



## PHILANTHROPIC LEADERSHIP DEVELOPMENT PROGRAMS

A DIRECTORY OF PROGRAMS THAT DEVELOP DIVERSE LEADERSHIP IN  
THE PHILANTHROPIC SECTOR

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LEADERSHIP PREPARATION PROGRAMS—often referred to as “pipeline programs”—are designed to build the skills, knowledge, and experience of emerging and seasoned professionals so that they are better positioned and prepared to take on roles of increased leadership. These programs exist across all sectors – public, nonprofit, philanthropic, corporate, and academic – and many are tailored to specific industries. Pipeline programs are intended to increase the supply of professionals with enhanced skill sets and experience who are ready to advance their careers. They can be viewed as a source of promising candidates for leadership positions within organizations.

In early 2014, the D5 Coalition set out to identify pipeline programs that could serve as a source of promising and diverse candidates within the field of philanthropy. One of D5’s goals as an initiative is to foster the creation of more diverse and inclusive CEO and trustee leadership within the philanthropic sector. Many of our colleagues in the field have asked for more information about pipeline programs for diverse professionals as a way to support progress toward this goal and we launched a scan of existing programs as the first step to provide the requested information.

What follows is a directory of existing leadership preparation programs across the country that prepare or enhance the careers of diverse individuals in philanthropy. We included programs that specifically target the philanthropic sector as well as other programs that have direct relevance for the sector because either they have historically included philanthropy professionals and/or they might be a source of philanthropic leaders in the future. We included programs that are specifically for diverse professionals as well as those that are open to mainstream audiences but have an implied focus on or secondary interest in diversity.

The directory is a work in progress that will be updated continually in digital form as we learn of additional programs and new information to include.

## DEFINITIONS

### PROGRAM TYPE

Programs tend to fall into two general categories, based on their structure, content, and duration:

#### COHORT PROGRAMS

These are selective programs to which participants must apply or be nominated. They typically include a defined course of activities, sessions, and learning opportunities over a set period of time. Less often, these programs allow for participants to engage in a self-designed, self-directed course of study. Participants are often structured as a cohort that progresses through the program in formats that allow for peer-to-peer interaction and learning.

#### MEMBERSHIP PROGRAMS

These programs are often membership focused, where participants elect to join or participate in a group with similar professional goals and interests. Like cohort programs, they emphasize skill building and networking, but through activities that are inclusive of broad audiences, such as conferences, workshops, and membership-focused activities.

### SECTOR FOCUS

Sector Focus refers to the sector(s) for which participants are being prepared to serve as leaders at the staff or board level. We use the following definitions:

**NONPROFIT:** Programs that prepare for leadership in the nonprofit sector broadly, which may also include the philanthropic sector

**PHILANTHROPY:** Programs specifically intended to prepare for leadership in the philanthropic sector

**PUBLIC:** Programs aimed at preparing for leadership in the public sector, such as service on commissions

**CORPORATE:** Programs aimed at developing corporate leaders

1. AFRICAN AMERICAN BOARD LEADERSHIP INSTITUTE (AABLI)  
Los Angeles, CA <http://aabli.org/aabli/>

#### BOARD LEADERSHIP PROGRAM

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Purpose: To prepare African American professionals for nonprofit and commission board service through in-depth preparation and board skills.

Eligibility: African American professionals

Program Type: Membership  
Sector Focus: Nonprofit, Public  
# Participants: 40-50  
Year Started: 2011

Program Timeframe and Content:  
Two-day intensive curriculum  
Governance and fiduciary oversight  
Understanding financial statements  
Fundraising and resource development  
Emotional, political, and cultural intelligence

2. AFRICAN AMERICAN BOARD LEADERSHIP INSTITUTE (AABLI)  
Los Angeles, CA <http://aabli.org/aabli/>

#### BOARD ALUMNI PROGRAM

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Purpose: To provide alumni of the AABLI Board Leadership Program with a network of lifelong learners who wish to share ideas and maintain ongoing membership in the organization.

Eligibility: AABLI Board Leadership Program alumni

Program Type: Membership  
Sector Focus: Nonprofit, Public  
# Participants: 500  
Year Started: 2011

Program Timeframe and Content:  
Ongoing year-round program  
Online continuing education  
Educational webinars  
Guest speaker series  
Networking  
Informal learning opportunities and information-sharing activities

3. AFRICAN AMERICAN BOARD LEADERSHIP INSTITUTE (AABLI)  
Los Angeles, CA <http://aabli.org/aabli/>

#### BOARD EXECUTIVE LEADERSHIP SERIES

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Purpose: To provide an opportunity to sharpen existing board skills to experienced African American professionals with managerial and executive experience who have served on boards.

Eligibility: Experienced African American professionals

Program Type: Membership  
Sector Focus: Nonprofit, Public  
# Participants: 40-50  
Year Started: 2011

Program Timeframe and Content:  
Two one-day intensive sessions, plus 6 workshops  
Budgeting processes  
Financials and audits  
Roles and responsibilities of fiduciary oversight  
Fundraising techniques and strategies  
Enrichment of the cultural competency of board members

4. AMERICAN CONFERENCE ON DIVERSITY AND COUNCIL ON NEW JERSEY GRANTMAKERS  
New Brunswick, NJ <http://americanconferenceondiversity.org/>

#### BOARD BANK

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Purpose: To provide matching opportunities between corporate, academic, nonprofit, and philanthropic professionals and nonprofit and foundation boards to ensure representative boards of trustees and directors that reflect New Jersey's significant and rapidly growing diversity.

Eligibility: Professionals who live in New Jersey, demonstrate previous community involvement, and are able to participate in board meetings

Program Type: Membership  
Sector Focus: Nonprofit  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:  
Half-day board leadership orientation  
Full-day leading with diversity programs  
Board matching between corporate and nonprofit partners and members

5. AMERICAN LEADERSHIP FORUM (ALF)  
Houston, TX [www.alfnational.org](http://www.alfnational.org)

FELLOWS PROGRAM

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Purpose: To provide a diverse group of individuals who are established leaders in their fields with the skills to strengthen their capacity to address public issues in the community.

Eligibility: Leaders from multiple sectors with various backgrounds and interests

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 20-25  
Year Started: 1980

Program Timeframe and Content:  
One-year program  
Series of monthly seminars  
Conflict management and resolution  
Ethics, vision, and change  
Emerging themes in leadership  
Weeklong wilderness experience

6. AMERICAN LEADERSHIP FORUM (ALF)  
Houston, TX [www.alfnational.org](http://www.alfnational.org)

SENIOR FELLOWS PROGRAM

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Purpose: To provide alumni of the Fellows Program an opportunity to maintain their networks within business, government, and social institutions.

Eligibility: ALF Fellows Program alumni

Program Type: Membership  
Sector Focus: Nonprofit, Public  
# Participants: Several hundred  
Year Started: 1980

Program Timeframe and Content:  
Ongoing year-round program  
Activities to sustain ALF teachings  
Support for Senior Fellows  
Network of business, government, and social institutions

## 7. ASPEN INSTITUTE

Aspen, CO

[www.aspeninstitute.org/leadership-programs/henry-crown-fellowship-program](http://www.aspeninstitute.org/leadership-programs/henry-crown-fellowship-program)

### HENRY CROWN FELLOWSHIP PROGRAM

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Purpose: To develop the next generation of community-spirited leaders by providing tools to meet the challenges of corporate and civic leadership.

