



center for nonprofit
advancement

CHIEF EXECUTIVE LEADERS ASCEND PROGRAM (CELAP)

2023 COHORT

**EQUITY IN ACTION: FUELING BLACK WOMEN'S
LEADERSHIP FOR NONPROFIT TRANSFORMATION**



ABOUT CELAP

The inaugural **Chief Executive Leaders Ascend Program** (CELAP), Black Women Cohort, sponsored by JPMorgan Chase, is a comprehensive initiative designed to empower and support Black women nonprofit leaders in District of Columbia Wards 7 & 8. The program is dedicated to grantmaking, enhancing individual and organizational capabilities, and promoting overall wellness.

The CELAP program will continue until December 2023, providing various opportunities and resources. It aims to involve all Black women who are leading nonprofits in Wards 7 & 8, including fundraising activities, training sessions, and other offerings at the Center.

THE PROGRAM

The program selected eight outstanding women nonprofit leaders to participate in a tailored capacity-building program. These selected participants also received a \$25,000 (totaling \$200,000) general operating support grant to strengthen their organizations further.



OUR PARTNER: JP MORGAN CHASE

The Center for Nonprofit Advancement collaborated with the Mid-Atlantic Region Director and Corporate Responsibility team to ensure crucial funding and capacity-building support for program participants.

The announcement and inaugural celebration of the program took place at JP Morgan Chase & Company's recently established Skyland Town Center location in Ward 8, symbolizing a significant milestone in the partnership.



2023 COHORT



OUR APPROACH



Grantmaking

The program offers a \$25,000 general operating support grant to selected participants, providing financial assistance to strengthen their organizations and advance their missions.



Strengthening Individual & Organizational Capacity

Participants engage in customized capacity-building activities and gain access to training sessions and offerings at the Center, enhancing their leadership skills and fostering organizational growth. Each organization also completed an organizational assessment and received a customized capacity-building plan.



Overall Wellness

The program prioritizes the well-being of Black women nonprofit leaders through dedicated sessions focused on wellness and health, promoting self-care, rest, and a healthy work-life balance.

THE PROCESS

FEB '23

MARCH '23

DEC '23

Outreach & Application Review

The Center organized a valuable fundraising workshop webinar and a CELAP Informational webinar, both free of charge, to offer insights into the program and provide potential applicants with fundraising resources. **Over twenty Black women nonprofit leaders in Ward 7 and 8 expressed interest and applied for participation in the CELAP program.**

Reviewers, who were deeply connected to community organizations such as the Mayor's Office of Volunteerism, played a vital role in conducting interviews and finalizing the selection process. Their valuable insights contributed to the decision-making process.

Workshops & Resources

As part of the program, each participant receives a complimentary membership with The Center, providing them with various benefits. They also undergo an organizational assessment to identify areas for improvement and receive support in capacity building and nonprofit management through The Center's programming, monthly events, and workshops.

In addition to these resources, participants are granted six individual and group sessions dedicated to wellness and health. These sessions emphasize the significance of Black women's health, rest, and self-care. These sessions foster a supportive environment where participants can collectively explore and prioritize their well-being.

Program Completion

Each participant will have continued access to The Center's membership for a duration of 12 months. This membership will provide ongoing benefits and opportunities for engagement within The Center's community. Additionally, participants will gain membership in a funding/grant listing community, further enhancing their access to valuable funding opportunities.

Participants will be asked to complete evaluations and surveys after each programming session to ensure the program's effectiveness and gather feedback. At the culmination of the program, a celebration event will be held to recognize the achievements and growth of the participants.

PRESENTERS*



EBONIE JOHNSON COOPER

**UNIVERSITY OF MARYLAND
SCHOOL OF PUBLIC POLICY**



ERIKA TOTTEN

UNCHAINED VISIONING



SIANNAH MARCELLIN

**TRANSPARENSI
CREATIVE STRATEGIES, LLC**

**not inclusive of all presenters*

SKILL AND CAPACITY BUILDING SESSIONS*

Virtual/In-Person



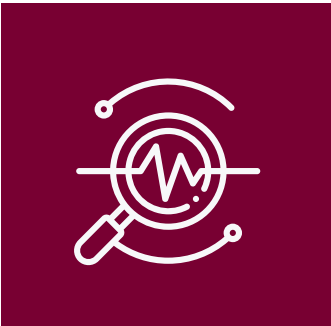
Wellness Session, Unchained Visioning

The session covers self-care, stress management, burnout prevention, and strategies for cultivating resilience and maintaining a healthy work-life balance. Participants can share their experiences and connect with other Black women nonprofit leaders in a supportive and affirming environment.



Cohort Group/Brainstorm Drop-In

Monthly group drop-ins allow CELAP participants to gather, ideate and support one another through brainstorming, connecting, and support.



Strategic Management for Nonprofit and Public Organizations

Serving as a successful leader for a nonprofit or public organization requires understanding the strategic management process and a well-developed and managed strategy. This session provides an integrated approach to leadership theories, concepts, research, and modern practices related to strategic planning and execution.



Nurturing Success: Cultivating Networks and Fundraising Strategies for Black Women Nonprofit Leaders

This session will explore the essential elements of cultivation, network building, and effective fundraising strategies. You will gain valuable insights and tools to unlock your organization's full potential through interactive discussions, real-life case studies, and practical exercises.

**not inclusive of all sessions offered*

TESTIMONIALS

Fundraising Workshop(s)

"The session was truly enlightening as it emphasized the importance of consistently seeking out opportunities to generate funding, highlighting the notion that there are various avenues to generate revenue without solely relying on costly event hosting."

Wellness Session(s)

"I will work on moving at a pace that fosters peace and ease in my life."

"The entire session was therapeutic and impactful."

"The [session] showed the need to take care of my mental health. And shown how to take care of me."



NEXT STEPS

The Center will maintain its collaboration with JPMorgan Chase to assess the current cohort's progress and make preparations for the upcoming year.

Our objective is to enhance the program by increasing funding allocations for each participating organization and expanding the provision of wellness resources.

Additionally, we aim to offer a wider range of organizational growth opportunities, including assistance with financial management systems and other relevant support. In addition, we are in the midst of an independent evaluation to include feedback from JPMC and the cohort.

