



The Department of Youth  
& Community Development



## DYCD LEADERSHIP ACADEMY PILOT

Application deadline: February 5, 2025

[APPLY HERE](#)

OR



## **BACKGROUND**

The New York City Department of Youth and Community Development (DYCD) works with local organizations to help communities grow and thrive. DYCD funds programs that reduce the effects of poverty and create opportunities for New Yorkers to succeed. DYCD believes that organizations led by people in the community know best how to meet local needs.

DYCD is starting a new training program called the DYCD Leadership Academy: Excellence, Inclusion, and Governance. This pilot program helps emerging organizations learn how to manage and grow successfully. The DYCD Leadership Academy includes training focused on skills, small group support, and networking.

## **ELIGIBILITY**

### **Organizations submitting applications must meet the following requirements:**

- Are tax-exempt under Section 501(c)(3) of the Internal Revenue Code.
- Are registered with the Charities Bureau of the New York State Office of the Attorney General.
- Are based in New York City and primarily serve NYC residents (at least 75%).
- **Do not** utilize fiscal sponsors/conduits.
- Have a full-time organizational executive leader that can commit to fully participating in the program.

### **Preferred considerations in participant selection (not required):**

- Have organizational revenue of at least \$600,000 and up to \$2 million.
- Have additional organizational leaders (board and staff) who can commit to attending relevant sessions.
- Have a demonstrated commitment to serving poor or historically marginalized communities.
- Demonstrates a commitment to diversity and inclusion, including the makeup of its leadership

Organizations that do not meet all the preferred criteria are still encouraged to apply.

## **COST**

The program is free for participants and their organizations.

## ***THE DYCD LEADERSHIP ACADEMY PILOT PROGRAM***

The DYCD Leadership Academy equips nonprofit leaders with the knowledge, tools, and strategies needed to cultivate healthy, high-performing organizations. Upon completing the Academy, members will have a clear understanding of the components of a healthy organization, strengthened leadership skills, and a broadened professional network of supportive peers.

The DYCD Leadership Academy Program is a 4-month program designed to help organizations grow quickly. It includes in-person core skills sessions, virtual electives, small group support, and networking opportunities.

Program sessions will be led by nonprofit experts including:

### **8RES**

8RES is a Minority Women's Business Enterprise (MWBE) that works to strengthen and empower nonprofit leaders through services that build on their organization's existing expertise and context. We blend academic rigor and practical experience to enhance organizational capacity and drive mission advancement. Our services include Organizational Development; Monitoring, Evaluation, Research, and Learning; Board Development; Fundraising; Strategic Planning; Leadership Building; Program Design and Development; Change Management; and Innovation.

### **BDO**

BDO's Nonprofit and Grantmakers Advisory practice aims to help nonprofits build fiscal strength. Their work with nonprofits and funders focuses on providing the support, including organizational consultations, one-on-one coaching, and trainings, that organizations need to develop capacity to fulfill their mission more effectively and efficiently. Their dedicated team of professionals partners with nonprofit organizations, wherever they are on the organization development continuum, from start-up to legacy.

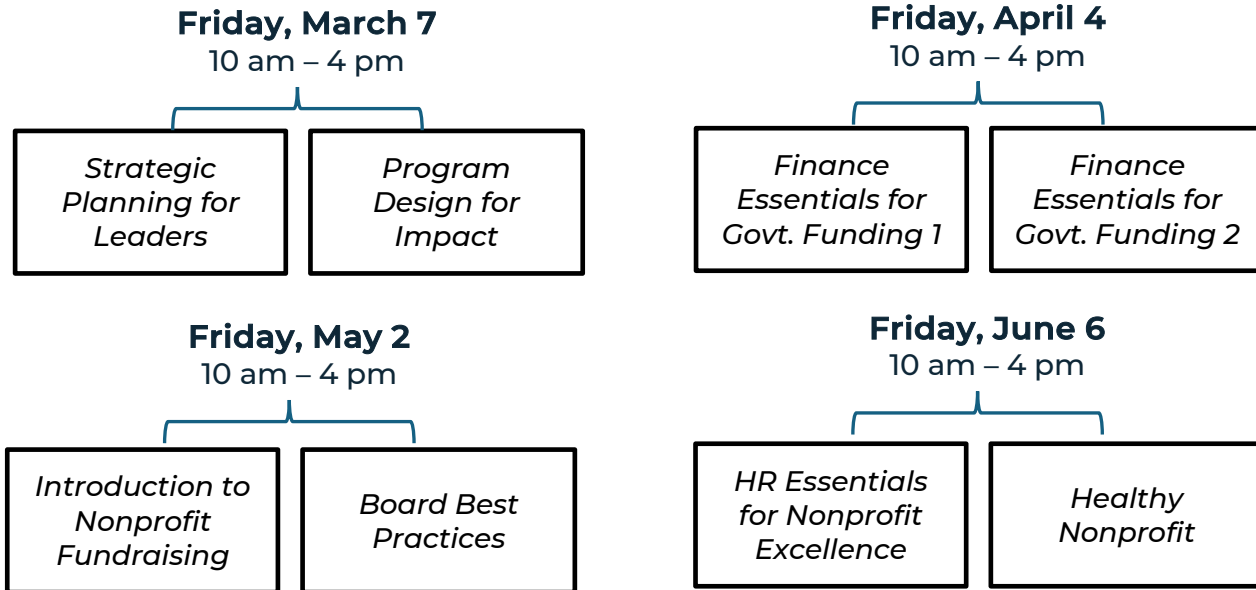
### **L. White**

L. White is a certified NYC and NYS MWBE who provides consulting services to foster successful workplaces. They provide capacity-building services to individuals and agencies using a human-centered and inclusive framework to enhance workspaces and support staff. They specialize in talent development, employee engagement, leadership development, and workplace wellness.