Eligibility: Entrepreneurial leaders who are 25 - 45 years old with considerable success in private or public sector seeking a broader role locally

Program Type: Cohort  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: 20  
Years Started: 1997

Program Timeframe and Content:  
Two-year program  
Four intellectual and personal development seminars  
Skills in values-based leadership  
Leadership project  
Extensive alumni activities

## 8. ASSOCIATION OF BLACK FOUNDATION EXECUTIVES

New York, NY

<http://www.abfe.org/abfe1.asp?PageURL=26>

### CONNECTING LEADERS FELLOWSHIP PROGRAM

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Purpose: To sharpen the skills and strengthen the leadership capacity of foundation staff, donors, and trustees who are committed to assisting Black communities through philanthropy.

Eligibility: Individuals should have two or more years of experience as a grantmaker, trustee, or donor along with a commitment to assisting Black communities. Individuals must also be active members of ABFE and attend the ABFE Leadership Summit.

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 10  
Year Started: 2005

Program Timeframe and Content:  
One-year program  
Learn leadership skills from seasoned grantmakers  
Leadership coach and mentor  
Develop a capacity building project for an organization in the Black community

## 9. THE BLUE CROSS BLUE SHIELD OF MASSACHUSETTS FOUNDATION

Boston, MA <http://bluecrossmafoundation.org/programs/massachusetts-institute-community-health-leadership>

### THE MASSACHUSETTS INSTITUTE FOR COMMUNITY HEALTH LEADERSHIP

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Purpose: To help those with leadership potential increase their own personal impact, strengthen their effectiveness in their organization, and enhance the organization's influence in the health care system.

Eligibility: Professionals in healthcare from a variety of backgrounds and employment experiences, including new executive directors with no prior experience heading an organization, senior and mid-level managers with at least seven years of experience, clinicians seeking a transition to administration

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 15-18  
Year Started: 2005

#### Program Timeframe and Content:

Nine-month program

Project that addresses a healthcare issue affecting the state's uninsured and low-income residents

Leadership, cultural competency, Outward Bound experience

Presentations by healthcare leaders

## 10. BOARDSOURCE

Washington, D.C. <https://www.boardsource.org/eweb/dynamicpage.aspx?webcode=Judith-OConnor-Memorial-Fund>

### JUDITH O'CONNOR MEMORIAL FUND SCHOLARSHIPS FOR EMERGING NONPROFIT LEADERS

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Purpose: To honor the legacy of Judith O'Connor, former president of BoardSource, and educate emerging leaders about exceptional governance.

Eligibility: Nonprofit Board members and nonprofit executives or staff members with demonstrated leadership and less than 3 years Board experience. Diversity is one criterion for selection but not required.

Program type: Membership  
Sector Focus: Nonprofit  
# Participants: 15-20  
Year Started: N/A

#### Program Timeframe and Content:

Scholarship for free registration and lodging at the BoardSource Leadership Forum

One year BoardSource membership



## 11. BUSH FOUNDATION

St. Paul, MN [http://www.bushfoundation.org/leadership/bush\\_fellowship](http://www.bushfoundation.org/leadership/bush_fellowship)

### BUSH FOUNDATION FELLOWSHIP

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Purpose: To provide financial support to enable proven leaders to strengthen or gain knowledge, skills, and experience to create positive change.

Eligibility: Applicants from public service, education, government, health, business, engineering, architecture, science, farming, forestry, law, trade unions, law enforcement, journalism and social work; must be at least 24 years old

Program Type: Cohort  
Sector Focus: Nonprofit, Corporate, Public  
# Participants: 31  
Year Started: 1975

#### Program Timeframe and Content:

12 to 24-month program

Financial and peer support during full-time study in academic programs (degree or non-degree)

Combination of academic and self-designed programs

Annual retreat

## 12. CATALYST, EXECUTIVE LEADERSHIP COUNCIL, HISPANIC ASSOCIATION ON CORPORATE RESPONSIBILITY, AND LEADERSHIP EDUCATION FOR ASIAN PACIFICS, INC. (A COLLABORATIVE ALLIANCE)

<http://theabd.org/>

### THE ALLIANCE FOR BOARD DIVERSITY

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Purpose: To advance interests of executive women and minorities in the workplace, including fair representation on corporate boards, through the collaboration of four like-minded organizations.

Eligibility: Participants are senior executive women and minorities in the workplace (mainly, Fortune 500 companies)

Program Type: Membership  
Sector Focus: Corporate  
# Participants: N/A  
Year Started: 2008

#### Program Timeframe and Content:

Provides referrals of qualified candidates

Conducts research to measure changes in demographics of Fortune 100 boards

Identifies corporations committed to diversity via "signatory" status

Allies with and supports like-minded organizations

13. CENTER FOR NONPROFIT AND PUBLIC LEADERSHIP AT UNIVERSITY OF CALIFORNIA  
BERKELEY  
Berkeley, CA <http://nonprofit.haas.berkeley.edu/boardfellows/>

#### BERKELEY BOARD FELLOWS

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Purpose: To make an impact in the community while serving at the highest levels of an organization.

Eligibility: Graduate students at UC Berkeley

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 90  
Year Started: N/A

#### Program Timeframe and Content:

Nine-month program  
Serve as non-voting member of nonprofit Board  
Attend Board meetings and serve on subcommittees  
Governance and leadership skills  
Utilize expertise to complete a project addressing a strategic need of the board

14. CENTER FOR NONPROFIT AND PUBLIC LEADERSHIP AT UNIVERSITY OF CALIFORNIA  
BERKELEY  
Berkeley, CA <http://nonprofit.haas.berkeley.edu/programs/philanthropy-fellows.html>

#### PHILANTHROPY FELLOWS

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Purpose: To strengthen the future of philanthropy by providing next generation leaders the opportunity to engage with philanthropic leaders and work with a grantmaking team impacting diverse issues and populations.

Eligibility: Recent UC Berkeley graduates in business and policy

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 2  
Year Started: N/A

#### Program Timeframe and Content:

15-month position in the philanthropic sector which includes 12 months at The David and Lucile Packard Foundation and 3 months at a grantee or nonprofit organization  
Work with a diverse group of leaders  
Understand the challenges and opportunities faced by nonprofits and the unique role philanthropy plays in the nonprofit sector  
Utilize strategic, financial and analytical tools to impact local communities  
Engage with experts in philanthropy, organizational effectiveness, and evaluation at the David and Lucile Packard Foundation

## 15. THE CHICAGO COMMUNITY TRUST

Chicago, IL <http://www.cct.org/impact/partnerships-initiatives/investing-in-leadership/chicago-community-trust-%20fellowship>

### TRUST FELLOWSHIP

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Purpose: To contribute in significant ways to increase the quality and diversity of Chicago's nonprofit leaders

Eligibility: Experienced and emerging leaders in the nonprofit or public sector in metropolitan Chicago

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 6  
Year Started: 1984

#### Program Timeframe and Content:

One-year program

Individualized professional development – academic courses, coaching, peer learning  
Experienced leaders receive up to \$60,000; emerging leaders receive up to \$30,000

## 16. COMPASSPOINT

Oakland, CA <http://www.compasspoint.org/workshop/Multicultural+Board+Leadership+Academy>

### MULTICULTURAL BOARD LEADERSHIP ACADEMY

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Purpose: To recruit and train the next generation of board leaders of color to serve on Bay Area nonprofit boards.

