



## Overview of the 2025-2026 [Executive Fellowship Program](#)

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*OneJustice's Executive Fellowship is a ten-month intensive program that expands the capacity of nonprofit legal organizations to serve their clients by supporting and training a diverse class of executive directors and emerging leaders in core business and management skills. The Executive Fellowship delivers graduate-level nonprofit management content with a focus on learning that is both multi-modal and peer-based, with classmates from similar organizational backgrounds.*

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For 2025-2026, the Executive Fellowship program will be offered in a fully virtual format, completely online.

**PROGRAM STRUCTURE:** The Executive Fellowship program starts and ends with mandatory sessions: a 2-day opening session on September 18-19, 2025, and a graduation program on June 11, 2026. All sessions will be held virtually via Zoom. Fellows are expected to attend all October to May sessions with up to 2 excused absences.

**HOW THE PROGRAM WORKS:** OneJustice staff and external trainers will guide Fellows through a combination of presentations, peer learning sessions, discussions, and capstone projects to build the leadership and management skills necessary to lead legal aid organizations effectively and efficiently. The capstone project will provide Fellows with an opportunity to apply the knowledge and skills gained in the program to a current organizational challenge or opportunity. Through coaching and the completion of a capstone project, Fellows will leave the program with concrete action plans to maximize their organization's impact on the community it seeks to serve.

**CAPSTONE PROJECT COACHING AND SUPPORT:** Each Fellow will receive 1:1 coaching on their capstone project from a OneJustice staff member. We will help Fellows identify a suitable capstone topic and provide guidance and coaching support on the research, design, and implementation of the capstone project.

From September 2025 through May 2026, Fellows will be expected to allocate roughly 2-3 hours per month (and up to 10 hours per month in April and May) outside of scheduled sessions to work on their capstone project. Fellows will be expected to complete deliverables on their capstone project throughout the program, including writing a 3-5 page memo, a financial analysis, and an oral presentation of their findings. **Completion of the written capstone memo and the oral presentation are required to graduate from the Executive Fellowship program.**

**ENROLLMENT:** The deadline to apply via [this application form](#) is Friday, July 11, 2025, at 5:00 pm Pacific. Applicants will be notified of admissions decisions by Thursday, July 24, 2025.

## CURRICULUM

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This year's curriculum will include:

- **Leading Yourself & Nonprofit Governance:** Fellows will explore how leaders can build and sustain high-performing nonprofit organizations. They will also discuss different interpersonal work styles and how an increased understanding of other people's styles and identities can support effective leadership, communications, and team management. In addition, Fellows will learn the fundamental elements of nonprofit governance best practices.
- **Managing Change & Sustainable Leadership:** Fellows will identify and explore practices that support leaders in addressing shifts in funding, organizational structure, staffing, and more. Fellows will also learn about assessing their time and energy, finding practical ways to sustain themselves through challenges, and avoiding burnout.
- **Linking Money to Mission:** This is a skill-building workshop focused on organizational financial management, encompassing both fundamental concepts and practical tools. Fellows will leave this session equipped with introductory tools for financial analysis and decision-making.
- **Strategic Budgeting & Financial Storytelling:** Fellows will be guided through decision-making using the prioritization process that is aligned with sound budgeting processes. Fellows will also be guided on how to use information gleaned from the budget and budgeting process to narrate their financial situation and clarify needs to potential supporters.
- **Raising Resources:** Fellows will learn how to enhance fundraising strategies and skills, and best practices in engaging boards of directors in raising resources.
- **Advancing Community Values:** This session will allow Fellows to reflect on their organizations' relationships with the communities they serve, discuss practices to center those communities in organizational decision-making, and share strategies to protect communities and community-centered values.
- **Great Communication:** Fellows will focus on how to give effective presentations and communicate impactfully with external stakeholders, such as funders, donors, the board of directors, and media.
- **Leading Your Team:** This session will allow Fellows to reflect on what a great supervisory partnership means and looks like to them, how values and principles might guide one's supervision responsibilities and how to identify communication and conflict resolution techniques to build and sustain healthy relationships in the workplace.



## 2025-2026 EXECUTIVE FELLOWSHIP PROGRAM SCHEDULE

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### 2 Full-Day Virtual **Mandatory** Sessions\* (9:30 am - 3:30 pm Pacific):

- Thursday, September 18, 2025: *Leading Yourself*
- Friday, September 19, 2025: *Nonprofit Governance*

### 11 Half-Day Virtual Session Dates\*\* & Tentative Topics (9:30 am - 12:30 pm Pacific):

- Thursday, October 16, 2025: *Managing Change & Sustainable Leadership*
- Thursday, October 23, 2025: *Hot Seats (group brainstorming & problem-solving);*
- Thursday, November 13, 2025: *Linking Money to Mission;*
- Thursday, December 11, 2025: *Strategic Budgeting & Financial Storytelling;*
- Thursday, January 15, 2026: *Raising Resources;*
- Thursday, February 5, 2026: *Advancing Community Values;*
- Thursday, March 5, 2026: *Great Communication;*
- Thursday, March 26, 2026: *Leading Your Team;*
- Thursday, April 16, 2026: *Capstone Day;*
- Thursday, May 7, 2026: *Capstone Day;*
- Thursday, May 14, 2026: *Capstone Day*

### 1 Half-Day **Mandatory** Graduation\* (9:30 am - 12:30 pm Pacific):

- Thursday, June 11, 2026: *Graduation*

**LOCATION: All sessions will be held on Zoom.**

\* The Executive Fellowship's first sessions on September 18-19th, 2025, and graduation on June 11, 2026, are mandatory virtual sessions with no exceptions.

\*\*Fellows are expected to attend all scheduled sessions and workshops. If necessary, Fellows may miss up to 2 sessions/workshops.