



# 2019 American Express NGen Fellows Program FAQs

The [American Express NGen Fellows](#) program provides changemakers, age 40 and under, an exceptional opportunity to strengthen their leadership capacity and grow their personal and professional networks.

The NGen Fellows program advances Independent Sector's [mission](#) to improve lives, heal our natural world, and strengthen democratic society by ensuring that a continued wellspring of next-generation changemakers rises to meet today's toughest challenges.

Becoming an American Express NGen Fellow will help you develop your leadership capacity. Specifically, the NGen Fellows program centers on achieving six core results that emphasize personal and professional growth. NGen Fellows will also join a supportive community of next-generation changemakers that will help them gain access to the people, knowledge, and networks necessary to scale their change work.

## ABOUT THE PROGRAM

### What is the NGen Fellows program?

The 2019 NGen Fellows program selects 12 individuals to participate in a nine-month leadership development program.

The program includes three in-person gatherings, monthly virtual convenings, workshops, assigned readings, facilitated discussions, peer coaching, collaborative group work, and practice assignments.

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### What are the six core results that 2019 NGen Fellows will achieve?

The NGen Fellows program centers on six results designed to enhance the leadership capacity and personal and professional network of changemakers.

At the end of the Fellows experience changemakers will be able to:

1. Articulate **self-awareness** of your purpose, influences, values, leadership styles, assets, and support needs as leaders, and use that awareness to engage and collaborate effectively;
2. Understand how to use a **results-based**, data-driven practice to define impact, develop strategies, measure performance, and be accountable for results;
3. Develop an analysis of **system change** levers, such as public policy, needed to achieve one's results, and tools and tactics for moving those levers;
4. Develop a practice of **racial equity** to analyze and address disparities in terms of the who, what, and how of your social change work;

5. Build **adaptive leadership** skills to engage in difficult conversations; solve sticky, complex problems with others; and manage change;
6. Develop a **network of peers** who support your leadership and results, and gain access to influential leaders who can support your development and impact.

## ABOUT THE APPLICATION PROCESS

### How do I apply?

First, [self-nominate or nominate](#) someone you know.

Second, submit your completed application according to the instructions sent to you via email. Submit your application by the deadline on March 11, 2019 - 7:00 AM PT.

Note: Upon submitting a nomination form, the nominee will receive an email detailing the application process along with a link to the application form.

We encourage applicants from all backgrounds to apply for this fellowship.

If you are a qualified applicant with any access needs, we are available to provide reasonable accommodations to complete the application, please contact our team at [ngenfellows@independentsector.org](mailto:ngenfellows@independentsector.org)

### When is the application timeline?

The nomination and application deadline is **7:00 AM Pacific Standard Time (PT) on Monday, March 11, 2019**. Your completed application must be received by this date and no extensions will be granted.

Submissions will be reviewed by a selection committee that includes staff from Independent Sector (IS), IS partner and member organizations and NGen Fellows alumni.

Applicants will be notified of their selection status by April 30, 2019.

The 2019 NGen Fellows cohort will be announced in May 2019.

### What is the selection criteria?

We are seeking a highly talented, diverse, cross-sector cohort of emerging changemakers working to address critical societal challenges who are interested in expanding their leadership capacity.

We encourage changemakers from all backgrounds to apply, including but not limited to: nonprofit and philanthropic organizations, for-profit social enterprises, and the government/public sector.

As of application open – February 6, 2019 – applicants must be age 40 and under, residing in the US.

Fellows should be mission-driven changemakers who:

- Demonstrate passion and leadership in addressing society's toughest challenges
- Illustrate the potential to scale social impact and demonstrate the capacity for system change
- Show self-awareness, vulnerability, and an openness to learning
- Value diversity, equity, and inclusion
- Value partnership and collaboration
- Enjoy connecting and working with other next generation changemakers

## ABOUT THE TIME COMMITMENT & COST

### What is the time commitment as a fellow?

The 2019 NGen Fellows program is a nine-month, non-residential fellowship taking place from May – December 2019.

