



## 2026-2027 Executive Fellowship Program Overview

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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.*

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:** Fellows will receive coaching on their capstone project from a OneJustice staff member. We will help Fellows brainstorm and identify a suitable capstone topic and provide guidance and support on the research, design, and implementation of the capstone project.

From September 2026 through January 2027, plan to spend roughly 2–3 hours per month outside of scheduled sessions working on your Capstone Project assignments. Expect an increase of up to 10 hours per month from February–May as you conduct research, complete your Financial Context Analysis, finalize your Capstone Memo, and prepare your presentation. Fellows will be expected to complete deliverables on their capstone project throughout the program, including a 3-5 page memo 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.**



## 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.