

# BLACK EXECUTIVE FELLOWSHIP

*Empowering Black Nonprofit Executives toward the advancement of Black Milwaukee*



**APPLY TODAY**



## ABOUT

The VillageMKE Executive Fellowship is curated for Black Executives who are leading social impact organizations that support Black individuals in Milwaukee. We provide differentiated instruction and coaching around topics that are industry standard, but also unique to Black leaders.

Participants will undergo a formative diagnostic to identify areas of personal and professional development; and then work with facilitators to execute a cadence of learning and exploration that strengthens their leadership. With deference to data and research around adult learning theory, the scope and sequence of the fellowship is informed by the participants, making the experience unique and differentiated for each cohort.

## ADDITIONAL BENEFITS



### Exposure and Access to Local & Global Thought-Leaders

This fellowship is designed to expand the individual and collective network of participants. Frequent touch-points with cross-sector leaders and intentional relationship cultivation are standard and expected.






### Shared Services + Resources

All participants receive access to Village MKE subscriptions and resources including but not limited to: Marketing/ design suites, Case studies, industry insights, platforms for donor prospect research and data, members-only co-working, subject-matter coaching, etc.

## OUTCOMES

By the end of the 6-month intensive, participants will identify a collective, local project to pursue that builds on the strength and diversity of participants and advances existing or newly developed metrics to advance the village. All projects will serve as proof points of what is possible with strategic cross-sector collaboration.

## FOCUS AREAS

-  [Black] Personal and Professional Development via group instruction, direct coaching and data analysis
-  Increased Organization Efficiency and Impact
-  Network Building and Profile Elevation



### Peer-to-Peer Knowledge Exchange

"We have what we need". VillageMKE leverages an ongoing asset map with folks across the enterprise to facilitate connections that grow business



### Exclusive Networking Events

Participants will enjoy special partnerships with local business associations (Forward48, Professional Dimensions, etc.), executive matching and exposure to philanthropy networks

*It takes a village*  
**ABOUT VILLAGE MKE**



Village MKE is a Social Enterprise and Business Association designed for and by Black Non-Profit Executives to address the real and perceived barriers to the advancement of Black Non-Profit organizations serving the Milwaukee Region. Our mission is to provide resources, differentiated training and strategic alignment to Black-led community-focused nonprofit organizations and leaders to expand their leadership capacity, foster operational excellence and drive measurable, collective impact within the Milwaukee community.

## FELLOWSHIP LAUNCH: FEBRUARY 2024

- ✓ 6-month intensive fellowship experience; 10 Modules
  - ✓ Dates announced upon selection (Coordinated with participants)
  - ✓ 1 full day per month for cohort meeting
  - ✓ 3-day immersive visit (Out-of-State) | Dates/Location determined with cohort
- Post-fellowship convening, coaching, and project development

### SUGGESTED CRITERIA

- Current ED or Director-Level Role with NPO/NGO in Milwaukee, WI area
- Abundance mindset
- Time and capability to engage [see schedule]
- Organizational support [Letter of Recommendation from current organization leader or Board Member]
- Identify as Black/African American
- Proven track record of leadership (by position, inherited power and/or organizing)
- Commitment to mentorship and collaboration within “The Village”
- Education: Any

### COST

All fellowship expenses are covered by donors committed to the mission and vision of VillageMKE. Fellows are therefore expected to give of their valuable time and knowledge to advance and reinvest in the Village.

### APPLICATION PROCESS

- **Submit Application:** Complete the online application form  
**ROLLING**
- **Review Process:** Evaluation by panel of business leaders and Village MKE investors  
**ROLLING**
- **Interviews:** Shortlisted candidates will be interviewed by program executives  
**JAN 22-26, 2024**
- **Selection Notification:** Successful candidates will be notified  
**FEB 1, 2024**



### MEET THE HOSTS

Jason and Lauren are the founding executives behind VillageMKE. They model the collaboration, responsibility and mindsets needed to expand what is possible for Black Milwaukee. They hope that their actions will inspire your commitment to collective action: the Village.

