



CASTANEA FELLOWSHIP

COMMUNITY. POWER. JUSTICE.

WHY? What brings us here and what we learned

Food System Challenges

The current food system...
Enables a growing number of health inequities for families and children.
Does not support resilient local and regional economies.
Needs a sustainable future that can face the climate crisis.

Where do we see hope?

Inspiring leaders.
Better business models.
Strong communications.
Policy shifts.
Organized campaigns.
Cross-sector collaboration.
National networks.

Castanea's Contribution

Provide leaders with hard skills, organizational resources, and time and space to connect.
Build cross-sectoral collaboration.
Expose leaders to regional food system challenges and innovation.
Amplify their voice.

Many strong fellowships are not food-system focused

Many food system-specific fellowships focus on young people

Few fellowships offer financial support

Many fellowships focus on specific skills, not a suite of skills.



COMMUNITY: The Team

Castanea Fellowship is nurtured by a powerhouse Steering Committee, supported by a stellar set of Community Advisors, informed by hundreds of conversations with food system-change-makers, and inspired by a decade of successful alumni from the W.K. Kellogg Food and Community Fellows.



The **Core Team** includes Windward Fund, the Steering Committee, the Executive Director and an Operations Manager who will join the team in 2019.



The **Community Advisors** includes all of our funders, colleagues, partners, alumni from the W.K. Kellogg Food and Community Fellowship and others who wish to give in some capacity to our work. This is open to all! Not all advisors are listed on our website.



The **Selection Committee** will help us select the inaugural cohort. We are in the process of inviting a diverse set of leaders for this role and look forward to announcing the full list in 2019.

We are a collaborative of funders and nonprofit leaders committed to nurturing, connecting, and supporting leaders.

We envision a world where the food we eat is the source of health, equity, and well-being for children, families, and all communities.

Castanea Fellows will build power to shift structures and culture towards a more equitable, sustainable, and healthy food system.

COMMUNITY: The Core Team



Farzana Serang
Castanea Fellowship



Anna Lappé
Panta Rhea Foundation



Brett Ramey
Doris Duke Conservation
Scholars Program



Haile Johnston
Common Market



Kolu Zigbi
Jessie Smith Noyes
Foundation



Mark Muller
McKnight Foundation



Navina Khanna
HEAL Food Alliance



Ricardo Salvador
Union of Concerned
Scientists



Scott Cullen
GRACE Communications
Foundations

**“We hope to empower strong,
passionate, diverse leaders to
transform the food system.”**

*– Scott Cullen
GRACE Communications Fund
Castanea Fellowship Steering Committee
Member*

FUNDERS: Our Partners and Supporters



cs fund / warsh • mott legacy

#NOREGRETS
Initiative



THE MCKNIGHT FOUNDATION

thread fund

Full Fellowship
Sponsorship Cost

\$110,000.00

Includes grant award and
supports fellows for
2 years

Median Grant
Amount

\$100,000.00

Average Grant Size

\$75,000.00

Majority of funding is multi-year and general support.

RESOURCES: What We Will Provide the Castanea Cohort

THE CASTANEA FELLOWSHIP EXPERIENCE

- 🌿 An unparalleled opportunity to amplify your vision, influence, and impact.
- 🌿 Six 3-6 day in-person gatherings to build and learn as a cohort and benefit from diverse regional perspectives and tactics. This includes communication, finance, leadership development, organizing, and policy learning immersions.
- 🌿 An international learning experience to explore food systems outside of the U.S. context and reveal the global dynamics of food.
- 🌿 \$40,000 awarded over the two years of the fellowship to support the work and participation of Fellows.
- 🌿 Support, mentorship, and love from the Castanea community.

RESOURCES: What We Will Provide the Castanea Cohort

Opening Retreat June 2019

- Leadership Development
- Story-telling
- Partner: SAFSF
- Pittsburgh, PA

Southern Region November 2019

- Finance
- Policy
- Organizing
- Atlanta, GA

Coastal Region April 2020

- Finance
- Communications
- Organizing
- Coastal

Tribal Region August 2020

- Communications
- Policy
- Intergenerational Leadership
- Midwest or Rural

International Trip January 2021

- Finance
- Policy
- Organizing
- Location TBD

Closing Retreat June 2021

- Leadership Development
- Final Video Presentation
- Partner: SAFSF
- Location TBD

Ongoing Activities: Opening, quarterly, and closing check-ins. Coaching and mentorship. Learning evaluations.



RESOURCES: SKILL BUILDING

- **Leadership Development** : Focus will be weaved throughout and will support value-based leaders to develop skills to hone their leadership style, focus on value-based emergent leadership.
- **Communications** : How to amplify your voice and vision through a clear story and showcase your work through various mediums. Final project will help highlight their work and learning to a broad audience.
- **Policy** : What local, regional, state, and national policy coordination, tactics, and considerations are important to shift the political landscape across a variety of geographies.
- **Organizing** : Understanding digital and place-based organizing and how it can connect or further work within the food system to shift power.
- **Finances** : How to scale a project by using public and private dollars, as well as, community-ownership models for business or program development.

LEADERS: Who are we looking for?

WHO ARE WE LOOKING FOR?

We welcome established visionaries who:

- ✦ Align with our values of racial equity, diversity, and impact.
- ✦ Lead their field and have already demonstrated inspiring results.
- ✦ Have experience working with communities or populations across a range of physical and cultural geographies.
- ✦ Believe that food system change involves a multi-sector and multi-strategy approach.
- ✦ Welcome being part of a diverse, robust, multiracial cohort.
- ✦ Want to deepen skills in communication, finances, organizing, and/or policy.
- ✦ Understand intersectionality of race, gender, class, ability, environmental, and health issues.
- ✦ See themselves as constant learners and seek to be in a learning community.
- ✦ Can commit to devoting the necessary time to be fully engaged in the fellowship.

OUR CALL FOR APPLICANTS ACROSS SECTORS

The Castanea Fellowship gathers dedicated and experienced leaders from across the food system: farmers, organizers, racial justice advocates, health care professionals, policy makers, entrepreneurs, ecosystem caretakers, community developers and those whose various approaches, tactics, and strategies will help us build a healthier, more sustainable and equitable food system.

OUR COMMITMENT TO DIVERSITY

We are bringing together the most diverse cohort we can imagine. We hope to have at least 50% people of color and at least 50% women represented in the cohort. The cohort will also represent diverse regions of the nation and will include an array of entry points and sectors in the food system to grow strategic diversity and collaboration in the field.

APPLICATION PROCESS

- **Application Open Nov. 13 closes Jan. 16.** We will have three rounds to help select up to 12 Fellows.
- Applicants will be invited to join Castanea Fellowship in **April**.
- Full cohort announcement and welcome webinar will happen in **May** land. First meeting will take place along **SAFSF in June**.

Re-cap of Important Program Dates:

- **Learning Immersions:**
 - **2019:** June + November
 - **2020:** April + August
 - **2021:** January (international) + June
 - **Ongoing** check-ins and peer-coaching opportunities.



Farzana Serang, Executive Director

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