becoming a NALCAB Member, please email: membership@nalcab.org.

Personal Leadership Development Framework (PLDF) & Coaching

The Personal Leadership Development Framework (PLDF) and coaching are comprehensive tools that help a LEAD Fellow’s professional growth as a leader and encourage development during the LEAD Fellowship Program. The PLDF and coaching sessions are intended to be reflective exercises that support journaling for both personal and professional growth, which Fellows can do at their own pace. Additionally, the PLDF and coaching sessions can help guide Fellows as they work toward creating positive change for themselves, their organizations, and the communities they serve. The PLDF is a living document Fellows can build upon. From their fellowship experiences, they can include new associations and learnings into their PLDF. Lastly, the PLDF and coaching sessions allow for reflection on personal and professional growth as Fellows move through the LEAD Fellowship program.

Fellowship Training Curriculum

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. This fellowship program has a baseline knowledge concentration in three distinct areas of study:

- (1) The origin and evolution of leadership theory and its impact on the development of specific leadership styles as they relate to organizational development practices,
- (2) The psychology of self-awareness and personality profile assessments that measure behaviors designed to promote personal and professional growth, and
- (3) The history and impact of systemic racism on people of color (cultural intelligence). This baseline knowledge ensures that each participant in the NALCAB LEAD Fellowship training program has a common frame of reference which is then enhanced through experiential learning coupled with Executive/Life coaching.

Session topics include, but are not limited to:

- Risk Taking and Resource Sharing
- Cultural Intelligence
- Latinos in the U.S.
- Racial Equity



- Leadership Praxis
- Emotional Intelligence
- Organizational Development
- Organizational Culture
- Relationship Building and Performance
- Listening and Communication

Applications are due by: Friday, October 18, 2024 at 11:59PM CT.

Complete online application form and submit all requested attachments [HERE](#).

Questions? Please contact Eartha Cruz, Sr Director of Human Resources & Organizational Culture at LEAD@nalcab.org

NALCAB pledges to provide an environment of mutual respect where participation is available to all applicants without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, military and veteran status, and any other characteristic protected by applicable law.

About [NALCAB](#)

NALCAB - National Association for Latino Community Asset Builders is the hub of a national network of 200+ Latino-serving nonprofits that are anchor institutions in all 50 states, Washington, DC, and Puerto Rico. Our members invest in their local communities by building affordable housing, addressing gentrification, supporting the growth of small businesses, and providing financial counseling for credit-building and homeownership. NALCAB also influences investors and policymakers with research, advocacy, and technical advice. NALCAB's mission is to strengthen the economy by advancing economic mobility in Latino Communities.