

Black Leadership Institute

Today, as our nation confronts its history of systemic racism and oppression, it is more critical than ever that we address the social sector's profound racial leadership gap for Black leaders, and actively contribute to building Black power, influence, and wealth.

Black leaders are often the least invested in and the most isolated in their work to advance progress in their communities. Not only is this deeply unjust, but this dearth of representation diminishes an organization's effectiveness, ability to innovate, and credibility in the communities it serves.

Together, we can work to change that.

The Institute for Nonprofit Practice (INP) was built to ensure that social impact leadership is exponentially more effective, connected, equitable, and diverse. We know that the most innovative and successful solutions to complex social and environmental problems are often derived from those who are directly affected. For over 15 years, INP has delivered high-quality, accessible, and comprehensive programming that empowers and equips social sector leaders, the majority of whom identify as Black, Indigenous, and people of color (BIPOC) and women, to solve intractable social and environmental problems.

INP seeks partners to join us as we build a national Black Leadership Institute (BLI) to connect, inspire, and uplift Black leaders across the country and across sectors. BLI will address the unique systemic challenges that Black leaders face as they rise in leadership. Through transformative programming, we will support Black leaders with the resources, network, and community to build upon their social, financial, knowledge, and cultural capital as they step into positions of greater power and lead us into a brighter and more equitable future.

Pilot Phase (January 2023 - June 2026)

INP began designing the Black Leadership Institute and conducting pre-launch activities in spring 2021. Having secured \$2.9+M in seed funding from a group of Phase I Founding Sponsors (see page 7), we are preparing to launch the first BLI cohort in January 2023.

The initial cohort of BLI Fellows will be located in four Founding Communities across the country (Boston, MA, Dallas, TX, Los Angeles, CA, and Providence, RI). Founding Communities are cities that have received a regional seed investment to secure the program location for the duration of the three-year pilot. Fundraising continues in each Founding Community beyond the seed investment to build support for the continuation of the program.

Our immediate goal is to expand BLI from four to ten Founding Communities by the launch of the third cohort in January 2025. We're seeking partners who are ready to make a deep investment in Black leadership and want to bring this programming to their community. Atlanta, Chicago, Detroit, Minneapolis, New York, Tulsa, and Washington DC are just a handful of the additional cities in which we seek partners to invest locally.

Program Design & Key Features

INP is committed to centering proximate community voices in the design of all of our programs. BLI's content, curriculum, and structure has been informed by Black leaders and experts across the country, and we will continue to work with BLI Fellows, staff, faculty, and advisors to improve and enhance the program.

- **18-Month Fellowship** - The Fellowship features 12 months of programming, including in-person regional convenings and virtual sessions with the national cohort, followed by six months of one-on-one executive coaching. Fellows will explore multiple forms of power, currency, and exchange related to social, financial, knowledge, and cultural capital. Sessions will anchor on critical topics that enable Black leaders to identify and implement new strategies to build power and greater influence in their communities and across the country.
- **Local and National Networks** - Through a combination of regional and national convenings, Fellows will develop strong place-based networks with a shared understanding of local context, and be part of a national network of Black leaders committed to advancing equity.
- **In-Person Retreats** - The full cohort will gather for two in-person retreats (pending travel restrictions). During the first retreat, the group will visit The National Memorial for Peace and Justice in Montgomery, AL, and reflect on Black history and the roots of the Black experience in the US. The second retreat will be an opportunity to envision the future and the potential for Black power in spaces historically lacking representation (i.e., DC, Wall Street, Silicon Valley) and explore the results of these inequities on community progress while Fellows create action plans to advance their impact and influence.
- **Executive Coaching** - We will engage executive coaches with deep experience coaching executive leaders across sectors and use a customized matching process to pair coaches with BLI Fellows.
- **Cultivating Joy and Renewal** - Through a pedagogy grounded in deep personal connection, community building, mindfulness, and the intersection of self-awareness and leadership, we will engage Fellows in a joyful, healing, and restorative experience. Fellows will have a chance to learn, practice, and reflect in a space that promotes authentic healing and readiness for transformation.
- **Building Strong Cross-Sector Networks** - Fellows will strengthen existing and build new local and national networks through access to one another, to INP's network of 5,000+ students,

alumni, faculty, mentors, guest lecturers, numerous cross-sector partners, and to INP's relationships with existing Black social networks. INP will leverage its growing community to advance opportunities for increased power and influence of BLI Fellows and alumni.