# PROGRAM COMPONENTS

## Core Skill Sessions

4 in person sessions, 6 hours each, with theory, skill development, and practice.



## Elective Skill Sessions

Choose 4 virtual sessions out of at least 10 offered, 90 minutes each, that delve deeper into leading effective nonprofits. These include additional sessions in core areas and include:

### Fridays:

March 14 & 28  
April 11 & 25  
May 9 & 30

*Times Will Vary*

**Sessions Include:**  
DYCD Behind the Scenes  
Leading is Storytelling  
Unlocking Retention Through Collaboration

## Group Problem Solving

Leadership Academy participants will engage with industry experts during 90-minute small group sessions that build on content from core and elective sessions. Participants will apply skills learned in core & elective sessions to their work.

### Fridays:

March 21  
May 16

*Times Will Vary*

**Extension of core & elective topics on:**

- Finance
- HR
- Fundraising
- Strategy

## Office Hours

Industry experts will be available for office hours by appointment for one-on-one support.

## Networking Opportunities

The Leadership Academy begins with a kickoff event with DYCD Commissioner Keith Howard and will culminate in a celebration with other nonprofit leaders. There will be many opportunities to build connections, share insights, and exchange ideas with peers and experts in inspiring environments.

## HOW TO APPLY

Applicants will need to complete the DYCD Leadership Academy application to be considered. This is a competitive process. Applications will be evaluated by a selection committee. Prospective participants can apply either online or by emailing a completed PDF application.

- Apply online with this link: [LINK](#) OR
- Use the QR Code on the right OR
- Email the completed application below to [rebecca@8RES.org](mailto:rebecca@8RES.org).



Applications are due: **Wednesday, February 5, 2025.**

If you would like help completing this application or have any questions, please email [rebecca@8RES.org](mailto:rebecca@8RES.org).

## INFORMATION SESSIONS

Potential applicants are encouraged to attend an Information Session to learn more about the program and application process:

Virtual Information Session #1:  
January 23, 2025  
1-1:45 p.m.

[RSVP Here](#)



Virtual Information Session #2:  
January 28, 2025  
11-11:45 a.m.

[RSVP Here](#)



Virtual Information Session #3:  
January 30, 2025  
12-12:45 p.m.

[RSVP Here](#)



## TIMELINE

- Applications Open: **January 21st, 2025**
- Applications Due: **February 5, 2025**
- Acceptances Issued: **February 13, 2025**
- Kick-off Event: **February 25, 5:30-7:30 p.m.**
- In-Person Core Workshops: **Fridays, 10 a.m. - 4 p.m.—March 7, April 4, May 2, June 6**
- Virtual Electives & Small Groups: **Fridays, times will vary—March 13, 14, 21; April 11, 25; May 9, 16, 30**

# APPLICATION

## General Information

First Name	Last Name	Preferred Name
Work Phone	Mobile Phone	
Work Email	Alternate Email	
Years of Nonprofit Leadership Experience	Your Title	
Time in Your Current Position		
Have you participated in other executive trainings? <input type="checkbox"/> Yes <input type="checkbox"/> No	If Yes, which one(s)?	

## Organization Information

Organization Name	Address		
Organization Website	Founding Year	Number of Staff	
In which of the following areas do you have dedicated staff?			
Finance <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Volunteer <input type="checkbox"/> None	Development <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Volunteer <input type="checkbox"/> None	Human Resources <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Volunteer <input type="checkbox"/> None	Programs <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Volunteer <input type="checkbox"/> None
Organizational Revenue from Last Fiscal Year	Name of Chair of the Board of Directors		
Number of Board Members	Number of Board Members who Contributed Financially Last Fiscal Year		
From which of the following sources does your organization receive funding? Check all that apply. <input type="checkbox"/> Private Donors <input type="checkbox"/> Private Foundations <input type="checkbox"/> Corporate Support <input type="checkbox"/> DYCD <input type="checkbox"/> Earned Revenue <input type="checkbox"/> Other Government Agencies			

## Please Answer the Following Questions

1. Briefly describe why you are applying and how you hope to benefit from participation.
2. Describe a recent challenge your organization has faced (e.g., governance, fiscal management, HR, program design). How have you / your team approached this challenge?
3. Introduce us to your leadership team. Who are they are and what they do?
4. Do you anticipate any challenges (e.g., time, staffing, scheduling) in meeting program requirements? How will you make time for program sessions?
5. Describe how your organization demonstrates a commitment to diversity and inclusion, including the make-up of its leadership.

## **Applicant Acknowledgement of Commitments**

Please read the following and, to signify understanding and compliance, sign below.

I understand the goals and commitment of the DYCD Academy Pilot and the attendance requirements. If selected, I will fulfill all obligations outlined in this application. I acknowledge that I have completed the application and that all the information contained herein is true and correct. I hereby give 8RES and DYCD the right to make inquiries regarding the information provided on this application form.

Furthermore, if selected, I hereby: (1) give consent for 8RES to use my photograph or image in its print, online and video publications; (2) release 8RES employees and any outside third parties from all liabilities or claims that I might assert in connection with the Cohort program; and (3) waive any right to inspect, approve or receive compensation for any materials or communications, including photographs, videotapes, website images or written materials, incorporating photos/images of me.

## **Applicant Signature & Date**

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Name (print) Date

\_\_\_\_\_  
Signature

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