



## Grantmakers for Effective Organizations' 2026 Change Leaders in Philanthropy Fellowship Application

GEO's Change Leaders in Philanthropy Fellowship is for senior leaders in the sector who are seeking support, resources and guidance on how to lead equitable organizational change. Fellows typically report to an Executive Director, President or CEO at a grantmaking organization (but are not the ED, President nor CEO), and have the direct authority to lead internal organization-wide change. Completing this application is the first step of starting your Change Leaders journey!

You are able to save and resume the application at a later date if needed by clicking "Save" at the bottom of the form. If you do so, be sure to save the link so you can return to the form.

If you require any accessibility assistance or have questions about your application, please contact Jaser Alsharhan, Director of Programs, at [jaser@geofunders.org](mailto:jaser@geofunders.org)

**The application period will close at 11:59 p.m. PST on Friday, January 30, 2026.** Applicants can expect a response the week of February 16, if not earlier.

### Getting to know you

**Full name \***

<input type="text"/>	<input type="text"/>
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First Name

Last Name

**Pronouns \***

(i.e. She/Her, They/Them, etc.)

**Job title \***

**Role type \***

- Human Resources / People and Culture / Talent
- Operations
- Grants Management
- Strategy
- Program
- Public Policy
- Communications
- Finance
- Tech
- Research / Learning / Evaluation
- Equity / DEI(J)
- Other

**Please share your role type if you chose other above (optional)**

**Email \***

example@example.com

**Phone number \***

Please enter a valid phone number.

**City and state (Please list your country if you are located outside of the U.S.) \***

City, State

**Organization name \***

**Organization type \***

**Organization's annual grantmaking budget \***

- Under \$300k
- \$300k to \$499k
- \$500k to \$1.24m
- \$1.25m to \$2.4m

- \$2.5m to \$4.9m
- \$5m to \$8.74m
- \$8.75m to \$12.4m
- \$12.5m to \$24.9m
- \$25m to \$37.49m
- \$37.5m to \$99.9m
- \$100m to \$249.9m
- Above \$250m
- Government grantmaker > \$37.5m
- Government grantmaker < \$37.5m
- Not applicable - philanthropy support organization
- Not applicable - academic Institution with focus on philanthropy

**Your organization's grantmaking focus \***

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**Your organization's staff size \***

- 0 - 10
- 11 - 20
- 21 - 50
- 51 - 100
- 101+

**Are you a senior leader with positional authority who is tasked to lead significant organizational change? This fellowship is designed for those who typically report to an Executive Director, President or CEO. \***

- Yes
- No

**How long have you had your current position at your organization as a senior leader? \***

- Less than 1 year
- 1 - 4 years
- 5 - 10 years
- 11 - 15 years
- 16 - 20 years
- Over 20 years

**How long is your total tenure at your organization? \***

- Less than 1 year
- 1 - 4 years
- 5 - 10 years
- 11 - 15 years
- 16 - 20 years
- Over 20 years

**Please share a brief bio here \***

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Are you a GEO member? Please note that your application review will not be affected by your membership status. However, if accepted, your organization must become a GEO member to participate in the fellowship by early 2026, and your organization must maintain membership throughout the duration of the fellowship. Please note the membership rates for 2026 below.

\*

- Yes, and my organization will maintain active membership throughout the duration of the fellowship.
- No, but my organization has the resources to join the GEO community should I be accepted into the fellowship.

