

## Requirements to meet the FLO

### Nonprofit Leadership Alliance (NLA)

Requirements and Description – Students must complete all five components to meet the competencies set by NLA National, Inc. for the Certified Nonprofit Leader (CNP) certification. This is a nationally recognized credential in nonprofit management.

The required core competencies are as follows:

- Communication, Marketing, and Public Relations
- Cultural Competency and Diversity
- Financial Resource Development and Management
- Foundations and Management in the Nonprofit Sector
- Governance, Leadership, and Advocacy
- Legal and Ethical Decision Making
- Personal and Professional Development
- Program Development
- Volunteer and Human Resource Management
- Future of the Nonprofit Sector

**Practicum Education Component** – Students in the NLA FLO must complete an internship of at least 120 hours with a nonprofit organization. A placement with a public or social service agency is also acceptable for this requirement. Given that MSW students are already required to complete a practicum placement as part of their degree program, they may use a practicum placement otherwise assigned by the GCSW Practicum Office to complete this requirement. There are no additional requirements for this beyond what is already required by the GCSW Practicum Office.

**Course Requirements** – Students in the NLA FLO must take and pass the following two courses, and there are no substitutions for them:

- SOCW 6354-Managing Human Service Organizations (typically held in the fall)
- SOCW 7330-Fiscal Management & Budgeting (typically held in the spring)

*Please note that these courses may not be offered every semester, so students should plan accordingly.*

**Community Engagement** – Students in the NLA FLO must complete the following:

Volunteer Service: Students are required to perform a total of 20 hours of volunteer service with a nonprofit organization. These hours may be spent at only one nonprofit or split up between more than one nonprofit. Students may complete this requirement through volunteer opportunities set up by the NLA program, or they may choose to complete these hours at other nonprofit organizations of their choice.

NLA Student Association: Students are required to become members of the NLA-AFP Student Association. The NLA Student Association allows students an opportunity to provide input in planning program activities, builds community amongst both undergraduate and graduate program participants, and provides students the opportunity to take on leadership roles within the organization.

These meetings are also times when additional speakers/guests may be invited to cover topics of interest to NLA program participants. Specific emphasis is placed on ensuring these discussions involve a diverse group of presenters and utilize a racial equity and social justice lens to incorporate the GCSW's focus on social, racial, economic, and political justice, local to global, in a way that helps better prepare students for a career in nonprofit.

While regular attendance at NLA Student Association meetings is highly encouraged, absences will not be held against program participants.

**Training** – Students are required to attend and participate in the following:

7-week Fund Development Workshop Series: Typically held on seven consecutive Friday afternoons from 1:00pm-5:00pm (but subject to change) during the spring semester, this workshop series provides students an in-depth introduction to a variety of topics related to fundraising, development, and the role of philanthropy in the nonprofit sector.

NLA Elevate: A Virtual Conference for Social Sector Leaders: Typically held in early spring (date subject to change), this fully virtual conference is focused on pivotal nonprofit topics.

There is a \$125 fee for this conference, but financial assistance is available to cover the cost. In addition, students may be able to substitute a similar conference for this requirement through a request to NLA National. However, there is no guarantee the request for a substitution will be granted.

Fall Retreat: Typically held on a Saturday (but subject to change) during the fall semester, this event introduces students to nonprofit leaders who present on a range of topics related to the nonprofit sector. Specific emphasis is placed on ensuring these discussions involve a diverse group of presenters and utilize a racial equity and social justice lens to incorporate the GCSW's focus on social, racial, economic, and political justice, local to global, in a way that helps better prepare students for a career in nonprofit. NLA Student Association members are involved with developing the content, helping identify speakers, and planning logistics for the day as part of their hands-on experience.

Career Development Institute: Typically held on a Saturday (but subject to change) during the spring semester, this event focuses on providing students support in their preparation for a career in nonprofit. This may include speakers from the nonprofit sector, including nonprofit leaders, career development/recruitment specialists, self-care experts, and other related

topics. Similar to the Fall Retreat, NLA Student Association members are involved with developing the content, helping identify possible speakers, and planning logistics for the day as part of their hands-on experience. Specific emphasis is placed on ensuring these discussions involve a diverse group of presenters and utilize a racial equity and social justice lens to incorporate the GCSW's focus on social, racial, economic, and political justice, local to global, in a way that helps better prepare students for a career in nonprofit.

*Please note that additional optional opportunities for training, professional development, and network development will be made available throughout the academic year to students in the NLA FLO. Students are encouraged to participate in these, but they are not required. NLA program staff strives to ensure students make connections with nonprofit professionals on an individual basis based on their professional interests and goals.*

**CNP Exam** – As a final step, students in the NLA FLO must take and pass the CNP Exam available through their CNP Central system accounts with a minimum score of 76%. This exam is to assess their understanding of the core competencies set by NLA National for the CNP certification, and it consists of 100 multiple choice questions. There is a self-study guide provided in the CNP Central system to help students further prepare for the exam at their own pace.

**Please note the following additional information:**

- Students in the NLA are charged a \$150 fee by the University of Houston once per academic year.
- Students in the NLA are required to have a CNP Central account to document the completion of the program requirements and eventually process their official certification. There is a \$100 fee for this, but there is financial assistance available to cover this cost.
- Upon completion of the requirements, students will receive a digital certification from NLA National designating them as Certified Nonprofit Professionals (CNPs) that may be shared on their social media accounts.