

City Scholars® Fellowship for Education FAQs - Nomination & Selection Process

Before submitting a nomination, we encourage prospective nominators and nominees to carefully review these FAQs to learn more about our Fellowship for Education's impact strategy, eligibility and expectations, and nomination and selection process.

For questions not addressed in these FAQs, please contact **Julian Herrera, Associate Director**, at fellowship@cityscholars.org or (213) 627-1792.

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

As a **collaborative, multi-year leadership institute and impact accelerator**, the City Scholars® Fellowship for Education partners with executive volunteers to help a vibrant and diverse community of nonprofit CEOs, distinguished as City Scholars® Foundation Fellows, grow as leaders—and grow the education nonprofits they lead from survival to success to significance.

The City Scholars® Fellowship for Education uniquely combines learning, networking, accountability, and collaboration to help Foundation Fellows leverage their own leadership transformation to drive organizational progress that ensures thousands of low-income youth have a better chance to learn and achieve against the odds.

Upon admission, Foundation Fellows receive an annually renewable, full-tuition scholarship, allowing them to participate at no cost to the education nonprofits they lead—removing financial barriers to engagement and keeping limited nonprofit resources focused on serving youth. Renewal is based on each Foundation Fellow's demonstrated commitment to using what they learn, sharing what they know, and applying both to strengthen the nonprofits they lead together.

Meet our [City Scholars® Foundation 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 are eligible for nomination if they lead a 501(c)(3) tax-exempt, education nonprofit that:

- provides academic support, mentoring and/or enrichment focused on Literacy & the Arts, Math, Science & Technology, College & Career Prep, and/or Health & Wellness (Nutrition & Fitness) 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;
- serves predominantly low-income youth ($\geq 51\%$ of total youth served) in high-poverty, historically underserved communities throughout the five-county Greater Los Angeles region—Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties;
- has been operating for at least three years; and
- employs at least two paid staff, including the CEO.

Priority consideration is given to nominees who:

- have been in the CEO role for at least six months prior to being nominated; and
- are 100% ready, willing and able to fulfill the rigorous First-Year Foundation Fellow Leadership Commitment. A sample Leadership Commitment is included at the end of this FAQ guide.

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 collaborative community of emerging and established CEOs leading education nonprofits at various stages of development;
- 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
- have the demonstrated support of their Board Chairs to fully participate in the Fellowship for Education.

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

Before accepting a nomination, prospective Foundation Fellows should carefully review and be prepared to fulfill the First-Year Foundation Fellow – 2027 Leadership Commitment, including 100% participation in all required Fellowship for Education convenings.

The First-Year Foundation Fellow Leadership Commitment requires 100% participation in:

- First-Year Foundation Fellows Orientation — **Virtual** | January 6, 2027;
- CEO ESSENTIALS® BootCamps — **Virtual** | one week prior to each monthly Fellowship for Education convening;
- Fellowship for Education Kick-Off — **In Person** | January;
- Fellowship for Education Roundtables — **In Person** | February–September; and
- Fellowship for Education Retreat — **In Person** | October.

100% participation means no late arrivals, early departures or technology use during convenings. This level of commitment is essential to the learning, networking, accountability, and collaboration that drive the Fellowship for Education’s exponential impact.

Nominees who cannot commit to 100% participation will not be considered for admission in the coming year. Finally, nominees should understand that nomination does not guarantee admission to the City Scholars® Fellowship for Education.

Please review the attached **First-Year Foundation Fellow – 2027 Commitment** and **Fellowship for Education – 2027 Calendar**.

5. Do we accept self-nominations?

No. Prospective Foundation Fellows must be nominated by business, education, nonprofit, government or community leaders.

6. Do the credentials of the nominator matter?

No. There are no “bonus points” for a nominator’s credentials. What matters is the nominator’s ability to recognize the nominee’s potential for exemplary leadership and share confidently why they believe the nominee can benefit from AND contribute to our collaborative Fellowship community. The strongest nominations help us understand the nominee’s leadership inflection point—and why now is the right time for them to fully leverage the City Scholars® Fellowship for Education opportunity.

7. What information do nominators need to submit a Fellowship for Education nomination?

Nominators will need the following information to complete the nomination form:

- Nominator contact information and any association with City Scholars® Foundation;
- Nominee contact information and, if known, demographic information, including age group, gender and race/ethnicity;
- Nonprofit information, including 501(c)(3) tax-exempt ID number, mission, program focus, number of youth served and communities served;
- Nominator's relationship to nominee and length of relationship;
- Confirmation that nominee has reviewed and can fulfill the First-Year Foundation Fellow Leadership Commitment; and
- Brief personal endorsement of nominee

Nominators are encouraged to gather all required information before beginning and complete the nomination form in one sitting. If a nomination is saved before submission, the nominator must return using the same Internet browser and device to complete and submit the form.

