

City Scholars® Fellowship for Education Nomination + Selection Process FAQs

1. What is the City Scholars® Fellowship for Education?

As a collaborative, high-impact leadership and capacity building institute, the City Scholars® Fellowship for Education partners with executive volunteers to help a vibrant and diverse community of highly motivated nonprofit CEOs grow after-school and school-based nonprofits from survival to success to significance.

Upon admission, Foundation Fellows are awarded an **annually renewable, full-tuition scholarship** to underwrite their ongoing engagement. Scholarship renewal is based upon each Foundation Fellows demonstrated commitment to using what they learn and sharing what they know to improve the effectiveness of the nonprofits they lead together. Meet our [City Scholars® Foundation Fellows](http://www.cityscholars.org/meet-our-fellows/) (www.cityscholars.org/meet-our-fellows/).

2. Who can be nominated for the City Scholars® Fellowship for Education?

Full-time, salaried CEOs (or the highest ranking staff member reporting to the Board of Directors) who lead 501(c)(3) tax-exempt, education-focused nonprofits are eligible for nomination. Priority consideration is afforded to nominees who:

- have been in the CEO role for at least 6 months prior to being nominated
- are excited about and 100% ready, willing and able to fulfill the rigorous First-Year Foundation Fellow Leadership Pledge ([a sample copy of which is included at the end of this FAQ guide](#))

Nominees must lead 501(c)(3) tax-exempt nonprofit organizations that:

- provide educational support, mentoring and/or creative enrichment to help low-income youth (pre-K to college) have a better chance to learn and achieve against the odds in school, at work and in life;
- serve predominantly (>51%) low-income youth in under-resourced communities throughout the five-county Greater Los Angeles region.
- have been operating for at least 3 years; and,
- employ at least two paid staff, including the CEO.

3. What do successful Fellowship for Education nominees have in common?

When selecting Foundation Fellows, we look to invest in and partner with mission-driven education-focused nonprofit CEOs who:

- can benefit from AND contribute to our Fellowship for Education's vibrant and diverse leadership community (68.2% CEOs of Color, 72% women, 48% lead nonprofits with annual reserves of less than \$1 million, 18% have served as CEO for <5 years and 23% have served as CEO for >15 years);
- can check their egos at the door, bringing an open mind and heart to learn, grow and be challenged as leaders;
- are ready to fully leverage the Fellowship for Education opportunity, using what they learn and sharing what they know to help each other strengthen the nonprofits they lead and measurably improve educational opportunities and outcomes for the youth they serve; and,
- have the demonstrated support of their Board Chairs to participate with our Fellowship for Education.

4. What is important for Fellowship for Education nominees to understand?

Nominees need to have a clear understanding of the required First-Year Foundation Fellow Leadership Pledge, which includes 100% participation with our First-Year Foundation Fellows Orientation (January) and Fellowship for Education Kick-Off (January), monthly Roundtables (February - September) and Fellowship Retreat (October).

First-Year Foundation Fellows also participate with a required 90-minute virtual CEO ESSENTIALS® BootCamp held on Wednesday from 10:15 a.m. to 11:45 a.m. one week prior to each monthly Fellowship for Education convening.

No late arrivals or early departures. No offers of "just missing a bit" or "calling in." This may sound difficult for nonprofit CEOs, but it is a commitment that all of our current Foundation Fellows willingly respect.

Inability to commit to 100% participation eliminates nominees from consideration for the coming year.

- Do we want to include a note about ending our investment with First-Year Foundation Fellows who are not able to meet the 100% participation requirement?

Finally, nominees must understand that being nominated does not guarantee admission.

Please review the attached documents, including (1) the First-Year Foundation Fellow Leadership Pledge and (2) the 2027 Calendar for the Fellowship for Education.

5. Do we accept self-nominations?

No. Candidates must be nominated by business, education, nonprofit, government or community leaders.

