



## Overview of the 2026-2027 [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 2026-2027, 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 17-18, 2026, and a graduation program on June 10, 2027. 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 and public interest nonprofit 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 2026 through March 2027, 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 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 10, 2026, at 5:00 pm Pacific. Applicants will be notified of admissions decisions by Friday, July 24, 2026.

## CURRICULUM

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This year's curriculum will include:

- **Leading Yourself & Sustainable Leadership:** Fellows will explore different interpersonal work styles and how an increased understanding of others' styles and identities can support effective leadership, communications, and team management. In addition, Fellows will learn about assessing their time and energy, finding practical ways to sustain themselves through challenges, and avoiding burnout.
- **Being a Leader for Your Team, Organization, and Community:** This session will allow Fellows to reflect on what a great supervisory partnership means, how values and principles guide one's supervision responsibilities and how to identify communication and conflict resolution techniques to build and sustain healthy work relationships. Fellows will explore the qualities of high-functioning nonprofit organizations, and will reflect on their organizations' relationships with the communities they serve.
- **Nonprofit Governance:** In this session, Fellows will learn about board governance roles and responsibilities, as well as the relationship between organization staff and the board of directors, particularly the executive director.
- **Nonprofit Finance 101:** This is a foundational workshop that will teach Fellows how to build and monitor mission-aligned organizational budgets. Fellows will leave this session equipped with practical tools for financial analysis and decision-making.
- **Financial Storytelling:** Fellows will learn how to use information gleaned from the budget and budgeting process to narrate their organizations' 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.
- **Change Management & Crucial Communications:** Fellows will identify and explore practices that support leaders in addressing shifts in funding, organizational structure, staffing, and more. In addition, Fellows will learn how to communicate effectively with a variety of stakeholders during challenging – and even crisis-level – situations.



## 2026-2027 EXECUTIVE FELLOWSHIP PROGRAM SCHEDULE

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

- Thursday, September 17, 2026: *Leading Yourself & Sustainable Leadership*
- Friday, September 18, 2026: *Being a Leader for Your Team, Organization, and Community*

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

- Thursday, October 15, 2026: *Nonprofit Governance*
- Thursday, October 29, 2026: *Hot Seat #1 (group brainstorming & problem-solving)*
- Thursday, November 19, 2026: *Nonprofit Finance 101 (optional for those with experience in nonprofit finance)*
- Thursday, December 10, 2026: *Financial Storytelling*
- Thursday, January 14, 2027: *Raising Resources*
- Thursday, February 4, 2027: *Hot Seat #2 (group brainstorming & problem-solving)*
- Thursday, March 4, 2027: *Change Management & Crucial Communications*
- Thursday, April 8, 2027: *Capstone Workday*
- Thursday, May 6, 2027: *Capstone Presentations*
- Thursday, May 20, 2027: *Capstone Presentations*

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

- Thursday, June 10, 2027: *Graduation*

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

\* The Executive Fellowship's first sessions on September 17-18th, 2026, and graduation on June 10, 2027, 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.

# IMPORTANT DATES

2026–2027





## FREQUENTLY ASKED QUESTIONS

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### **WHEN IS THE APPLICATION DUE AND WHEN WILL I BE NOTIFIED ABOUT ADMISSION TO THE PROGRAM?**

- The deadline to apply via [this application form](#) is Friday, July 10th, 2026, at 5:00 pm Pacific. Applicants will be notified of admissions decisions by Friday, July 24, 2026.

### **WHAT IS THE COST OF ATTENDING THE PROGRAM?**

- Tuition for the program is \$4,250. OneJustice offers a limited number of partial scholarships (50% of the tuition fee). Please see the section on Scholarships below. Full payment of tuition is due by September 4, 2026, and is required to participate in the first session. Please note that, because we are unable to enroll additional Fellows after September 11, 2026, there are no tuition refunds after September 4, 2026.

### **WHO IS THE EXECUTIVE FELLOWSHIP INTENDED TO BENEFIT?**

- Ultimately, the Executive Fellowship benefits the community your organization seeks to serve. The 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. The skills learned during the 10-month intensive program expand the capacity of nonprofit legal organizations' ability and capacity to serve their clients by supporting a diverse class of executive directors and emerging leaders in expanding their core leadership and management skills.

### **WHO CAN APPLY FOR THE PROGRAM?**

- Enrollment is open to executive directors, senior-level leaders, and managers at legal services and public interest nonprofit organizations.
- Applications will be accepted from individuals based in all states in the United States.

