A fellowship opportunity for young people from underserved communities that aims to increase transparency, equity, and accessibility in the philanthropic sector.

www.youthroots.org/giv

Involving people impacted by the issues in reforming systems to better support communities.
The GIV Fellowship is a foundation internship program. Fellows split their time between learning about philanthropy as a cohort and being embedded in host foundations to gain hands-on experience in the sector. Through this process, we seek to achieve the following objectives:

1. Provide opportunities for youth to discover and explore potential careers in the philanthropic and nonprofit fields;

2. Improve the ability of the philanthropic sector to meet community needs by including youth voice, expertise, and wisdom in foundation strategies; and

3. Develop a pipeline for youth from communities underrepresented in philanthropy to enter the field.

The GIV Fellowship provides a paid internship opportunity for young people to learn about the philanthropic sector including the grant making processes, impact investing, the nonprofit field, community engagement and more. The fellowship opportunity is open to young people ages 18-24 who are passionate about making the world a better place. The fellowship will primarily serve young people from communities underrepresented in the field of philanthropy or otherwise disadvantaged or marginalized communities.
One or Two Fellows will be placed in host foundations. They will split their time between learning as a cohort and getting hands-on experience in their foundation placements. During their cohort time, fellows will learn about philanthropy, foundations, and nonprofits through a customized curriculum, field trips, and guest speakers. The curriculum and cohort is facilitated by YouthRoots, a Colorado-based youth philanthropy nonprofit.

<table>
<thead>
<tr>
<th>Curriculum Topics</th>
<th>Foundation Task Types*</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Philanthropy Basics</td>
<td>• Review existing systems, structures, and processes and provide feedback on increasing accessibility and transparency</td>
</tr>
<tr>
<td>• Types of Foundations</td>
<td>• Produce content (i.e. blogs, articles videos)</td>
</tr>
<tr>
<td>• Foundation Rules &amp; Regs</td>
<td>• Bring community lens to grant review and recommendation process</td>
</tr>
<tr>
<td>• The Heart of Foundations</td>
<td>• Participate in team meetings</td>
</tr>
<tr>
<td>• Grant Applications</td>
<td>• Interview grantees, board, staff, or other stakeholders</td>
</tr>
<tr>
<td>• Site Visits</td>
<td>• Take on meaningful back burner projects that will support foundation</td>
</tr>
<tr>
<td>• Grantee Decision-Making</td>
<td>• Complete a Final Capstone project to demonstrate learning and provide value to host foundation</td>
</tr>
</tbody>
</table>
# PROGRAM DETAILS

<table>
<thead>
<tr>
<th>Duration</th>
<th>15 Weeks (1/15/2024 - 4/26/2024)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship Type</td>
<td>Hybrid</td>
</tr>
<tr>
<td>Location</td>
<td>Anywhere (Foundations with a geographic focus will be matched with fellows from those areas.)</td>
</tr>
<tr>
<td>Fellow Commitment</td>
<td>6 Hours with Foundations (1-2 hours in person, remainder flexible to remote or in person) + 2 Hours with Virtual Cohort = 8 Hours Total/Week</td>
</tr>
<tr>
<td>Fellow Profile</td>
<td>18-24 year-olds who hold identities that are underserved and/or underrepresented in the field of philanthropy</td>
</tr>
<tr>
<td>Fellow Pay</td>
<td>$18/hour + $300 Mental Wellness &amp; Transportation Stipend</td>
</tr>
<tr>
<td>Fellow Schedule</td>
<td>Flexible (other than meeting times)</td>
</tr>
<tr>
<td>Supervisor Time Commitment</td>
<td>3-4 hours/week</td>
</tr>
<tr>
<td>Cost</td>
<td>$10,000 Program Fee Payable to YouthRoots + Fellow Compensation/Employer Costs (~$2,800/fellow) Incurred by Host Foundations</td>
</tr>
<tr>
<td>Target Participation</td>
<td>12-14 Fellows</td>
</tr>
<tr>
<td>Foundation Commitment Deadline</td>
<td>August 1, 2023</td>
</tr>
<tr>
<td>Payment Deadline (Flexible)</td>
<td>December 1, 2023</td>
</tr>
</tbody>
</table>
The GIV Fellowship is a partnership between host foundations (leadership and supervisors), YouthRoots, and the participating fellows.