6. What do nominators need to have ready to submit a Fellowship for Education nomination?

In order to submit a Fellowship for Education nomination form, you will need the following information:

- Nominator contact information
- Description of any association with the City Scholars® Foundation
- Nominee contact information
- Nominee age group and gender
- Nominee ethnicity
- Nominator's relationship to nominee and length of relationship
- Affirmation that nominee has reviewed the First-Year Foundation Fellow Leadership Pledge and can fulfill the Pledge
- Brief personal endorsement of nominee

7. Do the credentials of the nominator matter?

No. There are no "bonus points" for credentials of the nominator. All that matters is that you see the potential for exemplary leadership and are confident in the ability of your nominee to contribute to and learn from our Fellowship community. Your answers to the nomination questions are very important. The strongest nominations are those that help us understand the candidate's inflection point and why this is the right time for them to step into and fully leverage our Fellowship's vibrant, diverse and extraordinarily collaborative leadership community.

8. When is the next selection cycle?

We accept and review nominations year-round with admissions decisions being made primarily in early December. Nominations received prior to **August 31, 2026** will be considered for admission to the Fellowship for Education community in January 2027; and, those received after **August 31, 2026** will be considered for admission in January 2028.

9. What is the selection process?

Through our Fellowship for Education's selection process, we aim to identify exceptional education-focused nonprofit CEOs as prospective "partners" rather than simply as participants. As such, our vetting is rigorous and the time from nomination to admission is approximately 6 months.

Promising nominees are first contacted to confirm eligibility. Once eligibility is confirmed, nominees are invited to participate with a small group nominee information session. Following the information session, an invitation to submit a formal application for the City Scholars® Fellowship for Education will be extended to those nominees who:

- (1) meet core Fellowship for Education eligibility,
- (2) enhance our Fellowship for Education's diverse mosaic of emerging leaders and established executives; and,
- (3) confirm that they are ready, willing and able to 100% fulfill the First-Year Foundation Fellow Leadership Pledge.

The strongest applicants will be invited to a formal panel interview (most likely conducted via Zoom) with several members of TEAM City Scholars®, who represent our Board of Directors (including our Founder & President) and Executive Council.

The TEAM City Scholars® Board of Directors votes on all prospective and continuing Foundation Fellows at its year-end board meeting, which will be held this year on December 11, 2026. Successful nominees and their nominators will be contacted upon selection. We do not give out information prior to the final selection, so we respectfully ask nominees and nominators to be patient with the process.

10. Can I save an incomplete nomination form to edit/submit later?

Once you begin a nomination, we strongly suggest that you complete it in its entirety. Please make sure you have gathered all necessary information before you begin the nomination form, including the nominee's contact information, your contact information, and your statement of support. If you need to save the nomination form and return later, you can do so **ONLY** if you return to the form using the same Internet browser and device.

11. What if a promising nominee is not selected?

Nominees who are not selected for admission may be re-nominated twelve months after declination.

Please review the attached documents, including (1) the First-Year Foundation Fellow Leadership Pledge and (2) the 2027 Calendar for the Fellowship for Education. For any additional questions, contact fellowship@cityscholars.org or (213) 627-1792.

City Scholars® FOUNDATION

Helping Education Nonprofits Thrive

City Scholars® Fellowship for Education

2027 Calendar

JANUARY 27

Fellowship for Education Kick-Off: Effective Nonprofits

FEBRUARY 24

Fellowship for Education Roundtable: Strategic Leadership

MARCH 31

Fellowship for Education Roundtable: Board Development

APRIL 28

Fellowship for Education Roundtable: Staff Development

MAY 26

Fellowship for Education Roundtable: Program Development

JUNE 30

Fellowship for Education Roundtable: Financial Leadership

JULY 28

Fellowship for Education Roundtable: Marketing & Communications

AUGUST 25

Fellowship for Education Roundtable: Fundraising

SEPTEMBER 22

Fellowship for Education Roundtable: Strategic Planning

OCTOBER 20

Fellowship for Education Retreat: CEO Sustainability

Fellowship for Education Kick-Off and monthly Roundtables convene from 10:00 a.m. to 2:00 p.m. in Downtown Los Angeles. The Foundation hosts Coffee and Conversation from 9:30 a.m. to 10:00 a.m. prior to each monthly convening. Fellowship for Education Retreat convenes from 10:00 a.m. to 3:00 p.m. in Orange County, CA.

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NOTE: First-Year Foundation Fellows must also participate in (1) a 45 - 60 minute virtual Orientation with their Board Chairs before the holiday break (December 16, 2026); and, (2) small group, 90-minute virtual CEO ESSENTIALS® BootCamps held one week prior to each monthly Fellowship for Education convening on Wednesday from 10:15 to 11:45 a.m.

www.cityscholars.org

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