The program includes three in-person gatherings and monthly virtual convenings, please review the 2019 program schedule.

Reading, assignments, and collaborative group work will require a time commitment in-between convenings. Fellows should expect a commitment of 4-6 hours between convenings. Fellows are expected to complete pre-work in a timely manner and begin convenings ready to fully engage.

Full participation in all convenings is required to maintain your status as a fellow; a schedule is provided below.

### What is the schedule for the 2019 program?

Three in-person convenings:

- May 29-31 | Washington, DC
- August 19-21 | Chicago, IL
- November 13-15 | Chicago, IL (Upswell)

A virtual orientation and kick off (via videoconference) will take place on:

- May 2 | 12-1:30 PM ET

Five virtual convenings (via videoconference) will take place from **2-4 PM ET** on these dates:

- June 18
- July 16
- September 25
- October 22
- December 16

Attendance is required for all convenings unless special accommodations are made in advance.

Fellows are required to sign a commitment form. If you have concerns about a specific date conflict you will need to communicate this when accepting the fellowship.

Failure to participate in convenings may result in losing your fellowship status.

### Is there a cost associated with participation in the program?

Thanks to the generous support of American Express, acceptance into the Fellowship includes all fees, materials, and supplies related to the leadership development curriculum.

Fellows also receive complimentary registration and hotel accommodations for [Upswell](#), a three-day gathering of changemakers from November 13-15, 2019 in Chicago, IL.

Fellows are responsible for the following travel and accommodation expenses:

- Travel and two nights hotel accommodations for each of the in-person cohort meetings:
  - May 29-31, 2019 in Washington, DC
  - August 19-21, 2019 in Chicago, IL
- Travel to Upswell, November 13-15, 2019 in Chicago, IL

Please note that nominal expense reimbursements up to \$600 are available on an as-needed basis to help offset these costs for the May and August in-person convenings.

### **Will fellows be paid a stipend?**

There are no stipends paid to fellows. Nominal expense reimbursements are available to offset travel costs as needed.

## **SEE WHAT 2018 NGEN FELLOWS ARE SAYING**

*“My NGen experience has been truly life changing. I have built a national network of lifelong friends. Our cohort has been challenged by one another, our facilitator, and IS staff to disrupt the status quo and build systems of change. As a result, I show up for the community I serve in a much more intentional and dynamic way.”*

*“The NGen Fellows program filled a gap for me and other mid-career professionals like myself, by designing an experience that leveraged our blossoming talent, deepening our capacity to lead change, and expanding our network by connecting us with other emerging nonprofit leaders across the country. I’ve changed both professionally and personally as a result of the NGen Fellows. The lessons I learned through the program have impacted the way I support communities, the way I approach my work, and even in the way I perceive success.*

*“The NGen experience provided a whole new framework of leadership that has been transformative in how I see myself as a change agent in our society. The program helped articulate a clear vision for leadership, grounded in equity, with tangible skill development that has positively affected how I show up at work and lead our public policy work. I’m so immensely grateful to have an enriching and rewarding experience to develop close friendships with my cohort.”*

*“The NGen Fellows experience was truly life changing. Walking into an experience that cultivated my leadership skills, gave me a place to be my authentic self, and allowed me to formulate relationships with peers from across the country is something that is a once in a lifetime opportunity. From this experience, I have challenged myself to become a better leader in my work and my community.”*

*“The NGen Fellowship was life-defining. In a 9-month whirlwind, I was able to explore leadership, racial equity, and systems change in a way I had not done so before. It catapulted me into a personal transformation process that was imperative to my career and my community at that precise moment. It’s an experience I whole-heartily recommend for any social change leader out there seeking purpose.”*

*“The NGen Fellows experience taught me so much about myself. I have really grown as a leader and the experience has instilled a sense of confidence that I did not have before. I now know my role and understand how to bring meaningful change to Indian Country.”*

*“The NGen Fellowship gave me the space to be reflective about who I am and the work I do and want to do. Without it, I likely would still be an accomplished nonprofit professional, but because of it, I am a more purposed, intentional, and confident person and leader.”*