

Philadelphia African American Leadership Development Forum

Powered by United Way of Greater Philadelphia and Southern New Jersey's Impact Fund

PROGRAM DESCRIPTION

Created in 2017, the Philadelphia African American Leadership Development Forum (PAALDF) is an innovative program, which is sensitively designed exclusively for African American nonprofit leaders. It includes classic leadership training content and exposure to regional and national thought leaders in the nonprofit field. This highly interactive program is completely facilitated by African American presenters, panelists, and subject matter experts.

At the heart and soul of PAALDF is a commitment to provide a safe platform for honest and hard-hitting discourse about "Leading While Black." Braided into each session is a strong focus on the unique needs, perspectives, issues, opportunities and challenges of African American leaders. Throughout the program, we have built in dedicated times for program participants to reflect, connect, goal set and network, in order to reinforce the development of a community of peers.

As the program ends, participants will reflect on what they have learned and how to support ongoing professional development activities and the implementation of their post program action plans. This program is designed to:

- *Build greater capacity within African American nonprofit leaders to support the development and execution of their leadership skills*
- *Build greater capacity among African American nonprofit leadership and organizations to better serve the African American Community*
- *Cultivate and align African American leadership to create communities of their peers to promote communication and information-sharing across sectors*
- *Deepen relationships with the broader philanthropic community and public and private sectors in an effort to become less transactional and more transformative*
- *Expose African American leaders to best practices and strategies for their application*

The Urban League of Philadelphia partnered with the Nonprofit Executive Leadership Institute at Bryn Mawr College (NELI) to develop PAALDF. It was created in response to the findings of the study funded by United Way of Greater Philadelphia and Southern New Jersey's Impact Fund and conducted by the Philadelphia African American Leadership Forum, "How African-American-Led Organizations Differ from White-Led Organizations: Research Report on African American Nonprofit Organizations in Philadelphia."

CRITERIA FOR CANDIDATES:

Applicants must be working in an executive-level position in the nonprofit, public, or philanthropic sector and have at least seven years of work experience. The professional must be part of the organization's executive team or work extensively with members of that team on an organizational level. Potential participants may include but are not limited to presidents, CEOs, executive directors, COOs, deputy directors, vice presidents, CFOs, directors of strategic initiatives, and department or division heads. Organizations must have a minimum annual budget of \$250,000 to participate in the program.



Empowering Communities.
Changing Lives.



CRITERIA FOR CANDIDATES, continued

Applications will be accepted from organizations throughout Southeastern Pennsylvania and Southern New Jersey. Preference will be given to applicants from human service, health, and education-related nonprofits.

PROGRAM ELEMENTS WILL INCLUDE:

Six days of workshops and panel discussion on topics, such as:

- The Essentials of the African American Leadership Experience (drawing on the PAALF report)
- Visibility, Networking, and Social Access
- Strategic Thinking and Planning For Organizational Effectiveness
- Board Development and Governance
- Effective Financial Planning and Management
- Diversifying Funding For Sustainability

APPLICATION DEADLINE: February 12th, 2020

Applicants complete the online form [HERE](#)

PROGRAM DATES: Please note that applicants are required to attend each session.

| <i>Workshop days will run from 9:00 AM to 3:30 PM</i> | |
|---|---------------------------------------|
| Session | Date |
| Session I & II | Thursday, March 5 and Friday, March 6 |
| | <i>Snow Date: Friday, March 13</i> |
| Session III | Thursday, April 2 |
| Session IV | Thursday, May 7 |
| Session V & VI | Thursday, June 11 and Friday, June 12 |

TUITION:

A grant from United Way of Greater Philadelphia and Southern New Jersey covers the majority of the cost of this program. To cover the remaining costs, accepted applicants will be charged a **\$750 tuition fee**.

QUESTIONS?

If you have questions about the program, please contact:

Kathy Epps, Director of Operations,
Phone: 215.985.3220 x236
Email: kepps@urbanleaguephila.org



DIRECTIONS FOR THE 2019 APPLICATION PROCESS

- I. **Applications are due on February 12th, 2019.**
 - A. Applicants will complete the on-line application form [HERE](#)
 - B. Applicants will attach their resume to the on-line form.
 - C. Applicants will attach their essay to the on-line form.
 - D. Applicants will also attach their 501©(3) form to the on-line Form.
 - E. Applicants are required to submit their direct supervisor's Nomination Form to the on-line application.

- II. Qualified applicants will be invited for an individual phone interview between:
Monday, January 27 – Friday, February 14, 2020

- III. Acceptance letters are mailed to participants during the week of February 17, 2020.