



CFLeads/Welcoming America Community of Practice Program Summary & Application

Background

CFLeads is the country's national network of community foundations committed to community leadership. Through CFLeads, hundreds of community foundations from across the U.S. come together to strengthen their community leadership muscle, share field innovations, and tackle the key issues of our time.

Welcoming America is a nonprofit leading a movement of inclusive communities becoming more prosperous by ensuring everyone belongs, including immigrants. We believe that all people, including immigrants, are valued contributors and vital to the success of our communities and shared future. Through the Welcoming Network, we work to help communities develop the roadmap they need to create welcoming policies and share new approaches to inclusion to create an environment where everyone can truly thrive.

CFLeads and Welcoming America are jointly offering community foundations the opportunity to apply to participate in a Community of Practice. This Community of Practice is designed to support community foundations in deepening their welcoming and belonging work and knowledge of the Sustainable Development Goals (SDGs).

About the Community of Practice

Fifteen (15) community foundation staff will be selected to participate in this Community of Practice. It is recommended that participating community foundations identify 1 or 2 staff to participate.

The Community of Practice will:

1. Meet virtually three (3) times in 2024:
 - a. March 12 from 1:00 – 2:30 p.m. Eastern
 - b. May 7 from 1:00 – 2:30 p.m. Eastern
 - c. June 11 from 1:00 – 2:30 p.m. Eastern
2. Meet in person on April 10, 2024, at the Welcoming Interactive in Dallas

3. Attend the [Welcoming Interactive](#) in Dallas from April 10 – 12, 2024. The Welcoming Interactive is an annual conference that highlights successful practices and inspiring stories about immigrant inclusion, programs, policies, and partnerships on economic development, civic engagement, government leadership, and more. Attendees learn about local innovations from peer communities and come away with new ideas and energy to foster welcoming places for all.

The Welcoming Interactive conference fee will be waived for each community foundation participant in the Community of Practice. Each community foundation will also receive a travel stipend of \$1,400.

Community of Practice Elements and Benefits

1. Three virtual meetings focusing on:
 - a. What is Welcoming and the role of community foundations?
 - b. Building a Welcoming infrastructure
 - c. Creating opportunities for individual activation and sustaining momentum for Welcoming work
2. Each participating community foundation will receive a complimentary Core Membership to the [Welcoming Network](#), including:
 - a. Opportunities for thought partnership with 300 communities working on building a welcoming infrastructure
 - b. Access to technical assistance on topics ranging from inclusive economic development to social cohesion
 - c. Access to a generous slate of programs and webinars
 - d. Access to our online networking platform and resource library
3. Tools and resources, including:
 - a. *Framework for Community Leadership by a Community Foundation (Framework)*
To guide community foundations interested in developing their community leadership skills, CFLeads uses the *Framework for Community Leadership by a Community Foundation*. The *Framework* serves as a foundational document on community leadership for the field, incorporating levels of building blocks essential to consistent, effective leadership.
 - b. The Welcoming Standard
A comprehensive roadmap for communities to become more welcoming places. The Welcoming Standard sets criteria, or benchmarks, that local

governments, community organizations, residents, and others can use to hold welcoming places accountable and spur innovation.

c. Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

4. Speakers from the Welcoming Network to share best practices and challenges

Required Community Foundation Commitments

CFLeads and Welcoming America are committed to building a Community of Practice. Participants will maximize their experience and the experience of others when all members fully participate. Each community foundation has much to give and much to gain.

Selected community foundations commit to participate in all convenings, including in Dallas in April for the Welcoming Interactive, and active engagement with other participating community foundations to further learning.

Selected community foundations will receive up to two complimentary registrations for the Interactive and a \$1,400 travel stipend.

Key Application and Network Launch Dates

1. January 9, 2024: Informational webinar. Please register [HERE](#).
2. January 19, 2024: Applications due. Please submit your application via email to Caroline Merenda at cmerenda@cfleads.org.
3. January 29, 2024: Announcement of community foundations selected to participate.
4. February 2, 2024: Selected community foundations receive Terms of Participation from CFLeads
5. February 9, 2024: Community foundations return signed Terms of Participation to CFLeads.

Questions?

If you have questions, please email Caroline Merenda at cmerenda@cfleads.org.

Ready to Apply?

Please send your completed application to cmerenda@cfleads.org by January 19, 2024.



**APPLICATION TO PARTICIPATE IN
CFLEADS/WELCOMING AMERICA COMMUNITY OF PRACTICE**

Section 1: Your Community Foundation and Participants

Community Foundation or Affiliate:

Address:

Year founded:

Geographic area being served:

Staff size:

Assets:

Primary Contact Regarding the Application Process:

Title:

Phone:

Email:

If you are an affiliate, please provide the following about your community lead: Name, CEO, and contact information.

Please provide the names, titles and contact information for each participant. (Each community foundation is encouraged to have 1 or 2 participants.) Please briefly describe why each member is appropriate for this learning opportunity.

Section 2: Current Activities

Please take no more than 4 pages to answer questions in Section 2.

1. Is your community foundation currently engaged in welcoming and belonging work?

If yes, please describe:

- a. Desired community impact: What result(s) do you hope to achieve in the community? Describe one or two of your foundation's key partnerships, if any, in which partners work closely with you in advancing the desired community impact(s.)
- b. Results: To date, what has been the most important result of your welcoming and belonging work, if any?
- c. Gain: What do you hope to gain by participating in this Community of Practice?

If no, please describe why you are interested in engaging in welcoming and belonging work now and what you hope to gain by participating in this Community of Practice.

2. Is your community foundation currently using the Sustainable Development Goals (SDGs)? If yes, please describe.
3. We believe that a healthy community is one where everyone belongs and thrives. Has your community foundation engaged staff and/or board members in deepening their understanding of welcoming, belonging and/or inclusion? If yes, please describe.
4. Is your community foundation currently amplifying community voice by bringing together community stakeholders who wield power and influence to enact large-scale change? If yes, please describe.
5. Is your community foundation advocating for policy change at local, state and/or federal levels? If yes, please describe.

Section 3: Expectations

As described above, the success of this Community of Practice depends on the full commitment of each participating community foundation. While we understand that conflicts will occasionally arise, we expect participants will commit to:

- Full and consistent attendance at all virtual and in-person meetings, including the Welcoming Interactive; and
- Actively sharing and learning in real-time with community foundation peers.

Questions?

If you have questions, please email Caroline Merenda at cmerenda@cfleads.org.