



The Jewish Federations
OF NORTH AMERICA

Next Gen
Jewish Federation
Fellowship

Fellowship Program Overview & Selection Process (Cohort #2)

With the support and partnership of the Jim Joseph Foundation, JFNA is offering an intensive community-of-practice training experience for Federation professionals working in the Next Gen/Young Leadership space. The Fellowship's first cohort launched in May 2018, and applications for the second cohort open on January 7, 2019. Up to 20 Fellows will be selected on a competitive basis through an application and interview process (for finalists). Applications are due on February 25th, and finalists will be notified by the first week of March. The second cohort will have its introductory seminar in Greensboro, NC in May 2019.

Program Vision

The program is designed for individuals who see themselves as leaders and innovators, seeking the tools, skills and knowledge to grow and deepen their reach to Jewish young adults. The 20-month Fellows' initiative focuses on high-level leadership development (Leading Self + Leading Teams + Leading Organizations) as well as Jewish enrichment and learning to inform one's own Jewish identity and to inspire substantive Jewish experiences for millennial engagement.

The cohort will be comprised of Next Gen practitioners prepared to reflect on their Jewish values and their work, develop 'impact projects', and 'pay forward' their learning as a Next Gen leadership vanguard locally and across the Jewish community.

The cohort will collaborate to raise visibility, deepen understanding, hone practice, and create synergies to scale the engagement and sustained involvement of Jewish millennials. As a result of their collective efforts in the Next Gen space, the professional cohort will help ensure that Jewish millennials are more empowered and connected to Jewish life and leadership, activating their peer networks and the entrepreneurial spirit of the 20's/30's demographic to strengthen Jewish knowledge, passion and commitment.

With the success of Birthright and the growth of Federation Next Gen partners such as Moishe House, Masa, PJ Library, and Repair the World, thousands of young adults have connected to Jewish life. Next Gen innovation is ever-evolving through newer partners, including Base Hillel, OneTable, Honeymoon Israel, and hundreds of local Federation and niche start-ups, all working to evolve an ecosystem of dynamic Jewish options for millennials. As the field is rapidly developing – and research on the topic of 'emerging adulthood' is more widely available – the timing is opportune to advance the work of practitioners at the forefront of change and experimentation.

The goal of the Fellowship is to train professionals in how to build substantive Next Gen engagement practice and strategy that facilitates enduring commitment to Jewish life and community among young

people. Local learnings become instructive for the entire Federation movement, its partners, and other existing/new organizations and initiatives within the emerging Next Gen ecosystem.

Prospective Candidates

The ideal candidate works with Jewish young adults (20's and 30's) developing, implementing and/or managing the delivery of Jewish experiences and opportunities for meaningful Jewish engagement. Candidates will have responsibilities for Next Gen in their communities, such as:

- Training and leadership development
- Education and engagement
- National Young Leadership Cabinet
- Immersive experiences (e.g., Birthright, missions)
- College campus activities
- Campaign
- Agency partnerships (e.g., Moishe House, Repair the World, OneTable, local initiatives)
- Young professionals' affinities
- Programs for families with young children
- Service-learning and volunteering

The cohort is designed for high-performing, high-potential professionals serving the Next Gen constituency, ideally with 5+ years of work experience, and preferably an advanced academic degree. Candidates should be well-positioned to influence and guide local Next Gen strategy and preferably from communities with a millennial population of roughly 5,000 constituents within the age range of 18-35 years old (note that millennials generally represent 25% of a community's total Jewish population).

Participants are expected to remain in the field of Jewish communal leadership and education for at least two years following completion of the program.

