

John T. Gorman Fellowship Cohort 5 Application Instructions

Overview of the Fellowship Program

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

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 will use these tools and concepts as springboards to design and ignite new individual and collective work to drive measurable improvements for children and families in Maine.

Open Application Process & Timeline

The John T. Gorman Fellowship will begin accepting applications for Cohort 5 of the Fellowship on Monday, March 18, 2024, and will close the application process at the end of the day (11:59 pm EST) on Friday, May 17, 2024. The Foundation will extend interviews to prospective candidates in late May and notify accepted candidates in June.

Application Resources & Instructions

All applicants are encouraged to read the Fellowship Guidelines to learn more about the Fellowship program and ensure they can meet the program's expectations and commitments prior to applying.

To apply, applicants should email a complete application submission to jbeck@jtgfoundation.org before the open application deadline. A complete application submission will consist of:

1. A brief **Personal Narrative**, attached as a Word or PDF document;
2. A professional **Resumé** or curriculum vita, attached as a Word or PDF document;
3. A completed **Executive Leader or Board Endorsement Form**, attached as a PDF; and
4. An **Organizational chart** (if applicable and available).

If you have questions or need support or assistance at any point in the application process, please contact Jennifer Beck, Vice President, Programs, jbeck@jtgfoundation.org.

Personal Narrative Guidance

With your application submission email, please attach a brief Personal Narrative document (we suggest no more than 600 words). At the top of the document, please include your name, organization, title, and preferred contact information. In the personal narrative, please address and answer these themes and questions:

Reflect on Yourself as a Leader:

- Share something about your personal story and experience. How does your personal experience connect to and inform the work you do?
- What vision and values do you hold as a leader? What is the difference you want to make?
- Reflect on your leadership journey. Describe a work incident in which you had a role in something that failed. What did you learn? What might you do differently as result of your learning?

Tell Us About Your Organization and Role:

- How does your organization measure effectiveness? What data and stories does your organization collect to understand what is happening and what is working?
- To what extent does your organization have difficult conversations, target efforts, and/or shift resources to address equity and race equity (or not)?
- What are some of the tensions, obstacles, or challenges you are grappling with in your role?

Connect Your Work to Whole Families & Shared Results:

Cohort 5 Fellows will work together to make a measurable contribution to a shared population-level result: **“All Maine children are resilient and ready to succeed.”**

- How does your organization contribute to the well-being of Maine children and their families? In what ways, or to what extent, does your organization engage with whole families as part of its approach (or not)?
- With the help and support of many other leaders and organizations, what is the most powerful contribution you can imagine making to this shared result?

Resumé Guidance

With your application submission email, please attach a recent resumé or curriculum vita that includes the following information:

- Name and contact information;
- Education background, including the institution(s), degree and dates;
- Professional employment history, including title, employer, and dates;
- Community or civic involvement;
- Relevant membership and offices held in professional, civic, political, and other organizations;
- Relevant honors, awards, or fellowships received with title, description and dates; and
- Relevant special travel, study, and professional development programs with names and dates.

Executive/Board Leader Endorsement Guidance

With your application submission email, please attach a completed and signed Executive/Board Leadership Endorsement form. The Endorsement form is to be completed by another top leader in your organization. It attests to the organization’s support for the individual applicant and, importantly, offers an organizational commitment to support the applicant in applying the work of the Fellowship in the work of the organization.

Organizational Chart Guidance

Lastly, please attach an organizational chart with your submission, if applicable. The organizational chart should provide an overview of the various roles and reporting lines within the organization. If an organizational chart is not applicable or available, please simply note this in your application email.

Resources and Supports

- [Cohort 5 Fellowship Guidelines](#)
- [Cohort 5 Executive/Board Leader Endorsement Form](#) (download Word document to complete)
- [Link to general information about the Fellowship Program and list of past Fellows](#)

Thank you for your interest in Cohort 5 of the John T. Gorman Fellowship. Please feel free to contact the Foundation at (207) 518-6784 or jbeck@jtgfoundation.org should you have any questions during the application process.