



Frequently Asked Questions

What is the mission of Enterprising Ventures of Color (EVC)?

We are building an individual, organizational, and collective resilience of nonprofit leaders of color to confront inequities, and we are partnering with funders to leverage the social, financial, and economic resources needed for long-term sustainable impact.

What is the Enterprising Ventures of Color Training Institute?

Through the EVC Training Institute, diverse nonprofit leaders across the Greater Washington region, including Washington DC, specifically Wards 7 and 8; Baltimore, MD; and Richmond, VA, will have access to tailored programming that will positively impact them, their organizations, and the communities they serve. The EVC Training Institute consists of the Leadership Academy, Leadership Immersion, and Leadership Fellowship.

The Leadership Academy is a two-day, in-person experience focused on elevating personal leadership through executive and brand coaching. The Leadership Academy, rooted in belonging, offers authentic opportunities for leaders to connect and build social capital. The Leadership Academy is the gateway to more tailored and transformational opportunities in the form of the Leadership Immersion and Leadership Fellowship.

The Leadership Immersion is designed for those who have completed the Leadership Academy and are interested in building or strengthening specific skills in areas such as revenue generation, financial management, strategic communication, and impact evaluation. The Leadership Immersion capacity building course offerings span over four-to-six months, and nonprofit leaders choose the courses and content that is most relevant to what/how they want to grow professionally. Virtual and in-person sessions will be provided.

The Leadership Fellowship is a rigorous and rewarding nine-month fellowship and coaching program for those who have completed both the Academy and Immersion programs. The Leadership Fellowship is designed for diverse leaders in executive roles who are looking for dedicated time, exceptional coaching, and sacred friendships to elevate their impact in the nonprofit sector. Fellows who are selected qualify for a \$50,000 grant to their organizations.

What should I expect from the two-day EVC Leadership Academy?

The EVC Leadership Academy is a two-day, application-only gathering during which diverse-led nonprofit organization leaders will receive executive coaching and strategic support, extend their social networks, and polish their personal pitches to present with precision and persuasion for the greatest impact. The EVC Leadership Academy is executed in partnership with culturally resonant expert transformational capacity building partners from [WAVE Training & Consulting LLC](#) and [Spitfire Strategies](#).

What will I experience over the course of the two-day EVC Leadership Academy?

Nonprofit leaders will:

1. **Reflect** on the myths (and facts) of effective leadership.
2. **Identify** what is and isn't working about their leadership practices and explore strategies to adopt in moments of stress, challenges, and/or when "feeling stuck."
3. **Foster** community with other diverse-led nonprofit organization leaders, strengthening the financial health ecosystem and creating an online community for ongoing engagement and resources.
4. **Cultivate** clarity on how to increase their effectiveness and sphere of influence, thereby shifting power.
5. **Empower** themselves and each other by debunking harmful narratives and establishing new paradigms for understanding and connecting with their leadership abilities.

What are you looking for in candidates?

Nonprofit leaders who are:

- Grappling with organizational challenges and feeling "stuck"
- Questioning whether or not they are effective leaders or how they can "level up" their skill sets
- Don't know what they don't know
- Craving connection and community
- Able to participate in two full days of programming
- In a leadership role at a 501(c)(3) or fiscally sponsored organization

What are the dates for the EVC Leadership Academy?

- Richmond, VA — September 12 – 13
- Washington, DC — September 17 – 18

- Baltimore, MD — September 19 – 20

Please note: In order to apply to the Leadership Fellowship, leaders must have attended the Leadership Academy and Leadership Immersion.

Why do I have to work in the location of the program?

This project is focused on building the resilience of diverse-led nonprofits to improve financial health outcomes of residents and to develop strong networks with a shared understanding of local context.

What if I change jobs while participating in the EVC Training Institute?

If you change jobs while participating in EVC's Training Institute, that's totally okay! You are still eligible to participate so long as you are working in the financial health field. If you are accepted into the EVC Fellowship and change jobs during the fellowship, you'll be able to continue receiving leadership coaching, but your new organization won't receive the \$50,000 grant.

Application Process

- **How do I apply?**

We will be accepting [applications](#) for the EVC Leadership Academy from leaders in the DMV from June 10 – July 12, 2024! Please note: In order to apply to the Leadership Fellowship, leaders must have attended the Leadership Academy and Leadership Immersion.

- **There are some personal questions on the application. Why?**

The application is designed for us to better understand you as a person and a leader, because the EVC Training Institute serves the whole person. Please know that your answers will remain confidential — only to be seen by the EVC team and used to develop programming. If you have additional questions about how your information will be used, please contact us at: info@eventofcolor.com.

- **I submitted an application. What's next?**

Thank you for submitting an application! The EVC team plans to review all applications and announce decisions the week of July 29, 2024.

- **How many people enroll in the EVC Training Institute?**

Participant numbers vary for each component of the EVC Training Institute. We anticipate 60 to 75 leaders joining the Leadership Academy, 30 to 40 leaders

joining the Leadership Immersion, and no more than 10 leaders joining the Leadership Fellowship.

Training Institute Participation

- **Do I have to pay to participate in the EVC Training Institute?**
The EVC Training Institute is of no charge to participants.

- **Can I be disqualified?**
While we hope we don't have to disqualify anyone, we will not engage with leaders who are unable to honor the time commitment and/or who are disrespectful to the EVC team and/or other program participants.

- **If I'm accepted, am I allowed to post about the EVC Training Institute on social media, my resume, etc.?**
Absolutely!

- **I don't see dates listed for the EVC Leadership Immersion and EVC Leadership Fellowship. When will those be held?**
 - Leadership Immersion (October 2024 — February 2025)
 - Leadership Fellowship (February 2025 — December 2025)

Still have questions?

Our team is here to help! Visit our contact page or reach out to us:
info@eventofcolor.com.