The Future of Food: Leadership Development for Our Movement

Thank you for participating in The Future of Food: Leadership Development for Our Movement webinar on December 4th, 2018 with the Castanea Fellowships, HEAL Food Alliance’s School of Political Leadership, and Wallace Center’s National Food Systems Leadership Network (FSLN). We are grateful to the hundreds of participants and have put together this document to share our answers to the questions raised during the webinar. We hope this is helpful to you!

A recording of the webinar can be viewed at: https://www.youtube.com/watch?v=Sam77w1K1Bc

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<tr>
<th>FSLN</th>
<th>CASTANEA</th>
<th>HEAL SoPL</th>
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<tbody>
<tr>
<td><strong>Community Food Systems Mentorship Program</strong></td>
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<tr>
<td>• Dec. 10 – Applications open</td>
<td>• Nov. 13 – Applications open</td>
<td>• Applications open end of January</td>
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<td>• Dec. 18 – Webinar</td>
<td>• Dec. 4 – Webinar (this one!)</td>
<td>Decisions by March.</td>
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<td>• Jan. 15 – Application closes</td>
<td>• Jan. 16 – Applications due</td>
<td>First in person session</td>
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<td>• Feb. 15 – Mentorship begins</td>
<td>• Jan 31 – Applicants notified</td>
<td>May 21-25 in</td>
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<td>• Feb 1 – Round 2 invites sent</td>
<td>Albuquerque.</td>
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<td>• Mar 1 - Round 2 materials due</td>
<td>Quarterly meetings</td>
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<td>• April – Final Round of review</td>
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<td>• April 15 – Applicants notified and invited to join Castanea</td>
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<td>• May – Fellows Announced</td>
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<td>• May – Welcome Webinar</td>
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<td><strong>Network Leadership Retreat with Food Solutions New England</strong></td>
<td><strong>Place-Based Learning Dates</strong>*</td>
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<td>• June 16-20, 2019</td>
<td><strong>Ongoing check-ins and peer-coaching.</strong></td>
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<td>• November 2019</td>
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<td>• April 2020</td>
<td>Fellows are also invited to HEAL’s event in Albuquerque May 21-25</td>
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<td>• August 2020</td>
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<td>• January 2021 (international)</td>
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GENERAL QUESTIONS

Which program is best suited for rural community leaders?
All three of these programs would be well suited to someone working in and with rural communities. Please also reach out to the Wallace Center for more resources. Also, the BALLE Fellowship has a focus on rural leadership, and Iowa State University extension has some great resources for community food systems leaders with a focus on rural communities.

Are undocumented folks eligible for all of these programs?
Undocumented folks are welcome to participate in any of these leadership programs. When travel is involved, we will work with them to ensure their safety and wellbeing.

Can a Castanea Fellow also participate in HEAL and FSLN?
Anyone who is working in a food-focused community-based organization can participate in FSLN. Castanea Fellows are invited to HEAL’s gatherings.

Has any of your organizations done a power map of the food system that illustrates the connections and network?
FSLN has done power maps at the local level, but not at the national level. If you’re interested in this, please contact Susan as she’d like to help make that happen. Castanea Fellows will have a session on building a power map of the national food system. HEAL has a variety of power maps.

These are all such wonderful opportunities to engage, learn, and leverage! Is there any reason one should not apply to all three? Any disadvantages either way?
The most important question to ask is what you hope to gain from a Fellowship. You want to make sure it’s the right fit for you and that you can dedicate the time needed to make the most out of these opportunities.