Eligibility: Applicants must identify as a person of color, interested in personal leadership development and growth, and attend all sessions. Individuals must also have a commitment towards diverse leadership.

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 15-30  
Year Started: N/A

#### Program Timeframe and Content:

Eight-week program

Expand professional and personal networks  
Professional development to build leadership skills

## 17. CORO

San Francisco Bay Area, Los Angeles, St. Louis, New York, Pittsburgh [www.coro.org](http://www.coro.org)

### CORO FELLOWS PROGRAM IN PUBLIC AFFAIRS

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Purpose: To introduce program participants to all aspects of the public affairs arena including government, business, media, non-profit labor unions and political campaigns.

Eligibility: Demonstrated leaders with an interest in public affairs and the ability to work within a diverse group

Program Type: Cohort  
Sector: Nonprofit, Public, Corporate  
# Participants: 64  
Year Started: 1947

#### Program Timeframe and Content:

Full-time, nine-month graduate level training program  
Field placements, group interviews, seminars, focus weeks, individual and group projects  
Hands-on project experience  
Understanding of complex public issues  
Leadership skills in problem-solving, organization analysis, and consensus-building  
Extensive personal and professional networks

## 18. CORO

Los Angeles, CA [http://corola.nationbuilder.com/executive\\_fellows](http://corola.nationbuilder.com/executive_fellows)

### EXECUTIVE FELLOWS PROGRAM

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Purpose: To provide a self-directed approach to strengthen the quality of leadership in the public, corporate and nonprofit sectors. Participants explore community dynamics, decision-making, and gain skills to become more effective leaders.

Eligibility: Executive professionals

Program Type: Cohort  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: 20  
Year Started: N/A

#### Program Timeframe and Content:

Nine-month program  
Two meetings per month, plus three Saturdays  
Site visits and focus groups  
Interviews with community leaders  
Group and individual projects  
Professional development training and mentoring  
Case studies of practical application

19. CORO  
New York, NY

<http://www.coronewyork.org/corony/programs/lny/>

#### LEADERSHIP NEW YORK

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Purpose: To use experiential learning in small and large group settings to explore leadership strategies and public policy.

Eligibility: Successful mid-career professionals with a minimum of seven years experience and must reflect the demographics of New York City in the private, public and nonprofit sectors

Program Type: Cohort  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: 50  
Year Started: N/A

#### Program Timeframe and Content:

Nine-month program, attendance mandatory at 20 sessions

Half-day orientation, three-day overnight and four Saturday Leadership retreats

Small group projects

Graduation, alumni InfoSessions, and networking events

"Issue Day" designed to educate the class on a "hot button" issue and explore all sides of the debate

20. CORO  
Pittsburgh, PA

<http://www.coropittsburgh.org/programs/women-in-leadership/>

#### WOMEN IN LEADERSHIP

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Purpose: To provide women the opportunity to refine their personal and professional leadership skills, learn about the community, and connect with other women from diverse backgrounds.

Eligibility: Experienced women professionals

Program Type: Cohort  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: N/A  
Year Started: N/A

#### Program Timeframe and Content:

Five-month, part-time training program held twice a year

Experiential learning within public, private, and civic sectors

Diversity in leadership training

Improved leadership effectiveness

Access to resources

## 21. COUNCIL ON FOUNDATIONS

Arlington, VA <http://www.cof.org/career-pathways>

### CAREER PATHWAYS

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**Purpose:** To prepare philanthropic leaders and help foundations and grantmakers acquire and retain the best management talent. The goal is to increase the number of candidates from diverse backgrounds in the leadership pipeline who are considered for, appointed to, and retained in senior and executive positions in philanthropic organizations.

**Eligibility:** Individuals with a diverse background and 5-7 years of middle- to senior-level management experience in a grantmaking organization or foundation who have an interest in leadership positions in philanthropy

**Program Type:** Cohort  
**Sector Focus:** Philanthropy  
**# Participants:** 11-15  
**Year Started:** 2010

**Program Timeframe and Content:**

One-year program  
Leadership preparation and career advancement  
Intensive group activities  
Four in-person meetings  
Site visits

## 22. DUKE ENDOWMENT

Charlotte, NC <http://dukeendowment.org/the-duke-endowment-fellows>

### DUKE ENDOWMENT FELLOWSHIP PROGRAM

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**Purpose:** To honor Mr. Duke's vision of philanthropy by giving emerging leaders a unique opportunity in the philanthropic sector.

**Eligibility:** Candidates must be past or current residents of North Carolina or South Carolina and/or a graduate of a college or university in these areas. Undergraduate or graduate degree with 1 to 2 years of work experience.

**Program Type:** Cohort  
**Sector Focus:** Philanthropy  
**# Participants:** 2  
**Year Started:** 2005

**Program Timeframe and Content:**

Two-year program  
Exposure in all foundation program areas, rotating through each area and gaining experience with many different issues across the Carolinas  
Access to the Endowment's executive leadership  
Personalized professional development opportunities

## 23. DURFEE FOUNDATION

Los Angeles, CA <http://durfee.org/what-we-support/stanton-fellowship/>

### STANTON FELLOWSHIP

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**Purpose:** To enable leaders to think deeply about problems in their sector and create solutions that will improve life for the people of Los Angeles.

**Eligibility:** Professionals holding a full-time leadership position at a public benefit organization in Los Angeles County.

**Program Type:** Cohort  
**Sector Focus:** Nonprofit, Public  
**# Participants:** 6  
**Year Started:** N/A

**Program Timeframe and Content:**

Two-year program  
Sabbatical/work release  
Individual project  
Peer learning

## 24. EMERGING PRACTITIONERS IN PHILANTHROPY

New York, NY <http://www.epip.org/programs/effective-leadership-career-program/>

### EFFECTIVE LEADERSHIP CAREER PROGRAM

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**Purpose:** To provide a year-round program of personalized career support to members to ensure that emerging foundation professionals are reaching their potential as leaders.

**Eligibility:** Professionals who are currently employed but need to plan for the future; fellows working within philanthropic institutions who are not guaranteed full-time positions post fellowship; professionals who are currently employed at philanthropic institutions but are serving in official time-limited positions

**Program Type:** Membership  
**Sector Focus:** Philanthropy  
**# Participants:** N/A  
**Year Started:** 2011

**Program Timeframe and Content:**

Year-round career-related programming  
Support for employers through career support services for employees  
Online career portal  
Interactive in-person trainings at EPIP chapters and EPIP national events  
Career counseling and coaching

## 25. EMERGING PRACTITIONERS IN PHILANTHROPY

New York, NY <http://www.epip.org/programs/people-of-color-network/>

### PEOPLE OF COLOR NETWORK

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Purpose: To provide an intensive weekend experience to widen the leadership pipeline and create opportunities for skills development and personal growth of young people of color in foundations and other philanthropic institutions.

Eligibility: Young people of color in the field of philanthropy

Program Type: Membership  
Sector Focus: Philanthropy  
# Participants: N/A  
Year Started: 2005

Program Timeframe and Content:

Weekend gathering  
Professional development training and intergenerational learning opportunities  
Personal connections to social justice work  
Understanding structural racism

## 26. EXECUTIVE LEADERSHIP COUNCIL

Alexandria, VA <https://www.elcinfo.com/information/what-we-do/institute/leadership-development-week>

### BRIGHT FUTURES

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Purpose: To provide concepts in leadership and management training to new African American corporate managers who have has little formal training.

