

The Darrell D. Friedman Institute for Professional Development at the Weinberg Center

Friedman Fellowship Program 2020 – 2021

Purpose and Goals of Friedman Fellowship

The purpose of the Friedman Fellowship is to build the capacity of DFI and the Baltimore Jewish community to attract, develop and retain high quality professionals who will lead and deliver services of excellence. Goals include:

- To promote the field of Jewish communal service
- To bring prospective and new professionals to Baltimore
- To bring added value to Jewish organizations and our community
- To enhance new professionals' skills and Jewish knowledge
- To take them to the next step in advancing their careers in the Baltimore Jewish community

DFI will select up to 10 new Friedman Fellows, to receive \$5,000 to use for their professional development over a period of two years while in Baltimore.

The first opportunity to submit application to DFI for Friedman Fellowship funds for the year 2020-2021 will be by August 15, 2020. A second round of applications will be due by December 15, 2020.

Fellows are required to participate in KADIMA, a Jewish leadership development series for their cohort, attend at least two DFI workshops, and write a one-page description of their experiences at the conclusion of two years.

Criteria

An organization's executive director or top professional may nominate a candidate for the Friedman Fellowship on behalf of the organization by identifying a newer employee with potential for demonstrating *exceptional talent and a commitment* to work in the field of Jewish communal service. The selection committee will consider the candidate as it pertains to the criteria below.

In the first two months of the Fellowship, in consultation with the supervisor, and with approval from the DFI Executive Director, a professional development plan should be created.

To be eligible, the candidate should be working:

- in a full-time position
- in the field three years or less and
- in the organization at least six months

The candidate selected must have exceptional characteristics including:

- Demonstrated leadership
- Initiative
- Innovative outlook
- A team player
- Commitment to strengthening and enriching Jewish life and Jewish identity within the broader Jewish community
- Passion for and the commitment to be a Jewish communal professional
- Commitment to learning and growing professionally to advance his/her career in this field

The committee will also consider the following when selecting a candidate in his/her role:

- This is a professional position
- The position has significance and is a priority to the organization
- In the position the professional has opportunities for interaction with both lay and professional leaders
- The position provides opportunities to foster collaboration in the Baltimore Jewish community
- The organization has the capacity to provide excellent supervisory oversight

The Darrell D. Friedman Institute for Professional Development
Friedman Fellowship Application 2020 – 2021

Today's Date: _____

FELLOW'S INFORMATION:

Name: _____

Title: _____

Email: _____ Phone: _____

Number of Years in Organization: _____ Number of Years in Field: _____

ORGANIZATION INFORMATION:

Name of Organization: _____

Executive Director (Print): _____ Number of Staff in Organization: _____

Executive Director (Signature): _____

Phone: _____ Email: _____

DIRECT SUPERVISOR OF POTENTIAL FRIEDMAN FELLOW:

Name: _____ Title: _____

Phone: _____ Email: _____

1. It is the expectation that the supervisor will work with the potential Friedman Fellow in creating a professional development plan over the course of the next two years.

- The potential Fellow and supervisor should discuss and list below a draft professional development plan for how the funds might be used in the next two years. Consider the Fellow's career goals in the Jewish communal field and the learning and skills yet to be developed.
- Please tell us the supervisor's plan for helping to foster the Fellow's growth over the course of the Fellowship.

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2. Please attach the name and resume for the potential Friedman Fellow that meets the stated criteria.
- Include a short description by the candidate of his/her path to this point as a Jewish communal professional and how they think they would benefit from this Fellowship.
 - The organization should also tell us how it would benefit from this Fellow's participation.

3. What professional development opportunities does the organization currently offer, if any?

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4. Please include a description of the potential Fellow's position.

Include:

- Job description
- How the position relates to the overall mission of your organization
- The impact of this position as it relates to the numbers served and population engaged
- The potential for collaboration with other organizations in the community

5. Please provide any other information the organization believes is relevant to the committee's decision.

Each year: Submit Application by August 15. A second round of applications will be due by December 15. Applications may be found online at thedfi.org

Save application first, then fill out. Save your answers in WORD on your computer before sending, just in case!

Let us know to expect your application, and attach or scan to submit by email to Shirley Hott at shott@naalehbaltimore.org. Questions? Call 410-843-7560.

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