Leadership

Erica Hamilton, a senior leader with 20 years of experience working across sectors to support BIPOC and women leaders, leads our pilot phase as the Founding Director of the Black Leadership Institute. We are currently hiring a BLI Managing Director who will serve as the BLI's lead ambassador, strategist, recruiter, co-designer, and builder of key relationships, and we have hired a BLI Program Coordinator and expert practitioners to serve as faculty and support curriculum design. In each Founding Community, we will select community leaders to serve as faculty and guest speakers, grounding the coursework in local issues and contexts.

We are proud to introduce the Black leaders whose vision and leadership are at the heart of the BLI:



Erica Hamilton, Founding Director, Faculty for National Cohort

Erica brings over two decades of experience as a tri-sector executive, having served as a Strategic Advisor, C-Level leader, grantmaker, and executive coach in the nonprofit, private, and academic sectors.



Candace Staniel, Lead Curriculum Designer

Candace is the founder and principal at the Common Good Agency, a consulting firm focused on capacity building for nonprofits and higher education institutions. Her leadership experience includes ongoing work on DEIB with New Profit, as well as student development at HBCUs, and public private partnership work with the Bill and Melinda Gates Foundation, Coca-Cola, and more.

Black Leadership Institute Fellows

In each Founding Community, we will enroll at least five Fellows, Black leaders who hold senior roles and who lead in fields or on issues with significant outcome disparities for Black people.

Ideal candidates for the Black Leadership Institute are:

- **Experienced** nonprofit, philanthropic, public, and private sector executives, social entrepreneurs, and senior leaders who share a dedication to racial and gender equity.
- **Committed** to taking on roles that address issues with significant outcome disparities for Black individuals and communities, including but not limited to workforce development, incarceration and recidivism, health and health care, environmental justice, poverty, and education.
- **Collaborative** leaders who build or expand cross-sector networks, partnerships, and communities for social change, inside and outside of their day job.
- **Engaged** in full-time work for at least ten years, occupying roles with increasing responsibility and a focus on driving impact for historically marginalized communities.
- **Growth-oriented** individuals seeking to enhance their leadership and social impact through peer-based gatherings.
- **Living in one of our Founding Communities**, which currently include Boston, MA, Dallas, TX, Los Angeles, CA, and Providence, RI.

Cost

The Black Leadership Institute is offered at no cost to Fellows or their organizations. INP has raised \$2.9M+ in advance of confirming the first four Founding Communities and is seeking additional investors to fund the pilot and raise a minimum of \$6M by June 30, 2023.

Join Us

Are you looking to make a deep investment in Black leadership in your community and across the country, and actively contribute to building Black power, influence, and wealth? To learn more about how you can support this work, contact Stacey Harris, Vice President of National Expansion at INP, at sharris@nonprofitpractice.org.

Black Leadership Institute Sponsorship Campaign - Phase II

Goal: \$6 Million by June 30, 2023

The Institute for Nonprofit Practice is proud to have raised \$2.9+M in advance of confirming the first four Founding Communities for the Black Leadership Institute (BLI). Thanks to our generous Phase I Founding Sponsors, we are now entering Phase II of this campaign and seeking additional investors with the goal of raising a total of \$6M by June 30, 2023.