Eligibility: African-American early-career corporate professionals (two to five years)

Program Type: Cohort  
Sector Focus: Corporate  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:

Three-day program  
Core concepts in leadership and management  
Communications  
Organization politics and culture  
Networking  
Career development plan



## 27. EXECUTIVE LEADERSHIP COUNCIL

Alexandria, VA <https://www.elcinfo.com/information/what-we-do/council/ceo-summit>

### CEO SUMMIT (FORMERLY CEO DIVERSITY SUMMIT)

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Purpose: To build an inclusive business leadership pipeline and to empower African-American corporate leaders to make significant contributions in the global marketplace and their communities.

Eligibility: African-American corporate business leaders

Program Type: Membership  
Sector Focus: Corporate  
# Participants: 200  
Year Started: 2001

Program Timeframe and Content:  
Day-long workshop  
Corporate best practices and issues related to workplace diversity

## 28. EXECUTIVE LEADERSHIP COUNCIL

Alexandria, VA <https://www.elcinfo.com/information/what-we-do/council/corporate-board-initiative>

### THE CORPORATE BOARD INITIATIVE

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Purpose: To build an inclusive business leadership pipeline and to empower African-American corporate leaders to make significant contributions in the global marketplace and their communities.

Eligibility: African-American corporate business leaders

Program Type: Cohort  
Sector Focus: Corporate  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:  
Training and research about the responsibilities of board directors  
Current issues in board leadership  
Workshops, webinars, networking receptions, panel discussions  
1-on-1 coaching

## 29. EXECUTIVE LEADERSHIP COUNCIL

Alexandria, VA <https://www.elcinfo.com/information/what-we-do/institute/leadership-development-week>

### STRATEGIC PATHWAYS

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Purpose: To assist mid-career African American women start their career course toward executive leadership.

Eligibility: African-American female corporate senior managers

Program Type: Cohort  
Sector Focus: Corporate  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:

Two-day program  
Achieving higher levels of success in organizations  
Skills for career options  
Developing strategic relationships  
Work-life balance

## 30. EXECUTIVE LEADERSHIP COUNCIL

Alexandria, VA <https://www.elcinfo.com/information/what-we-do/institute/leadership-development-week>

### STRENGTHENING THE PIPELINE

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Purpose: To prepare mid-career African-American corporate managers to take on increased levels of leadership.

Eligibility: African-American mid-career corporate leaders

Program Type: Cohort  
Sector Focus: Corporate  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:

Five days in the summer, with a follow up session in the fall  
Advanced concepts in leadership  
Career development plan  
Coaching and mentoring

### 31. EXECUTIVE LEADERSHIP COUNCIL

Alexandria, VA <https://www.elcinfo.com/top-level/events/event?eventId=100142>

#### WOMEN'S LEADERSHIP FORUM (FORMERLY BLACK WOMEN'S LEADERSHIP SUMMIT/SYMPOSIUM)

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Purpose: To build an inclusive business leadership pipeline and to empower African-American women corporate leaders to make significant contributions in the global marketplace and their communities.

Eligibility: African-American women corporate business leaders

Program Type: Membership  
Sector Focus: Corporate  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:

One-day program

Focus on senior-level African-American women executives and leaders in the corporate, public policy, legislative, and academic arenas

Open panel discussions on key issues facing African-American corporate women

Process for obtaining leadership positions and maintaining power

### 32. EXPONENT PHILANTHROPY (FORMERLY ASSOCIATION OF SMALL FOUNDATIONS)

Washington, D.C. <http://www.exponentphilanthropy.org/programs/next-gen-fellows-program>

#### NEXT GEN FELLOWS PROGRAM

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Purpose: To enhance the power of philanthropy by providing professionals with peer learning opportunities, resources, and a collective voice in and beyond the philanthropic community.

Eligibility: Foundation staff and board members (all roles), ages 18-35

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: N/A  
Year Started: 2013

Program Timeframe and Content:

Six-month program (50+ hours), including weekend training intensives

Best practices and emerging trends

Setting a personal learning agenda

Monthly mentoring

Networking opportunities with local funders and nonprofit leaders

### 33. FUNDERS' NETWORK FOR SMART GROWTH AND LIVABLE COMMUNITIES

Coral Gables, FL <http://www.fundersnetwork.org/participate/places>

#### PLACES (PROFESSIONALS LEARNING ABOUT COMMUNITY, EQUITY AND SMART GROWTH) FELLOWSHIP

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Purpose: To provide tools, knowledge, and best practices to enhance funder grantmaking decisions in ways that are responsive to the needs and assets of low-income neighborhoods and communities of color.

Eligibility: Grantmaking professionals who have potential to create a lasting impact in their institutions and in the field, and who have a commitment to learning about equity in the context of smart growth

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 17  
Year Started: 2008

#### Program Timeframe and Content:

One-year program

In-depth knowledge of how decisions about growth and development relate to issues of race/ethnicity/class

Tools and resources to help increase effectiveness as grantmakers

Best practices of current grantmakers

Leadership development and skill-building opportunities

Networking

### 34. GREENLINING INSTITUTE

Berkeley, CA <http://greenlining.org/leadership-academy/programs/fellowship-program/>

#### LEADERSHIP ACADEMY FELLOWSHIP PROGRAM

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Purpose: To empower and develop the next generation of multi-ethnic leaders to advance racial and economic equity to create positive social change.

Eligibility: Young leaders who have, at minimum, completed their undergraduate degrees

Program Type: Cohort  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: 4-6  
Year Started: 1996

#### Program Timeframe and Content:

One-year program

Assignment to a specific program area with a policy focus

Personal and professional development workshops

Curriculum similar to that of the Summer Associates program with more responsibility and independence

### 35. GREENLINING INSTITUTE

Berkeley, CA <http://greenlining.org/leadership-academy/programs/summer-associate-program/>

#### SUMMER ASSOCIATES PROGRAM

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Purpose: To empower and develop the next generation of multi-ethnic leaders to advance racial and economic equity and create positive social change. Fellows take on research projects under the direction of a Greenlining staff member.

Eligibility: At minimum undergraduate degree and track record of working towards social justice, ability to work well with diverse groups, strong personal initiative and motivation, leadership experience and meaningful involvement in school, the workplace or community.

Program Type: Cohort  
Sector Focus : Nonprofit, Public, Corporate  
# Participants: 12-15  
Year Started: 1996

Program Timeframe and Content:  
10-week program  
Experiential learning opportunities  
Oral and written project presentation  
Leadership skills workshops and meetings  
Site visits to community, government, and corporate entities  
Mentorship

### 36. GREENLINING INSTITUTE IN PARTNERSHIP WITH THE CALIFORNIA ENDOWMENT

Berkeley, CA <http://greenlining.org/wp-content/uploads/2013/10/2014-Health-Equity-Fellowship-FAQ1.pdf>

#### HEALTH EQUITY FELLOWSHIP

---

Purpose: To provide opportunities to individuals interested in working specifically on health disparities and philanthropy.

Eligibility: Young leaders who have, at minimum, completed their undergraduate degrees

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 6  
Year Started: 2012

Program Timeframe and Content:  
18-month program  
Placement in one of The California Endowment's regional offices  
Leadership training and skill development workshops  
Curriculum focused on increasing participants' leadership capacity, skill based knowledge, policy understanding, and advocacy  
Focus on advancing advocacy, research and policy projects related to health equity in the community  
Mentorship

### 37. GREENVILLE CHAMBER OF COMMERCE

Greenville, SC <http://www.greenvillechamber.org/diversity-leadership-pipeline.php>

#### DIVERSITY LEADERSHIP PIPELINE

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Purpose: To advance women and minorities in leadership roles in the Greenville, SC, community.