**APPLY TODAY**

# MODULES

Fellowship candidates are individuals who are ready to activate their leadership towards systems change and transformative outcomes for Black people across our region. With our programming, we'll learn from folks who are leading in the NPO arena and as executives across the nation, review case studies, engage in debates, and reframe our challenges as collective projects to learn from and solve. This effort is strategically crafted to foster strategic thinking, elevate collaboration, and create lasting networks among distinguished business leaders. As fellows complete the program, we will have formalized a bench of ED/CEO-ready Black leaders equipped with the tools needed in today's marketplace. Topics are listed in tentative order, and were determined through research and conversation with emerging and veteran Black Executives.



## 01 - Centering Black Excellence

"Participants will be able to articulate a shared vision for Black Milwaukee; they will have an awareness of the wealth of Black leadership and power-players. They will know who to call upon and who to lean on as Black leaders in the nonprofit sector.



## 02- Personal and Professional Wellness; Self-Awareness Practice

Participants will know who they are as leaders and what they personally need to sustain. Participants will be able to articulate their strengths and will be able to name both their growth areas as well as those areas they will need to hire and build a coalition around. Participants will know how their time should ideally break-down as a leader of a nonprofit; including how often they should rest and how much time they should carve out for learning and growth.



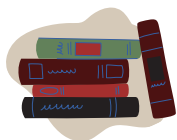
## 03- Fundraising and Resource Stewardship

Participants will be able to design effective fundraising plans for their organizations. Participants will be able to identify specific foundations, corporations, and private donors based to fund specific types of work. Participants will know how to organize others (staff and volunteers) toward fundraising and growth goals.



## 04 - Public Relations and Brand

Participants will be able to clearly articulate who they are as a leader. They will be able to clearly share what they excel at, what they seek to make happen for and with Black Milwaukee, and will be able to name what they need to make their next goals happen. Participants will be able to define and actively work toward the personal brand they seek to exude.



## 05 - Creating Strong Organizational Culture of Learning and Feedback

Participants will be able to specifically name their management style. They will be able to develop organizational management, support, and learning structures and systems that lead to the success and connection of staff (especially Black staff) in their organizations. They will be able to hold both organizational mission and internal growth and learning as equally important and will feel skilled at people management.



## 06 - Skill At Both Visioning and Executing

Participants will be able to lead internal strategic planning in the long and short term. Participants will be able to assess organizational capacity for adding new, mission-aligned streams of work while evaluating current programming. Participants will feel confident using data, dashboard, and stories to understand where the organization has been and where it needs to go.



## 07 - Budgeting & Resource management

Participants will feel confident in reading P&Ls, in running budgeting processes. They will know the resources available to track and analyze their financial state. Participants will understand levers for strong financial health of their organizations and will know how to make financial decisions to maximize resources and build organizational wealth.



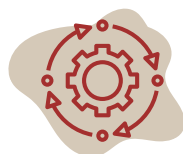
## 08 - Building The Network; Making The Ask

Introduce individual and collective power mapping as an ongoing opportunity and strategy to inform our action. Reflection: Where do I hold power and why? How do I leverage my power to strategically empower? How do I activate power to drive transformative outcomes for students?



## 09 - Problem Finding

Understand and leverage the problem finding protocol to identify issue areas that need to be addressed to advance transformative outcomes for students. Reflection: Are we asking the right questions and identifying the right issues within our city? Who do we need to bring our questions to in order to drive change?



## 10 - Systems-Thinking

Articulate a shared definition systems-thinking, and identify the systems that we want to explore more deeply based on desired action. Explore how our understanding of systems (and their interaction) informs our leadership. Reflection: How am I a systems-thinker, how do I advance as a systems-thinker? What would it take to become a system-leader, and why or why not is this a personal objective? How does one drive systems impact?