



Kuehn Charitable Foundation

FREQUENTLY ASKED QUESTIONS – KUEHN FELLOWSHIP (Updated 9/10/2018)

1. What are the goals of the Kuehn Fellowship?

The goals of the Kuehn Fellowship are twofold: to inspire and equip women and men at the start of their careers to follow Bob Kuehn's vision and vocation in affordable housing, and to add to the capacity of Massachusetts non-profit affordable housing organizations.

2. Who are the Fellows? Who are the hosts?

Kuehn Fellows are recent master's degree level graduates (graduating within last five years) from a variety of backgrounds (business, urban planning, policy, design, etc.) and a particular interest in affordable housing as a career path. Hosts are Boston-area organizations working in affordable housing. The 2017 host organizations are Dorchester Bay Economic Development Corporation, Homeowners Rehab, The Community Builders, POAH, Planning Office for Urban Affairs, Jewish Community Housing for the Elderly, and Urban Edge. The 2019 hosts will be chosen in late 2018.

3. How does the Fellowship work? How are Fellows chosen?

Fellowships are intended to be practice-based jobs in community development, not research internships. The cohort of Fellows each launching a career at the same point provides additional support, formally and informally. Fellows will be chosen following a selective process, beginning January, 2019 for the 2019 round. Check the website for full details on schedule. The

vetting process for Fellows includes a written application including a written work product, an interview in late February/early March, 2019 and contact with references. Selected hosts and Fellows will meet each other at a half-day interview process where attendance will be mandatory for chosen Fellows and hosts. Following the event, host and Fellows will be polled for their respective top choices and will be matched by KCF.

2019 Fellowship Key Dates

November 20, 2018 – Host applications due by 5pm EST

No later than January 14, 2019 – Fellowship application opens

February 11, 2019 – Fellowship application due by 5pm EST

Week of March 18, 2019 – Fellows notified of selection

April 5, 2019 – Matching Event

June 27 & 28, 2019 – Fellows' Orientation (date tentative)

July 1, 2019 – First day at host



Kuehn Charitable Foundation

4. Are the Fellows employees of the hosts? How does the stipend work? How are Fellows otherwise compensated?

Fellows are employees of the host organization subject to the same workplace guidelines, codes of conduct, and benefits (health care, vacation) as any other employee.

The Foundation provides host organizations an annual stipend, pro-rated into monthly installments paid in advance, to be granted to the organization under a grant agreement. The starting stipend for 2019 Fellows will be \$68,000 with a second year salary of \$69,500. The host organization will employ the Fellow and pay the stipend to the Fellow over the year as regular wages. The Foundation will additionally provide a stipend of up to \$2000 for reimbursement for the costs of professional development and training activities to be chosen by each Fellow and his/her supervisor. Fellows are not eligible for a bonus from the host organization.

5. What are the monthly gatherings? What training and support does KCF provide?

KCF will kick off the Fellowship with a two-day training boot camp ahead of the Fellows' first day of work at the host organization. After that, Fellows attend a gathering once a month, usually in the late afternoon or early evening. Subject areas for gatherings evolve from a list suggested by host organizations, mentors, KCF and the Fellows themselves with prioritization by the Fellows.

As noted, there will be a \$2000 professional development stipend additionally available to each 2017 Fellow. In conjunction with his or her supervisor, the Fellow may request reimbursement for local trainings, seminars, and coursework. Fellows have chosen courses including day-long seminars on the Low Income Housing Tax Credit, semester-long courses on construction management, seminars on green building, etc.

6. What is the role of the mentors?

Mentors may take on a variety of roles for Fellows: advisor, connector, career path sounding board, subject-matter expert, etc. Typically they are locally-based, experienced practitioners in the community development field with a strong tie to the host organization and desire/ability to meet regularly with a young person starting out in the field. KCF kicks off the mentor/Fellow relationship with a group breakfast within the first few months of the program. After that, mentors and Fellows schedule meetings at their individual convenience for the first year of the program. Each host organization preliminarily identifies mentor(s) in its applications which will be available to prospective Fellows.

7. What oversight does KCF provide during the fellowship?

KCF's Executive Director stays in touch with both hosts and Fellows including seeing each Fellow monthly at the Fellows gathering. Hosts will be expected to update and provide a final workplan, based on input from their Fellow within 60 days after the Fellow starts. The Executive Director will check in



Kuehn Charitable Foundation

with both hosts and Fellows within six months of the start date. Both hosts and Fellows are encouraged to contact KCF pro-actively if issues arise.

8. Are there any other aspects of the Fellowship?

The Foundation additionally provides the Fellows the unique opportunity to learn directly about philanthropy early in their careers through the Fellows' Gift. Collectively, the Fellows choose an area of interest, investigate nonprofits working on those issues, and after extensive due diligence, designate a recipient for the Fellows' Gift from the Foundation. The 2015 Fellows chose financial readiness and asset building as their area of interest. Family Independence Initiative was their grant recipient. The 2017 Fellows will have a similar opportunity in the second year of their Fellowship.