Goals & Objectives

The Fellowship is built around the following goals and objectives:

KNOW MY AUDIENCE

- Understand the social, psychological, emotional and developmental milestones of millennials/emerging adults

KNOW MYSELF AS A GROWING JEWISH PROFESSIONAL & LEADER

- Build confidence as a Jewish role-model, inspirer, experiential educator, facilitator, story-teller, team-builder, mentor, vision-setter and lifelong learner through heightened self-awareness of leadership strengths, blind spots and growth opportunities

KNOW MY JEWISH CONTENT AND HOW TO MAKE IT RELEVANT

- Strengthen familiarity and confidence around the 'big ideas' and concepts in Judaism and infuse Jewish content into the design, implementation, and evaluation of meaningful Jewish experiences

KNOW HOW TO EMPOWER NEW & PROSPECTIVE CONSTITUENTS

- Understand the art/science of relationships, interpersonal dynamics, peer-networking and facilitation, and group/community-building

KNOW HOW TO MANAGE & LEAD WITHIN MY ORGANIZATION

- Understand how to manage up/down/across an organization and the hard/soft skills of developing/executing a strategic Next Gen vision

KNOW MY INNER ENTREPRENEUR

- Understand problem-solving, bringing new products/ideas to market/innovation, resiliency, data-collection/analysis, experimentation, and the power of persuasion

KNOW MY COMMUNITY (LOCAL + GLOBAL)

- Understand how to model inquiry, empathy, collaboration and active listening within a collegial community-of-practice that builds local, regional and global action networks around Next Gen education and engagement

KNOW HOW TO SUSTAIN MY PASSION

- Understand self-management, wellness, work/life blend, mindfulness and spirituality

Program Design

The training curriculum begins with a focus on the individual and sequentially expands in scope toward increasingly greater interdependent leadership responsibility within one's community, within the cohort, within the Federation movement, Next Gen ecosystem and across the larger Jewish community:

- **Phase One: Leading Self & Setting the Foundation**
 - *The individual as experiential educator and leader*
 - Topics may include: Development and articulation of an educational Jewish vision; Utilization of personal mission statement/values matrix; Exploration of personal Jewish life narratives and personal leadership style preferences; Foundations of experiential Jewish education (content curation, user experience, program design, facilitation); & Fundamentals of generational theory
- **Phase Two: Leading in the Local Community**
 - *Creating substantive engagement opportunities for Next Gen*
 - Topics may include: Facilitating learning environments; Millennial empowerment; Use of space and environment; Design thinking; Goal-setting; Collaboration and teamwork; & Multiple intelligences
- **Phase Three: Leading Next Gen Engagement Networks**
 - *Advocating for the work and advancing the field*

- Topics may include: Public speaking; Social entrepreneurship; Digital and social media technologies; Inspiring Jewish messaging; & Funding, scaling, evaluating innovation

The cohort of approximately 20 Federation YL and Next Gen Engagement professionals will convene in-person for a series of mandatory seminars (exact dates and locations subject to change):

- May 17-22 in Greensboro, NC
- January 13-16, 2020 in San Diego, CA
- May 18-21, 2020 in Greensboro, NC
- January 10-13, 2021 in San Diego, CA

The program also includes:

- **Leadership Assessment:** Customized state-of-the-art diagnostic tools to establish baseline leadership profile and preferences
- **Individualized Learning Plan:** Each Fellow will identify personal and professional learning goals to ensure that the program is paced and customized to meet their specific needs and promote career planning and advancement
- **Coaching:** One-on-one support rooted in a Key Leadership Challenge to reinforce new learning and ideas and to practice/develop leadership skills
- **Mentoring:** Personal relationship-building with a seasoned Jewish experiential educator with expertise in engagement and the implementation/assessment of meaningful Jewish experiences
- **Continuous Learning:** Online leadership modules, with topics including, 'Developing Direct Reports' and 'Managing Conflict', for supplemental enrichment
- **Applied Learning Practicum:** A supervised 'demonstration project' or initiative to advance the field of Jewish Next Gen engagement and establish best practices/models for reflection and replication (Fellows are eligible to receive a significant program grant from JFNA to support their capstone initiative, as well as matching funds from their local Federation)
- **Advising New Colleagues:** Fellows provide mentoring for two early-career Next Gen professionals (local or non-local, based on the needs of the Fellow and the mentee) as part of the applied learning requirement

Every aspect of the cohort experience is intentionally designed through the prism of 'applied learning', with emphasis on the practical application of theory, concepts, knowledge and skills to grow and deepen the involvement of millennials in Jewish life.

