



# Cause Effective Fellows Program

*Advancing Leaders of Color  
in Fundraising*



> 2019  
FELLOWSHIP

> PROGRAM DATES:  
DECEMBER 5, 2019-JUNE 30, 2020

## 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, eight 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 facilitate workshops and be available as a resource between workshops.

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

- **December 5, 2019**
- **January 9, 2020**
- **February 6, 2020**
- **March 19, 2020**
- **April 23, 2020**
- **May 14, 2020**
- **June 11, 2020**

\*All workshops are from 10:00 am to 4:00 pm with the exception of March 19th 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 March 19 is intended for Directors of Development and Executive Directors.**

## 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 November 1st.

Acceptances will be announced on November 11th.

The program will begin on December 5th, 2019.

Applicants can access the application [here](#). The application is also available at [www.causeeffective.org/preparing-the-next-generation/](http://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 place at Cause Effective's Office at 505 8th Ave, Suite 1212, NY, NY 10018

**Cost** This program has a \$8,000 value but is being provided without charge thanks to our program sponsors.



**APPLICATION  
GUIDELINES**

## ABOUT CAUSE EFFECTIVE

For nearly four decades, Cause Effective has worked to strengthen thousands of nonprofit organizations and those who lead them. In the past year, we took on an initiative to examine the barriers to success of professionals of color in fundraising. We read dozens of articles and reports, and spoke with over 200 fundraising professionals, executive directors, funders, recruiters and others to gain a nuanced understanding of how the dynamics of money, power and race intersect in the philanthropic field. The result of this extensive work:

**Money, Power and Race: The Lived Experience of Fundraisers of Color**, reflects participants' narrative that while that 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.

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