YouthRoots
YouthRoots has been engaging youth in philanthropic decision-making since 2010. YouthRoots operates 10-15 youth giving circles annually in addition to partnering with various community foundations to help run their youth philanthropy programming. The goal of YouthRoots is to make participation in the GIV Fellowship as meaningful, easy, and seamless as possible. YouthRoots will serve as the implementing partner for the GIV Fellowship and be responsible for logistics, curriculum, and cohort work, including:

- Building a “201 level” philanthropy curriculum to prepare fellows for success in their host foundations;
- Facilitating cohort time for workshops, cohort-building, panels, problem-solving, discussion, and debrief;
- Providing training to foundation supervisors on working with youth and the theory of positive youth development;
- Preparing resources for foundations including task ideas that match each week’s content and are at the appropriate work level, weekly emails with cohort content, and other supports;
- Collecting feedback from foundations and addressing any issues and/or knowledge gaps;
- Meeting with all foundation supervisors and fellows (separately) mid-term and at the end of the fellowship for feedback and evaluation;
- Offering sessions for supervisors to come together and learn from each other;
- Implementing program logistics; and
- Other activities as necessary to ensure the success of the GIV Fellowship.
**Host Foundations**

Host foundations will host a fellow(s) for the duration of the Fellowship and commit to:

- Pay YouthRoots fee to cover programmatic expenses ($10,000);
- Employ and compensate fellows (~$2,800/fellow);
- Provide a staff member to fill the role of Supervisor who will dedicate time on a weekly basis to support fellows (estimated 3-4 hours/week);
- Include fellows in any appropriate organization meetings/conversations and training opportunities;
- Consider requests to serve as guest speakers during cohort sessions about topics of expertise for their foundation;
- Attend a capstone meeting for each fellow at the end of the program; and
- Consider fellow recommendations on process, operations, and/or communications adjustments.

**Supervisors**

Supervisors are staff members of host foundations who serve as the point person for youth fellows and YouthRoots for the duration of the fellowship. Supervisors will:

- Attend pre-fellowship training/orientation that will share logistics and provide an orientation to supporting youth fellows;
- Complete 2 surveys that will support fellow placement and orientation;
- Meet with fellows weekly (1-2 hours in person);
- Communicate with fellows regarding “office hours” during which they are available to support fellows if needed;
- Assign tasks and communicate expectations to fellows (YouthRoots will provide a packet of sample tasks that align with weekly curriculum);
- Advocate for fellow participation in any appropriate organization meetings/conversations and training opportunities;
- Communicate issues with fellows and/or YouthRoots and work toward resolution;
- Consider requests to serve as guest speakers during cohort sessions about topics of expertise for their foundation;
- Schedule and attend Capstone meeting at the end of the program
- Participate in mid-term and end of fellowship evaluations.
Fellows:

GIV Fellows are youth and young adults ages 18-24 who will participate in a paid fellowship opportunity. They will split their time between meeting as a cohort and working at a host foundation. Fellows will:

• Actively participate in weekly cohort sessions;
• Work at host foundation which may include attending organizational trainings/meetings, providing recommendations, and completing assigned tasks;
• Bring expertise and youth/community perspective to host foundation and cohort;
• Communicate questions, issues, and needs to the appropriate party;
• Complete a Fellow Observation Guide and capstone project (the culmination of their observations); and
• Participate in mid-term and end of fellowship evaluations.
Foundation Testimonies

Representation: “Representation in philanthropy has become such an important issue and it’s great to see YouthRoots innovating to address those gaps.”

Valuable Perspective: “There’s a lack of diversity in my sector. We are so blessed to have two incredibly diverse perspectives come through this program and I want to take advantage of it. The ideas and perspectives of our fellows are informing our work. The feedback from the fellows has the real opportunity to impact the future of the foundation as we re-enter strategic planning.”

Capacity: “I was nervous going into this because our foundation is in flux. However, I was surprised to see that I am able to do it. The supports from YouthRoots make it really easy to host fellows and I am confident they are getting a good experience.”

Fun: “Overall, GIV has been a great experience. First and foremost, it has been fun! Super fun. We have loved the opportunity to get to know our fellows.” “Working with the fellows has been a great team-building opportunity for us as we are all working remotely.”