Phase I sponsorships supported planning and the launch of BLI in Boston, Dallas, Los Angeles, and Providence. During Phase II, we will expand BLI to three additional Founding Communities, allowing us to serve seven cities beginning in Year 2. We hope to work with philanthropic investors and sponsors to identify and launch these additional Founding Communities. Our goal is to continue building support and developing partnerships so that we can serve ten Founding Communities by Year 3 when we launch the final cohort of the BLI pilot.



Raised: \$2,900,000
Goal: \$6,000,000
Remaining: \$3,100,000

Sponsorship Levels

BLI sponsorships provide critical capacity and general support to sustain BLI's overall growth and development. National sponsorships allow us to launch BLI in new cities, support existing cities, and continuously enhance the program.

Sponsors who contribute \$750,000 or more can participate as advisors to recommend a program site for BLI, known as a Founding Community. Founding Community Sponsorships provide a substantial seed investment that enables INP to commit to running BLI in the new site for a minimum of three years. This investment gives INP funding to launch operations and serves as a runway to develop additional local partnerships.

Those who commit \$750,000 or more by March 31, 2023 will be able to recommend a new Founding Community in time for a BLI cohort to launch in January 2024, during Year 2 of programming.

Lead National Sponsor

\$2,500,000

Presenting National Sponsor

\$1,000,000

Founding Community Sponsor

\$750,000

Platinum Sponsor

\$500,000

Gold Sponsor

\$250,000

Silver Sponsor

\$100,000

Sponsor Benefits and Engagement Opportunities – Phase II

Donors will be recognized at their giving level throughout the three-year pilot program.

\$2,500,000 Lead National Sponsor

- Top billing as Premier National Sponsors of the Black Leadership Institute on all BLI marketing materials
- Speaking opportunity at BLI graduation ceremonies
- Inclusion of a quote from the sponsor in press releases and public announcements
- Feature in INP's Annual Report
- Recognition on INP's website and across social media
- Information on the inaugural cohort of BLI Fellows and an update from Fellows upon graduation

\$1,000,000 Presenting National Sponsor

- Recognition as Presenting National Sponsor on all BLI marketing materials
- Inclusion in press releases and public announcements
- Feature in INP's Annual Report
- Recognition on INP's website, in the Annual Report, and across social media
- Information on the inaugural cohort of BLI Fellows and an update from Fellows upon graduation
- Invitation to BLI graduation ceremonies

\$750,000 Founding Community Sponsor

- Recognized as a Founding Community Sponsor of a mutually agreed upon city in which to launch BLI
- Inclusion in press releases and public announcements
- Recognition on the INP's website, in the Annual Report, and across social media
- Information on the inaugural cohort of BLI Fellows and an update from Fellows upon graduation
- Invitation to BLI graduation ceremonies

\$500,000 Platinum Sponsor

- Inclusion in press releases and public announcements
- Recognition on the INP's website, in the Annual Report, and across social media
- Information on the inaugural cohort of BLI Fellows and an update from Fellows upon graduation
- Invitation to BLI graduation ceremonies

\$250,000 Gold Sponsor

- Recognition on select BLI marketing materials
- Recognition on the Institute's website, in the Annual Report, and across social media
- Information on the inaugural cohort of BLI Fellows and update from Fellow upon graduation
- Invitation to BLI graduation ceremonies

\$100,000 Silver Sponsor

- Recognition on the INP's website, in the Annual Report, and across social media
- Information on the inaugural cohort of BLI Fellows and an update from Fellows upon graduation
- Invitation to BLI graduation ceremonies

For More Information

If you're ready to discuss becoming a Founding Sponsor and making a deep investment in Black leadership in your community and nationally, please contact Stacey Harris, Vice President of National Expansion, at sharris@nonprofitpractice.org.

THANK YOU TO OUR PHASE I SPONSORS

Presenting National Sponsor



Founding Community Sponsor



Gold Sponsor



Silver Sponsor

FISH FAMILY FOUNDATION