Eligibility: Qualified individuals interested in serving in various leadership capacities, including nonprofit and corporate boards of directors

Program Type: Membership  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:  
Database of qualified candidate information  
Matching opportunities for leadership roles in organizations in the community

### 38. HUNT ALTERNATIVES FUND

Cambridge, MA <http://www.prime-movers.net/>

#### PRIME MOVER FELLOWS

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Purpose: To invest in leaders to think beyond their institutions and take on broader, more pivotal roles within their movements.

Eligibility: Emerging and established social movement leaders

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 7  
Year Started: 2005

Program Timeframe and Content:  
Two-year program  
Community-building and peer networking  
\$60,000 grant for customized professional development  
Application by invitation only

### 39. INDEPENDENT SECTOR

Washington, D.C. [http://www.independentsector.org/ngen\\_fellows\\_program\\_description](http://www.independentsector.org/ngen_fellows_program_description)

#### AMERICAN EXPRESS NGEN FELLOWS PROGRAM

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Purpose: To provide emerging nonprofit leaders an exceptional opportunity to strengthen their capacity for future impact.

Eligibility: Leaders under the age of 40 employed at Independent Sector member organizations

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 12-15  
Year Started: 2009

Program Timeframe and Content:

One-year program

Leadership development programming that focuses on building self-awareness

Networking and learning opportunities within the Fellows cohort, other NGen leaders, and established sector leaders

Collaboration on a group-led project that engages emerging nonprofit and philanthropic leaders in moving the needle on sector-wide issues

### 40. JERICHO ROAD LAWRENCE AND THE YWCA OF GREATER LAWRENCE

Lawrence, MA <http://www.jerichoroadlawrence.org/news>

#### BOARD RECRUITMENT AND TRAINING

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Purpose: To encourage greater representation of local Latino professionals on nonprofit boards.

Eligibility: Young Latino professionals who want to give back to the city they reside in and nonprofit agencies that are committed to welcoming minority board members

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 14  
Year Started: 2012

Program Timeframe and Content:

Six-month program

Board roles and responsibilities (fundraising, financial, legal)

Communication across cultures

Nonprofit board match

41. LANCASTER COUNTY COMMUNITY FOUNDATION  
Lancaster, PA <http://lancfound.org/grants/>

BALDWIN FELLOWSHIP

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Purpose: To provide a personal and professional development program for community benefit leaders in Lancaster County, PA.

Eligibility: CEOs and senior level leaders of community benefit organizations in Lancaster County

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 5  
Year Started: 2007

Program Timeframe and Content:  
One-year program  
Self-designed program  
Series of facilitated cohort sessions w/other Fellows  
\$5,000 grant for personalized professional development

42. LEADERSHIP EDUCATION FOR ASIAN PACIFIC ISLANDERS (LEAP)  
Los Angeles, CA [http://www.leap.org/empower\\_elp.html](http://www.leap.org/empower_elp.html)

LEAP EMERGING LEADERS PROGRAM

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Purpose: To develop competencies critical for building strong nonprofit organizations by providing talented nonprofit staff with peer learning/support.

Eligibility: Applicants are mid- to senior-level Asian and Pacific Islander nonprofit staff and managers

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 16  
Year Started: 2009

Program Timeframe and Content:  
Six-month program  
Basic leadership skills  
One-on-one executive coaching  
Managing resources, presentation skills, finance, project management, leadership vs. management, fundraising, strategic planning, board and staff relations



43. LEADERSHIP EDUCATION FOR ASIAN PACIFIC ISLANDERS (LEAP)  
Los Angeles, CA [http://www.leap.org/empower\\_edlp.html](http://www.leap.org/empower_edlp.html)

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LEAP EXECUTIVE DIRECTORS PROGRAM

Purpose: To give knowledge, skills, and support that executive directors need to lead, manage and move organizations forward.

Eligibility: Asian and Pacific Islander nonprofit executive directors

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 21  
Year Started: 2006

Program Timeframe and Content:

Six-month program

Leadership skills

One-on-one executive coaching

Managing staff, presentation skills, legal issues, strategic thinking and planning, understanding your cultural values

44. LEADERSHIP GREATER CHICAGO  
Chicago, IL [www.lgcchicago.org](http://www.lgcchicago.org)

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LGC FELLOWS PROGRAM

Purpose: To provide a leadership development program that brings together Chicago's diverse business, public and civic leaders and provides a place for them to explore new issues, institutions and perspectives.

Eligibility: Leaders who reside in Cook, DeKalb, DuPage, Kane, Lake, McHenry or Will counties; a diverse group with respect to occupation, race/ethnicity, gender and geography; priority given to those ages 28-42

Program Type: Cohort  
Sector Focus: Nonprofit, Public, Corporate  
# Participants: 37  
Year Started: 1985

Program Timeframe and Content:

10-month program

Retreats, seminars and community visits

Monthly focus on a community challenge (e.g., community awareness, education, racial and ethnic relations)

#### 45. LEADERSPRING

Oakland, CA

<http://www.leaderspring.org/programComponents.htm>

##### LEADERSPRING FELLOWS

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Purpose: To provide leaders and their organizations with an intense program of leadership development, management skills training, professional coaching, customized mentoring, peer learning, and networking, with the goal is of improving the San Francisco Bay Area's most impoverished neighborhoods.

Eligibility: Executive directors whose agencies provide direct service, advocacy, and/or community organizing for low-income, diverse populations in Oakland, San Francisco, or Berkeley, CA; must have at least 18 months experience as an executive director

Program Type: Cohort  
Sector Focus: Nonprofit  
#Participants: 14-15  
Year Started: 1997

Program Timeframe and Content:  
Two-year program  
Monthly day-long Leaders Circles  
Customized professional coaching  
Individualized study trips, retreats, and peer coaching

#### 46. MINNESOTA COUNCIL ON FOUNDATION (MCF) AND THE BUSH FOUNDATION

St. Paul, MN

<http://www.bushfoundation.org/leadership/MCFfellows>

##### ROB MCKINLEY PHILANTHROPY FELLOWSHIP (FORMERLY THE MCF PHILANTHROPY FELLOWSHIP)

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Purpose: To prepare individuals from communities underrepresented in philanthropy for careers in foundations; immediate focus is on increasing racial diversity.

Eligibility: High-potential leaders with at least five years of professional experience

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 4  
Year Started: 2014

Program Timeframe and Content:  
Three-year placement at the Bush Foundation in the Community Innovation or Education team  
Professional development and networking opportunities

#### 47. MS. FOUNDATION FOR WOMEN

Brooklyn, NY <http://forwomen.org/>

##### MS. FOUNDATION FELLOWSHIP

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**Purpose:** To help emerging feminist advocates develop and launch innovative ideas, research and launch policy initiatives, and complement the Foundation's ongoing programs.

**Eligibility:** Women with at least five years experience

**Program Type:** Cohort  
**Sector Focus:** Nonprofit, Public  
**# Participants:** 1  
**Year Started:** N/A

**Program Timeframe and Content:**  
One-year program  
Research, policy advocacy

#### 48. NATIONAL URBAN FELLOWS

New York, NY <http://www.nuf.org/aloc-overview>

##### AMERICA'S LEADERS OF CHANGE

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**Purpose:** To enhance and sustain leadership excellence for leaders in the nonprofit, philanthropic, and public sectors.