This is all so great! It seems that these programs are geared toward those who have at least 5 years of experience in food systems work. Do you have any ideas for ways "newbies" can build their skills before they get to the place where they could apply for these programs?
There are many programs for “newbies” see this list to learn more: https://app.box.com/s/kbtmxtb39lv94u593w3049rsfw0o0bbs

CASTANEA FELLOWSHIP QUESTIONS

IMPORTANT UPDATE: Thanks to all of your questions about fiscal sponsorship, we re-examined what might be possible with Windward Fund and are waiving the fiscal sponsor requirement. We are now able to provide grant awards to individuals and/or organizations who will use them for charitable purposes. We encourage you to apply whether or not you have a fiscal sponsor at this time, this item will only be evaluated for final candidates and is not a core eligibility criteria. Please note, there may still be tax implications to this award. We hope this provides greater ease and access to the Castanea Fellowship opportunity!
What if you don’t have a Fiscal Sponsorship organization at this time?
See the note above, we’ve waived this requirement! Details of the grant award will be worked out and finalized with applicants as the advance in the selection process.

What can the grant award be used for? The grant award must have a charitable purpose. This will be examined in the later phases of the application process. However, a list of common items that the grant award cannot be used for is below.
- Startup funding for a business
- Anything that would derive private benefit
- Funding for research or anything that would result in the creation of intellectual property

What are you looking for in the way of “examples of your work” for Castanea? This was envisioned as an opportunity for applicants to share something they are proud of such as a project, article they published, picture of something important, video they helped create, art piece, or something non-written that would help us get a fuller sense of the applicant. We are not expecting applicants to create new work or materials for the purpose of this application. Please feel free to share and be creative with your submissions!

Am I eligible to apply if I am...A chef? Development Director? Researcher? Revolutionary Activist? Government Employee? Independent Consultant? Work in a Cooperative? Unpaid for the food work I do? Have a part-time academic appointment and work directly with communities? Sell food and work further down the food system line? All of these positions and walks of life are encouraged to apply to our fellowship. You don’t have to belong to an organization, of any specific type, and we welcome individual applicants. We are looking for people that have worked for at least five years in the food space and have a vision of how to create impact in their communities. How that impact is created will require people from different professional environments. The only exception is that Castanea Fellows cannot use grant money for academic research purposes.

If we have a 501 (c3) as a partner, are a US citizen, but are currently working on a project based outside of the US, are we eligible to apply? Yes, you are eligible.

What exactly does engaged experience mean? An “engaged” leader is somebody who is not new to the work, has committed a significant amount of time towards the work and has had impact locally, regionally, and/or nationally to build a healthier, more sustainable, and equitable food system. This leader also has an understanding of racial equity and is ready to engage in a multiracial, multi-sector cohort.
There is no age-limit or requirement; we are aiming for an intergenerational cohort.

Does the Castanea Fellowship cover the cost of travel? Yes, we cover the cost of travel to trainings and the retreats.

How many folx will be accepted into the Fellowship? The cohort will be up to twelve individuals.

Dates for the June 2019 retreat? June 16-20. Additionally, Castanea fellows are invited to the HEAL Summit in Albuquerque May 21-25.
Can you clarify whether the fellowship will have an element of developing structures outside of non-profits such as cooperatives or other?
Yes, the fellowship will include cooperative and community-wealth building models as examples for national efforts to build a just food system.

What is the ratio of nonprofit versus private sector leaders amongst the fellows?
We have no set determination on this criteria. What we will look for when we create a cohort is a balance of diversity of experience, skills, and project ideas among the Fellows.

How do you see the Castanea Fellowship growing in coming years? Are there intentions around keeping the first cohort connected to the program as it grows?
We hope to create a growing network of diverse leaders working to create a healthy, sustainable, equitable, and just food system. We believe food issues cannot be solved in isolation. This fellowship will build strong connections among leaders from diverse interest areas, regions, and strategies—to more effectively address the complexity of food system change. Our hope is that over the years the fellowship curriculum will evolve to provide leaders with time and space to develop the skills necessary to bring their visions to life in their communities. We also plan to keep Alumni engaged and connected and are saving one seat on our Steering Committee for an Alumni to ensure the voices and perspectives of Alumni are well integrated as we grow.