Authenticity: “GIV brings authenticity and youth expertise to our work. It has helped us live our mission more authentically in supporting families and youth. In addition to bringing in youth expertise, supporting our fellows directly allows us to directly meet our mission in a new way.”

Not for the faint of heart: "It has been refreshing for the foundation to have the ability to interact with youth and get asked some hard questions.”

Foundation Professional Development: “I love the YouthRoots slides! I learn something almost every week and send them out to our foundation staff.”

Organization: “GIV is so well-organized, it’s amazing! The weekly emails, the task examples, the slides -- GIV exemplifies best practice. I wish everything was set up this way.”
Fellow Testimonies

"I am so glad I had this opportunity. It has opened my eyes to the foundation world and I am looking into a potential career in a foundation.”

“The benefit of the GIV program is being able to see the philanthropic sector from the back end and understand what goes into decision-making.”

“The program allows for networking and connecting with people that also have a passion for this work.”

“I have become confident in my choices and actions. I have also set up meetings with people who are well involved in the line of work I am into.”

“I've learned a lot about foundations; six weeks ago I couldn't have answered basic questions about foundations but now I can.”

“I love getting to work with such a diverse group of people who are so excited to learn how to help others similar (or different) from them!

Reflecting on Successes

- “Really starting to understand trust-based philanthropy and help our foundation work towards learning how we can make this a feasible option for us.”
- “Seeing my personal insight as a positive asset for our team.”
- “Bringing my voice in and making sure that projects are truly equity-based.”
- “Realizing the potential of careers within foundations.”
- “Learning, and seeing the possibilities of change and awareness.”
- “Meeting others with similar interests and and creating new bonds.”
There are many ways to support the GIV Fellowship Program:

**Become a Host Foundation**

The best way to support the program is to sign up to be a host foundation. Please complete the commitment form at the end of this packet and return to YouthRoots. Commit to bringing two amazing fellows who will bring youth and community insight into your foundation operations.

**Sponsor a Foundation**

If hosting fellows is not a good fit for you, you can sponsor a foundation that wouldn’t otherwise have the financial capacity to participate in the GIV Fellowship. You can either direct which foundation you would like the funds to support, or YouthRoots can contact foundations that have expressed interest in the past.

**Sponsor the Program**

Program sponsors help keep program costs manageable and allow us to explore some really amazing things we could do with more funding to support the overall mission of the program. Some of our ideas include hiring GIV Alumni to co-create a resource on youth-generated recommendations for the philanthropic sector and bringing in experts to facilitate content sessions for fellows and supervisors. Sponsorships allow us to move from “how can we provide this opportunity requiring the fewest resources” to “how can we achieve the program goals in the most effective way possible.”

**Donate**

We will always accept donations of any amount! Just visit [www.youthroots.org/donate](http://www.youthroots.org/donate) or send a check to YouthRoots, 2700 S. Broadway #200, Englewood, CO 80113. If you want to ensure your gift is earmarked for GIV, please just make a note on your donation.

Contact [anna@youthroots.org](mailto:anna@youthroots.org) for more info.
This Commitment Letter is effective as of this ___ day of ____________________(month, year), by ____________________________________ ("Organization"). Organization hereby commits to participating in the GIV Fellowship during the Spring 2024 session, and agrees to the following:

- Organization will host fellows for the duration of the program (1/16/24 - 4/26/24 for spring session). Please indicate (highlight or circle) the number of fellows the foundation will commit to hosting:
  - 1 fellow
  - 2 fellows

- Organization will provide a Supervisor for the program.
- Organization and Supervisor have read and agree to the outlined Roles and Responsibilities.
- The Governing Board of the Organization has been notified of the Organization’s participation and is committed to the program.
- Organization will employ and compensate one (1) or two (2) youth fellows at $18/hour + a $300 Stipend ($2,460/fellow) and agree to incur any related employment costs.
- Organization will pay a fee of $10,000 to participate in the program. This fee covers the cost to implement the program. Fee is payable as a one-time payment to YouthRoots.
- If Organization withdrawals from the program for any reason, YouthRoots reserves the right to retain the program fee as costs are incurred over a 12-18 month period.

By signing below, I represent that I have the authority to sign on behalf of the organization for which I am executing this Commitment Letter.

________________________________________________________
Organization

________________________________________________________
Name & Title of Authorized Representative

________________________________________________________
Signature

Please return signed Commitment Letter to anna@youthroots.org