



NATIONAL
ASSOCIATION FOR
LATINO
COMMUNITY
ASSET
BUILDERS

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NALCAB Pete Garcia Fellowship

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The NALCAB *Pete Garcia* Community Economic Development Fellowship Program

NALCAB's mission is fulfilled in part through the NALCAB Pete Garcia Community Economic Development Fellowship Program (Pete Garcia Fellowship). Established in 2010, the program was developed to ensure that next generation Latino leaders build the practical, personal and professional skills needed to fill the increasing leadership gap in the community economic development field. The curriculum is specifically designed to help practitioners become more effective leaders through leadership development, technical training, and facilitating peer networks.

The NALCAB Pete Garcia Fellowship has graduated 117 Latino Leaders from across the country, representing 73 unique nonprofit organizations in 24 states and the District of Columbia. In addition to joining a diverse national network of Latino leaders, NALCAB Pete Garcia Fellowship graduates have meaningfully contributed to their organizations and their field, including taking on executive leadership positions.

The application has been closed!

Thank you to everyone that applied

The NALCAB Pete Garcia Fellowship is a nine-month fellowship that brings together up to 18 Latino leaders from across the country. Fellows come from diverse personal and professional backgrounds, with alumni ranging in positions from directors, managers, counselors, coordinators, and loan officers.

With a focus on preparing next-generation Latino leaders, Fellows will:

- Gain professional expertise and confidence in their ability to lead and take on executive leadership positions
- Broaden their knowledge and perspective of the asset building field
- Gain insight into the issues, as well as the social, economic and political challenges facing the Latino community
- Develop critical thinking and professional communication skills
- Learn the characteristics and skills of an effective leader
- Hear from outstanding and inspiring leaders in community development
- Join a diverse network of NALCAB Pete Garcia Fellowship alumni and over 100 NALCAB member organizations from across the country

The NALCAB Pete Garcia Fellowship requires travel and a considerable time commitment and is therefore not recommended for candidates experiencing a personal or professional transition. Fellows are also required to complete a Community Development Leadership Project that entails additional time outside of the in-person sessions and webinars.

Please submit the application in the language you feel more comfortable writing in (English or Spanish).

Program Training

The fellowship provides participants with a wide range of learning opportunities, including a personality assessment that helps them take an in-depth look at their leadership strengths and traits. The program covers several key topics to increase leadership capacity and self-awareness, with a focus on how to apply the learned skills.

Session topics include:

- Leadership: Latino Leadership; Understanding Your Leadership Style; Effective Leadership Through Self-Awareness
- National Context: “State of Latinos in the U.S.”
- The Myers-Briggs Type Indicator (MBTI)
- Emotional Intelligence
- Policy and Advocacy
- Nonprofit Management
- Site visits to local NALCAB member organizations that enrich the learning experience in organizational structure and community benefit.
- Program Development and Sustainability
- Innovative Programs and Practices in Asset Building through specialized training and peer learning: Financial Capability; Micro and Small Business Development; Equitable Neighborhood Development.

Community Development Leadership Project

All fellows will complete a Community Development Leadership Project (CD Leadership Project) addressing an organizational need or challenge within the scope of his/her organization’s mission. The objective of this project is to provide fellows with an in-depth program development learning opportunity.

The CD Leadership Project will be cultivated throughout the fellowship experience using a logic model as a tool for planning and organization, along with continuous feedback and support from NALCAB staff. In addition, fellows will receive training in presentation skills to enhance the final presentation of their project. It is highly encouraged that fellows seek the support of their executive leadership and colleagues throughout the development of their project.

Previous CD Leadership Projects include new program development, program expansion, and organizational development. Projects can also include specific initiatives in the development stages.

CD Leadership Projects will culminate in a live 15-minute presentation and Q&A session during the NALCAB Pete Garcia Fellowship’s final in-person training. This presentation will be evaluated by peers, NALCAB staff, funders and experts in the field of community development for clarity, thoroughness and feasibility.

Program Schedule

With the support of their organizations, NALCAB Pete Garcia fellows participate in four mandatory in-person sessions, including three NALCAB Pete Garcia Fellowship trainings and the 2019 NALCAB National Training. All training dates below are tentative.

- **Training 1** – Week of March 25 – 29th in Denver, CO
- **Training 2** – Week of June 17 – 21 Location TBD
- **Training 3** – Week of September 30 – October 4 in San Antonio, Texas
- **2019 NALCAB National Training Event** – November 4 – 8 in San Antonio, Texas. Training tracks include Financial Capability, Small Business Development and Equitable Neighborhood Development. (Tentative Date)

Eligibility

- Must be able to commit to the entirety of the program: Must attend ALL NALCAB Pete Garcia Fellowship sessions, 5 webinars and complete a Community Development Leadership Project.
- Applicant is an emerging Latino/a leader with 3 to 10 years of professional work experience in the asset building field.
- Applicants must be currently employed at a nonprofit dedicated to community economic development or work for a financial institution that supports community and economic development programs.
- Must demonstrate leadership and dedication to community service/engagement with a strong commitment to Latino/a issues and a passion to serve low- to- moderate income Latino communities.
- Must have the support of his/her organization’s leader to participate in the nine-month fellowship program, including devoting time to work on CD Leadership Project and receive project feedback from supervisor and staff.



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NALCAB is a 501(c)(3) nonprofit

Featured News

[Defend Our Value: Latinos are a US Economic Engine](https://www.nalcab.org/news/defend-our-value-latinos-are-a-us-economic-engine/) (<https://www.nalcab.org/news/defend-our-value-latinos-are-a-us-economic-engine/>) - January 23, 2019

[Mayor Nirenberg Leads Seventy U.S. Mayors in Support of the Community Reinvestment Act](https://www.nalcab.org/news/mayor-nirenberg-leads-seventy-u-s-mayors-in-support-of-the-community-reinvestment-act/) (<https://www.nalcab.org/news/mayor-nirenberg-leads-seventy-u-s-mayors-in-support-of-the-community-reinvestment-act/>) - November 20, 2018

[The Community Reinvestment Act is at Risk: NALCAB urges its Members to Weigh in on the Proposed Reforms](https://www.nalcab.org/news/the-community-reinvestment-act-is-at-risk-nalcab-urges-its-members-to-weigh-in-on-the-proposed-reforms/) (<https://www.nalcab.org/news/the-community-reinvestment-act-is-at-risk-nalcab-urges-its-members-to-weigh-in-on-the-proposed-reforms/>) - November 15, 2018

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