**2026 MEMBERSHIP CONTRIBUTIONS SCHEDULE**

Annual Grantmaking Range	Annual Contribution
Under \$300k	\$850
\$300k to \$499k	\$1000
\$500k to \$1.24m	\$1,500
\$1.25m to \$2.4m	\$1,875
\$2.5m to \$4.9m	\$3,000
\$5m to \$8.74m	\$4,500
\$8.75m to \$12.4m	\$6,500
\$12.5m to \$24.9m	\$9,250
\$25m to \$37.49m	\$13,500
\$37.5m to \$99.9m	\$18,000
\$100m to \$249.9m	\$24,500
Above \$250m	\$29,000
Government Grantmaker <\$37.5m	\$700
Government Grantmaker >\$37.5m	\$1,400
Philanthropy-Supporting Membership Organization / Academic Institution with Focus on Philanthropy	\$1,000

\*When calculating contributions, please note

- Community foundation contributions are based only on discretionary and field of interest grantmaking

## Getting to know you (continued)

**How do you describe your identity? How do your identities shape how you move through the world or your work in philanthropy? \***

When answering this question, think about race, ethnicity, gender, sexual orientation, disability, religion or anything else that feels important to share. What you share here will not be used to make a decision about your acceptance into the program.

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**At GEO, we care about rooting philanthropy in a community-driven and equity-centered approach. How are you as an individual committed to using philanthropy as a tool to respond to historical and current forms of oppression based on marginalized identities? \***

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**Question 1: Please choose 1-3 top change(s) your organization is undergoing or will undergo this year. \***

- Racial equity, diversity and inclusion (REDI)
- Learning and evaluation / knowledge management
- Grantmaking process changes / streamlining / trust-based philanthropy
- Partnering with nonprofits / grantees / community-driven philanthropy
- New Executive Director, President or CEO / leadership transition
- Organizational restructure / reorganization
- New strategy / theory of change
- Aligning organizational values and practices
- Information technology systems
- People, talent and culture (supervision, performance management, etc)
- Other

**Question 3: Please describe your role in leading at least one of the changes you chose above. Be sure to include your organizational reporting or decision-making structure, and where you fit within it in relation to your Executive Director, President or CEO. \***

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## Application Questions

This fellowship is designed to build the capacity of senior leaders who have direct authority over shepherding organizational practice or culture change at grantmaking institutions. For each question, please submit a written response of about 300 words, or if you prefer, an audio or video recording of no more than 2 minutes.

**Question 2: Please elaborate on your choice(s) above by sharing your own description and analysis of how your organization is experiencing and responding to change. Please include any opportunities or challenges you're encountering or anticipate. \***

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**Question 4: We expect program participants to have self-awareness around their leadership strengths and growth edges. What aspects of your leadership capacity are you focused on developing? \***

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**Question 5: The fellowship uses a community of practice model, in which participants bring their own experiences, stories, advice, resources and perspectives to the group. What would you offer the peer learning space, and what would you seek from the cohort? \***

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**Based on the chart above, what program fee aligns with your organization's grantmaking budget? (This is what you will be invoiced for if selected to the program).**

- \$6,000
- \$9,000
- \$12,000

## Program Cost

The cost for participation in this fellowship is based on your organization's annual grantmaking budget and will be required to fulfill upon acceptance into the fellowship. The program fee will be due in March 2026. The fee covers virtual and in-person programming, materials, and all meals and drinks during in-person retreats; you are responsible for covering travel and lodging.

**Please use your foundation's grantmaking giving range (e.g., grants, discretionary, FOI, etc.) to determine your program fee amount:**

Your Organization's Annual Grantmaking Budget	2026 Program Fee
Less than \$25 million in grants	\$6,000
Between \$25 million and 50 million in grants	\$9,000
Above \$50 million	\$12,000

\*There are limited scholarship funds available based on need.

\*\*There is also the opportunity to donate beyond the program fee to support our scholarship fund to make the program more accessible.

**In addition to the program fee, your organization must be or become a GEO member** to participate in the fellowship by early 2026. Your organization must maintain membership throughout the duration of the fellowship.

Please share the contact information for the person at your organization who would be responsible for fulfilling the program fee payment by March 2026 if you are accepted into the fellowship.

**Billing contact full name \***

 

First Name

Last Name

**Billing contact email \***

example@example.com

**Billing contact phone number \***

Please enter a valid phone number.