**Eligibility:** National Urban Fellows alumni and high potential leaders of color and women leaders in public service

**Program Type:** Cohort  
**Sector Focus:** Nonprofit, Public  
**# Participants:** 24  
**Year Started:** N/A

**Program Timeframe and Content:**  
One-year program  
360° Assessment  
Live forums and monthly webinars  
Networking  
Peer and executive coaching  
Individual Leadership Development Plan

#### 49. NATIONAL URBAN FELLOWS

New York, NY <http://www.nuf.org/fellows-overview>

##### MASTER OF PUBLIC ADMINISTRATION FELLOWSHIP (ACADEMIC & LEADERSHIP DEVELOPMENT FELLOWSHIP)

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Purpose: To build the leadership and public policy-making skills of emerging leaders so that they are better prepared to make a strong commitment to equity and social justice.

Eligibility: U.S. citizen, Bachelor's degree, 5-7 years of professional work experience with two years in management, leadership capacity, and commitment to public service

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 40-50  
Year Started: N/A

##### Program Timeframe and Content:

14-month, full-time graduate degree program with four semesters of academic coursework and a nine-month Mentorship

Master of Public Administration (MPA) degree from the City University of New York's Bernard M. Baruch College, School of Public Affairs

Health Policy Advocacy and Education Initiative addresses health disparities and social determinants of health (funded by the Robert Wood Johnson Foundation)

#### 50. NATIONAL URBAN FELLOWS AND AMERICAN EXPRESS FOUNDATION

New York, NY

<http://www.nuf.org/sites/default/files/Documents/ELC%20Program%20Application%202014%20%2528ver%205%2529.pdf>

##### EXECUTIVE LEADERSHIP & COACHING PROGRAM

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Purpose: To provide diverse professionals with specialized training and ongoing support to position them for success in senior leadership roles.

Eligibility: Mid- to senior-level leaders with experience in the public sector, commitment to public service leadership, management experience, and aspirations for professional advancement; must be National Urban Fellow alumnus or sponsored by NUF mentor or partner organization

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 16  
Year Started: N/A

##### Program Timeframe and Content:

Nine-month program

In-person trainings, webinars

360° assessment

Networking

Executive coaching

51. ORFALEA FOUNDATION, WILLIAM J. CLINTON FOUNDATION, AND UNIVERSITY OF SOUTHERN CALIFORNIA  
Santa Barbara, CA

<http://www.orfaleafoundation.org/partnering-impact/global-engagement/clinton-foundation>

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#### THE CLINTON-ORFALEA FELLOWSHIP AND INTERNSHIP PROGRAMS

**Purpose:** To provide a distinct and exciting opportunity for graduating students and recent graduates from USC to work with the Clinton Foundation to strengthen the capacity of people throughout the world to meet the challenges of global independence.

**Eligibility:** Students who have just completed an MA from select colleges at USC and have an interest in social action and public service.

**Program Type:** Cohort  
**Sector Focus:** Nonprofit  
**# Participants:** 3 to 6  
**Year Started:** 2006

**Program Timeframe and Content:**

One-year program

Fellows are assigned roles at the Clinton Foundation that allow them to develop strategies and policies for current and potential initiatives

52. PIPELINE PROJECT: EVELYN & WALTER HAAS, JR. FUND, GILL FOUNDATION, ARCUS FOUNDATION, AND ROCKWOOD LEADERSHIP INSTITUTE  
New York, NY [www.lgbtpipeline.org](http://www.lgbtpipeline.org)

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#### 21ST CENTURY FELLOWS PROGRAM

**Purpose:** To create opportunities for people of color to move into and up in LGBT organizations.

**Eligibility:** Managers of color from LGBT grantees of the Haas, Jr., Arcus, and Gill Foundations

**Program Type:** Cohort  
**Sector Focus:** Nonprofit  
**# Participants:** 22  
**Year Started:** 2009

**Program Timeframe and Content:**

One-year program

4-6 retreats

Communications, finance, managing an organization

Individualized leadership training

### 53. PROTEUS FUND

Amherst, MA [www.proteusfund.org](http://www.proteusfund.org)

#### DIVERSITY FELLOWSHIP

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Purpose: To identify, recruit, and cultivate emerging practitioners of color, offer them training to become philanthropic leaders.

Eligibility: Person of color with Bachelor's degree and five years of work experience or Master's and three years of work experience

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 3-6  
Year Started: 2011 (previously administered by Associated Grant Makers 2006-2010)

#### Program Timeframe and Content:

One-year placement within foundations to focus on projects in affordable housing, global issues, environment and youth development

Four days per week at assigned foundation and one day in a Learning Community

Access to guest speakers and conferences

Extensive year-long professional networking and development

### 54. ROBERT TOIGO FOUNDATION

Oakland, CA <http://www.toigofoundation.org/>

#### ALL A BOARD – A DIVERSE DIRECTORS INITIATIVE

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Purpose: A board leadership initiative designed to provide corporations and organizations with a robust pipeline of women and minority board candidates and to serve as a central hub for diversity thought leadership and events.

Eligibility: Professionals of color and women who are interested in board service are invited to create profiles and showcase their leadership talent; corporations, nonprofits, and foundation are invited to utilize All A Board to identify diverse board candidates

Program Type: Membership  
Sector Focus: Nonprofit, Corporate  
# Participants: N/A  
Year Started: 2011

#### Program Timeframe and Content:

Ongoing

Clearinghouse for board leadership

Board diversity-related events, blogs, and articles

55. ROCKWOOD LEADERSHIP INSTITUTE

Oakland, CA <http://www.rockwoodleadership.org/section.php?id=19>

FELLOWSHIP FOR LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER ADVOCACY

Purpose: To provide a multi-retreat experience in a specific issue area and teach necessary skills to leaders engaged with advocacy for lesbian, gay, bisexual, and queer equality and liberation.

Eligibility: Leaders with at least three years advocacy work for LGBTQ equality with an emphasis given to leaders from states outside of LGBTQ power centers; must reflect the diversity of the community, have a leadership role in an organization, and desire to learn new skills

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 20  
Year Started: 2007

Program Timeframe and Content:  
Two five-day residential retreats  
Professional and peer coaching sessions  
Leadership support  
Communications, team building

56. ROCKWOOD LEADERSHIP INSTITUTE

Oakland, CA <http://www.rockwoodleadership.org/section.php?id=19>

FELLOWSHIP FOR A NEW CALIFORNIA: DEVELOPING LEADERS OF IMMIGRANT COMMUNITIES

Purpose: To provide leaders in California with tools to deal with leadership and organizational challenges and engage in a learning community of leaders focused on the immigrant rights movement.

Eligibility: "Key influencers" in the California immigrant rights movement, senior leaders who represent the diversity of immigrant and refugee communities, regional foci, and change strategies

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 24  
Year Started: 2011

Program Timeframe and Content:  
10-month program  
Five-day residential retreat, two three-day retreats  
Professional and peer coaching sessions  
Leadership support  
Communication, team building

## 57. ROCKWOOD LEADERSHIP INSTITUTE

Oakland, CA <http://www.rockwoodleadership.org/section.php?id=19>

### FELLOWSHIP FOR UPPER MIDWEST LEADERS

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Purpose: To provide a multi-retreat experience that teaches visioning, listening, speaking, presentation, coaching, team-building, and feedback skills to social change leaders from a cross-section of movements in the Upper Midwest, with a focus in Michigan, Minnesota, and Wisconsin.

