



Cause Effective Fellows Program

*Advancing Leaders of Color
in Fundraising*

2021

FELLOWSHIP APPLICATION

PROGRAM DATES:
JANUARY 20TH – JUNE 9TH 2021



PROGRAM ELEMENTS

The **Cause Effective Fellows Program: Advancing Leaders of Color in Fundraising** concentrates both on hard and soft development skills (such as building the development team, major gifts and workload management), combined with a focus on interventions to address your needs as a person of color in the nonprofit sector. With an emphasis on raising up the biases facing development professionals of color, this program will help participants manage scenarios that emerge within their role as it intersects race and class dynamics.

Led by expert nonprofit professionals, twelve participants will experience workshops aimed at enhancing your ability to work with stakeholders at all levels: the executive director, board of directors, staff and donors. The program will also strengthen

your skills acquisition within areas such as major gifts, workload prioritization and work-life balance, communications and case for support, building your development team, and more.

Each participant will be assigned to a coach to work on customized professional goals throughout the course of the program. Participants will also have access to an Advisory Council of experienced nonprofit leaders who will serve as mentors and be available as a resource.

Clarence Patton from Pipeline Consulting will work with the **Cause Effective Fellows** cohort to provide expertise and training in the area of Diversity, Equity and Inclusion.

PROGRAM PURPOSE

The **Cause Effective Fellows Program: Advancing Leaders of Color in Fundraising** brings together mid-career development professionals of color for a transformative experience that strengthens participants' position in the field. Combining skills building, peer roundtables, unique opportunities to connect with nonprofit leaders and customized coaching and mentoring support, the **Cause Effective Fellows Program** is designed to support retention and build a pipeline of opportunity and growth for Development Directors of color.

PROGRAM GOALS

- Develop a pipeline of development professionals of color and build an ongoing support network to share resources and information for long-term success in the field
- Provide a pathway for Development Directors of color who are interested in expanding their leadership roles within the nonprofit sector
- Elevate development as a strategic management function in participants' organizations through these development professionals' ascendance into their nonprofit's senior leadership team
- Train Development Directors on the skills necessary to navigate DEI issues such as implicit bias or micro aggressions, as well as provide tools to support change in their environments around these conditions

PROGRAM DATES

- **JANUARY 20, 2021**
- **FEBRUARY 17, 2021**
- **MARCH 17, 2021**
- **APRIL 14, 2021**
- **APRIL 28, 2021**
- **MAY 12, 2021**
- **JUNE 9, 2021**

*All workshops will be held virtually from 10:00 am to 3:00 pm with the exception of April 14th when the workshop will be from 5:00 pm to 7:00 pm

Applicants should refer to and mark these dates on your calendar in the event you are selected for the program. Participants are required to attend all sessions in their entirety. **The evening session on April 14 is intended for Directors of Development and Executive Directors.**

PROGRAM IMPACT

The inaugural Cause Effective Fellows Program, held in 2020, supported 15 mid-career development professionals of color over six months. Participant outcomes included a **greater ability to navigate the power dynamics inherent in fundraising, more confidence in addressing micro and other aggressions, and more success in mobilizing the board and other ambassadors as solicitors.**

Participant comments include:

"The fellowship has enriched and equipped my life on both the professional and personal fronts."

"All fundraisers of color need to experience a space like this."

"This experience is a game-changer"

93% of participants indicated the program met their expectations, and 100% would recommend the program to their peers.

ELIGIBILITY

Development Directors of Color based in New York City with 4-8 years total in a DoD role*

Specific Criteria include:

- Person of Color
- Working full-time paid position in Development (at least 80% of your job is fundraising)
- Working as a senior development professional for 4-8 years
- Most senior development professional in your organization
- Committed to staying in the nonprofit sector
- Dedicated to career in fundraising
- Committed to attending all sessions
- Professionally based in the NY metropolitan region

***NOTE to Applicants:** You do not need to have been in your current position for four years, but you do need to have held the role of director of development for a minimum of 4 years.

Selection Process

Cause Effective Fellows are selected through a competitive application process. Applicants should meet the eligibility requirements specified, and be committed to furthering their growth within the fundraising profession.

Applications due on **December 4th**.

Acceptances will be announced on **December 11th**.

The program will begin on **January 20th, 2021**.

APPLICATION GUIDELINES

Applicants can access the application [here](#).

The application is also available at

www.causeeffective.org/preparing-the-next-generation/

Your application must include the following components:

- RESUME
- LETTER OF SUPPORT
- SIGNATURE OF ORGANIZATION'S EXECUTIVE DIRECTOR

LOCATION All workshops will take virtually via Zoom.

COST This program has a \$10,000 value but is being provided without charge thanks to our program sponsors.

ABOUT CAUSE EFFECTIVE

For nearly four decades, **Cause Effective** has transformed thousands of nonprofit organizations and those who lead them by partnering with mission-driven leaders to achieve social change. We work with leadership to develop, employ, and expand effective fundraising, governance and organizational strategies to advance equity and justice.

In 2018, we took on an initiative to examine the barriers to success of professionals of color in fundraising.

The resulting report, **Money, Power and Race: The Lived Experience of Fundraisers of Color**, reflects participants' narrative that while diversity matters in the nonprofit sector, people of color need to be skilled not only with fundraising acumen, but also have the awareness and tools to navigate the intersectional dynamics of power, race and class that are endemic to fundraising encounters.

As a follow-up to the report, the team at Cause Effective wanted to do more to encourage systemic change to support the entry, retention, promotion, satisfaction and success of professionals of color in fundraising.

Cause Effective Fellows Program: Advancing Leaders of Color in Fundraising is the result.

PROGRAM SPONSORS