About the Accelerator

For more than 25 years, REDF has been laser-focused on advancing the employment social enterprise (ESE) field by providing capital, capacity, and community to amplify the success of these businesses and the people they employ. Key to that success is REDF's investment in developing ESE leadership teams of two through the REDF Accelerator.

During this six-month hands-on program, leadership teams work in community alongside peers to learn and put into practice the methods, skills, and tools needed to increase business revenue, and the number of people employed, and improve the job quality and services provided by the social enterprise. Upon program completion, your organization will receive an unrestricted grant of $40,000 to help implement your learnings.

Our Curriculum

The Accelerator provides ESE leadership teams with programming that helps them drive strategy, grow revenue, and increase impact in the following areas:

- **Business Model Development**
- **Employee Success Program Design**
- **Financial Sustainability**
- **Leadership Development**
- **Organizational Management**
- **Experiment Design**

What to Expect

We provide action-oriented learning to leadership teams, with the expectation that they take Accelerator resources back to their social enterprise and work with their broader team towards implementation. Your cohort of 18 ESE leaders will convene on three separate occasions — twice in person, and once virtually — for a week at a time. Each convening includes 30 hours of programming (see an example schedule here). In between convenings, you'll participate in ~2-5 hours of weekly virtual gatherings consisting of post-session assignments and office hours. Our unique approach includes:

Experiment Design
Learn & practice applying an experimental approach to navigating challenges and opportunities in your business and employment program.

Networking Events
Connect & socialize with our alumni and other stakeholders in the social enterprise community.

Peer Feedback Group Sessions
Give and receive feedback from peers on projects and goals.

Tactical & Leadership Coaching
Get free coaching from sector experts, consultants, and REDF staff.

Office Hours
Connect with facilitators and presenters one-on-one to ask questions and explore key areas of interest.

Travel Logistics: REDF pays for lodging and most meals. ESE Leaders pay for transportation. Travel stipends available upon request.

Who We Work With

Mission-driven, revenue-generating businesses that serve individuals striving to build a better life and overcome employment barriers, including:

Justice System Involvement

Homelessness/ Housing Instability

Mental Health/ Substance Use Challenge

Refugee or Asylee Status

Domestic Violence /Trafficking

Opportunity Youth/ Emerging Adult

When is a Good Time to Apply?

✓ Your organization has capacity and appetite for change.
✓ Your leadership team is ready to implement new tools & practices.
✓ Your leadership team is committed to a collaborative approach to implementing organizational change.

Program Eligibility

Applicant Eligibility

Leadership teams in the Accelerator must:

- Have strategic decision-making authority to implement changes within an employment social enterprise business and employment program.
- Have capacity to send two leaders from the leadership team to participate in the Acclreartor.
- Commit to attending all programming and engage in peer collaboration in between sessions.
- Be able to step away from day-to-day duties without closing the enterprise.
- Have capacity and willingness to complete curriculum assignments.
- Be willing to comply with REDF's COVID policy. Read the full details here.

Enterprise Eligibility

Businesses in the REDF Accelerator must:

- Provide employment that includes wraparound services AND wages at or above local minimum wage.
- Have an estimated earned revenue of $100K-$2M for the current year via sales of goods and/or services.
- Have been in operation and employing individuals in a REDF focus population for at least 12 months.
- Have a team/staff of at least two people that help operate the employment social enterprise.
- Be able to commit to providing 2 years of key data to REDF during and after the Accelerator program.
- Be willing to send two leadership team members that can both commit to participating in the full Accelerator program experience. Read full Attendance & Participation Policy here.

> **The REDF Accelerator was the best experience I have had in my professional career. I found new concepts, models, and approaches that were so inspirational—things that I took home and implemented immediately."**
>
> – Anthony Armour, CEO, *Neighborhood Industries*

> **REDF has provided tools to empower me as a leader, and a network of individuals who will have my back moving forward. REDF's heart-first approach was reflected in every workshop I attended. This opportunity has been life changing.**
>
> -Melissa DeVos, Operations Manager, *Zero Waste Silicon Valley*

REDF An investment that works.

IF YOU HAVE QUESTIONS, PLEASE CONTACT US AT CONNECT@REDF.ORG OR VISIT REDF.ORG/ACCELERATOR.
To receive updates about the REDF Accelerator and other programs, please sign up at: redf.org/stay-updated.

redf.org