

The Saltwater Fellowship is a new initiative of The Miami Foundation that invests boldly in leaders who are moving the needle on the most pressing issues facing Greater Miami. This fellowship is designed by leveraging data and insights about our community's needs with a goal to bring resources and support to those at the forefront of solutions.

This inaugural Saltwater Fellowship is inspired by our urgency to address the racial inequity we see in our community data. Research shows that there is persistent racial inequity across a wide variety of metrics, including graduation rates, wealth creation, maternal mortality rates, incarceration rates, and more. Despite the profound positive impact that Black Miamians have on our community at large, across each metric, Black community members still experience deep inequities. ([See our State of Black Philanthropy report for some highlights](#)). At The Miami Foundation, we know that Greater Miami cannot reach its potential without a thriving Black community, and we feel an urgency to invest deeply in those closest to the issue.

We invite nominations for outstanding leaders who are doing impactful work to address racial inequity here in Greater Miami.

Frequently Asked Questions

Eligibility

Will applicants be eligible for both the grant and the Fellowship?

Yes, the Saltwater Fellowship is inclusive of the grant.

Do I have to participate in the Saltwater Fellowship in order to receive a grant?

Yes, selected Fellows should intend to participate in the full program.

Must I be nominated to be considered for the Saltwater Fellowship?

Yes, candidates must first be nominated before they can submit an informational questionnaire to be considered for the Fellowship.

Can I nominate myself for the Saltwater Fellowship?

Nominations must be submitted by someone other than the nominee.

I recently started a nonprofit or business. Can I apply?

Yes, you are welcome to apply, as the length of time your company has been in business is inconsequential.

I work for a national organization with a location chapter. Can I apply?

Yes, candidates who work for a national organization with a local chapter in Miami-Dade are eligible to apply.

Do I have to be Black to apply for this Fellowship?

The Saltwater Fellowship is open to anyone who meets the eligibility criteria. Strong candidates will -

- Work in Miami-Dade County and live in the Greater Miami region

- Have a serious track record of outstanding leadership, grounded in a history of addressing racial inequities and systemic change, and strengthening historically disadvantaged communities to improve the social fabric of Greater Miami
- Lead an organization that employs at least two full-time staff members
- Demonstrate an ability to build coalitions and cross-sector partnerships
- Be curious, eager to innovate, and proactive in solving problems
- Considering the specific and pronounced gaps we see in Miami-Dade data regarding Black community strength, we especially encourage leaders of organizations that are rooted in and serve Black communities in Miami-Dade to apply.

Do I have to live in Miami-Dade County to apply for this Fellowship?

No, you don't have to live in Miami-Dade County to apply for The Fellowship but you must live in the South Florida region, which includes Palm Beach to Monroe Counties. However, strong consideration will be given to those who both live and work in Miami-Dade County.

If I've participated in a Miami Foundation leadership program in the past, am I still eligible to participate in the Saltwater Fellowship?

Yes, previous participants in Miami Foundation leadership programs, such as the Miami Fellows, are eligible to participate in the Saltwater Fellowship.

Is the Fellowship only for leaders who work at nonprofit organizations?

No, we are interested in convening leaders across all sectors who are strengthening their communities through both a non-profit and for-profit lenses.

Application Form

Where can I submit an application form?

Upon being nominated for the Saltwater Fellowship, you can submit an application form at www.miamifoundation.org/saltwater.

When is the deadline to apply for the Saltwater Fellowship?

Application forms are due at 11:59 PM on Thursday, April 4, 2024.

Can I see all of the questions prior to starting the application form?

Yes. You can find a list of all of the questions asked in the nomination and application forms at www.miamifoundation.org/saltwater.

Fellowship Experience

What does the Saltwater Fellowship entail?

The Saltwater Fellowship includes a two-year unrestricted grant totaling \$100,000 to propel the leader's work. The in-person fellowship program includes community-based skills training and equity labs, as well as one-on-one coaching and wellness retreats.

What does the time commitment look for Fellows?

Fellows will be committed to participating in all fellowship activities throughout the two-year cycle, as well as submitting annual grant reports. The time commitment to participate in the Fellows program ranges from one to two-day overnight sessions each month, along with quarterly coaching sessions during The Fellowship.

How long is The Fellowship?

The Fellowship will last for 12 months. A schedule of activities can be found at www.miamifoundation.org/saltwater.

What if I can't attend all of the labs?

We are looking for applicants who can attend all labs and activities.

Will awardees have any reporting requirements?

Yes, we ask all Fellows to share periodic reflections and learnings throughout their leadership journey. Reporting will consist of annual reports, which may be submitted via video, in-person meeting or narrative.

How much does this program cost?

The Saltwater Fellowship is made possible by the generous donations from funders and supporters so there is no financial cost for participants. However, Fellows are asked to commit to attending and being fully present at all sessions and using this investment in their leadership as a springboard to strengthening Greater Miami.

Award**Is the \$100,000 unrestricted grant nontaxable income?**

In most situations, under the U.S. Tax Code, the recipient of the grant would need to report the grant as taxable income. The Miami Foundation is a 501(c)(3) charitable organization and does not provide legal or tax advice. You should consult your tax advisor to determine the tax consequences of the grant.

Are there restrictions on how the grant funds are used?

The \$100,000 unrestricted prize is divided into two separate awards - a \$50,000 payment in year 1 and \$50,000 payment in year 2. There aren't any additional restrictions on how the grant funds can be used as we trust the leaders to invest in opportunities that will propel their leadership and impact in Greater Miami.

Can the grant award be donated to my non-profit organization to help propel my work through the organization?

Yes, prior to receiving the grant, the recipient can designate the grant to your 501(c)3 or fiscal sponsor, as we trust the leaders to invest in opportunities that will propel their leadership and impact in Greater Miami. Designating the grant to a 501(c)(3) may eliminate the income tax liability of the individual recipient. The Miami Foundation is a 501(c)(3) charitable organization and does not provide legal or tax advice. You should consult your tax advisor to determine tax consequences and personal guidance.