### **WHAT ARE THE REQUIREMENTS FOR JOINING THE PROGRAM?**

- Before enrollment, accepted applicants are required to discuss their participation and time commitment in this 10-month program with their board chair (for executive directors) or their executive director (for senior-level leaders and managers).
- In addition, accepted applicants must ensure they or their organization submit tuition payment to OneJustice by the September 4, 2026 deadline.

### **IF I APPLIED PREVIOUSLY AND WAS NOT SELECTED, SHOULD I APPLY AGAIN?**

- Absolutely! While we cannot guarantee a previous applicant will be accepted, we do encourage individuals to re-apply as each year's potential cohort is unique.

### **WHAT IS THE CAPSTONE PROJECT?**

- The capstone project is a mandatory, final assignment that focuses on a question of current organizational importance and plays a vital role in maximizing the impact of the Fellowship, and in turn, maximizing the organization's impact on the community it seeks to serve. It is a unique opportunity to synthesize Fellows' learning during the



course of the 10-month program provides each Fellow with the time, mentorship, and support to focus on a question of current organizational importance.

- Through coaching and the completion of a capstone project, Fellows will leave the program with concrete action plans that provide an opportunity to apply the knowledge and skills gained in the program to a current challenge or opportunity at their organization.

### **HOW DOES THE CAPSTONE PROJECT WORK?**

- Each Fellow will receive 1:1 coaching on their capstone project from a OneJustice staff member. OneJustice 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 2026 through March 2027, Fellows should prepare 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 are expected to meet monthly deadlines for deliverables on their capstone project throughout the program, including a 3-5 page memo, a financial analysis, and an oral presentation of their findings.

### **WHAT IF I DON'T COMPLETE THE CAPSTONE PROJECT?**

- The capstone project is mandatory. Fellows must complete both the written memo and the oral presentation. Fellows who fail to complete it (absent an extension from OneJustice) will be unable to graduate.

### **DO I NEED TO ALREADY HAVE A CAPSTONE PROJECT IDEA IN ORDER TO APPLY?**

- No. Nonetheless, we encourage accepted applicants to begin considering a possible capstone project as early as possible. Oftentimes brainstorming with one's team can yield a number of potential capstone projects and will help with staff engagement during implementation.

### **WHAT IF I MISS A SESSION?**

- **Fellows are expected to attend all mandatory sessions.** The mandatory sessions are the introductory sessions on September 17-18, 2026, and the graduation on June 10, 2027.
- For all other sessions, participants will be allowed **up to 2 absences**. That said, we strongly encourage Fellows to attend ALL sessions. Attendance will be taken at every session. It is imperative that prospective participants are able to make the time commitment to this fellowship to reap the full benefits of the OneJustice Executive Fellowship Program. For this reason, OneJustice requires accepted applicants to discuss their participation and time commitment in this 10-month program with their board chair (for executive directors) or their executive director (for directors, senior managers, and managers).



### **DO EMPLOYERS OR INDIVIDUALS PAY THE TUITION?**

- This varies from organization to organization; however, typically organizations cover some or all of the cost of tuition. We encourage you to speak with your direct supervisor (or Board Chair if you are an Executive Director) regarding whether tuition for the Fellowship fits within the organization's professional development budget.

### **ARE SCHOLARSHIPS AVAILABLE, AND IF SO, HOW MANY ARE OFFERED & WHAT IS THE CRITERIA?**

- Each year, we are able to offer a limited number of partial tuition (50%) scholarships. Eligibility is based on available funds and OneJustice's assessment of the criteria, outlined below. OneJustice's goal in providing a limited number of partial scholarships is to expand access to the Executive Fellowship program, particularly to staff at organizations with smaller budget sizes and in geographically under-resourced locations. A committee of OneJustice staff will review scholarship applications and will make recommendations about the awards.
- Criteria:
  - Organizational budget size (as of the date application is submitted),
  - Geographic area served,
  - Primary communities served by the organization,
  - The applicant's role at the organization, and
  - The challenges and opportunities facing the organization as articulated in the application.

### **WHERE CAN I LEARN MORE ABOUT THE PROGRAM?**

- If you would like to hear more about the Executive Fellowship from current leaders who have participated in the program, you can check out [this June 2025 conversation](#) between OneJustice staff and two alumni.

### **WHO CAN I CONTACT FOR MORE INFORMATION?**

- [executivefellowship@one-justice.org](mailto:executivefellowship@one-justice.org) We will also hold office hours before the application deadline to answer questions; please check our website for details.