Eligibility: Current and potential “key influencers” in social change who are diverse in terms of race, sexuality, and gender

Program type: Cohort  
Sector Focus: Nonprofit  
Year Started: 2011  
# Participants: 24

Program timeframe and Content:

Six-month program  
Five-day residential retreat, two three-day retreats  
Professional and peer coaching sessions  
Leadership support  
Communication, team building

## 58. SAN FRANCISCO FOUNDATION

San Francisco, CA <http://www.sff.org/programs/special-programs-and-funds/multicultural-fellowship-program/>

### MULTICULTURAL FELLOWSHIP

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Purpose: To increase diversity in the philanthropic and nonprofit sectors and provide young professionals of color with challenging work experiences and leadership opportunities in the areas of grantmaking and community building.

Eligibility: Young professionals of color with a Master’s degree, minimum five years work experience, and demonstrated leadership skills

Program Type: Cohort  
Sector: Philanthropy  
# Participants: 3-6  
Year Started: N/A

Program Timeframe and Content:

Two-year program  
Placement in a specific issue area (Arts & Culture, Community Development, Community Health, Education, Environment)  
Intensive curriculum  
Individual coaching and mentorship  
Opportunities to build a professional network



59. STANFORD UNIVERSITY, HAAS CENTER FOR PUBLIC SERVICE

Palo Alto, CA <http://studentaffairs.stanford.edu/haas/students/ugrad-fellowships/philanthropy>

PHILANTHROPY FELLOWSHIPS—SAND HILL FELLOWSHIP, JOHN GARDNER FELLOWSHIP, FLORA FAMILY FOUNDATION FELLOWSHIP

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Purpose: To bring more young people into philanthropic work by providing students with intensive summer experiences.

Eligibility: Current Stanford undergraduate students from any academic discipline who are interested in philanthropy

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 7-8  
Year Started: 2000/2002

Program Timeframe and Content:

Nine-week summer program; academic coursework during the school year

Placements in San Francisco Bay Area grantmaking foundations

Participation in grant review committees

Evaluation of foundation programs

Work with program officers and associates to conduct research on foundation's grantmaking

Represent the foundation at community meetings, site visits, conferences, and other public events

60. STANFORD UNIVERSITY, HAAS CENTER FOR PUBLIC SERVICE

Palo Alto, CA <https://studentaffairs.stanford.edu/haas/students/postgrad/ford>

TOM FORD FELLOWSHIP IN PHILANTHROPY

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Purpose: To provide young professionals with intensive, mentored experiences in domestic foundations, to educate Stanford graduates about the role of philanthropy in society and encourage them to enter the field.

Eligibility: Graduating seniors or co-terms at Stanford from any field of study with a demonstrated commitment to public service and interest in philanthropy

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 3  
Year Started: 2001

Program Timeframe and Content:

11-month program; academic coursework prior to program

Placements in foundations in the U.S.

Matched with senior mentor at host foundation

Individualized learning plan

Participate in grant review committees, evaluate foundation programs, conduct research, represent the foundation at public events

61. STONELEIGH FOUNDATION

Philadelphia, PA <http://stoneleighfoundation.org/fellows/programs/emerging-leader-fellowship>

EMERGING LEADER FELLOWSHIP

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Purpose: To cultivate a new generation of social change leaders by providing recent college graduates with hands-on experience in the nonprofit sector in the Philadelphia area.

Eligibility: Young professionals who have completed an undergraduate or graduate degree within the last three years

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 7  
Year Started: N/A

Program Timeframe and Content:

One-year program

Placements at Philadelphia nonprofit organizations

Individual projects

Opportunity to conduct research, test new ideas, build program, develop social policy and/or create strategies for system improvement

62. STONELEIGH FOUNDATION

Philadelphia, PA <http://stoneleighfoundation.org/fellows/programs/stoneleigh-fellowship/details>

STONELEIGH FELLOWSHIP

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Purpose: To cultivate the next generation of social justice leaders by providing fellows with a high-quality experience with a leading nonprofit.

Eligibility: Accomplished practitioners, policymakers, and researchers who have demonstrated leadership in violence prevention, juvenile justice, child welfare, or allied fields

Program Type: Cohort  
Sector Focus: Nonprofit, Public  
# Participants: 7  
Year Started:

Program Timeframe and Content:

One to five year program

Flexible, tailored award that typically includes salary, benefits

Supports research and work that involves crossing systems or enhancing the coordination of service delivery

Partner organization (identified by fellow) provides support

Opportunity to develop peer network and cross-fertilize ideas with fellows, interact with experts

### 63. SUPPORT CENTER | PARTNERSHIP IN PHILANTHROPY

New York, NY <http://supportcenteronline.org/workshops/trajectory-leadership-program/>

#### TRAJECTORY LEADERSHIP PROGRAM

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**Purpose:** To engage executive directors of nonprofit organizations in a long-term, structured peer group to support, advise, and inspire their fellow leaders to manage their organizations more effectively and achieve their goals.

**Eligibility:** Executive directors and CEOs of small to mid-sized nonprofits

**Program Type:** Cohort  
**Sector Focus:** Nonprofit  
**# Participants:** 12  
**Year Started:** N/A

**Program Timeframe and Content:**  
One-year program  
Confidential advisory board  
Creative solutions to management and operational challenges  
Professional development workshops, field trips  
individual coaching

### 64. SYNERGOS

New York, NY <http://www.synergos.org/fellows/>

#### SYNERGOS SENIOR FELLOWS

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**Purpose:** To strengthen capacity and opportunities for civic leaders to address systemic causes of poverty and promote sustainable change by linking them to worldwide learning, service and action network.

**Eligibility:** Seasoned practitioners with a minimum 10 years in management and a demonstrated commitment to changing the systems that perpetuate poverty and social injustice

**Program Type:** Membership  
**Sector Focus:** Nonprofit  
**# Participants:** 12-20  
**Year Started:** 1999

**Program Timeframe and Content:**  
Three-year program  
Collaboration with peers on regional or global action teams  
Field assignments  
Contribution in field of expertise  
Professional development

## 65. THUNDERBIRD SCHOOL OF GLOBAL MANAGEMENT

Glendale, AZ <http://www.thunderbird.edu/executive-education/programs/american-express-leadership-academy>

### AMERICAN EXPRESS LEADERSHIP ACADEMY

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Purpose: To focus on the development of social sector leaders.

Eligibility: Executives from 10 invited international social sector and nongovernment organizations

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 10  
Year Started: 2009

Program Timeframe and Content:

Week-long program

Building the personal, business, and leadership skills needed to run a successful nonprofit organization.

Understanding cultural nuances and different nonprofit niche needs

One-on-one coaching

## 66. TIDES CENTER

San Francisco, CA [http://www.communityleadershipproject.org/int\\_wlc.html](http://www.communityleadershipproject.org/int_wlc.html)

### WOMEN'S LEADERSHIP CIRCLES (WLC)

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Purpose: To recognize and support the diversity of women's leadership by bringing together circles of women from different communities and disciplines, especially engaged in social justice work, collectively create healthier organizations.

