

John T. Gorman Fellowship Cohort 5 Guidelines

About the John T. Gorman Foundation

The John T. Gorman Foundation advances ideas and opportunities that can improve the lives of people in Maine, particularly those experiencing poverty. To achieve the greatest impact, the Foundation has a special interest in strengthening children and families and helping communities provide them with the supports and opportunities they need to thrive. As an independent, statewide Foundation, our work is guided by our core values of prevention, innovation, integration, collaboration, equity, data and results, sound public policy, and our founder's legacy.

The John T. Gorman Foundation envisions a future where **all children in Maine are resilient and ready to succeed**. Achieving this vision will require many organizations and leaders working across sectors, systems, and communities. Through multiple strategies, the John T. Gorman Foundation is committed to making its own powerful contributions to this goal – including building the capacity of leaders across Maine.

Overview of the Fellowship Program

The John T. Gorman Fellowship program is designed to build the individual and collective capacity of Maine leaders to drive measurable progress for children and their families. The Fellowship uses a cohort-based model to create a supportive, creative, and focused space where results-based leaders think, innovate, and take action together.

Since the Fellowship's launch in 2015, there have been four prior Fellowship cohorts. Currently, 42 Fellows are part of an active and growing Fellowship Network. These Fellows are connected, experienced, and deeply committed to improving the lives of people in Maine. This network of Fellows will engage as a powerful part of the Fellowship experience and as valuable collaborators for incoming Fellows.

Cohort 5 Fellows Purpose & Program

Cohort 5 Fellows will integrate whole family, also known as two-generation, approaches and principles in their work. Together, this cohort will ask and answer this key framing question: **What is the most powerful contribution we can make as Fellows to the success of children and their families in Maine?**

During the year-long Fellowship, Cohort 5 Fellows will use data, stories, and experiences to inform and co-create their work. As individuals, they will work to intentionally build trust and strengthen relationships, experiment, learn, and innovate. As a cohort, they will collaborate, strengthen partnerships, and advance practice and policy changes on behalf of Maine children and families.

Throughout the experience, Fellows are expected to move their learning to action and apply it in their role and across the internal and external work of their organization.

Program Logistics, Dates & Locations

Cohort 5 of the Fellowship begins with a welcome and social event on July 10, 2024. Over the summer, Fellows will have time to learn, reflect, and prepare for the first two-day Forum in September 2024.

Five two-day Forums serve as the heart of the Fellowship program. Each Forum is designed to build on specific themes of leading and learning and will be responsive to the needs and interests of the Fellows themselves. During the five Forums, Fellows will be introduced to these key concepts and frameworks:

- Results-based Leadership and Facilitation,
- Adaptive Leadership,
- Systems Thinking,
- Emergent Learning, and
- Whole Family principles and practices.

Fellows' work during and after each session will be to design, plan, and execute strategies that ignite new learning and improved outcomes for Maine children.

In between each Forum, Fellows will attend a virtual check-in meeting with the full cohort and participate in a one-on-one coaching conversation with the program faculty. These meetings help Fellows maintain support, connection, learning, and accountability between the Forums.

The Foundation will cover all participant costs, including travel, lodging, meals, and materials.

July 10, 2024	Program Welcome: 4-6 pm in-person social, Bangor
Sept. 18-20, 2024	Forum 1: 3 pm welcome on Wednesday, followed by a two-day, in-person session on Thursday and Friday, Indian Township
Oct. 16, 2024	Check-in 1: 9-12 am, virtual
Nov. 21-22, 2024	Forum 2: Two-day, in-person session, Portland
Dec. 18, 2024	Check-in 2: 9-12 am, virtual
Jan. 23-24, 2025	Forum 3: Two-day, in-person session, Portland
Feb. 26, 2025	Check-in 3: 9-12 am, virtual
April 10-11, 2025	Forum 4: Two-day, in-person session, Augusta
May 7, 2025	Check-in 4: 9-12 am, virtual meeting
June 12-13, 2025	Forum 5: Two-day, in-person session, Portland

Applicant Characteristics

The John T. Gorman Fellowship seeks diverse and committed applicants for Cohort 5 of the Fellowship. We look for applicants who:

- Share a deep commitment to the mission and values of the John T. Gorman Foundation;
- Have the support of those in their organization or agency to whom they report, including their approval to incorporate the work of the Fellowship into their role in terms of both time and task;
- Hold influence and responsibility within their organization, including the authority to work with others on decisions related to programs, policies, and resources;

- Hold influence and trust outside of their organization, and a willingness to work collaboratively with other community partners, organizations and systems; and
- Are committed to continuing their work on an organizational and systems level in the future.

Expectations for Fellows

The John T. Gorman Foundation asks Fellows to hold a high level of commitment to supporting the resilience and success of Maine children and their families. In addition, the Foundation asks all Fellows to commit to:

- Attending and being fully present at all five of the Fellowship's two-day in-person Forums and attending all virtual cohort check-in meetings;
- Being accountable in preparing for the Fellowship Forums, completing suggested readings and reflections, and preparing materials to share with others;
- Maintaining accountability after Forums, executing the work and documenting impacts and learning over time; and
- Co-creating a supportive, challenging, and focused community of practice.

In the event of a planned or an unplanned absence, Fellows are expected to be accountable to their cohort, notifying the group of their absence and working with members of the cohort to catch up on anything they miss.

Program Results

Fellows will make a measurable difference in the lives of Maine children and their families by November 2025. In addition, by the end of the program, the Foundation expects that all Fellows will show development in three key areas:

Impact

- Demonstrate an increased ability to hold complexity and navigate uncertainty with resilience as a leader
- Understand, utilize, and advance whole family principles and practices in their work with others

Leverage

- Hold self and others accountable for impact
- Leverage aligned contributions from partners and stakeholders across sectors to drive results
- Experiment and innovate to shift patterns, practices, and policies on behalf of Maine children and their families

Influence

- Build resilient relationships and engage others with consent, trust, reciprocity, humility, and accountability
- Hold lived experience, inquiry, listening, and learning in their leadership stance and put the interests of children and their families at the center of the work
- Authentically inspire, support, and engage others to drive measurable progress for Maine children and families