Is there dedicated funding beyond this inaugural year?
Yes, there is dedicated funding for the Castanea Fellowship beyond the inaugural year.

What was some of the thought/intention behind the stipend amount for the Castanea fellowship?
Through our landscape analysis, we learned the importance of providing a grant award/stipend for three main reasons. First, the award was an important part of the W.K. Kellogg Food and Community Fellowship program, which we are inspired by. Second, we know that few fellowship programs offer financial support to participants. Third, we are driven by racial equity and want to increase access to leadership opportunities for those who cannot afford to participate, so having an award is important to us. The amount was based on an average of the award amounts we researched and is comparable to what was offered during the W.K. Kellogg Food and Community Fellowship program.

Should you have any more questions, feel free to email info@castaneafellowship.org or apply@castaneafellowship.org

HEAL FOOD ALLIANCE’s SCHOOL OF POLITICAL LEADERSHIP QUESTIONS

Will you mention a bit more about how to become a member organization with HEAL?
Folks interested in becoming organizational members of HEAL should familiarize themselves with HEAL’s work and platform, then contact Nikki Cole, HEAL’s Membership Engagement Lead - nikki@healfoodalliance.org

Does the SoPL program support costs for travel to the various regional trainings?
HEAL covers the costs of lodging, food, and trainers. We also have scholarships available to help offset travel costs for leaders whose organizations cannot cover the full cost of travel.

What communities will be the focus of attention for SoPL in 2019?
This will be determined based on community interest, and community need.

Which are your member organizations and are you seeking your next cohort outside of the member organizations?
We will prioritize leaders who are affiliated with member organizations, but will consider all applicants. We ask for commitment from organizations in the form of approval of time invested on behalf of staff members. Our list of current member organizations can be found here.

Could you please touch on what SoPL stands for?
School of Political Leadership

What does the application process look like for the HEAL SoPL?
Short online application that asks about vision, goals, existing skills, community role, and commitment, followed up with phone interviews.

FOOD SYSTEMS LEADERSHIP NETWORK QUESTIONS

What was the name of the podcast series?
Visionary Voices, available on iTunes, Stitcher, TuneIn and Soundcloud.

Does the FSLN Mentorship Program have a similar criteria to Castenea Fellowship (i.e. 5-7 years experience)?
Food systems leaders of all experience levels are welcome to apply for the mentorship program. Please be clear in your application why you’re seeking mentorship-- that’s the most important part!

What is the FSLN’s overall goals/mission with respect to public policy for LRFS? What is policy training component for FSLN members/users?
(LRFS= Local and Regional Food Systems) i.e. Community Food Systems
Our overarching goal is to build capacity and leadership within community-based organizations, recognizing that these organizations are key drivers of food systems change and LRFS development. We’ve mostly been focused on leadership, management, and operations capacity, as these are areas where there are less resources and support available in within our sector. Building capacity around public policy is also very important, and there are other orgs and initiatives (like HEAL, Good Food For All, Center for Livable Future, etc.) that are focusing on that piece. We will likely have a future non-profit boot camp course focused on the fundamentals of policy work-- I welcome ideas and partnerships in this area!

Are people who were/are mentees eligible to apply for the leadership retreat?
The theme of the next one is totally in alignment of the work I did with the Inland NW Food Network. Absolutely. FSLN members can apply for and participate in any opportunity or service that appeals to them and meets their needs. There are no restrictions on the number of opportunities that you can
participate, though we do try to reach as many different people as possible. If it feels like the right fit and opportunity for you, please do apply.

*For the Network Leadership Retreat, people have to apply to attend? It's not open?*
Yes, we do have an application process to help us form a retreat cohort that is representative of the beautiful diversity of leaders and communities across the country. We seek to create a cohort that has rich diversity in race, geography, age, experience, place in the food system, gender identity, etc. Most importantly, we are looking for leaders who have a growth mindset and are committed to equity, collaboration, and systems change.