Upon successful completion of the program, Fellows will earn a certificate of recognition, signed and authorized by the three organizational partners: M²: The Institute for Experiential Jewish Education; The Center for Creative Leadership; and the Jewish Federations of North America.

Organizational Partners

[M²: The Institute for Experiential Jewish Education](#)

M²: The Institute for Experiential Jewish Education is a global innovator dedicated to advancing the field of experiential Jewish education through a broad range of training and consulting services in North

America and Israel. The organization is committed to the principles of *Machshava* and *Ma'aseh* – Intention and Action – two values whose interplay is at the core of Jewish life. These values are the foundations of experiential Jewish education.

By drawing from Jewish wisdom and academic research, modeling dynamic methodologies and practical applications, and cultivating collaborative learning experiences, M² provides educators with the knowledge, tools and skills to advance the theory and practice of experiential Jewish education, strengthening its reach and impact. M² brings a deep bench of professional expertise, coupled with a commitment to customization – particularly around cohort-based learning and communities of practice.

[The Center for Creative Leadership](#)

The Center for Creative Leadership (CCL) is a world-renowned, top-ranked, non-profit global leadership development organization. They provide customized assessment tools – including 360-surveys and behavioral indicators – that help leaders understand their preferences and blind-spots. These assessments become the roadmap for raising awareness and charting a personal leadership development plan. CCL's methodology will be particularly helpful as Fellows expand their sphere of influence as advocates and builders in the Next Gen space.

CCL has earned a Top 10 ranking from the *Financial Times* Survey of Executive Education Providers for 13 consecutive years and was ranked 4th place globally for the past 3 years. Their clients include major universities, non-profits and Fortune 500 corporations.

Program Requirements

During the program (May 2019 – January 2021), Fellows will be asked to allocate time from their work schedule to fulfill the following activities:

Cohort Learning

- 16 days for in-person training seminars

Individualized Learning

- 3-10 hours of leadership coaching with seasoned executive (by phone/video with Center for Creative Leadership)
- 4-6 hours of distance leadership learning (through Center for Creative Leadership online platform)
- 12-15 hours of professional mentoring with seasoned Jewish educator (by phone/video with M²: Institute for Experiential Jewish Education)

Applied Learning Practicum

- 20 hours of capstone project supervision from local Federation senior staff
 - The practicum is meant to be fully-integrated into the professional portfolio of each Fellow as part of their day-to-day work.
 - This component of the program provides an opportunity for each Fellow to advance their Next Gen engagement work by applying concepts and theory from the program,

interaction within the cohort, and Individualized Learning sessions to their professional practice.

- 12 hours to mentor two early-career Next Gen professionals within the Federation movement and/or one of its partner agencies
 - Each Fellow will provide 6 hours of mentoring to 2 entry-level colleagues in the local community or from another community to ‘pay forward’ their learning and to help build professional capacity for Next Gen education and engagement.
 - Fellows will be matched based on shared learning interests and community demographics.

Financial Requirements

The training costs for each Fellow are estimated at approximately \$30,000. As a result of significant funding from the Jim Joseph Foundation, much of this cost will be subsidized.

The local Federation and/or each Fellow will be required to cover:

- \$500 program registration
- Travel costs to the four seminar sessions (all US locations, tentatively scheduled in Greensboro, NC and San Diego, CA)

All tuition, individual/group learning experiences, materials/supplies, and lodging/meals for seminars will be included at no cost to the local Federation.

The program also includes funding to support initiatives launched by Fellows in their communities through the Applied Learning Practicum. These funds are available on a competitive basis and require a dollar-for-dollar local Federation match.

For example, a Fellow wishes to create a new series of themed experiences rooted in Jewish values to connect new post-college, pre-family professionals in their 20’s/30’s to the work of Federation. Or, a Fellow wants to create a new community-wide strategy for Birthright Israel post-trip engagement. The program requires \$20,000 in funding. The Fellow may apply for \$10,000 through the Applied Learning Practicum, *provided that the local community agrees to match with \$10,000*. The average grant award per Fellow through the Practicum will be approximately \$10,000 and dollar amounts will vary by Fellow based on the efficacy, scope and complexity of each proposed project. Funds are awarded competitively and are not guaranteed.

Contact

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