

THE TREU-MART YOUTH DEVELOPMENT FELLOWSHIP PROGRAM

DESIGN OF THE FELLOWSHIP EXPERIENCE

The Fellowship consists of a six-day professional development experience, spread out over a three to four month period. Peer support and coaching follow up the initial educational experience.

The three fellowship components are:

- Educational experience – Three residencies about one month apart. These residencies combine academic learning—presentations, readings, discussions, and working in small groups – with experiential learning— internalizing the concepts of resiliency and youth development.
- Peer support and reinforcement – Small groups of participants meet monthly for facilitated conversations about integrating the resiliency model and youth development principles into their daily work.
- Coaching – Technical assistance for Fellows assist them in implementing concepts and strategies learned into new and existing programs.

The supportive professional networks formed by participants deepen and broaden the fellowship experience.



Resiliency: two definitions

From the dictionary: “The ability of humans to recover physically and psychologically from trauma; an innate capacity for self-righting and for adapting to adversity.”

From the experience of a 15-year-old: “Resiliency is...bouncing back from problems and stuff with more power and more smarts.”

THE RESILIENCY MODEL

The resiliency model is a model of hope and empowerment. It focuses on strengths that all children have to survive adversity and thrive in the face of severe stresses, including poverty, abuse and neglect, illness, and war. Resiliency research has found that 50 to 70 percent of children born into very high-risk conditions overcome their environment to lead successful, productive lives.

Researchers have identified the personality traits common to resilient children and the environmental factors that enable healthy growth and development. Resilient children tend to be socially competent; they have a sense of autonomy; and they have a sense of purpose and a belief in the future. The three characteristics common to families, schools, and communities that foster resilience are: a caring and supportive emotional climate, high expectations, and meaningful opportunities for youth participation.

SUPPORTING OUR YOUTH

The Treu-Mart Youth Development Fellowship is one component in helping the community view our youth as having talents that can be nurtured and developed. This program will build upon the successes of youth-serving organizations.



The capacity to support youth currently exists in community agencies because:

- Staff members in community agencies are well positioned to implement the three protective factors for youth: a caring environment; high expectations; and community involvement.
- Community agencies serving youth have the capacity to buffer children against destructive influences.
- Community agencies strongly encourage professional education of staff.

The program provides peer support for participants and replicates the conditions crucial to supporting resiliency and positive youth development.



NATIONAL LEADERSHIP IN THE NONPROFIT COMMUNITY

The Treu-Mart Youth Development Fellowship Program is a cooperative venture of the Treu-Mart Fund (a supporting organization of the Cleveland Foundation and the Jewish Community Federation of Cleveland) and the Mandel Center for Nonprofit Organizations of Case Western Reserve University. The Fellowship Program is a nine-month experience for youth-serving professionals that both teaches and embodies the resiliency model of youth development—an asset-based paradigm for working with middle-school-age youth. This experience includes coaching, education, and peer support and reinforcement. By supporting a critical mass of leaders who understand and embrace the resiliency model and positive youth development concepts, the Treu-Mart Youth Development Fellowship Program will enhance the way community organizations work with middle-school-age children.

The Mandel Center for Nonprofit Organizations was established in 1984 at Case Western Reserve University in Cleveland, Ohio. Created by both local and national leaders deeply interested in strengthening not-for-profit organizations, the Center is nationally recognized for excellence in educating leaders and managers within the nonprofit sector. Our vision—to become premier, nationally and internationally, in preparing current and future nonprofit leaders to transform their agencies into high-performing organizations,—highlights the common theme of leadership development that resonates throughout all Mandel Center activities.

The Treu-Mart Youth Development Fellowship Program is closely aligned with our vision of working with individuals with leadership potential to hone their knowledge and skills and to assist them in connecting what they learn at the Center with making their own organizations more effective.

Leading the Fellowship Program is Patricia Heilbron, who joined the Mandel Center as Director of the Treu-Mart Youth Development Fellowship Program in October 2004. Ms. Heilbron brings thirty years of experience as an educator to the project. She has worked with children from Kindergarten through grade 12, and with adults as well. She was an elementary school principal and elementary coordinator in the Oberlin, Ohio school system, and from 1995 to 2004, was principal of Mercer Elementary School in Shaker Heights, Ohio. Ms. Heilbron is an exceptionally talented leader—creative, seasoned, and driven by a dedication to children.



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**A NEW PARTNERSHIP
A NEW PROGRAM**

Mandel Center for Nonprofit Organizations
*The Treu-Mart Youth Development
Fellowship Program*

CASE WESTERN RESERVE UNIVERSITY