**Billing contact address \***

Street Address

Street Address Line 2

<input type="text"/>	<input type="text"/>
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City

State / Province

Postal / Zip Code

**Based on your circumstances, please indicate how much of a scholarship (up to the full program cost that corresponds to your annual grantmaking budget) you may need to participate. Please include the amount your organization is able to partially cover (as applicable), and also name what barriers the scholarship would remove. If your organization is able to afford the full cost of this program, please leave this question blank.**

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**Please let us know if you intend to donate to the scholarship fund if accepted. \***

Yes

No

## Time Commitment

This fellowship program is an intensive learning community that relies on the active, ongoing engagement of all members. The minimum expected time commitment for this cohort includes:

**Required participation in an orientation webinar.** We will hold the same webinar twice to accommodate different schedules, you only need to attend one, although you are welcome to join both if you'd like to meet more of the fellows and hear the information again.

- Monday, March 2 from 12-1pm ET
- Wednesday, March 11 from 12-1pm ET

**Required participation in a virtual Launch Party.** The full cohort will gather online to learn more about GEO, each other, and what to expect ahead of the Opening Retreat.

- Thursday, March 19 from 1:00pm - 2:30pm ET

**Required participation in three separate retreats.** Each retreat takes the form of a three-day in-person convening.

- The Opening Retreat will be from **Wednesday, April 8 – Friday, April 10, 2026** in Washington, DC at GEO's office.
- The Midpoint Retreat will be held over three days the **week of July 22, 2026** (exact days and location TBD; will be confirmed and communicated by the time the cohort is formed in March)
- The Closing Retreat will be held over three days the **week of November 16, 2026** (exact days and location TBD; will be confirmed and communicated by the time the cohort is formed in March)

**Required participation in cohort activities between retreats,** at least 90-minutes every other week in the months of May, June, August, September and October 2026 for:

- Peer exchange and coaching as part of a "home team" made up of a subset of colleagues from the cohort
- 1-on-1 check-ins with facilitators and other fellows
- Retreat prework and postwork consisting of individual practice and reflection, readings, and conversations inside your organization

**Based on these time requirements, please share any concerns you have or barriers that may limit your ability to be a consistent, engaged member of this fellowship.**

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## Executive Director, President or CEO Support

This fellowship is designed to support senior leaders who are authorized by their Executive Director, President or CEO to lead organizational change within their organization. As a result, Executive Director, President or CEO active endorsement is essential to success. The more aware of CLIPF's purpose and format your Executive Director, President or CEO is, the better they can help you carve out time and energy for the experience.

**We strongly recommend that you have a substantive conversation with your Executive Director, President or CEO to ensure their support.** If invited to join the fellowship, we will also reach out to let them know that you have been accepted and to emphasize the importance of their support.

If during this application process your Executive Director, President or CEO has questions or would like to

discuss the details of fellowship with GEO, please reach out to Jaser Alsharhan, Director of Programs, at [jaser@geofunders.org](mailto:jaser@geofunders.org).

**Executive Director, President or CEO full name \***

<input type="text"/>	<input type="text"/>
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First Name      Last Name

**Executive Director, President or CEO email \***

<input type="text"/>
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example@example.com

**Executive Director, President or CEO's support staff's full name (please leave blank if not applicable)**

<input type="text"/>	<input type="text"/>
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First Name      Last Name

**Executive Director, President or CEO's support staff's email (please leave blank if not applicable)**

<input type="text"/>
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example@example.com

**After discussing the purpose and time commitment of the Change Leaders in Philanthropy Fellowship with my Executive Director, President or CEO, I have received their support to participate in the program. \***

- Yes
- No

**If you selected "No" above, please write any questions or concerns that you, your team, or Executive Director, President or CEO have regarding participation.**

<input type="text"/>
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## Feedback

**Please let us know how you learned about the Change Leaders in Philanthropy Fellowship.**

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**GEO is a learning organization, we welcome any feedback you'd like to share regarding this application process.**

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**Submit**