8. When is the next selection cycle?

Nominations are accepted and reviewed year-round. **Nominations received by September 17, 2026** will be considered for admission to the Fellowship for Education in January 2027.

Nominations received after September 17, 2026 will be considered for admission in January 2028.

9. What is the selection process?

The Fellowship for Education uses a multi-step selection process designed to assess eligibility, leadership readiness, and mutual fit:

1. **Initial Eligibility Review** — Upon receipt of a nomination, Foundation staff conducts an initial review to confirm eligibility.
2. **Preliminary Application** — Once initial eligibility is confirmed, the nominee is invited to accept the nomination by submitting a preliminary application, which is reviewed to confirm full eligibility and assess potential fit.
3. **Preliminary Conversation** — A phone or Zoom conversation is conducted to review the preliminary application and further explore potential fit.
4. **Fellowship for Education Meet & Greet** — Selected nominees meet current Foundation Fellows and representatives from our Board and/or Executive Council to experience the Fellowship community firsthand and further explore mutual fit.
5. **Formal Application** — Nominees selected to continue are invited to submit a formal application focused on their readiness as leaders, current organizational challenges and opportunities, and how they would leverage the Fellowship for Education opportunity.
6. **Finalist Panel Interview** — Selected finalists participate in panel interviews with Foundation leadership.
7. **Board Selection** — The Board of Directors selects First-Year Foundation Fellows at its final meeting of the year on December 11, 2026. Admission decisions are communicated to nominees the week of December 14, 2026.

Throughout the selection process, we consider each nominee's leadership, readiness, organizational challenges and opportunities, potential fit, and ability to benefit from AND contribute to our collaborative Fellowship community.

We appreciate nominees' patience throughout this thoughtful selection process as we take the time to get to know each prospective Foundation Fellow and ensure strong mutual fit.

10. What if a nominee is not selected?

Nominees who are not selected for admission may be re-nominated the following year.

City Scholars® FOUNDATION

Helping Education Nonprofits Thrive

City Scholars® Fellowship for Education FIRST-YEAR Foundation Fellow - Commitment 2027

I, _____, affirm that I am currently serving as a full-time, salaried CEO of a 501(c)(3) tax-exempt, education-focused nonprofit organization that helps low-income youth succeed in school, at work and in life.

As a First-Year Foundation Fellow, I commit to:

1. Leading with integrity and excellence—using what I learn to better serve youth through the nonprofit I lead, sharing what I know to help other Foundation Fellows and the nonprofits they lead, and respecting the confidentiality of Foundation Fellows and TEAM City Scholars® members.
2. Participating fully—no late arrivals, early departures or technology use—in all required Fellowship for Education convenings:
 - The virtual **First-Year Foundation Fellows Orientation (January)** with my Board Chair.
 - The in-person **City Scholars® Fellowship for Education Kick-Off (January)**, monthly **Fellowship for Education Roundtables (February – September)** and the annual **Fellowship for Education Retreat (October)**. [Please review the attached City Scholars® Fellowship for Education – 2027 Calendar for convening details.](#)
 - The virtual, monthly **CEO ESSENTIALS® BootCamps for First-Year Foundation Fellows, (January – October)** which will be hosted on Wednesday one week prior to each monthly Fellowship convening.
 - Virtual or in-person **individual leadership coaching sessions**—two 45-minute sessions with the Foundation’s Founder & President typically held between March and September.
 - Virtual, year-end **IMPACT Review (November)** with members of TEAM City Scholars®.
3. Complete and submit by the established due dates: (a) all monthly CEO ESSENTIALS® Report Cards and Leadership Challenges; (b) the year-end Fellowship for Education IMPACT Review; and, (c) any specific information or material requests.

Signature: _____

Date: _____

(With my signature, I further acknowledge that my involvement as a City Scholars® Foundation Fellow is at the sole discretion of City Scholars® Foundation. Moreover, I acknowledge that the Foundation reserves the right to approve all publicity regarding my selection and involvement as a City Scholars® Foundation Fellow in advance of the acknowledgment or publication. As such, I will provide desired publicity information to the Foundation on a timely basis in order to permit such approval.)

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 4:00 p.m. in Orange County, CA.

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NOTE: First-Year Foundation Fellows also participate in the following small group convenings:

Virtual Orientation with their Board Chairs on Wednesday, January 6 from 10:15 to 11:45 a.m.

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

700 South Flower Street . Suite 1000 . Los Angeles . CA . 90017. T: 213.627.1792