Eligibility: Invited participants are women leaders engaged in social justice work in nine Greater San Francisco Bay Area counties; by invitation

Program Type: Membership  
Sector Focus: Nonprofit  
# Participants: 45 (15 per cohort)  
Year Started: 2010

Program Timeframe and Content:

One to two-day retreats, workshops

Financial literacy

Facilitate communication, mentoring and exchange among diverse group of women

## 67. UCLA LUSKIN SCHOOL OF PUBLIC AFFAIRS

Los Angeles, CA <http://luskin.ucla.edu/content/ucla-luskin-schoolwide-fellowships>

### ANN C. ROSENFELD PUBLIC AFFAIRS FELLOWSHIP PROGRAM

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**Purpose:** To train the next generation of public service leaders through high-level apprenticeships in government agencies, nonprofits, and civic organizations.

**Eligibility:** Exceptional graduate students in Public Policy, Social Welfare, and Urban Planning at the Luskin School of Public Policy at UCLA

**Program Type:** Cohort  
**Sector Focus:** Nonprofit, Public  
**# Participants:** 4  
**Year Started:** N/A

**Program Timeframe and Content:**  
One-year program  
Research, policy, advocacy, and/or applied projects  
Placements in public and nonprofit agencies  
Coaching, mentoring and professional development opportunities

## 68. UNITED WAY (MULTIPLE CHAPTERS)

Greater Chicago, New York, Greater Los Angeles, San Francisco Bay Area, Washington, D.C.

<http://www.unitedwayla.org/leadership/emerging-leaders/>

### EMERGING LEADERS (ALSO YOUNG LEADERS SOCIETY)

---

**Purpose:** To encourage the spirit of philanthropy and volunteerism amongst young professionals with a focus on United Way's community-impact investing in education, poverty, and empowering youth.

**Eligibility:** Emerging business and community leaders under the age of 40 who are committed to improving their local communities

**Program Type:** Membership  
**Sector Focus:** Philanthropy  
**# Participants:** N/A  
**Year Started:** N/A

**Program Timeframe and Content:**  
Ongoing program  
Requires \$1,000 annual contribution  
Networking opportunities  
Connect with peers and leaders in the community  
Build leadership skills  
Learn about issues within the community

#### 69. UNITED WAY (MULTIPLE CHAPTERS)

Greater Chicago, New York, Greater Los Angeles, San Francisco Bay Area, Washington, D.C.

<http://www.unitedwayla.org/leadership/leadership-circle/>

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#### LEADERSHIP CIRCLE

Purpose: To encourage the spirit of philanthropy and volunteerism amongst professionals with a focus on United Way's community-impact investing in education, poverty, and empowering youth.

Eligibility: Community members who are passionate about improving conditions in their communities

Program Type: Membership  
Sector Focus: Philanthropy  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:

Ongoing program

Requires \$1,000 annual contribution

Invitations to exclusive networking and issue awareness events

Volunteer opportunities

Recognition in United Way's online leadership giving directory

#### 70. UNITED WAY (MULTIPLE CHAPTERS)

Greater Chicago, New York, Greater LA, SF Bay Area, Washington DC <http://www.unitedway.org/pages/WLC/>

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#### WOMEN'S LEADERSHIP COUNCIL

Purpose: To encourage the spirit of philanthropy and volunteerism amongst women professionals to focus on United Way's community-impact plan focused on education, income, health and poverty. Inspiring other women to take on leadership roles in business and the community.

Eligibility: Group of women professionals

Program Type: Membership  
Sector Focus: Philanthropy  
# Participants: N/A  
Year Started: N/A

Program Timeframe and Content:

Ongoing program

Requires \$1,000 annual contribution

Invitations to exclusive networking and issue awareness events

Volunteer opportunities

Recognition in United Way's online leadership giving directory

Invitation to annual Corporate Philanthropy Summit

71. VIRGINIA G. PIPER CHARITABLE TRUST

Phoenix, AZ

<http://pipertrust.org/nonprofit-support/piper-fellows/>

PIPER FELLOWS PROGRAM

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Purpose: To offer opportunities for Maricopa County leaders to renew their commitment to the community.

Eligibility: Proven leaders in nonprofit organizations within Maricopa County

Program Type: Cohort

Sector: Nonprofit

# Participants: 2-5

Year Started: 2001

Program Timeframe:

One to two-month sabbatical

Guaranteed salary, benefits and full-time employment status during the period of absence.

Individualized professional development plan

72. W.K. KELLOGG FOUNDATION

Battle Creek, MI

<http://www.wkkf.org/what-we-do/community-and-civic-engagement/wkkf-community-leadership-network>

COMMUNITY LEADERSHIP NETWORK

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Purpose: To create a cadre of community and civic leaders who are able to bring diverse communities together as vigorous advocates for vulnerable children and their families.

Eligibility: Emerging or established leaders who can engage in exploring solutions, solve conflicts and maximize social change; individuals from the foundation's U.S. priority places – Michigan, Mississippi, New Mexico, and New Orleans

Program type: Cohort

Sector Focus: Nonprofit, Public

# Participants: 120

Year Started: 2013

Program Timeframe and Content:

Three-year program, with a specific focus for each year

Opportunity to enhance leadership skills and gain experience as developing leaders

Curriculum that focuses on structural inequity, negotiation and conflict resolution, and metrics for success

Workshops focused on understanding leadership in the midst of change

Webinars and exchanges with cohort members, coach-mentors, and faculty

73. WASHINGTON REGIONAL ASSOCIATION OF GRANTMAKERS (WRAG)  
Washington, D.C. <https://www.washingtongrantmakers.org/philanthropy-fellows>

PHILANTHROPY FELLOWS

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Purpose: To provide WRAG members with knowledgeable and skilled fellows, and to provide future leaders with the opportunity to gain professional experience, develop skills, build a professional network, and learn about community needs.

Eligibility: University of Maryland undergraduate and graduate students studying philanthropy and nonprofit leadership at the School of Public Policy

Program Type: Cohort  
Sector Focus: Philanthropy  
# Participants: 11  
Year Started: 2011

Program Timeframe and Content:  
One to two semester program  
Placements at WRAG member foundations  
Professional development workshops

74. WILDER FOUNDATION  
St. Paul, MN [www.wilder.org](http://www.wilder.org)

JAMES P. SHANNON LEADERSHIP INSTITUTE

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Purpose: To nurture creativity and vitality of proven leaders from philanthropic, civic, and community-serving organizations.

Eligibility: Leaders from outside the Twin Cities who represent various fields/disciplines, including philanthropy, art, nonprofits, politics, and government

Program Type: Cohort  
Sector Focus: Nonprofit  
# Participants: 25  
Year Started: 1992

Program Timeframe and Content:  
One-year program  
Renewal opportunity for leaders to clarify purpose and core values  
Purpose and Values, Rhythm and Balance, Power and Privilege, Risk-taking and Courage, Community and Leadership



## 75. Z. SMITH REYNOLDS FOUNDATION

Winston-Salem, NC

<http://zsr.org/grants-programs/zsr-fellowship>

### ZSR FELLOWSHIP

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**Purpose:** To introduce young professionals to the field of philanthropy and enable them to explore areas that are of interest to his or her professional development and that align with the Foundation's goals, mission, and vision.

**Eligibility:** Graduates of an accredited North Carolina college or university or a North Carolina resident; priority to recent graduates and people of color

**Program Type:** Cohort  
**Sector Focus:** Philanthropy  
**# Participants:** 1  
**Year Started:** 1992

**Program Timeframe and Content:**

Two-year program

Placement at the Z. Smith Reynolds Foundation

Evaluate grant proposals

Site visits

Grantmaking administration, public policy